



CROSSLINKS
DISABILITY SUPPORT SERVICES



2023-24 Annual Report



www.crosslinks.org.au

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Crosslinks acknowledges that our business is conducted on the traditional lands of Aboriginal and Torres Straits Islander peoples. We acknowledge their continuing connection to country and pay our respects to their Elders past present and emerging.

www.crosslinks.org.au



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About Us

Crosslinks has proudly supported people with disabilities since 1996, when we were founded by a group of dedicated and compassionate mothers, fuelled by the desire to make a meaningful difference in the lives of their own children with disabilities.

What started as a humble endeavour in a modest shed initially offering Community Inclusion Day programs to adults, grew to become a thriving multimillion dollar not-for-profit organisation and registered NDIS (National Disability Insurance Scheme) provider whose core services include:



Today, Crosslinks has a team of over **240 employees** who provide support services to hundreds of people all over the Perth metropolitan area, from our base in Midland. About 70% of our participants live in the following areas:



What We Believe

Life is like a rollercoaster, often difficult but punctuated with experiences that fill our souls, give us joy and make it all worthwhile.

For people living with a disability however, those experiences are often few and far between as they, and their loved ones, spend a lot of time and energy just navigating each day.

We don't think that's ok, which is why no matter the challenges they're facing or the obstacles they have to overcome, we believe that everyone should have a reason to smile.

That's why we don't just turn up and go through the motions, we do anything we can to inject fun into disability support.

We get to know the real you; all your hopes and dreams, and we do everything in our power, every day, to make them come true.

Fun shouldn't be the exception so, ultimately, we want to create a world where exceptional experiences are the norm. And we'll get there by following our guiding principles.

Our Guiding Principles



Leadership

Board of Directors

Crosslinks operates as an incorporated body under the guidance of a Board of Directors. The Directors are volunteers drawn from our local community who have a broad range of experience and knowledge to establish and oversee the strategic direction of the organisation.



VICKI CAUDWELL
Chairperson
(2015)



ROSIE DAVIS
Board Director
(2016)



IAN BENNETT
Board Director
(2023)



ALEX WATT
Treasurer
(1995)



PAULO'CONNOR
Deputy Chairperson
(2019)



MELISSA HARRISON
Board Director
(2023)



KAYE DONEC
Board Director
(2000)



LUKE HEALEY
Board Director
(2020)



JOSHUA MORLEY
Board Director
(2023)



Executive Team



DAWN MCALEENAN
Chief Executive Officer



KATE MCBRIDE
General Manager Operations



SIMONE KAUFMANN
Chief Financial Officer



JULIE CARTER
Head of People, Culture
and Safety



Chairperson & CEO Report

The past year has been a whirlwind of exciting developments that have strengthened Crosslinks' position as an organisation that we are all proud of. We have continued to grow in ways that have made a positive impact on our participants, their families and carers, our team, and the wider community.

Supporting our participants

We remain committed to providing a wide range of engaging services for our participants that meet their aspirations and unique goals.

We were thrilled to welcome 22 new participants across our services, many of whom joined us through word of mouth, a testament to the wonderful experiences we provide. Whether through group activities, social outings, or individual support, we focus on supporting our participants to live fulfilling and joyful lives.

Connecting families and carers

We also recognise that the families and carers of our participants are integral to the Crosslinks community. This year, we took a big step forward in strengthening these relationships with the creation of our new Participant Portal. This platform allows families to stay connected with real time updates and photos, ensuring that they feel involved and reassured in their loved ones' care.

A particularly touching moment came when we supported a participant in reconnecting with her father in Sydney by facilitating and supporting a memorable holiday. These personal connections truly reflect the heart of what makes Crosslinks special.

Investing in our team

Our people are the core of our organisation, and we are dedicated to providing them with the environment, skills, and support that they need to thrive. Through our Fast Tracking a Skilled Workforce initiative, we proudly supported 113 employees to achieve formal qualifications, bringing the total percentage of our workforce with relevant qualifications to 90%. This is a significant achievement and a reflection of our commitment to excellence. Our employee satisfaction remains strong, with 93% of employees agreeing that their job is a good fit for their abilities and experience, highlighting the positive and supportive workplace culture that we continually foster.



90% of our staff
 have now gained formal qualifications.



Leading with best practice governance

As part of our ongoing commitment to best practice governance, we have continued to undertake internal and external audits. This year, we successfully completed a mid-term external audit for provider registration, affirming that we meet and exceed the required NDIS Practice Standards. Our focus on compliance and best practice has been further validated by the recognition we received, winning 3 awards and being invited as guest speakers at various conferences, to share our insights on workforce culture and training initiatives. These accomplishments demonstrate our leadership within the sector.

