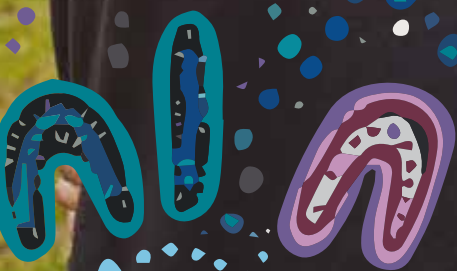




Amélie Housing
Building hope through housing

ANNUAL REPORT

2021-2022





We acknowledge the Traditional Owners and custodians of the land and country on which we work and throughout Australia, and their continuing connection to land, sea and community. We pay our respects to them, their cultures and to their elders past, present and emerging.

Our 2022 Annual Report proudly features commissioned artwork completed by our staff member, Kelly Hallam’s sister, Dale Pracy - a proud Aboriginal woman from the Wiradjuri nation/people.

Dale explained that the art represents, ‘connecting people to communities. The circles represent communities that are connected by the orange lines, and the outer symbols are people, men, women and children being taken by the hands and [embraced] within communities’.

Contents

| | |
|--|----|
| Introducing Amélie Housing | 4 |
| Chair’s Report | 7 |
| CEO’s Report | 8 |
| How We Help | 10 |
| 2021-2022 Highlights | 11 |
| Our Customers | 12 |
| Our Homes | 14 |
| NSW & ACT State Report | 16 |
| SA State Report | 18 |
| Social and Affordable Housing Fund (SAHF) Program | 20 |
| Specialist Disability Accommodation | 22 |
| Our History | 24 |
| Our People and Culture | 26 |
| Our Leadership Team | 28 |
| Thank You Brian | 29 |
| Mission and Spirituality | 30 |
| Our Partners | 32 |
| Compliance (NRSCH) | 33 |
| Financial Report | 34 |
| Directors’ Report | 36 |
| Declaration of Independence (BDO) | 41 |
| Statement Of Profit Or Loss And Other Comprehensive Income | 42 |
| Statement Of Financial Position | 43 |
| Statement Of Changes In Equity | 44 |
| Statement Of Cash Flows | 45 |
| Directors’ Declaration | 46 |
| Independent Auditor’s Report (BDO) | 47 |



Introducing Amélie Housing

■ Amélie Housing is a Tier 1 Community Housing Provider (CHP) seeking to ‘build hope through housing’ for those who are homeless, disadvantaged or on low or moderate incomes.

We provide secure, affordable rental housing to 2,393 people in 1,413 homes.

Amélie was established in NSW as a Special Work by the Society of St Vincent de Paul in 2012. As a community housing provider, it was established to complement the activities of the Society in providing charitable services to disadvantaged members of the Australian community.

In 2018, we commenced operating as the National Community Housing Provider for the Society of St Vincent de Paul, first through the merger of Ecclesia Housing in NSW, then the Society’s community housing business - Frédéric Ozanam Housing Association (SA); followed by the Society’s community housing business in the ACT.

With a 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’, the Amélie team is focused on the continued growth of its portfolio and the establishment of a strong national footprint.

In the years ahead, we aim to expand our operational capacity and improve services and outcomes, by working collaboratively with the Society and other partnering agencies to increase the supply of Social and Affordable Housing, while maintaining our reputation for high quality property and tenancy management services, specialist case management services and wrap around support.

Our shared mission and distinct relationship with the Society, gives us a unique point of difference – ensuring we are able to provide appropriate housing to a higher proportion of households with special or complex needs, assisting them to sustain their tenancy and enhance their quality of life.

OUR MISSION
TO PROVIDE SAFE, SECURE, AFFORDABLE HOUSING AND SUPPORT TO PEOPLE IN HOUSING NEED

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 VALUES



TEAMWORK

We will work collaboratively to build a culture that is trusting, supportive and empathic - that empowers staff to set goals and celebrate achievements.

We will share information in a transparent way, actively listen to one another, and be open and flexible to adapt to new ideas.

WE VALUE TEAMWORK WITHIN OUR COMPANY.



SUSTAINING OUR RELATIONSHIPS

We will foster relationships with external people and agencies as required to achieve outcomes.

We will respectfully cooperate with partners agencies, establish clear working arrangements, and value the contribution they make.

WE VALUE RELATIONSHIPS THAT WILL ENABLE US TO ACHIEVE COMMON GOALS.



SERVING OUR COMMUNITY

We aim to build communities that are economically, socially and environmentally sustainable.

We will listen respectfully to the members of communities in which we serve and seek to provide solutions and support to achieve shared goals.

WE VALUE SERVICE TO OUR COMMUNITY.

BUILDING HOPE THROUGH HOUSING

We are:

- a not-for-profit CHP with Tier 1 status under the National Regulatory System for Community Housing (NRSCH)
- a registered charity (ACNC) and Public Benevolent Institution (PBI)
- a Company limited by guarantee incorporated under the Corporations Act 2001
- governed by an independent skills-based Board
- an approved National Rental Affordability Scheme (NRAS) provider
- a registered provider of Specialist Disability Accommodation (SDA) under the National Disability Insurance Scheme (NDIS)

2021-2022 Annual Report

Chair's Report

■ Tony Carpani, Amélie Housing Chair



The last couple of years have been incredibly difficult for many people around the globe. In addition to navigating a one in 100 year global

pandemic, on a local level Australians have experienced some of the most severe weather events in our history – from the Black Summer Bushfires of 2019-2020 to the more recent flood disasters that La Nina has brought about, causing widespread devastation across multiple States and communities.

While high vaccination rates have meant 2022 has brought back some sense of normality to us, we are still trying to navigate the global repercussions the pandemic has caused, as well as those triggered by the continuing conflict between Russia and Ukraine. These include significant increases to our cost of living and the highest inflation rate we have seen in more than 20 years. Consequently, we are hearing from our tenants and experts that the rising cost of living has now overtaken COVID-19 as the main source of concern among Australians. Households are painfully aware of having to pay more for most things, including petrol, groceries, transport and of course, housing.

This makes it especially difficult for low-income households who have to spend a larger part of their budget on non-discretionary items such as food and petrol. When prices rise, they feel it the most – and therein lies the reason why organisations such as Amélie exist.

At Amélie Housing, our mission is 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'. In partnership with the Society of St Vincent de Paul, we build hope through housing, and serve our community by providing both affordable housing and wrap around support services, to bring about social and economic relief to those that need it most.

In the 2021-2022 financial year, we made steady progress in pursuit of our mission, expanding our national footprint by establishing new partnerships such as with Vincent Care Community Housing (VCCH) in Victoria to deliver new social housing dwellings in Bendigo.

I am particularly pleased to report a strong financial performance for the year, with a surplus before fair value adjustments, property movements and income tax of \$3,371,770, representing a significant improvement on the previous year's deficit of \$769,413. With 1,413 dwellings under management, total assets have grown to \$153.6 million compared with \$127.5 million the previous year. Most importantly, cash flows from operations have strengthened to a positive \$3.1 million as compared to a loss of \$54,000 the year before. This result places us in a more robust position to expand our housing portfolio in the years ahead.

From an operational perspective, I want to extend my gratitude to the Amélie Housing team for the enduring commitment they have shown to our tenants through such a difficult time. Overall satisfaction with Amélie's services remains high at 89%. These results would not be possible without our compassionate and capable team, under Brian Murnane's leadership.

As most of you would be aware, Brian is due to retire as Chief Executive Officer of

Amélie Housing in December this year, and after a comprehensive executive search, we are delighted to welcome the Hon. Graham West to the position of CEO from 12 December. We are confident that Graham will bring invaluable knowledge and experience to this critical leadership role.

On behalf of the Amélie team, tenants, partners and community members, I want to formally thank Brian for his extraordinary leadership, inspiring vision and humility in service over the last nine years at Amélie, and the last 40 years in the community housing sector. He has made an indelible impact on the lives of countless people, achieved transformative outcomes in the social sector, led and championed change, and improved housing services and outcomes for our community's most vulnerable. We will miss him greatly but wish him all the best for his retirement!

The future of Amélie is bright and our Board is steadfast in its resolve to deliver on our commitments, while maintaining a strong focus on our tenants and culture. I would like to close by thanking my fellow Board members for their stewardship and expertise.

Finally, on behalf of the Board, I would also like to thank Cathy Beaton, our previous Chair, for her past service, vision and leadership. Under her guidance, Amélie Housing has laid a strong foundation, on which we can now confidently build our future success.

Tony Carpani
Chair, Amélie Housing

CEO's Report

■ By Brian Murnane, Chief Executive Officer



The 2021-2022 financial year has been a critical year of consolidation – with the Amélie team concentrating efforts on refining policies, procedures and processes to maximise our efficiency, and lay the groundwork for us as we continue to explore new opportunities for expanding our portfolio.

It is safe to say that the impact of the COVID pandemic, flooding and influenza has posed many challenges for both our customers and staff over the past year. We remain grateful that the impact of flooding was limited to the loss of only one of our properties located in Lismore, with minor damage impacting several of our other units.

We are more conscious than ever of the extent of need that is present in our community at this time; and we continue to work in partnership with Vinnies to assist our tenants to sustain their tenancy and enhance their quality of life. We are thrilled that the unique contribution that comes from the national network of Vinnies Conferences will be incorporated into our ongoing work with our tenants. Through community building events, neighbourhood support, learning opportunities and social excursions, we are striving to build thriving communities where people feel connected, safe and valued.

On that note, I want to specifically thank Kathleen Thickitt for the significant efforts she made to develop the implementation plans for this important work. Unfortunately,

due to health reasons, Kathleen had to relocate back to South Africa in early 2022.

