



2015

Annual Report 2014/15

COMMUNITY

Family Network
Gordon Reid Medal
Phoenix Cup

SUPPORT SERVICES

Training
Residential Services
Day Options

FINANCIALS

Businesses
Governance
Summary Report

LIVING OUR
DREAMS
REACHING OUR
GOALS





Braden Dunstan

60 guinea pigs, four cats, two dogs and two lizards – at last count.

Braden Dunstan has a grin from ear to ear as he shows off a small selection of the countless trophies, ribbons and medals he has won over the years.

They are among the rewards our 19 year old Packaging employee has received for the prized guinea pigs he has been breeding for almost a decade.

At last count Braden had 60 guinea pigs at home and is a regular competitor and volunteer at the National Guinea Pig Show, the Royal Adelaide Show and the Australian National Cavy Show.

It's a great example of the varied pursuits and hobbies the team at Bedford enjoy out of hours.

Braden's carer, Deb, says while caring for the cute creatures could be viewed as simply a hobby, it is much more.

"It's important to learn to have the responsibility of caring for animals every day and they are very calming," Deb says.

"Braden has been living with me since he was ten and is a very different person now to when he was younger. I'm certain his animals have helped shaped that.

"They teach empathy, caring and how to show affection."

Braden elects Hughesy, pictured, as his favourite guinea pig and offers plenty of insights into the world of these loveable rodents.



Having animals to care for teaches empathy, caring and how to show affection.



"The white and the short haired pigs are more placid. To tame them you need to hold them for 30 minutes a day and they love capsicum. You can easily pick them up while eating that," he says.

When asked what helps them grow so big, Braden cheekily suggests their diet consists of more than just plants.

"I feed them KFC," he winks.

A familiar face at Bedford since he left school, Braden started working at the



previous Phoenix site in Gepps Cross and is now at Torrensville.

"I'm happy here, the people here are nice," he says.

Braden is also a passionate Port Adelaide supporter, but his pets take up most of his spare time. Aside from his 60 guinea pigs he also has four cats, two dogs, two lizards and goldfish. When asked how long they take to feed every day he laughs "Oh, don't even ask!"



Bedford: Our Mission and Values

We are a trusted and sustainable business that changes the lives of people with disability by building their skills to participate in the community

We work harder

We care more

We are trustworthy, honest and authentic

We laugh often

We are a big family

We think and act commercially

We are resilient and flexible

We believe in real work and real experiences

We embrace diversity

We are always looking for a better way

We live for our customers

We are Bedford

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Josh Syson

Josh was one of the first to transfer after the amalgamation and has come out on top.

An extra two hours sleep each morning is one of the benefits Josh Syson experiences since moving from Panorama to our Gepps Cross site.

While working at Bedford Packaging in Panorama, his daily commute included a 5am wake-up call and two bus trips. Now, the 19 year old rises at 7am and works much closer to his northern suburbs home in the Gepps Cross Furniture Department. It was a move made possible thanks to the amalgamation of Bedford and the Phoenix Society and one which has helped us give South Australians with disability, like Josh, much greater flexibility in the workplace.



It makes a huge difference to me being able to sleep those extra two hours. I love it here.



“Time goes much faster here and I’m in my comfortable zone,” Josh says.

“I knew a few of the guys already, some of them I’ve known for a long time as we all live in this area.

“Mum prefers it too, and I think it’s awesome to be honest. I don’t have to wake up at 5 o’clock, now I wake up at 7 o’clock and it makes a huge difference to me being able to sleep those two extra hours. I love it here.”

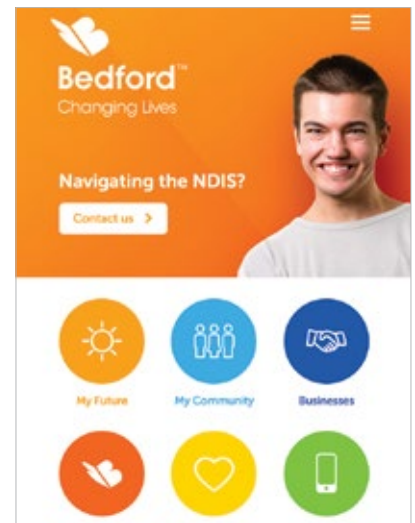
Josh started working at Bedford in 2012 and was employed through the School to Work Transition Program.

More than 200 students with disability participate in the program each year. It provides crucial support during the stressful transition from the classroom to the workplace in an environment that is comfortable and promotes success.

Many students, such as Josh, go on to work at Bedford, while others transition to another employer.

“I keep on telling everyone how happy I am here, and the best thing is being with friends.”

Outside of work, he’s an active volunteer and has given up his time for a number of worthy causes, including the 2015 Royal



Adelaide Show, where he helped keep an eye on the nursery animals.

“It was hard work, but lots of fun. I had a great time and really enjoy it, I like to keep busy,” Josh says of the volunteer role.

You can see Josh’s winning smile on a number of Bedford’s new marketing materials, including the newly refreshed website, www.bedfordgroup.com.au

A message from our Patron

A message from His Excellency Hieu Van Le
in his first year as Governor of South Australia.



I am genuinely pleased to extend my congratulations to Bedford for another remarkable year of service to South Australians with disability.

In this, my first year as Governor of South Australia, I have enjoyed learning more of the tremendous support provided across the state by Bedford, and also to meet many of the wonderful people in the Bedford community during my visit to Panorama in October 2014.

The recent amalgamation of the two iconic disability support providers, Bedford and Phoenix is a clearly significant and historical move which strengthens the services offered to people with disability in South Australia. This is a worthy achievement and a great benefit to people with disability, who now have greater opportunity to take on varying roles across your 19 sites.

I thank everyone who has supported Bedford: the donors, lottery ticket buyers, business customers and sponsors. This combined communal support is a great reflection of the generous and supportive South Australian community.

Please accept my best wishes for your continued ongoing success into the future and I look forward to my continued engagement with Bedford and its people.

VICE PATRONS

Mr R D Hill-Ling AO
The Hon R G Matheson AM QC
Mr J A Uhrig AC
Mr M Evans

His Excellency the Honourable Hieu Van Le AO
Governor of South Australia

Honorary Life Members

BEDFORD

Mrs ER Atwell
 Ms A Bolkus
 Mr EM Byrt
 Mr BL Cornish OAM
 Mrs R Davison
 Mr R Domaschenz
 Mr MD Downer
 Mr JF Dunkley
 Mr C Dunsford, AM
 Mrs L Fuss
 Mrs S Hateley
 Mr RD Hill-Ling AO
 Mrs B King
 Dr NH Kirby
 Mr D Knight
 Mrs S Kuchta
 Mr S Leibhardt
 Mr BP Martin AO
 Mrs MD Marshall
 The Hon RG Matheson AM QC
 Mrs J MacFarlane
 Mrs BC Mudge
 Sister M O'Connell
 Mr HD O'Connor AM
 Mrs F Packham
 Mrs H Pitt
 Mrs N Pullen
 Mrs TM Pye
 Mrs M Shannon AM OAM
 Mrs E Shaw
 Mr A Somerville
 Mrs J Von Stanke
 Mrs A Tiddy
 Mr JA Uhrig AC

PHOENIX

Honorary Life Governor
 Mr GM Reid MBE †

Honorary Life Members
 Mr JJ Barber †
 Mr G Bethune
 Dr AB Black OAM
 Mrs EE Bone †
 Mrs CM Brown
 Ms VK Bryant
 Mr AW Burnell
 Mr RE Carter OBE MM †
 Mr M Chappel
 Miss G Dickson
 Mr RA Footner AM †
 Miss DJ Forward †
 Mr JC Goodall
 Mr JB Hastwell †
 Mrs A Heyworth
 Mr SG Hocking †
 Mr M Hughes
 Mr KF Kelly AM
 Miss M Kither †
 Mrs ED Kosmala OAM
 Mr M Makrid
 Mrs C Marks †

Mr RR Martin †
 Mrs VJ Maurice †
 Mrs BD Morish
 Mr LA Polkinghorne †
 Miss D Powell †
 Mrs JH Reid †
 Mr AB Robins OAM
 Mr KC Rogers OAM
 Mrs CE Rushby †
 Miss B Sandford †
 Mr IC Snaith †
 MR GM Soper
 Mr WJ Stamm AM
 Mr RJ Styling AFSM OAM
 Mr I Terry
 Mrs M Terry
 Mr G Templer †
 Mr JH Trenerry †
 Mr JBL Tucker
 Mrs F White
 Mr PG White
 Mrs F Whyte
 Rev GH Young †

**Women's Auxiliary
Life Members**
 Mrs A Day
 Mrs M Hayward
 Mrs C Heard
 Mrs K McCurdie
 Mrs J Songster
 Mrs P Wagner



Bedford Big BBQ

Our biggest fundraising event and a great success, the 2015 Big BBQ raised funds towards our unfunded life skills training.

Above: Beverley and Ray Grigg.

Bedford Big Battle

Corporate Adelaide once again pulled out the gloves to attend our popular quiz night for the Bedford cause.

Below: Big Battle attendees Optus Business.



Highlights of our year

Graduation

160 graduates attended the 'Abilities for All' Graduation at the Thebarton Community Centre, receiving nationally accredited certificate-level qualifications.

Below: Sally Powell and Leanne Heron.



City-Bay 2014

Over 200 people helped us get active and join in Adelaide's biggest fun run, raising awareness of Bedford as well as vital funds.

Above: City-Bay volunteers.



Bedford Phoenix Amalgamation

As of 31 December 2014, Bedford and fellow disability provider, Phoenix Society, became one entity; creating Australia's second largest Australian Disability Enterprise and readying ourselves for the NDIS in SA.

Left: Janice Berwick and Andrew Norman.



Phoenix Awards

In December 2014, over 800 people attended the Annual Phoenix awards at the Convention Centre, with the esteemed Gordon Reid medal going to Justin Appleton.

Above: Gordon Reid Medal Winner, Justin Appleton.



Years of Service

233 Bedford staff and employees were acknowledged for their years of service to Bedford and Phoenix on the International Day of People with Disability, 3 December and 23 December, 2014.

Above: Catherine Stagg, Michael Spiniello, Clay Schoof, Steven Gonis, Grant Haskard, Hein Hua, Chris King.



Jack Joins the Fold

Bedford was thrilled to welcome Jack Hombsch of Port Adelaide Football Club as our newest ambassador. Jack is a passionate advocate for disability issues and a popular visitor to Bedford.

