

Annual Report

09/10





mission

Fronditha Care's mission is to enhance the well-being of elderly people by promoting excellence in care and support and ensuring that their social and individual needs are met in a way which is consistent with their cultural, linguistic and historical needs.



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President's report



As the newly elected President of Fronditha, I feel both the privilege and honour associated with serving this great organisation, but also the enormous responsibility in ensuring that we continue to respond to the changing environment and needs of our elderly, in the most effective way.

The year in review has had many accomplishments and a range of challenges. Our focus, however, has remained unchanged: to continue to provide quality service in an environment which respects the right of our elderly to live their lives with dignity and in a culturally appropriate way.

On behalf of Fronditha, I wish to thank retiring President George Demetriou for his exceptional 28 years of service. We also offer our gratitude to other retiring Directors, Vickie Feretopoulos and Jim Kalodimos, for their significant contribution to Fronditha, and welcome Faye Spiteri onto the Board, as Vice President.

Two of our four fundraising Auxiliaries have retired after extensive service to the organisation. We are grateful of the support the Clayton and St Albans Auxiliaries have provided us for more than two decades.

In December 2009, Fronditha lost one of its founders and greatest champions in Anna Matthews OAM. Anna was one of our most passionate supporters, volunteering at every level of the organisation. She was a woman ahead of her time, providing Fronditha with an ethos of care which continues to inspire us today.

This ethos is fundamental to our cause and is spearheaded at an operational level by CEO Penni Michael. I want to express the Board's appreciation to all staff for choosing to endow Fronditha with their dedication, expertise and passion.

It is inspiring to look back on the year of accomplishments. However, it is clear to me and the Board that major challenges lie ahead of us, both at government level and in relation to our facilities being in a position to respond to the changing needs and expectations of our rapidly ageing population.

The Board is committed to facing those challenges with the passion, dedication and sagacity, which characterised Fronditha's past performance. I am confident that we will continue to be strategic in our approach, appreciative of the value of effective community consultation and responsible in managing Fronditha's resources for the benefit of the community we serve.

Fronditha belongs to all of us and that is why it deserves our continuous support. I wish to thank the CEO and staff, Fronditha's members and volunteers, my fellow Board members and, in particular, all the donors for their generosity.

Mike Zafiropoulos, AM
President

Αναφορά Προέδρου

Ως νεοεκλεγείς Πρόεδρος της Φροντίδας αισθάνομαι τιμή και υπερηφάνεια που υπηρετώ αυτόν το σπουδαίο οργανισμό αλλά και ένα τεράστιο αίσθημα ευθύνης να διασφαλίσω το γεγονός ότι συνεχίζουμε να ανταποκρινόμαστε στο μεταβαλλόμενο περιβάλλον των ηλικιωμένων μας και στις νέες τους ανάγκες με τον πλέον κατάλληλο και αποτελεσματικό τρόπο.

Κάνοντας ανασκόπηση της χρονιάς που μας πέρασε παρατηρούμε πολλές επιτυχίες αλλά και μια σειρά προκλήσεων. Ο στόχος μας όμως παραμένει αμετάβλητος: να συνεχίσουμε να προσφέρουμε υπηρεσίες υψηλής ποιότητας μέσα από ένα πλαίσιο που σέβεται το δικαίωμα των ηλικιωμένων για μία αξιοπρεπή ζωή με τα ανάλογα πολιτιστικά στοιχεία.

Εκ μέρους της Φροντίδας θέλω να ευχαριστήσω τον απερχόμενο Πρόεδρο Γεώργιο Δημητρίου για την εξαιρετική προσφορά του επί 28 συνεχή έτη. Θέλω επίσης να εκφράσω την ευγνωμοσύνη μας σε δύο άλλα μέλη του Διοικητικού Συμβουλίου: στη Βίκυ Φερετόπουλου και στο Δημήτρη Καλοδήμο για τη σημαντική προσφορά τους στη Φροντίδα. Και οι τρεις τους αποχωρούν οριστικά από τον οργανισμό μας. Παράλληλα καλωσορίζουμε τη Faye Spiteri στο Διοικητικό Συμβούλιο στη θέση της Αντιπροέδρου.

Δύο από τις τέσσερις Βοηθητικές Ομάδες της Φροντίδας αποσύρθηκαν μετά από πολλά χρόνια προσφοράς στον οργανισμό μας. Είμαστε ευγνώμονες για όσα μας πρόσφεραν οι Βοηθητικές Ομάδες του Clayton και του St Albans για πάνω από δύο δεκαετίες.

Το Δεκέμβριο του 2009 η Φροντίδα έχασε ένα από τα ιδρυτικά και πιο αξιόλογα στελέχη της, την Άννα Μάθιους. Η Άννα ήταν από τους πιο δραστήριους, πιο "φλογερούς" μας υποστηρικτές, προσφέροντας εθελοντικώς τις υπηρεσίες της σε κάθε τομέα του οργανισμού μας. Ήταν μία γυναίκα προοδευτική, 'μπροστά από την εποχή της' και μας μετέδωσε ένα ήθος εργασίας που και σήμερα μας χαρακτηρίζει.

Αυτό το ήθος είναι απαραίτητο για τους στόχους μας και διασφαλίζεται λειτουργικά από τη Γενική Διευθύντρια Πέννυ Μιχαήλ. Τους ευχαριστούμε όλους για τον ενθουσιασμό, τις γνώσεις τους και την αμέριστη αφοσίωση που δείχνουν στη Φροντίδα.

Οι επιτεύξεις μας τη χρονιά που πέρασε μας γεμίζουν αισιοδοξία και αυτοπεποίθηση. Παρόλα αυτά τόσο εγώ προσωπικά όσο και το Διοικητικό Συμβούλιο, γνωρίζουμε πολύ καλά πως μπροστά μας υπάρχουν πολλές προκλήσεις τόσο σε Κρατικό επίπεδο όσο και σε σχέση με τις παροχές και υπηρεσίες μας που θα πρέπει να ανταποκριθούν στις νέες ανάγκες και προσδοκίες ενός πληθυσμού που γερνάει ταχύτατα.

Το Διοικητικό Συμβούλιο έχει δεσμευτεί να αντιμετωπίσει αυτές τις προκλήσεις με το πάθος, την αφοσίωση και σύνεση που διακρίνει τη Φροντίδα εδώ και χρόνια στην εκτέλεση των καθηκόντων της. Είμαι βέβαιος πως θα συνεχίσουμε να επιδεικνύουμε στρατηγική στην προσέγγιση κάθε νέου μας βήματος, πως θα εκτιμούμε την αξία των κοινοτικών διαβουλεύσεων και πως θα διαχειριστούμε με υπευθυνότητα τους πόρους της Φροντίδας προς όφελος της κοινότητας που υπηρετούμε.

Η Φροντίδα ανήκει σε όλους μας και για το λόγο αυτό χρειάζεται τη συνεχή μας υποστήριξη. Επιθυμώ να ευχαριστήσω όλο το προσωπικό, τους εθελοντές, τους συνεργάτες μου στο Διοικητικό Συμβούλιο και ιδιαίτερα όλους τους χορηγούς μας για τη γενναιοδωρία τους.

Μ Ζαφειρόπουλος

CEO'S report



Inspiration in the field of aged care comes from the ability of some of our elderly to be resilient, determined and willing to overcome adversity. I wish to begin by remembering and honouring one such person, Mrs Anna Matthews, OAM, who passed away in December 2009. I first met Anna many years ago; she was tireless in her efforts, encouraging and warm and was exceptional in her support. As a founder, Anna's vision was to give the elderly a place of their own where they could be cared for with dignity. I trust the advancements Fronditha has made since inception 34 years ago has, and continues to, fulfil Anna's life work.

Most recently, in January 2010, Fronditha Care became a national provider. It was a poignant time for Fronditha Care but also for the Hippocrates Australian Greek Aged Persons Association. The extensive work and collaboration between the two organisations has resulted in a facility which provides services to our Greek elderly and to those from a non-English speaking background. In the past year, Fronditha has grown from 253 residential beds to 319, and last year, Home Based Services increased to 125 packages. Thornbury development has well and truly started and the extension will provide an additional 60 high care beds.

The year was also exceptional in the development of new services in community care. We are often told by our elderly that their preference is to stay at home with as much independence as possible. The community care arm of the organisation has been strengthened by the:

- Host Home Program in the eastern suburbs. This is for elderly with the onset of dementia who are cared for at home.
- Extensive community education sessions on medication management auspiced by the Community Partnership Program, Department of Health and Ageing.
- The Supported Access Program, funded by the Department of Health, which enables Greek elderly to access mainstream services in the areas of Home and Community Care.
- Implementation of the new Community Aged Care Packages program in the Northern Suburbs (15 packages).

A continuing challenge in aged care is the funding issue which is no closer to resolution. Importantly, there is no capital growth and Fronditha must raise these funds through borrowings.

There are many people who contribute to the work of Fronditha; I wish to thank staff for their dedication and invaluable work, volunteers for their support and generosity, donors for their much needed financial support and the Board for their vision and commitment.

Penni Michael
CEO

Αναφορά Γενικής Διευθύντριας

Πηγή έμπνευσης στον τομέα της Πρόνοιας των Ηλικιωμένων είναι η ικανότητα μερικών γερόντων να είναι ανθεκτικοί, αποφασιστικοί και πρόθυμοι να αντιμετωπίσουν κάθε αντιξοότητα.

Επιθυμώ να αρχίσω την αναφορά μου μνημονεύοντας και τιμώντας ένα τέτοιο άτομο, την Κυρία Άννα Μάθιους που απεβίωσε το Δεκέμβριο του 2009. Γνώρισα την Άννα πριν από πολλά χρόνια. Ήταν ακούραστη σε κάθε εγχείρημα που αναλάμβανε, θερμή και ενθουσιώδης και είχε ένα μοναδικό τρόπο να σε εμπνυχώνει και να σε στηρίζει. Ως ιδρυτικό μέλος, το όραμα της Άννας ήταν να προσφέρει στους ηλικιωμένους ένα δικό τους μέρος όπου θα λάμβαναν περίθαλψη με τον απαιτούμενο σεβασμό.

Είμαι πεπεισμένη ότι τα επιτεύγματα της Φροντίδας, από το ξεκίνημά της εδώ και 34 χρόνια, εκπληρώνουν και ανταποκρίνονται στο έργο ζωής που μας άφησε η Άννα.

