nother, CEO.2 ayn

bululerulem phe pribling of people who start their journey enables change in the lives of the created and the support provided huge in numbers, each job our three Social Firms. While not experiencing mental illness in up more opportunities for people During the year, WCIG opened

individual health and wellbeing. that, in general, work is good for about evidence which suggests tor everyday lite. Much is written adequate economic resources important means of obtaining needs as well as being the most Job meets important psychosocial financial independence, having a community inclusion and primary manner of maintaining where employment is the anticipated futures. In a society changes and the planning for change, adjustment to these this year at WCIG was one of

employment. barriers to gaining and keeping people who, due to disability, face assistance creating options for encouragement, advice and gave much needed support,

The increasingly stable financial wellness with us – often for the

Services team, working with to join our Disability Employment OI Moved internally within beyom no positions in other organisations, of this long process was that all pleased that one positive result me I .itate gnizeme att bellewelled Youth Connections program and the closure of our long-running effect and the organisation faced year's report (and Australian changes foreshadowed in last Midway through the year the who work together each day. report celebrate the people The pages of this annual for people.

organisations in Australia today, for community not for profit

Each day our staff work with As seems to be the new norm illness and other disabilities. young people, people with mental needed services to job seekers, of providing better and much the future, looking to new ways results has allowed us to plan for first time in years. WCIG staff

finished the year with a financial surplus. employment or into training best suited to their aspirations. We also work of previous years to successfully assist people into sustainable us at WCIG. Operationally and financially, we continued to build on the Looking back, as we do in these reports, 2014-2015 was a good year for

affected staff went on to gain

Government budget) came into

sowerimes unexpected changes

beginnings and small steps grow

individuals from the communities

successfully start a job. Small

prepare for, plan for and

in which they are based to

and do produce exciting and

Ron Miers - CEO

organisation to achieve our vision.

support me as the CEO and the

Chairperson Natalie Lupton who,

with the Board, continues to

I panks are also due to our

the strategic framework and

to thank the Board who provide

disadvantage. I would also like

through workforce participation

our mission of creating futures

the commitment of our staff to

cannot do anything without

youth-focused Springboard

young people, and onto our

As these pages show, we

for people who experience

necessary governance.

2015 year combined with a strong focus on services to our participants. has overseen a significant improvement in our finances for the 2014 disappointing financial results. However, I am also pleased the Board of the organisation. Over the last three years I have commented on Report, highlighting the importance of collaboration at all levels On behalf of the WCIG Board I am pleased to present the 2015 Annual

I would like to thank Ron and his contributor to assisting people

tailored to be a significant

small, they are individually

government programs.

were not available through

need for further funds that

program participants who

grants to a number of our

Annual Board Scholarship

continued its support of the

WCIG. The Board has proudly

standards of governance to

its work to provide the highest

more efficiently and effectively as

committees are now operating

With additional members, our

have already seen the benefits.

Each new Board Member has

Sue Olney and Michael Byrne

At our last Annual General

Board Members; Frank Carlus,

Meeting we welcomed three new

performance and better bottom-

that has provided our improved

staff for the hard work and vision

experience to the Board and we

brought a unique set of skills and

The Board has continued in

supports to the Board.

reach their goals, as well as a

demonstrated their tenacity to

almost \$20,000 in scholarship

Program and last year allocated

Although the grants are relatively

Natalie Lupton - Chair

diligence and hard work.

Byrne for their continued

Carlus, Sue Olney and Michael

Members; Pam Mutton, Frank

a no eseq of deiw I , yllenif bnA

research/employment-services-

\usunbe.dleminu.sqss.www ts

More information can be found

analysis and the development of

through Melbourne University

agreement. The work we fund

signing another 4 year funding

with Melbourne University by

financial year we restated our

to report that in the last

training. We are also happy

sustainable employment or

to make the next step into

commitment to our partnership

provides valuable research

research-projects

employment policy.

