

BURKE AND BEYOND



BURKE & BEYOND
'INCLUSION THAT COUNTS'

Inclusion that
Counts.

31ST ANNUAL REPORT
2021-2022





**“To improve lives
through social
interaction, personal
development and
community
participation**

”

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AGM Report

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PRESIDENT AND CEO REPORT

It is our pleasure to provide this Annual Report to the Members, Participants, Parents, Carers, Volunteers, Staff and Board Members of Burke and Beyond Association Incorporated.

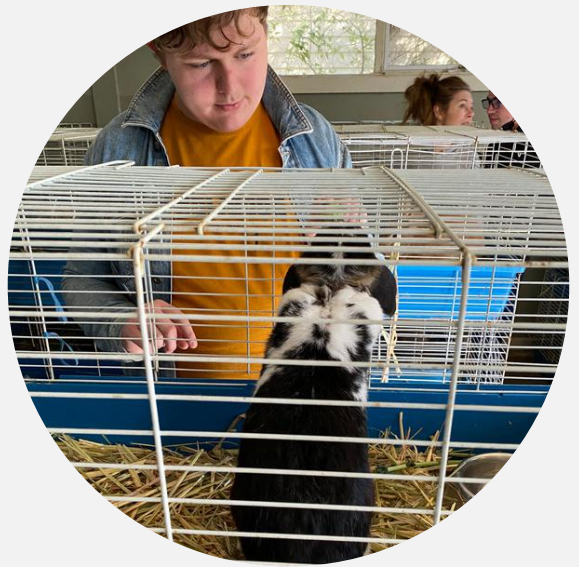
A very special thank you to everyone involved at Burke and Beyond who have continued to face the many challenges we have had, particularly in the early part of this year as COVID-19 lingered on and created significant uncertainty. We again saw amazing commitment and enthusiasm as our Leaders and Teams explored new ways of doing things and achieving our collective goals. This was a great effort and ensured that everyone at Burke and Beyond was able to share in our success and particularly the growth, development and enjoyment derived by our Participants.

The COVID ups and downs and ongoing uncertainty of the NDIS support structure caused us to maintain an intense focus on our finances to ensure that we could deliver the promises we made to everyone involved with us. We are pleased to say that we have come through these difficult times and withstood the pressures we faced and as a result we have been able to maintain a level of performance that bodes well for the future. Like any business however, we need to be focused on opportunities for growth and be well positioned to meet any challenge that might come our way. The Board and Leadership Group are ready for this and are always working together to achieve the best results and outcomes possible.

We have again played a pro-active and important role in making representations to all levels of Government and at the highest levels of the NDIA/NDIS regarding pricing and have been at the forefront of all discussions and decisions. The fact that our views and suggestions influenced decisions that were made has been a huge achievement for Burke and Beyond and particularly for a service of our size, means that we are very much trusted and respected in this arena.

- **Our Finances:** We are again happy to be reporting that we are in a very sound financial position, and we have delivered a positive result despite the many changes, low spots and closure of our oldest service in Blackburn South. We have a strong capital base behind us which has resulted in setting up our new Head Office in Dandenong, which will serve us well into the future. This will be further boosted once we realise on the sale of 114 Fulton Road, Blackburn South.
- **Our Team:** We have an outstanding team of people who have stuck with us over the past two very challenging years, and they have given everything they could to ensure the best possible outcomes for everyone. These people have again been totally dedicated and selfless in ensuring our Participants have met or progressed towards achieving their goals and aspirations.





- Our Profile: We continue to maintain an excellent reputation amongst parents, families, schools and at all levels of Government. The Board will continue to do everything possible to ensure that we capture every opportunity to support and invest in people in and around the communities in which we are established.
- Our Board Performance: This year the Board has been very fortunate to have five new members join us, all of these are excellent additions and bring many and varied skills. We welcomed Julian O'Rorke, Davina Bate, Any Chappell, and Joe Morrison. These very talented people bring with them a kit bag of new ideas, experiences and energy which is very exciting for our future succession and focus on our strategic goals. We also farewelled Tony Wilkinson who gave more than 10 years of service to our Board whose contributions we will miss.