Τον Ιανουάριο του 2010 η Φροντίδα αναβαθμίστηκε σε Εθνικό φορέα Πρόνοιας. Ήταν μια ξεχωριστή στιγμή για τη Φροντίδα όσο και για τον Ιπποκράτειο Ελληνο-Αυστραλιανό Σύλλογο Ηλικιωμένων. Η σκληρή δουλειά και εκτενής συνεργασία των δυο αυτών οργανισμών είχαν ως αποτέλεσμα τη δημιουργία μιας μονάδας που προσφέρει υπηρεσίες τόσο στους Έλληνες ηλικιωμένους μας, όσο και σε άτομα μη αγγλόφωνης καταγωγής. Στο χρόνο που μας πέρασε η Φροντίδα αύξησε τον αριθμό των κλινών της από 253 σε 319 ενώ οι κατ' οίκων υπηρεσίες της αυξήθηκαν σε 125 πακέτα. Τέλος, η αξιοποίηση του Thornbury, όπου η επέκταση του κτηρίου έχει ήδη αρχίσει, θα προσφέρει άλλα 60 κρεβάτια υψηλής φροντίδας.

Η περσινή χρονιά ήταν ιδιαίτερα ξεχωριστή και σε ότι αφορά τη δημιουργία νέων υπηρεσιών στον τομέα της «κοινωνικής μέριμνας». Συχνά οι ηλικιωμένοι

μάς δηλώνουν την προτίμησή τους να παραμείνουν σπίτι τους και να είναι όσο πιο ανεξάρτητοι γίνεται. Για το λόγο αυτό το τμήμα “κοινωνικής περίθαλψης” του οργανισμού μας έχει ενισχυθεί και παρέχει τα παρακάτω προγράμματα:

- “Πρόγραμμα Φιλοξενίας”, ένα συνεταιρικό πρόγραμμα στα ανατολικά προάστια. Το πρόγραμμα αυτό προσφέρει ψυχαγωγικές δραστηριότητες σε ηλικιωμένους που φέρουν τα πρώτα συμπτώματα άνοιας, ενώ παράλληλα παρέχει ένα - προγραμματισμένο - διάλειμμα - μια μικρή ανακούφιση- στα μέλη της οικογένειας που φροντίζουν τους ηλικιωμένους στο σπίτι τους.
- Εκτενή προγράμματα επιμόρφωσης στον τομέα της σωστής γήρανσης.
- Πληρέστερη πληροφόρηση και υποστήριξη σε άτομα ελληνικής καταγωγής που φροντίζουν ηλικιωμένους ώστε να μπορούν να έχουν ευκολότερη πρόσβαση σε υπηρεσίες και προγράμματα φροντίδας. Παράλληλα προσφέρουμε διαπολιτιστικά προγράμματα επιμόρφωσης σε κεντρικά (κυρίως κυβερνητικά) γηροκομεία προς όφελος των ελλήνων ηλικιωμένων ή άλλων εθνικοτήτων υπό την αιγίδα του Προγράμματος Κοινωνικών Συνεργασιών του “Υπουργείου Υγείας και Ηλικιωμένων”
- Πρόγραμμα Υποστήριξης Παροχής Υπηρεσιών» υπό τη χρηματοδότηση του Υπουργείου Υγείας. Το πρόγραμμα αυτό βοηθάει τους Έλληνες ηλικιωμένους να έχουν πρόσβαση σε κύριες υπηρεσίες στους τομείς της “φροντίδας στο σπίτι”, σε κοινοτικά πακέτα υπηρεσιών και σε άλλες ανάλογες παροχές.
- Εφαρμογή των νέων “Κοινωνικών Πακέτων Φροντίδας Ηλικιωμένων” στα Βόρεια Προάστια (15 πακέτα).

Μία συνεχιζόμενη πρόκληση στον τομέα πρόνοιας των ηλικιωμένων είναι το θέμα των πόρων (χρηματοδότησης) που δυστυχώς δεν φαίνεται να βρίσκεται κοντά σε επίλυση. Ειδικότερα, δεν υπάρχουν στη Φροντίδα εκμεταλλεύσιμα κεφάλαια και θα πρέπει ο οργανισμός μας να συγκεντρώσει τα απαιτούμενα κονδύλια μέσα από δανεισμό.

Υπάρχουν πολλά άτομα που συνεισφέρουν στο έργο της Φροντίδας: θέλω να ευχαριστήσω το προσωπικό για το ζήλο και την πολύτιμη εργασία του, τους εθελοντές για την υποστήριξη και γενναιοδωρία τους, τους δωρητές για την αναγκαία οικονομική στήριξη τους και το Διοικητικό Συμβούλιο για τη διορατικότητα και αφοσίωσή του.

Πέννυ Μιχαήλ

All residential facilities accredited for the maximum 3 years (2009)

Formation of the St Albans Resident Choir (SEP 09)

15 Community Aged Care Packages provided to Fronditha for the Greek Cypriot Community (NOV 09)

Fronditha Care becomes a national provider as Mayfield, Newcastle opens (JAN 10)

\$81,000 raised from the 2010 Radiothon (MAR 10)

Hippocrates Association Gala Ball (MAY 10)

Successful Fronditha Family Fun Day (JUNE 10)



highlights



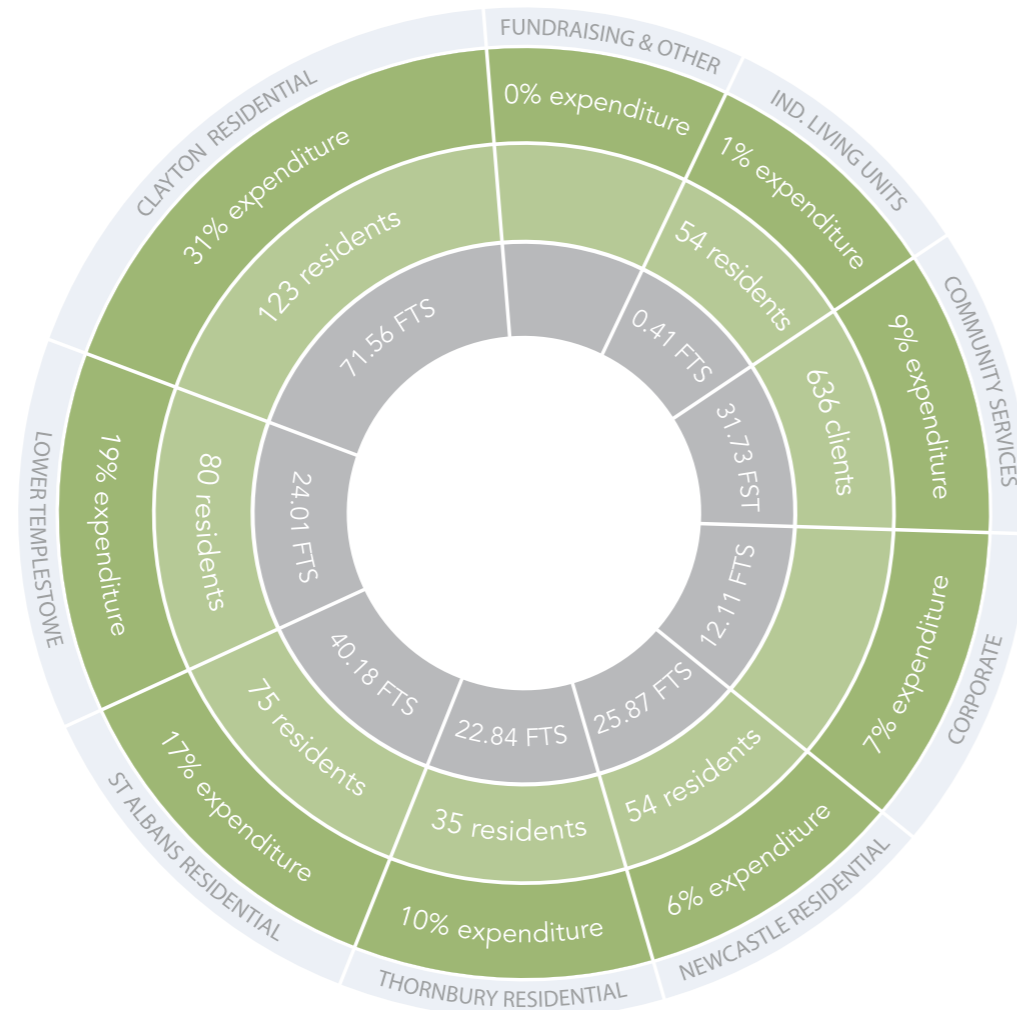
food service

Catering staff look after Food Service at Fronditha. Responsible for each meal served to the residents daily, they play a vital role in ensuring the meals are nutritionally prepared with the freshest ingredients and presented within a familiar cuisine. Food is central to culture. It connects and it enhances well-being and happiness.



snapshots and trends

- Expenditure by program
- Number of service recipients
- Number of equivalent full time staff



Strategic Key Result

Ensuring that human, financial and capital resources are used effectively



snapshots and trends

Service Provision

Trends of Service by program over three years

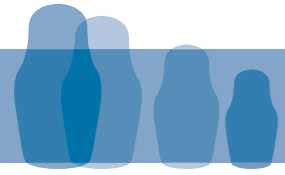
	2008	2009	2010
Froniditha Links	22	96	148
Independent Living Units	40	42	54
Home Visitation Program	22	17	18
Planned Activity Groups	75	72	90
Froniditha Home Care South East	40	81	45
Froniditha Home Care North West	32	37	24
CACP West	23	35	36
CACP East	38	44	34
CACP North	45	26	42
CACP South	21	26	28
CACP North: Cypriot	-	-	15
Thornbury Residential	40	44	35
St Albans' Residential	72	65	75
Lower Templestowe Residential	72	95	80
Clayton Residential	123	131	123
Newcastle Residential	-	-	54
Educational Seminars	-	157	155
Froniditha/Moreland PAG	-	10	12

332 elders call Froniditha home

636 elders of Greek speaking background are supported by Froniditha to remain in their own homes

246 full time equivalent staff committed to caring for the elderly

54 elders maintaining their independence in Froniditha's living units



service spectrum

FronDitha Links Supported Access Pilot Project	Community Aged Care Packages	Host Home Programs	Home Care Programs	Planned Activity Group	Volunteer Home Visitation	Community Partners Program	Independent Living Units	Low Care Residential	High Care Residential
<p>Information & Referral</p> <p>Assisting CALD clients in socialisation access and negotiation of services</p>	<p>Maintaining the independence of elders electing to remain in their own homes</p> <p>Case management</p> <p>Facilitation of an accustomed life style</p> <p>Meal preparation, grooming, errands and socialisation</p>	<p>Respite services</p> <p>Case management</p> <p>Facilitation of an accustomed life style</p>	<p>Greek speaking personal care and case management through FronDitha</p>	<p>Respite option</p> <p>Keeping mind and body healthy</p> <p>Meet on a regular basis to provide social activities for elders living at home</p>	<p>Available to isolated elders that need social support at home</p>	<p>Promoting and facilitating increased and sustained access to aged care information and service</p>	<p>The affordable alternative to public housing, offering accommodation to those financially and socially disadvantaged</p>	<p>Residential facilities ensuring client needs are managed and met throughout the stages of their need</p>	

appropriate and considered care for every stage of ageing

Strategic Key Result

Working in close collaboration with the community, service providers and policy makers

residential care



Strategic Key Result
Maintaining accreditation for all of Fronditha's services

Fronditha provides quality care, sensitive to culture and language.