Looking ahead

As we look to the future, we are excited about the opportunities ahead for Crosslinks. We are deeply grateful to our participants for choosing us, to our incredible team of employees, volunteers, Board Directors, and subcommittee members, and to our community supporters. It truly takes a community to run this organisation, and without each of you, we wouldn't be the thriving organisation that we are today.

Thank you for your continued trust and support.

Dawn McAleenan & Vicki Candwell

Chief Executive Officer | Chairperson



Treasurer's Report

as of 10th September 2024



I am pleased to present the Treasurer's Report for the 2023-24 fiscal year. This report provides an overview of our financial performance and highlights key aspects of our financial position.

Financial Overview

This year, we have continued to maintain a strong financial position, ensuring that Crosslinks remains sustainable and prepared for future opportunities. Our financial health remains robust, thanks to careful management of our resources and diligent oversight.

Financial Statements and Auditor's Report

The financial statements have been audited by Moore Australia (WA) Pty Ltd (registered auditors). After a thorough examination of the accounts, compliance, and control procedures, the auditors have issued an unqualified audit opinion on the Crosslinks Financial Report as of June 30, 2024, and for the year ended on that date. These statements have been prepared in accordance with Australian Accounting Standards.

For those interested in more detailed financial information, key financial data for the 2023-24 year is included in an Information Statement, which will be lodged with the Australian Charities and Not-for-profits Commission (ACNC) in December this year. This statement, along with statements from previous years, is accessible through the ACNC website at www.acnc.gov.au.

Key Financial Ratios and Position

When comparing the 2023-24 fiscal year to prior years, our key financial ratios indicate a stable financial position. In summary:



The Crosslinks balance sheet reflects a strong and resilient financial position.

Profits have been strategically allocated towards initiatives that support long-term growth and organisational development.



Equity levels are robust, demonstrating strong financial health and sustainability.

The organisation's debt-to-asset ratio remains low, though anticipated investments in office accommodations will increase this ratio in the coming period. This increase is expected to remain within manageable levels, given the growth trajectory of Crosslinks' assets.



Additionally, Crosslinks maintains sufficient levels of liquidity to ensure a conservative position regarding the payment of employee benefits and all current liabilities.

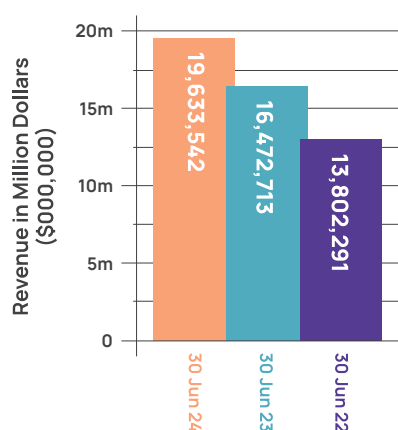
The continued financial stability of Crosslinks reflects our commitment to sound financial governance and strategic planning.

Alex Watt

CA, FCPA | Treasurer

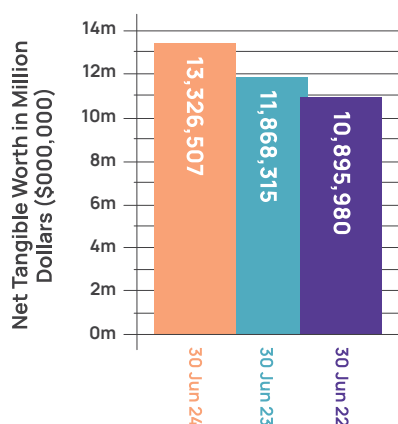
Treasurer's Report Graphs

Revenue



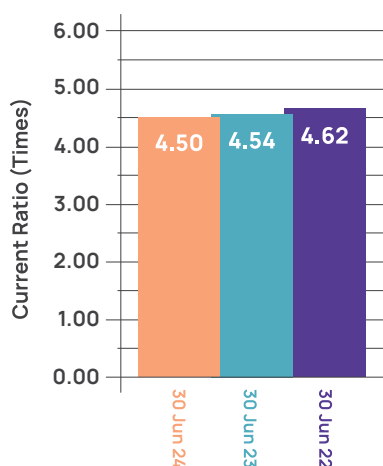
An increase of **19.2%** in revenue since 2023.

Net Tangible Worth



An increase of **12.3%** in net tangible worth since 2023.

Current Ratio (Times)



A decrease of **0.88%** in current ratio since 2023.