This coming year will see a renewed focus on our business as we move to address our strategies through two main sub-committees. One of these will focus on our Marketing and Service propositions and the other will oversee Finance and Investments. These two sub-committees will play a major role in our future and will mean that recommendations can be brought to the Board more quickly for discussion, decision, and implementation.

As we have in past years, we will work collaboratively with National Disability Services and our Local Councillors as well as State and Federal Members of Parliament to ensure that we are at the forefront of any changes, remain part of the leading advocates for change and equity and that we get what we are entitled to.

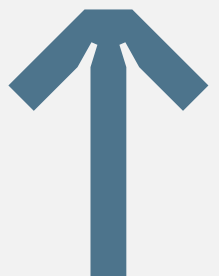
We would like to thank everyone who has contributed to another great performance during all of the uncertain times and many false starts we had during the year. Special thanks to our front-line staff, volunteers, and our hard-working Leadership Team who gave up a great deal of their personal time to support our valued participants.

Finally, thank you again to our dedicated Board of Management for continuing to give their energy and expertise to ensure a long-term future for Burke and Beyond. Every Board Member has demonstrated their commitment and is driven by our vision to ensure that it's "inclusion that counts". Each one of these people volunteers their time and energy to ensure Burke and Beyond is a great place to be for everyone who is part of our family.

Trevor Eddy
President



Bruno Cyr
CEO



TREASURER REPORT

The 2022 financial year for Burke and Beyond was resilient despite the continued business and Participant related interruptions due to the COVID-19 pandemic, particularly the disruptions to Participant service delivery resulting from the quarter one severe Melbourne lockdowns experienced throughout July 2021 to October 2021 of this financial year that impacted the Burke and Beyond current financial year result compared to last year.

Burke and Beyond delivered a surplus and resilient financial result of \$95,137 despite the continued headwinds experienced from spontaneous and lengthy Melbourne lockdown restrictions experienced this financial year.

Despite these continued challenges and the backdrop of COVID-19 related slowed economic and community recovery, the Burke and Beyond organisation was able to achieve the following financial year results:

1. Net Surplus of \$95,137 is down due to reductions in participant NDIS revenue from numerous Government mandated lockdowns, slowed overall recovery from COVID-19 and non-cash accounting related depreciation lease charges
2. Net assets of \$3,370,742 enabling financial position security into the future and providing the ability to continue to operate with considerable excess surplus cash on hand which will ensure the sustainability of operations going forward
3. Total revenue of \$3,978,207 on the prior financial period.

Service closures throughout July – October 2021 and the continued slower than expected Australian economic recovery impacted face-to-face Participant services and therefore led to declining NDIS and DHS related revenues.



Burke and Beyond has performed very well to achieve such a resilient surplus financial result against continued COVID-19 challenges. The organisation considers the financial year 2023 to be full of positive opportunities and stronger than ever participant service delivery quality and expanded growth options.

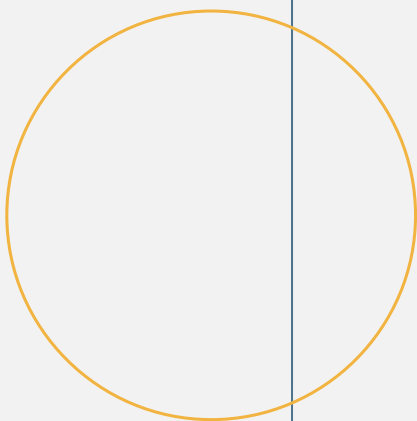
Positive changes to NDIS pricing applicable for the 2023 financial year will further support Burke and Beyond to sustain and enhance a surplus result which underpins our ability to support Participants, the community as a whole and provide continued high-quality services to parents, families and schools in Melbourne into the foreseeable future.

Burke and Beyond has continued to deliver consistent surplus annual results thereby allowing surplus profits to be injected back into the organisation to better serve Participants and provide higher than ever service quality. The Next Step and Outreach programmes continue to differentiate Burke and Beyond from its competitors and we look forward to continued growth into financial year 2023 supporting members and Participants, and their broader families.

