



# Amélie Housing

## ANNUAL REPORT

---

FINANCIAL YEAR 2019/20



We aspire to be  
leaders in the  
provision of social  
and affordable  
housing and  
community services.

Amélie supports the  
most disadvantaged  
members of society...

Cathy Beaton, Chairperson

# TABLE OF CONTENTS

---

Chairperson's Report	4
----------------------	---

CEO Report	5
------------	---

Key Achievements	7
------------------	---

Our Values	9
------------	---

Our Story	11
-----------	----

How we help	13
-------------	----

Our Journey	14
-------------	----

Tier 1 Provider	16
-----------------	----

Our Legal Structure	18
---------------------	----

Governance	19
------------	----

Objectives & Strategy	20
-----------------------	----

Structure	21
-----------	----

Board & Executive	22
-------------------	----

Financial Overview	27
--------------------	----

Auditors Statement	32
--------------------	----

Our Partners	35
--------------	----





# FROM THE CHAIRPERSON

---

I am very pleased to present the inaugural Amélie Housing Annual Report. Amélie Housing as a merger of NSW, South Australia and ACT state housing bodies initiated by their local St Vincent de Paul state councils has required enormous effort at Board and staff level.

The Board has worked hard to define the strategic direction for its vision and mission within a robust risk management structure to allow it to be in a position to increase both its housing stock but also reputation within the sector. The achievement of Tier 1 status under the Community Housing Providers (CHP) regulatory framework was a strong incentive and goal of the merger and it is very pleasing that this has been achieved within our first year.

Our vision going forward is for Amélie Housing to be a leading CHP focused on tenant satisfaction, growth, efficient operation and financial sustainability. The board believes this focus will allow the organisation to be in strong position to adapt to social housing opportunities.

Within the operations, the emphasis on delivery of quality and positive housing outcomes to our tenants has remained a key part of how we do business. With bundled support from our local Vinnies Conferences we believe our model is second to none.

I wish to thank the Society of St Vincent de Paul for its unwavering support in helping Amélie build hope through housing amongst the most vulnerable in our communities. Additionally I wish to record my appreciation to Board members and staff for their commitment to our unifying goals for the organisation for the future.

**CATHY BEATON**  
Chairperson

# FROM THE CEO

---

Amélie Housing in its current form only became a reality on July 1 2019 as a result of the commitment from St Vincent de Paul Society State and Territory Councils under the leadership of the National Council to establish a national housing company.

Amélie's unique approach to Community Housing emerges from the strength of the relationship we share with our founding body. The extraordinary benefits that result from this relationship are fundamental to our tenancy support model.

Working in partnership with The Society, Amélie can provide appropriate housing to a higher proportion of households with high and complex needs, using a robust tenancy support model that results in positive outcomes for our tenants, the team and wider community. This approach involves:

- Amélie Housing being primarily responsible for developing properties and managing tenancies
- The Society providing professional support services including case management focused on accessing the community services necessary for tenants of Amélie Housing to achieve their goals and sustain their tenancies
- Local Vinnies volunteer Conferences Members offering a range of practical, appropriate, social and skilled community building services that enhance the quality of life for our tenants

I want to express my deep appreciation to the National Council, State Councils, Conference Members and professional support staff; for their ongoing commitment to Amélie Housing, their dedication to our tenants and the effective advocacy provided by all levels of the Society for people experiencing homelessness and those in need of secure affordable housing.

I also extend my appreciation to the Amélie Directors who give generously of their time, experience, skills and knowledge to put in place a framework of structures, and processes through which our organisation is controlled and managed. These systems provide company members with an assurance that our strategic goals and objectives are being met. The Board has been outstanding in their support and encouragement for the Management Team in a period of rapid growth and development.

It is my privilege to work with a Management Team that has imagination and creativity to overcome the many challenges encountered during the establishment of a new company.

To all our staff, I thank you for your commitment and dedication to Amélie Housing, your work is very much valued by the by the Board, Management and Tenants.

**Thank you all.**

**BRIAN MURNANE**  
Chief Executive Officer



**A tenant of two and a half years, living with mental health challenges linked up with our disability and support programs**

Now, despite the complexities of COVID-19, they are nearing completion of their Cert III, Community Services.

Contact time with the Housing Officer team has significantly reduced, replaced with the support of friends and family and underpinned by an effective mental health care plan and responsive GP relationship.

With more confidence, they have begun working as a volunteer with the local Op-Shop and new friendships are blossoming.

Rebuilding fractured family relationships has been a priority and a recent visit and reconnection with their Father has proven a major milestone.

Hope, security and positive experiences have resulted in productive, long term tenant outcomes.

**South Australia  
Housing Officer Team**



# KEY ACHIEVEMENTS

## TIER 1 PROVIDER

- Amélie Housing's registration reclassified from Tier 2 to a Tier 1 community housing provider under the National Regulatory System for Community Housing (NRSCH)
- Amélie Housing gains registration as an approved provider of Specialist Disability Accommodation (SDA) under the National Disability Insurance Scheme (NDIS). 18 participants placed in Supported Independent Living accommodation in 4 properties in Sydney metro and regional north west

## DOUBLE DIGIT (%) GROWTH

- Amélie doubles the number of properties available to people in need in 12 months, with 610 properties under management on 1 July, 2019 increasing to 1285 on 30 June 2020

## RECOGNITION OF QUALITY SERVICE DELIVERY

- Amélie Housing performs above the benchmark in quarterly reporting across every Department of Community & Justice (DCJ) category including Occupancy, Turnaround Times, Vested Asset Leveraging (VAL) and Timeliness

## RECOGNITION THAT TENANT SAFETY AND SATISFACTION IS AMÉLIE'S PRIORITY

- Overall score of 88% in Community Housing Industry Association NSW (CHIA, NSW) tenant satisfaction parameters

## SUPPORTING A GROWING TEAM

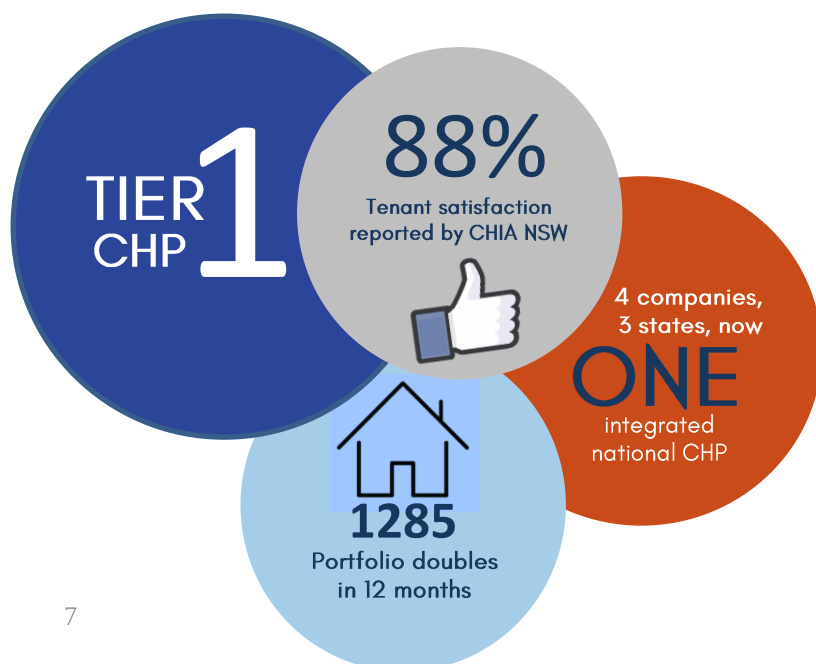
- All staff attend an in-service day at Woolloomooloo exploring team strengths and shared responsibility