Left: Brad Kinross, Jack Hombsch, Wayne Kinross.



KAYLA HOULTHAM

A passion for horses inspires a healthy dream.

On weekdays, you'll find Kayla Houltham making coffee and working behind the till in our Hospitality Department at Bedford Panorama. On weekends, the 23 year old is a regular at Riding For the Disabled SA's Jennibrook Farm at Woodcroft, honing her equestrian and dressage skills.

It's something she's been doing since she first sat atop a pony aged five.

"My dream is to live on a big farm with lots of animals, especially horses. I'd teach them to jump. Maybe one day," Kayla says.

In the meantime, she's happy balancing her riding commitments, which have seen her win gold, silver and bronze medals at the 2014 Special Olympics National Games in Melbourne, with her job at Bedford.

"Sometimes I work on the till, sometimes I make the coffee and then I also get to serve. I like not having to do the same thing and I'd like to get a job in a cafe one day," Kayla says.

Kayla's mum, Dianna Cole, says her daughter, who joined Bedford through the School to Work Transition Program, has thrived during her five years at Panorama.

"It's really brought her out of her shell a lot, she's learned great skills that she'll be able to use throughout her life and has worked hard on her communication," she says.



Kayla's riding has produced similar benefits.

"She's just gained so much confidence from riding," Dianna says.

"It's also improved her strength, posture and balance. It's amazing to watch her control such a large, powerful animal and how she's progressed over the years.

"I'm very proud of her."

But it's not just Kayla's riding and work life which brings pride, it's also her daughter's dedication to volunteering with Riding For the Disabled.

"I help with the horses, cleaning and I help the little kids coming through too," Kayla says.

“
My dream is to live on a big farm with lots of animals, especially horses.
”

Her passion has been rewarded with countless sought-after ribbons from competitions both in South Australia and interstate.

"I have heaps of ribbons, maybe 20, maybe 40," Kayla says as she explains this impressive figure doesn't even include the trophies and medals she's won.

A recent blue ribbon in dressage is a particular highlight, especially after a fall in May.

"I was going into canter and the horse got spooked. I fell and hurt my shoulder and head. Mum was there, she was so worried," Kayla says.

"It took me a while, but I've got my confidence back now."

So much so, she has her sights set on representing Australia at an international competition – and a horse of her very own at the top of her wish-list.



Chairman's Foreword

I feel very privileged to present an extremely satisfying 2014/15 Annual Report and provide an overview of what has been a particularly inspiring year for Bedford. A number of significant developments have occurred, reinforcing our position as flexible and innovative leaders in disability support.

Bedford Phoenix Amalgamation

In this, my inaugural year as Chairman of Bedford Phoenix Inc, I have been especially proud to participate in the most exciting and significant change to the South Australian disability scene in many years; the amalgamation of Bedford and fellow disability service provider, Phoenix Society.

Both Bedford and Phoenix were reputable, established organisations, operating within similar commercial environments, across multiple sites and boasting a combined history of 120 years. In mid 2014, a strengthened relationship between the two was initiated from discussions about the impending NDIS, and the virtues of amalgamating to create a more diverse and robust single organisation were explored.

In particular, the potential geographical reach across the state and the increased flexibility offered to employees, members, trainees and residents became a primary consideration. Both organisations understood that in the competitive world of the NDIS, the best and most flexible offering to people with disability would be paramount.

The concept was agreed, and in mid October, over 200 Phoenix Members voted 'yes' to the amalgamation, with an overwhelmingly positive 94.3%. A week later the Board of Bedford voted unanimously in support of the move and subsequently formal approvals were received from the relevant State and Federal Government bodies. Memorably, as of 31 December 2014, Bedford and Phoenix joined forces to form 'Bedford Phoenix Incorporated'.



Above: Alistaire Ashe and Brett Semola.

Transition Management and Branding

In the ensuing six months, the Board dedicated itself to making the transition as successful and seamless as possible and a Transition Team, headed by independent consultant Rick Moody, was established to coordinate the integration of the two businesses and explore the significant environmental drivers; most importantly the impending NDIS.

It became apparent that reinforcing the brand and reputation of the new organisation was critical and an exhaustive, third-party brand study was undertaken, utilising two separate market research experts. The brand review incorporated staff, employee and family focus groups; examined the activities, culture and heritage of the two organisations; and also incorporated an external brand recognition survey of Bedford and Phoenix. A cost and risk analysis to undertake a full rebrand was completed, as well as a review of contemporary brand research.

After prolonged discussion across multiple Board meetings, it was acknowledged that the Bedford brand was stronger and more closely aligned

to strategic objectives. The Bedford brand was also significantly stronger with commercial customers and the cost of rebranding as a new single entity was prohibitive and time consuming in a rapidly evolving and competitive market. It was therefore decided that facing the market as 'Bedford' best positioned the organisation to drive entry into the NDIS and maintain the established successful commercial reputation, which underpins our activities.

I would like to reinforce that this decision was made with the greatest respect for the heritage and culture of both organisations. A number of measures to retain the history of Phoenix have been implemented, including the retention of the annual Gordon Reid Medal and the Phoenix Cup.

Importantly, our emphasis and drive is unchanged – Bedford remains committed to changing the lives of people with disability in our community and we are confident that we can now offer more flexible, individualised support and we are evolving for the NDIS with confidence and enthusiasm.

Operational Results

Bedford is now the second largest Australian Disability Enterprise nationally, offering a comprehensive mix of support to people with disability including diverse employment, practical life skills, recreation and independence development and on-job training as well as formal, nationally accredited courses, residential services, and most recently, NDIS transition support services.

It is very satisfying to report positive financial results, even accounting for the significant investment in the amalgamation and the financial status of both organisations at the time of coming together. For the financial period, Bedford posted a satisfying surplus of \$3.6M. However, most pleasing is that the group recorded a surplus from normal operational activities after abnormal factors had been removed.

I thank those who committed contracts with our commercial businesses: APG Horticulture, Packaging, Manufacturing and Hospitality. These commercial operations directly enable our unfunded training, accommodation and lifestyle supports and provide valid vocational skills and employment security to people with disability in our community.

The Board is satisfied that commercial and support services operations have been managed with consideration and expertise, and we are comforted that the ensuing year looks positive. These profitable arms to our business help Bedford provide exceptional ongoing services to the people we are here to serve and also enable us to face new challenges, such as the NDIS, with confidence.

Bedford remains committed to changing the lives of people with disability in our community and we are confident that we can now offer more flexible, individualised support and we are evolving for the NDIS with confidence and enthusiasm.



Below: Micah Hahn and Zaza Workolo.

Right: Nikita Praolini.



Board Developments

Understandably, Board representation has changed significantly over the period, with the original Bedford and Phoenix Boards dissolved and a new Board instated on 31 December. I provide my sincere gratitude to outgoing Phoenix Chairman, Dr Graeme Bethune for his 14 years of dedication to the Phoenix Board and also to Colin Dunsford for his 11 years of exceptional guidance as Chairman of the Bedford Board.

We also thank and farewell those departing the Phoenix Board, Mr Adrian Fahey, Ms Amanda Heyworth, Mr Marc Makrid and Mr Ian Stone, as well as Mr Andy Ford from the Bedford Board.

Our new Board is therefore now guided by the Honourable Lyn Breuer, Ms Teresa Colliver, Mr Greg Connor, Dr Bill Griggs AM, Mr Stephen Hains, Ms Samantha Hellams, Mr Richard Hockney, Mr Malcolm Hyde AO, and Mr Donald McGurk. I would like to extend my appreciation for their commitment provided to date, including a significant number of exceptional meetings, tours and strategic sessions as we familiarise ourselves with the newly formed entity, each other and our evolving operational environment.

I also thank Standing Committee members for their ongoing commitment and focus and extend congratulations to our Executive team and indeed all Bedford staff, who have shown particular dedication to our organisation and people with disability over the financial year.

I also wish to thank the hard working Paul Stevenson, former Phoenix CEO, whose foresight led to initial discussions about the amalgamation of the organisations.

Acknowledgements

I thank, once again, the Federal Government for the ongoing funding of our employment programs and extend further thanks to Senator Mitch Fifield for his commitment to progression of the essential NDIS reform. We welcome Minister Christian Porter to the portfolio and look forward to enjoying a strengthened relationship as we move toward the full NDIS rollout.

The continued role of the State Government of South Australia in providing funding toward our Day Options and residential support and services as well as our 'Abilities for All' training program is also acknowledged. We also thank the Minister for Disabilities, the Honourable Tony Piccolo MP for his commitment to furthering disability services in South Australia.

I extend heartfelt thanks to our Patron, the Honourable Hieu Van Le AO for his visitation and support and acknowledge Mrs Le for her interest and knowledge of the sector. This patronage is especially important to our community and we remain very grateful. I welcome Mr Michael Evans as Bedford Vice Patron and thank you for your ongoing commitment to Phoenix over the years.

I acknowledge the cessation of the Bedford Foundation Board and extend thanks to those members who were able to provide support to our cause and help drive our fundraising activities. We also recognise the remarkable ladies of the Women's Auxiliary who tirelessly raise funds to support our services and activities.

We also give thanks to our dedicated ambassadors; Amanda Blair for her regular support as MC at our numerous events; the tireless fundraiser Faye Packham, and Jack Hombsch, our newest ambassador and passionate advocate.

Lastly, I sincerely thank Sally Powell for her hard work and insightful leadership. The exceptional delivery of a complex amalgamation and the results over the period reinforce my confidence and I look forward to another year of guiding Bedford in partnership with the Board and Executive team.

I remain inspired and grateful to be able to continue as Chairman of this vital organisation and am truly excited about the oncoming year.

Raymond G Grigg
Chairman, Bedford



• RHYYS • BAKER

Kicking goals at work, home and on the field.

Rhys Baker understands the importance of working towards goals. Not only is Rhys an avid and competitive footballer, he has his short and medium-term plans mapped out.

"In the short term I'd like to work on the edge-bander again. My future goal in about five years is to move into maintenance, perhaps through an apprenticeship. I did work experience with the maintenance team and they understood me, they trained me up and could see I have skills."

Rhys, 21, started working on the machine shop floor at Bedford 18 months ago and he immediately knew it was the right fit for him.

"I knew a lot of the guys here, and I knew it suited me more than open employment. Long term I might work towards open employment but I want to build my skills first."

For Rhys, the Bedford community extends outside of work.