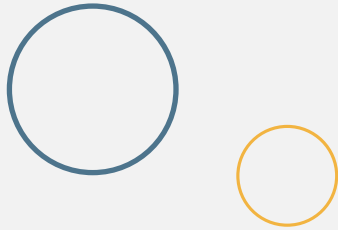
Well done to Burke and Beyond management and thank you for the continued support from our Participants, families and friends.

Trevor Eddy
Acting Treasurer





CSM REPORT



IT IS WITH PLEASURE I PRESENT THE REPORT FOR 2021-2022

We have seen some excellent changes in everything we do. The second half of last year continued with the challenges of delivering services under covid restrictions, but this year has finally seen life return to normality, with participants back at sites and enjoying the activities provided.

With the ongoing dedication of the staff and the creativity of everyone, we were able to continue to meet the challenges and deliver online activities to most of our participants. From all feedback provided, this was quite successful and gave everyone purpose to their days.

It has been a difficult space to manage from all perspectives. We would like to thank the participants, carers and their families for understanding and following the constant changes in delivery of services.

Community access and all it brings to our participants is a vital part of the fun everyone has in their day and this year finally brought the return of all these activities. Volunteer roles have been able to return, with the connections and valued tasks our participants complete, for the many places they attend, bringing the importance of work back to everyone who participates. The fun activities in the community are again being enjoyed by all.

Following the restrictions, we saw several of our older participants at Blackburn South choose to retire and spend their days relaxing at home. With this we made the difficult decision to close the service and relocate the administration service to a new location in Dandenong. The building has been renovated and is a lovely place to be, although it is a little quieter without the participants. Other participants have now joined the Balwyn site and are enjoying their new friendships and activities. One group is now enjoying a community-based program and are expanding their networks and relationships.

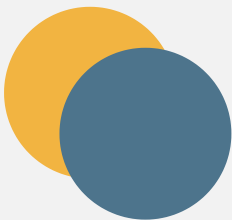
Despite all the challenges, we worked hard to continue to be positive and move forward as an Organisation, with the Bayswater site moving to the newly renovated space in Ringwood, and the opening of the service in Pakenham. Both sites look great, and the participants are utilising the extra spaces, and developing their unique décor. Staff are working to develop new community connections in these areas, which will create more opportunities for the participants. The Next Step services have seen quite a few participants moving into employment opportunities, after working hard on the skills to make this happen. Our relationships with the community learning spaces are strong and provide excellent training for the people who participate.

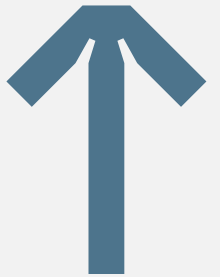
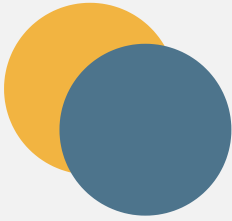


It is looking very promising for more participants to join the Organisation next year, which is a testament to everyone. We continue to work on enhancing our strengths and always seek to raise the bar in our delivery of quality services for everyone.

I would like to thank each and every person associated with Burke and Beyond. The Board have been very supportive in our drive to move forward. Bruno has been paramount in leading the service to forge ahead. The Leadership team have worked tirelessly together to ensure the staff and participants are supported and continued to be valued. The staff have been creative and progressive in their delivery of on line service. The participants have stayed positive and enabled us to see the light in the day, with their continued enthusiasm and the sense of fun they bring to our days.

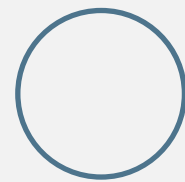
Deanne Ray
Community Services Manager





BALWYN

Report



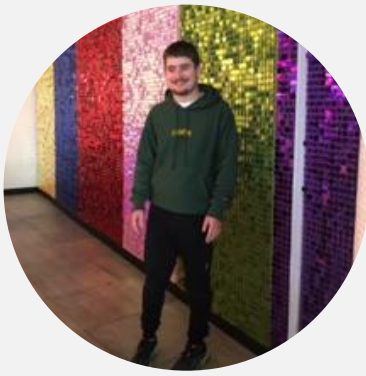
We have had a remarkably interesting year at Burke and Beyond.