pig thank you to my fellow Board

Jackson, David Cragg, Frank

nothing S'AIAHJ ayn

the services report

found

students receiving qualifications

SOCIAL ENTERPRISE

supporting

TRAINING

SPRINGBOARD

young

people

DES over

job seekers commenced work

YOUTH CONNECTIONS

in-school program

young people supported

assisted

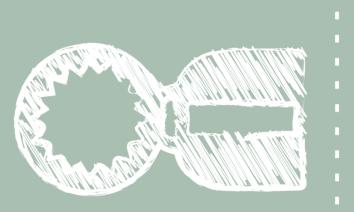
disadvantaged employees



Mategic direction no

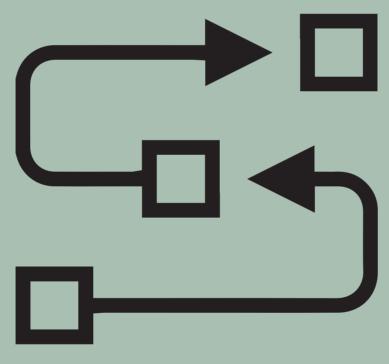
HGH

affected by disadvantage create futures for those quality, effective services to We consistently deliver high



PROCESSES

to meet our needs that are effective and continue Ensure quality services by having systems and processes



HGH (

CREATE FUTURES

Ensure a participant-centred,

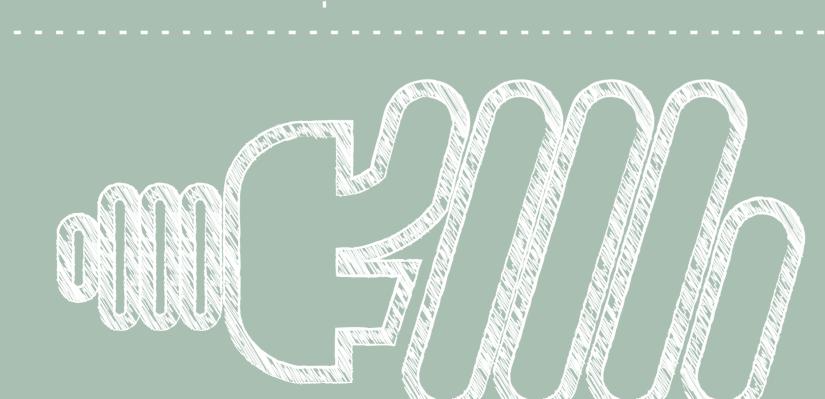
wrap-around approach to

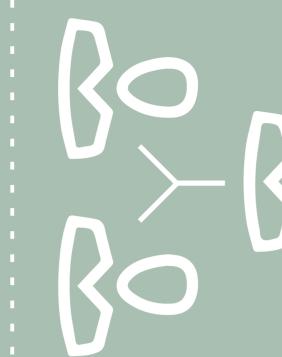
our services



VATIO

emerging services and Embrace innovation and business models



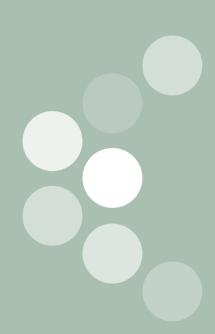








Ensure quality services by having systems and processes that are effective and continue to meet our needs





nother,

DNING

Stepping Forward for Work. courses including SEE, AIM and es an Additional Language and Community Care, to English Education and Care, and Aged Administration, Early Childhood

support provided. We emphasise individually tailored one-on-one compassionate Trainers with and are staffed by caring, with additional learning barriers be flexible to assist students ot bangisab are assruoo alow well-received pre-employment backgrounds. We also provided range of cultural and linguistic for students from a diverse

to achieve the best, most positive approaches to learning in order the need for custom-made

outcomes possible for our even more in the next year. see WCIG Training Services grow continuous improvement that will work that the team has put in to the momentous amount of great positive result. Our success in

courses ranged from Business vocational qualifications. These development courses and well as pre-accredited skills se 'səssəuisng jeooj pue as First Aid for staff, students offered short courses such WCIG Training Services

up until 2020, which is a very Qualifications Authority (VRQA) the Victorian Registration and Training Organisation with registration as a Registered successfully audited for reour community. We were also training to 500 students in 30,000 hours of pre-accredited

students as possible. outcomes we can to as many in delivering the best training comprehensive and united front and course offerings to offer a pool our collective expertise This will mean that we can we're thrilled to announce a new re-registration is testament to

dnalifications and we provided students gained vocational This year, approximately 200