## PROGRESSIVE PARTNERSHIPS

- In partnership with St Vincent de Paul Housing 245 new tenancies created for brand new homes developed through the NSW Government Social and Affordable Housing Fund (SAHF), a key initiative of 'Future Directions of Social Housing in NSW' report

## CONSOLIDISATION & STANDARISATION FOR IMPROVEMENT

- Amélie Housing merge 4 companies/business units in 3 states into 1
- 1 July, 2019 Frédéric Ozanam Housing SA (established 1984) merges with national CHP Amélie Housing
- 4 November, 2019 ACT Council of St Vincent de Paul transfer community housing operations to Amélie
- Business systems consolidated and standardised, larger office space acquired and onboarding for more than a dozen new staff completed





**When our  
neighbours threw a  
sausage sizzle and  
invited the tenants  
along, many of us  
met for the first  
time"**

A neighbourhood of 10 residential housing blocks in Sydney's north west had a history of crime and anti-social behaviour and residents in the wider suburb tended to avoid the area.

Suburb residents who were members of the local St Vincent de Paul Conference began spending time in the neighbourhood and hosting a regular sausage sizzle for tenants and friends.

Through the lunches, many were meeting their neighbours from the units and surrounding streets for the first time. The lunches provided a less formal space where conversation flowed freely and tenants felt more comfortable to raise concerns. Through these discussions those needing support were linked with a local agency providing help managing bills, the Council was contacted to repair the bus shelter and a local MP provided funding to support the installation of a community garden.

Complaints have decreased dramatically. Tenants talk to each other and friendships have developed between neighbours. A strong sense of community has developed they have even established their own resident garage band.

New South Wales  
Housing Officer Team





# OUR VALUES

---



Advocacy

Provide a voice on behalf of those experiencing housing need and be a voice to Government on behalf of those in housing crisis, maintaining a focus on creativity, innovation, empowerment and social justice



Commitment

Serve clients, partners and stakeholders with passion, determination and diligence



Teamwork

Create a trusting, supportive and empathetic environment, empowering staff to celebrate achievements and goals



Serving our Community

Creating economically, socially and environmentally sustainable communities. Supporting and encouraging our tenants to achieve their goals and celebrate their success



**Building hope  
through housing**



Sustaining our Relationships

Foster and sustain strong and positive working relationships with appropriate external people and agencies to effectively achieve our goals

## OUR VISION

---

To become a national leader advocating justice in housing markets and a major player in the provision of social and affordable housing to the most disadvantaged members of our society

## OUR MISSION

---

To provide safe, secure, affordable housing and support to people in housing need



## Supporting family bonds

A longer term tenant recommended his sister for a unit in his complex. Meeting tenancy requirements, she was offered a lease.

Over the past year the team has noted many positive changes. He is no longer participating in the methadone program. He has qualified to get his driver's licence back and continues to keep his property immaculate.

Our Housing Officers have also noted complaints about neighbours have significantly reduced, instead he is undertaking garden maintenance for two other tenants. His sister has proven to be an ideal tenant. While her property is always spotless, her calming influence generates a positive atmosphere appreciated by the wider community.

The housing team's efforts in supporting family bonds and encouraging social interaction have paid off, resulting in productive, long term outcomes for the entire community.

**South Australia  
Housing Officer Team**



# OUR STORY

Amélie Housing is a national community housing company providing for those at the greatest risk of homelessness.

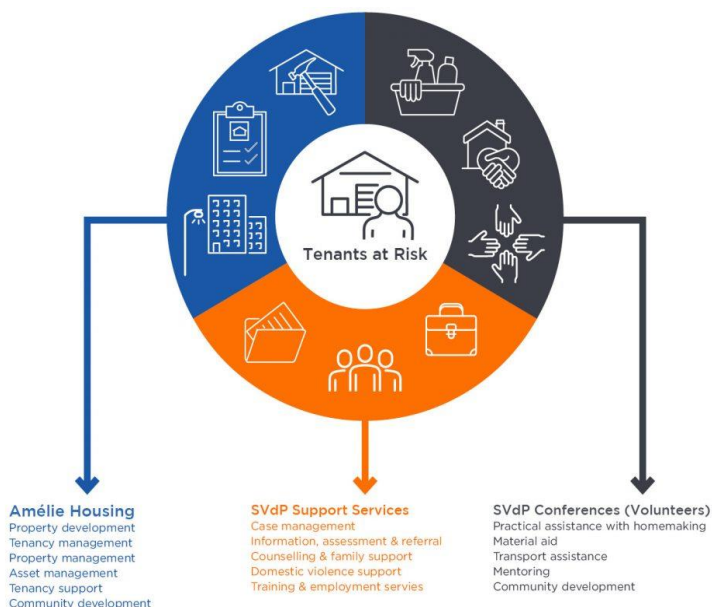
Amélie Housing was formed through the merger of the state-based housing businesses of the St Vincent de Paul Society. Amélie is a registered Tier 1 provider, an ACNC registered Tax Concession Charity with Deductible Gift Recipient and status as a Public Benevolent Institution.

As a designated Special Work of the Society of St. Vincent de Paul, Amélie is one of a number of programs specially developed to support the most vulnerable.

## partners in care

Partnering with specialist SVDP services teams and the volunteer members of 'Vinnies Conferences', Amélie Housing provides for households with high and complex needs.

Amélie shares the Society's overarching mission and forms part of the national response to homelessness and the critical shortage of social housing.



Amélie is primarily responsible for property and tenancy management, while the Society provides support and facilitates access to services required.

Our case management approach enables Amélie Housing and the Society to collectively assist those at risk to stabilise their tenancy and enhance their quality of life.

## BUILDING AN IDENTITY

The Amélie logo graphically reflects our aim to provide hope through housing. It also seeks to demonstrate the special relationship we share with the St Vincent de Paul Society.

Like the St Vincent de Paul Society, Amélie Housing offers a 'hand up' to those experiencing homelessness and housing need. Hands are key graphic devices in both the Amélie Housing and St Vincent de Paul logos.

The house demonstrates the security a home offers, its central role in family and community – a place to live and grow.





