

ANNUAL REVIEW

2022

UNISSON | IT STARTS
DISABILITY *with heart*

unissondisability.org.au

Image: Kate

Image: Alison (left) and Richard (right)



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STATEMENT

FROM OUR CEO / CHAIRMAN

The latter half of 2021 provided some major challenges for the disability sector, including another round of COVID lockdowns and isolation requirements, just as we were getting back on our feet from the disruptions of 2020. The four-month lockdown severely tested our resilience, and the subsequent transition to the “new normal” post-lockdown was difficult, with many of our clients unable to participate in their communities to the extent that they would have wished for some months afterwards. We asked our staff to wear significant PPE when supporting our clients, and this has not been without significant hardship. We would like to thank all of our staff for their generosity throughout this period.



Image: Steven Gregg, Chairman

Changes to NDIS funding, in particular Supported Independent Living funding, as well as delays in approval of individual funding plans, also impacted our financial health during this period, with overall growth levels below expectations.

We do, however, acknowledge the financial assistance provided by the NDIS during the last financial year. Unisson was able to claim COVID funding from the NDIS to assist with the extra costs of complying with NSW Health regulations, including isolation and vaccination requirements. This helped protect people with disability through the worst stages of the pandemic by ensuring the disability workforce could continue to meet the needs of all NDIS participants.



Image: David Kneeshaw, CEO



Image: Maree (top circle)

As a direct result of the changes to our operations during this difficult period and the unexpected decline in our expected growth rate, Unisson undertook a re-evaluation of its operations, with the assistance of external consultants. We announced a realignment of our client service operating structure, and also elevated the marketing portfolio to executive level representation with the announcement of a new General Manager Customer, Marketing & Engagement. These changes reflect our steadfast focus on providing great support to our clients and also ensuring the best working environment for our staff. In a highly competitive NDIS environment, partly due to the shortage of sector workers, Unisson understands the need to retain staff on a long-term basis, enabling them to build strong relationships with our clients, to develop the diverse skill sets needed in our industry, and to have clear paths available to them for career progression. We were pleased with the announcements associated with the SCHADS Award (the Social, Community, Home Care and Disability Services Industry Award), providing better pay and shift arrangements for staff across the sector.



At the Board level, two of Unisson Disability’s directors retired from their roles at 30 June 2022 – Peter Horton and David Hardy, and we extend our thanks to them both for their many years of service. Both Peter and David remain as directors of the Lorna Hodgkinson Foundation, our parent company. We welcomed Sinclair Currie, a director of Lorna Hodgkinson Foundation, onto the Unisson Board as a common Director and we are in the process of appointing another new Unisson director.

The last year provided us with a clearer picture of the difficulties being faced by NDIS participants. Significant issues relating to the review of individual plans, lack of consultation by the National Disability Insurance Agency with participants, and delays in decision making by the Administrative Appeals Tribunal, all added to the anxiety of an already stressed cohort dealing with the challenges of day-to-day living as well as a global pandemic. With the change of Government at the Federal level in May, the sector hopes for an opportunity to review the scheme, with a focus on better outcomes for participants in the near future.



At Unisson, we are nearing the full implementation of our new organisation-wide computer systems. The changeover has not been without difficulties, but we would like to acknowledge the tenacity and creativity of all those involved in the project, who have been able to keep us on track. The final bedding down of these new systems will take place over the next few months. The areas of finance, client services and marketing will greatly benefit from these upgrades.

In mid-June 2022 we went live with our new organisation-wide communications platform, Workplace by Meta. With a workforce spread over a large geographical area, Workplace allows staff from all locations and teams to interact on a daily basis while reading the latest Unisson news, client stories, sector developments and executive insights. Around 70% of staff have taken the opportunity to join the platform in its first two months of operation, with many positive interactions and a steady sharing of information demonstrating the benefits of our new way of communicating.

The Unisson Board approved a Residential Property Strategy in October last year and we've started to transform our property portfolio. We have identified the key features of our residential properties – such as client experience, service needs (e.g. safety and accessibility), the condition of each house and security of tenure. We have benchmarked all our houses against these features and, over the next 5 years, we will be replacing some properties with more suitable ones, investing in property improvements, and we plan to purchase 1-2 new properties per year as part of a \$9m investment strategy. We will also continue to source suitable rental properties with long tenures, either on the open market, through Community Housing Providers, through developers, investors, or in some cases through clients and their families. Unisson has recently received two house bequests, for which we would like to express our gratitude.

