

B-ATTITUDES

INC.

WALKING IN PARTNERSHIP TOWARDS RECOVERY

ANNUAL REPORT

NOVEMBER 14th 2007

DONATIONS TO: B-ATTITUDES INC. GIFT FUND
ABN: 67 786 314 187
DONATIONS OVER \$2 TAX DEDUCTIBLE
PO Box 260, WEMBLEY, W A 6913
ANDREW JACKSON - MOBILE: 0422 181 873

Email: susan@b-attitudes.org.au

YES NO ABSTAIN

Item 6: QUALIFICATION FOR MEMBERSHIP OF THE ASSOCIATION	28
Item 25: DISTRIBUTION OF SURPLUS PROPERTY ON WINDING UP OF ASSOCIATION	28
Item 26: DISTRIBUTION OF SURPLUS ASSETS OF THE GIFT FUND ON WINDING UP OF ASSOCIATION OR IF THE ENDORSEMENT (IF ANY) AS A DEDUCTIBLE GIFT RECIPIENT IS REVOKED	28

The chairperson declared all changes unanimously accepted.
R Jogia volunteered to lodge the changes with DOCEP

Matters from the floor

S Jackson thanked C Macleod for facilitating a replacement photocopier

Dr Slack closed the meeting at 7 pm. with prayer. Refreshments and fellowship followed.

The next Committee of Management meeting will be held on Wednesday, 13th December at Suite 6, 56 Kings Park Rd West Perth.

The next AGM will be held July to October 2006 on a date to be decided.

Read and approved : Dr Charles Slack Chairperson Date

14/11/2007

Charles Slack

B-Attitudes Inc

Financial Statements
For the year ended 30 June 2007

Newcombe Clifton Atkins
9 Bishop Street
Jolimont WA 6014

Phone: 08 9387 0000 Fax: 08 9387 0099

B-Attitudes Inc.
ABN 67 786 314 187

Statement of Financial Performance
for the year ended 30 June 2007

Income	2007	2006
Donations	4,080.00	1,580.00
Grants - NIDS	124,800.00	114,653.00
Grants - other	10,386.00	0.00
Interest	9.27	7.18
Other Income	263.49	100.91
Total Income	\$139,538.76	\$116,341.09
Expenses (Non NIDS)		
Evaluation costs	1,000.00	1,000.00
Subscriptions	929.91	736.36
Computer and Internet	460.91	0.00
Consultants fees	9,900.00	1,715.00
Bank fees	91.40	72.15
Interest	0.00	60.07
Depreciation	1,505.48	2,494.70
Postage	75.77	186.69
Sundries	0.00	267.47
Hospitality	2,662.30	877.42
Publishing	0.00	0.00
Total Expenses (Non NIDS)	\$16,625.77	\$7,409.86
Expenses (NIDS Grant)		
<i>Staff expenses</i>		
Salaries	84,240.00	78,104.04
Superannuation	7,581.60	7,029.36
Workers Compensation Insurance	3,057.20	4,754.74
<i>Total Staff expenses</i>	<i>\$94,878.80</i>	<i>\$89,888.14</i>
Accounting & Audit	1,015.00	1,000.00
Bookkeeping	977.27	0.00
Courses & Seminars	6,000.00	6,556.36
Insurance	2,108.33	2,659.00
Rent	0.00	7,280.00
Books & Videos	85.15	640.83
Commercial Insurance	2,245.83	3,358.21
Telephones	2,160.00	2,527.31
Vehicle expenses	7,472.26	4,241.52
Parking	283.37	0.00
Stationery/Post/Printing	716.84	1,351.25
Gas & electricity	0.00	324.46
Maintenance	247.07	0.00
Total expenses (NIDS Grant)	\$118,189.92	\$119,827.08
Total Expenses	\$134,815.69	\$127,236.94
Surplus / (Deficit)	\$4,723.07	(\$10,895.85)