"I play sport with a lot of the guys here. Toby is one of my best mates and Reno I've known for over four years, we all play for the Goodwood Saints Footy Club," Rhys says.

Both Toby and Rhys were part of the 2015 National Inclusion Football Carnival, playing in the team which represented South Australia. They took to the field at half-time in the AFL match between



Collingwood and Carlton at the MCG in front of more than 40,000 fans.

Rhys comments, "It's an experience you'd never forget. I mean, not many people get to run out on the MCG and have that feeling. I'll never forget it."

A number of players in the team were Phoenix employees and the strong sports community in both organisations has helped the teams connect following the amalgamation.

Rhys has also played in Indoor Cricket Nationals and he's competed in the Special Olympics in both swimming and soccer.

As for lifestyle goals outside of work and sport, Rhys has that sorted too.

"In about five years I'd like to see about

It's an experience I'll never forget. I mean, not many people get to run onto the MCG and have that feeling. I'll never forget it.

those driverless cars they are making in Germany. That might make it easier for me to drive. I'd also like a boat licence," he says.

"I'd also like to maybe live in my own place, near my parents. That's something we're working towards. I'm pretty independent at home. I can cook a steak on the BBQ, cook vegies, make mash."

But then, he reflects, "The only problem then is that I need to clean it all up!"

Rhys is an inspiration to his team and his mutual respect for them is clear too.

"Some of these guys have a label like intellectual disability but they are capable like me too. What I like about working here is that the supervisors can see I'm capable and they treat me like a mainstream person."



Chief Executive's Report

This has been a significant year for Bedford, dominated by major structural change in preparation for the impending NDIS.

Amalgamation

We have successfully completed our largest transformation to date; amalgamating with fellow disability enterprise, Phoenix Society, to reaffirm our life-changing support and strengthen our commercial businesses.

I am confident that we are in the best position to offer the flexible, individually focused services relevant for this sector as the NDIS progressively rolls out across the nation.

The proposal to amalgamate was presented in September 2014, with an impetus to ensure both organisations were able to provide the best services in a competitive environment and offer increased choice and flexibility for people with disability. A thorough due diligence process had confirmed the amalgamation was poised to offer a stronger, more diverse organisation and the vote taken at the Phoenix AGM indicated overwhelming support, repeated a week later with a unanimous 'yes' vote by the Bedford Board.

Subsequent protocols were fulfilled, including the creation of a new legal entity and constitution. An exhaustive brand study recommended that Bedford was the stronger brand identity to our commercial

base, families and the broader community in an open NDIS market. An immense amount of work was invested into making the transition as smooth and considered as possible and I thank all who contributed substantial time and energy into helping make the process seamless for our employees, members and trainees.

Bedford now provides a complementary mix of training, employment, life skills, independent supports and residential services across 19 locations in South Australia and New South Wales and I am proud to confirm that as an amalgamated entity we now offer the very best choices for people with disability, enhanced by the combined expertise of 120 years.

National Disability Insurance Scheme (NDIS)

Personally, I have invested a significant portion of my time contributing to the NDIS framework and staying abreast of the trial site developments across the nation. I was elected to the State Committee of the National Disability Services (NDS) and was also invited to represent the state on the National Pricing and Costing Project Reference Group.

I am determined Bedford undertakes the necessary preparation required for this radical change and our NDIS Expert Panel members meet weekly to absorb the details of this once in a generation change. We are learning to distill this complex information in a simplified, accessible way suited to the many people who are simply overwhelmed by the impending change or cannot yet access information.

I remain very excited about the NDIS and have been buoyed by the positive trial results as they progress across the nation. It is exciting to be part of what is the most significant social reform package in Australia since the introduction of Medicare in 1975, with the transition to a new open-market model inevitably changing the nature, focus and funding of disability support.

The NDIS is creating an open and competitive market and competition for the disability dollar is increasing. The result for people with disability eligible for NDIS support is that a greater variety of providers are offering unique and tailored experiences

and the individual is empowered with the choice to decide with whom, when and where they access services they require to achieve their personal and career goals.

For Bedford this means a monumental shift, from compliance driven government led programs, to individually tailored, outcome focused services. While we benefit from the combined 120 years of service delivery in the disability sector, we are now competing with domestic and global brands with demonstrated experience in delivering solutions in competitive markets.

Over many months Bedford has dedicated itself to making decisions about where we position ourselves in the NDIS. The Board has explored the NDIS, reviewed the environmental drivers and impacts and considered the strengths, weaknesses, opportunities and threats afforded under the NDIS. We have also thoroughly examined what the market is doing and identified how we best position the organisation to drive our entry into the NDIS.

I am confident we are making informed choices and undertaking all necessary preparations to ensure the best outcome for the many people with disability we support. Moreover, I am confident we are in the best position to support people with disability and their families navigate this change and benefit from it.

Operational Activities

Over the period we have introduced new services and a greater variety of work, improved facilities and work environments, developed our professional capabilities and, most importantly, created more choice and better outcomes for the people in our community.

Bedford now provides tailored support services to nearly 1700 people with disability, including jobs in an impressive mix of vocations, on-job training, independence and life skill development and formal certificate-level training. Our geographical reach provides people with disability real career progression, flexible locations and more diverse training and support to meet individual goals and interests.

Our commercial businesses continue to provide the vital funds required to continue to grow our 'mission based' activities such as training, recreational and life skills development and residential support. This year has been characterised by strong performances across most of the business units. Manufacturing and APG Horticulture, in particular, reported particularly strong financial results, including the further expansion of the Bedford Furniture range, now in 270 Bunnings stores across Australia and New Zealand. Packaging withstood a difficult competitive environment and expanded its employee base to over 700 people with disability across South Australia and New South Wales.

A number of corporate costs were significantly reduced or finalised, including the completion of the WorkCover Retro Paid Loss Scheme, the sale of the Post Haste business and a move to vehicle leasing arrangements; all contributing to a satisfying result given extraordinary costs for the year.

Right: Katie Frost.

Events

It was decided earlier in the year that a large, combined Annual Awards Day would first be held in 2016. Phoenix held its awards celebrations at the Entertainment Centre in December 2014 and I extend my heartfelt congratulations to the winners announced on the day, especially to Justin Appleton, recipient of the esteemed Gordon Reid Medal.

Our sell-out Bedford Big BBQ at Adelaide Oval once again offered our many corporate supporters a relaxed networking opportunity and helped raise nearly \$70,000 toward our unfunded life skills programs. Likewise, the popular Bedford Big Battle quiz night continues to attract attendees as a lively, competitive fundraiser and I thank our sponsors and supporters who make these events so successful.

Bedford's Abilities for All training has continued to offer flexible certificate-level training to people with disability for over a decade, and the graduation at the Thebarton Community Centre in September was particularly inspiring this year, with a number of our trainees sharing their remarkable personal stories of empowerment.



Thank You

Bedford remains very thankful for the ongoing and quiet support from many generous businesses, families and friends who help with sponsorships, contracts, donations and other in kind or financial support. This year I must also acknowledge the significant generous bequests bestowed to us; this generosity enables us to directly support individuals in our community and we remain especially grateful.

Our volunteers, donors and sponsors, Family Network members, Honorary Life Members, Vice Patrons and business customers also contribute time and support and we simply could not continue to provide our extensive services without this vital support.

I thank once again Faye Packham and Amanda Blair for their years of exceptional and tireless support as our ambassadors and I also welcome Jack Hombusch of Port Adelaide Football Club to the role. Jack's advocacy for disability awareness and popularity at our sites makes him a very welcome personality and we look forward to furthering this relationship.

I thank once again our amazing team who tackled our amalgamation rollout with enthusiasm and care. I welcome Marnie Brokenshire, Chief HR Officer to the hardworking Executive team; I am truly grateful to be able to lead Bedford with such a dedicated and capable base.

I also farewell Phil Farrow from the Bedford Executive team and recognise his remarkable 24 years of hard work and superior management, as well as Mr Robert Styling, AFSM OAM, former Phoenix Executive who provided 26 years of dedicated service.

I extend my genuine thanks to our hardworking Chairman, Ray Grigg, for his first year of inspiring commitment to our newly formed Board, in what has been a busy and demanding year. All other Board members are also thanked wholeheartedly for their support and guidance and I am truly encouraged by the enthusiasm and dedication shown by the new Board over the period.

I feel that this year, in particular, has helped reaffirm our presence in the sector and establish us for the world of the NDIS. I am always mindful that we truly change lives every day; the security of our ongoing services is therefore vital, and my greatest motivator.

Sally Powell
Chief Executive, Bedford

“
I am confident we are making informed choices and undertaking all necessary preparation to ensure the best outcomes for the many people with disability we support.
”

GEMMA MATTHEWS

The 'dark horse' of writing, finding strength through creative expression.



Gemma Matthews is not afraid to dream big. The 21 year old is a passionate writer and hopes one day to emulate the feats of her favourite authors JK Rowling and Kate Cann by writing her own novel.

It's a vision helped greatly by her job in the food room of Bedford Packaging, allowing her the flexibility to pursue her dream outside of work.

"I had to be realistic, everyone needs to work and I like it here," Gemma says.

"It suits me as I feel comfortable and can work part-time hours and still focus on my writing on my days off."

Gemma came to writing after a particularly tricky period in early high school when the shy teenager discovered putting pen to paper helped her better express her feelings.

"I found the bullying at school overwhelming but writing has really helped me grow. It's given me a way to show how I feel.

"I don't like to put myself out there, but when I write I feel comfortable to do that, to express myself and show me."

A notebook is Gemma's constant companion and she's frequently jotting down ideas as they arise. She then transfers her handwritten notes to her computer.

Gemma doesn't know which genre she prefers yet, she likes fantasy but also realism and hopes to one day write a combination of both.

"I find JK Rowling really inspiring," Gemma says.

"She overcame so many challenges. She was knocked back so many times but she kept trying until she got the break she wanted."

Gemma attends a writers group, which has also really helped her.

"We all bring a piece of work and one by one we share it. It was scary at first but I learnt slowly to open up. They call me the dark horse of the group," she says.

These challenges are obviously helping.

Last year Gemma was asked to deliver a speech at the Phoenix Annual Awards day and took on the challenge with gusto, delivering a memorable speech.

School to Work Transition Coordinator Cyndi Neuzerling encourages others to



follow in Gemma's footsteps and follow their dreams.

"She really pushed through her comfort zone with the speech and did an amazing job," Cyndi says.