Our corporate office at Pymble has served us well for 17 years. In May 2022 the premises was sold and we are planning to relocate our main office to the Hornsby area, providing a suitable collaborative space which fits with our current hybrid model which balances office attendance and working from home. Our community access centre at Pymble has been relocated to Lane Cove, with a brand new fitout completed in June 2022. The new community access hub has been welcomed by clients and staff, with expanded day programs and new activities on the horizon for 2022-2023. We have plans in place to open a new community access hub on the Central Coast, during the second half of 2022.

We believe Unisson is in a good position for the coming financial year and we look forward to celebrating our Centenary Year in 2024.





IT STARTS
with heart

WHO WE ARE

Unisson is an NDIS provider in New South Wales with a proud history of supporting people with disability for almost a century.

Across northern and western Sydney, the Central Coast and Hunter regions of NSW, Unisson provides NDIS services including supported independent living, community access, short-term accommodation, in-home support, supported employment and support coordination.

Our roots are firmly established in the community, where we support people with disability to live their best lives, while ensuring everyone feels welcomed, valued and respected.

Unisson employs hundreds of passionate individuals who share an enthusiasm for making a positive difference in the lives of others, both with their time and talents.

With our clients at the centre of everything we do, we build trusted relationships, we support people with disability to make their own decisions, and we look for creative ways to make defined goals and dreams come true.

Through continuous advocacy for our clients and through our networks, we actively engage in sector conversations which we believe will lead to better outcomes for everyone in our community.

FINANCIAL YEAR

SNAPSHOT



\$74.6m

Total revenue



\$64k

Private funding
donations



\$1.9m

Investment
income



\$63m

Net assets



810k

The number of hours
of client support
for FY22



2021 - 2022

HIGHLIGHTS

Image: Robert (right) and Cho Cho (left)



Launching a Modern Community Access Hub

The highly anticipated opening of Unisson’s newest Community Access Hub in Lane Cove, in June 2022, did not disappoint. With an open floor plan, sensory room, art room, safe access and other excellent facilities on offer, the modern hub has been designed with clients’ needs in mind – considering their requirements for high quality care both today and in the future. The new hub is located close to shops and restaurants and provides a broad range of activities and opportunities for clients and staff. Whether an individual is looking to form new social connections, or increase their self-confidence and independence, it’s all possible in the hub’s vibrant and supportive environment.

Watch the Lane Cove launch video here to see the site and excitement during the official opening of the newly renovated centre.



Specialist Disability Accommodation

Unisson has strategically partnered with CASA Capace, a Specialist Disability Accommodation (SDA) provider and we are pleased to announce that land has been secured and the first spade turned on a brand-new, purpose built home situated in Tarro, about thirty minutes from the Newcastle CBD. The innovative home is designed to suit people with high support needs and helps clients exercise choice and control over where they live and who they live with. Unisson has also entered partnerships with Inclusive Housing Australia (for SDA in Western Sydney) and Good Housing (for SDA on the Central Coast) and is looking forward to working with both companies to create beautiful and accessible homes for our clients.



Pay increase for Unisson Employees covered by SCHADS Award

Unisson welcomed changes to the Social, Community, Home Care and Disability Services (SCHADS) Industry Award which came into effect as the last financial year wrapped up. Changes include pay increases and broken shift allowances for casual and part-time employees whose pay is governed by the Award, and represents an important step for the disability sector to help create a more permanent and secure workforce in the long term.



Image: Kate (left) and Ruthy (right)



Digital Transformation Success

Unisson embarked on an ambitious digital transformation journey about eighteen months ago to provide a modern, integrated platform and experience for its staff and clients. Following the success of our earlier design and build, as well as testing and training phases, we are now reaching the final stages of system implementation. As Unisson’s CEO, David Kneeshaw, announced at the time of launch: “The Board has approved the implementation of a whole suite of new systems so all staff have access to the right technology they need to do a great job and also to provide excellent support and experiences for our clients.” Unisson is committed to transforming its core business systems and the impact for staff and clients has already been realised in many areas, including payroll, rostering and client management.