The financial statements should be read in conjunction with the notes to the accounts

B-Attitudes Inc.
 ABN 67 786 314 187

Statement of Financial Position
 as at 30 June 2007

Assets	2007	2006
Current Assets		
<i>Funds Available</i>		
NIDS Grant - Home Bldg Socy	1097.16	711.65
Cheque Account - Home Bldg Socy	11,543.00	169.35
Gift Fund - S3 - Home Bldg Socy	6,153.15	4,171.64
Cash on hand	0.00	0.00
<i>Total Funds Available</i>	\$18,793.31	\$5,052.64
Prepayments	4,199.44	4,354.16
Total Current Assets	\$22,992.75	\$9,406.80
Non Current Assets		
Plant & Equip	10,278.81	10,170.62
Less provision for depreciation	(7,934.05)	(6,428.58)
Total Non Current Assets	\$2,344.76	\$3,742.04
Total Assets	\$25,337.51	\$13,148.84
Liabilities		
Current Liabilities		
GST	333.09	2,637.55
Payroll liabilities	6,136.60	6,307.78
Accounts Payable	9,900.00	-
Sundry Expenses	127.12	85.88
Total Current Liabilities	\$16,496.81	\$9,031.21
Total Liabilities	\$16,496.81	\$9,031.21
Net Assets	\$8,840.70	\$4,117.63
Equity		
Retained earnings	4,117.63	15,013.48
Current Year Surplus/(Deficit)	4,723.07	(10,895.85)
Total Equity	\$8,840.70	\$4,117.63

The financial statements should be read in conjunction with the notes to the accounts

B-ATTITUDES INC.
ABN 67 786 314 187

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2007

B-Attitudes Inc is a non-profit organisation – it is not operating for the profit or gain of its individual members and its constitution prevents it from distributing profits or assets for the benefit of its members. It is the belief of the Board of Management that the organisation's actions are consistent with this requirement.

These accounts are prepared on a cash basis, (although an amount of \$9,900 has been accrued in the 2007 year as it relates directly to a separate grant received from Lotterywest), from the records of the organisation and are based on historic costs.

1. Non-current Assets

The majority of B-Attitudes' non-current assets were donated and are, therefore, not capitalised in the organisation's books.

Purchased plant and equipment are depreciated at a rate of 40% pa.

2. Income Tax

The organisation has been granted tax-exempt status.

3. Employee Entitlements

No provision has been made for employee entitlements this financial year.

4. Revenue

Revenue is obtained from donations and grants and is recognised upon receipt of the payment.

5. Subsequent Events

There have been no material matters of events subsequent to the year end which significantly or may significantly affect the operations of the organisation.

B-ATTITUDES INC
STATEMENT BY THE COMMITTEE OF MANAGEMENT

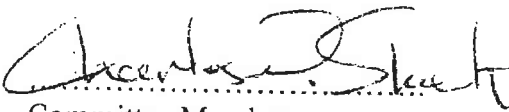
In the opinion of the Committee of B-Attitudes Inc:

- (i) The Association is not a reporting entity as in the Committee's opinion, there is unlikely to exist users who are unable to command the preparation of reports tailored so as to satisfy all of their information needs. These accounts are therefore a Special Purpose Financial Report;
- (ii) The accompanying financial statements for the year ended 30 June 2007 present fairly the financial position of the Association as at 30 June 2007 and the results for the Association for the year then ended;
- (iii) The operations of the Association have been carried out in accordance with the Constitution;
- (iv) At the date of this statement there are reasonable grounds to believe that the Association will be able to pay its debts as and when they fall due;
- (v) Grant funds have been used for the purposes of the approved grant.

Signed in accordance with a resolution of the Board by:


.....
Committee Member

13th Sept 2007


.....
Committee Member

13/Sept 2007

INDEPENDENT AUDIT REPORT

To the Members of B-Attitudes Inc.