A close-up photograph of a woman with dark hair, looking down at a sleeping baby she is holding. The woman's hand, adorned with a ring, is visible near the baby's face. The background is blurred, showing hints of other people and a green wall.

//

**I never thought my son  
and I would ever get  
to live in a place this  
nice.**

**Honestly, this is the  
stuff dreams are made  
of...**

New South Wales  
Housing Officer Team

# HOW WE HELP

CRISIS Accommodation	TRANSITIONAL Housing	LONG TERM & Fee-For-Service	SOCIAL Housing	AFFORDABLE Housing
Short-term housing for people who are homeless and in need of on-site support and case management	Medium-term housing for people at risk of homelessness in need of on-site support and case management	Long-term housing for people in need to ensure a sustainable tenancy	Long-term housing for very low-income people needing off-site support and case management. Rent is charged as a percentage of income (between 25-30%) plus Commonwealth Rent Assistance (CRA)	Long term housing for low-moderate income earners requiring affordable housing near employment. Rent is charged as a percentage of market rates (usually 75%)

## WHO IS AMÉLIE?

Amélie Soulacroix was the wife of Frédéric Ozanam, who founded the Society of St Vincent de Paul in Paris in 1833.

Within the Society, Amélie's name graces many projects dedicated to the care of women and families.

In Australia, Amélie House is a crisis accommodation service that has supported vulnerable women and those experiencing domestic violence.

In 2012 when the Society launched a special purpose community housing company, her name and legacy were seen to reflect the vision held for this new initiative.

A celebrated love story, Amélie and Frédéric worked together in service to the poor and most vulnerable, she supported his social justice research at the Sorbonne, partnered with him in supporting the development of the Society while tending to the care of their young daughter Marie.

On September 8, 1853, Frédéric's died aged just 40. Amélie, only 32 herself resolved to facilitate the publication of his research and letters to ensure his legacy.

Amélie lived until 70 years, she was a strong figure in her own right, remaining dedicated to the service of the poorest and most vulnerable.

# OUR JOURNEY

## 1. Agreement

National housing ministers agree on elements of a nationally consistent regulatory system for community housing

## 3. SVDP National Response

The council of the Society of St Vincent de Paul Australia flag housing poverty as a key social priority in Australia.

The Council calls for a national response from members that culminates in 'The Ache for Home' Report

## 5. 500 new homes by 2020

SVDP Housing successfully bid to partner with the NSW Government in a \$240m initiative jointly funded by the Social and Affordable Housing Fund (SAHF)

The agreement includes the provision of 500 dwellings by 2020 with coordinated access to tailored support services designed to empower residents

## 7. A national profile

Ecclesia Housing approves constitutional amendments and the new national entity is renamed **Amélie Housing**

Membership is invited from the SVDP national and state councils. Amélie Housing assumes responsibility for SVDP Housing operations and staff. All non-SAHF activity is consolidated into the new organisation

**New Residents Welcomed**  
+ Campbelltown  
+ Lilyfield  
+ Merrylands  
+ Jordan Springs

## 9. Settling in amid catastrophe

With 2020 came the Black Summer Bushfires and COVID-19 pandemic. Amid the chaos, Housing Officers continue to support residents, focus on safety and make preparations to welcome new Tenants to Maitland, Burraneer, Katoomba

## 2. Special Purpose Subsidiary

Amélie Housing NSW established by the Society of St Vincent de Paul as a special purpose community housing subsidiary company to complement the activities of the Society in providing charitable services to disadvantaged members of society

## 4. Sector Vision

### Future Directions for Social Housing in NSW

Ministers approve the national community housing regulatory system (NRSCH). A 10 year vision for system transformation and better outcomes for social housing tenants launched

## 6. New Partners Welcomed

Ecclesia proposes a merger opportunity to like minded community housing providers to join their national response to housing poverty. Ecclesia Housing accept the SVDP merger opportunity.

St Vincent De Paul Housing (established 2012) is restructured into a Special Purpose Vehicle to ensure SAHF project viability

### New Residents Welcomed

+ Dubbo  
+ Albury  
+ Penrith

## 8. Expansion & a stronger future

Frédéric Ozanam Housing SA (est 1984) merge with national community housing provider (CHP) Amélie Housing - 01.07.19

ACT Council of St Vincent de Paul transfer community housing operations to Amélie Housing - 04.11.19



# TIER 1 PROVIDER

As part of the standard 2019/20 compliance assessment, The NRSCH Registrar determines a change of registration category for Amélie Housing from Tier 2, to Tier 1 community housing provider (CHP).

OUTCOME 1	OUTCOME 2	OUTCOME 3	OUTCOME 4	OUTCOME 5	OUTCOME 6	OUTCOME 7
<b>Tenant and housing services</b>  The CHP is fair, transparent and responsive in delivering housing assistance to tenants, residents and other clients	<b>Housing assets</b>  The CHP manages its community housing assets in a manner that ensures suitable properties are available now and in the future	<b>Community engagement</b>  The CHP works in partnership with relevant organisations to promote community housing and to contribute to socially inclusive communities	<b>Governance</b>  The CHP is well governed to support the aims and intended outcomes of its business	<b>Probity</b>  The CHP maintains high standards of probity relating to the business of the provider	<b>Management</b>  The CHP manages its resources in a cost-effective manner	<b>Financial viability</b>  The CHP is financially viable at all times



OVERALL DETERMINATION  
**COMPLIANT**

Note: No recommendations or improvement opportunities were made in this compliance assessment to assist Amélie Housing to maintain a level of compliance consistent with the requirements of the Regulatory Code.

## ABOUT ASSESSMENT

### NRSCH Executive Assessment 2019/20

Amélie Housing is assessed as overall compliant with all performance outcomes under the National Regulatory Code (NRC).

Determination is based on an assessment of the evidence submitted by Amélie Housing and obtained through other authorized sources to determine compliance with the requirements of the National Law and National Regulatory Code.

In accordance with the Registrar's functions under section 10(1)(d) of the National Law 'to monitor compliance by registered community housing providers with community housing legislation', Amélie Housing is assessed as Compliant with the Regulatory Code as required under section 15(2)(a) of the National Law.