Reconciliation Action Plan

Another critical piece of work for us this year was the development of our Reconciliation Action Plan (RAP), which has now been conditionally endorsed by Reconciliation Australia. A special thank you to our RAP working group who have worked consistently to see this through. The team comprises Poppy Whiting, Mary Tselios, Rachael Carney, Carolyn Tamati, Kelly Hallam, Kerry Wade and Malcolm Picken, with the assistance of Robert Cohen, Manager of Vinnies' Reconciliation Action Program.

2021-2027 Strategic & Business Plans

As we pursue our vision to provide more homes to more people throughout Australia, I am pleased with the efforts we have made to expand our property portfolio. Our property portfolio has grown from 882 dwellings in July 2018 to 1,413 as at 30 June 2022. Our Strategic Plan has also identified growth opportunities across New South Wales, the Australian Capital Territory and South Australia as well as in two new jurisdictions – Victoria and the Northern Territory.

In August 2022, the Amélie Board and the Board of Parkes Forbes Community Housing signed a joint letter confirming the intention to merge Amélie Housing and Parkes Forbes. The formal merger, to be completed by November 2022, will provide opportunities to increase the much-needed supply of community housing in the Central West of NSW. Based on current known projects, we

estimate that our portfolio will expand to deliver around 2,500 dwellings under management in the next five years – with 68% coming from management acquisitions and 32% coming from new dwellings being developed by us.

These growth projections have only been made possible, thanks to our continued commitment to long-term financial viability, on which we report pleasing results. We will maintain an ongoing focus on achieving efficiencies and economies of scale by increasing the size of our portfolio under management.

On the property front, I do want to make specific mention of a couple of key projects we have been involved in, in the last year.

VincentCare Community Housing Big Build Projects

In early 2021, Amélie Housing was invited by the St Vincent de Paul Society in Victoria to provide advice and assistance for the preparation of a tender under the Victorian Government's Big Build Project. The tender was prepared by Affordable Housing Solutions and lodged by Amélie Housing on behalf of VincentCare Community Housing. We were pleased to receive word that this tender was successful and will mean funding to build 164 new dwellings (92 in Footscray – where earth works are already underway, 8 in Epping and 64 in Bendigo). In February 2022, an additional tender for 20 dwellings in Bendigo was lodged for the Social Housing Grant Fund, as part of the Big Housing Build (Regional Round), which was also deemed successful.

Archdiocesan Development Fund Loan (ADF)

In May this year, we were also extremely grateful to secure a loan facility with the Archdiocesan Development Fund (ADF) to support us in leveraging our assets and further expanding our property portfolio over the next fifteen years.

I want to specifically thank the ADF team for making such a considerable contribution to the delivery of social and affordable housing by making loan funds available to us at such competitive rates, and for acting as the banker for our 502 Social and Affordable Housing Fund dwellings. They have been flexible and cooperative partners, due in large part to the extraordinary work of the ADF's Cheryl Caughey – who after almost 30 years, retired from the ADF in September this year. We are most appreciative of their help and for the guidance provided by Cheryl. We look forward to continuing our relationship with Michael Parer and the rest of the ADF team.

Thank you

Finally, I want to take this time to express my sincere thanks to the Amélie Housing and St Vincent de Paul Board and Committee members, executive team, staff, Society members and tenants – for the support you have given me and our Amélie family over the last ten years.

When I started at Amélie in Jan 2013, I was their first and only employee. Thanks to the support of many, I am proud to reflect on all that we have achieved – Tier 1 Registration, and a robust increase in our staff and property portfolio, with a strategy to take us from strength to strength.

It has been my pleasure to serve alongside my passionate and supportive team, who care deeply about our tenants – and work tirelessly to improve housing services and outcomes for our community's most vulnerable. I will miss them greatly, but I have every confidence that Amélie will press on to achieve many more milestones and I wish the incoming CEO, Graham West every success for the journey ahead.

Over the last 40 years in community housing, it has been my absolute privilege to provide homes to people in need, to hear their stories, meet with them in their homes, and get to know them, their families and neighbourhood. As I head into retirement, I will remain forever grateful for the things I have learnt, the warmth I have experienced and the conversations that I have had with so many people over this time. It has kept me focused on my passion to create a more just and compassionate society through the provision of secure, affordable housing.

As we head into the tail end of the year, I wish each of you all the best for the future and a Merry Christmas and Happy New Year.

Regards

Brian Murnane

How We Help

■ We support our community’s most vulnerable by providing a range of housing solutions tailored to meet their needs.

This includes:



**CRISIS
ACCOMMODATION**

Short term housing for people who are homeless or in need of on-site support and case management.



**TRANSITIONAL
HOUSING**

Medium-term housing for people at risk of homelessness or in need of on-site support and case management.



**SPECIALIST DISABILITY
ACCOMMODATION (SDA)**

Housing for people with extreme functional impairment or very high support needs.

SDA dwellings have accessible features to help residents live more independently and allow other supports to be delivered better or more safely.



SOCIAL HOUSING

Rental housing for people on very low to moderate incomes who may be experiencing ‘rental stress’ in the private market.

Rent is charged as a percentage of income (between 25-30%) plus Commonwealth Rent Assistance (CRA).



AFFORDABLE HOUSING

Housing for low to moderate income earners, who are working but may find it difficult to afford housing in the private rental market.

Rent is charged as a percentage of market rent (usually 75%).

We partner with specialist St Vincent de Paul Society services and Society members to support households with high and complex needs.

We share the St Vincent de Paul Society’s mission and form part of the Society’s national response to homelessness and our critical shortage of social housing.

Our partnership approach enables us to collectively assist those at risk of homelessness to stabilise their tenancy and enhance their quality of life - with Amélie primarily responsible for property and tenancy management services and the Society providing specialist support services where required.

AMÉLIE HOUSING

- Property development
- Tenancy management
- Property management
- Asset management
- Tenancy support
- Community development

**SVDP SUPPORT
SERVICES**

- Case management
- Information, assessment and referral
- Counselling and family support
- Domestic violence support
- Training and employment services

**SVDP CONFERENCES
(VOLUNTEERS)**

- Practical assistance with homemaking
- Material aid
- Transport assistance
- Mentoring
- Community development

2021-2022 Highlights

This year we:

- Continued to provide consistent, quality services and homes to our 2,393 household members, resulting in high levels of customer satisfaction being reported for repairs and maintenance, property condition, tailored support coordination, and tenancy management services.
- Strengthened relationships with our stakeholders and partners, enabling us to expand our portfolio and offerings, and achieve shared goals.
- Engaged the broader community and Conference members with our Point of Difference (POD) Project and associated events – resulting in the development of thriving communities where people feel connected, safe and valued.
- Worked with special populations (First Nations peoples, children and families, Culturally and Linguistically Diverse (CALD) communities, people with disabilities, women, seniors and young people) to ensure that those with special or complex needs were linked with support, and that homes would be fit for purpose and culturally appropriate.
- Demonstrated our enduring commitment to Reconciliation by submitting our draft Reflective Reconciliation Action Plan to Reconciliation Australia. In addition, we commissioned our first Aboriginal artwork which tells the story about the importance of connection to community and one another. We also made small but intentional efforts to create a more welcoming and inclusive workplace for First Nations people and others (placing flags in offices and providing lapel pins for staff).



89%

Tenant Satisfaction Score
(CHIA 2021)



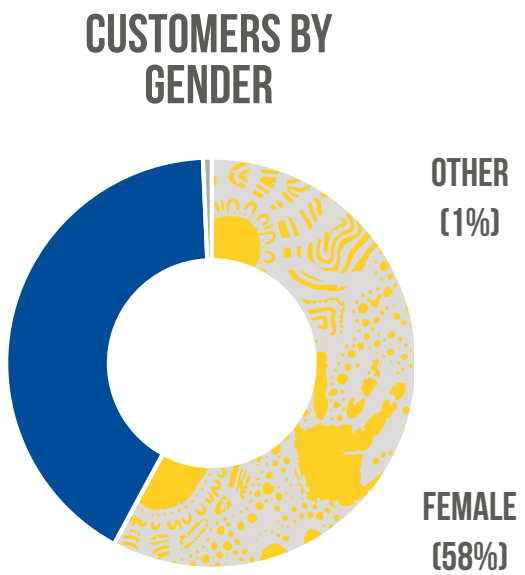
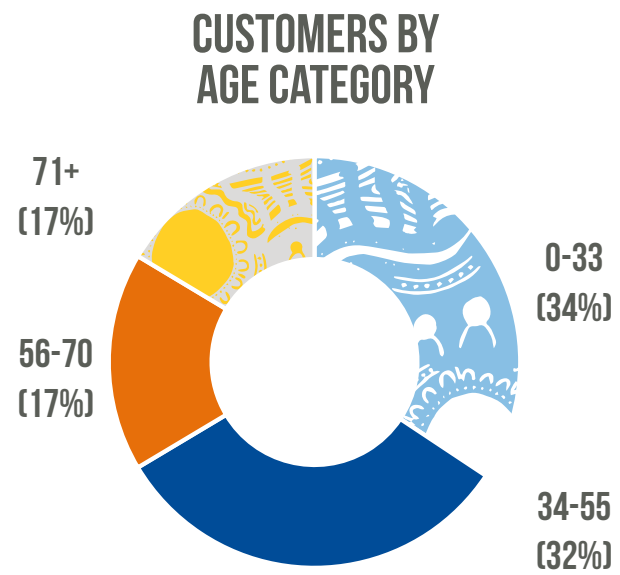
Our Customers

■ At June 30, 2022 we housed 2,393 in 1,413 dwellings throughout NSW, SA & the ACT.