We have seen some changes with the closure of Blackburn South. The team has worked very well together to make this end of a chapter as smooth and seamless as possible. We have had to say goodbye to some participants from Blackburn South, as they have chosen to try new services or retire.

We have been extremely fortunate to be able to extend our relationship with Central Ringwood Community House, and we now have a community access group meet and finish there each day. We have had a group from Blackburn South come and join in with our Balwyn service. Together with four new younger school leavers joining our site, staff have been kept very busy learning about and adjusting to the cohort of participants.

The staff have been resilient and productive, and I am proud of the way the team has responded to changes, ensuring our participants have remained engaged while trialing some new activities. Participants and staff have been incredibly happy to be back onsite and able to enjoy seeing each other and getting out and about.

We have been productive in our volunteering and have been able to support Bass Care with the Meals On Wheels program. We have been able to support them with working extra days when they have been short staffed. We have also made new community connections with the Boroondara Sports Centre, and Kew Traffic School. We are expanding our iPad class attendance.



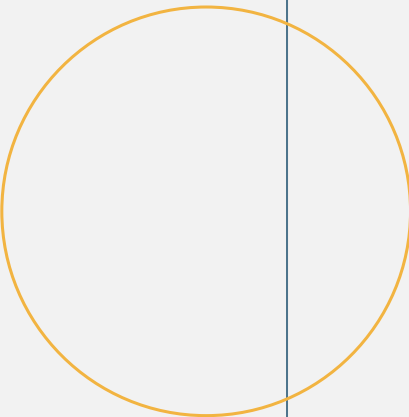
The enquiries at this stage for 2023 are looking promising, with many expressions of interest received. Four students finishing school have completed successful trial days, and staff have been supporting families to assist new participants throughout this process.

We have had some additional staff join our team; so, a very warm welcome and a big thank you for your understanding with all the constant changes we have had due to the COVID restrictions. We have worked extremely hard in keeping on top of the restrictions and recommended changes to keep everyone safe.

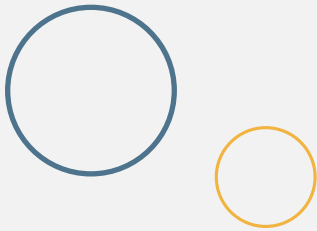
We have had a few participants at Balwyn also decide that it was time to retire, and we wish them well for the future.

I would like to take the time to thank the team for all the work they have done over the last 12 months; assisting with the packing up and closing of Blackburn South, assisting participants with all the challenges of moving sites, and getting to know and assisting new participants to settle in to the service and implementing new activities. Thank you all.

Martin Dignam
Service Coordinator



BLACKBURN REPORT



WELCOME BACK TO THE NEW NORMAL. IT IS GREAT TO HAVE THE BUSTLING VIBE RETURN TO THE SITE.

The staffing team and participant cohort have been amazing over the past year whether joining activities on Zoom, courses via Microsoft teams and our favorite platform, face to face.

By the end of last year, the young adult cohort had completed taster courses, Certificate 1 and 2 courses, developed independent life skills (e.g. cooking), grown vegetables, navigated communication platforms, and continued to build on social connections from their home.

A highlight was the Next Step presentation night at the Matthew Flinders Hotel. Three sites enjoyed the opportunity to mingle, dance, laugh and acknowledge personal achievements with certificates.

We farewelled ten people who were looking forward to taking the Next Step (no need to pardon the pun) and transitioned to the new Ringwood Service. On the flip side, seven fresh faces joined the cohort early in 2022. The start of the year took time in reconnecting with networks, however this evolved over the coming months. We re-established volunteering roles with the SALVOS at Forest Hill, returning to course delivery locations at Box Hill Institute and Kew Neighbourhood Learning Centre. Building healthy lifestyles at the local Snap gym and cooking at the Blackburn RSL have also resumed.