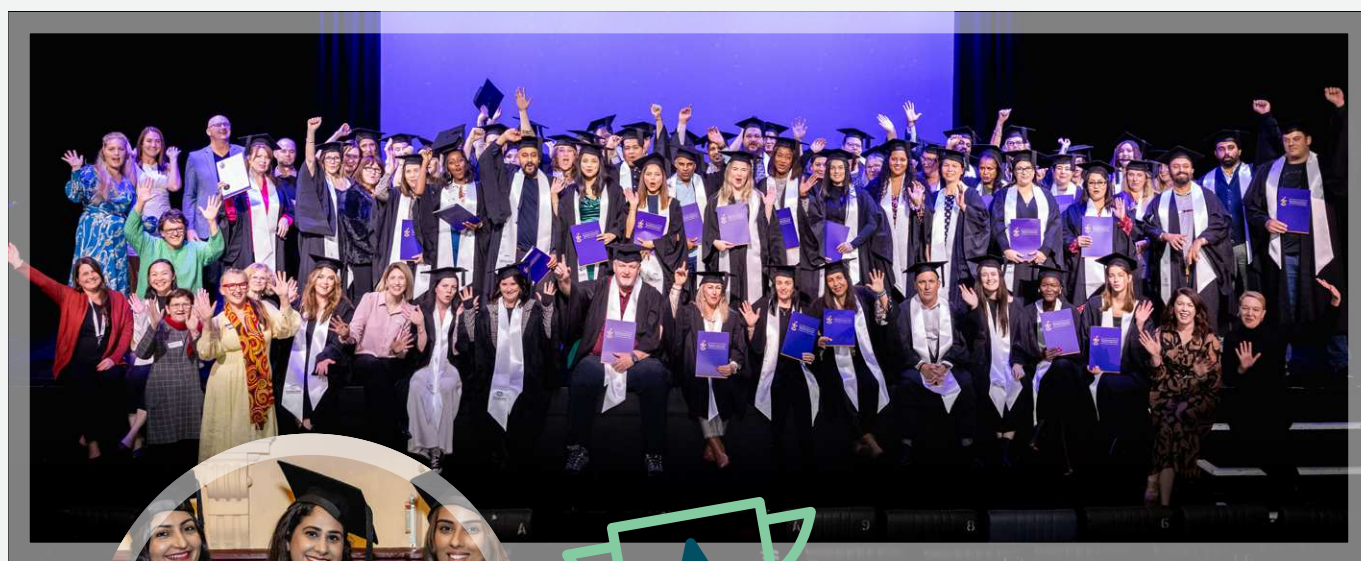
**We're stronger
together**

Fast Tracking a Skilled Workforce

Funding provided by the Department of Communities Sector Transition Fund, managed by the National Disability Services, covered the cost of training fees, enabling our initiative to be extended to another five disability service providers from across WA.

The Crosslinks initiative has enabled 203 support workers to obtain 213 formal qualifications across the partnership. 113 of these support workers are from Crosslinks who recently held their second graduation to celebrate this major achievement.

A huge thank you to; [GIFSA](#), [Midwest Community Living Association](#), [Diversity South Inc](#), [Essential Personnel](#), [4lifekills](#), [iinduct](#) and [Bradford Institute of Advanced Education](#) who worked alongside Crosslinks to implement this award winning initiative.



Quality & Safeguarding

This year Crosslinks had a mid-term NDIS Registration Audit. The purpose is to check that Crosslinks is keeping participants safe and providing a quality service that aligns to NDIS Practice Standards.

The auditors were very positive about the service that Crosslinks is providing to participants. In particular they were most impressed by:

- ✔ how fun and welcoming our organisation is for people,
- ✔ how fabulous our people and processes are,
- ✔ how positive our culture is,
- ✔ how well employees are supported and rewarded,
- ✔ that most of our employees have a qualification, and
- ✔ how happy participants and families are with the supports that are provided.

Crosslinks was rated against each NDIS practice standard, and all standards were met. Two standards received best practice ratings which were earned for employee training offerings and processes that reward and recognise our employees.

In addition, Crosslinks rolled out a new internal audit schedule which will assist us to run regular audits of the quality and compliance of services through the year.

Next year will focus on continuing to build the robustness and quality of our quality and safeguarding systems and responding to any changes in NDIS legislation relevant to registration and service delivery expectations.



Family Advisory Group Contributions

The Family and Friends Advisory Group plays an integral role at Crosslinks. Collectively, they continue to:



Provide general help and encouragement to people new to the NDIS or Crosslinks.



Ensure that participants and their families have a strong voice at Crosslinks.



The Family & Friends Advisory Group were also an integral part of the Participant Portal (CONNECT) trial and testing phase.



Provide feedback to Crosslinks on internal processes and policies.

In October 2023, the Family & Friends Advisory group hosted a High Tea event for Carer's Week, at The Colony of Midland (local café). The group also took part in the Annual Pizza Day which is held in December.



People & Culture Report

Crosslinks has consistently demonstrated resilience and innovation in addressing the ongoing workforce shortages affecting the sector.

By introducing regular group interviews, we have enhanced our recruitment strategies, attracting applicants who not only possess the right skills but also embody Crosslinks' Principles. This approach has resulted in a notable increase in applications, which we are confident will assist us to grow our workforce to meet demand of services.

