

2022 ANNUAL REPORT



nightlife
Disability Services



ABOUT US

Nightlife was started by people with a disability, families and carers, who advocated for a flexible alternative to high care and congregate settings. Since 2007, we have continued this grassroots tradition, delivering a range of supports that enable people to live the way they choose. With the gap in flexible specialist services, Nightlife has grown its range of services and our service reach so that we can help more people live the life they want. Whether providing flexible 24/7 in home support, community access or a 2am visit, our focus on quality, reliability and caring means we continue to honour our mission. Our Nightlife community are at the centre of every thing we do and in control.

VISION

Making an everyday life possible for people with a disability

MISSION

Delivering high quality flexible supports which are ethically driven, dignified, respectful and tailored to each person's unique lifestyle, culture and relationships.

President's Report

"Our exponential growth throughout the past 3 years has allowed us to help more people, a fundamental pillar of our strategic objectives"



Reflecting on the past year, I feel inordinately proud of our Nightlife team and our Nightlife community as we traversed a period where Covid had greater impact than the prior lock down periods. It is the absolute passion and drive to never let our service users down that has stood out for me – our staff have been our heroes, working back-to-back with all hands-on deck to keep services running. This was highlighted for us in our participation in the ABC 7.30 Report, where many NDIS participants spoke of simply being left without support during the pandemic.

The past year has also been a time for a deep reflection on who we are, what is our unique contribution and what more can we give into the future. As we move forward with our new strategic plan, and growth in our services – I want to acknowledge that this is only possible through the hard work of our Committee of Management, our Executive and leadership team and our admin team who reliably provide the backbone for our service users and staff. I want to particularly thank our new CEO Frances Sanders for seamlessly supporting all fronts through this year, bringing specialist NDIS and operational knowledge to support the team. She has been ably supported by Vincenza and Varsha, and the team.

Jonathan Wein as our Treasurer has worked closely with us this year to refine our reporting and budgeting processes – Thank you. To Michael Easton, Donna Watmuff and Robyn Garland – thank you for the support over the last year all assisting with various challenges during this period. I also want to acknowledge the commitment of outgoing COM member, David Wilson whose business skills were invaluable in enabling us to restructure and future plan for Nightlife. We have been lucky to retain such expertise in our Committee, our Quality and Safety and Finance Subcommittees, and to attract new members, Trent and Chirag who bring a diverse range of skills and expertise.

It required investment and change to ensure our services deliver day in and day out. The maturing of our systems has allowed us to invest more time in supporting our staff as the frontline of everything we do. It has also allowed us to focus on accountability, quality and risk management so that we can be certain that we provide only the best to our community.

As we move through our second accreditation cycle, its quite amazing how far we have come. I want to thank you, our service users, families, friends and staff for your continued loyalty, support, feedback and advice throughout the past year and look forward to seeing how far we can expand our values into 2023. The future is bright.

Dean Richards

President

"I cannot tell you how good it feels to have my independence and family back, and most importantly being able to live at home. Nightlife assist me in a way that is respectful of not just my life but that of my family also. Nightlife makes my everyday possible "



Treasurer's Report

I am pleased to be able to present my Treasurers report for the year ended 30th June 2022.

Results for the Year

The audited Profit for the year was \$167,708. This profit does include a reimbursement of expenditure of \$113,723. Excluding this reimbursement operating profit was \$53,985. This contrasts to a loss in the previous year of \$49,825. This turnaround in results was due to a reduction and control on overtime and standardizing charges to service users.

Income

Income for the year ended was \$4,438,277. The bulk of this Income was derived from Activities of \$4,293,454 split between PPE Recovery (\$163,890) and Direct Service Users (\$4,126,262). Donations and Memberships were \$3,302. We also recorded as Other Income an expense reimbursement of \$113,723 from NDIS. Activities Income decreased by \$588,560 (12.05%) over the previous year. This decrease can be attributed to a number of factors including the Covid-19 Pandemic as service users turned to families and friends, move to other agencies and higher care options and the loss of service users receiving palliative support from Nightlife.