"We are so proud of how Gemma is building her confidence and finding her feet and we love the writing she does. We encourage her to pursue her creative goals.

Gemma, however, doesn't need much encouragement; her passion for writing drives her daily.

"It's what I love doing, it suits me and makes me feel good. I hope to be published one day, so I'm working toward that."

EXCERPT FROM *REFLECTED TRUTH* BY GEMMA MATTHEWS

*Warmth from the rays, shone upon her face,
She was drawn back to her happiest times, to where it all began.
In that moment, she realised that the light; a guardian angel,
Who reached out to her, taught her to trust in herself,
Follow her dreams, wherever they may lead.*

Community

Without the continued generosity of our community, Bedford could not continue to provide employment, training, accommodation and life skills to the many people with disability we support across Australia. We remain very grateful for every level of support, from customers, sponsors, volunteers, to our lottery buyers, donors and benefactors. Every contribution, large or small, helps us change lives.

CORPORATE EVENTS

The Bedford Big Battle and Bedford Big Barbecue continue to be our premier fundraising events, attracting over 800 guests this financial year. The two events provide Bedford with a unique opportunity to connect with the business community and major supporters, allowing us to demonstrate first-hand how we deliver on our core promise.

The success of the two events would not be possible without the generosity of major supporters, including ORIX as major

sponsor of the Bedford Big Battle and NAB as major sponsor of the Bedford Big BBQ.

We remain indebted to The Good Guys Marion, with Vince Santoro's generosity toward our events and lotteries truly appreciated. Vince has provided ongoing support not only through donations, but also in his embracing of the Bedford philosophy and wider community.

We also thank Optus, through their generous support of our event auctions and our other event supporters; Gramams Jewellers; Macquarie Private Wealth; National Wine Centre; Adelaide Oval; Watson Fitzgerald; Pro Paint n Panel; EPAC and Mt Lofty House.

LOTTERIES

Our lotteries continue to play a vital role in generating funds towards our unfunded Disability Support Services as well as awareness of our activities in the community.

The ever-increasing pressure on the charity dollar and the changing nature of fundraising is making the sale of tickets harder, however Bedford lotteries continue to harness support from the community and contribute to our fundraising pool.



VOLUNTEERS

Volunteers continue to provide an invaluable contribution to the organisation. Over the past year Bedford has enjoyed support from NAB, Deloitte, Westpac and Treasury Wines, in addition to numerous individual volunteers who donate their time, knowledge and skills across the entire organisation.

APEALS

Our regular appeals provide Bedford with an opportunity to relay our stories to the wider community and through them we generate significant support and awareness.

The amalgamation of Bedford and Phoenix has enabled more stories to be shared, with the June Appeal providing an avenue to share the success stories from our School to Work Transition Program.

QUILTER'S GUILD

The Quilter's Guild of South Australia continued to provide ongoing and generous donations toward our unfunded activities. To all involved with the Mystery Quilt Challenge, we extend our sincere gratitude for your hard work and commitment.

Above: Rachel Bishop, Jennifer Costalos, Alisha Hart.



FAMILY NETWORK

Bedford is in a unique position to have such a large group of dedicated families supporting the organisation and helping spread good news stories about Bedford. In April we expanded the Family Network to include a meeting at Elizabeth, making the sessions more accessible to those who live north of the CBD.

The Family Network has provided invaluable support and feedback as we prepare the organisation for the NDIS and this ongoing support and input will directly help shape how we operate in this new environment. We know first-hand that it is also vital for parents and carers to have the opportunity to discuss common issues and concerns, especially in light of the impending changes. We anticipate rolling out additional meetings and NDIS workshops for both existing and potential families over the oncoming year.

We thank the members of the Family Network for all their attendance and input over the last year.

PHOENIX CUP

Hosted by the Modbury Jets Football Club, the Phoenix Cup continues to be the premier soccer event for people with disability in Adelaide. In 2014 the event had 14 teams from disability organisations and associations across Adelaide and enjoyed print and radio exposure.

For our participating teams, the event offers a fantastic means to connect with each other outside of work and encourages active lifestyles. The organisation is grateful for the support of the Modbury Jets in hosting and running this event.

BEDFORD BINGO

Bedford Bingo continues to provide good returns and further community awareness of Bedford, in addition providing an opportunity for people to socialise.

The Community Engagement team is exploring new opportunities for Bingo to ensure it continues to stay relevant and contributes vital funds to help our cause.

WOMEN'S AUXILIARY

In its 54th Year, the Women's Auxiliary continues to support us by holding their very successful events, including their Bridge Day, Movie Night and Morning Tea. These events not only raise awareness of the organisation, but raise money to fund significant capital projects. This year, the Auxiliary donated \$20,000, for which we are truly grateful. Over the last 54 years the Auxiliary has funded many initiatives and capital projects in excess of \$1 million dollars for Phoenix and we look forward to their ongoing support.

DRAKES SUPERMARKETS

Through the generous support of Roger and Wendy Drake, Phoenix is a beneficiary of the Drake Charity Show Bag. In 2014, 540,000 items were packed by Phoenix, which were then sold through Drake stores.

This year Phoenix shared in \$86,620 along with the RDNS, QEH Research Foundation and Flinders Medical Centre Breast Cancer Research. We are truly grateful for the support of Roger and Wendy Drake.

PHOENIX AWARDS

As Bedford and Phoenix held their awards in different months, it was decided that a combined Awards Day would first take place in 2016. The Phoenix Awards were held on 23rd Dec 2014, and recognised the hard work and extraordinary commitment of Phoenix employees across all sites. We extend congratulations to all winners, especially this year's esteemed Gordon Reid medal winner, Justin Appleton.

Winners for 2014 were:

School To Work Transition Program Award

Awarded to the student who this year as a participant in the Phoenix School to Work Transition Program has demonstrated outstanding commitment to learning about work and a desire to succeed in future employment at or external to Phoenix.

**Chloe Grigg
Samantha Muscat**

Work Health & Safety Awards

Awarded to the people who have displayed the largest contribution towards the development of safe work practices within the workplace for the protection of themselves and their fellow workmates.

**Robert Jenkins
Wayne Jaksic
Sheldon Hein
Andrew Nield**

Quiet Achievers Award

Awarded to the people who have quietly achieved outstanding outcomes and commitment to their allocated work area with minimal fuss.

**Dimity Pullman
Tim Sarkies
Terrie Downing
Steven Walter**



The Gordon Reid Medal — Justin Appleton

Awarded in special recognition of a Phoenix employee who has consistently demonstrated the ideals of Phoenix Vision by rising above their disability to set an example to their fellow workers of being able to succeed against great adversity.

Environment Awards

Awarded to the people who have displayed the largest contribution towards the identification and/or implementation of sound environmental practices within the workplace for the benefit of the environment and to assist in the ongoing sustainability of the earth's natural resources.

**Dale Pritchard
Jared Hepden**

Special Merit Awards

Awarded to the people who have made every effort to achieve the highest level in their personal development and the pursuit of their employment goals.

**Brett Semola
Scott Litchfield**

Most Improved Awards

Awarded to the people who have achieved the highest level of personal development and demonstrated considerable improvement in attendance, punctuality, effort, personal relationships and work habits.

**Mel Berry
Felicity McLean
Luca Raghianti
Karen Thompson
Bianca Babidge**

Employee of the Year Awards

Awarded to the people who have excelled in their dedication to the ideals of the Phoenix Society, demonstrated commitment towards Safety, Quality, Leadership and desire to succeed.

**Katie Frost
Sharon Hughes
Stephen Andrews
Corrina Mackaway**

Awards Sponsors: Education Trust Fund, Coopers, Jim Griggs Memorial Trust, E E Bone Award Trust Fund, Belinda Marie Winter Trust Fund, RT Patterson Fund, Phoenix Women's Auxiliary, Firebird Charitable Fund, and Gordon Maxwell Reid Trust Fund.

AMBASSADORS

We remain grateful to the extraordinary people who take the time to share our stories and promote our life changing work.

This year we welcome our newest ambassador to the family, Port Adelaide

player Jack Hombsch, who is especially popular at our various sites and is an active advocate for disability issues. We are always grateful to Amanda Blair for her availability as MC at our numerous events, they simply wouldn't be the same without her drive and

energy. This year we also recognised Faye Packham's extraordinary fundraising and awareness raising, as she became a worthy Honorary Life Member of the organisation.

To all three ambassadors, we extend our gratitude.



Faye Packham



Jack Hombsch



Amanda Blair

EMPLOYEE REPRESENTATIVE COMMITTEE

We acknowledge the efforts of the motivated employees who meet in the monthly Employee Representative Committee (ERC) to discuss events, concerns and improvements.

Bedford and Phoenix merged their respective committees as of 10 June 2015, with the elected members being:

Jess Barrett
Melissa Bierman
Peter Bryne
Allan Carlyon
Stuart Carthew
Glenda Curtin
Barbara Edward

Jenny Hart
Alan Henschke
Sarah Hobbs
David Hughes
Vanessa Jelic
Stacey Jesson
Candice Lundie

Andrew Mason
Amber McCubbin
Alex Melis
John Miller
Renaldo Montin
Shaun Osmond
Lauren Quinlan

Cameron Richards
Wayne Taylor
Kymberly Tutty
Robert Turner
Ben Waters

Below: 20 Years of Service recipients Catherine Stagg, Michael Spiniello, Clay Schoof, Steven Gonis, Grant Haskard, Hein Hua, Chris King.



YEARS OF SERVICE

Bedford is extremely proud to recognise our dedicated team of long-serving staff and employees who have worked for Bedford and Phoenix for many years.

On the International Day of People with Disability, we celebrated the exceptional efforts of our employees and recognised those with 5-40 Years of Service.

Congratulations to all Years of Service recipients again for such extraordinary commitment. Our 20, 25, 30, 35, 40 and 45 Years of Service recipients in 2014 were:

20 Years of Service

Laura Anderson
Julie Bloom
Terrie Downing
Martine Ford
Steven Gonis
Gordon Griff
Grant Haskard
Hein Hua
Belinda Jenkins
Christopher King
Laurel Kirby
Timothy Sarkies
Clay Schoof
Michael Spiniello
Catherine Stagg
David Stitt
Melissa Thompson

25 Years of Service

Jurjen Berens
Andrew Burgan
Ashley Cobbledick
Teresa Elix
Heath Figg
Joseph Gaskin
Nina Gauci
David Hatton
Gary Heinsen
Grant Horsell
Samuel Hughes
Peter Jindrich
David Lane
Jamie Spall
Anne Tancock
Cynthia Taylor
David Weaver
Colin Weston
Catherine Winter
Roger Worth
Anthony Zanatta

30 Years of Service

Glen Breden
Christopher Farmer
Michelle Ryan

35 Years of Service

Barrie Axford
Kym Borchardt
Lyle Dingle
Gregory
Goldsworthy
Duncan Hall
Peter Jones
David Kidd
Kym Mackenzie
Mark Silvestri

40 Years of Service

Paul Gabbusch
Peter Harris
Carmen Regnier
Elizabeth Wirtz

45 Years of Service

Kevin Dent
Tieneke Inkenharg
George Walters



Alan Hughes

When no two days are alike, you know you've found the right job.