> organisation, JobCo Training. with a fellow training shared-services arrangement facet of our service delivery, practice approaches in every continuing to build upon beststreamlining and hard work in structure. Alongside careful contract and our operational changes to both our scope of saw many sweeping, positive Pervices was action-packed and 2014 - 2015 for WCIG Training

had low literacy and numeracy

assisted by Youth Connections

Almost 50% of the young people

outcomes and better prospects.

in their journeys toward better

in forging forward movement

and/or inadequate family support. management/behavioural issues financial distress or anger self-esteem and 25% experienced participants experienced low mental illness. Almost 50% of suspected and/or diagnosed of participants experienced a over 30 secondary schools. 25% Youth Connections supported

support providers

John Beobie

Supported 80

(Jepuosės pue

LLEN with 4

the WynBay delivered via

'sjoouss

assisted young people to

SCHOOL SUPPORT PROGRAM:

YOUTH PARTNERSHIPS IN-

development to service providers • engage with local service and

of disengaging from education people who were most at risk service that assisted young

garden at Copperfield College

into the build of a community

Helped to oversee and plan

individualised and responsive

numerous youth friendly hubs

and Werribee sites, as well as

noth

ayp

SNOILD CONNECLIONS

and secondary schools.

Youth Connections was a flexible,

tluesse leuxəs diw gnileəb

Provided professional

It's All About YOUth

approach to assisting these ıuəwəbeyen əses pəsirenpiyibili and personal difficulties; the faced numerous barriers Linked with Youth Connections fraining or work. Young people transition to further study, Education & Employment young people made a successful in consortium with Djerriwarrh primarily aimed at ensuring between 2010 - 2014, delivered or training. Youth Connections youth focused offerings

Brimbank and Melton, with Valley, Hobsons Bay, Wyndham, across Maribyrnong, Moonee Youth Connections operated

was the cornerstone of WCIG's

Government. Youth Connections

incumbent Commonwealth

innding cuts imposed by the

Youth Workers in light of the

farewell to our wonderful

complement of Youth Connections

Оп 31 December 2014, we bade

provided out of WCIG's Footscray young people was instrumental additional support presences also

young mentors

primary to

included training

secondary transition

ConnectED67:

managing vuinerable secondary research gathered from case :МАЯООЯЧ ТЯОЧЧОЗ , Mosels believe basedening **WYNDHAM TRANSITION**

also supported the and life skills. Springboard staff budgeting, employability skills cooking, health and wellbeing,

> support, opportunities and Springboard provides individual residential out-of-home care. leaving or have already left aged between 15 - 21 who are outcomes for young people commitment to improve life or the victorian Governments The Springboard program is part

for June 2016 which reflect the

performance, innovation and

continued dedication needed to

achieve the best outcomes for

our participants. The focus also

plan which delineated the work

to be done to continue to fortify

employment services to people

797 jobs were found across the

 Retail and Healthcare sectors

year with the majority in the

WCN as a leading provider of

turned to establishing a business

Springboard operates in the intensive support. opportunities and require from the community and other often severely disengaged assisted by Springboard are and employment. Young people engage with education, training assistance to engage or re-

Maribyrnong, Moonee Valley, contracts with Hume City Council, Outside Branch services with a mental illness. and training to individuals living provide supported employment maintenance solutions that Firm continued to deliver quality building maintenance Social upgrades. WCIG's garden and

litter per week. to approximately 1–1.5 tonnes of parks every week, which equates litter from 35 Hume City Council The Outside Branch team collects and various domestic clients. Community Services for Women WCIG, Mercy Health, McAuley

of equipment and process

Seddon location and a number

to a more central Footscray/

equipment/operations depot

the relocation of the central

Outside Branch saw a solid

Outside Branch

and rewarding 2014-2015, with

2014-2015 has been a fast-

paced year for our Disability

Employment Services. We've

seen some fantastic results

with disability to engage with

sustainable employment and

more than 450 participants

commencing employment

educational opportunities – with

throughout the year, and more

and training to enhance their

developed and implemented

a tailor made service delivery

model across all sites. This

a flexible and supportive

referred to WCIG WCN.