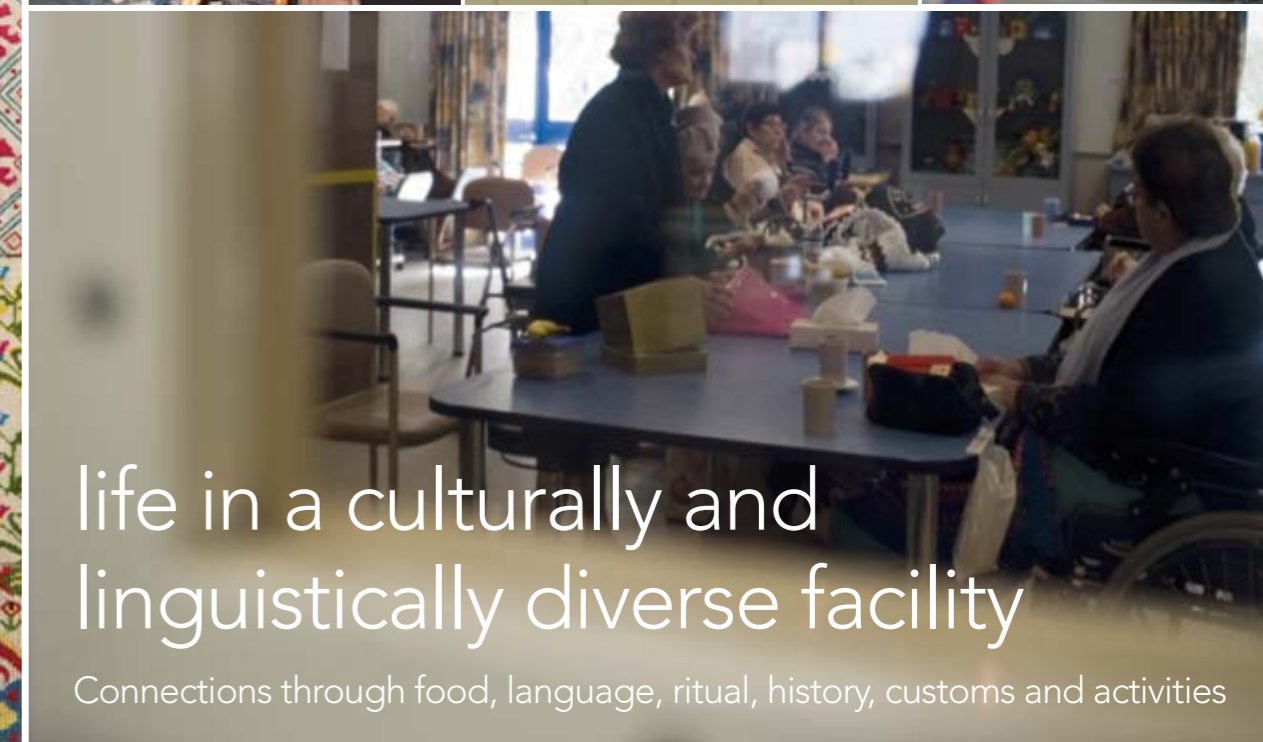
In 2010, we became a National Aged Care Provider with four residential facilities servicing all metropolitan regions of Melbourne and the opening of our newest facility in Mayfield, Newcastle, NSW in January. Resident needs are catered for via Ageing in Place facilities providing low and high care assistance. Over 400 residents call Fronditha home.

After extensive routine auditing, our Melbourne facilities received the maximum three year accreditation.

At Fronditha, Dementia specific care emphasises structure and support in a familiar environment.

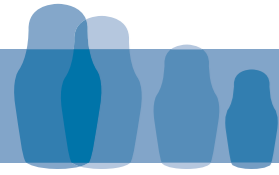


Van is a Personal Care Worker attending to the needs of the residents through activities of daily living. Van is bilingual, Greek is her second language and her commitment to the needs of the residents ensures they experience real daily connection with those around them. Like all of Fronditha's Personal Care Workers, she understands and is equipped for the changing needs of the elderly.



life in a culturally and linguistically diverse facility

Connections through food, language, ritual, history, customs and activities



community services

Maintaining the independence of elders electing to remain in their homes.

A noticeable trend of elders electing to remain in their own homes for as long as possible has propelled the development of Fronditha's services to ensure elders within the community are equipped with apt support.

We assist elders through the provision of Community Aged Care Packages, Host Home programs, Planned Activity Groups and seminars on themes of health and ageing, keeping elders informed, independent and connected.

- 15 Community Aged Care Packages awarded to the Northern Region.
- The continuation of educational seminars provided to the Greek speaking community.
- National Prescribing Service (NPS) with Fronditha delivered information for elders of Greek speaking background via radio and print media and information sessions on sleep and ageing and the safe use of medicines.
- Continuation of Community Partners Program 09-11 with a specific focus on carers of Greek speaking background.
- Outings across CACP Programs and increasing social opportunities available to care recipients.
- Host Home Program and Carer Support Program piloted in the East with Uniting Care Community Options.

Strategic Key Result

Increasing the number of Community Aged Care Packages



daily activities

Our Activities Coordinators are at the forefront of attention and care provided to our residents. They are responsible for keeping them engaged and entertained physically, mentally, emotionally and spiritually. Each Activities Coordinator has their own style in interacting with our residents through cognitive games, light physical exercise where able, and the celebration of cultural and religious rituals.

Music, song and dance are fundamental to the programs, preserving the individual histories of our people.

Strategic Key Result

Raising public awareness and recognition of the importance of cultural identity to the well-being of all persons

Celebrating 100th birthdays at St Albans.



Helen is Pronia's Activities Coordinator, connecting daily with the residents for over twenty years. She is pictured conducting an evening cognitive game with the residents.





Fronditha became a national provider of aged care services in 2010 with the opening of Mayfield, Newcastle, NSW.

Mayfield is now home to people of a range of ethnic backgrounds. Our residents are primarily Greek, Italian and Dutch with the vision of establishing cluster groups once the facility is at capacity.

The Hippocrates Association's continual partnership and support in the form of fundraising through the local community has provided for several needs, such as the donation of a bus for socialisation of the elderly.

The Hippocrates function hall is also located on site and has already seen two social gatherings involving the residents and families. Fronditha is proud of the successful alliance with the Hippocrates Association, which has been integral to the establishment of the facility, driving the organisation to be a national provider.

Currently providing high and low care for up to 66 elders, it is well on the way to being an industry leader in the provision of ethno-specific care.



Strategic Key Result

Continuing to broaden service delivery to mainstream community

independent living units

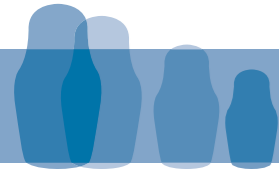


Strategic Key Result

Implementing a person-centred approach



Daphne resides in an Independent Living Unit where she is able to maintain her privacy, community and connection. The Independent Living Units are an affordable alternative to public housing, offering accommodation to those financially or socially disadvantaged within Fronditha's Ageing in Place model.



industry leaders

Froniditha Care is an industry leader, breaking new ground in the provision of Culturally and Linguistically Diverse Aged Care. Our contribution to the industry is recognised through the presentation of papers at local, state and national conferences in the year 2009/10.

22.9.2009

Planned Activity Groups, Greek culture, traditions and practices.

- Southern Migrant Resource Centre

Maria Atgiaras and Sofia Keretzidis of Froniditha Care

19.11.2009

Host Home Model of Care

- Ethnic Communities Council of Victoria Carer's Forum

Aliki Kyrkou together with Melinda McCulloch from Commonwealth Respite and Carelink Centre

26.11.2009

Victoria's Multicultural Awards for Excellence

Peter Gogorosis recognised for leadership in the advancement of practice and knowledge within the Aged Care industry

3.6.2010

Australia's First Ethno-Specific Host Home

- Aged and Community Services Australia National Conference

Aliki Kyrkou together with Anne Davey of Froniditha Care

17.6.2010

Aged Community Care Victoria: Aged Care at the Crossroads

Peter Gogorosis

23.6.2010

Partnering to Support Greek Speaking Carers with Dementia

- Ethnic Communities Council of Victoria
- Building on Diversity Conference

Aliki Kyrkou together with Zana Basic of Uniting Care Community Options



learning industry

Froniditha fosters partnerships with Victoria University and RMIT, taking on eighty students each year for training in Nursing and Personal Care Work. Through such cooperative partnerships, Froniditha promotes aged and ethno-specific care.

The real benefit of introducing Nursing students to Aged Care, is that more nurses may opt to enter the industry and in doing so will have a good understanding of providing ethno-specific care whichever provider they may choose to work with.

Strategic Key Result

Strengthening links with tertiary institutions providing all staff with opportunities to develop skills, knowledge and practice.



Wally has served Froniditha as our trusted Maintenance Officer for over 15 years in the West and North at our Residential Facilities and Independent Living Units.

At times our male residents help Wally garden by walking around with him, giving them purpose to be outside, bonding over outdoor activities whilst maintaining their mobility.





human resources

We are committed to developing our greatest resource through continuous training of our staff. A true understanding of culture and the need for culturally sensitive provision of service is integral to appropriately caring for the individuals with us.

In 2009, Fronditha conducted an Employee Survey to better understand the needs of our staff. The findings highlighted many areas where the organisation is excelling and areas that require consideration of further resources.

99% understood the responsibilities of their role

97% understood the duties of the Accreditation outcome requirements of Quality Reporting

95% understood and complied with safe work practices

71% believed they had enough time to do their job

90% thought that staff are given enough training

Strategic Key Result

Actively pursuing health and well-being of staff

78% believed that Fronditha offers opportunities for improvement and career development

87% felt that their contribution is valued

88% felt that Fronditha promotes a discrimination free workplace

89% agreed that Fronditha is a family friendly employer

95% enjoyed working for Fronditha



long service awards

In 2010, staff were duly recognised for their achievements at the Staff Recognition Awards. Listed and photographed are those who have maintained their commitment to working with the elderly at Fronditha for 5, 10, 15 and 20 years.