Alan Hughes has spent more than a decade working at Bedford, but rather than count his tenure at the organisation in years the 64 year old takes a different approach.

"I've been here 11 years, but that's not the way I like to look at it," Alan says.

"I've worked out, roughly, that I've been here for about 2640 days and that's how I prefer to think of it. I do this because no two days are the same.

"It feels like I've worked a different job every day and that's what keeps me coming back. There's so much variety and no such thing as a standard day."

Alan started work in his current role as a production supervisor and trainer at Bedford Packaging in 2004 and oversees a team of 55 to complete a range of tasks such as mailouts and collating hampers for clients. He spent the eight previous years retired and was looking for a change when returning to work.

"I had been retired for a pretty big chunk of time and when I went to return to the workforce it was difficult to go back into business because so much

had evolved and some of my talents and skills were less relevant," Alan says.

"I hadn't really thought about working with people with disability and then the Bedford job came up. I was excited and thought I'd give it a go and I've never looked back. I absolutely love working here."



It feels like I've worked a different job every day. There's so much variety and no such thing as a standard day.



Alan doesn't hesitate when asked about the highlights of his job at Panorama over the years.

"For me, it's those little moments where you see someone learn something they've never thought they could do before," he says.

"It might be that they've perceived they just couldn't do something and a little light starts in their eyes and they realise that it is possible. There's a moment of realisation where people say 'I can do this' and their life becomes enhanced immeasurably.

"These moments have been the highlights of my life."

While Alan takes great pride in teaching others, he has also learnt plenty of his own life lessons during his time at Bedford.

"I'm not one of those people who say they love a challenge. I find them daunting and for me a big part of this job has been to work through things and find the best outcome," he says.

While a second stint at retirement might loom for the Vietnam veteran, he's excited about what Bedford's future holds.

"I think the amalgamation with Phoenix has been an extremely positive thing. It gives us great strength moving forward and I'm excited to be a part of that," he says.

Disability Support Services

In addition to employment in our various commercial businesses, Bedford provides life skills development and support to enhance daily life and work. From the transition from school to work, through to assistance into open employment, Bedford offers training and tailored support to meet individual needs. This unfunded, on-job support is what sets us apart.



SCHOOL TO WORK TRANSITION PROGRAM

The Bedford School to Work Transition Program once again offered structured work experience for high school aged children with disability across metropolitan Adelaide.

The work experience program this year assisted approximately 225 students, through 30 schools with special needs programs. School to Work provides the opportunity for students to experience a routine working day in an area of interest as well as develop job application and interview skills.

The program is offered for both individual students and school groups and is tailored to meet curriculum and teacher requirements. Students generally visit for one day a week over a period of one or two terms and are provided with a certificate of participation, which meets South Australian Certificate of Education (SACE) curriculum criteria.

Bedford's School to Work Transition Program maintained its enviable reputation and this year provided ongoing employment to 42 participating students in a range of roles across manufacturing, hospitality and packaging.

TRAINING

Bedford offers an exceptional suite of training courses delivered to employees, members and residents across our sites.

Our on-the-job vocational training is complemented by useful lifestyle training to enhance day-to-day living, as well as nationally accredited certificate-level training delivered to jobseekers and employees.

This nationally accredited training scope is run as the 'Abilities for All' program, which targets jobseekers with disability who experience multiple barriers to employment. This year, Bedford Training provided qualifications to 154 students in Media & Technology, Disability Studies and Landscaping. Thirty of these graduates gained employment as a direct consequence of their studies and the remainder undertook further education through 'Abilities for All'.

Bedford once again extends gratitude to the Department of State Development as well as local community centres, for their vital support of these services.

Bedford Training continued to deliver a unique range of in-house courses to support growth and help with work-life balance. Our courses are designed to teach the skills to enjoy work and life, together. These courses are created from demand to meet the needs of our employee community.

Delivered on a weekly basis, through our experienced trainers, courses offered over the period included:

- L-Plate test support
- Dress and Hygiene
- Personal Safety
- Work Safety
- Anger Management
- Cyber Bullying
- Safety on the Net
- Harassment and Bullying
- Raising Self Esteem
- Numeracy and Literacy
- Fire Safety
- Computing
- Food and Kitchen safety
- Budgeting
- Relationships and Friendships
- Pedestrian Safety



Bedford also provides continuously delivered vocational training to ensure employees are equipped with the skills to excel in their roles, as well as plan toward other vocations. Bedford Training continued to provide assistance with job applications and interview skills, as well as setting training plans to meet individual vocational goals.

Over the year Bedford Training was proud to deliver a remarkable 12,500 hours of training across Bedford and Phoenix including 8,300 hours of tailored employee training; reinforcing an ongoing commitment to training and personal development.



Previous page: Alistaire Ashe and Brett Semola. Top: Tanya Moralee. Above: Geraldine Crosby and Tanya Moralee.



RESIDENTIAL SERVICES

Bedford provides a range of community based services to meet the residential needs of people with disability across South Australia.

Balyana, Bedford's supported residential centre in Clapham, provides accommodation and varying levels of support to 76 people with disability in both semi-furnished private rooms and on site independent housing.

Bedford provides additional independent living support through Community Housing, the Housing Association and 'Homes for 100'. It also provides the skills and training to help people build the independence required to live in the community, such as food preparation, hygiene and money management.

Over the year, Residential Services successfully implemented a new system for ensuring resident's health care needs are met at Balyana. DOSEEDGE is an electronic charting application which links each resident's medication record directly to the ordering, packaging, dispensing and administration of their medications.

This has helped reduce administration time and ensures the accurate and timely provision of medication.

Balyana also benefited from a refurbishment of its laundry facility through an established recreation program including the placement of Developmental Educators via DCSI. The laundry received new equipment as well as a facelift as part of the upgrade.

Residential Services continues to work tirelessly towards best practice and was proud to have implemented fire safety specifications meeting the Minister's Specification's SA76.

The Residential Services team also strives to provide the best service and living standards for residents, including assistance with community engagement, the provision of a wide range of recreational activities and individually assessed goals for increased independence. It has been a year of celebrations for a large number of the residents in working towards and achieving these life goals and we were very happy to receive exceptionally positive feedback from residents, families and stakeholders about our caring and tailored residential support.

Bedford provides the skills and training to help people build the independence required to live in the community, such as food preparation, hygiene and money management.

Above: Mark Bond.

Right: David Weaver, Deb Nicholson, Sylvia Murray, Gabrielle Smith, Julie Chomel and Eugene Callaghan.

DAY OPTIONS

Bedford Day Options supports people with disability to develop independence and life skills in a fun and reassuring environment, while also providing important respite to family and carers.

Day Options provides exceptional developmental, recreational and leisure activities for people with moderate to high support needs across Adelaide, Port Pirie, Port Lincoln and Wallaroo.

Over the year, all four Day Options centres grew in capability and support, with staff recruitment being a major focus in Port Pirie and Port Lincoln. The teams are also preparing for NDIS across the sites, including the implementation of regional Family Network meetings as Bedford prepares to provide the support and guidance required to transition to the NDIS.

The Adelaide Day Options service enjoyed an exceptional year of community engagement, with numerous art exhibitions raising funds towards programs and placing art in the Royal Show Art Exhibition. Members also continued to enjoy volunteer programs with Meals on Wheels, Graffiti Busting with Marion Council, the Big A Op Shop and in Bedford Packaging.

Positive relationships were maintained with numerous schools and Adelaide Day Options transitioned four members from local special schools, who commenced in January 2015. A new partnership with the NEST group of Oz Harvest was established to provide cooking and nutrition lessons for members.

The activity program continues to expand and now includes sailing as well as a multitude of excursions, animal and art therapies, gardening, sports and leisure and other experiences that provide members with a purposeful and enriching program.

In Wallaroo, Day Options were pleased to welcome three new members and have added a friendship group, craft activities and regular barbeques to the program. The Wallaroo team also held a Biggest Morning Tea fundraiser attended by parents, staff and members and were very grateful to receive a donation from Port Wakefield Golf Club as well as celebrate the Cornish Festival with the community.

Port Lincoln Day Options this year benefited from a new van to increase community mobility and received a new outdoor setting generously donated by the Port Lincoln Community Centre. The team was excited to celebrate Disability Day with a luncheon in December 2014 and also to receive a visit from Adelaide Crows players in March 2015.

Day Options provides exceptional developmental, recreational and leisure activities for people with moderate to high support needs.

In Port Pirie, Day Options also welcomed a new van and four new members continued with their front and backyard beautification project and maintained existing partnerships with Business Services to assist with fulfilling contracts. Members were able to participate in a 'boating and crabbing' program on Spencer Gulf during summer and participate in the new Meals on Wheels delivery program. An enjoyable Awards Night was also held on Friday 12th December, attended by over 90 people in the Day Options community.



Bedford Business Operations 2014 / 15

Businesses— Packaging



Bedford Packaging has established a reputation as a national leader in commercial packaging and provides employment to more than 700 people with disability in eight locations across South Australia and New South Wales.

The amalgamation with Phoenix represented a significant change to both businesses and much of the last six months has been devoted



Over 700 employees
and 8 locations
across SA and NSW

to successfully bringing the two together. Most importantly, both endeavoured to make the transition for the broader team as smooth as possible and bring new opportunities to the various teams across the eight sites.

Remarkably, Packaging posted a record \$9M turnover, processed 15,000 separate jobs to create more than 17 million packaged items and expanded the workforce significantly.



The sharing of skills, experience and workflow between the Packaging sites after the amalgamation reinforces the benefit of combining the organisations.



As a combined entity Packaging was able to ensure all teams were kept busy with relevant, interesting work on recognised brands. The provision of additional streams of work, especially to the Torrensville and Elizabeth sites, was pleasing and included various Coca Cola, Clipsal and Nova contracts.