At Crosslinks we value diversity and this is demonstrated in our workforce.



We are proud to share that

34% of our employees

come from culturally and linguistically diverse (CALD) backgrounds, collectively speaking

34 different languages.

We embrace the diversity of our team, acknowledging the individual strengths each employee brings to the organisation, and the many opportunities to learn from one another that our diversity provides. Having such a diverse workforce, enables us to understand, respect, and respond to the unique cultural needs of our participants, resulting in more a personalised and inclusive service, positioning us for continued success.

87% of our employees

agreed with us that we have a work environment that is accepting of diverse backgrounds and ways of thinking.



Crosslinks is a great place to work and you don't need to just take our word for it. Our annual Employee Engagement and Satisfaction survey speaks for itself:



80% of employees

agreed it would take a lot for them to leave Crosslinks, (up from 63% the previous year).



92% agreed

that Crosslinks' work positively impacts people's lives, (up from 87% the previous year).



96% reported

that they know and understand Crosslinks' Principles, (up from 91% the previous year).



Health, Safety & Wellbeing

Crosslinks remains committed to providing a safe and healthy workplace for our employees, participants, visitors, and the community. At Crosslinks, we strive to enable and equip our employees to integrate safety in a simple and accessible way into every aspect of our work. Our employees recognise this commitment **with 84% agreeing that Crosslinks has a safe and supportive work environment, up from 77% in the previous year.**

HBF Run

Our dedication to health and wellbeing was exemplified through our participation in the HBF Run for a Reason, where our teams competed in the 4km, 12km, and half marathon events. This involvement not only underscored our commitment to health and wellbeing but also reinforced our engagement with the broader community.

Employee Advisory Group

Our Employee Advisory Group plays a crucial role in representing their peers, providing valuable feedback to improve the organisation. This year, the Group has been actively involved in several initiatives, enabling us to better understand the needs of our employees and drive continuous improvement across the organisation, such as assisting with the coordination of the end of year event.



We really
listen



Employee Service Recognition

People are and always will be our greatest asset, and their abilities and contributions are an important part of our continued success. We would like to recognise the following employees on achieving significant employment milestones and sincerely thank them for their service.



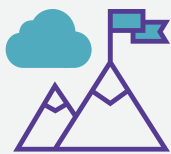
Martin Albrecht Jade Day
Myo Aung Christina Dineen Inez Morrison Story
Amanda Behrmann Birikhti Habtay Lisa Mueller
Rebecca Bennett Jennifer Jones Claudia Parsons
Michael Cardozo Rebekah McGough

Safety

Crosslinks is committed to providing and maintaining a safe and healthy workplace for all employees as well as participants, visitors, and members of the public. Suggested improvements to further strengthen the WHS Management System in an external review were implemented.

Crosslinks was recognised by the Swan Chamber of Commerce Business Awards for Health and Wellbeing in 2023. This award recognised our commitment to supporting and equipping our employees to provide our services through formal qualifications and specialised external training for managers and support workers to build adaptive skills.

Support Coordination



Seeing an individual successfully completing a rehabilitation program and reuniting with family.



A family engaging in services that they were previously unable to access.



Securing an accessible housing option for an individual who needed it.



An individual transitioning to paid work from being unemployed.



Supporting families who were going through financial hardship to access furniture and food donations.

Some of the key highlights for this year include:

- ✓ Secured funding for four participants to move into a fully modified Specialist Disability Accommodation.
- ✓ Supported a mother experiencing Family and Domestic Violence (FDV) while also addressing the needs of her children with disabilities through a multifaceted trauma informed approach.
- ✓ Supported 133 participants over the past year in accessing services and supports funded by their NDIS Plan.
- ✓ Supported participants and their families in navigating SAT and Guardianship processes.
- ✓ Supported participants with complex mental health and other needs in accessing community services to enable independent living within their communities.

Challenges

As in previous years, access to services and long waitlists, particularly for therapy and plan reviews, continues to impact participants' ability to receive the support they need, affecting their quality of life.

The NDIA is currently reviewing the role of Support Coordination, causing uncertainty in the sector, with many organisations closing their Support Coordination services. This has been unsettling for families and participants. Additionally, the lack of increased funding for Support Coordination by the NDIA presents challenges for the sustainability of these services moving forward.

Looking Ahead

Crosslinks recognises and values the importance of Support Coordination and is committed to investing in the development of these services. Next financial year, Crosslinks will increase the size of the Support Coordination team and the capacity to deliver Specialist Coordination Services.

The introduction of Specialist Support Coordination at Crosslinks will enable us to support participants with complex needs requiring a higher level of care, thereby enhancing the sustainability of our Support Coordination services moving forward.