SCOPE

We have audited the financial accounts for B-Attitudes Inc. for the year ended 30 June 2007 as set out in the Statement of Financial Performance, Statement of Financial Position and Notes to the Financial Statements. The Association's Committee is responsible for the preparation and presentation of the financial statements and the information contained therein. We have conducted an independent audit of the financial report in order to express an opinion to the members of B-Attitudes Inc.

Our audit has been conducted in accordance with the Australian Auditing Standards to provide reasonable assurance as to whether the financial report is free of material misstatement. Our procedures include examination, on a test basis, of evidence supporting the amount and other disclosures in the financial report, and the evaluation of accounting policies and significant accounting estimates. These procedures have been undertaken to form an opinion as to whether, in all material respect, the financial report is presented fairly in accordance with the Australian accounting concepts and standards so as to present a view of B-Attitudes Inc. which is consistent with our understanding of its financial position and the results of its operations. The audit opinion expressed in this report has been formed on the above basis and is intended solely for use by members of the B-Attitudes Inc.

QUALIFICATION

The Association, in common with other similar organisations, receives income and makes payments relating to voluntary activities which cannot be fully controlled until they are entered in the accounting records and, therefore, they are not susceptible to independent audit procedures.

QUALIFIED AUDIT OPINION

In our opinion, subject to the effects of such adjustments, if any, as might have been required to the financial statements had the outcome of the uncertainties expressed above been known, the financial statements of the B-Attitudes Inc. present fairly the financial position of the Association as at 30 June 2007 and the results of its operations for the year ended on that date in accordance with Statements and accounting Concepts and applicable Accounting Standards.

Newcombe Clifton Atkins

Newcombe Clifton Atkins

Rex Atkins
Rex Atkins

Dated this 14th day of September 2007
Jolimont, WA

ncs

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B-Attitudes Inc: Chairman's Report

November 2007

An issue for 2006-2007 has been over-work, under-pay and resulting burnout for field-workers (in our case, founding members). Success with clients, by contrast, is *not* a problem. B-Attitudes' clients get well. Our founding members have, if anything, refined their skills. Clients stop using drugs and their lives improve.

I have always considered our program to be experimental in that the approach is novel and unique. Obviously we are not doing *basic* research (the detached-worker concept was pioneered in the 1950s) but rather a kind of "product development", a fine-tuning the role of the Detached Professional Worker (DPS) to adapt to the urban environment in Western Australia. Pioneers tend to overwork. More important, pioneers tend to be misunderstood by traditionalists.

The major issue (other than funding) to emerge from our intensive experience is actually a "workplace safety" issue. Working intensively with addicts "outside the box" can be too demanding even debilitating for the professional. As clients improve (and they do!), the DPWs can depreciate – not, thank God, spiritually – but in other dimensions of emotional well-being. Weariness, emotional stress and abandonment issues are major threats to DPWs in community-based drug rehabilitation. DPWs suffer from a lack of professional and financial support, and from general administrative ignorance of the demand characteristics of their role.

What can be done to mitigate this problem? There is no "cure" for what is not really a disease but rather a failure of proper understanding and support. Still certain steps can be taken to assist DPWs to prevent burnout, debilitation and dropout.

- 1) Improve public and professional understanding, status and prestige of DPWs. An anticipated DVD documentary is a move in the right direction.
- 2) Acquaint funding agencies with the major difference between DPWs and office-bound professional and governmental efforts. Government bureaus and NGOs must be disabused of the belief that B-Attitudes duplicates traditional professional efforts simply because our clients and general objectives are the same. Our methods and specific objectives are very different to traditional methods and objectives. (This requires a thorough understanding of the difference between the "harm minimisation" approach of traditional drug services in WA and the "complete abstinence" goal of B-Attitudes.)
- 3) Improve the pay scale and funding reliability of DPWs.
- 4) Provide an upmarket mobile workplace and respectable auspice for every DPW and clients.
- 5) Supply each DPW with his or her own "contact officer" meeting regularly and frequently.
- 6) Train and encourage DPWs to make greater use of available, abstinence-based treatment fellowships and continuous programs (NA, AA, Celebrate Recovery, etc.)
- 7) Employ three-role "TRIADS" model. The roles are:

- 1) **P** Persons currently with the problem (using addict or addict in early recovery)
- 2) **Ex** Persons who have recovered from the problem (recovered addict with substantial clean time).
- 3) The **DPW** (together with others who never had the problem) represents positive social norms and values. According to the TRIAD model, the DPW facilitates the bringing together of **P** and **Ex** so that **P identifies with Ex**, ceases to use drugs and becomes **Ex**. When **P** becomes **Ex**, s/he is then used as an identification figure with other **Ps**.

Unfortunately the TRIAD model does not mean less work for the DPW but it can mean less work *stress* because DPWs spend more of their valuable time training and supervising *recovered* addicts and others on how to work with problem users. To paraphrase famed criminologist Donald R. Cressey (1919-1987): *When addict A joins with non addicts to help Addict B, addict A gets helped the most.* As Narcotics Anonymous puts it, "The therapeutic value of one addict helping another is without parallel."

B-Attitudes has now generated a sizable supply of recovered clients (**Exs**) some of whom may be available to be profitably supervised in TRIADs to help **Ps**. With proper funding the effectiveness "leverage" of B-Attitudes **DPWs** can be increased and their work stress decreased.

Charles Slack
2/11/2007

B-Attitudes Inc
Annual General Meeting
November 14th, 2007
SECRETARIAL REPORT

For
Year 1st November 2006 to 14th November 2007

Meetings

Eight General Meetings and one Special General Meeting, where Jill Cameron presented the Draft Strategic Plan 2007-2010, have taken place.

Recognition.

I would like to thank Susan Jackson for her time, effort and perseverance in with regard to editing the Cameron Report and submitting both the new 2007 Lotteries West Vehicle Grant Application and The Expression of Interest in Proceeds of Crime Application. Also I think we were a successful team in preparing a comprehensive application for the Commonwealth Govt's Capacity Building Grant.

From my viewpoint the process whereby Susan deals with day to day secretarial requirements and I deal with meetings, minutes and associated tasks has been both effective and efficient.

Also thanks must go to Rhonda Jogia for her follow up contacts with both Lotteries West and DOCET regarding our application for a Charitable Collections Licence.

New initiatives

Soroptimist International of South Perth have paid for the preparation of our Donations Pamphlet and we have a draft proposal fo a five segment DVD and the offer of an interview with Access 31.

Members of the Association

All members of the Committee of Management have been issued a copy of the 2006-2007 Members of the Association. Two such members Trish (18th April 2007) and Charles Chitty (26th September) have taken up positions on the Committee of Management. Joan Roelofs resigned (7th March 2007) to take up a position of the board of Starick Refuges. It was with great regret that the members accepted the resignation of Robin Woodland, due to extra family commitments and personal ill health. Robin remains a founding member.

Resignations at the AGM according to Constitutional Requirements.

Delores Caboche, Catriona Mcleod and Rod Davies have all been informed of this need. It is my sincere hope that all will remain eligible for re-election.

Eileen Davies
Secretary

B-ATTITUDES INC. END OF YEAR REPORT AGM SUMMARY
– JULY TO JUNE 2007 with update as at 12th November 2007

During this year B-Attitudes has worked with a consultant to produce a 2007-2010 Strategic Plan as a result of Lotterywest grant for a business, feasibility and strategic plan. This came from a vehicle application submitted in January 2006. From the workshops, 4 activity areas are identified: Responsible governance and management, Financial sustainability and growth, Quality service, Communications and profile. The strategy focuses on fundraising, developing partnerships, establishing own physical base, establishing a vehicle facility to further develop the existing mobile service, and to develop the service delivery to include an increased number of facilitators.