14 February, 2020

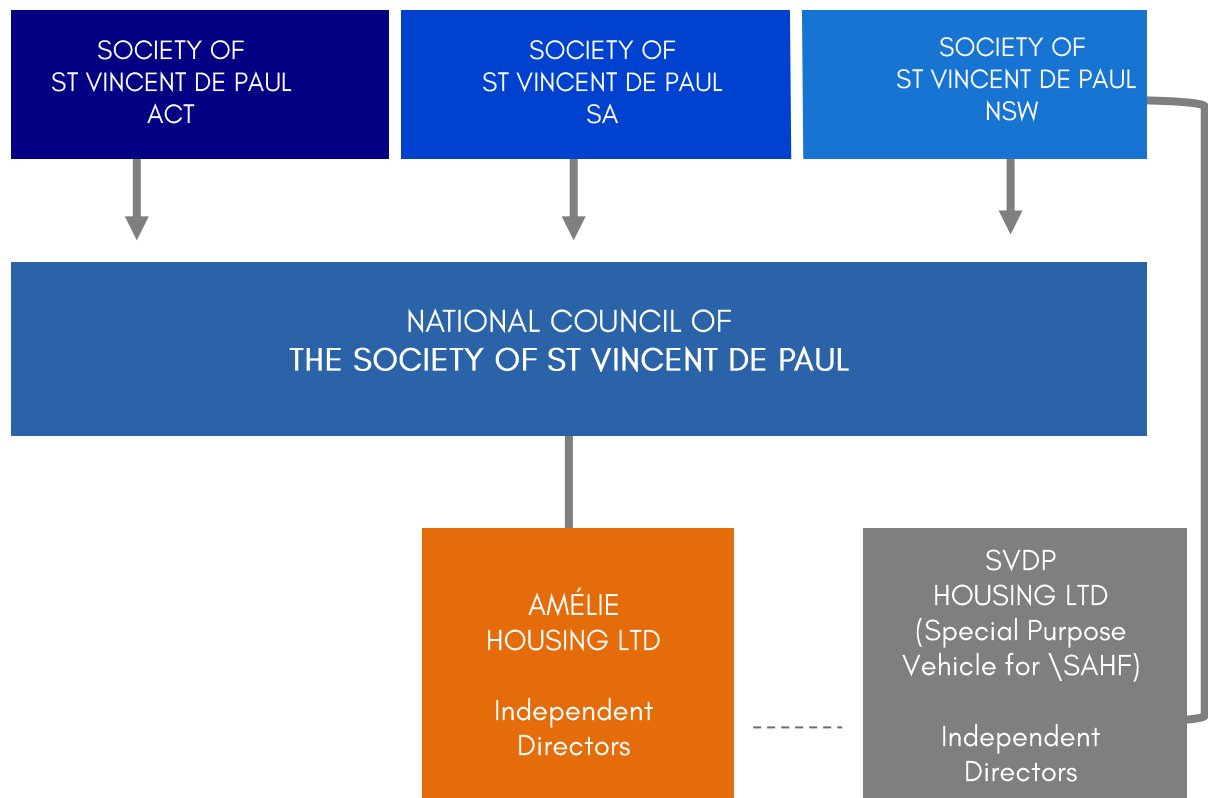


# OUR LEGAL STRUCTURE

Amélie Housing is a National Community Housing provider. Retaining the ABN, ACN and Constitution, the former Ecclesia Housing entity

- adopts Amélie Housing as the new company name
- with company membership comprised of SVDP State Councils nationally
- is accountable to the members through the National Council of SVDP

Amélie Housing has 4 Members – the National Council and the Councils of NSW, SA and ACT. A standing membership invitation is extended to all State Councils across the country.

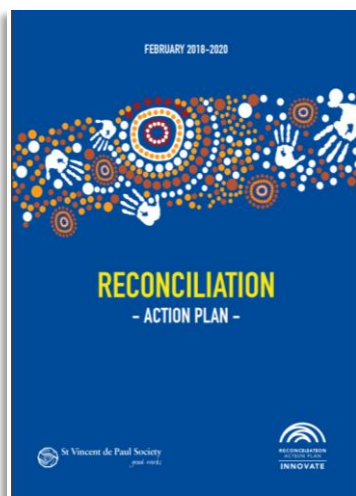




# SAFETY AT WORK

---

Initiatives designed to support a safe and inclusive workplace



In 2019/20, Amélie Housing adopted the St Vincent de Paul Reconciliation Action Plan with the aim of creating a workplace culture that understands, values and respects the histories, cultures and contributions of Aboriginal and Torres Strait Islander peoples.

Adoption of the plan helps make the Amélie Housing workplace a safer, more inclusive environment for everyone.

An Innovate RAP, this plan outlines our unique vision for reconciliation. Our commitments are aspirational and innovative, supporting our goal of a deeper understanding of the role we play in advancing reconciliation, engaging staff and stakeholders in reconciliation, and developing innovative strategies to empower Aboriginal and Torres Strait Islander peoples.

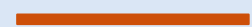


From March, 2020 Amélie Housing began implementing 'covid-safe' measures to ensure the safety of those we assist and our wider team.

This action has been vital to ensure operational resilience and address the risks associated with COVID-19.

Initiatives such as working from home, work place hygiene and social distancing are now commonplace and Board and Management continue to monitor and respond to public health recommendations.

To date, the Amélie Housing work force has remained safe and COVID free.



# GOVERNANCE

# OBJECTIVES

---

The short-term objectives of the company are to:

- Assist the Land and Housing Corporation and Housing NSW with housing management issues in areas of need;
- Assist the NSW Government in achieving the objectives of its Going Home Staying Home Reform Plan; and
- Link the services of the Society and other agencies to support and sustain our tenancies by providing 'wrap around' services.

The long-term objectives are to:

- Cooperate with the Society in other States to establish a national Community Housing Company;
- Undertake the re-development of Society property for community housing purposes;
- Leverage the value of Society property to invest in expanding the provision of community housing;
- Work with all levels of the Society to provide support services for tenants in the communities where they live;
- Work collaboratively with other agencies of the Catholic Church to utilise church land to increase the supply of social and affordable housing;
- Obtain secured debt facilities with recognised lenders to finance a growth strategy;
- Re-development of properties transferred to the Company (from either the Society or Housing NSW);
- Implement innovative models of housing providing pathways out of homelessness into secure housing; and
- Support the social and economic development of communities experiencing social exclusions through community development

## Risk Management and Internal Controls

- Recognising and managing risks, and establishing and implementing effective internal control systems, is a key focus of the Amélie Board and Senior Management
- Managing risk involves recognising the context of our current business operations and, having regard to our strategic goals and objectives, attempting to predict material events that may have adverse or positive effects on our business in the future. Effective risk management enables Amélie to make effective strategic decisions
- Implementing effective internal controls involves establishing standard operating procedures in key areas of our business as well as effective management and financial reporting systems
- It is through the effective management of risks and the development of internal control systems that Amélie Housing will be able to continuously improve the way we do business

# STRATEGY

---

Amélie Housing is well advanced in establishing its internal capacity and is in a position to selectively expand its overall operational capacity. Amélie Housing's ongoing commitment to continual improvement will enable it to refine business systems and processes while strategically collaborating on the provision of housing and support services as well as selected property development projects.

The primary focus for 2020/21 will be to selectively expand in property and tenancy management.

### Principal Activities:

During the financial year the principal continuing activities of the company were the provision of Housing Services.

As at 1 July 2019, the community housing assets of St Vincent de Paul South Australia were transferred to Amélie Housing in accordance with the signed members' agreement executed on 3 November 2018.

On 3 September 2019, a Letter of Variation from Housing ACT to SVDP Canberra/Goulburn was signed. This Letter confirms that SVDP Canberra/Goulburn may sub-contract tenancy and property management for the services delivered under the agreement to Amélie Housing (excluding Housing ACT properties located at Oaks Estate, ACT).