Our ever-popular showbag packing was also enjoyed by many employees and received the attention of two television stations and local press. This activity remains an annual highlight for our employees and this year more than 280,000 bags were packed; a figure likely to increase in 2016.



Over 17 million items packaged this year



Bedford Packaging posted a record \$9M turnover

Silverwater in NSW is now in its third year of operation and continues to grow, this year expanding contracts significantly and enjoying newly acquired HACCP certification and operational machinery. Silverwater will be our first full NDIS site and the process of starting to transition the team is underway.

The sharing of skills, experience and workflow between the Packaging sites after the amalgamation has been especially rewarding and reinforces the benefit of combining the organisations.

Businesses— APG Horticulture



Bedford's landscaping and horticultural maintenance service, Adelaide Property and Gardens (APG), employs 140 people with disability in diverse work in the landscaping and horticultural industry, developing highly transferable and valued skills.

APG operates across multiple sites from bases in Pooraka, Edinburgh, Lonsdale, Mount Gambier, Mount Barker, Port Lincoln, Port Pirie and Kadina. The business has built a reputation for flexible horticultural services with a proven track record of outstanding service delivery for a wide range of developers and local councils from Victor Harbor, through to the Adelaide metro region and on to the Barossa Valley.



APG operates
from 11 key sites
across SA

Over the year, APG continued to extend its reach and interaction in the community, especially in the northern regions, with the expansion of contracts and services for both new and existing clients.

Highlights include being recognised once again as a finalist in the 'Playford Alive Local Hero's Awards' and delivering outstanding landscape works in the Blakes Crossing, Playford Alive, Lightsview and Eyre developments.

The Edinburgh depot continued to service the northern regions including an expansion of service to some of the larger councils in Northern Adelaide including The City of Salisbury and The City of Tea Tree Gully.



APG remains especially proud of the tangible growth and real skills offered to employees.

An additional depot was also established in Mount Barker to offer more training, work experience and employment to the southern regions, including Victor Harbor and the Adelaide Hills. The southern team have also delivered a strong performance, upgrading numerous Housing SA sites, planting hundreds of trees for the City of Onkaparinga and venturing further into the Adelaide Hills to gain work.



Employing 140 people
with disability



10 year
record profit

These combined efforts culminated into a turnover of more than \$9 million, a remarkable ten year record profit and an exceptional result given the strong competition currently being seen in the landscape and horticultural industry.

Most importantly, this was achieved while offering work experience to APY lands students, providing work hardening placements, driver training, first aid training, machinery training and helping transition some of the team to open employment opportunities. APG remains especially proud of the tangible growth and real skills offered to employees, witnessed every day across our multiple sites.

Businesses— Hospitality



Bedford Hospitality has grown its client base of city councils, businesses, government departments and funeral homes across Adelaide and continues to provide exceptional skills to its 30 employees in food preparation and service.



Hospitality provides external catering and café services at Panorama and residential meal services and functions at the Balyana Conference Centre in Clapham. As a part of the broader expansion of food services across the Bedford Group in Adelaide in 2015, operations were expanded to include contracted services to Coca Cola in Thebarton and the commencement of café services at Torrensville.



500 meals prepared
and served daily

External catering services enjoyed steady growth this year, along with further growth in the ever-popular Bedford Bikkies sold across Adelaide. Bedford Hospitality focused the second half of the year on the introduction of new menu lines to attract new customers and increase existing sales.



Exciting new opportunities are being explored to enable more people with disability to benefit from our hospitality services.



30 employees across three sites

Balyana Conference Centre experienced some slowing due to increased competition in the industry. However an awareness campaign launched late in the year has seen an increase in enquiries, which are now being converted to bookings.

Within the Hospitality team, 30 people with disability, supported by five chefs/cooks, are provided with unique opportunities to develop their skills in café service, on and off site catering, events conferencing, food preparation, cooking, time management and presentation. These are very transferable skills and with the expansion of more off site services, the team is provided with the confidence to further explore the broader job market and consider open employment opportunities.

In partnership with Residential Services, Hospitality has also developed a number of new initiatives, which provide greater choice and flexibility for our residents. Moving forward, our residents will enjoy seasonal menus and the reintroduction of a buffet continental breakfast.

As Hospitality prepares for the NDIS, exciting new opportunities are being explored to enable more people with disability to benefit from our hospitality services, including life skills support to help to shop and prepare balanced meals for greater independence and confidence.



Over 3 tonnes of 'Bedford Bikkies' sold over the year

Businesses— Manufacturing



Bedford Manufacturing provides diverse woodwork and timber processing employment to nearly 300 people with disability in five locations across South Australia.

In Panorama, an impressive factory and distribution centre provides cut-to-size board and produces a ready-to-assemble furniture range of kitchens and wardrobes sold through



established retailers; including 270 Bunnings stores across Australia and New Zealand.

In Mount Gambier, the team produces a range of wood products including pickets, floorboards and cleats to the housing industry and novelty boxes to the wine regions of Australia. Recycled wood shavings from factory processing are also sold as poultry bedding in the region.



300 employees in
five locations across
South Australia

Kadina and Port Pirie produce additional promotional lines for Bunnings such as outdoor furniture, Billy carts and activity kits. The newly amalgamated Gepps Cross site processes both hardwood and soft wood timber products including bed componentry, pallets, trays and display boxes.



It has been highly rewarding to continue to provide real work opportunities to our dedicated team.

This year was an exceptional year for Bedford Manufacturing, resulting in a ten year record net surplus buoyed by strong sales in the Ready to Assemble (RTA) furniture range as well as new contract cutting work interstate.

An increase in cut-to-size board work in contract cutting allowed the business to maximise its competitive advantage along with high quality product delivery, product range, on-time delivery systems and competitive pricing. A number of initiatives launched over the last three years, such as lean management and a strong importing program from China and Malaysia have also contributed to reinforcing service delivery and reducing margins.



400,000 hinges
in our wardrobe and
laundry products



Over 1.5 million metres
of edgeband used on
furniture products

Bedford Manufacturing has also ensured safety standards are kept at the highest levels across all sites with continuous risk assessments and auditing and the upgrading of infrastructure where required.

The additional manufacturing facility at Gepps Cross has helped to extend reach into the northern regions and it has been satisfying to move projects and products around the different facilities to ensure we have the flexibility to support all our sites equally and vary employee work experience.

Employee interests are at the forefront of our focus and it has been highly rewarding to participate in a number of community engagement activities, increase our vocational skill training and continue to provide real work opportunities to our dedicated team.

Businesses— Social Enterprises



In addition to regional manufacturing activities, Bedford continues to operate a number of smaller enterprises employing people with disability in varied businesses across the state, including in Port Lincoln, Millicent and Whyalla.

In Port Lincoln, the team offers a number of local services including grounds maintenance, landscaping, cleaning and packaging to local businesses and government. Port Lincoln reported an outstanding result over the year; finishing well over budget; starting a new



Over 100
employees
across regional
South Australia

cleaning contract with Harvey Norman; and providing ongoing cleaning services to the South Australian Housing Trust.

The Port Lincoln team has also continued to foster strong business relationships through outstanding customer service to the local fishing industry. Existing activities include the building of fish boxes during the tuna, king fish and salmon seasons. This has led to the expansion of services to include construction of octopus traps for a local fisherman, diversifying skills and activities for employees.



Bedford continues to operate a number of smaller enterprises employing people with disability in varied businesses across the state.

The Millicent team continues to run its successful commercial laundering business and its public laundromat facility. The structural changes implemented over the prior year resulted in improved financial results and the team continued to grow the customer base; with two local restaurants and another B&B utilising laundering services. Once a month the team participates in an outing to local restaurants and this has been a great success and morale booster.

Bedford Whyalla provides employment to nearly 50 employees in a range of activities including packaging, grounds maintenance, and commercial embroidering. Achievements over the year include a new opportunity to work with

rail company Genesee and Wyoming and the successful completion of the first landscaping project at the Whyalla Hospital. The project was undertaken from design to completion and was handed over to the Whyalla Hospital on time and under budget.

Whyalla was also thrilled to benefit from the culmination of 18 months of fundraising, resulting in a new gas ducted heating system being installed on the shop floor. This significant project was fully funded by the community, including a large donation from Beyond Bank and has made a huge difference to the working conditions for the team at Whyalla.

Both the Whyalla and Pt Lincoln facilities have embraced the amalgamation whole heartedly. The former Phoenix Society members in Whyalla voted a resounding 100% 'yes' to the amalgamation and have been very positive about the development. Bedford Whyalla has benefited significantly, with the introduction of additional packaging activities enabling a more constant flow of work and developing new skills, training and a broader scope. This has expanded to provide a portion of this work to be introduced to the Pt Lincoln team, allowing greater variety and growing skills across the Eyre Peninsula sites.



Social Enterprises
provides diverse laundry,
packaging and cleaning
services across SA

Board of Directors

The directors present their report together with the financial report of Bedford Group Limited, for the financial year ended 30 June 2015 and the auditor's report thereon.