Supporting Our Participants

Our Key Statistics

Service hours delivered:



68,057

for Community Inclusion
(an increase of 16% from 22/23)



2,848

for RAP (an increase of 20% from 22/23)



123,475

for Community Living
(an increase of 20% from 22/23)





**We make
it fun**

Community Living Overview

Crosslinks Community Living service provides long-term Supported Independent Living (SIL) accommodation for NDIS participants. Our Community Living homes provide shared accommodation and 24-hour support for people with disabilities. Crosslinks goes to great lengths to ensure participants have a happy, permanent home, with appropriate supports. The team's goal is to provide the right level of care, while also supporting and encouraging people to live as independently as possible.

Crosslinks long standing partnership with JA Builders WA to design and build Specialist Disability Accommodation (SDA) homes has come to fruition. We are pleased to report that this year, the construction of the new house commenced and was successfully completed. The SDA home has been thoughtfully designed to meet the specific needs of individuals living with disabilities. The residence features modern amenities and essential modifications to ensure comfort, safety, and independence for participants who reside there. Participants will move into their new home early next financial year and will no doubt enjoy their serene river views from their backyard.

Looking ahead, we aim to secure additional SDA properties to further support Crosslinks current and future participants. While this initiative presented challenges along the way, including meeting eligibility requirements and securing necessary funding, the dedication, professionalism and knowledge of employees, therapy teams, Area Managers, Support Coordinators and SDA partnership stakeholders, were instrumental in overcoming these challenges.

Crosslinks remains committed to advancing our efforts in providing quality accommodation for those we support and are optimistic about future opportunities to expand our SDA offerings.



Community Living Story:

Lisa's Story

Crosslinks Participant, Lisa grew up in Narrogin, a small country town in Western Australia. Lisa is helpful, creative, organised, loves animals and gardening. Lisa also loves to connect with people and enjoys learning about other people's lives.

Access to quality supports and services for Lisa was limited in Narrogin, which was challenging for her and her family. In December 2022, Lisa and her family made the difficult decision to live apart from one another, and for Lisa to spread her wings and move to Perth...

Lisa has an Intellectual and psychosocial disability, and her primary goal was to find work that she could meaningfully engage in. She wanted a workplace that she could positively contribute to and feel valued. Lisa's support team believed that having a routine and more fulfilment through employment, would positively influence her mental health. In the past, Lisa had volunteered in Narrogin, and she was keen to do something similar again. After some discussions Lisa wanted to explore voluntary work with animals.

Crosslinks Support Worker Briana started supporting Lisa in April 2023. She has a wealth of knowledge in disability support but had limited experience and understanding of mental health concerns and self-harming behaviours. Briana took it upon herself to study extensively outside of work hours to understand her diagnoses, and how she could better support Lisa.

Briana went above and beyond to get to know Lisa, to understand her likes and dislikes in depth, to adapt to Lisa's preferred communication style and to learn the behaviour support plan intervention strategies inside out. Briana's determination to learn as much as she could, to tailor the service she provided, went above and beyond what Crosslinks see in the disability sector. To top it off, they got along famously!

Briana spent a lot of time (in a short amount of time) developing trust and connection with Lisa to provide support in the management of her mental health concerns, and to help build Lisa's confidence to attend interviews. Briana also worked with the other Support Workers in the Crosslinks team to impart her knowledge, help guide them and assist them to piggyback off the relationship she had built with Lisa.



Because Lisa is so fabulous, and because of the dedicated and informed support Briana provided, Lisa obtained a voluntary position at an Animal Cuddly Farm in May 2023. Briana supported Lisa through the training and induction process. She also worked behind the scenes to support the employer with their understanding of Lisa and assisted them to adapt their approach to suit her employment needs. This ensured a successful and smooth transition into the voluntary position for both Lisa and the Animal Cuddly Farm team.

Briana was pivotal to the success of Lisa gaining voluntary work and building her confidence in a new city and home. Crosslinks is incredibly proud of the work Briana has achieved and is grateful to have her be a part of the Crosslinks team.

We are even prouder of Bri's achievements in the Disability Support Awards: Excellence in Home and Family Support category, coming second at the national NDA awards in Melbourne and then winning the WA NDS award.





We do what's right,
not what's easy

Community Inclusion

Crosslinks offers a diverse range of Community Inclusion services tailored to meet the individual needs of approximately 120 participants across the Perth metropolitan area. Our approach centres on personalised support to help participants achieve a variety of goals and outcomes individual to each participant, including:

Developing relationships and social networks and building connection with others

Building independence and confidence in daily living activities

Gaining new skills and knowledge, facilitating opportunities and having new experiences

Injecting fun along the way, ensuring participants access engaging activities and have exceptional experiences

In addition to these community focused aspects, Crosslinks also supports independent living by assisting with essential household tasks such as cooking, cleaning, and washing, which helps participants maintain a comfortable and functional home environment.