Sale of Pymble Office

Unisson’s building in West Street, Pymble was sold in May 2022 and after a nine-month settlement period we’re scheduled to move to a more collaborative workspace in the Hornsby area in March 2023. The Pymble office faithfully served as our Head Office and Community Access Centre for 17 years, however as our staff and services continue to grow and evolve, we needed to consider how best to support the business into the future. The more collaborative and purpose-built space will support our hybrid working model and help pave the way for success in the years ahead. Hornsby has been chosen as it’s a great public transport hub, and it’s easy to get to from Central Coast/Hunter, Western Sydney and Northern Sydney.



Advocating for our clients

Unisson is committed to putting clients at the centre of everything we do and we were proud to support the NDIS National Day of Action in May 2022. Staff attended events on the Central Coast and at Sydney Olympic Park to highlight some of the issues facing the scheme and to acknowledge that participants need more say in the ongoing development of their support plans. One of the key issues is the widespread reduction in funding for many NDIS plans and this is taking an emotional and physical toll on participants and their families. Unisson wholeheartedly supports the National Day of Action message: that people with disability want to be able to live their best lives without having to continually prove their disability or advocate for their right to lead a dignified life with adequate supports in place.



Image: Karen, Ben, Dave & Daniel (left to right)



OUR STRATEGY

FRAMEWORK



A Client Focus

We will ensure our clients receive personalised supports that are underpinned by the principles of social inclusion and self-determination.



Investing in People

We will enrich our employee experience, leading to purposeful, productive, and meaningful opportunities that our people value.



A Thriving & Sustainable Organisation

We will strengthen and grow our services to ensure that we are a sustainable and thriving organisation into the future.



A Quality Service

We will promote a culture of excellence within a resilient, well-governed, safe, and agile environment, in consultation with our clients.

— UNISSON — SNAPSHOT

Employee type

155 Full time
429 Part time
243 Casual
61 Supported Employees

15 Internal promotions

15

People employed via the referral program

45

Employees come from (how many) different nations

15

People celebrating long service anniversary

124

Acting role opportunities for career development

Anniversaries:

5 yrs - 68 20 yrs - 1
 10 yrs - 15 25 yrs - 2
 15 yrs - 3 30 yrs - 1

90 Employees who received a milestone recognition award (for 5, 10, 15, 20, 25 and 30 years)

827
Employees

SALLY,

ENJOYING HER INDEPENDENT LIFE



[Click here to watch the video](#)

Sally is a focused, caring individual who knows what she wants from life. A long-term Unisson client, Sally lives in one of our shared living homes in the Ryde district and works four days a week at Pack Works, part of Unisson's Supported Employment service.

When the alarm goes off each Tuesday to Friday at 4.30am, Sally begins her preparation for the day at work. This includes dressing, making breakfast and preparing her lunch. Sally maintains a healthy diet which she has developed in conjunction with a dietitian, bringing apple and celery for the morning tea break, and often a sandwich that she can toast at lunchtime or leftovers from her dinner the night before.

At 6.30am, Sally leaves her home and heads to the local bus stop. Sally takes one bus and two trains to work each day and then enjoys a short walk to Unisson's premises at Thornleigh, ready for an 8am start.

The first thing Sally does as she arrives at work is to make a good cup of tea and catch up with her colleagues. The team leader outlines the various tasks for the day, which could be as varied as sorting mail, matching cards to labels, writing up Express Post labels by hand, filling showbags or any of the other various jobs that come through Pack Works. **Whatever the task, Sally gives it her complete focus and pays attention to all the details. She takes enormous pride in her work, winning an award from Unisson Works for her dedication and diligence.**

Unisson Works Business Manager, Elke Schreiner, recently commended Sally for mentoring a colleague who completed school at the end of 2021 and had begun his first job at Pack Works. Sally provided assistance and guidance with various tasks, making sure he was comfortable with the requirements of the role.

Sally says that she loves to work at Pack Works. She enjoys the varied tasks and being able to work four days a week – something which she requested and built up over a period of time.



For Sally, work gives her independence and an income so that she can save for the things she enjoys – such as a holiday. Next year Sally is planning to take a cruise with some friends to the Loyalty Islands, off the coast of New Caledonia.

Life at Pack Works is very sociable. At lunch time Sally relaxes, chats to her friends, she might watch a little television in the lunchroom and is often seen locating chairs for her workmates, so that everyone can participate in the discussions or activities.