2,393



1,458



MAIN LANGUAGES SPOKEN: English, Arabic, Spanish, Russian, English, Arabic, Vietnamese, Cantonese, Mandarin



“Home is the nicest word there is”



At Amélie, the issue of homelessness is not just ‘real’ for us, it is personal. Every day we see people affected by homelessness and a lack of affordable housing, such as Barb (74), and her visually impaired son, Michael (45), who received housing with Amélie after being evicted from their private rental property and becoming homeless. To add to their stress, at the time, Barb was also facing significant hardship – having been granted temporary custody of her five young grandchildren, while also enduring her own chronic health battles.

Now, thanks to Amélie, Barb and Michael have secured a two bedroom property and have been linked with local support to help them maintain their tenancy, while persevering through all the changes and challenges that life brings.



“I am so grateful to Amélie for providing me with a safe and secure home. It’s not something I will ever take for granted. Those who have found themselves homeless before, never forget that initial feeling of overwhelm and despair – especially when you are responsible for other family members who may be young or have special needs”
- Barb

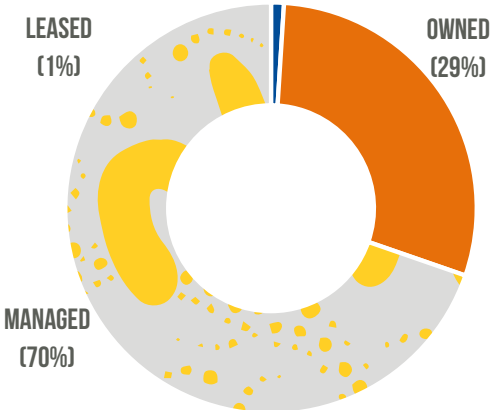
Our Homes

At June 30, 2022 we owned or managed 1,413 dwellings across 63 Local Government Areas in two states (NSW & SA) & one territory (ACT).

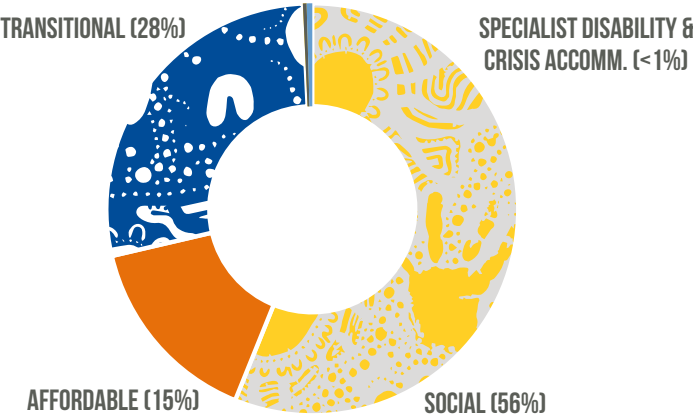
1,413



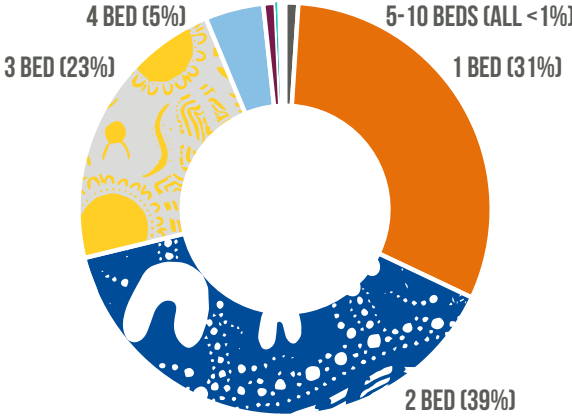
PROPERTIES BY STOCK TYPE



PROPERTIES BY ACCOMMODATION TYPE



PROPERTIES BY NO. OF BEDROOMS



28%

Transitional Housing

15%

Affordable Housing

56%

Social Housing

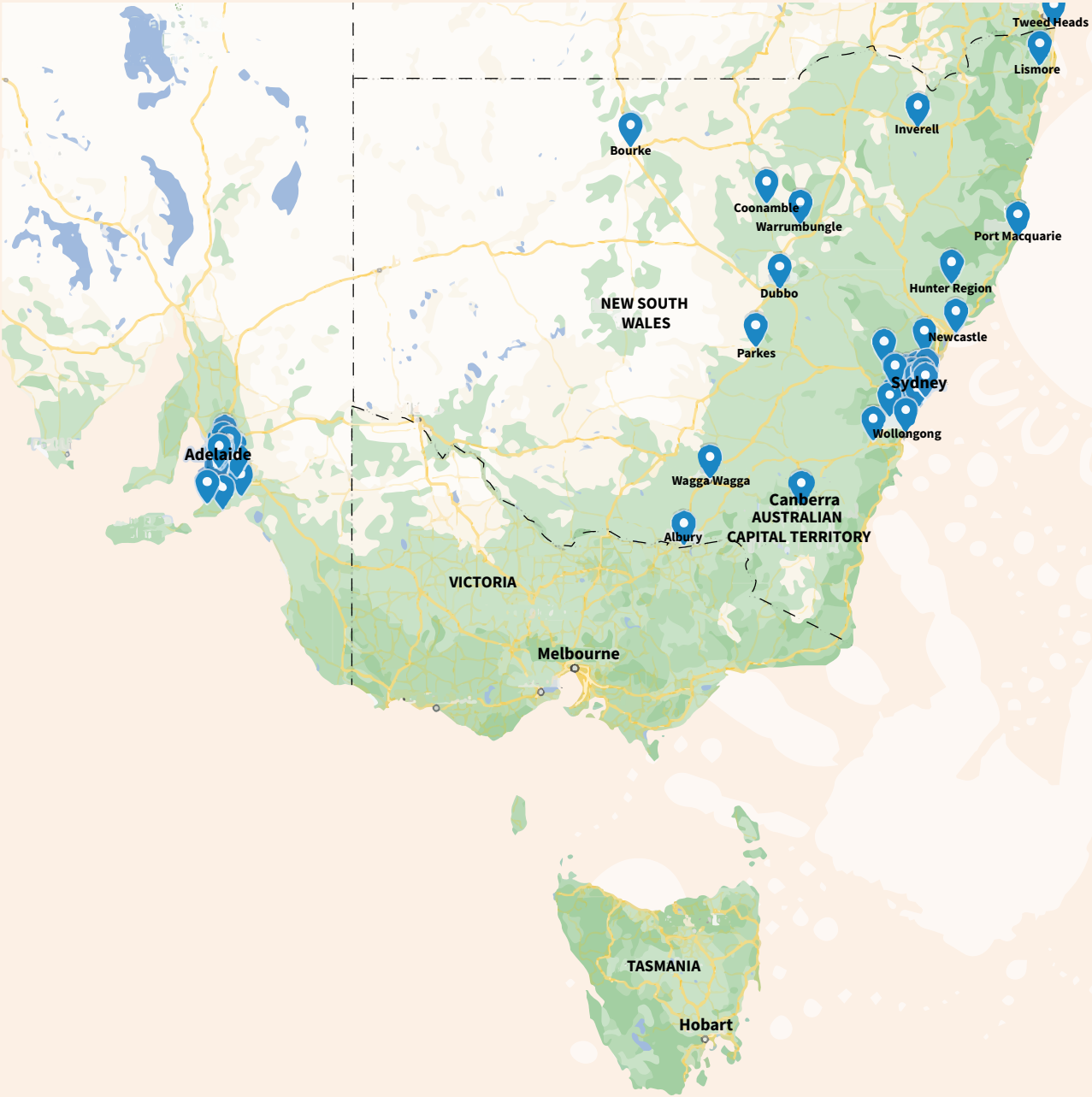
<1%

Specialist Disability Accommodation

<1%

Crisis Accommodation

Our National Presence



63

LOCAL GOVERNMENT AREAS

In NSW, we span as far north as the Tweed Shire Council to Albury in the south and Bourke in the west.
In SA, we span from Playford to Victor Harbour, Yankalilla to Alexandrina.

NSW & ACT State Report

**A Year in Review by Poppy Whiting, State Manager
(New South Wales & Australian Capital Territory)**

When reflecting upon the past year, I am yet again reminded of the resilience that our team and community has shown through what has been another period of change and challenge.

As the COVID-19 pandemic continued to unfold, it forced us to transform the way we deliver our services. This required us to rethink ways for staying connected, including how we could best use technology, and plan in a way that would also allow for flexibility and change.

In spite of lockdowns and at times, great uncertainty – our team worked consistently to ensure that our customers remained top of mind, and that their needs were met.

The last year also saw us face unprecedented weather events which resulted in damage to many of our homes. Our team and contractors worked tirelessly to ensure that these homes were repaired and made safe as quickly as possible.