This year participants have had the opportunity to develop their skills in three accredited courses and five ongoing pre accredited courses, including trade skills and a 3-day barista training course. There has been movement on site too. Washing cars, cleaning, repairing, OH&S auditing and making coffees are a few activities to name. Fun pyjama and pamper days were also celebrated.

New connections have been established with NIDO childcare, Sissy's Gourmet Delights, Bunnings, Blackburn library, Manningham council and Nunawading Fire Station which created opportunities for work site visits, volunteering, and work experience. We invited guest speakers MP Matthew Bach, the Victorian Electoral Commission, the Blackburn Library and Victoria Police for Cyber Safety. This fostered great questions and discussions.

The cohort has continued to support the wider community by preparing material for Threads of Kindness supporting women affected by domestic violence and selling goods for the Mother's Day stall at Giant Steps school.

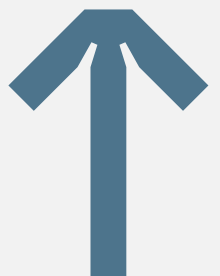
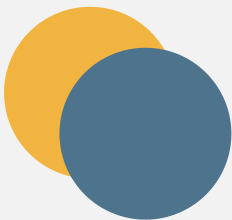


We said goodbye to three wonderful team members and welcomed Jonathan, Jayden and Brittany. The team continues to strengthen with the trademark framework, fostering honest and respectful discussions and investing in each other

I would like to acknowledge the hard work from the Blackburn team, the Leadership Group and the Board members throughout the past year for their persistence in supporting the engagement and wellbeing of participants.

It is inspiring to be a member of a team who is driven to support the participants build their friendships, develop confidence, achieve goals and feel empowered and valued.

Louise Baker
Service Coordinator





What a year it's been at the Next Step Dandenong, as we return to some semblance of normalcy following the COVID lockdown. Our participant numbers have remained healthy this year with several schools, both specialist and mainstream, feeding into the program due to our strong reputation in the region. As a result, we welcomed two new team members this year: Marlen Flusk and Jocelyn Chong, who both come to us with extensive experience in the disability field and have blended in seamlessly.

As a result of the extended COVID lockdown, returning to site at the beginning of the year was fantastic. However, it presented a slew of new challenges. We've seen a dramatic decline in participants' social development and motivation. The team has done an excellent job of recognising these shortfalls and implementing support strategies, as well as making adjustments to their programmes to address these barriers.

This year, our program focus has been on addressing the challenging issues of a young person with a disability transitioning from school to the adult world, developing independent living skills, assisting a young person in developing a social friendship network, and creating opportunities for a young person to develop vocational pathways. By supporting hands-on work experience in multiple work sectors and by providing them with assistance in that area, our participants have been able to pursue and achieve accredited and non-accredited post-secondary education courses.

We have continued to strengthen our collaboration with community organisations such as: Dandenong Neighbourhood House, Jesuit Social College, City of Greater Dandenong and Chisolm TAFE, all of whom helped in delivering various accredited and non-accredited courses. Some of the courses offered have included Carpentry, Animal Care, Barista, Hospitality, Textile, Health ME and Certificate 1 in Transition Education. Participants in these courses have all provided excellent feedback about their experiences, and they have had the opportunity to gain an understanding of what is involved in that specific work sector to make an informed decision about their future endeavours.

Our program has continued to receive solid support from local businesses and community groups in terms of providing valuable volunteering and work experience opportunities for our participants in a variety of work sectors, including retail/customer service, landscaping, gardening, warehousing, animal care and office administration.

We were also given the unique opportunity to host a Job Advocate (one day a week) through Job Victoria's initiative to work alongside our participants and staff and provide support with exploring vocational pathways and delivering employment workshops throughout the year. This initiative was made possible through our affiliation with Jesuit Social Services, and the results have been excellent.

DANDENONG

Report



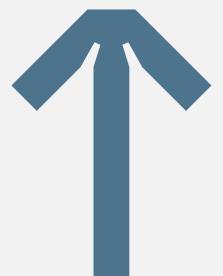
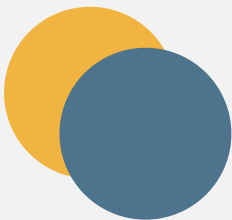


City of Greater Dandenong has also been fantastic with offering a variety of community events and volunteering opportunities for our participants this year and have reached out to us at every opportunity to collaborate.