20 Years

Mary Thomas

15 Years

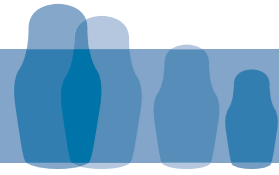
Dina Constantinidis
Haido Dimakos
Sofia Ioannidis
Pigi Papamakarios
Fotini Polas

10 Years

Fay Christidis
Christine Dendrinis
Glenda Gove
Barbara Hiller
Eleni Kyriakou
Kim Stevenson
Mark Taylor

5 Years

Anastasia Baltounis
Maria Christodoulou
Humu Fuseini
Catherine Katsambanis
Carmelina Lamb
Alexandra Manassis
Joanne Nair
Maria Onisiforou
Georgia Pappas
Dinane Peterson
Maria Sakelaropoulos



radiothon 2010

For 33 years, the community has come to the aid of the elderly and did so once again through the Fronditha Radiothon. All hands were on deck at the 2010 Radiothon, raising over \$81,000 towards the Thornbury expansion.

Beginning at nine o'clock in the morning and continuing through to midnight, the Greek community rallied behind Fronditha, confirming the value in the work and care provided to the elderly. 3XY presenters, Rena Frangioudaki and Theologia Preece, marshalled support on the air. Fundraising campaigns by Ta Nea and Neos Kosmos contributed to the overall result.

The Thornbury Auxiliary gathered at Oakleigh Quality Cakes, raising over \$3,000 in just a few hours.

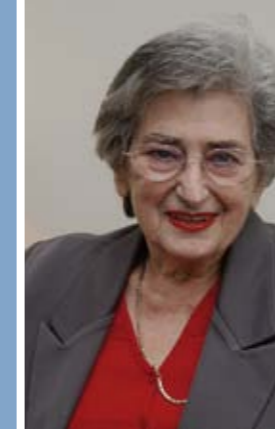
Fronditha is greatly appreciative of the continuing community support and thanks every donor and volunteer for their generosity.

Strategic Key Result

Continuing to develop Fronditha's profile and visibility within the Australian-Greek and general community



Anna Matthews OAM



Pioneer, advocate and visionary, Anna was a woman ahead of her time. An independent and dynamic advocate for the aged, whose values became paramount to Fronditha Care.

Her vision was one of dignity and considered care for our elders. Anna volunteered tirelessly at every level of Fronditha, however it was her direct care of the elderly that set her apart. This was a cause she passionately believed in, inspiring a generation in the process.

Beginning as a founding member of Fronditha, she continued for more than three decades, dedicating her efforts to the cause of caring for the elderly. She understood the difficulties the Greek elderly faced, she understood the hardships experienced by stay at home carers, and she believed in delivering services that are responsive to the cultural and language needs of our people.

Anna successfully campaigned and changed entrenched ideas of Aged Care in the Greek Community, and played a vital role in the opening of Fronditha's first Aged Care facility, Pronia in Clayton. More than initiating vast transformation, she was ever-present at a grass roots level, recognising and empathising with the needs of others. Anna leaves behind a legacy we are determined to continue.

Our tribute to Anna Matthews is one of celebration of a life fulfilled, dedicated to the well-being of others.

Η κοινωνία της Αυστραλίας μασιζείται από πολλά κοινωνικά προβλήματα, όπως άλλωστε και όλες οι σύγχρονες κοινωνίες.

Αποτέλεσμα η ίδρυση του Οργανισμού Φροντίδα που η Άννα Μάθιους με άλλους άξιους ανθρώπους συνεργάστηκε και έφεραν εις πέρας αυτό το λαμπρό δημιούργημα και υπηρέτησε μέχρι που τις επέτρεψαν οι σωματικές της δυνάμεις, οπότε φιλοξενήθηκε και η ίδια στο ίδρυμα, όπου εκεί άφησε και την τελευταία της πνοή.

Όταν χαρισματικά άτομα βάζουν τις ικανότητες τους και τα προσόντα τους στην υπηρεσία του ανθρώπου και του συνόλου της κοινωνίας μας, τότε η προσφορά τους είναι χρήσιμη και η υστεροφημία τους θετική και αντάξια του έργου που αφήνουν πίσω τους'.

Η παροικία μας έχει την καλή τύχη που βρίσκονται τέτοια άτομα στις τάξεις, όπως η Άννα Μάθιους. Η αναγνώριση απαιτεί πράξεις ωφέλιμες και έντιμες. Αύτη ήταν η Άννα Μάθιους. Ας είναι ελαφρύ το χώμα που θα την σκεπάσει.

financials

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Directors' report for the year ended 30 June 2010

Your Directors submit the financial report of the Company for the financial year ended 30 June 2010.

Migration

Froniditha Care on 7 July 2009 migrated from an Incorporated Association. The current year financial information includes all information from 1 July 2009 to 30 June 2010 and comparative information has been presented in this financial report as if the company had existed from the time the Incorporated Association was registered, this being 29 April 1992.

Organisational Objectives

Froniditha's aim is to become a significant aged care provider within the culturally and linguistically diverse communities and the community at large. The organisation's objectives are to work towards:

- An additional 60 residential care beds at Thornbury.
- An additional 50 community aged care packages spread across metropolitan Melbourne.
- Becoming a leading agency in the development and practice of happiness and well-being.
- Establishing best practice in the area of client / resident risk, in particular the area of elder abuse.

- Establishing carer support groups within each region of metropolitan Melbourne.
- A culture which encourages staff to attain the highest qualification within their field.
- Strengthening alliances with other service providers, peak bodies, think tanks, universities, business and interstate partners.
- Enhancing risk management process.
- Further developing environmentally sustainable practices.

The above strategic plan will be implemented through annual operational plans developed by Senior Staff. The operational plans include key result areas (objectives): Effective Governance, Plan & Develop New Services, Financial Sustainability, and Enhance Life Experience of the Froniditha Community, Leadership in the Field, Environmental Sustainability, Learning Organisation, Community Relations, Information Technology and Happiness & Wellness. The CEO will report to the Board of Directors regularly on progress against the objectives.

Principal Activities

The principal activity of the Company during the financial year was the operation of aged care services consisting of residential aged care, community services and social housing.

The strategic plan objectives will enable Froniditha to provide:

- Care that is flexible and responsive to recipients' changing needs, ensuring legislative standards are achieved.
- Adherence to documented processes, policies, procedures and constitutional provisions.
- Promotion of continuous improvement based on investigation of systems, implementing effective corrective action and introducing innovation.
- Training and motivation of staff.

Organisational Performance

The organisation's objectives are reviewed annually by senior staff and the Board after incorporating policy analysis, social demographics, stakeholder feedback and interests.



Directors' report

for the year ended 30 June 2010

The names and experience of the Directors' throughout the year are:

Ms Anthy Akritidis

appointed 7 July 2009

B Arch

Anthy has been a Board Director with Fronditha for 17 years. Currently she is on the Board Governance and Fundraising and Public Relations Committees. She has been involved with the Fronditha Board Building Committees for the Thornbury (1997), St Albans (1996), and Social Housing Developments (2000).



Mr John Bellesis

appointed 7 July 2009

John has been a Board Director with Fronditha for 15 years. John is a member of the Fronditha Public Relations and Fundraising Committee and has been responsible for the Fronditha Auxiliaries. He has held positions on the Board as Junior Vice President, Senior Vice President and Secretary. In 2001, John received a Victoria State Government Certificate of Appreciation for Voluntary service to the community and was awarded Life Governor of Fronditha in 2005. John was the co-founder of Socobell Pty Ltd, a very successful manufacturing company.



Ms Vickie Feretopoulos

appointed 7 July 2009, resigned 4 November 2009

Ass Dip Arts, Dip SS, B Ed

Vickie was a Board Director with Fronditha for 4 years, Vice President from October 2008 and a member of the Fundraising & Public Relations Committee, Convenor of the Governance Committee and a member of the then Finance and Compliance Committee. She is currently an Executive Officer of the Disability Advisory Committee, and Convenor Social Issues Working Group at Melbourne City Council.



Mr Jim Kalodimos

appointed 7 July 2009, resigned 1 September 2010

Jim has been a Board Director with Fronditha for 7 years and a volunteer for The Greek Crisis Counseling Line & Fronditha Care in transport services for over 5 years. Jim managed his own retail business for over 15 years.



Mr George Demetriou

appointed 7 July 2009, resigned 1 September 2010

B Ec, CPA

George has been a Board Director with Fronditha for 28 years. He held positions as Treasurer in 1994 and President in 2008 and was involved in various other Committees. George is currently a member of the Board Governance and Risk Management and Finance Committees. He has over 30 years of accounting experience. George was awarded Life Governor of Fronditha in 2000, has received a Victoria State Government Certificate of Appreciation for Voluntary service to the Community in 2001, and a Victoria State Government Award for Excellence in Multicultural Affairs in 2004.



Mr Jacob Fronistas, OAM

appointed 7 July 2009

B Sc, LLB, LLM

Jacob has been a Board Director with Fronditha for 28 years. He has held numerous positions on the Board, including being President from 1988 to 1994 and 1998 to 2007, as well as positions in Senior Vice-President, Junior Vice-President and Assistant Treasurer. He is currently a member of the Fronditha Governance Committee. Jacob received an Order of Australia medal in 2006 for his work with the Greek community, specifically in aged care. He is a Barrister and member of the Victorian Bar since 1983, Chairperson of the Federal Government's Greek Community Aged Care Steering Committee from 1994 to 2000, and contributor to the working party for Equitable Delivery of Services to the Ethnic Aged, which was under the auspices of the Ethnic Communities Council of Victoria in 1998.



Mr James Kotsiros

appointed 7 July 2009

Ass Dip B (Marketing)

James has been a Board Director with Fronditha for 3 years and is currently the Company Secretary. He is the Convenor of the Public Relations and Fundraising Committee and is a member of the Risk Management and Finance Committee and is also part of the organising committee for the Fronditha Charity Gala. James has predominantly worked in the airline industry and has 20 years of Sales and Marketing experience.



Mr Michael Moisi

appointed 7 July 2009

B Bus, CPA, Holder of Public Practicing Certificate

Michael has been a Board Director with Fronditha for 2 years. He is the current Treasurer and Convenor of the Risk Management and Finance Committee. Michael has significant experience in the accounting and finance field, commencing in 1978 where he was employed as a qualified accountant for Cambel Cass Pandelli & Co. Michael is a Director of his own accounting practice, Moisi & Associates Pty Ltd.





Directors' report

for the year ended 30 June 2010

Ms Faye Spiteri

appointed 2 December 2009

BA, GradCert PubRelations

Faye has been a Board Director with Fronditha since December 2009 and is the current Vice President. Faye is the Communications Director of Cultural Perspectives Pty Ltd. She is the Chair of the Immigrant Women's Domestic Violence Service. Faye has extensive experience in multicultural communications and substantial expertise in project management, convening and leading project teams across diverse areas within the public and private sector and guiding policy development with respect to communications campaigns, targeting diverse communities.