## Complaints Handling

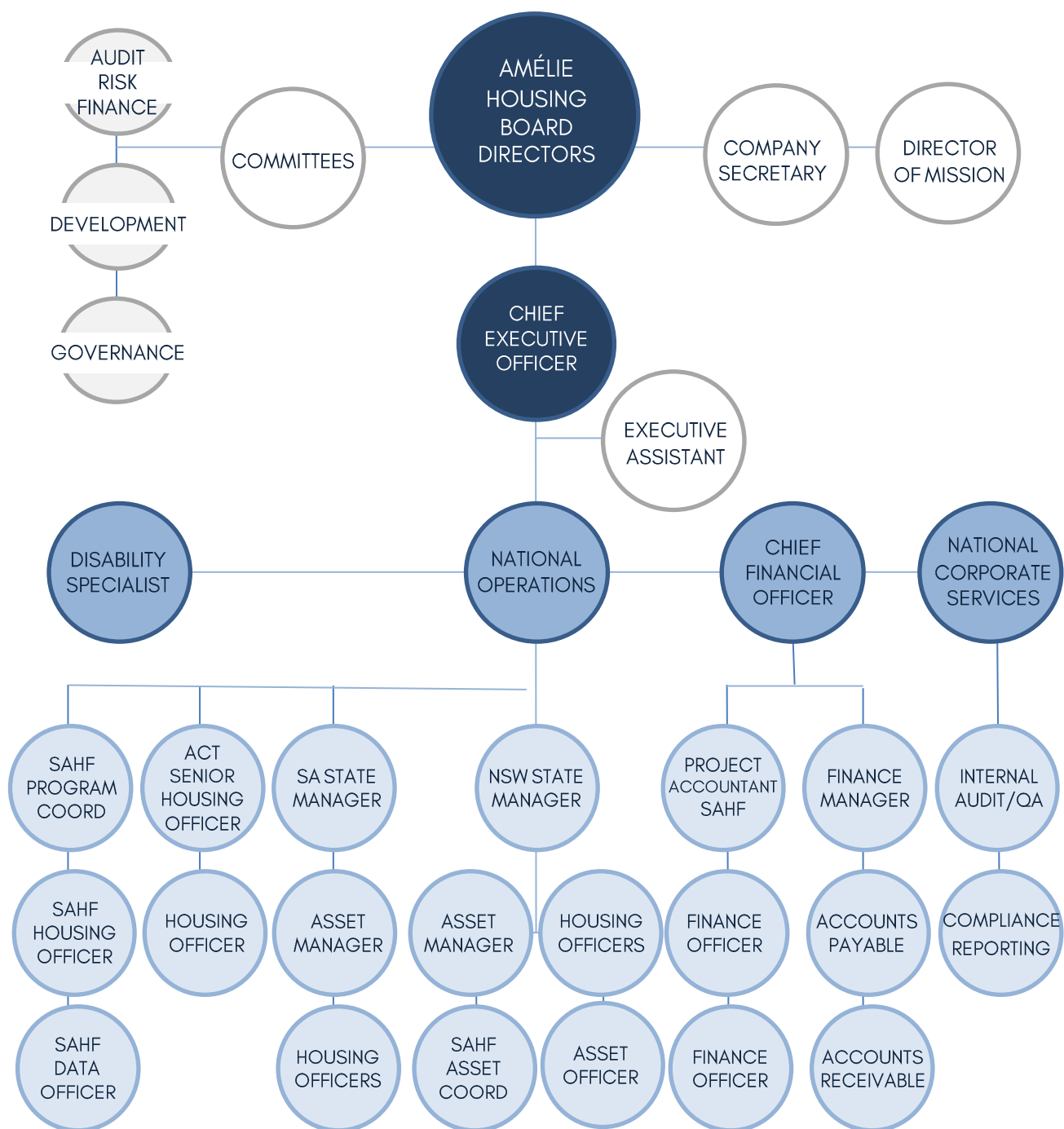
Encouraging feedback from parties external to Amélie Housing including customers, suppliers and/or strategic partners that are not satisfied, can offer opportunities to maintain or enhance loyalty and approval levels.

Amélie Housing has established a Complaints Handling Program that is designed to:

- Encourage constructive feedback from external parties
- Provide a complainant with access to an open and responsive complaints handling process
- Enhance our ability to capture and resolve complaints in a consistent, systematic and responsive manner
- Enhance our ability to identify systematic and recurring problems, continually improving internal systems and controls
- Assist us develop a customer-focused approach to resolving complaints and to assist staff improve their skills in working with customers



# STRUCTURED FOR SUCCESS



**Amélie Housing Properties** There is a management agreement between Amélie Housing and St Vincent de Paul Housing enabling Amélie to manage all SVDP Housing Properties

**Corporate services** In a majority of cases are purchased from the Society i.e. HR & Payroll

**Local Advisory Committees** will be established in each jurisdiction as per the Constitution to support local teams as and where required

**Senior Housing Officers** will manage around 100 tenancies. Housing Officers will manage around 150 – 200 general housing tenancies. Transitional tenancies may be less

# BOARD & EXECUTIVE

---



Cathy Beaton,  
Graduate Member AICD

Chairperson

Cathy has extensive economic and community development expertise serving in both government and corporate sectors.

A strategic thinker, she has created programs and initiatives that create employment opportunities, improve social capital, reduce risk and generate significant new revenue streams while creating sustainable operating structures.

Cathy's long term commitment to the St Vincent de Paul Society is reflected in her completion of a range of associated professional development activities including the Vincentian Leadership Program.

Cathy is also a Director with the Australian Health Practitioner Regulation Agency.



Barnie van Wyk,  
B JD, BA LLB, G Dip Accounting,  
Cert IV Property Mgt, G Dip  
Government (Security), CFP,  
FAICD

Deputy Chairperson  
Audit and Risk Committee

Barnie has international business experience, gained in senior executive and chief executive officer roles in Australia and South Africa.

His expertise extends to Operational and Financial Management in Public, Not for profit and Private Enterprises.

An Advocate of the Supreme Court of South Africa (Barrister) and an experienced NFP Director, Barnie has well established governance expertise, having held the role of secretary and membership of Audit and Risk Committees.



Stewart Chapman  
B Com, M Com (Hons), B Leg

Director

Stewart is a qualified Barrister and Solicitor who has been admitted to the New South Wales Supreme Court as Barrister and the Supreme Court of the Australian Capital Territory as barrister and solicitor.

Working in senior leadership roles with the ACT Government, including as a Policy Officer and has completed course work for a Master of Law.

Since retiring from full time work, Stewart has been a volunteer treasurer for community clubs and organisations. He is a member of the Territory Council of the ACT and Goulburn Archdiocese of the St Vincent de Paul Society.