Expenses

Expenses for the year were \$427,0762. The major expenses of the year were Staffing Costs of (\$3,924,617) which comprise Salaries, Workcover, Superannuation and Long Service Leave. Other significant costs for the year were linked to Governance, quality and amenity improvements including: Legal Fees - \$29,975, Computer Expenses - \$31,944, Motor Vehicles - \$52,596, Rent - \$48,294, Accounting, Auditing & Accreditation - \$25,891. Expenses for the year 2021 -2022 decreased by \$785,767 or 15.50% over the previous year mainly due to a decrease in staffing costs.

Programs introduced to control and limit overtime and reduce the risk of staff burn out, and greater efficiencies between hours worked and hours billed supported these outcomes.

Full details of the Income and Expenditure for the year can be found in the enclosed Audited Financial Accounts

During the last year we have never forgotten that our raison d'être is to deliver quality service and assistance to our service users and that is front and centre in all that we do.

**2022
Annual Revenue
\$4,293,454**

**2022
Annual Profit
\$167,708**

**Profit Increase
from 2020
\$217,533**

Balance Sheet

Cash on Hand

Cash at Bank as at 30th June 2022 was \$545,710 an increase of \$53,621 or 10.89% over June 2021

Receivables

As at 30th June 2022 Debtors and Other Receivables were \$280,011 an increase of \$33,180 or 13.44% over June 2021. Overdue debtors totalled 4.1% of total debtors.

Total Assets as at 30th June 2022 were \$1,331,283 an increase of \$111,526 or 9.14% over 30th June 2021.

Liabilities

Amounts owing by Nightlife as at 30th June 2021 were \$523,635 a decrease of \$38,604 or 6.8% over 30th June 2021.

From a management perspective Nightlife continues to be well served. Annual budgets are prepared, reviewed and scrutinized by management and the Finance sub-committee. Monthly reports compare actual results to budget and variances are highlighted and discussed at Committee of Management & Finance sub-committee meetings enabling prompt action to confront and rectify issues as they arise.

Frances has implemented a system of continuous improvement both at a management and operational level, staff have ownership of their tasks and reports have been developed that give real-time indications on the progress of Nightlife. I'd like to thank Frances for the knowledge, passion and experience she has given to Nightlife she has guided us through Covid and some very difficult times and we have emerged a stronger and a more efficient organisation. I'd also like to give a special thanks to Varsha for all her hard work in preparing the reports and answering questions and queries as they arise.

Jonathan Wein

Treasurer

CEO's Report

"Being a trusted 'go to' service - when regular supports were disrupted, we ensured no one was left without support"

I would like to begin this report by acknowledging the enormous contribution of our service users, staff, admin team and Committee of Management in enabling us to continue all services through Covid. Once again, our staff stepped up to ensure vital supports could continue through lockdowns, PPE, testing, vaccinations, illness and quarantine. Our service users and families showed resilience, understanding and compassion, as they worked with us to flex service requirements at peak times of disruption. Our Committee provided support and encouragement getting behind initiatives to show our thanks. Each day during this time we have all been amazed at the magic achieved in never missing a support. This included being a trusted 'go to' service when regular supports were disrupted, ensuring no one was left without support. This is a testimony to the professionalism and passion of our team and the back bone of who we are. What an extraordinary year and what an extraordinary community Nightlife is.



Setting a vision for the future

As Nightlife bedded down its new systems, learnings from accreditation, enhanced structure and new offices in 2021, we have been strongly focused on developing our strategic vision for the future. This vision provides a clear and motivating focus for us into 2025; strengthening foundations of who we are and what we do well. The pillars, help more people, support great staff, be the best we can be and be known for great service are the priorities for all of our work going forward. I look forward to sharing with you our progress over the years ahead.

Keeping you at the heart

Our new Model of Care is central to our strategy, and sets out our commitment to person centered care. It demonstrates how we will support you and our staff to deliver best practice care. Its focus is on enabling strong and independent lives, working in partnership with our service users and their community to achieve life goals.