in assisting people living

approach for job seekers living

with psychiatric, physical and

sensory disability to strive for

addition to securing sustainable

employment, this approach is

designed to assist participants

communities. WCIG WCN believes

that by providing the tools and

to further participate and

than 180 undertaking education support, participants are further

skills. Overall, 800 people were own life choices and enhance

Following on from last year, WCN WCIG WCN maintained a solid

with consortium partners WCIG, financial base during 2014-

JobCo and E-Focus, have further 2015, with a marked increase

structure is dedicated to providing demand for employees. This

advocate within their local

empowered to make their

in participants engaging in

response to shifts in industry

has had a very positive effect,

education and training in

their opportunities.

a sense of independence. In

SOCIAL ENTERPRISE ays

moder,

and deliver even more eco-We continued to carefully source a number of fronts. some innovative re-imagining on illness. 2014–2015 brought about women experiencing mental employment and training to providing supported, sustainable is going stronger than ever, retail Social Firm LoveLuvo Established back in 2011, our

to building our online presence 2014 and we are looking forward launched our Online Store in Practices in December 2014. We Award for Inclusive Business Council Inclusive Recognition receive a Maribyrnong City LoveLuvo was honoured to and body. produced products for the home friendly, sustainable and locally

ber day. 16 contracts at up to 26 sites Supported Employees, servicing working alongside 11 Nonexberiencing mental illness, Supported Employees, people Our team this year comprised 23

dnaiity assessments.

guides and other quality-

65% to a stellar 90% rating in

and a rise from an average of

ժ2% ւeqnction in chemical usage

assurance resources, including a

range of best-practice processes,

effort in the implementation of a

as something to behold this year.

of consolidation and refinement

Firm, was proud to see its goal

operation as WCIG's first Social

Cleanable, now in its 10th year of

as many participants have

moved into employment after

successfully completing their

The WCIG WCN consortium

as always toward continuous

delivery and innovative

with disability.

continues to grow, and will strive

assistance for participants living

Cleanable

The team put in a monumental

and beyond. throughout the remainder of 2015

reams supervised by a 2 sites serviced by

Supported Employee wage subsidy originally on a sew onw nebus Employee from : mployees and 1 4 Supported

-3• -**-3**• **-3**•

case management and various nother CHORONES

the

report

During the year, WCN researched

and developed a comprehensive

new Service Delivery Guide

for the use of the DES service.

The last 12 months also saw

WCN engage in a high number

of internal and external audits.

We successfully completed all

underwent a re-certification audit with disability.

Departmental audits, which

is a great outcome. We also

on the National Standards for

Disability Services (NSDS) with

in a time when compliance

requirements continually grow

and regulatory expectations.

the focus of WCN moved on to

establishing goals and targets

As the year drew to a close.

and change with service delivery

some excellent feedback on how

we go about upholding the NSDS

Both of these are pleasing results

by co-facilitating Engagement outreach services, including Youth Connections Program

and relationship skills. also fostering communication addressing mental health - and emotions – including effectively connections, managing their making community and social training and employment, as re-engaging in education, reach personal goals such Youth Workers and aimed to engaged with their Springboard Young people were actively

Working Communities Network

(WCN) is a collaborative effort

of WCIG, E-Focus and JobCo in

Disability Employment Services

(DES). Now in its third year of

with disability, primarily those

experiencina mental illness.

to gain and retain long term

The vast majority of jobs found

for our participants are in small

In the 2014 - 2015 year the work

of WCN concentrated on boosting

operations across 8 Employment

Service areas, stretching from

the Peninsula in the east of

Melbourne, across suburban

Melbourne and down to Geelong

to medium-sized businesses.

and consolidating our vast

sustainable employment.

operation, our aim continues

to be to assist people living

within the community.

housing, life skills and health fantastic outcomes in education, throughout 2014 - 2015, achieving broudly assisted 36 young people WCIG's Springboard team

self-esteem and will include resilience, build confidence and young people to increase their These programs will assist care and lead tenant properties. at young people in residential workshops and programs aimed also in the midst of developing and wellbeing. The team is

delivered individually through (Wynbay) areas. Support is Wyndham and Hobsons Bay

strategic direction no 2

PARTNERS

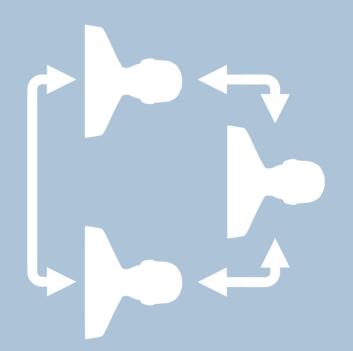
or people work together We maximise skills and resources when organisations