Unpredictable weather conditions and trade shortages presented challenges for getting repairs completed, but our team worked exceptionally well to ensure that work was

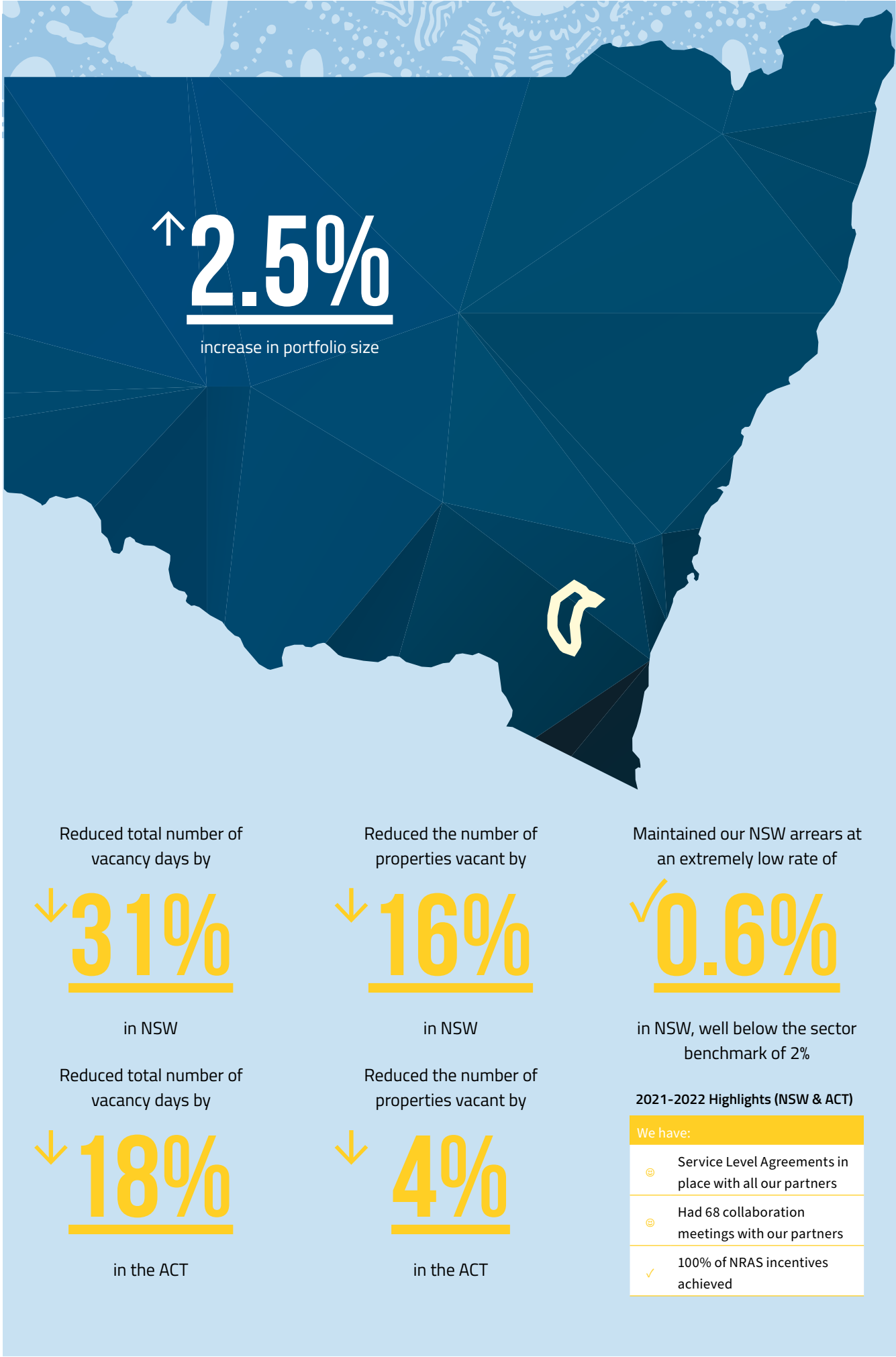
completed as seamlessly and efficiently as possible.

On that note, I want to say a big thank you to our team, contractors, partners and tenants for their determination, resilience and understanding this year.

I would also like to take this opportunity to farewell some key team members that have left Amélie Housing this year, including Mary Tselios, Support Coordinator in NSW and Kim Griffiths, Housing Officer in the ACT. We thank you for your many contributions and wish you the very best for the future!



| NSW & ACT Property Maintenance - Total spend reactive and planned: | |
|--|---|
| NSW | ACT |
| Responsive: \$690,000 | Responsive: \$19,071 |
| Planned: \$405,000 | *responsive and planned maintenance is the responsibility of HACT. These funds were used to bring the properties to standard once tenants have vacated. |
| Total Common Area: Cyclical \$205,000 | |
| Grand total: \$1,300,000 | |



SA State Report

A Year in Review by Roman Kowalczyk, State Manager (South Australia)

What a year! Here in South Australia, we are pleased that for the most part, it seems that we have started to leave COVID-19 and all the restrictions behind us. I too, have been encouraged and amazed to see how our tenant community, maintenance contractors and staff have battled through the last couple of years. Resilience is a word that can often be thrown around loosely, but it is absolutely fitting in these circumstances. I am so proud of the Amélie Housing team and our broader community for the way we have persevered through difficult circumstances.

We have certainly witnessed the huge demand for housing that exists within the community, where many are experiencing housing stress. Our staff have gone above and beyond to support these people, by

listening to their needs and advising them of individual housing requirements.

Unfortunately however, we know that the housing crisis is not solely an issue for Amélie. It extends right across the community, social and private housing sectors, with demand continuing to outstrip supply.

We are playing our part to alleviate this by expanding our housing portfolio and developing more homes. We are in the process of finalising plans for a development at Elizabeth North, and we are also looking at a small development in the Western suburbs.

In the last year, we have also expanded our team by recruiting a new maintenance staff member. Joe Jackson has been with us now for over twelve months. Many of our

customers have already met Joe at property inspections or when he has attended their home to respond to a maintenance request. He is a welcome addition to the team, as it has been a busy year with respect to maintenance.

To that end, I would like to thank all my staff - Jonathon, Joe, Maryanne, Margaretha, Mary and Tania for their continued efforts and great results this year. Well done. I also want to say thank you to our contractors and support agencies who work in partnership with us to assist our most vulnerable tenants. And finally, thank you to our tenants for their continued support and trust in us. We look forward to the year ahead!

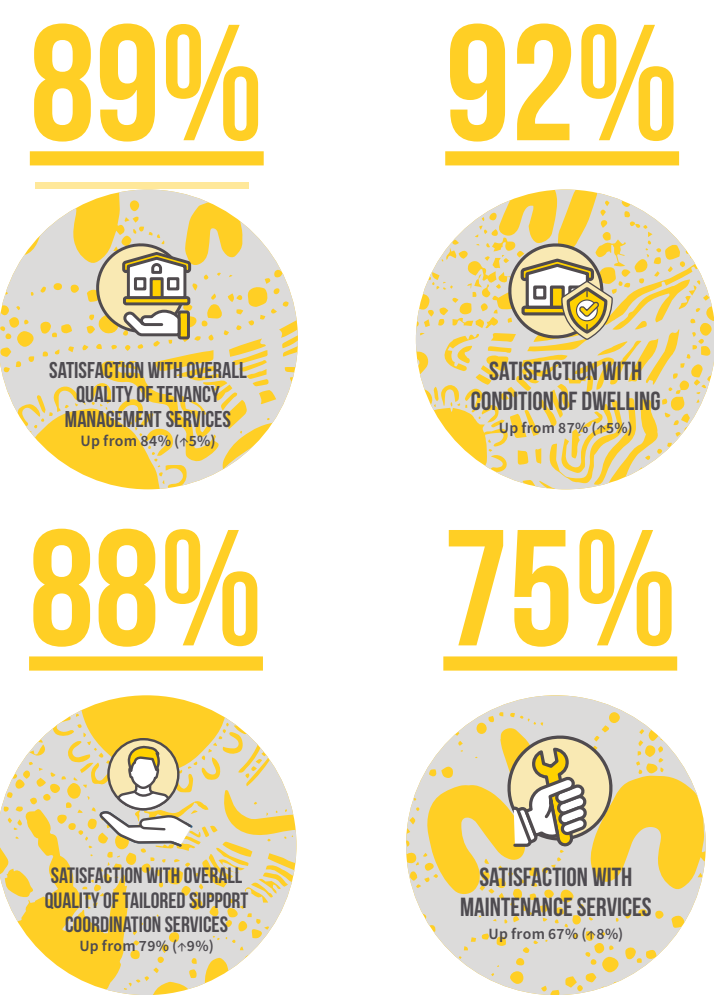
| SA Property Maintenance - Total spend reactive and planned: |
|---|
| Responsive: \$590,840 |
| Planned: \$599,601 |
| Total Common Area: Cyclical \$4,514 |
| Grand total: \$ 774,774 |



Social and Affordable Housing Fund (SAHF) Program

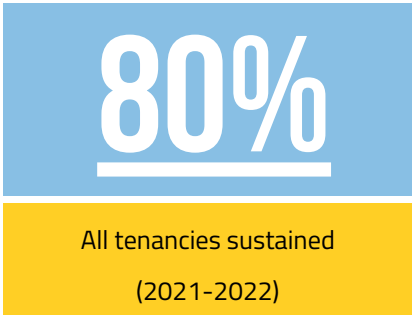
A Year in Review by Malcolm Picken, SAHF Program Manager

SAHF Annual Tenant Satisfaction Survey Results against Service Quality KPIs



SAHF Annual Tenant Satisfaction Survey Results – Personal Wellbeing Index

| PWI Domain | CHIA NSW Benchmark | Amélie Housing | Difference |
|--------------------------|--------------------|----------------|------------|
| Future security | 67.34 | 75.31 | +7.97 |
| Personal safety | 74.37 | 81.75 | +7.38 |
| Standard of living | 73.86 | 80.03 | +6.17 |
| Personal Wellbeing Index | 68.48 | 74.07 | +5.59 |
| Personal relationships | 68.48 | 73.28 | +4.80 |
| Personal health | 62.39 | 66.61 | +4.22 |
| Achieving in life | 65.59 | 69.12 | +3.53 |
| Personal connective-ness | 67.46 | 70.54 | +3.08 |
| Life as a whole | 71.01 | 73.84 | +2.83 |



During the financial year, 80% of all people supported by SAHF have sustained their tenancy for 12 months or longer.



SAHF Program Highlights

99%

Tenancies sustained of those that had a history of homelessness (2021-2022)

230 of 233 people who had a history of homelessness prior to entering the program have been supported to sustain their tenancy for 12 months or longer.