Crosslinks comprehensive approach aims to enhance overall quality of life, promoting both personal growth and practical independence.

The Community Inclusion Team continue to provide the best possible experience for participants focusing on good communication, active listening, leading by example, and having fun while doing it. Crosslinks staff are proactive in finding new and exciting activities for participants and as such participants have so far enjoyed attending Disco's, A Magic Show, SEDA sports days and Circus Quirkus.

Crosslinks' recent collaboration with SEDA College has proven to be a highly beneficial partnership for all parties involved. SEDA College, an Independent Senior Secondary School, shares guiding principles that align closely with those of Crosslinks with their focus on community and building capacity, confidence and independence of their students through hands on learning and industry experience.

This partnership is expected to be very successful moving forward, as it fosters a supportive environment where both organisations can work together to enhance the educational and developmental opportunities for all involved.

Community Inclusion:

Matt's Story

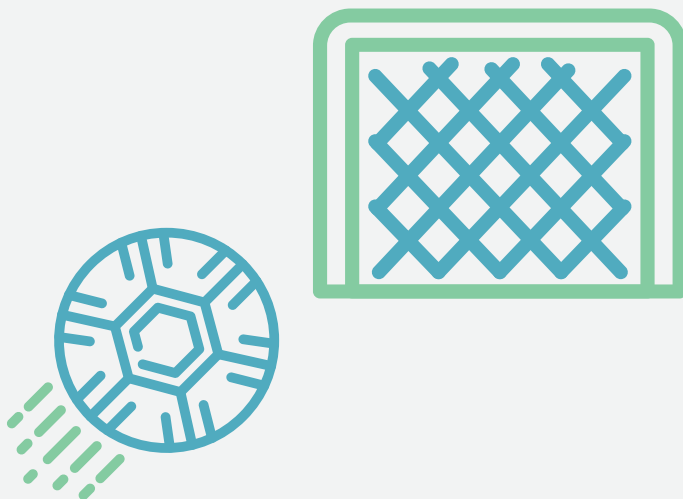
Matt has been one of our Community Inclusion superstars since joining Crosslinks in 2014 and has participated in the RAP program since 2015. Matt uses our inclusion services to attend his favourite activities such as horse riding, bingo, and to maintain his health and fitness regime by going to the gym and pool.

Since joining Crosslinks Matt has focused on increasing his personal independence, improving his social skills, and building friendships, which he has been very successful at with the assistance of his support team. These relationships and social connections are the most important part of Community Inclusion. Over the years we have seen Matt push the boundaries of comfort to gain new experiences.

Matt has enjoyed his Community Inclusion days with Crosslinks over the years participating in many different activities, the most recent being the SEDA College sports clinic. The clinic not only helped him refine his soccer skills and learn new warm-up and cool-down techniques but also provided valuable opportunities for interaction and teamwork with his friends.



He clearly cherishes his time out with Crosslinks and makes the most of each experience. It's wonderful that he eagerly anticipates these days and takes the time to document his adventures in his journals. Including receipts and pamphlets collected from places he has been with sticky tape adds a personal touch and helps him keep a detailed record of his experiences. His attention to detail in preserving these memories shows how much he values and enjoys his outings.



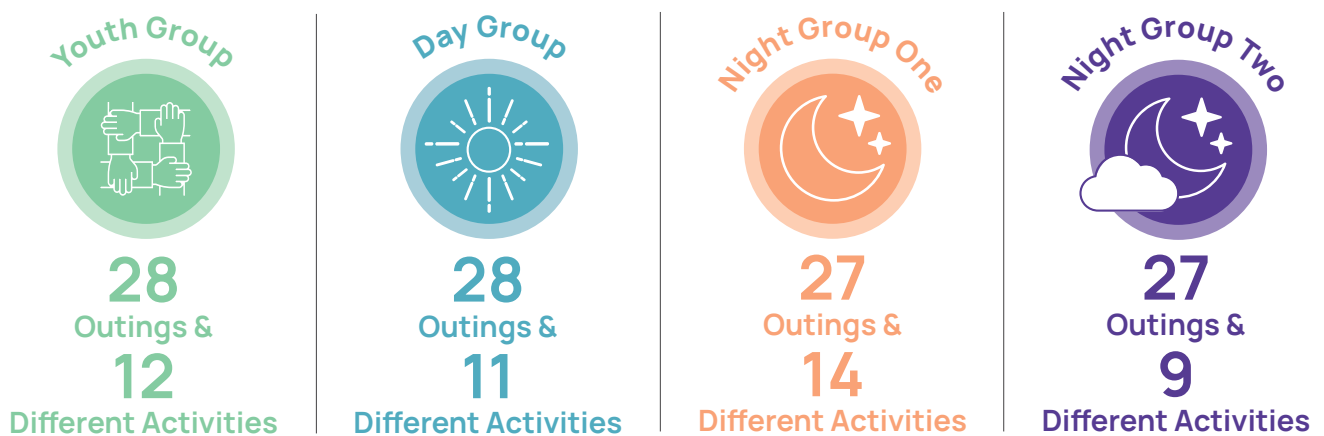
RAP Club, Youth Club, Community Activities

Crosslinks provides community based group support options where participants with similar interests come together to get out and about in their community, build friendships and have plenty of fun. These services include RAP (Recreation and Participation) Club for those aged 18 and over, Youth Club for those under 18, and weekly group activities such as Music Time, Karaoke, and Art Classes.