# BOARD & EXECUTIVE

---



Brendan Moran,  
M Arts

Director  
Governance Committee

Brendan has extensive management and executive experience in the South Australian community and public housing sector. His capabilities include policy analysis, program reform and the development of service delivery frameworks. His expertise in social services has developed through work in Aboriginal affairs, child protection, public and community housing holding senior leadership roles with the SA State Government.

Brendan has a Masters degree in Politics from the Flinders University, is an experienced Conference presenter and has been published in the Australian Dictionary of Biography, the Wakefield Companion to South Australian History and the Adelaide Review.

An experienced NFP Director, Brendan is a former member of the board of Frédéric Ozanam Housing Association and a current member of the Australian Housing Institute (AHI) Regulation Agency.



Michael Dureau  
FTSE (Hon) FIEAust, FIChemE,  
FAIE, FAICD, CP End, CSci, JP

Director  
Chairperson, Asset Management  
& Development Committee

Michael is a successful CEO, Chemical Engineer and leader in the field of new energy technology. He has led research into environmental issues and been listed among the Top 100 Most Influential Engineers in Australia.

Michael is Chairman and Executive Director of The Warren Centre for Advanced Engineering, a member of Engineers Australia national committee on Fuels & Energy and advisory board member of EAs centre for Engineering Leadership & Management (Sydney).

A former Adjunct Professor of Engineering (USyd), Hon. Life Fellow, Chemical & Biomolecular Engineering Foundation, Life Member of the Electrical & Information Engineering Foundation, Member of the industry Advisory Network (UTS), he is committed to sharing and building knowledge.

Michael is a Director with renewable and clean energy organisations AnaeCo Ltd (Chair), Microflow Ltd (Chair), Granite Power Ltd, BioTek Fuels Ltd, Australian Centre for Innovation Ltd. His work has been recognised through the Prime Minister's Centenary Medal, he is a recipient of Order of Australia (AM), the CHEMECA Medal and Peter Nicol Russell Memorial Medal.



Beverley Kerr,  
B Soc Sc (continuing), MAICD

Director  
Audit, Risk and Finance Committee

Beverly has comprehensive knowledge of the Welfare and Social Services sector with experience developed in disability, mental health, homelessness, adoption and child protection sectors. Her expertise extends to knowledge of Children's and District Court.

A long standing member of the St. Vincent de Paul Society, Beverley has held senior roles as Regional President; State Vice President and membership of the National Council.

She has been President of the Matthew Talbot Hostel, President of Support Services, a Director with the St Vincent de Paul board and membership of a number of board committees including Audit and Finance, Governance and Risk and been Chair of the Special Works Committees.

# BOARD & EXECUTIVE

---



Anthony Carpani  
B Eng, FAICD

Director  
Asset Management &  
Development Committee

Anthony is an experienced company director and business consultant who provides advice on strategic planning, business development and lean management. He is a former senior executive of a global rail manufacturing corporation, has held leadership and management roles across several industry sectors and in export markets in over 25 countries.

Anthony's governance experience includes responsibilities as Chair on boards in Australia, Germany, Italy and India and as a director in South Africa and China and membership of Finance and Audit committees and Nominations and Remunerations Committees.

His NFP directorship experience includes the role of Deputy Chair at Ecclesia Housing and President of the Management Committee of Gethsemane Community Inc.



Peter Miller  
B Com, FCPS, FAICD, ACIS

Director  
Chairperson, Audit, Risk &  
Finance Committee

Peter has extensive business, finance and executive leadership experience. He has held a number of leadership and management roles including Commercial Director, Finance Director and Group Financial Controller in large listed company environments. His sector expertise incorporates Oil and Gas and Construction

Peter's Non-Executive Director experience has included appointments with St Vincent de Paul; St Vincent de Paul Housing, National Seniors Australia, YWCA, Royal Rehabilitation Centre and Outward Bound.



Lesley Wyatt, Director  
B Soc Sc, M Soc Admin

Director

Lesley has substantial knowledge of the national Community Housing sector, with extensive operational and strategy expertise. She has held leadership positions including executive and CEO roles in established, start-up and rapid growth Community Housing environments.

Her sector knowledge and governance experience underpin her role as an independent assessor of the National Community Housing Standards. Lesley conducts peer evaluation through accreditation audits in NSW, ACT, Victoria and New Zealand.

Lesley is a Member of the Australian Housing Institute (AHI)



# BOARD & EXECUTIVE

---



John Kell  
BA LLB, M Env Stud, FAICD

Company Secretary

John is a partner at Hicksons Lawyers in the corporate and commercial business unit. Over the years John has acquired extensive experience advising charities and other not-for-profit entities.

In addition to his legal work, John is currently the chair of Action on Poverty (an international development agency with offices in Sydney and Vietnam).

He has extensive experience in the community housing sector having been a director of Bridge Housing Limited for several years.

Prior to that he was a director and later chair of Eastern Suburbs Rental Housing Association Limited and instrumental in the merger of that company with Bridge Housing Limited.

# MISSION & SPIRITUALITY

---

**"For I was hungry and you gave me food, thirsty and you gave me something to drink, I was a stranger and you welcomed me, naked and you clothed me" Matthew 25**

Serving the disadvantaged and the vulnerable, gives voice to the principles of Catholic Social traditions, and lays at the heart of the mission, purpose and spirit of Amélie Housing. This radical call of inclusivity, accompaniment and restoration for the disadvantaged and marginalised of our society was deeply listened to in the faith filled lives of Frédéric and Amélie Ozanam and expressed by Frédéric when he reminded us that "By drawing closer to the poor we draw closer to God." As spirit-led leaders, these are important words for us. Our works of love, mercy, charity and compassion compel us to continuously better our services and strive collectively, to identify efficiencies and recognise new moments of opportunity for our future.

The people we serve deserve only the best we can offer, provide and share. This is the core of that Catholic Social thought and the foundation of our mission and spirit. These principles speak to the dignity of the human person, are preferential options for the poor and the solidarity and subsidiarity, expressed daily in our Amélie vision. Such 'Good Works' call us to continually walk with those in difficult times as we strive to provide quality housing and appropriate living support.

We have a long journey ahead and as the Spiritual Adviser for our housing companies, I am profoundly proud of this critical expression of our mission. May the Spirit of this faith tradition and the spirit of our founders continue to burn in us and inspire us to take that extra step as we serve in radical inclusivity, restoration and accompaniment in the service of the gospels and our call in this mission for the future. **Come Holy Spirit fill the hearts of your faithful and enkindle in us the fire of your love. Amen**



Leo Tucker

Executive Director – Mission  
and Spirituality

# BOARD & EXECUTIVE

---



Brian Murnane

Chief Executive  
Officer



Mark Thompson

National Operations  
Director



Li Ming

Chief Financial  
Officer



Margaret Paheerathan

National Corporate  
Services Director



Bernie Murphy

Disability  
Accommodation  
Manager



Michael Kerans

State Manager, NSW



Roman Kowalczyk

State Manager, SA



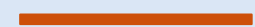
Phillip Morath

SAHF Program Director

## Acknowledgement of Contribution

During 2020, Phillip Morath and Michael Kerans announced their imminent retirement. The Board and Executive acknowledge their significant contribution to the successful merger of the organisations now known as Amélie Housing and their contributions to the SAHF pilot launched in partnership with the NSW Department of Communities & Justice.