Mr Mike Zafiropoulos, AM

appointed 7 July 2009

B App Sc, Dip Comp Sc, Cert Television Production

Mike has been a Board Director for 1 year and is the current President of Fronditha and Convenor of the Governance Committee. He has extensive experience in the not-for-profit sector and during 1992-93 served as Mayor of Fitzroy. In 2002 he was awarded "Victoria's Award for Excellence in Multicultural Affairs"; in 2005 he received FECCA's award for contribution to multiculturalism and in 2010 he was awarded the Order of Australia (AM) "for service to the community, through executive roles with a range of arts, multicultural, charitable, media and local government organisations, and as an advocate for cultural diversity and harmony". During 1995 and 2007, he was General Manager of SBS in Melbourne. Since 2003, he is on the Board of the Royal Victorian Eye and Ear Hospital, and since 2009 he chairs the Channel 31 Board.



Meetings of Directors

Director	Meetings held / Eligible to attend	Meetings attended
Ms Anthy Akritidis (appointed 7 July 2009)	11	6
Mr John Bellesis (appointed 7 July 2009)	11	11
Mr George Demetriou (appointed 7 July 2009)	11	10
Mr Jacob Fronistas (appointed 7 July)	11	7
Ms Vickie Feretopoulos (appointed 7 July 2009)	5	3
Mr Jim Kalodimos (appointed 7 July 2009)	11	10
Mr James Kotsiros (appointed 7 July 2009)	11	10
Mr Michael Moisi (appointed 7 July 2009)	11	11
Ms Faye Spiteri (appointed 2 December 2009)	7	4
Mr Mike Zafiropoulos (appointed 7 July 2009)	11	10

Directors' Report continued

Membership

The company has only 1 class of membership and on wind up each member must contribute \$50.00, amounting to a total contribution by members of \$7,750.

Signed in accordance with a resolution of the Board of Directors.

Mike Zafiropoulos
Director

Dated this Thursday 9th of September 2010
Melbourne, Victoria

Declaration by the Board of Directors

In the Directors' opinion:

- the financial statements and notes set out on pages 34 to 53 are in accordance with the *Corporations Act 2001*, including:
 - complying with Accounting Standards, the *Corporations Regulations 2001* and other mandatory professional reporting requirements, and
 - giving a true and fair view of Fronditha Care's financial position as at 30 June 2010 and of its performance, for the financial year ended on that date; and
- there are reasonable grounds to believe that Fronditha Care will be able to pay its debts as and when they become due and payable.

This declaration is made in accordance with a resolution of the Directors.

Mike Zafiropoulos
Director

Dated this Thursday 9th of September 2010

Melbourne, Victoria


Independent Audit Report
For the Year Ended 30 June 2010

BDO Tel: +61 3 8320 2222 The Rialto, 525 Collins St
Melbourne VIC 3000
Fax: +61 3 8320 2200 www.bdo.com.au GPO Box 4736, Melbourne VIC 3001
Australia

DECLARATION OF INDEPENDENCE BY SANDRA LAWSON TO THE DIRECTORS OF FRONDITHA CARE

As lead auditor of Fronditha Care for the year ended 30 June 2010, I declare that, to the best of my knowledge and belief, there have been no contraventions of:

- the auditor independence requirements of the Corporations Act 2001 in relation to the audit; and
- any applicable code of professional conduct in relation to the audit.



SANDRA LAWSON
Director
BDO Audit (NSW-VIC) Pty Ltd

Melbourne, 9th September 2010

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Independent Audit Report continued

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Melbourne VIC 3000
Fax: +61 3 8320 2200 www.bdo.com.au GPO Box 4736, Melbourne VIC 3001
Australia

INDEPENDENT AUDITOR'S REPORT

To the members of Fronditha Care

We have audited the accompanying financial report of Fronditha Care, which comprises the statement of financial position as at 30 June 2010, and the statement of comprehensive income, statement of changes in equity and statement of cash flows for the year ended on that date, a summary of significant accounting policies, other explanatory notes and the directors' declaration.

Directors' Responsibility 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 (including the Australian Accounting Interpretations) and the Corporations Act 2001. This responsibility includes establishing and maintaining internal controls relevant to the preparation and fair presentation of the financial report that is free from material misstatement, whether due to fraud or error; selecting and applying appropriate accounting policies; and making accounting estimates that are reasonable in the circumstances.

Auditor's Responsibility

Our responsibility is to express an opinion on the financial report based on our audit. We conducted our audit in accordance with Australian Auditing Standards. These Auditing Standards require that we comply with relevant ethical requirements relating to audit engagements and plan and perform the audit to obtain reasonable assurance whether the financial report is free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial report. The procedures selected depend on the auditor's judgement, including the assessment of the risks of material misstatement of the financial report, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial report in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by the directors, as well as evaluating the overall presentation of the financial report.

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

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BDO


Independence

In conducting our audit, we have complied with the independence requirements of the Corporations Act 2001. We confirm that the independence declaration required by the Corporations Act 2001 would be in the same terms if it had been given to the directors at the time that this auditor's report was made.

Auditor's Opinion

In our opinion the financial report of Fronditha Care is in accordance with the Corporations Act 2001, including:

- giving a true and fair view of the company's financial position as at 30 June 2010 and of its performance for the year ended on that date; and
- complying with Australian Accounting Standards (including the Australian Accounting Interpretations) and the Corporations Regulations 2001.



BDO Audit (NSW-VIC) Pty Ltd
SANDRA LAWSON
Director

Melbourne, 9th September 2010

Statement of Comprehensive Income

For the Year Ended 30 June 2010

	Note	2010 \$	2009 \$
Revenue from continuing operations	2	21,291,733	21,683,136
Other income	1(d), 2	2,310,000	-
Employee benefits expenses		(15,163,025)	(14,143,100)
Depreciation and amortisation	9(a)	(1,547,969)	(1,256,395)
Client care expenses		(1,490,436)	(1,436,964)
Finance costs	3	(371,376)	(304,851)
Other expenses		(2,341,896)	(1,524,315)
Surplus before income tax		2,687,031	3,017,511
Income tax expense		-	-
Surplus for the year		2,687,031	3,017,511
Other comprehensive income			
Available for sale financial assets		23,589	(19,955)
Total comprehensive income for the year		2,710,620	2,997,556

The above statement should be read in conjunction with the attached notes.

Statement of Financial Position

As at 30 June 2010

	Note	2010 \$	2009 \$
Assets			
Current assets			
Cash and cash equivalents	6	1,679,744	1,581,514
Trade and other receivables	7	602,687	442,553
Financial assets	8	-	1,467,262
Total current assets		2,282,431	3,491,329
Non-current assets			
Property, plant and equipment	9	44,158,108	40,794,682
Intangible assets	10	11,151,000	8,841,000
Total non-current assets		55,309,108	49,635,682
Total assets		57,591,539	53,127,011

	Note	2010 \$	2009 \$
Liabilities			
Current liabilities			
Trade and other payables	11	1,032,933	2,607,927
Short-term borrowings	12	5,901,752	2,134,720
Short-term provisions	13	1,976,740	1,681,461
Other current liabilities	14	45,682	29,997
Total current liabilities		8,957,107	6,454,105
Non-current liabilities			
Long-term borrowings	12	2,150,000	2,990,000
Long-term provisions	13	505,288	414,382
Total non-current liabilities		2,655,288	3,404,382
Total liabilities		11,612,395	9,858,487
Net assets		45,979,144	43,268,524
Equity			
Reserves		244,036	220,447
Retained earnings		45,735,108	43,048,077
Total equity		45,979,144	43,268,524

The above statement should be read in conjunction with the attached notes.

Statement of Changes in Equity

For the Year Ended 30 June 2010

2010	Retained Earnings \$	Capital Donations and Grants Reserve \$	Available for Sale Revaluation Reserve \$	Total \$
Balance at 1 July 2009	43,048,077	244,036	(23,589)	43,268,524
Surplus for the year	2,687,031	-	-	2,687,031
Other comprehensive income	-	-	23,589	23,589
Total comprehensive income for the year	2,687,031	-	23,589	2,710,620
Balance at 30 June 2010	45,735,108	244,036	-	45,979,144

2009	Retained Earnings \$	Capital Donations and Grants Reserve \$	Available for Sale Revaluation Reserve \$	Total \$
Balance at 1 July 2008	40,030,566	244,036	(3,634)	40,270,968
Surplus for the year	3,017,511	-	-	3,017,511
Other comprehensive income	-	-	(19,955)	(19,955)
Total comprehensive income for the year	3,017,511	-	(19,955)	2,997,556
Balance at 30 June 2009	43,048,077	244,036	(23,589)	43,268,524

The above statement should be read in conjunction with the attached notes.

Statement of Cash Flows

For the Year Ended 30 June 2010

	Note	2010 \$	2009 \$
Cash flows from operating activities:			
Receipts from residents		3,147,789	4,391,564
Government subsidy receipts		15,332,888	14,558,840
Donations received		598,221	2,098,633
Payments to suppliers and employees		(18,648,153)	(17,737,571)
HACC grants received		169,517	181,849
Interest received		61,599	330,155
Interest paid		(371,376)	(304,851)
Rent received		325,468	336,198
Net cash provided by operating activities	17(a)	615,953	3,854,817

	Note	2010 \$	2009 \$
Cash flows from investing activities:			
Proceeds from sale of plant and equipment		351	-
Acquisition of property, plant and equipment		(4,912,368)	(7,662,743)
Net proceeds from other financial assets		1,467,262	2,813,674
Net cash used in investing activities		(3,444,755)	(4,849,069)
Cash flows from financing activities:			
Proceeds from/(repayment) of accommodation bonds (net)		2,388,032	(173,250)
Proceeds from/(repayment of) bank loans (net)		539,000	(640,000)
Net cash provided by/(used in) financing activities		2,927,032	(813,250)
Net increase/(decrease) in cash held		98,230	(1,807,502)
Cash and cash equivalents at end of financial year		1,581,514	3,389,016
Cash and cash equivalents at end of financial year	6	1,679,744	1,581,514

The above statement should be read in conjunction with the attached notes.

Notes to the Financial Statements

For the Year Ended 30 June 2010

1. Statement of Significant Accounting Policies

(a) General Information

The financial report is a general purpose financial report that has been prepared in accordance with Australian Accounting Standards, other authoritative pronouncements of the Australian Accounting Standards Board, Australian Accounting Interpretations, the *Corporations Act 2001* and the *Aged Care Act 1997*.

