

From 'The Dark Forrest Exhibition' a narrative based experience created during the COVID lockdown in 2020.



2020 ANNUAL REPORT

WELCOME

2020 was certainly a year of challenge, growth and change as we navigated COVID-19 and an increasingly uncertain social landscape. Remida was fortunate to end the year in a strong financial position, while also undertaking preparations for its first Fringe show, 'The Crow and the King.' There were definitely some tense moments through the year and we remain grateful for the support we received at all levels that allowed Remida to survive the year. Special thanks to the staff and volunteers who stuck by REMida and helped shape its success in 2020.

Dr Paul Armishaw

On behalf of the REMida Team

REMIDA: DISCOVER THE CREATIVE POSSIBILITIES

Our goal is to inspire the Perth community to think differently about waste materials!

REmida brings a fresh view to waste materials, helping people to see the creative possibility in reuse. When you re-think these oddments, you discover they are one-of-a-kind! A mishmash of materials that nurture innovation, creativity and communication.

REmida runs workshops for schools, childcare centres and organisations. Our workshops encourage adults and children to get creative with unusual and obscure items. We support participants to bring fresh ideas to old and discarded products, making them new again through creative reuse. REmida workshops prompt participants to re-think their attitudes to waste and sustainability.



With our simple membership system REmida's materials are available to schools, childcare centres, artists and families. You can also find us at festivals and events, our facilitators provide interactive experiences and craft workshops.

OUR HISTORY

REmida has grown from humble beginnings to a visionary leader in sustainable reuse.

In 2004, the teachers and parents of Bold Park Community School collected a 1000 containers of waste materials. These materials became a feature in the artistic installation 'Materials in Dialogue' which was set-up in Forrest Place, in the heart of Perth. This installation inspired the community to rethink waste and discover the endless possibilities of reusable materials.



By 2005 the REmida centre opened at the old Carine TAFE campus and exhibited the 'Sculptures of Identity'. This body of work highlighted the many expressions of identity from children in the local community. From here REmida began to grow and evolve, building relationships with members, volunteers and suppliers.

In 2008 REmida WA was incorporated and relocated to a larger premise allowing the centre to attract even more enthusiastic members!

Perth's has a rapidly growing community who want to embrace sustainable practises, watch this space as REmida is set to lead the way in creative reuse!

OUR FUTURE

A positive that arose from 2020 was the reassurance that REmida is a resilient, agile organisation that can face difficult conditions while continuing to actively support the needs of its members. As we look to 2021, our aim is to use the lessons from 2020 to increase the organisations capacity to provide respond flexibly to the challenges and opportunities it will encounter over the coming years.

Remida's first Fringe outing (It was quite hot to be in a gold cape)



Opening night of the Crow and the King, photo Natalie Blom

MANAGEMENT COMMITTEE

Name	Position
Andrew Davy	Chairperson
Julia Hughes	Vice Chairperson (on leave)
Connagh Hopkins	Treasurer
Andrew Davy	Secretary
Mark Wong	Committee Member
Kristien van Der Spoel	Committee Member
Matthew Brierley	Committee Member
Andrew Watt	Provisional Member

STAF MEMBERS

Name	Position
Dr Paul Armishaw	Executive Officer
Douglas Scott	Operations Manager
Lucie David	REmida Team Member: Education
Natalie Blom	REmida Team Member: Arts and Volunteers
Jessie Frost	Materials Assistant

VOLUNTEERS

Carmelo Lenzo	Vicky Pellowe
Anne Scott	Frances Thiele
Debbie Brown	Rita Debrincat
Graham Paul	Stephanie Ritherden
Rob Adams	Jessica Frost
Louise Adams	Rory Toner
Janet Horebin	Sacha Barker
Lesley Warren	Frida Dougall
Shirley Thacker	Raye Rickard
Sue Girak	Deb Mulvey

CHAIRPERSON'S REPORT

I suspect most years in REmida's experience tend to throw up challenges....but you'd have to say that 2020 was a doozy!

Clearly COVID-19 was a wrecking ball that threatened to take the house down. That it didn't speaks to the skill and commitment of the REmida team (more on this in a moment), as well as the generous support provided by the Commonwealth Government in the form of JobKeeper. We ended the year not only solvent, but with our finances in a good position and a sense of confidence the worst is behind us (and fingers-crossed it is!).