When we stop to reflect, we can see that it has been an extremely busy year, with many amazing accomplishments from both participants and staff, and I would like to thank everyone for their contribution to making the site a vibrant, fun, and, most importantly, supportive learning environment and to our parents and care givers, thank you for your ongoing support, particularly your patience and understanding during the COVID affected period.

We are very much looking forward to an exciting 2023!

Tam Nguyen
Service Coordinator



PAKENHAM

Report



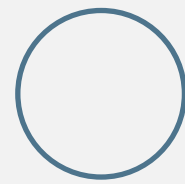
The Next Step Pakenham has had a whirlwind inaugural year. The program is based on the ever-successful Next Step model at our Dandenong location with minor changes to content to suit the needs of the participants' profiles. Our key issues are cyber safety, community engagement, and social development.

The program is also intended to increase a young person's independence by providing in-house programs such as living skills, money skills, work preparation, literacy, and learner's permits.

The program currently has ten participants, with several of them receiving travel training from our Dandenong location. We have hosted several group visits from Officer Special Development School and facilitated parent site visits since Term 2 this year, and as a result, we expect our participant numbers to grow in 2023.

The group is extremely diverse, posing unique challenges to our staffing team and providing an opportunity for our team to further develop and enhance our understanding and awareness of cultural diversity. We have also been involved with local cultural community groups in the Pakenham area to assist us in this area.

This year, the program has also received strong support from local businesses and community groups in terms of providing valuable volunteering and work experience opportunities for our participants in a variety of work sectors, including retail, customer service and gardening. We also collaborated with the Jesuit Social Services to deliver a pre-employment workshop to our participants to expand their skills and knowledge in the workforce.



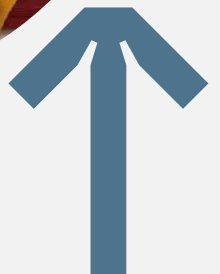
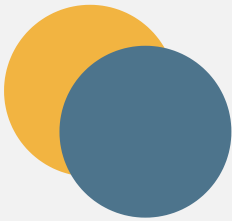


Below are some of the partnerships we've established in our short time in Pakenham:

- Bunnings Warehouse
- Big W
- Jesuit Social Service
- Pakenham Library
- Vinnies
- Give it a second chance Op Shop

We've had a busy and productive year so far, celebrating many accomplishments and along with sharing many laughs and working through challenges as we attempt to return to some form of normality post COVID, we're very much looking forward to an exciting, productive, and fun full year in 2023!

Tam Nguyen
Service Coordinator



RINGWOOD REPORT

What changes the last 12 months have brought. We have moved premises and been at our new location in Ringwood for almost 10 months. Everyone has enjoyed the opportunity to be back onsite and the new space we get to enjoy.

For those of you who haven't had a chance to look through the new site, there is a virtual tour on the website that you can take. It is a brilliant space which we are all enjoying.

We also started this year with three new staff and many new participants. The start to 2022 was definitely a bit of a whirlwind. It has been lovely to see how everyone has settled in and the way everyone has been straight back into learning and experiencing new things. The new staff have been a great asset to the team, and although we were sad to see one of our new staff members leave early in the year due to health concerns, the staffing team have really stepped up and taken all that 2022 has to offer in their stride.

This year has seen participants securing volunteer positions with Vinnies Op Shop, and a local Barber shop. We are participating in a range of courses and will be starting Certificate 2 in Animal Care, which is very exciting. We have also started some new partnerships which we are looking forward to expanding. Unfortunately, we have found developing partnerships and volunteering opportunities to be very slow, but we continue to keep working on developing those community-based links.

Some of the highlights for the last 12 months have included being able to have a presentation night, it was lovely to see everyone's faces after not being able to have one over the last few years. Thank you so much to everyone who worked so hard behind the scenes to make this happen, given it was planned at the last minute. Linking with Blackburn Next Step for courses and activities, including Certificate 1 in Work Education and Transition Education and the recent 'Resuscitate a mate' session. We have been able to enjoy social nights again. The donation we made as a site to the Good Friday appeal and lots of fun around the table tennis table.