The financial report covers Fronditha Care as an individual entity. Fronditha Care is a Company Limited by Guarantee, incorporated and domiciled in Victoria under Corporations Act 2001 with its registered office at 94 Springs Road Clayton, Victoria providing aged care services in Victoria and New South Wales.

Migration:

Fronditha Care on 7 July 2009 migrated from an Incorporated Association. The current year financial information includes all information from 1 July 2009 to 30 June 2010 and comparative information has been presented in this financial report as if the company had existed from the time, the Incorporated Association was registered, this being 29 April 1992.

Accounting Standards include International Financial Reporting Standards as adopted in Australia. A statement of compliance with International Financial Reporting Standards cannot be made as the Society is considered to be a Not For Profit entity and has prepared the financial statements in accordance with the requirements regarding Not for Profit entities as contained in Australian Accounting Standards.

The Company has applied the revised AASB 101 Presentation of Financial Statements which became effective 1 January 2009. The revised standard requires the separate presentation of a Statement of Comprehensive Income and a Statement of Changes in Equity. All non-owner changes in equity must now be presented in the Statement of Comprehensive Income. As a consequence, the Company had to change the presentation of its financial statements. Comparative information has been re-presented so that it also conforms with the new standard.

The financial report was authorised for issue by the Directors on the date shown on the attached Directors' Declaration.

The following is a summary of the material accounting policies adopted by the Company in the preparation of the financial report. The accounting policies have been consistently applied, unless otherwise stated.

(b) Basis of Preparation

Reporting Basis and Conventions

The financial report has been prepared on an accruals basis and is based on historical costs modified by the revaluation of selected non-current assets, financial assets and financial liabilities for which the fair value basis of accounting has been applied.

(c) Significant Judgements and Key Assumptions

In the application of the Company's accounting policies, management is required to make judgements, estimates and assumptions about carrying values of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and various other factors that are believed to be reasonable under the circumstance, the results of which form the basis of making the judgements. Actual results may differ from these estimates.

The estimates and judgements that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are set out as appropriate in the Notes to the Financial Statements. These include revenue recognition detailed in note 1(d) and impairment detailed in note 1(k).

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates and underlying assumptions are recognised in the period in which the estimate is revised if the revision affects only that period or in the period of the revision and future periods if the revision affects both current and future periods.

Notes to the Financial Statements continued

(d) Revenue

Clients Fees: Residents fee revenue comprises daily resident living contributions, which are determined in accordance with Federal Government authorised rates. Community Care client fees revenue comprises fees charged to recipients of Commonwealth funded CACP program services. Resident and client fees revenue is recognised only when Fronditha Care has a right to be compensated for the services provided.

Government Subsidies: Government Subsidies comprise government funding, which is determined in accordance with Federal Government authorised rates. Revenue is recognised only when Fronditha Care has a right to be compensated for the services provided.

Accommodation Bond Drawdowns: Fronditha Care is entitled to charge an accommodation bond and an annual drawdown charge to certain residents. Annual drawdowns are regulated by the Federal Government. Residual balances are paid to a resident on departure. These fees are recorded by Fronditha Care when it has a right to be compensated for services provided.

Interest revenue is recognised on a proportional basis taking into account the interest rates applicable to the financial assets.

Donations revenue is recognised when received.

Bed Licence Revenue: Bed licences that are gifted or received free of charge from the Department of Health and Ageing are recognised at their fair value at the date that they become operational, in accordance with AASB1004 *Contributions* and AASB 138 *Intangibles*.

All revenue is stated net of the amount of goods and services tax (GST).

(e) Income Tax

In accordance with the provisions of the Australian Income Tax Assessment Act, the Company is exempt from income tax. The Company has been endorsed as an income tax exempt charity (ITEC) under *A New Tax System (Goods and Services Tax) Act 1999*.

(f) Goods and Services Tax (GST)

Revenues, expenses and assets are recognised net of the amount of GST, except where the amount of GST incurred is not recoverable from the Australian Taxation Office. In these circumstances the GST is recognised as part of the cost of acquisition of the asset or as part of an item of the expense. Receivables and payables in the statement of financial position are shown inclusive of GST.

Cash flows are presented in the cash flow statement on a gross basis, except for the GST component of investing and financing activities, which are disclosed as operating cash flows.

(g) Cash and Cash Equivalents

Cash and cash equivalents include cash on hand, deposits held at call with banks, other short-term highly liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within short-term borrowings in current liabilities on the statement of financial position.

(h) Trade and Other Receivables

Trade receivables and other receivables represent the principal amounts due at balance date less, where applicable, any provision for doubtful debts. An estimate for doubtful debts is made when collection of the full amount is no longer probable. Debts which are known to be uncollectible are written off. All trade receivables are recognised at the amounts receivable, as they are due in 30 days.

(i) Property, Plant and Equipment**Depreciation**

The depreciable amount of all fixed assets including buildings, is depreciated on a straight-line or diminishing value basis over their useful lives commencing from the time the asset is held ready for use.

Each class of property, plant and equipment is carried at cost less, where applicable, any accumulated depreciation and impairment losses.

Plant and Equipment

Plant and equipment are measured on the cost basis less depreciation and impairment losses.

The depreciation rates used for each class of depreciable assets are:

Class of Fixed Assets	Depreciation Rate	Basis
Buildings	4% to 6%	SL
Plant and Equipment	7.4% to 37.5%	SL
Motor Vehicles	22% to 26.55%	DV
Computer Equipment	37.5%	SL

The asset's residual values and useful lives are reviewed, and adjusted if appropriate, at each balance sheet date.

An asset's carrying amount is written down immediately to its recoverable amount if the asset's carrying amount is greater than its estimated recoverable amount.

Property (Cost Basis)

Buildings are measured on a cost basis. Land has been valued at its fair value on the date of transition to A-IFRS, 1 July 2004, and as permitted by AASB1 First Time Adoption of International Financial Reporting Standards, the Company has elected to deem this as cost.

Gains and losses on disposals are determined by comparing proceeds with the carrying amount. These gains and losses are included in the statement of comprehensive income.

(j) Intangible Assets

Approved Provider Aged Care places (licences) may be issued by the Federal Government to approved providers and can also be purchased from other parties. Holders of licences receive Federal Government funding in accordance with predetermined rates. At 30 June 2010 Fronditha Care owns 319 (2009: 253) aged care bed licences.

In the current year 66 bed licences became operational. These were either gifted by the Hippocrates Association or allocated by the Department of Health and Ageing via the Aged Care Approvals Round.

An additional 60 aged care bed licences were also received from government allocations for use at the Thornbury facility. These are classified "off-line", currently the aged care bed licences are non-transferable and contingent on the completion of the Thornbury Construction Project.

Approved Provider Aged Care Places (licences) held at 1 July 2004 have been valued at their fair value on the date of transition to A-IFRS. As permitted by AASB1 First Time Adoption of International Financial Reporting Standards, the Company has elected to deem this as cost.

Bed licences gifted or allocated by the Department of Health and Ageing are carried at deemed cost determined as being fair value of the day they were gifted or became operational.

Fronditha Care considers the licences to have an indefinite life and is not amortising them. The licences are reviewed annually to assess whether there has been any impairment in their value. Where the balance exceeds the value of the expected future benefits, the difference is charged to the statement of comprehensive income.

(k) Impairment of Assets

Intangible assets that have an indefinite useful life are not subject to amortisation and are tested annually for impairment or more frequently if events or changes in circumstances indicate that they might be impaired. Other assets are reviewed for impairment whenever events or changes in circumstances indicate that the carrying amount may not be recoverable.

An impairment loss is recognised for the amount by which the asset's carrying amount exceeds its recoverable amount. The recoverable amount is the higher of an asset's fair value less costs to sell and value in use. Where the future economic benefits of the asset are not primarily dependent on the asset's ability to generate net cash inflows and the asset would be replaced, value in use is determined as the depreciated replacement cost of the asset.

For the purposes of testing intangibles, fair value is determined by reference to available market prices at balance date.

For the purpose of assessing impairment, assets are grouped at the lowest levels for which there are separately identifiable cash inflows which are largely independent of the cash inflows from other assets or groups of assets (cash-generating units). Non-financial assets that suffer impairment are reviewed for possible reversal of the impairment at each reporting date.

(l) Trade and Other Payables

Payables represent the principal amounts outstanding at balance date plus, where applicable, any accrued interest. Liabilities for payables and other amounts are carried at cost which approximates fair value of the consideration to be paid in the future for goods and services received, whether or not billed. The amounts are unsecured and are usually paid within 30 to 60 days of recognition.

(m) Accommodation Bonds

Accommodation bonds are recognised at an amount equal to the proceeds received and classified as a current liability as they are repayable on demand. History has shown that residents stay for an average period of three to four years.

(n) Employee Benefits

Provision is made for the Company's liability for employee benefits arising from services rendered by employees to balance date. Employee benefits that are expected to be settled within one year have been measured at the amounts expected to be paid when the liability is settled, plus related on-costs. Employee benefits payable later than one year have been measured at present value of the estimated future cash outflows to be made for those benefits.

(o) Financial Instruments**Recognition**

Financial assets are initially measured at cost of trade date, which includes transaction costs, when the related contractual rights or obligations exist. Subsequent to initial recognition these instruments are measured as set out below.

Loans and Receivables

Loans and receivables are non derivative financial assets with fixed or determinable payments that are not quoted in an active market and are stated at amortised cost using the effective interest rate method.

Financial Liabilities

Non derivative financial liabilities are recognised at amortised cost, comprising original debt less principal payments and amortisation.

Held-to-Maturity Investments

These investments have fixed maturities, and it is the Company's intention to hold these investments to maturity. Any held-to-maturity investments held by the Company are stated at amortised cost using the effective interest rate method.

Available for Sale Financial Assets

These investments are non-derivative financial assets which are designated as available for sale or that are not classified as loans and receivables, held to maturity investments or financial assets at fair value through profit or loss. Movements in the fair value of available-for-sale financial assets are accounted for in the available-for-sale revaluation reserve.

(p) Functional and Presentation Currency

The functional currency of the entity is identified as the currency of the primary economic environment in which the economic entity operates, and is used in the recognition of transactions and balances. The financial statements are presented in Australian dollars which is also the economic entity's functional and presentation currency.

No foreign currency transactions were recorded for the year ended 30 June 2010 or 30 June 2009.

(q) Reserves

The purpose of the Capital Donations and Grants Reserve is to provide for costs associated with development of new service types and locations.