98%

Tenancies sustained of those that were homeless at intake (2021-2022)

122 out of 125 people that were homeless at intake when entering the program have been supported to sustain their tenancy for 12 months or longer.

60%

Initially unemployed SAHF tenants have since gained employment (2021-2022)

Of the 209 SAHF tenants that were unemployed or underemployed at the time of their Initial Assessment with Tailored Support, 126 have since achieved part-time or full-time employment.



WHAT WE HEARD...

SAHF tenants reported feeling a greater sense of security, higher standards of living, increased positive personal relationships and a greater outlook on life. Amélie Housing credits this result largely to the Tailored Support Coordination aspect of the program and the ability for Amélie Housing to not only provide high quality tenancy management services, but also person-centered support facilitation.

Specialist Disability Accommodation

■ A Year in Review by Bernie Murphy, Disability Accommodation Manager

Amélie Housing became a registered National Disability Insurance Agency (NDIA) Specialist Disability Accommodation (SDA) provider in 2019.

We currently have eighteen participants in residence, living in four SDA group homes in Sydney and Coonamble in regional NSW.

Our participants are recognised by NDIS as having extreme functional impairment or very high needs. As their accommodation provider, our primary focus is on ensuring the safety, accessibility, liveability and usability of their homes. We also work to ensure that participants are 'given a fair go', with support needs being met.

Our response to COVID-19

In recent years, COVID has presented many challenges to us in how we deliver our

services. We have learnt much along the way, adapting and innovating our services to respond to isolation requirements, participant needs and extensive lockdowns. Thanks to video conferencing tools such as Zoom and Teams, we have continued to cultivate valuable relationships with our stakeholders and partners. We look forward to working in collaboration with them to expand our services in coming years.

Participant Satisfaction Survey

To obtain valuable feedback on our SDA services, each year we conduct a Participant Satisfaction Survey. This is designed to help us better understand how effective we have been in addressing the needs of our participants, and how well we have engaged with their family members and support providers.

To ensure all participants had the opportunity to express their satisfaction or dissatisfaction with our services, this year, participants were provided with 'Easy Read' communications and the support of a trusted party (generally a guardian or support provider) to help them complete the survey. This led to a Participant Satisfaction Survey completion rate of 44%, with survey questions covering the following domains:

- Quality of life
- Neighbourhood
- Condition of home
- Complaints handling
- Repairs and maintenance
- Tenants' rights
- Communications



SDA Participant Satisfaction Survey Highlights

75%

of participants reported improvements to their quality of life since living in their Amélie home (2021-2022)

100%

of participants reported satisfaction with the condition of their home (2021-2022)

88%

of participants reported satisfaction with Amélie's repairs and maintenance services (2021-2022)

100%

of participants reported liking their local neighbourhood (2021-2022)



AN OVERALL PERSONAL WELLBEING INDEX AVERAGE OF 90.53 WAS ACHIEVED - A STRONG RESULT.

Personal Well Being Index

Calculated by addressing questions in the following domains:

- Your life as a whole
- Standard of living
- Personal health
- Achievements in life
- Personal relationships
- Personal safety
- Community connectiveness
- Future security

Our History

Amélie Housing derives its name from Amélie Soulacroix, the wife of Frédéric Ozanam, the French literary scholar, lawyer, journalist and equal rights advocate who founded the Society of St Vincent de Paul in Paris in 1833.

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

In September 1853, following Frédéric’s death at age 40, Amélie resolved to facilitate the publication of his research and letters, to ensure his legacy. She was 32 at the time.

In the shadow, with great humility, Amélie pressed on – devoting her life to serving those in greatest need, and to the love of God and her family.

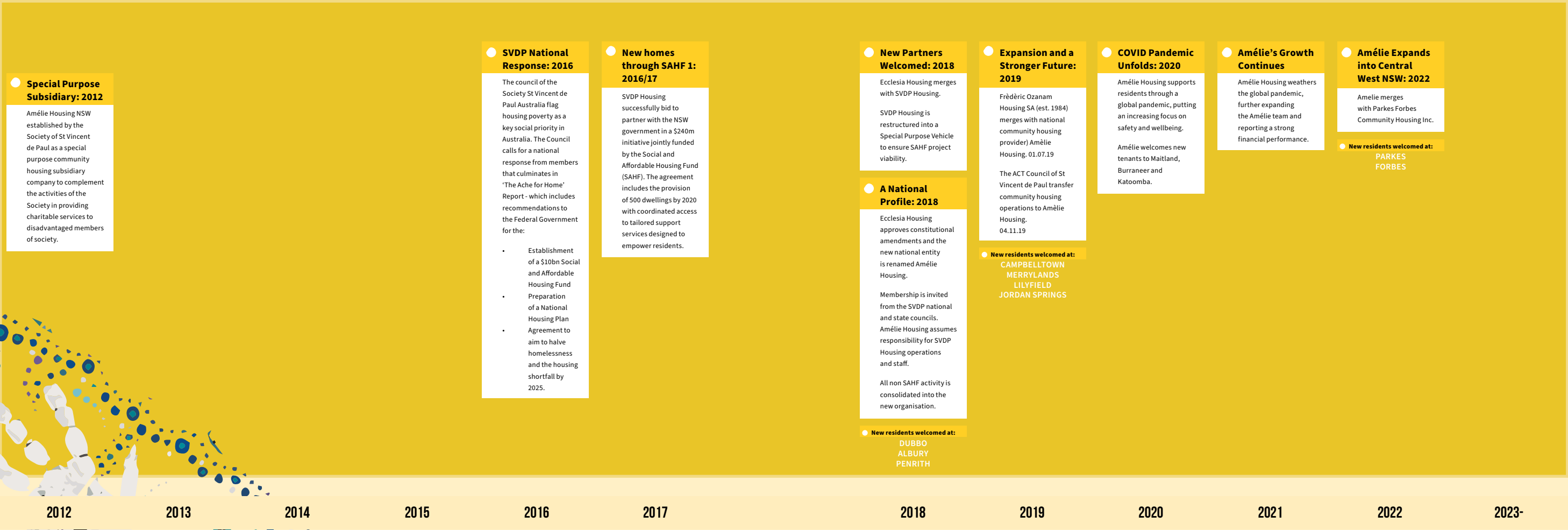
She died at 74, after a very short illness in September 1894, an awaited death in hope, as shown by the excerpt from one of her prayer, ‘Let me be reunited promptly with my beloved, and let us, O Lord, behold and worship you together for all eternity’.

Frédéric and Amélie’s example of love and dedication to the most vulnerable are a

motivation for us to create a more just and compassionate community.

Within the Society, Amélie’s name graces many projects dedicated to the care of women and families. This includes Amélie House – a crisis accommodation service that supports vulnerable women and those experiencing domestic violence.

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



Our People and Culture

■ At June 30, 2022 we had 43 staff members working across 7 offices in NSW, SA & the ACT.

43



7



Personal learning and development

Despite the challenges of trying to coordinate training in the midst of a pandemic, this year we continued to prioritise learning and development initiatives for our team.

This included rolling out training on:

- The NSW Civil and Administrative Tribunal (NCAT) and ACT Civil and Administrative Tribunal (ACAT)
- Safety cards
- Housing Pathways (refreshers and new modules as they became available)
- Tenant database training (SDM)
- Trauma Informed Practices

All Staff Team Day

The Amélie Housing team were delighted to get together in early May to participate in our All Staff Team Day in Sydney. This was the first opportunity for the whole team to get together in person since COVID.

- The Team Day provided staff members the opportunity to:
- reflect on the last two years and celebrate achievements
 - recognise and reward staff for their hard work and contributions
 - participate in team building (problem-solving and decision-making) activities to build trust, improve communication and increase collaboration
 - regroup and refocus for the year ahead.



Recognising Staff Excellence

Our Amélie Housing Recognition Awards were launched in 2021 to celebrate the good work our team do, and recognise those that go above and beyond.

Innovation Award

The Innovation Award recognises team members who regularly find new and better ways of doing things. Award winners demonstrate excellence in problem solving and continual improvement – finding new ways, testing new ideas, and leading change by transitioning from one thing to the next.

This year's Innovation Award winners were:

Tania Lawrenson and Rachael Carney

Amélie's Award

The Amélie Award recognises team members who consistently demonstrate our values and anchor their teams in times of uncertainty. They do this by showing humility, generosity and a passion for service, while always putting clients first.

This year's Amélie Award winners were:

Mary Redshaw and Michelle Besant

Excellence Award

The Excellence Award recognises team members who demonstrate empathy and show high levels of emotional intelligence when engaging with customers. This enables them to understand customer needs and connect people with appropriate support where required.

This year's Excellence Award winner was:

Jessica Milenkovska

Our Leadership Team



Brian Murnane
Chief Executive Officer



Mark Thompson
National Operations Director
Master of Applied Finance
Diploma Finance and Investment



Margaret Paheerathan
National Corporate Services Director
Master's in Accounting and Finance
Master's in Tax Law
FCPA, FIFA, FIPA, MAICD



Bernie Murphy
Disability Accommodation Manager
Master's Degree Management
Bachelor Art (Psychology)
Health and Building Certificate



Poppy Whiting
State Manager, NSW & ACT
Bachelor Arts (Welfare Studies)
Cert IV in Social Housing
Diploma Project Management



Roman Kowalczyk
State Manager, SA
Diploma of Management



Malcolm Picken
SAHF Program Manager
Bachelor of Health Science in Indigenous Health Studies
Post-Graduate Certificate in Social Science - Housing Management and Policy

Thank you and Farewell Brian

It's been a privilege to work with Brian since we merged two Community Housing Providers together and watched Amélie grow. Brian won't like any fuss but he should know that he means so much to so many people. He has been at the forefront of shaping the community housing sector, has been awarded a Centenary Medal and been Citizen of the Year in his local community. The list of his achievements is long and all based around service to the community. His wit and wisdom will be sorely missed! We wish him all the best and remain grateful for his leadership.