Subsequently B-Attitudes has submitted a new application to Lotterywest for a smaller people-mover vehicle which converts to a conference setting. As at 12th November we are awaiting outcome of the decision of Lotterywest Board.

As at 12th November: During July B-Attitudes was very blessed to receive the donation of a second-hand car from a Mrs. MacLeod which has been used extensively to transport recovery facilitators around Perth. Recently the car was in an accident (hit from behind) and repairs exceeded the value of the car. However, the other party's insurance company have paid out an amount and the car is still driveable. B-Attitudes is awaiting the outcome of the Lotterywest vehicle application with the option of contributing this amount to the purchase of the people mover, or purchasing a newer second-hand vehicle which has air-conditioner.

In seeking funding, an expression of interest was been submitted to Proceeds of Crime Act NGO grants for service delivery expansion to develop team outreach and to enable the employment and training of other recovery facilitators. An application to Dept. Health and Ageing – Capacity Building Grants, Improved Services For People with Drug and Alcohol Problems and Mental Illness Measure was submitted to enable improved processes to incorporate mental health assessment, documentation, liaison and referral, as well as the capacity to introduce team leader positions and administration support, which will release more recovery facilitator hours and enable training of new recovery facilitators. Unfortunately both these applications were unsuccessful. As at 12th November: a third competitive funding round has been announced by Commonwealth Dept. Health and Ageing for grants for three years for Non Government Organisations under the National Illicit Drug Strategy (current funding body) and B-Attitudes will be submitting an application.

An ongoing funding initiative is under way, involving the production of a fundraising DVD as well as a fundraising brochure and application for a fundraising licence. As at 12th November: we have been granted a charitable fundraising licence and a new official B-Attitudes Inc Gift Fund receipt letter has been drafted.

In addition this year, a proposal has been made to Victory Life Church for B-Attitudes to hold recovery group sessions there on a weekly basis in partnership. A proposal has also been made by B-Attitudes to Boronia Women's Pre Release Centre, Bentley, to provide

a community resource for women seeking addiction recovery support upon release to the metropolitan area. As at 12th November: To date B-Attitudes has not received any response from either of these services.

During this year, B-Attitudes has had contacts and meetings with Ben Berrell of Mercy Addiction Support Team. He attended a B-Attitudes Management Committee Meeting to discuss the proposal to work in partnership. The proposal was that B-Attitudes have a room at Doubleview for a peppercorn rent, with use of their education and counseling room. This was well received with a motion to pursue this. Further meetings have been sought, but to date this has not eventuated.

Project delivery for the coming year will be aimed at the development of group work and a team approach, which will be enhanced by a people-mover vehicle. Since discovering that 'marathonning' (2-4 hour long sessions in the initial phase of recovery) appears to fast track client's recovery, overall client recovery times are shortened. Now new clients will initially be offered a maximum one year recovery program contract, with an option of extension if needed, to support the client in maintaining a drug free lifestyle, strengthening their own resources/supports in the community, and other enduring relationships which will remain long after the B-Attitudes program has ceased. Qualitative evaluation of the service continues with feedback forms from clients. The Quality Framework process as provided by WANADA continues.

As at 12th November: Sadly in September founding member Robin Woodland resigned for family and health reasons from her 15 hour per week Recovery Facilitator position. Robin remains a founding member and her input has been invaluable. During October Anita Smith was employed as trainee recovery facilitator for 8 hours per week on a trial basis. Anita attends Riverview Church and has completed 4 modules in Transactional Analysis Psychotherapy, with her own business in personal training. Anita slotted in very well and enjoyed the work, but has unexpectedly been offered employment with Qantas. Meanwhile since October, Susan's hours have been increased from 15 to 22 and two new clients engaged.

The combination of Holy Spirit led recovery, prayer, and training in counseling and psychotherapy, and nursing and child health expertise, is proving extremely effective with clients. All three founding members will have completed all modules in advanced training in Transactional Analysis Psychotherapy, and already have Cert. IV in this which is a nationally recognized training. All three now have the capacity to practice as psychotherapists in advanced training, with continuing supervision by Judy Morris, registered with WPATA, ITTA.