The sector knowledge and commitment to the Amélie vision that both Phillip and Michael have has significantly contributed to the success of our cross-border development approach ensuring a focus on program diversity and a robustness that will support future growth. The Board wishes them every future success.



# FINANCIAL OVERVIEW

**AMÉLIE HOUSING**  
**ACN 103 181 700**

**STATEMENT OF PROFIT OR LOSS AND OTHER COMPREHENSIVE INCOME**  
**FOR THE YEAR ENDED 30 JUNE 2020**

	<b>2020</b>	<b>2019</b>
	<b>\$</b>	<b>\$</b>
Revenue	9,054,494	3,990,202
Other income	12,950	11,040,939
<b>Expenses</b>		
Employee benefits expenses	(3,168,914)	(1,913,738)
Depreciation and amortisation expenses	(241,173)	(51,326)
Finance costs	(204,088)	(249,332)
Occupancy expenses	(5,294,632)	(2,714,975)
Administration expenses	(1,210,687)	(399,786)
<b>(Deficit)/surplus before fair value adjustments and income tax</b>	<b>(1,052,060)</b>	<b>9,701,984</b>
Revaluation of investment properties	1,798,620	-
<b>Surplus before income tax</b>	<b>746,560</b>	<b>9,701,984</b>
Income tax expense	-	-
<b>Surplus after income tax expense for the year</b>	<b>746,560</b>	<b>9,701,984</b>
Other comprehensive income for the year, net of tax	-	-
<b>Total comprehensive income for the year</b>	<b>746,540</b>	<b>9,701,984</b>

The above Statement of Profit or Loss and Other Comprehensive Income should be read in conjunction with the notes available in the full transcript Annual Report available at [ameliehousing.org.au](http://ameliehousing.org.au)



**AMÉLIE HOUSING**  
**ACN 103 181 700**

**STATEMENT OF FINANCIAL POSITION**  
**FOR THE YEAR ENDED 30 JUNE 2020**

	2020 \$	2019 \$
<b>CURRENT ASSETS</b>		
Cash and cash equivalents	1,665,895	495,629
Trade and other receivables	690,508	598,143
Other current assets	586,043	86,634
Non-current asset held for sale	1,300,000	-
Financial assets – investments	1,548,397	-
<b>TOTAL CURRENT ASSETS</b>	<u>5,790,843</u>	<u>1,180,406</u>
<b>NON-CURRENT ASSETS</b>		
Property, plant & equipment	289,973	101,145
Intangibles	151,346	139,027
Investment properties	114,523,263	28,130,000
Right-of-use assets	623,213	-
<b>TOTAL NON-CURRENT ASSETS</b>	<u>115,587,795</u>	<u>28,370,172</u>
<b>TOTAL ASSETS</b>	<u>121,378,638</u>	<u>29,550,578</u>
<b>CURRENT LIABILITIES</b>		
Lease liabilities	153,413	-
Trade and other payables	2,527,097	1,512,933
Borrowings	4,838,000	4,838,000
Employee entitlements	557,713	311,599
<b>TOTAL CURRENT LIABILITIES</b>	<u>8,076,223</u>	<u>6,662,532</u>
<b>NON-CURRENT LIABILITIES</b>		
Lease liabilities	503,110	-
Employee entitlements	-	26,256
<b>TOTAL NON-CURRENT LIABILITIES</b>	<u>503,110</u>	<u>26,256</u>
<b>TOTAL LIABILITIES</b>	<u>8,579,333</u>	<u>6,688,788</u>
<b>NET ASSETS</b>	<u>112,779,305</u>	<u>22,861,790</u>
<b>EQUITY</b>		
Retained surpluses	23,608,350	22,861,790
Member contributions	89,190,955	-
<b>TOTAL EQUITY</b>	<u>112,779,305</u>	<u>22,861,790</u>

The above Statement of Financial Positive should be read in conjunction with the notes available in the full transcript Annual Report available at [ameliehousing.org.au](http://ameliehousing.org.au)

**AMÉLIE HOUSING**  
**ACN 103 181 700**

**STATEMENT OF CHANGES IN EQUITY**  
**FOR THE YEAR ENDED 30 JUNE 2020**

	<b>Member Contributions</b>	<b>Retained Surpluses \$</b>	<b>Total Equity \$</b>
<b>Opening balance as at 1 July 2018</b>	-	13,159,806	13,159,806
Surplus after income tax expense for the year	-	9,701,984	9,701,984
Other comprehensive income for the year, net of tax	-	-	-
Total comprehensive income for the year	-	9,701,984	9,701,984
<b>Balance as at 30 June 2019</b>	-	<u>22,861,790</u>	<u>22,861,790</u>
<b>Opening balance as at 1 July 2019</b>	-	22,861,790	22,861,790
Surplus after income tax expense for the year	-	746,560	746,560
Other comprehensive income for the year, net of tax	-	-	-
Total comprehensive income for the year	-	746,560	746,560
<i>Other transactions with owners in their capacity as owners</i> Member contribution on merger	89,190,955	-	89,190,955
<b>Balance as at 30 June 2020</b>	89,190,955	23,608,350	112,779,305

The above Statement Change in Equity should be read in conjunction with the notes available in the full transcript Annual Report available at [ameliehousing.org.au](http://ameliehousing.org.au)

**AMÉLIE HOUSING**  
**ACN 103 181 700**

**STATEMENT OF CASH FLOWS**  
**FOR THE YEAR ENDED 30 JUNE 2020**

	2020 \$	2019 \$	
<b>CASH FLOWS FROM OPERATING ACTIVITIES</b>			
Receipts from customers (inclusive of GST)	9,936,923	3,113,938	
Payments to suppliers and employees (inclusive of GST)	(9,948,091)	(3,199,561)	
Interest received	12,950	788	
Finance costs paid	(184,095)	(163,262)	
Net cash used in operating activities	(182,313)	(248,097)	
<b>CASH FLOWS FROM INVESTING ACTIVITIES</b>			
Payment for intangible assets	(84,136)	(111,047)	
Proceeds from sale of property, plant and equipment	47,630	(107,376)	
Payments for property, plant and equipment	(154,769)	-	
Payment for investments	(76,616)	-	
Net cash used in investing activities	(267,891)	(218,423)	
<b>CASH FLOWS FROM FINANCING ACTIVITIES</b>			
Proceeds from borrowings from related entities	-	200,000	
Payment for lease liability	(99,299)	-	
Proceeds from related entities on formation	-	200,000	
Net cash from financing activities	(99,299)	400,000	
<b>Net decrease in cash and cash equivalents</b>	(549,503)	(66,520)	
Cash transferred on merger of Amelie Housing SA	1,719,769	-	
Cash and cash equivalents at beginning of the financial period	495,629	562,149	
<b>Cash and cash equivalents at the end of the financial period</b>	1,665,895	495,629	

The above Statement of Cash Flows should be read in conjunction with the notes available in the full transcript Annual Report available at [ameliehousing.org.au](http://ameliehousing.org.au)



Tel: 61 2 9251 4100  
Fax: 61 2 9240 9821  
www.bdo.com.au

Level 11, 1 Margaret St  
Sydney NSW 2000  
Australia

#### DECLARATION OF INDEPENDENCE BY CLAYTON EVELEIGH TO THE DIRECTORS OF AMELIE HOUSING

As lead auditor of Amelie Housing for the period ended 30 June 2020, I declare that, to the best of my knowledge and belief, there have been no contraventions of any applicable code of professional conduct in relation to the audit.