CEO's Report

Building our community

Supporting our staff and service users is integral to all of our goals. Our focus over the past 12 months, with the assistance of our HR & Quality Advisor, has been to develop our workforce attraction and retention strategies to ensure we support our services into the future. This work is critical given sector wide workforce shortages, and we thank you for welcoming and supporting our new staff. We have also invested heavily in developing a culture of safety and learning. We have invested in a new staff training platform, clinical supports and skills to deliver high intensity supports and our onboarding, induction and staff engagement strategies. Looking after our staff and supporting a culture of safety is critical to how we deliver services. Its investing in our backbone.

We look forward to working with you as we move into the next year. Nightlife was developed by people with a disability and their families and carers. Maintaining this at the heart of all we do is central, and we are so privileged to receive your constant feedback and ideas. Thank you!

Frances Sanders

CEO

"Nightlife Staff have really gone beyond words can say, they are extremely caring and understanding and it is very hard to find amazing staff who can attend to my support. I can't say "thank you enough times" for the support they provide me, every day"





OUR TEAM

COMMITTEE OF MANAGEMENT



Dean Richards
President



Michael Easton
Vice-President



Jonathan Wein
Treasurer



Robyn Garland
Secretary



Donna Watmuff
Committee Member



David Wilson
Committee Member



Manuel Fernandez
Committee Member

Our People

We would like to thank and acknowledge all the staff who worked with Nightlife Disability Services over the past year.

Chief Executive Officer

Frances Sanders

Service Delivery Manager

Vincenza Nobile

Business Ops Team Leader

Varsha Pushparkaran

Scheduling Assistants

Samuel Nobile
Yaya Nure

RN Clinical Co-ordinator

Grace Oladejo
Diana Hinson

Service Delivery Co-ordinators

Ashleigh Whyte
Mikayla Newman

Administration

Meredith Hunt
Frances Nobile
Jullena Barnes
Ezra

Finance

Keith McLachlan (Accountant)
Tracy Ireson (Bookkeeper)
Tanya Ramage (Finance & Payroll
Officer)

HR & Quality Advisor

Samsara Naidoo

Support Co-ordinator

Raha Arman
Sarah Ward

Support Workers

Aiza
Alyssa
Anais
Angelo
Anthony
Ash
Ashleigh
Ayen
Brianna-Jo
Carmen
Caroline
Catherine
Chimby
Colleen
Daniel
Dareen
DC Jean

Doreen
Elizabeth
Eunice
Hannah
Helen
Isabel
Ivy
Leah
Lisa
Lucy
Lynn
Marianela
Mercy
Mohini
Nistha
Paola
Pauline

Rhea
Rosalyn
Ruelyn
Sambridhee
Sandra
Sanju
Sarah
Sari
Shai-Ann
Sunita
Susan
Suzanne
Tara
Wilson

My journey with Nightlife



My friend Helen, who was a fantastic navigator of resources, bought me to Nightlife because I had no one to support me at night in the later hours. I liked using my computer in the evening and wanted to go to bed after 9pm; my friend also went to bed late but we couldn't find a service. My friend was very clever at working things out for people with a disability and we joined Nightlife when it first started, attending a meeting in Moorabbin where we met a group of people who were experiencing similar issues. The Project Coordinator and founding members (including Dean Richards and Delia Fisher) worked hard to set up a pilot. It was such a lovely group of people. For Nightlife's first birthday we all went to a beautiful evening at Brighton Yacht club. Having our own service that met our needs was certainly something to celebrate.

Helen also linked me with other groups and services in my local area. I have used many services and get regular supports. Now I like to go to bed earlier because my activities and preferences have changed. It has been important to find a service like Nightlife that can flex to my needs and preferences over time. What I really like about Nightlife is that they have never let me down. The mobile night service goes from service user to service user during the night. I remember when my support worker was sick for a long time during Covid and the Manager stepped in. I haven't been able to find another service like Nightlife who would do that - it was a great solution and important during times like Covid when other services and workers disappeared.