The proposed initiatives to increase funding by public donations will be actively pursued and grant applications sought in order for B-Attitudes to train a new facilitator team, increase outreach across the metropolitan area, and further develop the management and administrative areas of the service into the future.

SUMMARY OF JULY 06 – JUNE 07 REPORT - NIDS PROJECT OBJECTIVES

OBJECTIVE 1 - PROJECT DELIVERY

During this year, despite escalating costs and no index linking, and with only 1.6 FTE recovery facilitator hours, B-Attitudes has continued to offer the service to existing and new clients to the same level as previous years and the strategies as outlined in the agreement have proved effective. Those engaging have shown improvement in all four domains – intervening in drug dependency, physical and mental health, improvement in lifestyle, and improvement in relationships. Individuals struggling to cope with another's addiction behaviours have been given support, including children. Some addiction clients have been transferred to other services more appropriate to their needs.

The total client base of B-Attitudes since commencement of funding is approximately 123 to end of June 2007. Over the last year B-Attitudes has had 73 clients, which includes 17 new clients. In addition there is a preventive flow on to 13 children of clients who are in recovery from addiction. B-Attitudes continues to have a mix of approximately 50% addiction recovery clients and 50% family support. Of the new clients, 10 have been family support, and 7 addiction recovery clients. During the year B-Attitudes have graduated 3 clients who reached stage 8 of recovery: "graduated – drug free more than 18 months, contributing community member".

The project delivery has become more efficient since commencement of funding in 2004, and new addiction recovery clients are progressing through recovery stages quicker than before, thanks to 'marathonning' – longer 2-4 hourly sessions which have been found to fast-track recovery – and also to recovery facilitator improved practice and training.

OBJECTIVE 2 – PROJECT MANAGEMENT – QUALITY FRAMEWORK

B-Attitudes 3 recovery facilitators completed sessions with WANADA during 2006 and 2007, completing assessment, annual snapshot and subsequently completing one project – Production of a Client Rights document. The QF process continues and evaluation.

A revised strategic plan 2007-2010 has been produced in conjunction with Consultant Jill Cameron, funded by a Lotterywest grant.

OBJECTIVE 3 – SECTOR INTEGRATION

B-Attitudes has liaised with other agencies, including WANADA, Ruah, MAST (Mercycare), DCD (Parent Help Centre, Child Protection Perth, Best Beginnings - Joondalup) Corrective Services (Boronia, Albany Prison), Centrelink, Graylands Hospital, Victory Life Church, Riverview Church, Ellet Ministries, health professionals (Child Psychologist, hospital staff), legal professionals, CATS presentation, QF Support forums, DAO Working in Partnership with Aboriginal People presentation.

B-ATTITUDES SUMMARY OF CONSOLIDATED DATA FOR NIDS JULY 2006 – JUNE 2007

Treatment Delivery Setting:

Home	24
Non residential treatment facility	6
Other	1
Outreach	39
Residential Treatment Facility	3

Total 73 Clients

Client Type: Addiction	37
Relative/family/friend of addict	36

Total 73 (3 staff – total 60 hrs/wk)

Male: 24 **Female:** 49

Ages:

0-5	4
5-10	4
20-29	23
30-39	19
40-49	10
50-59	8
60+	5

Total 73

Referral: 32 from family member/friend

23 self referral

12 from other individual

3 from church

3 other agencies

Drugs: Mostly poly drug users -

Principal drug of concern: Amphetamines/methamphetamines: 20 ; Heroin 7;cannabis 4; alcohol 2;
Dexamphetamines 1; LSD 1; Ecstasy 1; antidepressants 1.

Total 37

Second drug of concern mostly amphetamines, cannabis, ecstasy. Subutex abuse also an issue.