We were also lucky enough to have two groups volunteer at the recent International Table Tennis Championship that took place in Eastland. The groups were involved in handing out information flyers to people in Eastland, which was great for everyone.





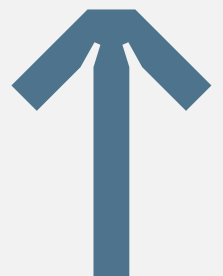
They were also involved in handing out fruit to the table tennis players and ushering people to their seats so that they were able to enjoy the matches. This was a fantastic community-based event that we were proud to be a part of.

The group at Next Step Ringwood have continued to work diligently at developing their skills across a wide range of areas and everyone has been working to a high standard this year. We have continued our partnership with Orana Neighborhood House, where we have access to a commercial kitchen, multimedia equipment and their visual arts facilitators who come to site. These programs are enjoyed by all. Kew Neighborhood Learning center continues to offer a range of courses that participants enjoy, including Sport and Rec, Digital Futures and Horticulture. Participants are also enrolled in a range of Certificate 1 and 2 courses. We are always looking for ways to encourage and develop the skills and opportunities available to the Ringwood cohort.

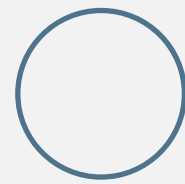
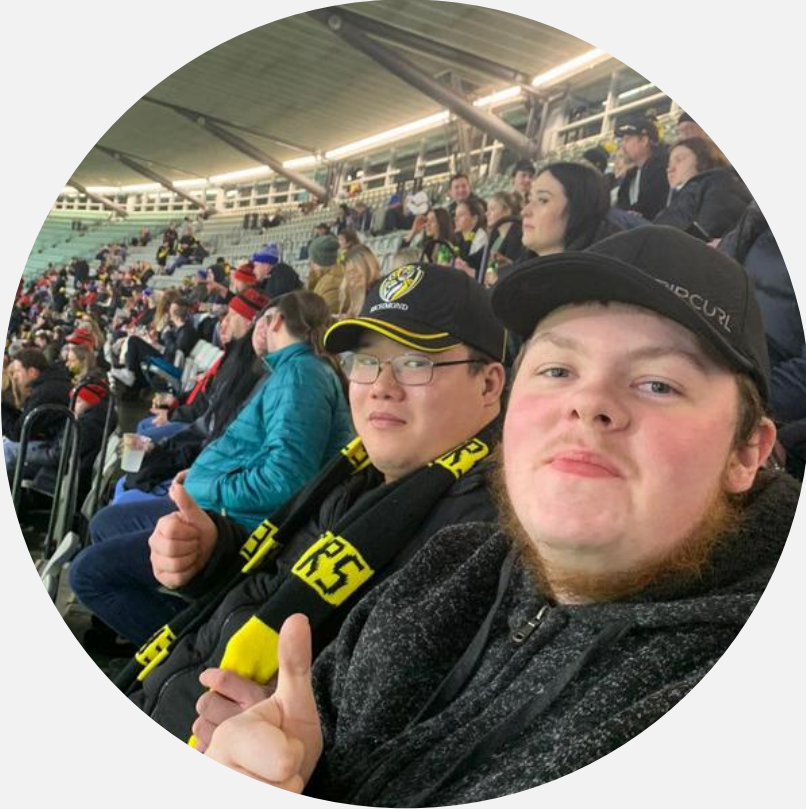
I would like to take this opportunity to thank the Board, Bruno, and Deanne. Their continued support and dedication to the Burke and Beyond trademark of Supportive, Progressive, and Accountable have supported the site to continue to grow, to develop the staffing team and participants' skills and to continue to push to develop community-based networks.

On a final note, I would like to say a huge thank you to the staffing team and the participants, it is a pleasure to come to work with all of you every day and your dedication and excitement about each day is infectious.