Ray Grigg

Chairman

Non-Executive Director, RAA; Mayor, City of Walkerville

Bedford Committees: Chair, Corporate Governance; Remuneration

Other: Fellow, Society of Automotive Engineers, International and Australasia; Australian Institute of Company Directors; Australian Institute of Management



Hon Lynette Breuer JP

Retired Member of Parliament and Speaker of the House

Bedford Committees: NDIS Working Group



Teresa Colliver JP

Financial and Commercial General Manager, Adtrans National Truck Division

Bedford Committees: Chair, Audit and Risk; Investment

Other: Fellow, CPA Australia; Bachelor of Business (Accountancy)



Samantha Hellams

Principle Advisor, Legal and Risk Management, Enterprise Risk Management Solutions

Bedford Committees: Audit and Risk

Other: Master of Business Administration; Bachelor of Law; Bachelor of Arts



Richard Hockney

Director, Richard Hockney and Associates and General Manager, Corporate Development, SMSF Association

Bedford Committees: Chair, Bedford Foundation (dissolved 2015)

Other: Advanced Management Program, Harvard Business School; Graduate Diploma in Applied Finance & Investment; Bachelor of Business



Mal Hyde AO

Consultant; Former Commissioner of Police

Bedford Committees: Audit and Risk; NDIS Working Group

Other: Fellow, Australian Institute of Company Directors; Fellow, Institute of Public Administration Australia; Master of Business Administration; Bachelor of Law (Hons)



Greg Connor JP

Consultant and Director, VUCA Pty Ltd

Bedford Committees: Chair, NDIS Working Group; Investment

Other: Senior Fellow, Financial Services Institute of Australia; Fellow, Australian Institute of Company Directors; Fellow and Life Member, AIM SA; Graduate Diploma in Business Administration; Bachelor of Education



Dr Bill Griggs AM, ASM

Director, Trauma Services, Royal Adelaide Hospital; Senior Consultant, MedSTAR Emergency Medical Retrieval – SA Ambulance Service; State Controller (Health and Medical), Department of Health and Ageing

Bedford Committees: Remuneration

Other: Fellow of the Australian and New Zealand College of Anaesthetists; Fellow of the Joint Faculty of Intensive Care Medicine; Fellow of the Australian Institute of Company Directors; MB BS, Medical Degree; Post Graduate Diploma Advanced Medicine, Aerospace Medicine, Aeromedical Evacuation; Master Business Administration; Doctor of the University (honoris causa), Medicine and Business



Stephen Hains

Deputy Chancellor, Flinders University

Bedford Committees: Audit and Risk

Other: Fellow, Australian Institute of Company Directors; Life Fellow, Australian Planning Institute; Fellow, Local Government Managers Association; Master of Philosophy in Urban Design and Regional Planning; Bachelor of Arts (Hons - Economics)



Donald McGurk

Managing Director and CEO, Codan Limited

Bedford Committees: Investment

Other: Master of Business Administration; Higher National Certificate, Mechanical Engineering

Outgoing

Colin Dunsford AM

Outgoing Chairman, Bedford

Graeme Bethune

Outgoing Chairman, Phoenix Society

Andy Ford

Bedford Board Member

Ian Stone

Phoenix Society Board Member

Amanda Heyworth

Phoenix Society Board Member

Marc Makrid

Phoenix Society Board Member

Adrian Fahey

Phoenix Society Board Member

Executive Team



Sally Powell

Chief Executive

Bedford Committees:
Audit and Risk; Corporate
Governance; Remuneration;
NDIS Working Group

Other:
Graduate Diploma in Human
Resource Management;
Bachelor of Arts (Psychology)



Steve Jones

Chief Operating Officer

Other:
Master of Business Administration



Tom Sexton

Chief Financial Officer

Bedford Committees:
Audit and Risk; Investment

Other:
Member, Institute of Chartered
Accountants, Australia and New
Zealand; Bachelor of Accountancy;
Master of Business Administration



Marnie Brokenshire

**Chief Human
Resources Officer**

Bedford Committees:
NDIS Working Group

Other:
Graduate Diploma Human
Resources and Industrial Relations;
Graduate Certificate Change
Management (AGSM); Certificate
Governance Practice (GIA)

Bedford Financial Report 2014 / 15

Corporate Governance Statement

The Bedford Board is committed to the principles of corporate governance in terms of responsibility, self regulation, prudent management of funds and commitment to best practice in all areas. The Board's commitment to good governance is evidenced through the Bedford Corporate Governance Charter. This Charter is to be read in conjunction with the 'Rules of Bedford' which state the legal capacity and powers of Bedford as an incorporated body.



The Corporate Governance Charter details the various roles and responsibilities of the Bedford Board and Senior Management, as well as a Code of Conduct which is to be observed by all Officers of Bedford.

The Board consists of up to 10 elected members, all of whom are non-executive and volunteer their services. Members are elected to provide an appropriate mix of skills and experience and retire according to the Rules of the Association. The Board is responsible for setting strategic direction for the organisation, accepting budgets and monitoring achievement of objectives and goals.

Responsibility for the daily running of the Association is delegated to the Chief Executive, who reports directly and regularly to the Board.

Sub-committees assist the Board to perform its duties. Membership of these sub-committees is reviewed annually. The memberships shown on page 48-49 of this Report reflect those at 30 June 2015.

The sub-committees include Corporate Governance, Remuneration, Audit and Risk, Investment and Strategic Service Development, as well as a newly established NDIS Working Group. Board Members represent an integral part of each of these committees, with the remaining members comprising past Board Members, representatives of Bedford Management and external representatives as and when required.

The Corporate Governance Committee ensures that internal and external relationships are effectively managed and that sound governance principles are applied to all facets of Bedford's operations.

Functions of this Committee include:

- Considering and recommending changes to Board membership in line with the Rules of the Association, ensuring an effective and appropriate mix of skills.
- Establishing and monitoring of procedures to protect the organisation's ethical standards.

The Remuneration Committee's role is to oversee and approve the organisation's remuneration policies and practices.

The role of the Audit and Risk Committee is to assist the Board in fulfilling its oversight responsibilities for the financial reporting process, risk management functions, the system of internal control, the audit process, and the organisation's process for monitoring compliance with laws and regulations and the code of conduct.

The Investment Committee's role is to invest and manage funds, in line with established policies and guidelines, to secure Bedford's operations for future generations of people living with disability.

The role of the NDIS Working Group is to ensure that Bedford is prepared for the introduction of the National Disability Insurance Scheme. The NDIS working Group was established in May 2014 to develop and monitor a strategic direction for Bedford as it prepares itself for the NDIS.

Ethical Standards

Bedford is committed to maintaining the highest ethical standards. The Board and Management also demonstrate a strong commitment to the health and safety of employees and the wider community, as well as social equity, quality and environmentally sound work practices. All Board members, staff and employees are expected to act, at all times, with the utmost integrity to enhance the reputation and performance of the organisation.

Environmental Policy Statement

Bedford cares for the environment and strives for continual improvement in environmental practices. The Environment Policy reflects Bedford's commitment to protect the environment and conserve natural resources.

Privacy Policy Statement

Bedford values support from the community and is committed to ensuring the privacy of the personal information that is entrusted to the organisation. The respect for privacy forms part of the ongoing trust the organisation wishes to maintain with stakeholders.

Summary Financial Report

The financial statements and other specific disclosures are an extract of, and have been derived from, the Group's full financial report for the financial year. Other information included in the summary financial report is consistent with the Group's full financial report.

The summary financial report does not, and cannot be expected to, provide as full an understanding of the financial performance, financial position and financing and investing activities of the Group as the full financial report.



For the year ended 30 June 2015

REVENUE FROM ALL SOURCES

	2011	2012	2013	2014	2015
	(\$'000s)	(\$'000s)	(\$'000s)	(\$'000s)	(\$'000s)
Sales	31,178	32,988	33,674	35,567	41,223
Fundraising & Investments	6,626	4,586	3,822	3,571	7,861
Fee for Service - Government Grants	14,462	14,722	9,684	10,141	12,972
Revenue from Discontinued Operations (Fee for Service)	-	-	3,758	1,911	-
Total	52,266	52,296	50,938	51,190	62,056

Financial Commentary

Commentary on Bedford Phoenix Incorporated's Financial Statements for 2015



The following details are provided to better assist the interpretation of the financial accounts. Please note, additional financial information can be obtained from the full financial report, which is available, free of charge, on request from Bedford Phoenix Incorporated (the Association).

The amalgamation of Bedford Group Incorporated ('Bedford') and Phoenix Society of SA Incorporated ('Phoenix') on 31 December 2014, represented not only the most significant impact on the Group for the financial year, but a significant moment in the history of both organisations.

Pursuant to section 22 of the Associations Incorporation Act 1985 (as amended), Bedford Phoenix Incorporated was created as a new legal entity, following the simultaneous dissolution of the Bedford and Phoenix Associations upon amalgamation. As a result, the combined Group became the second largest Australian Disability Enterprise in Australia, offering employment, School to Work Transition Program, life skills, housing and training to a greater number of people with a disability every year.

In accordance with AASB 3 'Business Combinations', Bedford was deemed to have acquired Phoenix at the date of acquisition. The assets and liabilities of Phoenix were recognised in the consolidated accounts at fair value, being \$12,624,383 as at 31 December 2014. No cash consideration was paid for the net assets transferred. The comparative prior year figures reported in the balance sheet reflect the assets and liabilities of Bedford only. As a result of the amalgamation, members of both Bedford and Phoenix relinquished their membership of these Associations respectively, with the Directors of the new entity becoming the members.

The consolidated financial result for the Group was a profit of \$3.6M. However, included in this result is a significant bequest received in June 2015 with a market value of \$2.5M. The financial result was also favourably impacted by several significant non-operating transactions. These included the write back of the WorkCover provision following the discontinuation in the Retro Paid Loss scheme (\$0.8M), the profit arising from a share buy-back arrangement (\$0.3M) and the profit from the sale and lease back of the passenger motor vehicle fleet (\$0.2M). These non-operating gains were partially offset by the costs associated with the amalgamation.

While participation in the former WorkCover Retro Paid Loss Scheme ceased upon amalgamation, the Group continued to focus on safety throughout the organisation, demonstrated in an improved safety culture and better return to work outcomes. In addition, a reduction in premiums offered by Return to Work SA (formerly WorkCover) provided a significant financial benefit, due to the Group's sound safety record.

From an operational perspective before the impact of Group overheads, the Group's three largest business units contributed \$5.6M to the consolidated result. Sales from the Group's Manufacturing business increased considerably during the year, with a significant improvement in the performance of the operation in the South East. Similarly, the APG Landscaping division produced an exceptional result, largely due to an increase in responsive work.

The Group's increasing exposure to foreign exchange rate movements was successfully mitigated through a Forward Exchange Contract program. Under this arrangement the Group's purchases of

imported raw materials, denominated in US dollars, were fixed at the beginning of the financial year, to protect against a declining Australian dollar.

Notwithstanding the costs associated with the amalgamation, spend on Marketing and Corporate costs declined over the year.

The increase in Group Net Assets during the year of \$15.3M was largely attributable to the amalgamation of the Phoenix net assets as at 31 December 2014 of \$12.6M. Other factors contributing to the increase included the surplus from operating activities and receipt of the significant bequest.

The 2014/15 financial year has been one of considerable activity for the Group. The amalgamation of Bedford and Phoenix in the second half of the year was a significant undertaking, but was achieved without compromising the core operational, safety or quality aspects of the business. Most importantly, the transition was seamless in the delivery of services and support for our most valuable assets – our people.