- Mark Thompson, National Operations Director

I have never met someone so committed to assisting community members in need. Brian has great compassion and seeks to understand the needs of community members who are homeless or in financial hardship – and he does this without judgement. He affords respect in a way that gives service to all regardless of creed, ethic, social background, health, gender or political opinions. His integrity in promoting, maintaining and adhering to the mission, vision and values of St Vincent de Paul and Amélie Housing is amazing. His advocacy to work in transforming the causes of poverty and challenging the causes of human injustice is an example to all of us.

- Roman Kowalczyk, State Manager, SA

I have always appreciated Brian for his kindness, warmth and generous spirit.

- Tracy Ryan, Income Recovery Officer

I have always admired Brian for his ability to connect with people and demonstrate empathy. This has no doubt, been at the core of his long and successful career in the community sector. Brian is always available and supportive of his team. He is a beacon of knowledge, well respected and an inspirational leader that has made me want to do better for our team, tenants and communities.

- Poppy Whiting, State Manager, NSW/ACT

Brian has been an instrumental part of the community housing sector and it has been a luxury having access to Brian's networks and wealth of knowledge. On a personal note, the thing that I value about him the most is his ability to provide guidance and support, while also empowering all levels of leadership to operate autonomously.

- Malcolm Picken, SAHF Program Manager

One of the first memories that I have working with Brian was when we first merged. The weather was terrible, and we got an email simply stating that due to the weather we were to cancel all non-vital appointments for the day. I remember this vividly as my day was fully booked with periodical inspections in the city and I was concerned about the roads and in particular other road users. So, I called the tenants and everyone happily rescheduled. This is indicative of Brian's management style where staff are made to feel safe and valued.

- Rachael Carney, Office Manager



GOOD WORKS

**“SPEAK UP FOR THOSE
WHO CANNOT SPEAK
FOR THEMSELVES,
PROTECT THE RIGHTS
OF THOSE WHO ARE
HELPLESS.**

**SPEAK OUT AND
PRONOUNCE A
SENTENCE OF JUSTICE,
DEFEND THE CAUSE OF
THE WRETCHED AND
THE POOR.”
(PROVERBS 31:8-9)**



Mission and Spirituality

■ A message from Leo Tucker, Executive Director - Mission and Spirituality



“They are like people building a house, who dug down deep and laid the foundation on rock”

In this brief narrative from the gospel of Luke, Jesus is not telling the people around him how to build houses – although at Amélie Housing we understand the importance of good foundations. Jesus is teaching that the foundations in our life, although unseen by most people, will guide, hold and are the very reason for all other ‘good works’.

I have always believed that the most important gift that we can give to others is the gift of our presence. To simply sit and listen to the people who have a story to share, is such a precious yet fundamental gift. This story might be told with words. This story might be told through moments of silence. This story might be told through a gesture or a glance or a cry for help. Frédéric Ozanam understood this when reflecting on acknowledging the needy, ‘by visiting the slums where they live, sitting by the bedside, feeling the cold they feel and learning from their lips the causes of their woes’.

Is not this gift of presence the essence of our mission and especially the foundations of our vision? Meister Eckhart, philosopher and mystic of the 13th Century, stated that the most important person is the one standing in front of you, and the most important time is the present.

Cultivating and nurturing time is a challenge in an age of rapid communication, multiple sources of connection and in the isolation and distancing of pandemics. Human presence flows back and forth - it takes time for empathy and trust to develop. Such inclusive holistic care expresses a treasuring of the other as a person – no matter what they are going through, no matter who they are, no matter what their life circumstances are. This thought reminds me of the narrative from Luke’s gospel that ‘Mary, treasured all these things and pondered them in her heart’.

This spirituality of presence is not a presence to be written on a Hallmark Greeting Card. That’s not Pastoral Care. It is, at times, a challenging, difficult place to stand or be present in...it is tough to make connections, it is tough to be responsive. It calls for a gentle, kind, spirit filled presence that is not afraid to ask the challenging questions and to hear the challenging

responses. It is a robust presence of a God-with-us and a God that stands with us in the tough times, that makes for wonderful moments of unconditional love.

Amélie Housing, from its very foundations, has understood the importance of providing not just a good house or residence but also the need of continual pastoral presence built on trust, empathy, kindness, hope and love. These ongoing ‘wrap around’ supports may at times go unseen like the foundations of a building; but like those foundations, these soulful aspects of care are core to the very heart of Amélie. Amélie Ozanam saw these traits in her husband and continued them after him, in her love and support of the poor and her advocacy work for not just material gains but essentially for all aspects of human flourishing.

May we continue to build on these deep and lasting foundations for the Amélie of today and for the many years ahead, as we care for others and walk alongside one another in service.

Leo Tucker
Director of Mission

Our Partners

| | | | |
|----------------------------|--|--|--|
| St Vincent de Paul Society | Parkes Forbes Housing | Sisters of St Josephs | Youth 110 |
| Onelink | Social Futures | Uniting SA Port Adelaide | Uniting Care Wesley – Bowden |
| Directions ACT | L'Arche NSW | Western Domestic Violence | Community Living Options |
| Programmed | Jenny's Place | Southern Domestic Violence | All levels of government (Commonwealth, States & Territories, Local Government), specifically: |
| Joss Facilities Management | Gethsemane Community | Baptist Care | <ul style="list-style-type: none">NSW Department of Communities and Justice |
| SR Construction | The Gender Centre | Westcare | <ul style="list-style-type: none">NSW Land and Housing Corporation |
| Mercy Services | Sister's Housing | Womens Safety Services | <ul style="list-style-type: none">SA Housing Authority |
| Catholic Care – Broken Bay | Wesley Community Services Ltd | Wardli-Ana | <ul style="list-style-type: none">Department for Child Protection SA |
| Catholic Care – Lewisham | Northern Shore Ryde | Neami | <ul style="list-style-type: none">Department of Human Services SA |
| Muslim Women's Association | Mental Health Service | Pathways - Southern and Northern Division | <ul style="list-style-type: none">Department of Correctional Services SA |
| Nova Women and Children | Samaritans Foundation | Hutt St Centre | <ul style="list-style-type: none">Housing ACT |
| Twenty10 | Diocese of Newcastle | Salvation Army | |
| Uniting | New Horizons Enterprises Ltd | NDIS providers | |
| ADF NSW | Community Connections Australia | Red Cross | |
| Kathleen York House | Community Housing Industry Association NSW | Eastern and Southern Hoarding Squalor Groups | |
| Linking Hearts Program | Faith Housing Alliance | Aboriginal Family Support Services | |
| Haymarket Foundation | Welcome Mat | Centacare | |
| WAGEC | Shelter NSW | Western Adelaide Homelessness Services | |
| YWCA | Dominican Convent Inc | Towards Home | |
| House of Welcome | Sisters of Mercy of Australia and Papua New Guinea | | |
| Launchpad Youth | | | |
| Mission Australia | | | |



COMMUNITY BBQ AT OAKS ESTATE WITH GUESTS INCLUDING THE MINISTER REBECCA VASSAROTI AND MINISTER EMMA DAVIDSON, AS WELL AS MEMBERS OF THE OAKS ESTATE RESIDENTS ASSOCIATION AND STAFF FROM A RANGE OF SUPPORT SERVICES AND PARTNERING ORGANISATIONS.


Compliance - NRSCH

National Regulatory Code (NRC)

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 authorised 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.



23 December 2021

Ms Cathy Beaton
Chairperson
Amélie Housing
20 West Street
LEWISHAM NSW 2049

Dear Cathy,

FINAL COMPLIANCE DETERMINATION

I write to inform you that the compliance assessment of Amélie Housing has now been finalised. Two documents are attached for your information.

The first document provides the outcome of the compliance assessment and highlights where recommendations for improvement are made. The second document contains the executive assessment based on the findings of the compliance assessment.

Please be aware that as part of the NRSCH transparent reporting initiatives, Executive Assessments are publicly available on the National Provider Register. I will also be sharing the Executive Assessment with the NSW Housing Agencies.


I foresee no requirement to adjust the current level of regulatory engagement with Amélie Housing with the next standard compliance assessment to commence in October 2022.


Should there be significant changes to either the scale or scope of your operations, or the occurrence of a notifiable event that is listed under Section 15(2) (h) of the Community Housing Providers National Law, please contact Tony Hinderry, Compliance Officer on 02 8741 2582 or at tony.hinderry@facss.nsw.gov.au. Should it be necessary, an earlier compliance assessment may be scheduled.

Amélie Housing's full compliance assessment is available on request.

Please contact my office if you would like to discuss any of the issues in this letter or the attachments.

Yours sincerely


Chris Valacos
NSW Registrar of Community Housing



**AMELIE HOUSING
COMPLIANCE DETERMINATION**

This determination is based on an assessment of the evidence submitted by Amélie Housing and obtained through other authorised sources to determine compliance with the requirements of the National Law and the 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', this assessment concludes that community housing provider Amélie Housing is compliant with the Regulatory Code as required under section 15 (2)(a) of the National Law.