"What I really like about Nightlife is that they have never let me down"



I'm really grateful that Nightlife always fills in my shifts and the staff are very friendly, even new staff are always friendly and helpful. There is a good variety of staff who are very caring. I do like to see my support workers.

I have lived in my home for 25 years, and have a great deal of independence. It's a partnership, I accomplish many aspects of my care in collaboration with my support workers. There are some things that I can't do and its critical to have these supports to live the way I want to.

Renate Marantz

***"I have a great deal of independence.
Its a partnership"***

HIGHLIGHTS OF THE YEAR 2021 - 2022





KEY INITIATIVES

INVESTING IN A CULTURE OF EXCELLENCE

Last years investment in a staff learning platform has enabled us to develop and grow our suite of educational modules for staff from their very early commencement with us. In 2022 we have grown our course offerings to include new modules that speak to the NDIS standards, alongside core competencies that are critical for enabling staff to deliver high quality supports. We now have a range of mandatory modules that staff complete prior to commencing with Nightlife (Introduction to NDIS & Infection control) and mandatory modules that staff complete alongside their induction process. There is also the opportunity to take up further modules that are suited to support career development and growth. We look forward to sharing these exciting developments with you as new modules are released to accompany new standards for complex care.

An important aspect of our approach to learning is to offer a 'whole of organisation approach' to embed and reinforce key messages. For example, our roll out of our Zero Tolerance Training was accompanied by posters, articles and discussion at staff events. It was closely followed by induction modules on workplace harassment and discrimination, noting that a culture of inclusiveness, tolerance and safety extends to all at Nightlife.

In addition, we have bedded down a range of new roles that aim to support all of our staff and service users to have the best possible experience. This includes 2 new practice leadership roles (Mikayla, Rubina and Ash as our Service Delivery Coordinators), dedicated HR & Quality support (Samsaara), strengthening of clinical oversight (with Grace as our RN Care Manager) and enhanced After Hours support (Ash, Pauline & team).

Alongside extended hours and rostering resources (the fantastic Sam, Yaya and Adrian) - these initiatives enable an increase in our accessibility, skills, availability and focus on delivering amazing care.





KEY INITIATIVES

Every support is about creating and leveraging peoples strengths, goals and wishes. We do that in the context of your lives and your chosen communities; families, friends and other supports. This is central to what we do. In 2022 we worked to develop a model of care that brought together our current knowledge and contemporary understandings of disability.

Our Model of Care keeps you at the centre, appreciating the different life domains that are important for living a good life. The ongoing findings of the Royal Commission into Disability highlighted how important it was to ensure staff and organisations take positive action to think about how they practice - ensuring that services are trauma informed, person centered, culturally appropriate and family sensitive. We will be refining this with implementation in 2022 and we look forward to your feedback on whether we have got it right. This is an important aspect of Nightlife's growth and maturity as a skilled and reliable service provider. As in everything we do, the lived and living experience of people with a disability and their families and carers, alongside input from our staff and community partners will be critical in supporting this.