2. Revenue and Other Income

	2010 \$	2009 \$
Revenue from continuing operations:		
Government subsidies	15,332,888	14,558,840
Client fees	4,420,948	3,798,270
Capital grants	-	69,695
Rent	325,468	336,198
Interest income	61,599	330,155
Donations	598,221	2,098,633
Accommodation bond drawdowns	231,962	63,160
Home care fees	169,517	181,849
Other revenue	151,130	246,336
Sub total	21,291,733	21,683,136
Other income:		
Bed licences	2,310,000	-
Total	2,310,000	-

3. Surplus from Operations

Surplus before income tax includes the following specific expenses:

	2010 \$	2009 \$
Finance costs		
- Interest	371,376	304,851
Bad and doubtful debts		
- Bad debts	3,529	3,199
Defined contribution superannuation contributions	1,153,005	1,027,453
Total surplus before income tax for the year	2,687,031	3,017,511
Total surplus before income tax for the year excluding bed license revenue	377,031	3,017,511

4. Auditors' Remuneration

	2010 \$	2009 \$
Remuneration of the current auditor of the entity for:		
- Auditing or reviewing the financial report	28,815	16,320
- Auditing acquittals and prudential reports	8,635	-
- Other services	5,170	-
Total	42,620	16,320
Remuneration of the previous auditor of the entity for:		
- Auditing or reviewing the financial report	-	12,457
- Other services	-	3,470
Total	-	15,927

5. Key Personnel

(a) Directors

Directors of Fronditha Care receive no financial benefits. They provide service on a purely honorary basis.

(b) Key Personnel

Key personnel are persons who had authority and responsibility for planning, directing and controlling the activities of Fronditha during the financial year. Their benefits for the year were as follows:

	2010 \$	2009 \$
Short-term benefits	695,375	559,992
Post-employment benefits	51,209	47,187
Total	746,584	607,179

6. Cash and Cash Equivalents

	2010 \$	2009 \$
Cash on hand	8,720	7,320
Cash at bank	1,671,024	1,574,194
Total	1,679,744	1,581,514

Cash on hand is non interest bearing. Bank balances bear interest at varying rates between 0.15% and 2.50% (2009: 1.0% to 1.8%). Interest rate risk exposure is discussed in note 19. There are no cash balances where the fair value would be materially different from the carrying value, due to their short term nature.

7. Trade and Other Receivables

	2010 \$	2009 \$
Current		
Trade and other receivables	601,793	432,449
Provision for doubtful debts	(72,718)	(69,189)
Sub total	529,075	363,260
Prepayments	73,612	79,293
Total	602,687	442,553

Trade receivables are non-interest bearing and are generally on 30 to 60 day terms. A provision for impairment loss is recognised when there is objective evidence that an individual trade receivable is impaired. Bad debts amounting to an impairment loss of \$3,529 (2009: \$3,199) has been recognised by the Company in the current year.

Due to the short-term nature of current receivables, the carrying amount is assumed to approximate their fair value. The maximum exposure to credit risk at the reporting date is the carrying amount of each class of receivables mentioned above. Refer to note 19 for more information on the risk management policy of the entity and the credit quality of the entity's trade receivables.

At 30 June, the ageing analysis of trade receivables is as follows:

	As At 30 June 2010		As At 30 June 2009	
	Gross \$	Allowance \$	Gross \$	Allowance \$
Current	476,710	-	204,337	-
31 – 60 days	50,520	-	43,322	-
61 – 90 days	1,183	-	22,381	-
91 days and over	73,380	(72,718)	162,409	(69,189)
Closing balance	601,793	(72,718)	432,449	(69,189)

As at 30 June 2010, the Company had debts that were past due but not doubtful in the amount of \$125,083 (2009: \$228,112). This equates to all debtors in excess of 31 days. These trade receivables comprise trade receivables that have a good debt history and are considered recoverable.

8. Financial Assets

	2010 \$	2009 \$
Available for Sale Assets Comprise		
Unlisted trusts – MF Charities Equities Fund	-	114,343
Held to Maturity Investments Comprise		
Term deposits	-	1,352,919
Total	-	1,467,262

Term deposits bore interest at varying rates between 3.05% and 8% for the year ended 30 June 2010 and 2009. The entity's exposure to interest rate risk is discussed in note 19. The fair value of term deposits would not be materially different from the carrying value, due to their short term nature. The investment in MF Charities Equities Fund historically exposed the entity to price risk. Refer to Note 19 for further details.

9. Property Plant and Equipment

	2010 \$	2009 \$
Land and Buildings		
Freehold land		
At deemed cost	11,503,888	11,503,888
Buildings		
At cost	36,883,492	24,967,102
Less accumulated depreciation	(7,870,302)	(6,868,006)
Total Buildings	29,013,190	18,099,096
Plant and Equipment		
Plant and equipment		
At cost	2,557,861	2,560,353
Less accumulated depreciation	(1,174,911)	(1,237,953)
Total Plant and Equipment	1,382,950	1,322,400

	2010 \$	2009 \$
Motor vehicles		
At cost	299,735	299,735
Less accumulated depreciation	(233,709)	(189,471)
Total Motor Vehicles	66,026	110,264
Computer equipment		
At cost	868,478	560,790
Less accumulated depreciation	(147,275)	(186,310)
Total Computer Equipment	721,203	374,480
Capital works in progress		
At cost	1,470,851	9,384,554
Total Property, Plant and Equipment	44,158,108	40,794,682

Refer to note 17(b) for information on non-current assets pledged as security by the company.

(a) Movements in Carrying Amounts

2010	Capital Works in Progress \$	Land \$	Buildings \$	Plant and Equipment \$	Motor Vehicles \$	Computer Equipment \$	Total \$
Balance at the beginning of year	9,384,554	11,503,888	18,099,096	1,322,400	110,264	374,480	40,794,682
Additions	4,069,835	-	160,792	295,265	-	386,476	4,912,368
Disposals	-	-	-	(326)	-	(647)	(973)
Transfers	(11,983,538)	-	11,983,538	-	-	-	-
Depreciation expense	-	-	(1,230,236)	(234,389)	(44,238)	(39,106)	(1,547,969)
Carrying amount at the end of year	1,470,851	11,503,888	29,013,190	1,382,950	66,026	721,203	44,158,108

2009	Capital Works in Progress \$	Land \$	Buildings \$	Plant and Equipment \$	Motor Vehicles \$	Computer Equipment \$	Total \$
Balance at the beginning of year	489,275	11,503,888	18,995,187	1,182,550	154,164	157,123	32,482,187
Additions	8,895,279	-	54,170	355,765	-	263,676	9,568,890
Depreciation expense	-	-	(950,261)	(215,915)	(43,900)	(46,319)	(1,256,395)
Carrying amount at the end of year	9,384,554	11,503,888	18,099,096	1,322,400	110,264	374,480	40,794,682

10. Intangible Assets

	2010 \$	2009 \$
Bed licences at deemed cost	8,841,000	8,841,000
Additions – operational licences in the current year (refer note 1(d))	2,310,000	-
Total	11,151,000	8,841,000

Value-in-Use Assumptions

For the purposes of complying with the requirements of AASB136 "Impairment of Assets" the Directors have assessed the bed licences on the basis of fair value less costs to sell and are satisfied, given published market evidence of recent sales and the ranges of values assessed as reasonable by other holders of bed licences, that the carrying value does not exceed recoverable amount.

11. Trade and Other Payables

	2010 \$	2009 \$
Current		
Unsecured liabilities		
Trade payables	695,423	2,230,839
Accrued expenses	337,510	377,088
Total	1,032,933	2,607,927

Payables are paid with normal trade terms which are generally 30-60 days. Due to the short-term nature of payables, the carrying amount is assumed to approximate their fair value. Refer to note 19 for more information on the risk management policy of the entity and the management of liquidity risk.

12. Borrowings

	2010 \$	2009 \$
Current		
Accommodation bonds	3,762,752	1,374,720
Market rate facility	1,299,000	-
Commercial bill	840,000	760,000
Total	5,901,752	2,134,720
Non-Current		
Secured liabilities		
Commercial bill	2,150,000	2,990,000

During the current and prior years there were no defaults or breaches with respect to loans. From 1 July 2007, pursuant to the Aged Care Act 1997, interest is paid on accommodation bonds following departure (or death) of a resident. Interest is required to be paid at two different rates:

- at the base interest rate for the period between when the resident leaves the care service or dies and the earlier of the date the bond balance is refunded and the date the legislated timeframe for the refund of the bond balance expires; and
- at the maximum permissible interest rate for the period after the end of the legislated time frame (or the time set out in the Formal Agreement) until the bond or entry contribution is refunded.

Rates are amended quarterly. Base rates varied from 4.0% to 5.0% for the year ended 30 June 2010 and 4.0% to 6.0% for the year ended 30 June 2009 and maximum permissible rates varied from 7.13% to 8.16% for the year ended 30 June 2010 and from 7.16% to 11.75% for the year ended 30 June 2009.

Details of the group's exposure to risks arising from current and non-current borrowings are set out in note 19. The commercial bill has a fixed rate of 6.4% (2009: 6.4%), while the market rate facility has a variable rate which varied from 6.30% to 7.28%. The fair value of fixed rate borrowings at balance date is \$2,616,037 (2009: \$3,243,850). Accommodation bonds and other variable borrowings are repayable upon demand and as such, the carrying amount is assumed to approximate fair value.

13. Provisions

	2010 \$	2009 \$
Employee entitlements – current	1,976,740	1,681,461
Employee entitlements – non-current	505,288	414,382
Total	2,482,028	2,095,843

14. Other Liabilities

	2010 \$	2009 \$
Grants in advance	45,682	29,997

15. Related Party Transactions

There are no related party transactions with the Directors of Fronditha Care.

16. Economic Dependency

Fronditha Care relies on subsidies from the Commonwealth Department of Health and Ageing to fund, in part, its operations.

17. Cash Flow Information

(a) Reconciliation of Cash Flow from Operating Activities with Surplus attributable to Members

	2010 \$	2009 \$
Net surplus for the year	2,687,031	3,017,511
Non-cash flows in surplus:		
- Fair Value of bed licences received	(2,310,000)	-
- Depreciation	1,547,969	1,256,395
- Net/(profit) loss on disposal of property, plant and equipment	622	-
- Net/(profit) loss on transfer of Available for Sale Asset Reserve	23,589	
- Bad and doubtful debts	3,529	3,199
Changes in Assets and Liabilities:		
- (Increase)/decrease in trade and other receivables	(163,663)	205,646
- Increase/(decrease) in trade and other payables	(1,574,994)	(860,054)
- Increase/(decrease) in other liabilities	15,685	(39,698)
- Increase/(decrease) in provisions	386,185	271,818
Total	615,953	3,854,817

(b) Credit Standby Arrangement and Loan Facilities

The Company has a borrowings of \$4,289,000 (2009: \$3,750,000), as disclosed at note 12. The loans are secured by mortgages over the Thornbury, Templestowe and Newcastle's properties and a specific charge over bed licence assets attached to the Templestowe Aged Care Facility. The commercial bill of \$2,990,000 is repayable via monthly principal and fixed interest payments and will be fully repaid on 10 February 2014. The market rate facility of \$2,299,000, with \$1,000,000 remaining unused at 30 June 2010, expires on 30 November 2010. The Company has a credit card facility of \$50,000 (2009: \$50,000) with \$42,280 (2009: \$4,534) of the facility unused.