During the year our social interaction groups attended a variety of events for both youth and adults alike. There were over 110 individual outings throughout the year amongst four different groups, while Youth and Day RAP groups attended many of the events together. This saw both groups becoming closer together in a multitude of ways. Including older participants helping younger participants with activities, and the added benefit of the youth participants aging out and being able to carry on preexisting relationships.

Both new and long-standing Crosslinks participants formed deeper bonds. The main activity where this was particularly evident was bowling. Where they displayed a strong interest in the activity yet were able to step away at different intervals and interact. With encouragement from employees, participants have been interacting more with each other, and less with their Support Workers, a great sign of capacity and confidence being built.

This year our participants attended more activities throughout the year, and attendance rates across all groups increased.



86% Total Attendance = **35%** Increased attendance from the last financial year!

Crosslinks Superstars



Name: Jenna
Program: **Community Living**
Receiving Support from Crosslinks Since: **2022**



- Q** If you were an Ice-cream, what flavour would you be? And why?
A **Strawberry ice cream. Because I'm sweet.**
- Q** What's the best thing about your Support Workers?
A **They keep me safe, happy and take me places that I love - swimming in the pool and beach, and dancing.**
- Q** What are you working on this year, what would you like to achieve?
A **I have mastered swimming and train rides. We are now working on putting on my own shoes with no assistance.**

- Q** What would you do if you won the lottery?
A **I would get myself my own personal spa/pool in the backyard and have speakers for my music throughout the whole house that plays RnB music on it all day long.**
- Q** What are your three favourite things about yourself?
A **1) My long blonde hair, I love to play with it.
2) I have nice soft skin.
3) Bright blue eyes.**
- Q** If you could have any animal as a pet, what would it be? And why?
A **A Lazy cat that will sit next to me and let me pat it.**



Name: Maxene
Program: **Support Coordination**
With Crosslinks since: **2022**



- Q** If you were an Ice-cream, what flavour would you be? And why?
A **Chocolate, because it's delicious.**
- Q** What's the best thing about your Support Worker?
A **She's a very lovely lady.**
- Q** What are you both working on this year, what are you hoping to achieve?
A **Working on improving memory so that I can stay home with my family as long as possible.**

- Q** What would you do if you won the lottery?
A **Help everyone I can and take a trip to Queensland to visit my sister.**
- Q** What are your three favourite things about yourself?
A **That I'm a good Nana, a good wife, and my beautiful nails.**
- Q** If you could have any animal as a pet, what would it be? And why?
A **A dog, they're very gentle.**



OUR PARTICIPANTS



Name: **Romilly**
Program: **Community Inclusion and RAP**
With Crosslinks since: **2012**



- Q** If you were an Ice-cream, what flavour would you be? And why?
- A** **Chocolate because I like EVERYTHING chocolate.**
- Q** What's the best thing about your Support Worker?
- A** **I like all my support workers because they help me meet my goals and I have fun with them.**
- Q** What are you both working on this year, what are you hoping to achieve?
- A** **I am learning to recognise numbers at bingo and doing very well. I'm definitely coming out of my shell and happy to chat with my friends.**

- Q** What would you do if you won the lottery?
- A** **If I won the lottery I'd help my family and buy lots of DVD's to watch and some more bracelets.**
- Q** What are your three favourite things about yourself?
- A** **My hair, my smile and my eyes.**
- Q** If you could have any animal as a pet, what would it be? And why?
- A** **Maybe a horse because I love riding.**