SHARE THE LOVE

2

STRATEGIC

of expertise effectively use our areas organisations that comp Collaborate with other minimise duplication and WCIG activities in order to





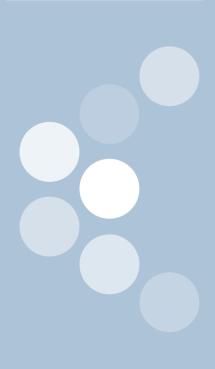
our participants maximise opportunities for of employers and industry to relationships which are responsive and meet the needs Create and maintain strategic

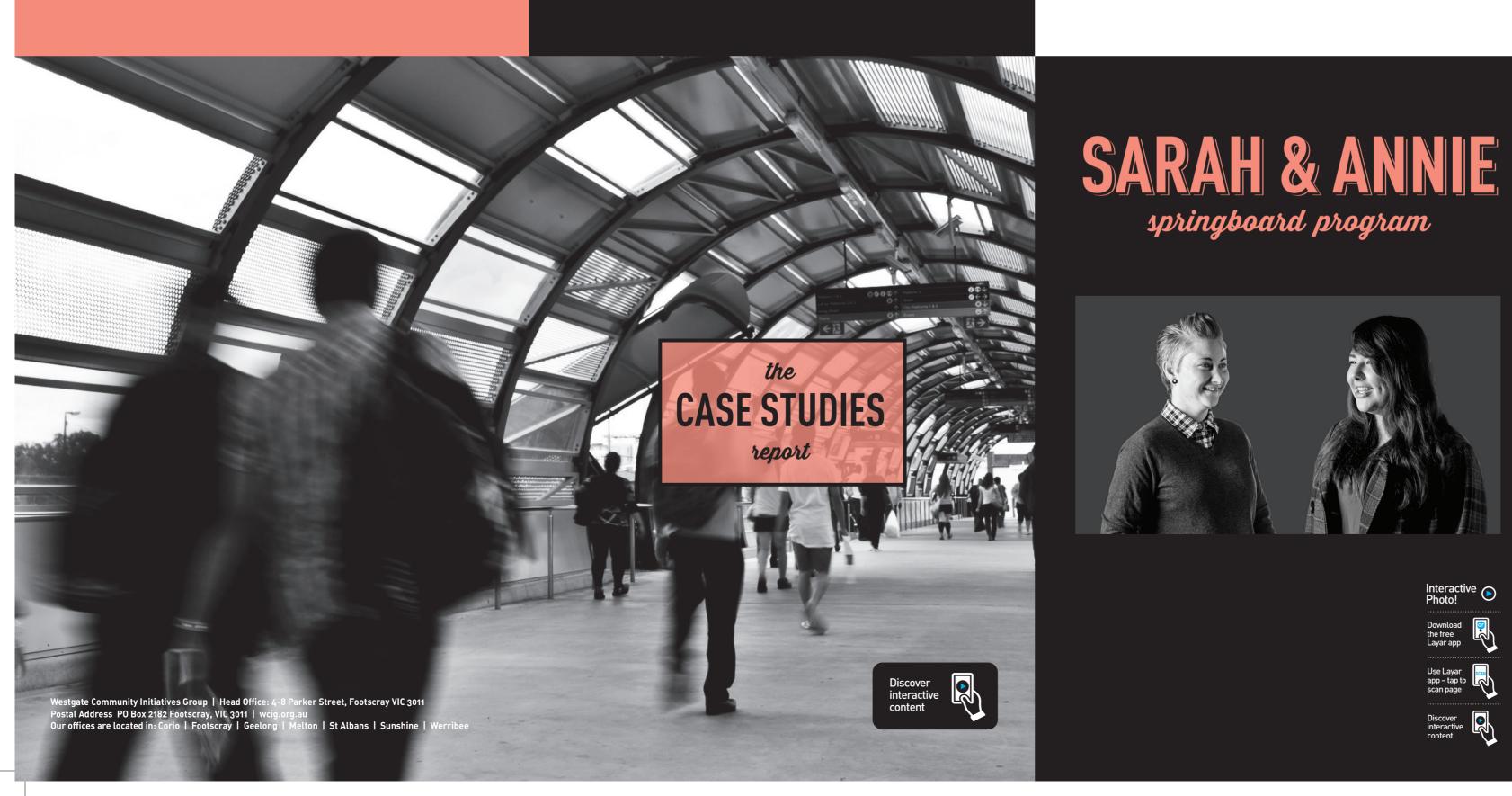


workforce participation for those experiencing disadvantage in Maintain excellent working relationships in order to influence effective responses