The surplus generated during the year reflects a continuing strategic focus to grow the business through outstanding customer service, improved operational efficiency and ongoing cost reductions. The result also consolidates the Group's position in the disability sector, as we continue to prepare for the full implementation of the National Disability Insurance Scheme. The increasing strength of the Group's financial position provides the foundation for a sustainable business model which provides greater choice and improved quality of service to meet the goals and aspirations of our people well into the future.

STATEMENT OF PROFIT AND LOSS AND OTHER COMPREHENSIVE INCOME

	2015	2014
	\$	\$
OPERATIONS		
Revenue from sale of goods	18,234,610	16,002,710
Revenue from rendering of services	22,557,361	19,471,595
Revenue from fundraising and lotteries	3,608,489	2,164,710
Revenue from bequests	2,760,006	325,678
Total revenue	47,160,466	37,964,693
OPERATIONS - OTHER INCOME		
Gain on sale of property, plant and vehicles	222,188	24,822
Fee for Service - Federal and State grants	12,972,469	10,141,433
Other income	208,646	67,410
Total other income	13,403,303	10,233,665
OPERATIONS - EXPENSES		
Materials and consumables used	(17,201,705)	(14,968,615)
Staff and employee expenses	(27,210,903)	(22,754,314)
Depreciation expense	(2,014,090)	(2,182,353)
Distribution expense	(3,320,000)	(2,711,719)
Occupancy, IT, building and plant maintenance	(4,717,050)	(3,734,533)
Other expenses	(4,009,074)	(2,792,970)
Total expenses	(58,472,821)	(49,144,504)
Results from operating activities	2,090,947	(946,146)
Financial income	1,492,178	1,080,254
Financial expenses	(9,390)	(21,329)
Net financial income	1,482,788	1,058,925
Profit for the year of continuing operations	3,573,735	112,779
DISCONTINUING OPERATIONS		
Net Profit for the year from Discontinuing Operations	-	37,334
Profit for the year	3,573,735	150,113
Other Comprehensive Income		
Items that will not be reclassified to profit or loss:		
Net change in fair value of financial assets classified as fair value through other comprehensive income	(911,715)	1,354,895
Other comprehensive income for the period	(911,715)	1,354,895
Total comprehensive income for the period	2,662,020	1,505,008

The notes on page 59 are an integral part of these consolidated financial statements.

STATEMENT OF FINANCIAL POSITION

	2015	2014
	\$	\$
ASSETS		
Current assets		
Cash and cash equivalents	3,677,208	2,711,676
Trade and other receivables	8,733,916	6,090,597
Inventories	3,888,324	2,890,805
Financial assets	5,213,338	6,362,331
Total current assets	21,512,786	18,055,409
NON-CURRENT ASSETS		
Financial assets	16,085,192	13,923,284
Property, plant and vehicles	29,854,770	19,139,559
Total non-current assets	45,939,962	33,062,843
Total assets	67,452,748	51,118,252
LIABILITIES		
Current liabilities		
Trade and other payables	4,036,221	4,006,214
Employee benefits	4,876,478	2,913,247
Lease liability	92,889	244,089
Total current liabilities	9,005,588	7,163,550
NON-CURRENT LIABILITIES		
Employee benefits	453,715	1,193,567
Lease liability	44,526	98,619
Total non-current liabilities	498,241	1,292,186
Total liabilities	9,503,829	8,455,736
Net assets	57,948,919	42,662,516
EQUITY		
Association funds		
Reserves	15,066,996	3,354,328
Accumulated funds	42,881,923	39,308,188
Total equity	57,948,919	42,662,516

The notes on page 59 are an integral part of these consolidated financial statements.

STATEMENT OF CHANGES IN EQUITY

	Fair Value Reserve \$	Other Reserves \$	Accumulated Funds \$	Total Equity \$
Balance as at 1 July 2013	1,999,433	-	39,158,075	41,157,508
TOTAL COMPREHENSIVE INCOME FOR THE PERIOD				
Profit for the year	-	-	150,113	150,113
<i>Other comprehensive income</i>				
Net change in fair value of financial assets classified as fair value through other comprehensive income	1,354,895	-	-	1,354,895
Balance as at 30 June 2014	3,354,328	-	39,308,188	42,662,516
Balance as at 1 July 2014	3,354,328	-	39,308,188	42,662,516
TOTAL COMPREHENSIVE INCOME FOR THE PERIOD				
Profit for the year	-	-	3,573,735	3,573,735
Attributable to Amalgamation*	-	12,624,383	-	12,624,383
<i>Other comprehensive income</i>				
Net change in fair value of financial assets classified as fair value through other comprehensive income	(911,715)	-	-	(911,715)
Balance as at 30 June 2015	2,442,613	12,624,383	42,881,923	57,948,919

The notes on page 59 are an integral part of these consolidated financial statements.

*In accordance with AASB3 'Business Combinations', Bedford was deemed to have acquired Phoenix at the date of acquisition. The assets and liabilities at Phoenix were recognised in the consolidated accounts at fair value, being \$12,624,383, as at 31 December 2014.

STATEMENT OF CASH FLOWS

	2015	2014
	\$	\$
CASH FLOWS FROM OPERATING ACTIVITIES		
Cash receipts in the course of trading operations	48,469,926	40,515,009
Cash payments in the course of trading operations	(64,444,335)	(53,457,429)
Net cash used in the course of trading operations	(15,974,409)	(12,942,420)
Fee for Service - Federal and State grants	14,269,716	13,258,105
Bequests	279,830	325,678
Net cash from operating activities	1,424,863	641,362
CASH FLOWS FROM INVESTING ACTIVITIES		
Dividends received	916,215	679,315
Interest received	214,221	226,576
Imputation credits received	361,742	165,206
Proceeds from sale of shares/redemption financial assets	2,709,224	1,610,482
Proceeds from sale of property, plant and vehicles	715,780	220,841
Payments for property, plant and vehicles	(570,566)	(572,456)
Cash received from amalgamation	416,661	-
Acquisition of financial assets	(2,158,199)	(1,906,259)
Net cash from/(used in) investing activities	2,605,078	423,705
Cash flows from financing activities		
Finance lease payments	(205,293)	(323,945)
Interest paid	(9,390)	(21,329)
Net cash from/(used in) financing activities	(214,683)	(345,274)
Net increase in cash and cash equivalents	965,523	719,793
Cash and cash equivalents at 1 July	2,711,676	1,991,882
Cash and cash equivalents at 30 June	3,677,208	2,711,676

The notes on page 59 are an integral part of these consolidated financial statements.

Notes & Statement



Notes to the financial statements

1. Basis Of Preparation Of Summary Financial Report

The summary financial report has been prepared based on the Group's full financial reports. Other information included in the summary financial report is consistent with the Group's full financial report. The summary financial report does not, and cannot be expected to, provide as full an understanding of the financial performance, financial position and financing and investing activities of the Group as the full financial report.

The financial report is prepared on the historical cost basis except that financial instruments classified as available-for-sale are stated at their fair value.

A full description of the accounting policies adopted by the Group may be found in the Group's full financial report.

The presentation currency is Australian dollars.

2. Comparative Figures

Where necessary, comparative information has been reclassified to achieve consistency in disclosure with current financial year figures.

Statement by the Board

In the opinion of the Board of Bedford Phoenix Incorporated, the attached summary financial report for the financial year ended 30 June 2015 set out on pages 53 to 58 has been derived from or is consistent with the full financial report for the financial year.

Dated at Adelaide this 20th day of October 2015.

Signed in accordance with a resolution of the Board.

Raymond G Grigg

Teresa Colliver



Report of the independent auditor on the summary financial statements to the members of Bedford Phoenix Incorporated

The accompanying summary financial statements, which comprises the Summary Statement of Financial Position as at 30 June 2015, the Summary Statement of Profit or Loss and Other Comprehensive Income, Summary Statement of Changes in Equity and Summary Statement of Cash Flows for the year then ended, related notes 1 and 2 and the Statement By the Board are derived from the audited financial report of Bedford Phoenix Incorporated for the year ended 30 June 2015. We expressed an unmodified auditor's opinion on that financial report in our report dated 20 October 2015.

The summary financial statements do not contain all the disclosures required by the Australian Accounting Standards. Reading the summary financial statements, therefore, is not a substitute for reading the audited financial report of Bedford Phoenix Incorporated.

Directors' responsibility for the summary financial statements

The directors are responsible for the preparation of a summary of the audited financial report on the basis described in Note 1.

Auditor's responsibility

Our responsibility is to express an opinion on the summary financial statements derived from the audited financial report of Bedford Phoenix Incorporated based on our procedures, which were conducted in accordance with Auditing Standard ASA 810 *Engagements to Report on Summary Financial Statements*.

Auditor's opinion

In our opinion, the summary financial statements derived from the audited financial report of Bedford Phoenix Incorporated for the year ended 30 June 2015 are consistent, in all material respects, with that audited financial report, on the basis described in Note 1.

KPMG
KPMG

Paul Cenko
Partner

Adelaide

20 October 2015

Thank You

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Adelaide Oval
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 NAB
 Optus Business
 Scene Change
 The Good Guys Marion
 The National Wine Centre
 of Australia
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BEQUESTS

We acknowledge the wonderful individuals who have left a lasting legacy to Bedford and remain truly grateful for this generosity.

SUPPORTERS


APC
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 Big A Op Shop
 BL Shipway
 Bunnings
 Camerons Transport
 Carter Holt Harvey
 Catapult Wealth
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 & Social Inclusion
 Department for Further Education,
 Employment & Workplace
 Relations (Commonwealth)
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 Le Fevre Community Stadium
 Leader Distributors
 LeMessurier
 Lincoln Tree Control
 Lions Club of Whyalla
 Maxima
 Meals on Wheels SA
 Minter Ellison
 Mitcham City Council
 Mordangood Maintenance
 Nyrstar
 Pernod Ricard Wines
 Port Lincoln City Council
 Port Lincoln Health Service
 Port Lincoln Lions Club
 Quilters Guild of SA
 Repatriation General Hospital
 Rotary Club of Adelaide
 Rotary Club of Mitcham
 Sarin Group Properties
 Shiels Jewellers
 StatewideSuper
 Surteco
 Taperoo Community Centre
 The Copper Coast Council
 The Coopers Foundation
 The Lang Foundation
 The Willis Group
 Therapeutic Dog Services Inc.
 Toop & Toop Real Estate
 Visy
 Wallis Cinema
 Westlands Hotel
 Women's Auxiliary Incorporated
 Woodcroft Morphett Vale
 Neighborhood Centre
 Wyatt Trust
 Harcourts Whyalla



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Changing Lives

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