Danielle Benincasa
Service Coordinator



OUTREACH AND SOCIAL Report



2022 has seen a welcomed steady growth for Outreach and Social at Burke and Beyond.

We have been able to continue 1:1 service, supporting our young adults to fine tune their personal, professional and social skills in dedicated and tailored programs.

Our supportive staffing team continue to encourage the participants to work on attaining their Learner's, speech therapy, physio, social integration goals and much more by their attention to details and caring nature that they bring to the role.

Friday night social is as popular as ever with the participants assisting to build the timetable each term and come up with exciting new activities to try. This year has seen an increase in interest and attendance for these activities which we, as staff, see as a positive step forward, not only for individual development but for the participants as a team.

Friday night social is a space for participants to step back from their working week and let their hair down

They are supported and encouraged to try new and different activities, sometimes stepping out of their comfort zone to build confidence but most of all, to have fun.

The opportunities are limited to your imagination for outreach support. If you are interested working on a personal goal or would like to expand your social network, please contact one of our team for more information.

We look forward to working with the participants and families to build a bigger, better and more supportive Outreach service to see goals worked towards and obtained.

Elyce Morrison
Outreach and Social Team Leader

ACCESS AUSTRALIA (DES)
ACCESS SKILLS TRAINING
ALPHINGTON COMMUNITY CENTRE
BALWYN LIBRARY
BIG W (PAKENHAM)
BOX HILL TAFE
BOROONDARA SPORTS CENTRE
BROTHERHOOD OF ST LAURENCE -
NOBLE PARK
BUNNINGS WAREHOUSE PAKENHAM
BUNNINGS NUNAWADING
CEAV (AUSTRALIAN CENTRE FOR
CAREER EDUCATION VICTORIA)
DR CARINA GARLAND FEDERAL MEMBER
FOR CHISHOLM
CHISHOLM TAFE - DANDENONG
CITY OF GREATER DANDENONG COUNCIL
CONTROLTECH SOLUTIONS
DANDENONG COMMUNITY LEARNING
CENTRE
DANDENONG WEST PRIMARY SCHOOL
DANDENONG YOUTH SERVICES
EASTERN VOLUNTEERS
ECCV (ETHNIC COMMUNITY COUNCIL OF
VIC)
EDENDALE COMMUNITY FARM
EMERSON SCHOOL
GABRIELLE WILLIAMS MP - STATE
MEMBER FOR DANDENONG
GOODLIFE GYM RINGWOOD
HAMMERS GYM BLACKBURN
BASS CARE MEALS ON WHEELS
JUBILEE HOUSING PROJECT
JESUIT SOCIAL COLLEGE
KEW NEIGHBOURHOOD LEARNING
CENTRE
KEW TRAFFIC SCHOOL

KINGSTON CITY CHURCH
KMT GROUP
MANNINGHAM NEIGHBOURHOOD
WATCH
MATTHEW BACH STATE MEMBER FOR
EASTERN METROPOLITAN REGION
MEALS ON WHEELS (KNOX COUNCIL)
MONASH HEALTH
MOUNTAIN DISTRICT LEARNING CENTRE
MYUNA FARM
NIDO CHILDCARE
ORANA NEIGHBOURHOOD HOUSE
PAKENHAM LIBRARY
PAUL HAMER STATE MEMBER FOR BOX
HILL
PINCHAPOO
RABBIT RESCUE RETREAT
RSPCA EAST BURWOOD
SALVOS FOREST HILL
SICMAA (SPRINGVALE INDO-CHINESE
MUTUAL ASSISTANCE ASSOCIATION)
SISSY'S GOURMET FOODS
SNAP FITNESS BLACKBURN
SOUTH EAST VOLUNTEERS
THE BLACKBURN RSL
THE COLLINGWOOD CHILDREN'S FARM
TUNZAFUN KNOX
UNITING HARRISON
VALID
VICTORIAN ELECTORAL COMMISSION
VINNIES DISTRIBUTION CENTRE
DANDENONG SOUTH
VINNIES RINGWOOD
VOICE AT THE TABLE
WESTALL TENNIS CLUB
WOOLWORTHS DANDENONG

OUR PARTNERS

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