Ensure quality services by having systems and processes that are effective and continue to meet our needs

















.tes gninib a bna

the unit including a bed, a sofa

Australia and obtained all the

to rent, contacted Welcome to

number, found a unit for Sajid

assisted with obtaining a tax file

with the Commonwealth Bank,

health. Tania also linked Sajid

address his mental and physical

various health professionals to

Tania set up appointments with

serriement into the community.

ay, Tania assisted Sajid with his

Consultant, Tania. From that where he met his Employment

came to WCIG's Sunshine office

in the detention centre, he was

Island where he spent 18 months

passengers were rescued by the

freacherous waters before the

from his boat did not survive the

boat sank out in the ocean. Sajid

brother was killed in the incident.

pain of glass lodged in his face

wounds and still deals with the

on a bus he was travelling in;

involved in a Taliban terrorist

seeker from Pakistan. He was

Sajid is a 31 year old Asylum

attack where a group opened fire

On his journey to Australia his

tragically, five other people treaded water for 6 hours, and

released December 2014 and

Sajid was sent to Christmas

goods he needed to move into to

has had in a very long time.

most dedicated workers she

She stated that he is one of th

through a supervisor course.

more English she will put him

his progress. It Sajid can learn

communicated her delight with

Sajid's HR manager Chiara ha

on work and any issues that he

contacting him daily to catch i

reaching 13 weeks employme

supported him all the way to

As a consultant, Tania has

children, his mother and sibli

Sajid supports his family which

supporting family back home -

depression and stress regarding

need a lot of support within the

from overseas. Asylum Seekers

has helped him with verification

for him to get his HC licence and

at 4am. Tania has since organised

could get to work which started

were paying for taxis so that he

of a car. Up until this point WCIG

licence and the recent purchase

Ilut eid gainisg bijs2 of bel doidw

job where he is still employed.

which Sajid was successful, and

Once Sajid was settled in, Tania

organised a job interview, for

then commenced a full time

includes his wife and three

seekers can experience

community to learn the

"The Aussie Way". Asylum

may be dealing with.









Discover interactive content

employment prospects. workplace and increase their to boost vital skills for the to pursue further education or and numeracy, to assist students and tailored education in literacy Program provides specialised

for a trip to Korea!

ideally see Josh set

teaching – which will

ni znoitezifileup

higher education,

then Bachelor level

a Diploma-level and

eventually completing

soon and move into

finish his SEE course

own abilities. Josh will

his can-do attitude and

and teach English.

newfound confidence in his

his course is testament to

would equip Josh with the

course. A TESOL qualification

toward a pathway into teaching,

the tertiary education system

branned his journey through

Josh and his dedicated SEE

Irainer, Joanna, meticulously

that Josh has shown throughout

The dedication and commitment

necessary skills to travel to Korea

WCIG's delivery of the SEE Training Services. SEE Program, run by WCIG Josh was referred to the complete a teaching qualification, these would be necessary to numeracy skills. Knowing that but continued to struggle with his taught himself to read and write, opportunities; he painstakingly through despite his limited Josh's perseverance showed employment, ever since. numeracy, and few options for 10 and lived with low literacy and before he could complete Year circumstances Josh left school Due to complex personal

teacher instead! long-held aspirations to be a realised that WCIG could actually after his commencement, he finding employment. Shortly MCIG in 2014 for assistance in Josh was initially referred to









umyboyd vor H20L8 ANNAOL



springboard program

Interactive Photo!







to continue their education. Annie's Youth Worker, Sarah. ensured that she had all the support and assistance necessary to achieve her goals. One of the major issues faced by young people transitioning out of state care is that most support services end when young people reach the age of 18. Annie has thrived with the mentoring and material support provided by Springboard.