Clayton Eveleigh  
Director

**BDO Audit Pty Ltd**

Sydney, 15 October 2020

BDO Audit Pty Ltd ABN 33 134 022 870 is a member of a national association of independent entities which are all members of BDO Australia Ltd ABN 77 050 110 275, an Australian company limited by guarantee. BDO Audit Pty Ltd and BDO Australia Ltd are members of BDO International Ltd, a UK company limited by guarantee, and form part of the international BDO network of independent member firms. Liability limited by a scheme approved under Professional Standards Legislation.

This is an accurate copy of information published in the Amelie Housing Annual Financial Report, 30 June, 2020





Tel: 61 2 9251 4100  
Fax: 61 2 9240 9821  
www.bdo.com.au

Level 11, 1 Margaret St  
Sydney NSW 2000  
Australia

## INDEPENDENT AUDITOR'S REPORT

To the members of Amelie Housing

### Report on the Audit of the Financial Report Opinion

We have audited the financial report of Amelie Housing (the Company), which comprises the statement of financial position as at 30 June 2020, the statement of profit or loss and other comprehensive income, the statement of changes in equity and the statement of cash flows for the year then ended, notes to the financial report, and the directors' declaration.

In our opinion the accompanying financial report of the Company, is in accordance with Division 60 of the *Australian Charities and Not-for-profits Commission Act 2012*, including:

- (i) Giving a true and fair view of the registered entity's financial position as at 30 June 2020 and of its financial performance for year then ended; and
- (ii) Complying with Australian Accounting Standards - Reduced Disclosure Requirements and Division 60 of the *Australian Charities and Not-for-profits Commission Regulation 2013*.

#### Basis for opinion

We conducted our audit in accordance with Australian Auditing Standards. Our responsibilities under those standards are further described in the *Auditor's responsibilities for the audit of the Financial Report* section of our report. We are independent of the Company in accordance with the auditor independence requirements of the *Australian Charities and Not-for-profits Commission Act 2012* (ACNC Act) and the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 *Code of Ethics for Professional Accountants* (the Code) that are relevant to our audit of the financial report in Australia. We have also fulfilled our other ethical responsibilities in accordance with the Code.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

#### Other information

The directors are responsible for the other information. The other information obtained at the date of this auditor's report is information included in the Directors' Report for the period ended 30 June 2020, but does not include the financial report and our auditor's report thereon.

Our opinion on the financial report does not cover the other information and accordingly we do not express any form of assurance conclusion thereon.

BDO Audit Pty Ltd ABN 33 134 022 870 is a member of a national association of independent entities which are all members of BDO Australia Ltd ABN 77 050 110 275, an Australian company limited by guarantee. BDO Audit Pty Ltd and BDO Australia Ltd are members of BDO International Ltd, a UK company limited by guarantee, and form part of the international BDO network of independent member firms. Liability limited by a scheme approved under Professional Standards Legislation.

This is an accurate copy of information published in the Amelie Housing Annual Financial Report, 30 June, 2020



In connection with our audit of the financial report, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial report or our knowledge obtained in the audit or otherwise appears to be materially misstated.

If, based on the work we have performed on the other information obtained prior to the date of this auditor's report, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

#### **Responsibilities of the directors for the Financial Report**

The directors of the Company are responsible for the preparation and fair presentation of the financial report in accordance with Australian Accounting Standards - Reduced Disclosure Requirements and the ACNC Act, and for such internal control as the responsible entities determine is necessary to enable the preparation of the financial report that is free from material misstatement, whether due to fraud or error.

In preparing the financial report, the directors are responsible for assessing the Company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the responsible entities either intends to liquidate the registered entity or to cease operations, or has no realistic alternative but to do so.

The directors are responsible for overseeing the Company's financial reporting process.

#### **Auditor's responsibilities for the audit of the Financial Report**

Our objectives are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with the Australian Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this financial report.

A further description of our responsibilities for the audit of the financial report is located at the Auditing and Assurance Standards Board website (<http://www.auasb.gov.au/Home.aspx>) at: [http://www.auasb.gov.au/auditors\\_responsibilities/ar4.pdf](http://www.auasb.gov.au/auditors_responsibilities/ar4.pdf)

This description forms part of our auditor's report.

**BDO Audit Pty Ltd**

Clayton Eveleigh  
Director  
Sydney, 15 October 2020



# OUR PARTNERS

---

Amélie Housing acknowledges the contribution of our Conference Volunteers whose tireless work in Amélie Housing communities brings hope through housing.

Amélie Housing acknowledges the NSW, ACT and SA Governments and departments including NSW Department of Communities and Justice; NSW Land and Housing Corporation; South Australia Housing Authority (SAHA) and Housing ACT.

Amélie Housing recognise our work would not be possible without the vast array of partner organisations working alongside us everyday.

Thank you to the organisations represented here and the many others who are not. Our shared aims improve outcomes for those most in need.



St Vincent de Paul Society  
*good works*



## Acknowledgement of Country

Amélie Housing acknowledges Aboriginal and Torres Strait Islander peoples, as the Traditional Custodians of this land, with deep respect. May Elders, past and present, be blessed and honoured. May we join together and build a future based on compassion, justice, hope, faith, and reconciliation.





## Commitment to Diversity

Amélie Housing supports equality, embraces diversity and condemns any kind of discrimination.

Amélie Housing supports all people regardless of race, religion, ethnicity, sexual orientation, gender identity or disability.





A voice to  
Government on  
behalf of those  
in housing  
crisis,  
advocating for  
the creation of  
innovative  
social justice  
solutions.



# Amélie Housing

*Building hope through housing*



## NATIONAL OFFICE

2c West Street  
Lewisham NSW 2049

## AUSTRALIAN CAPITAL TERRITORY

Yarralumla

## SOUTH AUSTRALIA

Adelaide

## NEW SOUTH WALES

Albury  
Campbelltown  
Newcastle  
Wentworthville

[ameliehousing.org.au](http://ameliehousing.org.au)  
[info@amelie.org.au](mailto:info@amelie.org.au)

ABN 381 031 817 00