Type of compliance assessment: Standard
Areas of focus: All performance outcomes

The outcomes for each of the performance areas, along with the overall determination are outlined in the table below:

| COMPLIANCE OUTCOME – Overall Assessment | |
|---|-----------|
| Overall Determination | Compliant |
| COMPLIANCE OUTCOME – Individual Performance Outcome Assessments | |
| 1. Tenant and housing services | Compliant |
| 2. Housing assets | Compliant |
| 3. Community engagement | Compliant |
| 4. Governance | Compliant |
| 5. Probity | Compliant |
| 6. Management | Compliant |
| 7. Financial viability | Compliant |

Draft Compliance Determination

Procedural fairness requires the primary Registrar to give a person or body an opportunity to make a submission or written statement about any proposed adverse comment about them.

Date draft determination issued: 16 December 2021
Date final determination issued: 23 December 2021

Amélie Housing provided a written response to the draft compliance assessment report on 22 December 2021. The final report takes into account the response to the draft report.



Financial Report

ACN 103 181 700

30 June 2022

Directors' Report

■ For the year ended 30 June 2022
ACN 103 181 700

The Directors present this report on Amélie Housing ('the Company') for the year ended 30 June 2022.

Directors

The following persons were Directors of the company during the whole of the financial period and up to the date of this report unless otherwise stated:

- Beverley Kerr
- Lesley Wyatt
- Michael Dureau
- Peter Miller
- Brendan Moran
- Anthony Carpani
- Cathy Beaton (resigned 4 November 2021)
- Stewart Chapman
- Kelly Wescombe (appointed 16 March 2022)

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;
- To assist the NSW Government in achieving the objectives of its Going Home Staying Home Reform Plan; and
- To 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;
- To undertake the re-development of Society property for community housing purposes;
- To leverage the value of Society property to invest in expanding the provision of community housing;
- To work with all levels of the Society to provide support services for tenants in the communities where they live;
- To work collaboratively with other agencies of the Catholic Church to utilise church land to increase the supply of social and affordable housing;
- To obtain secured debt facilities with recognised lenders to finance a growth strategy;
- The re-development of properties transferred to the Company (from either the Society or Housing NSW);
- The implementation of innovative models of housing providing pathways out of homelessness into secure housing; and
- The social and economic development of communities experiencing social exclusions through community development.

Strategy for Achieving Objectives

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 2022/23 will be to selectively expand in property and tenancy management.



Directors' Report

■ For the year ended 30 June 2022
ACN 103 181 700

Principal Activities

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


Information on Directors as at the date of this report


| Beverley Kerr | |
|---|--|
|  | Non-Executive Director |
| | Part completed BA Social Science, completed District Officers Training, Justice of Peace. |
| | Beverley worked mainly in Social Services/Welfare, specialising in Disabilities, Mental Health, Adoptions (Natural Parents, Local and Overseas), Child Protection, Homelessness and Children's and District Court. Bev has been a member of the St Vincent de Paul Society (SVDP) for 19 years. She has held various positions in the SVDP: Regional President, Vice President State Council, Member of National Council for a year. President of Matthew Talbot Hostel, President of Vinnies Support Services, Board Director of SVDP. She is also a member of AICD. |
| Special responsibilities: | Member of Audit Risk Finance Committee |
| Anthony Carpani (Appointed Chair 4 November 2021) | |
|  | Non-Executive Director |
| | B. Eng Sydney University, Fellow Australian Institute of Company Directors (FAICD) |
| | Anthony has over 41 years' experience in the manufacturing industry both in Australia and the United States. He is an experienced senior executive across several industry sectors and export markets in over 25 countries. Anthony recently lived and worked in the US as Vice President and Group Executive with Wabtec Corp, a US\$ 8 Billion NYSE listed public company focused on manufacturing rolling stock and engineered components for the global railway industry. He now runs his own consulting company advising senior management on strategic planning, business development and Lean management. |
| | Anthony joined the Board of Amélie Housing on 8 November 2018. |
| Special responsibilities: | Chairperson of the Amélie Housing Board Member of the Governance Committee Member of the Asset Management and Development Committee |
| Kelly Wescombe (appointed 16 March 2022) | |
| | Non-Executive Director |
| | B. Eng (Civil & Environmental), Diploma of Project Management |
| | Having worked in across a range of property projects and infrastructure types for over 20 years, Kelly has developed her own consulting business to utilise her engineering and project management skills. |
| | She has a passion for making a difference in the lives of others and works with her clients as partners in her projects. She enjoys integrating, summarising and presenting information gleaned from a range of technical disciplines to communicate key findings to enable project decision making at an executive level. |


Directors' Report

■ For the year ended 30 June 2022
ACN 103 181 700

Information on Directors as at the date of this report (Continued)

| Cathy Beaton (Resigned 4 November 2021) | |
|---|---|
|  | Non-Executive Director |
| | Bachelor of Laws University of SA Adelaide. Social Return on Investment Training (SROI), Net Balance Melbourne. Vincentian Mission and Values Centred Leadership Program St Vincent de Paul Society Adelaide. Diploma Project Management Course, Mercury Training. Community Response to Eliminating Suicide, CORES. Training, UniSA Foundation Program University of SA. |
| | Cathy has over 21 years' experience in economic and community development, holding various roles in regional and metropolitan areas across government and corporate sectors. Her desire to help people has been at the core of her business success. |
| | She was able to find employment opportunities for hundreds of previously unemployed individuals in Country SA whilst earning her company record revenue through various programs and initiatives. As a board member with the Australian Health Practitioner Regulation Agency, she is a voice of reason and is an advocate for fairness while focussing on public safety. |


| Lesley Wyatt | |
|---|--|
|  | Non-Executive Director |
| | Bachelor of Social Science and Masters of Social Administration, University of Western Sydney. Member of the Australasian Housing Institute. |
| | Lesley has 32 years' experience in the provision of Community Housing, overseeing the growth of an organisation from 36 to 1,000 properties between 1983 and 2008. |
| | She has worked as the CEO of a new Community Housing Development company between 2008-2009. She has experience as a Contractor Peer Evaluator carrying out Community Housing Accreditation Audits against the National Community Housing Standards throughout the sector. Lesley has carried out these audits in NSW, ACT, Victoria and New Zealand. |
| Special responsibilities: | Member of Asset Management & Development Committee |
| | Member of Member Engagement Sub-Committee |
| | Active Society Conference Member and current Conference President |

| Brendan Moran | |
|---|--|
|  | Non-Executive Director |
| | Master of Arts (Flinders University of SA), Member of the Australasian Housing Institute |
| | Brendan has extensive (over 21 years) management and executive experience in community and public housing in the South Australian Government as well as being a former Director of the Frédéric Ozanam Housing Association in South Australia. |
| | Currently involved in high level policy and project development in Aboriginal Affairs and Reconciliation in the South Australian Government. He also has high level managerial experience in the Child Protection system in the South Australian Government. |
| Special responsibilities: | Chairman of the Governance Committee |


Directors' Report

■ For the year ended 30 June 2022
ACN 103 181 700

Information on Directors as at the date of this report (Continued)

| Stewart Chapman | |
|---|---|
|  | Non-Executive Director |
| | Bachelor of Commerce and a Master of Commerce (Hons), Bachelor of Legal Studies (Law) |
| | Stewart is admitted to the New South Wales Supreme Court as Barrister and admitted to the Supreme Court of the Australian Capital Territory as barrister and solicitor. |
| | He has completed course work for a Master of Law degree. He has worked in the ACT Treasury for 16 years. He has been the treasurer of a number of clubs and societies. |
| Special responsibilities: | Member of the Governance Committee |

| Peter Miller | |
|---|---|
|  | Non-Executive Director |
| | Bachelor of Commerce (UNSW), Fellow Certified Practicing Accountants (FCPA), Fellow Institute of Company Directors (FAICD), Associate of the Australian Chartered Institute of Secretaries and Administrators (ACIS). |
| | A senior Finance and Accounting Executive with over 41 years' experience in financial management working with a number of leading organisations in Australia. This included the Commercial Director BP Australia, Finance Director Castrol Australia and NZ, Group Financial Controller for AGL, National Commercial Manager Monier Limited. He was also a Board Member for National Seniors Australia and a Director for Outward Bound Australia for 28 years. Other NFP experience included a Finance Committee Member for YWCA and a Member of the Audit and Finance Committee for the Royal Rehabilitation Centre Sydney. |
| | |
| Special responsibilities: | Chairperson of the Audit Risk Finance Committee |

| Adjunct Professor Michael Dureau AM | |
|---|--|
|  | Non-Executive Director |
| | BE(Chem),MAppSci (Environmental Pollution Control), FTSE, HonFIEAust. FIChemE, FAIE, FAICD, CPEng, CSci,JP |
| | Professor Dureau has a proven track record as a successful CEO and Chairman of Private, Public and Not-for-Profit Organisations. As MD of ALSTOM Power (formerly ABB Power Generation) he built Australia's most successful Power Generation Technology and Services Company with a turnover of \$500 Million. |
| | He is the Past Chairman and CEO of the Warren Centre for Advanced Engineering Ltd.at Sydney University, a founding Director of the Industry Advisory Network of The University of Technology, Sydney and inaugural Chairman of the Australian Power Institute. He was the Chairman of Engineers Australia's National Committee on Fuels and Energy, Vice President Finance (Treasurer) and Chairman of the Chemical College Board. |
| | He is passionate about renewable clean energy and is a director of BioTek Fuels Ltd, and a member of the NSW Decarbonisation Expert Panel. He is Chairman of Coal Innovation NSW. |
| | In 2010 he retired as Australian and International Chairman of Registered Engineers for Disaster Relief (RedR) after 8 years on the Board. |
| | In 2003 he was awarded the Prime Minister's Centenary Medal for Services to Electric and Power Engineering and in 2012 he received the Order of Australia (AM) for his leadership in Engineering and Humanitarian aid. |
| | He is an Honorary Fellow of Engineers Australia (EA) and has been listed several times as one of Australia's Top 100 Most Influential Engineers. |
| Special responsibilities: | Chairman of the Asset Management & Development Committee |

Directors' Report

For the year ended 30 June 2022
ACN 103 181 700

Meetings of Directors

The number of meetings of the company's Board of Directors ('the Board') and of each Board Committee held during the year ended 30 June 2022, and the number of meetings attended by each director were:

| | Board | | Audit Risk Finance Committee | |
|-----------------|----------|------|------------------------------|------|
| | Attended | Held | Attended | Held |
| Beverley Kerr | 8 | 8 | 5 | 6 |
| Anthony Carpani | 8 | 8 | - | - |
| Cathy Beaton | 4 | 4 | - | - |
| Lesley Wyatt | 8 | 8 | - | - |
| Michael Dureau | 8 | 8 | - | - |
| Brendan Moran | 8 | 8 | - | - |
| Peter Miller | 7 | 8 | 6 | 6 |
| Stewart Chapman | 8 | 8 | - | - |
| Kelly Wescombe | 3 | 3 | - | - |

Held: represents the number of meetings held during the time the director held office or was a member of the relevant committee.