When not at work, on Mondays, Sally usually heads to the local gym where she uses various exercise equipment to keep fit, including the rowing machine, which is a favourite. She says she like to keep healthy and trim.

In her spare time, Sally enjoys visits to her family or alternatively welcoming them to her home. She loves taking turns to cook dinner for her housemates – a group of five residents who are good friends, sharing a large home. Sometimes she cooks stir fries with vegetables and rice. If there is enough food left over, it might be enjoyed for lunch the next day at work.

The COVID lockdowns of the past couple of years have provided some challenges for Sally as she was prevented from attending work, like many others in the community, for months at a time. She missed the company of her colleagues, celebrating special milestones with them and the satisfaction which she gets from her job. When the lockdowns finally ended, public transport was considered too much of a health risk and for a time, Sally needed to rely on private transport. Gradually, though, in the ensuing months, she was able to return to her usual travel schedule. Sally says she prefers her independent travel arrangements because she gets more exercise and it's in keeping with her healthy lifestyle goals.

Sally exercises her right to make her own decisions, with a strong focus on her personal wellbeing and independence, setting some well-researched personal goals. As a valuable team member at Pack Works, she demonstrates a wonderful caring attitude towards all those around her.

ELIAS,

FINDING EXPRESSION THROUGH ART

Image: Elias
All artworks shown in
photos are created by Elias.



Elias is a gentle, passionate individual, who finds expression in his artistic pursuits. Over the past several years, our St Ives community access service and Blue Apple Art Studios at Terrey Hills have provided him with the opportunity to be creative and to get to know other people who share similar interests.

Unisson's team leader Hanna Krawczyk has known Elias since he joined the St Ives community access centre a decade ago. In that time, she has supported Elias to participate more fully in his community and to build upon his living skills. When asked what Elias is most passionate about, there is one fictional character beyond all others that he loves: Batman.

According to Hanna, "With everything that Elias does – whether it is art or some other activity – it is nearly always related to Batman. He is Batman!

"Elias also loves birthday celebrations, and Christmas and Halloween are very special too. Elias has produced some large paper mâché bats for Halloween this year, which also aligns with his Batman passion."

[Click here to watch the video](#)

Elias' art portfolio includes sketches and paintings. He enjoys trying out a whole range of art techniques, but is particularly drawn to making large paper collages and paper mâché objects, which are often gifted to family members or used to decorate his room.

Last year, Elias' family reached out to see if Unisson could also accommodate him in one of our shared living homes, as his existing accommodation was unsuitable. Elias was situated with flatmates who were non-verbal, which was difficult for him, as he loves to have people around him to talk to.

After some initial enquiries, Unisson's Client Engagement Team were able to find a more suitable situation and, shortly after the COVID lockdown ended, Elias was able to move into his new shared living home, which is also close to his family home.

"When Elias moved into his new home, he was welcomed with a special doormat which said 'Welcome to the Batcave', which was perfect," added Hanna.

"Elias is a very gentle, very special person. It's been great to see him thrive even more, now that he's found his new home."



FINDING A CALLING

THROUGH ADVOCACY

Image: Unisson Director, Rebecca (left) and Unisson volunteer, Yvonne (right)



Advocacy goes hand in hand with Unisson's story. When you join Unisson, you become part of a community with a network of families, friends, guardians, and advocates who fight for the rights of people with disability, ensuring they can lead inclusive lives within their own communities, and that no one is left to walk their journey alone.

Yvonne Leach has been a part of Unisson's community for more than 30 years. In various capacities – as a volunteer, as a guardian and as an advocate for people with disability – she has brought her love and her ideas to the table, while making a real difference in the lives of others.

It all began more than three decades ago, when a group of around twenty people with disability attended the Northside Baptist Church at Crows Nest. For Yvonne, who was present at the church service, it was a decisive moment in her life. She recalled, **“I fell madly in love with them.”**

The group continued to attend church regularly and Yvonne sought to visit them at their home in Gore

Hill, then known as the Lorna Hodgkinson Sunshine Home. To make this happen, she became an official volunteer, and so the decades-long association between Yvonne and our organisation was born. She was always ready to open her heart to our clients and to share her ideas on how best to support them.

