

BREAK THRU PEOPLE SOLUTIONS

ABN 18 097 919 607

GENERAL PURPOSE FINANCIAL REPORT
For the year ended 30 June 2009

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Directors' Report

Your directors submit their report for the year ended 30 June 2009.

DIRECTORS

The names and details of the Company's directors in office during the financial year and until the date of this report are as follows. Directors were in office for this entire period unless otherwise stated.

E J Baker FCPA	
P E Bolton	
T L Carr	
G R Cutter	(Joined: 25 November 2008)
N A B Hiffernan	
M T Piccolo	
C Stringfellow	(Joined: 25 November 2008)
B M Toole	(Resigned: 26 August 2008)
N G Wheatland	(Resigned: 4 November 2009)

Qualifications, experience and special responsibilities

E J Baker FCPA (Chairperson)

Jim Baker has been the Chairperson of Break Thru People Solutions since the organisation's inception 16 years ago. Now retired, Jim has over 30 years experience as a senior executive with Tooheys Ltd and more recently, as the accountant for the Cooperative Research Centre (CRC) for Aquaculture.

Jim has successfully applied his accounting and marketing acumen in overseeing the rapid growth of Break Thru People Solutions. The organisation's sound financial position can be attributed to his professional guidance and mentoring over this period.

P E Bolton

Paul Bolton has been a Break Thru People Solutions Board Member since April 2007. Previous to this, he was a Board Member and Treasurer for 15 years for Western Plains Workforce in Dubbo which merged with Break Thru People Solutions. Paul has many years experience working with people with disabilities mainly in a support capacity.

Paul's career has been as a banker with Westpac and currently with St George, where he holds a position as Senior Lending Manager (Dubbo).

As a Board member of Western Plains Workforce, Paul worked closely with the Management Team and other Board Members to create and pursue opportunities for people with disabilities residing in Dubbo and other western areas of NSW. These programmes continue to successfully attract both State and Federal funding.

T L Carr

Tracy Carr has been a Director of Break Thru People Solutions since March 2002. Tracy's professional background includes training and working as a registered nurse in various hospital and other positions.

Tracy then moved into the aged care sector within the area of community care and then management. For the last 16 years, Tracy has held a number of senior management roles in national non profit organisations such as Wesley Aged Care, overseeing large residential and community care and aged care organisations. Currently Tracy operates her own aged care consultancy and training business.

Tracy holds a Masters in Management. Tracy's passion is in the area of human resource management, staff support and development, strategic planning, quality management/accreditation – all with the vision and goal of providing excellent service delivery.

Directors' Report

G R Cutter

Geoff has extensive experience across not-for-profit, government and corporate sectors. Geoff has been a Finance Director of a large public hospital and a city council. Geoff has been General Manager of Design and Consulting Engineers for Ericsson Australia, and provided business advisory consulting across retail, wholesale, service and manufacturing industries. He is currently Executive Manager – Corporate Services for Murray Irrigation Limited.

Prior to Break Thru People Solutions, Geoff was a Board Member and Treasurer of NEPS. He has a Bachelor of Economics, Master of Business Administration and is a Fellow of the Australian Certified Practising Accountants. Geoff is a mentor for the Monash University Graduate School of Business Mentoring program.

Geoff joined as a member of the Break Thru People Solutions Board in November 2008.

N A B Hiffernan

Noel Hiffernan works as a community development worker and has been involved in the disability rights movement for the last 32 years. Over this time he has served on numerous state and federal government boards and committees that have dealt with a range of topics such as access to the built environment, employment, health care and advocacy.

He is currently a member of the NSW Administrative Decisions Tribunal, president of Disability Enterprises and vice chair of Mountains Youth Services Team.

Noel has been a member of the Break Thru People Solutions Board since 2002.

MT Piccolo

Michelle Piccolo has been a Board Member since March 2002. Michelle has a wide range of experience working in Employment Services, specifically with people with disabilities, in both front line and Senior Management roles. Michelle has also held Senior Consultant roles in boutique consulting firms providing business and strategic advice to large organisations in Human Resource Management and Learning and Development. For the past 9 years Michelle has owned and operated a management consulting and training business, across private, public and community sectors. Michelle assists businesses manage and develop their people, through both consulting and human resource solutions, to maximise their business success.

Michelle's qualifications include a Diploma of Teaching, Bachelor of Education, Graduate Diploma in Adult Education, Master of Management (Community) and Masters of Business Administration. Michelle also holds a Certificate IV (Workplace Trainer and Assessor) and is an NLP Practitioner.

C Stringfellow

Casey is a management professional engaged by some of Australia's leading organisations to reveal, instigate and manage strategic growth and capability transformation opportunities.

Assisting government, public and private companies, Casey has taken on a variety of roles including Director, Management Consultant, Project Manager and/or Business Analyst which leverage Casey's strengths in developing and managing concepts through to delivery; evaluating business models, growth opportunities and exit strategies; implementing and maintaining risk management controls in complex environments; liaising with peak industry bodies for improved outcomes.

Casey is the Managing Director of Convict Motorcycles, a company he established in 2006. He has a Bachelor of International Business (Marketing and Strategy) from Grenoble Ecole de Management, France (where he lived for 2 years) and a Bachelor of Business (Management) from Queensland University of Technology. Casey was the Chair (elect) of the NEPS Centre.

Casey joined as a member of the Break Thru People Solutions Board in November 2008.