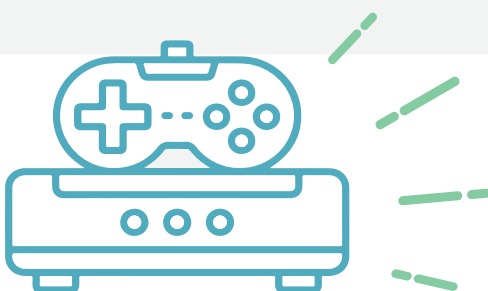


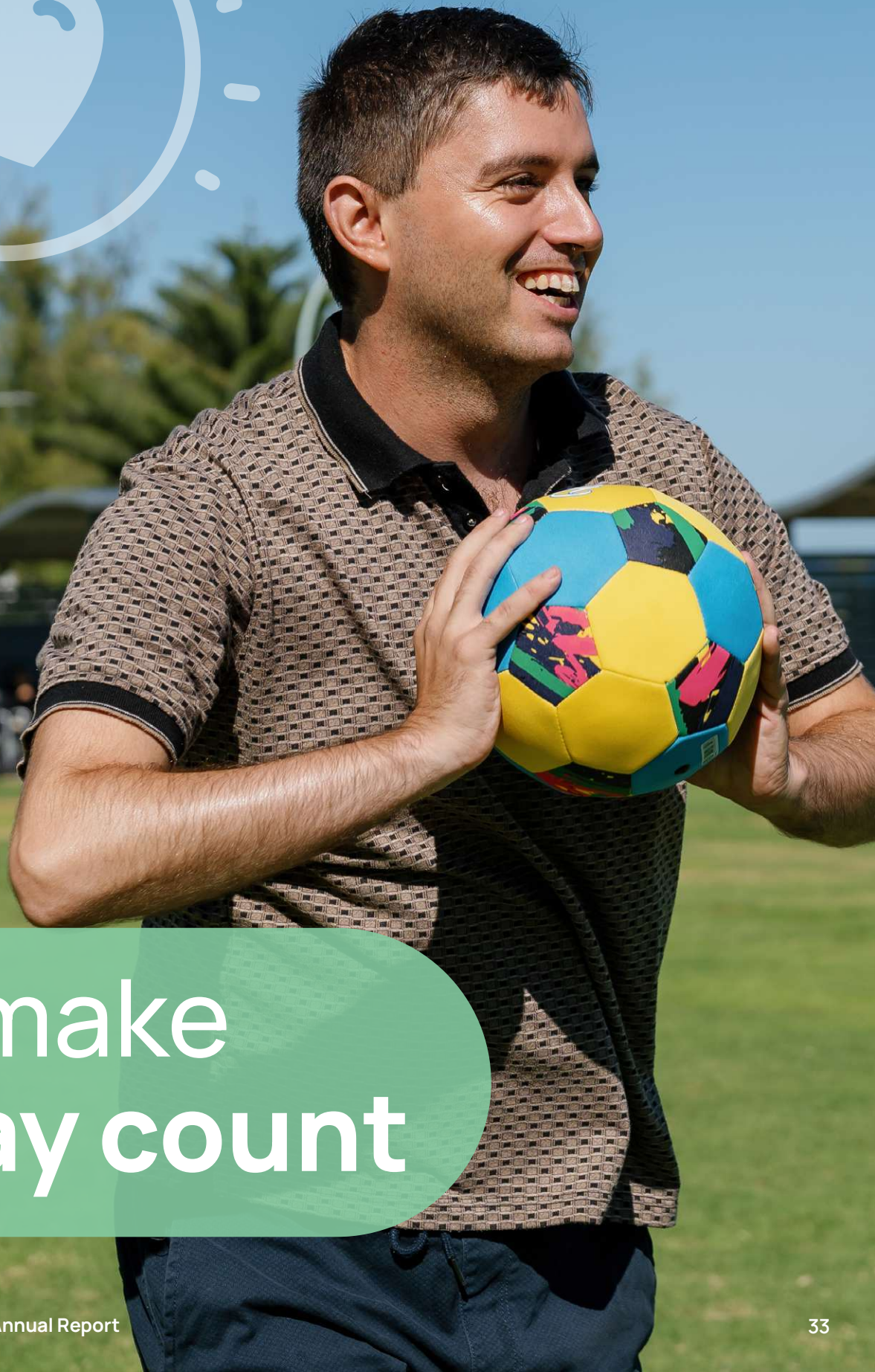
Name: **Campbell**
Program: **Community Inclusion**
With Crosslinks since: **2023**



- Q** If you were an Ice-cream, what flavour would you be? And why?
- A** **Rum and Raisin, because I am loved.**
- Q** What's the best thing about your Support Worker?
- A** **He is a friend more than a support worker.**
- Q** What are you both working on this year, what are you hoping to achieve?
- A** **Building a bike track for my friends and I.**

- Q** What would you do if you won the lottery?
- A** **Buy a nice car (JDM)**
- Q** What are your three favourite things about yourself?
- A** **I can ride my bike well, I can do well in school and I am good at gaming.**
- Q** If you could have any animal as a pet, what would it be? And why?
- A** **A Wolf, it's been my favourite animal forever.**





We make
today count



CROSSLINKS
DISABILITY SUPPORT SERVICES

Head Office: [6 Cale Street, Midland WA 6056](#)

Call: 08 9374 1600

Email: reception@crosslinks.org.au

www.crosslinks.org.au