According to Yvonne, **“Sunshine was a place of joy. I remember one special afternoon in the senior's group I had organised – we had music going and some people were dancing, and when the lawn mowing guys heard the music, they came over and started dancing, and the young ones in a different building also heard the music and came over as well. It was just so much fun and you went home with a smile right across your face.”**

Another high point in the week for everyone was the tuckshop at the school, which opened on Wednesday afternoons. The main goal for most young people was to purchase a paper bag full of lollies. Yvonne

recalled, **“It was really important; there was heightened excitement. Everyone would come away from the tuckshop with their lolly bags, smiling.”**

Other highlights included the bush dances in the hall on Friday nights, the annual harbour cruise, and the excitement and drama caused when someone “set off” the fire alarm, with all the fire trucks coming down the driveway. Yvonne said, **“Part of the joy was that something funny was always happening!”**

Shortly after Yvonne began volunteering, she was contacted by someone from the Ridge Crest Christian Education Centre's camp near Cumnock in NSW. They had previously supported children with cerebral palsy in their bunk style accommodation and were looking to support other groups of about twenty people with disability. Yvonne immediately responded with the words, “Have twenty, will come!” This was the beginning of a new tradition for many of our clients – an annual camp, which was attended by Yvonne, together with a group of volunteers from her church and some of their children.

Yvonne recalled, **“We'd attend the camp from the Friday night to the Sunday. Everyone had a buddy; it was one-to-one in terms of support.”**

At Ridge Crest, there were donkey rides, a flying fox, bush dancing, as well as day trips to Dubbo Zoo, Wellington Caves and a local hobby farm. It was a long drive down to the camp – almost six hours from Gore Hill – but after the success of the first year, it became an annual event, with an increasing number of participants, and was very much looked forward to by all.

After 10 years, the annual camp location changed to Bethshan Camp Centre at Wyee, where the campers could also enjoy canoeing on Lake Macquarie, horse riding, visits from the zookeepers and animals from the nearby Australian Reptile Park, and “exciting” tricycle rides. Yvonne says that many of the volunteers and their children, who were from the church at Crows Nest, are still actively involved in the lives of the people they supported to attend these camps.

When the transition to living within the community took place during the 1990s, Yvonne helped to find alternative churches for people who were interested in attending, close to where they lived. She kept in touch with everyone by visiting them at their churches to make sure they were going well. “I was told by one pastor, about one lady, ‘She's made a difference to this place. She's friendly, she knows everybody in the church’. She brought them more together.” It was a great way for people to be involved in their local communities.

On one of her early visits to Gore Hill, Yvonne met a young man by the name of Sean. She wanted to learn more about Sean's interests, and some of the



early activities he enjoyed included pulling apart old computers and working with wood to make various items. Yvonne and Sean would go on outings together, and Sean began to build his independence, carrying a wallet which Yvonne bought for him so that he could pay for the things he needed. Yvonne still advocates for Sean today, making sure that he has all the support he needs in his shared living home and speaking to his support workers each week.

During her years volunteering, Yvonne also met Lyn and, in time, became her legal guardian. Yvonne took care of Lyn, found opportunities to improve her mobility, such as swimming, helped her to her appointments and advocated for her over a long period of time. Many years later, when Lyn became gravely ill, Yvonne stayed at one of our shared living homes to be close to her, so that she did not die alone.

Unisson's former CEO and current Board Director, Rebecca Fletcher, spoke about Yvonne – who is now 88 years old – and the important place she has had in the lives of many of our clients. “Yvonne's warmth was so important. When it came to her relationship with Lyn, for example, Yvonne was able to bring normality to her life through her advocacy; she effectively became Lyn's family and was with her right to the end.”

Yvonne, who is now legally blind, is not able to be as active as she once was in the lives of the people she became close to, although she is still advocating for Sean. Rebecca spends half a day a week now supporting Yvonne, enabling her to continue to support Sean.

Looking back, Yvonne says that it was important to her to give people with disability the opportunity to experience new things and to build their independence. She says it's not about her time or what she has given of herself in the service of others, but about the joy and the love she has experienced in return.



Image: Hayley (left) and Lisa (right)

HAYLEY,

— SUPPORTING
A FAMILY INTO
THE FUTURE

Often, when we have been supporting a client in their own home over a long period of time, we essentially become part of their family. This is certainly true in the case of eighteen-year-old Hayley, who lives with her family in the Newcastle district, north of Sydney.