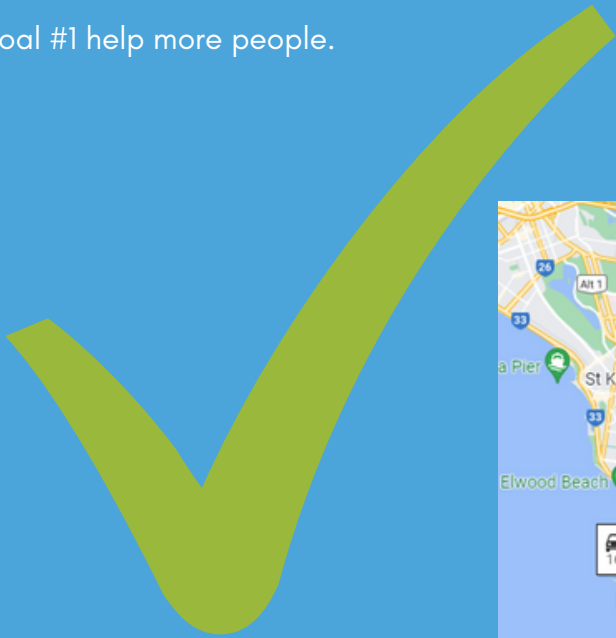




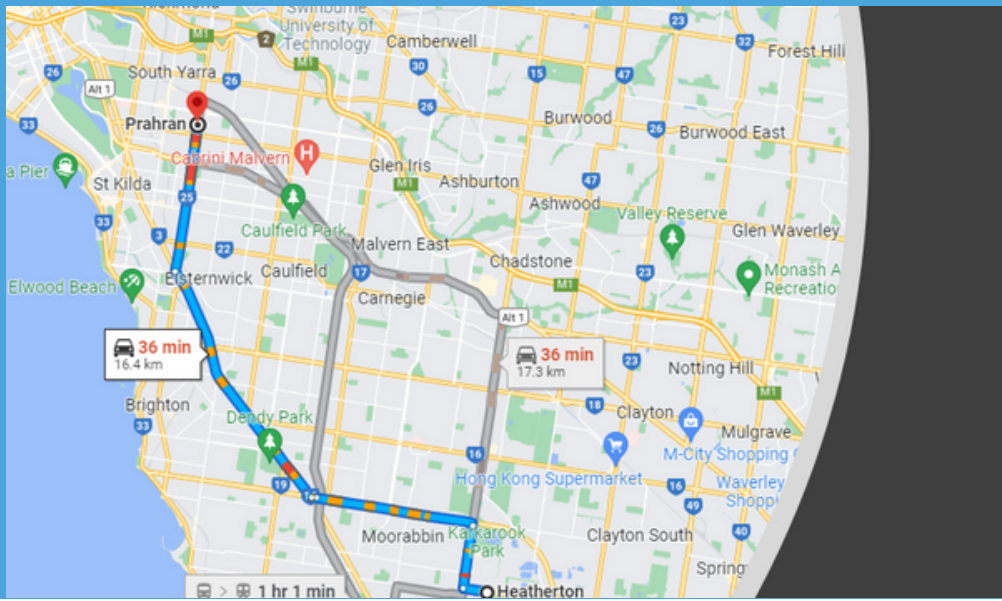
EXPANDING OUR SERVICES REACH

Since early 2021 Nightlife has engaged in a series of workshops and discussion forums with our stakeholders to set our goals into the future. We want to help more people to find our supports and offer more ways for people to create the right mix of supports for their needs. We have also been working hard to improve our website and materials so that what we offer is clearer, simpler and easier to navigate. We are very excited to share these as we prepare for the next year.

Goal #1 help more people.



NEW SERVICE REACH



Specialist
Support Coordination
Complex Support
Community Nursing



Home
Meal Preparation
Domestic assistance
Personal Care



Independence
24/7 & overnight support
Mobile Nighttime Support
SIL & ILO

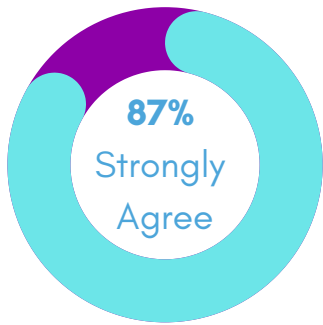


Engagement
Community Access

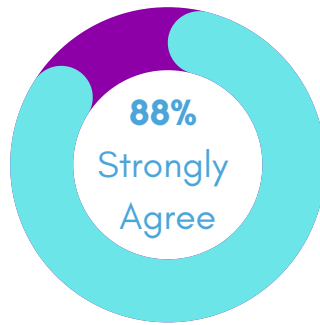
NEW SUITE OF SERVICES

Service User Satisfaction Survey

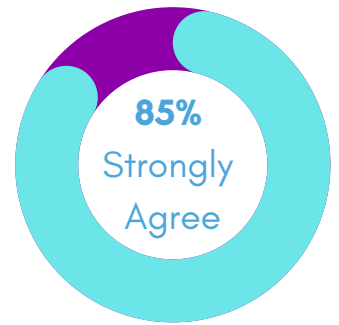
The following Service User Satisfaction Survey results reflects peoples experience against a range of statements