18. Contingent Liabilities And Contingent Assets

A contingent liability exists in respect of subsidies received from the Commonwealth Department of Health and Ageing. Under existing legislation, no actual liability will arise while the Company continues to operate in the area of aged care. Capital grants provided by the Commonwealth are recoverable over a defined period relevant to the size of the grant.

During the year ended 30 June 2008, upon completion of the St Albans' units, the organisation recognised as revenue government funding received in relation to the project of \$2,867,000. The Company has a liability to the Government, based on a percentage of the market value of the St Albans' units, if the Company discontinues, for any reason, the provision of aged care services or sells the St Albans' units prior to 19 June 2040. The Company has no plans that suggest any liability to the Government will arise under this agreement.

19. Financial Risk Management

Froniditha Care's principal financial instruments comprise receivables, payables, bank borrowings, cash and short-term deposits and available for sale investments. These activities expose the Company to a variety of financial risks: market risk (including currency risk, interest rate risk and price risk), credit risk and liquidity risk.

The Company has documented policies and procedures. The Directors manage the different types of risks to which it is exposed by considering risk and monitoring levels of exposure to interest rate risk and by being aware of market forecasts for interest rate movements. Ageing analyses and monitoring of specific credit allowances are undertaken to manage credit risk, liquidity risk is monitored through general business budgets and forecasts.

Market Risk

- (i) *Currency risk* - the entity has no exposure to foreign currency risk.
- (ii) *Price risk* - The Company no longer has exposure to commodity and equity securities price risk, which was never material, but extended to their investments in available-for-sale assets of \$Nil (2009: \$114,343).
- (iii) *Cash flow and fair value interest rate risk* - The Company's exposure to interest rate risk arises primarily from cash balances, term deposits held and variable rate borrowings. These balances expose the entity to cash flow interest rate risk. For details on interest rates applicable to these financial instruments, refer to Notes 6, 8 and 12.

The commercial bill borrowings are at a fixed rate of 6.4% (2009: 6.4%) The entity's fixed rate borrowings are carried at amortised cost. Therefore they are not subject to interest rate risk as defined in AASB 7.

The following sensitivity analysis is based on the cash flow interest rate risk exposures in existence at the balance sheet date. As at balance date, if interest rates had moved, as illustrated in the table below, with all other variables held constant, surplus and equity would have been affected as follows:

	2010 \$	2009 \$
An increase in interest rates by 100 basis points	3,720	29,271
A decrease in interest rates by 100 basis points	(3,720)	(29,271)

Credit Risk

The maximum exposure to credit risk excluding the value of any collateral or other security at balance date to recognised financial assets is the carrying amount of those assets, net of any allowance for doubtful debts, as disclosed in the statement of financial position and notes to the financial report. The Company trades only with recognised, creditworthy third parties, and as such collateral is not requested nor is the Company's policy to securitize its trade and other receivables. It is the Company's policy to consider the credit worthiness of all customers who wish to trade on credit terms. In addition, receivable balances are monitored on an ongoing basis with the result that the Company's exposure to bad debts is not significant. There are no significant concentrations of credit risk.

Liquidity Risk

The Company manages liquidity risk by monitoring cash flow and maturity profiles of financial assets and liabilities.

Maturities of financial liabilities:

The amounts disclosed in the table are the contractual undiscounted cash flows.

	2010 \$	2009 \$	2010 \$	2009 \$
	Non-interest bearing		Interest bearing	
Less than 6 months	4,795,683	3,982,647	1,907,115	510,720
6 to 12 months	-	-	503,119	297,920
Between 1 and 5 years	-	-	2,344,182	3,181,360
Over 5 years	-	-	-	-
Total contractual cashflows	4,795,683	3,982,647	4,754,416	3,990,000
Carrying amount of liabilities	4,795,683	3,982,647	4,289,000	3,750,000

20. Capital Commitments

At 30 June 2010 Froniditha Care had capital commitments of \$11,605,888 (2009: \$2,359,344) for construction projects. Construction is due to be completed by 29 February 2012 thus all commitments are current. Capital commitments will be funded by unused credit facilities.

21. Subsequent Events

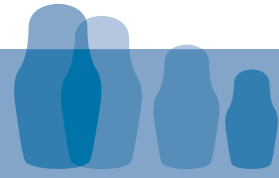
No matters or circumstances have arisen since the end of the financial year which significantly affected or may significantly affect the operations of the Company, the results of those operations or the state of affairs of the Company in future financial years.

22. Segment Reporting

FronDitha operates in the provision of aged care services in Victoria and New South Wales. These services include the operation of residential aged care services. The segment reporting information is provided only to comply with disclosure requirements of the Department of Health and Ageing and is not required to be in accordance with AASB 8 Operating Segments.

Residential Aged Care 2010	\$		\$
Revenue:		Expenses:	
Government subsidies	13,548,308	Care employee expenses	12,831,888
Resident charges	4,367,601	Other employee expenses	510,315
Capital grants	-	Management fees	-
Bond retentions	180,218	Interest expense	246,223
Interest income	61,599	Depreciation and amortisation	1,185,875
Donations	170,306	Other	2,268,137
Other	2,120,539		
Total Revenue:	20,448,571	Total Expense:	17,042,438
		Segment Result	3,406,133
Segment Assets:		Segment Liabilities:	
Segment current assets	(2,000,729)	Segment current liabilities	(7,319,722)
Segment non-current assets	(50,323,757)	Segment non-current liabilities	(4,289,000)
		Segment Net Assets	45,979,437
Component of Segment Liabilities included above:		Accommodation bond liabilities	(3,754,722)
		Total segment interest-bearing borrowings	(4,289,000)

Residential Aged Care 2009	\$		\$
Revenue:		Expenses:	
Government subsidies	12,960,527	Care employee expenses	12,036,295
Resident charges	3,748,787	Other employee expenses	-
Capital grants	69,695	Management fees	-
Bond retentions	63,160	Interest expense	152,425
Interest income	330,155	Depreciation and amortisation	994,769
Donations	1,874,945	Other	2,173,700
Other	12,806		
Total Revenue:	19,060,075	Total Expense:	15,357,189
		Segment Result (pre-tax):	3,702,886
Segment Assets:		Segment Liabilities:	
Segment current assets	2,909,933	Segment current liabilities	(6,179,642)
Segment non-current assets	46,017,986	Segment non-current liabilities	(3,383,663)
		Segment Net Assets	39,364,614
Component of Segment Liabilities included above:		Accommodation bond liabilities	(1,374,720)
		Total segment interest-bearing borrowings	(3,750,000)



life governors and benefactors

surname	first	surname	first
Akritidis	Anthy	Gabriel	Rita , OAM
Alatsas	Spiros	Georgoussis	Anna, OAM
Alexopoulos	John	Grountas	Anita
Andreou	Lito	Grountas	Stefanos
Andrianopoulos	Andreas	Hagekyriakou	Dina
Antoniou	Freda	Hangoudis	E.
Antoniou	Vassili	Hatzis	Sophie
Augustes	Peter	Iatrou	Maroula
Balasis	Ignatios	Kaias	Greg
Bellesis	John	Kaimakamis	Stefanos
Beris	Anthony	Kallergis	Kostas
Bisas	Jack, OAM	Kalodimos	Jim
Bisas	Marika, OAM	Kapiris	Harry
Catsaras	Pota	Kapiris	Peter
Conos	Theo	Karas	Chrisa
Constantinou	Conn, OAM	Karathanassis	Chrisostomos
Constantinou	Patricia	Konstantinidis	N.
Courmadias	Michael	Kotis	Melina
Courmadias	Evangelia	Kouris	Alfredo, OAM
Dardalis	Jack, OAM	Kyritsis	George
Darivakis	George	Lara	Mary
Demetriou	George	Livingston	Joan
Despinis	Costas	Mantzis	George
Despinis	Eleni	Matthews	Anna, OAM
Dunstan	Ray	Mitras	Nick
Economou	Peter	Moraitis	Spiro, CBE, AM
Franghis	Elly	Moschidis	Spiros
Frangioudaki	Rena, OAM	Mougos	Bessy
Fronistas	Jacob, OAM	Nakas	Virginia

Novakoglou	Sam	Tseprailidis	Anastasios
Novakoglou	Joanna	Tucker	Dorothy
Pagonis	Helen	Varagianis	John
Pagonis	Leigh	Varagianis	George
Panayis	Andreana	Vassos	N
Perryman	J	Vellis	C
Petrakis	John	Vetsicas	Angela
Phokion	Con	Vitou	Anthony
Pliakos	Steve	Vournazos	Betty
Polites	Peter	White	Beverley
Revis	Tasos	Yianni	George
Rivans	Evangelia	Zacharakis	Chrysanthy
Saltos	Athanasios	Zimaris	Klara
Salvaris	J.B, OAM		
Salvaris	John M		
Sarhanis	George		
Sevastos	James		
Sevdalis	George		
Skitzis	Helene		
Smith	R		
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special acknowledgements

A heartfelt thank you to all who have generously expressed compassion for our elders. Your support adds value to the services we provide.

In Memory of Frances Toumbourou 17.3.2010
Lower Templestowe Auxiliary President

Froniditha Care is thankful for your passion and work for the care of the elderly through your effective and dedicated leadership of the Templestowe Auxiliary. Rest in Peace.

A special thank you to our Clayton and St Albans Auxiliaries that have retired from service. The St Albans Auxiliary was committed to Thalpori for 15 years and our Clayton Auxiliary for 25 years. We are grateful for the support and commitment they provided to Froniditha.

Financial contributions and in kind donations were generously received in 2009/10 by:

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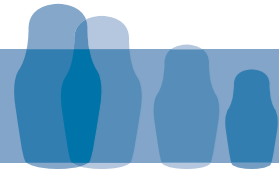
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locations



Thornbury

- Anesi High Care



St Albans

- Thalpori High Care
- Thalpori Low Care
- Dementia Specific Unit
- Independent Living Units



Lower Templestowe

- Storgi High Care
- Storgi Low Care



Clayton

- Steyi Nursing Home
- Galini Dementia Unit
- Pronia Hostel



Mayfield

- Hippocrates High Care
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Head Office	Clayton	St Albans	Thornbury	Lower Templestowe	Newcastle
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