Annie was linked in with WCIG's

birthday. Annie was transitioning out of state care and required

support to prepare for furthering her studies beyond secondary

delivery of the Springboard

Annie was an independent

person from quite a young age, and was keen to give back to

the community by engaging in a

Community Services and Youth Work career path. Many young

people who come through state

support, finances or provisions

care simply do not have the

school education.

Annie successfully completed her Certificate IV in Community Services at the end of 2014. She has been successful in her community job placement and even decided to continue

volunteering her own time for the Project 614 Street Team with The Salvation Army. Annie has consistently demonstrated tenacity and initiative, with her Youth Worker taking on more of a mentor role in supporting her to transition into the next phases of her life as strong and resilient adult.

This year, Springboard assisted Annie to continue her studies when she was offered at place at RMIT to commence a Diploma of

Youth Work in 2015. Annie's independence, drive and sophisticated initiative has demonstrated that she is more than capable of making the most of the opportunities presented by the Springboard program. Coupled with her own momentous efforts. Annie is looking forward to not only following her dreams, but also to redefining what it means to do one's best.



PEOPLE

strategic direction no 3

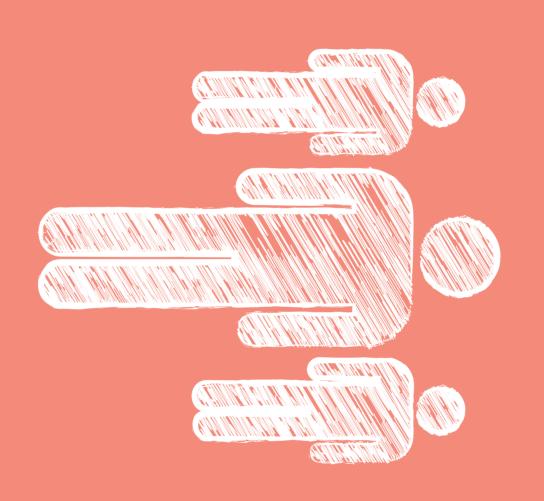
ATTRACT

Ensure we attract the workforce to meet our needs



PEOPLE

We value our people and will continue to invest in a dedicated and highly trained workforce



≤

SUPPORT

Ensure our working environment is cohesive, positive, productive and supportive



RESULTS

Resource, train and support staff appropriately to achieve high quality results



STRATEGIC DIRECTIONS

We consistently deliver high quality, effective services to create futures for those affected by disadvantage

Ensure quality services by having systems and processes that are effective and continue to meet our needs Embrace innovation and emerging services and business models

nsure a participant-centred, rap-around approach to our servi





THERE WERE NO SIGNIFICANT CHANGES ASSOCIATIONS' PRINCIPAL THE SURPLUS FOR THE FINANCIAL YEAR AMOUNTED TO \$1,060,711 (2014: **DEFICIT \$279,131). THIS** REPORT IS PRESENTED ON BEHALF OF THE BOARD.

SUMMARISED STATEMENT OF COMPREHENSIVE INCOME 12,982,974 Revenues From Ordinary Activities Depreciation and Amortisation Expense (184,503) (282,427) (5,228,709) (6,928,169) Employee Expenses **Surplus from Ordinary Activities**

OF CASH FLOWS SUMMARISED STATEMENT

771'780'7

Cash at the End of the Financial Year	ι Δ 2' Δ Δ6' 7	ל'382'לפו
Cash at the Beginning of the Financial Year	195,285,461	ל'03ל'ולכ
Net Increase (Decrease) in Cash Held	018'769	348,319
lnvesting Activities	889'7	196'18
Financing Activities	0	0
Operating Activities	272,098	316,358
Net Cash Flows From:	\$	\$
	2015	2014

OF FINANCIAL POSITION SUMMARISED STATEMENT

7102	2013	_	
			38
П			38
			38
3,104,438	3'383'296		86
			9
			79
			30

Total Equity	6๖เ'9๑เ'๖	3°104'438
Retained Surplus and Reserves	671'991'7	3,104,438
stessA teN	666,1691,49	3°10¢°¢38
Total Liabilities	z69'609'ı	2,176,798
Non-Current Liabilities	096'l7	988'98
Seitilideid Liabilities	7,742,742	795,041,2
eteseA latoT	ניאל'8לי	952,182,236
Non-Current Assets	325'253	233'607
Current Assets	818'725'318	676,747,329
	\$	\$

in comparison to the 2014 34% increase in Total Equity

in comparison to the 2014 End of the Financial Year 14% increase of Cash at the

Early Childhood Develop Department of Business and

CONTRACTORS

YACVic

Western Health Centre Wesley Employment Services Werribee Community & Education Centre Werribee Banner-Fairfa Community Network Waratah VisyLinks Vision Australia Survivors of Torture VECCI Iracy the Placem YMCA