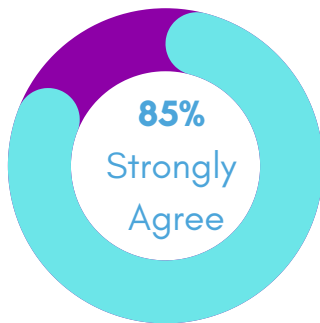
**Upholds your Dignity & Rights ;
Individual values & beliefs**



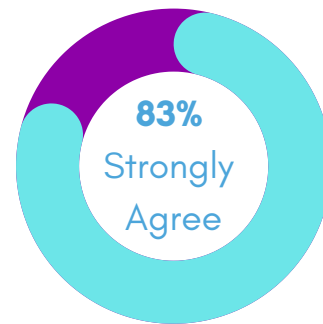
**Respects your Independence &
decision making skills**



**Nightlife provides a safe
environment for you and staff**



**Nightlife is flexible & responsive in reshaping
supports as your needs change**

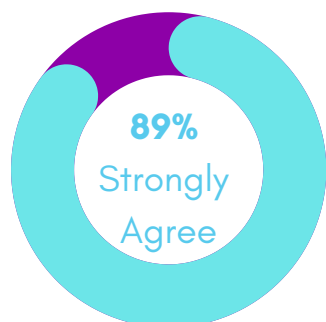


**You feel involved in the design of your
Individual Support Plan**

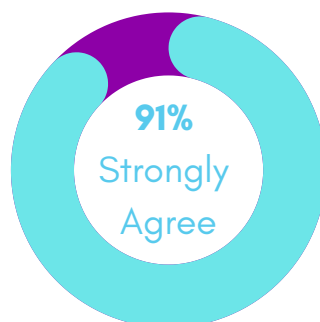
"Nightlife has a willingness to do what we clients ask. They are very good in listening to whatever we have to say"

Staff Satisfaction Survey

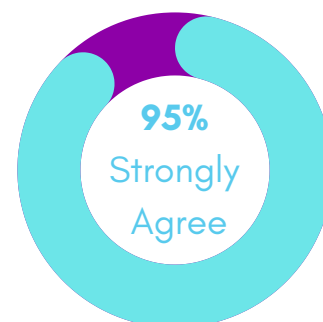
The following staff satisfaction Survey results reflect our staff experience against a range of statements



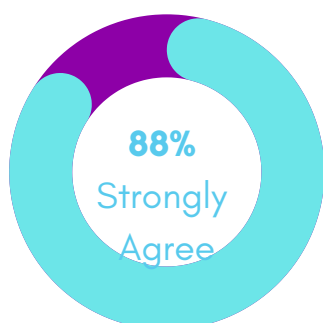
Nightlife has a positive workplace culture



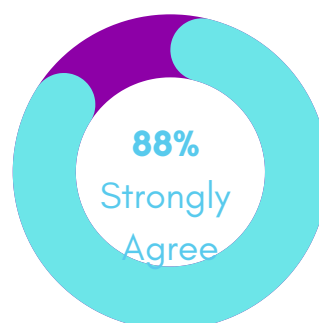
Nightlife expresses appreciation for my contributions



Nightlife promotes diversity & inclusivity



Nightlife promotes a safe working environment



Nightlife is good at providing feedback that supports me in my role

"Nightlife puts the clients and staff well being first , always above profit and income "

Survey Comments



Nightlife promotes a safe working environment

"The most satisfying aspect of my role at Nightlife is the way they value , respect and acknowledge my role and my feedback "

Nightlife is good at providing feedback that supports me in my role

"We have a good work work - life balance "

Financial Report



Financial Report Declaration

Nightlife Disability Services Inc
Officers' Report
30 June 2022

The officers present their report, together with the financial statements, on the incorporated association for the year ended 30 June 2022.