Unisson has been supporting Hayley with personal care for around eight years. According to Diana Allen, our Client Services Manager in the Hunter, when Hayley and her family first approached Unisson for support, she was receiving minimal financial assistance through available funding sources, which amounted to two hours of support. **“We helped the family build a plan which would enable them to cope better with Hayley’s 24/7 care requirements and assisted them to apply for significant additional funding.”**

Unisson’s support for Hayley has grown significantly over the years as her funding has increased. Support worker Lisa will typically visit the family early on weekdays, help Hayley to prepare for the day and drive her to school. Hayley doesn’t sleep for long periods of time, so the family is grateful for the assistance early in the day. In the afternoons, Lisa will collect Hayley from school, supporting her to enjoy some other activities before driving her home.

There have been a number of times when Unisson’s support has been critical to the family. Hayley’s mother Nicole fell down some stairs at home last year, requiring hospitalisation and further rehabilitation. Despite this happening on a weekend, Unisson was able to organise emergency short-term accommodation for Hayley through another local NDIS provider. However, Unisson’s staff didn’t forget about Nicole. They brought her coffees and other supplies while she was unable to leave the house, and stayed in close contact by phone. At other times, for example when Hayley has been in hospital for a procedure, our support workers have stayed at the hospital with the family around the clock, providing much needed practical and emotional support. Our Hunter staff will frequently call Nicole to have a chat or join her for a coffee.

Not long ago, Hayley and her family went on a much-needed holiday, the first for many years, thanks to the Make A Wish Foundation. Lisa went along with the family to continue to support Hayley and together they all shared an incredible dolphin experience.

According to Diana Allen, this is very much the story of a shared journey.

“It’s about growing with our clients. Now as Hayley prepares to leave school, we are helping the family to plan for the next chapter, which may include community access activities and supported independent living for Hayley. Nicole is also looking forward to the future where she can visit Hayley as a mother and enjoy special time with her, rather than being focused on her daily care requirements.”

Hayley and her family hold a special place in the hearts of all of our Hunter team and everyone is excited to see what the future holds for them.

[Click here to watch the video](#)

BUILDING COMMUNITY

TURNING COMMUNICATION INTO DYNAMIC ENGAGEMENT

In response to the growing requirement for an easier and more flexible way of communicating across our organisation, we recently introduced our new communications platform, Workplace, by Meta.

Workplace shares a similar interface with a number of social media platforms, but is designed solely for internal use by businesses.

As a result of launching Workplace at Unisson, our internal messaging is now an accessible experience which facilitates wider feedback across all levels of the organisation.

With a 70% uptake by employees in the first three months of rollout, Workplace is rapidly becoming our go-to resource for the sharing of news, client stories, creative ideas and reflections.

[Click here to watch the video](#)



Image: CEO, David Kneeshaw, Lisa and GM Community Services, Ben Droll (left to right)



THANK YOU

Our ability to provide NDIS services to members of our community, within a vibrant and dynamic workplace which enables our people to thrive, would not be possible without the support of many organisations and individuals.

We acknowledge the role of the National Disability Insurance Agency (NDIA), the Department of Social Services, and NSW Health, in the provision of services to our clients.

We thank our donors, including those who have made a financial contribution or bequeathed property to Unisson, which enables our organisation to grow and provide even more services to people with disability.

We acknowledge the central role of all Unisson employees, who bring their passion and drive to make a difference, to work every day.

We appreciate our clients and their families for trusting Unisson to support them on their journeys to live the best lives they possibly can, within their local communities.

We are grateful for the role that our Board of Directors plays in providing governance and guiding Unisson's long term corporate strategy. Our current board members represent a range of industry and corporate expertise. Please refer to our website for current Board and Executive Team information: www.unisson.org.au



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Stay connected and in the loop with all things Unisson and the disability sector.
Subscribe to our free newsletter today at unisson.org.au/the-pulse

All images and film footage are used with consent.



Acknowledgement of Country

Unisson Disability respectfully acknowledges Aboriginal and Torres Strait Islander peoples as the Traditional Owners of the land we now call Australia.

We recognise and respect their continuing spiritual connection to land, sea and community and acknowledge their stories, traditions and living cultures.

We value the cultural contributions of Indigenous peoples and pay our respects to their Elders past, present and emerging, and extend that respect to all Aboriginal and Torres Strait Islander peoples today.

We further acknowledge the cultural contributions of Aboriginal and Torres Strait Islander peoples with disability and reaffirm our vision of a world where every person is welcomed.

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