Members' Guarantee

Amélie Housing is a company limited by guarantee. In the event of, and for the purpose of winding up on the Company, the amount capable of being called up from each member and any person or association who ceased to be a member in the year prior to the winding up, is limited to \$100 (2021: \$100) for all members, subject to the provisions of the Company's constitution.

At 30 June 2022 the maximum liability of members in the event of winding up was \$400 (2021: \$400).

Events after the end of the reporting period

No matters or circumstances have arisen since the end of the financial year that have significantly affected or may significantly affect the operations of the Company, the results of those operations, or the state of affairs of the Company in future financial years.

Auditor's independence declaration

A copy of the auditor's independence declaration is set out on the following page.

On behalf of the directors



Anthony Carpani

Director

27 October 2022

Sydney

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

As lead auditor of Amelie Housing for the period ended 30 June 2022, 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, 27 October 2022

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.

Statement Of Profit Or Loss And Other Comprehensive Income

■ For the year ended 30 June 2022

| | Note | 2022 \$ | 2021 \$ |
|--|-------|-------------|-------------|
| Revenue | 1 | 15,374,189 | 10,511,416 |
| Other income | 1 | 33,284 | 24,171 |
| Expenses | | | |
| Employee benefits expenses | | (4,585,759) | (4,077,651) |
| Depreciation and amortisation expenses | | (290,940) | (292,654) |
| Finance costs | | (159,861) | (215,149) |
| Occupancy expenses | | (5,650,010) | (5,555,351) |
| Administration expenses | | (1,349,133) | (1,164,195) |
| Surplus / (deficit) before fair value adjustments, investment property movements and income tax | | 3,371,770 | (769,413) |
| Investment properties acquired through donation | 9 | 3,300,000 | - |
| Net loss on derecognition of SA investment properties | 9 | (1,100,000) | - |
| Gain on revaluation of investment properties | 9 | 21,705,138 | 6,477,107 |
| Surplus before income tax | | 27,276,908 | 5,707,694 |
| Income tax expense | 20(b) | - | - |
| Surplus after income tax expense for the year | | 27,276,908 | 5,707,694 |
| Other comprehensive income for the year, net of tax | | - | - |
| Total comprehensive income for the year | | 27,276,908 | 5,707,694 |

The above Statement of Profit and Loss and Other Comprehensive Income should be read in conjunction with notes.

Statement Of Financial Position

■ For the year ended 30 June 2022

| | Note | 2022 \$ | 2021 \$ |
|--------------------------------------|------|-------------|-------------|
| CURRENT ASSETS | | | |
| Cash and cash equivalents | 3 | 5,568,632 | 2,698,162 |
| Trade and other receivables | 4 | 303,966 | 664,160 |
| Other current assets | 7 | 624,170 | 499,794 |
| Financial assets - investments | 6 | 1,632,293 | 1,745,804 |
| TOTAL CURRENT ASSETS | | 8,129,061 | 5,607,920 |
| NON-CURRENT ASSETS | | | |
| Property, plant & equipment | 8 | 209,785 | 273,686 |
| Intangibles | | - | 75,780 |
| Investment properties | 9 | 144,965,352 | 121,060,213 |
| Right-of-use assets | 10 | 308,804 | 466,008 |
| TOTAL NON-CURRENT ASSETS | | 145,483,941 | 121,875,687 |
| TOTAL ASSETS | | 153,613,002 | 127,483,607 |
| CURRENT LIABILITIES | | | |
| Lease liabilities | 11 | 171,577 | 164,547 |
| Trade and other payables | 12 | 1,724,149 | 2,868,672 |
| Contract liability | 13 | 50,000 | 55,285 |
| Employee entitlements | | 868,308 | 706,504 |
| TOTAL CURRENT LIABILITIES | | 2,814,034 | 3,795,008 |
| NON-CURRENT LIABILITIES | | | |
| Lease liabilities | 11 | 177,061 | 343,600 |
| Borrowings | 14 | 4,838,000 | 4,838,000 |
| TOTAL NON-CURRENT LIABILITIES | | 5,015,061 | 5,181,600 |
| TOTAL LIABILITIES | | 7,829,095 | 8,976,608 |
| NET ASSETS | | 145,783,907 | 118,506,999 |
| EQUITY | | | |
| Retained surpluses | | 56,592,952 | 29,316,044 |
| Member contributions | | 89,190,955 | 89,190,955 |
| TOTAL EQUITY | | 145,783,907 | 118,506,999 |

The above Statement of Financial Position should be read in conjunction with notes.

Statement Of Changes In Equity

■ For the year ended 30 June 2022

| | Member contributions | Retained surpluses | Total equity |
|---|----------------------|--------------------|--------------|
| | | \$ | \$ |
| Opening balance as at 1 July 2020 | 89,190,955 | 23,608,350 | 112,799,305 |
| Surplus after income tax expense for the year | - | 5,707,694 | 5,707,694 |
| Other comprehensive income | - | - | - |
| Total comprehensive income for the year | - | 5,707,694 | 5,707,694 |
| Balance as at 30 June 2021 | 89,190,955 | 29,316,044 | 118,506,999 |
| Opening balance as at 1 July 2021 | 89,190,955 | 29,316,044 | 118,506,999 |
| Surplus after income tax expense for the year | - | 27,276,908 | 27,276,908 |
| Other comprehensive income | - | - | - |
| Total comprehensive income for the year | - | 27,276,908 | 27,276,908 |
| Balance as at 30 June 2022 | 89,190,955 | 56,592,952 | 145,783,907 |

The above Statement of Changes in Equity should be read in conjunction with notes.

Statement Of Cash Flows

■ For the year ended 30 June 2022

| | Note | 2022 | 2021 |
|---|------|--------------|--------------|
| | | \$ | \$ |
| CASH FLOWS FROM OPERATING ACTIVITIES | | | |
| Receipts from customers (inclusive of GST) | | 15,642,722 | 11,723,320 |
| Payments to suppliers and employees (inclusive of GST) | | (12,419,562) | (11,608,102) |
| Interest received | | 568 | 24,171 |
| Finance costs paid | | (159,861) | (193,045) |
| Net cash from/(used in) operating activities | | 3,063,867 | (53,656) |
| CASH FLOWS FROM INVESTING ACTIVITIES | | | |
| Proceeds from sale of property, plant and equipment | | - | 8,863 |
| Payments for property, plant and equipment | | (33,887) | (52,460) |
| Proceeds from sale of non-current assets held for sale | | - | 1,300,000 |
| Net cash from/(used in) investing activities | | (33,887) | 1,256,403 |
| CASH FLOWS FROM FINANCING ACTIVITIES | | | |
| Payment for lease liability | | (159,510) | (170,480) |
| Repayment of borrowings | | - | (4,838,000) |
| Proceeds from borrowings with parties | | - | 4,838,000 |
| Net cash used in financing activities | | (159,510) | (170,480) |
| Net increase in cash and cash equivalents | | 2,870,470 | 1,032,267 |
| Cash and cash equivalents at beginning of the financial period | | 2,698,162 | 1,665,895 |
| Cash and cash equivalents at the end of the financial period | | 5,568,632 | 2,698,162 |

The above Statement of Cash Flows should be read in conjunction with notes.

Directors' Declaration

■ For the year ended 30 June 2022
ACN 103 181 700

In the Directors' opinion:

1. the attached financial statements, comprising the statement of profit or loss and other comprehensive income, statement of financial position, statement of cash flows, statement of changes in equity, and accompanying notes, are in accordance with the Australian Charities and Not-for-profits Commission Act 2012 and:
 - a) comply with Australian Accounting Standards – Simplified Disclosures and the Australian Charities and Not-for-profits Commission Regulation 2013 (ACNC Regulation 2013); and
 - b) give a true and fair view of the Company's financial position as at 30 June 2022 and of its performance for the year ended on that date; and
2. there are reasonable grounds to believe that the Company will be able to pay its debts as and when they become due and payable.

Signed in accordance with subsection 60.15(2) of the ACNC Regulation 2013 on behalf of the Directors by:



Anthony Carpani

Director

Sydney, 27 October 2022



Tel: 61 2 9251 4100
Fax: 61 2 9240 9821
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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 2022, 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 2022 and of its financial performance for year then ended; and
- (ii) Complying with Australian Accounting Standards - Simplified Disclosures 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 2022, 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.

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 - Simplified Disclosures 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

This description forms part of our auditor's report.

BDO Audit Pty Ltd



Clayton Eveleigh
Director

Sydney, 27 October 2022



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Building hope through housing

www.ameliehousing.org.au

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