Officers

The following persons were officers of the incorporated association during the whole of the financial year and up to the date of this report, unless otherwise stated:

Dean Richards (President - 21/22)

David Wilson (Vice President - 21/22)

Jonathan Wein (Treasurer - 21/22)

Robyn Garland (Secretary - 21/22)

David Wilson (Committee Member - 21/22)

Donna Watmuff (Committee Member - 21/22)

Leon Leontyev (Exiting Committee Member - 21/22)

Manual Fernandez (Committee Member - Deceased - 21/22)

Chirag Patel (New Committee Member - 22/23)

Trent Danaher (New Committee Member - 22/23)

Principal activities

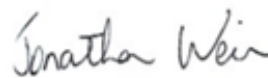
The principal activity of the entity during the year was in provision of support services to assist people with disability during the night time period, in their general care and to assist them in maintaining to live in an independent setting.

No significant changes in the nature of the entity's activities occurred in the period.

On behalf of the officers



President



Jonathan Wein

Treasurer

General information

The financial statements cover Nightlife Disability Services Inc as an individual entity. The financial statements are presented in Australian dollars, which is Nightlife Disability Services Inc's functional and presentation currency.

Nightlife Disability Services Inc is a not-for-profit incorporated association, incorporated and domiciled in Australia.

The financial statements were authorized for issue on 15 September 2022.

Financial Statements

NIGHTLIFE DISABILITY SERVICES INC.

Statement of profit or loss and other comprehensive income

For the year ended 30 June 2022

	2022 \$	2021 \$
Revenue	4,293,454	4,882,014
Other income	144,823	124,404
Interest revenue	193	286
Expenses		
Administration expenses	248,095	349,894
Employee benefits expense	3,924,617	4,625,027
Depreciation and amortisation expense	84,973	71,505
Finance costs	13,077	10,103
Surplus/(deficit) before income tax expense	167,708	(49,825)
Income tax expense	-	-
Surplus/(deficit) after income tax expense for the year attributable to the members of Nightlife Disability Services Inc	167,708	(49,825)
Other comprehensive income for the year, net of tax	-	-
Total comprehensive income for the year attributable to the members of Nightlife Disability Services Inc	167,708	(49,825)

Financial Statements

NIGHTLIFE DISABILITY SERVICES INC.

Statement of Financial position

As at 30 June 2022

	2022 \$	2021 \$
Assets		
Current assets		
Cash and cash equivalents	545,944	492,231
Trade and other receivables	393,734	246,834
Total current assets	939,678	739,065
Non-current assets		
Property, plant and equipment	129,831	163,080
Right-of-use assets	249,520	305,362
Other	12,250	12,250
Total non-current assets	391,601	480,692
Total assets	1,331,279	1,219,757
Liabilities		
Current liabilities		
Trade and other payables	100,780	173,267
Lease liabilities	45,523	45,051
Employee benefits	133,294	73,202
Total current liabilities	279,597	291,520
Non-current liabilities		
Lease liabilities	226,860	270,719
Employee benefits	17,177	17,581
Total non-current liabilities	244,037	288,300
Total liabilities	523,634	579,820
Net assets	807,645	639,937
Equity		
Retained surpluses	807,645	639,937
Total equity	807,645	639,937

Financial Statements

NIGHTLIFE DISABILITY SERVICES INC.

Statement of changes in equity

For the year ended 30 June 2022

	Retained profits \$	Total equity \$
Balance at 1 July 2020	689,762	689,762
Deficit after income tax expense for the year	(49,825)	(49,825)
Other comprehensive income for the year, net of tax	-	-
Total comprehensive income for the year	(49,825)	(49,825)
Balance at 30 June 2021	639,937	639,937

	Retained profits \$	Total equity \$
Balance at 1 July 2021	639,937	639,937
Surplus after income tax expense for the year	167,708	167,708
Other comprehensive income for the year, net of tax	-	-
Total comprehensive income for the year	167,708	167,708
Balance at 30 June 2022	807,645	807,645

Financial Statements

NIGHTLIFE DISABILITY SERVICES INC.