Tisa Fine Foods

The Tigers Club

The Smith Family

The Malka Group

Care Psychiatric Unit

moJeeiw2

Mise Employment St Josephs Hexible learn St Albans Migrant Resour Spirit West Services South West Area Mental South Kingsville Commu Salvation Army Housing Psychiatric Unit Royal Childrens Hospital

RMIT AFI Research Librar

Programmed

PilotLight

Postive Living Centre

Phoenix Child Care Centre

Outlets Co-Operative

Orygen Youth Health

Mulberry House

Health Services Maribyrnong City Council уүргү Dishy Mackillop Family Service - Family & Community Services Saltwater Clinic Life Business Consultancy

Keilor Youth Accom

Kastoria Bus Lines

ISIS Primary Care

Watergardens

Hobsons Bay Youth Serv

Hobsons Bay Police

Amile Adovocacy Services Inc Good Shepperd - St Albans Consider This Training

Golf World Footscray Police Employment Plus-Footscray Employment Focus-Glenroy The Smith Family Duke Street Community Centr Education Services Inner Melbourne VET Cluster

Centrelink Watergardens

Sentrelink Sunshine

Centrelink Newmarket

Centrelink Broadmeadows

Centrelink - Airport West

Australian Training Network

Apprenticeships Victoria

Centrelink Melton

OUR WORK Supporters of

YMCA

General Practice

Wesley Mission

The Smith Family

Shire of Melton

Scouts Victoria

Outlooks Melton

TTIMUS

VECKHOWLEDGEMENTS

Western Local Commur Partnership

Victoria University- Tafe

Social Ventures Australia

Social Firms Australia

Orygen Research Centre

Melbourne Citymission

Headspace Sunshine Djerriwarrh Commun Education Services Centacare

onng Sang & Co.

Workforce XS

səibo8 IIuT

Woolworths P/L

Tony & Sammy's Hairstylists

Taylors Market P/L

J/9(JzuA) quon0 gnotisT

Sonic Security Services

J/Y sehosoo sti2

Sanctury Lakes Hotel

Pelican Child Care Centre

Outlets Cooperative Neighbourhood House Ltd

North Valley Road Fish Shop

Millenium Hi-Tech

Melbourne Marketing

Melbourne Cleaning Group

Reject Shop

Piber Plastics

Lansdowne Eye Clinic Jetta Express P/L Hinbro Milk P/L Нагуеу Могтап J/9 essivae2 IN PARTNERSHIP WITH:

segneilfiq 3 & 0

Ezi Pac P/L

Errol Transport P/L

rank-Z Building & Garden

EKW- East Keilor Wreckers

Domain Principal Group

DIRECT SERVICES Group P/L

Deer Park News Agency

Lox Architecture P/L

Chandler Recruitment

Big Trade Grocery & Food

JestiqeoH niseuA

Alpha Services

Airport Doors

stelle9 Z of A **EMPLOYERS**

Asset Link Services

Angie's Beauty Salon

Allstone Restorations

Ayah Star Family Day Care P/L

strategic direction no4

OVERNANC

Provide strong governance

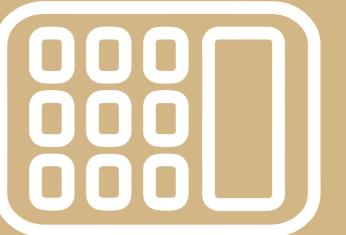


SECURE FUTURES



asset base

Sustain a secure financial





GO THE DISTANCE

ENVIRONMENT

responsible organisation Be an environmentally





RGANISATION

a sustainable organisation bsib recognise that we need to build dvantaged people we vorking to secure futures for





We consistently deliver high quality, effective services to create futures for those affected by disadvantage

Ensure quality services by having systems and processes that are effective and continue to meet our needs