Statement of cash Flows

For the year ended 30 June 2022

	2022 \$	2021 \$
Cash flows from operating activities		
Receipts from customers	4,286,374	4,895,948
Payments to suppliers and employees	(4,180,508)	(4,931,535)
	105,866	(35,587)
Interest received	193	286
Interest and other finance costs paid	(8,959)	(10,103)
Net cash from/(used in) operating activities	97,100	(45,404)
Net cash from investing activities	-	-
Cash flows from financing activities		
Repayment of leases	(43,387)	-
Inclusion of effect of lease accounting	-	8,578
Net cash from/(used in) financing activities	(43,387)	8,578
Net increase/(decrease) in cash and cash equivalents	53,713	(36,826)
Cash and cash equivalents at the beginning of the financial year	492,231	529,057
Cash and cash equivalents at the end of the financial year	545,944	492,231

Nightlife Disability Services Inc
Officers' declaration
30 June 2022


In the officers' opinion:

- the incorporated association is not a reporting entity because there are no users dependent on general purpose financial statements. Accordingly, as described in note 1 to the financial statements, the attached special purpose financial statements have been prepared for the purposes of complying with the Australian Charities and Not-for-profits Commission Act 2012 and Victorian legislation the Associations Incorporation Reform Act 2012;
- the attached financial statements and notes comply with the Accounting Standards as described in note 1 to the financial statements;
- the attached financial statements and notes give a true and fair view of the incorporated association's financial position as at 30 June 2022 and of its performance for the financial year ended on that date; and
- there are reasonable grounds to believe that the incorporated association will be able to pay its debts as and when they become due and payable.

On behalf of the officers:



Dean Richards
President



Jonathan Wein
Treasurer

15 September 2022

Acknowledgements



Acknowledgements

Partnership Acknowledgements

Nightlife works in partnership with a range of services to improve outcomes for our service users and families. We are a proud member of peak groups as a registered provider. We continue to advocate for a strong and skilled sector and for access to services and supports that empower participation in the community.



Supporter Acknowledgements

Many thanks to these supporter groups who have generously donated to Nightlife, so we can continue to provide for all our service users. Further thanks to the individuals and broader community that continue to support the work we do.



MURRUMBEENA COMMUNITY BANK
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Testimonials

Nightlife is very fortunate to have a fantastic group of people that make up our organisation. From service users to staff, every Nightlife experience is different. Here is an insight as to what it is like to be a part of the Nightlife family!

Natalie Tomas (Nightlife Service User)

"Nightlife is a wonderful innovative service that has made a major difference to my life. I know when I need help someone from its service will turn up and give me the help that I need"

Daniel Brown (Nightlife Staff)

"Since starting at Nightlife, I noticed straight away that everyone was approachable, friendly and very supportive. I really appreciate the work/life balance Nightlife provides and supports"

Chimby Schulz (Nightlife Staff)

"Nightlife is a company that supports their carers to grow and develop in their role. We are able to implement our theoretical learnings from our studies to our practical role at Nightlife to improve our skillset"



Condolences



Nightlife extends its condolences to the family and friends of Manuel, Peter and Ivan , who passed away recently. They will be dearly missed at Nightlife and we send peace and love to their families.

Manuel Fernandez

Manuel was a valuable Committee member of Nightlife as well as a Service user . He believed that " home is integral to a happy and harmonious life". In 2009, Manuel was diagnosed with Brain Tumor but he maintained a positive outlook towards his life. He was an inspiration to many and was determined and committed to maintaining his personal resilience.

Peter Panagoulis

Peter joined Nightlife in early 2019. He had a great sense of humor and Nightlife staff remember him as a very funny and jovial man. He was very welcoming to his staff and interacted with them with so much love and gratitude. He had very strong and close relationships with his family. He was a loving son to Anna, affectionate brother to Emily , a devoted husband to Fiona and a supportive father to his daughter, who all miss him immensely.

Ivan Smith

Ivan used Nightlife's services only for a short duration of time, sadly towards the last phase of his life. He was a fighter and worked hard to sustain his independence, determined to remain home. Nightlife was privileged to be a part of helping Ivan avoid going into congregate care.



Contact Us

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