Of course, COVID wasn't the only matter of note for the year, some of the highlights included:

- Paul attending the Reggio Conference in Italy in February and get back just as that country was starting to be laid to waste by the pandemic was truly fortunate.
- Our artist in residence program delivering quirky and sometimes spooky spaces upstairs, with visitors and the Management Committee alike taking to exploring the changed surrounds each time they visited.
- And of course, finishing the year (or really starting 2021) with REmida hosting its first Fringe Festival performance, The King and the Crow. Crafted by Paul and his team of capable assistants, it was an idiosyncratic performance, equally enjoyed and mystifying children and adults alike.

Paul's report below covers the range of highlights in more detail.

The Management Committee can't acknowledge enough Paul and the team's incredible work throughout the year. The leadership Paul has shown, and the commitment and irrepressible energy of our staff and volunteers alike, has kept the REmida flame not just alight but burning brighter than ever. It is inspiring!

On more prosaic matters of governance, the Management Committee has worked effectively alongside Paul to improve processes, manage risks and prepare for possibilities both good and bad. It is built on a positive working relationship with Paul and the desire of all in the Management Committee to ensure we assist REmida go from strength to strength. We are excited to see where JellyFish Plastics and other initiatives can lead REmida, and how REmida can continue to lead within our community.

Finally, I want to thank each of the Management Committee members for their work throughout 2020. In particular, I want to acknowledge and thank Lucile, who stood down as Chair in June and whose leadership over the past few years help re-establish a new and effective Management Committee.

Sincerely
Andrew Davy

Chair, REmida Management Committee

EXECUTIVE OFFICER'S REPORT

Despite the challenges of 2020, REmida continued to provide its members with materials, workshops, inspiration, and professional learning as it looked at more creative ways to keep programs alive during lockdown. We were fortunate to receive funding through Lotterwest to bolster the resilience of the education program and offer a range of free and discounted workshops; this allowed us to run a series of arts-based workshops for the WA Homeschool network.



Crow and the King.

It was also year of stories and webs, as we collaborated with artist Sacha Baker on the City of Claremont ATTRA exhibition, which transformed a section of parkland into a illuminated silver web. Sacha's cardboard spiders made several appearances at REmida, as characters in the online fairy tale, *The Adventures of Rimbolt and Tabitha* and as staging as part of *The*



An unexpected opportunity from 2020 was an initiative from Art Rage that reduced the usual fees associated with hosting a Fringe show at their venue. This allowed REmida to try its hand at being both avenue and the performer for its own, original production. The show was loosely based on the King Midas mythos and the audience made their own contributions to how the story ended. It was both a lot of hard work and a lot of fun, and we hope to make Fringe a regular part of REmida's arts calendar.

Highlights from 2020

- Everyone making it through the year safe and healthy.
- Participating in the Loris Malaguzzi centenary celebrations.
- The silver web/ATTRA installation.
- *The Adventures of Rimbolt and Tabitha*.
- The Share-tree Christmas project with the City of Stirling.
- Delivering the arts-based workshops with the WA Homeschoolers network.
- Providing the education space with a much-needed paint and refresh.
- Finishing the year in a stable financial position.

While each of the program areas was impacted differently, the staff and volunteer teams remained active, flexible, and proactive in facing the challenges of 2020. The volunteer and facilitation programs were impacted quite early in the piece, and the workshop program was placed on pause close to three months. REmida was closed to the public from the end of March through to early July, with the materials program moving to an online collections format.

The broader REmida community, its members, suppliers, customers and friends, helped the organisation to recover its footing, and the last half of REmida's year was full of activity and progress. We know that many groups were not as fortunate, and for every success there were many more struggles and losses. As we look to 2021, it is our hope to build on the learning from 2020 to increase REmida's ability to support educators and families as they continue to provide meaningful educational opportunities to children throughout our communities.

PROGRAM OUTCOMES

2020 Volunteer Statistics

Natalie did a remarkable job in maximising engagement opportunities for volunteers in a post-lockdown context. The year end results were impressive, with an increase in the total hours compared to 2019. It must also be noted that Natalie is responsible for much of the photography, social media and promotional material development; her expertise and willingness to share that with the organisation provides a significant boost to the quality of our promotions, marketing and social media presence.

Note: a portion of this increase was tied to the volunteer efforts of staff in preparation for the Dark Forrest exhibition and Fringe.

Volunteer Report 2020				Volunteer Report 2019		
Target Hours	Month	Volunteer Hours	@\$30p/h	Month	Volunteer Hours	@\$30p/h
80	January (closed 1 week)	50.5	\$1,515.00	January (closed 1 week)	36	\$1,080.00
160	February	137.9	\$4,137.00	February	153.25	\$4,597.50
240	March	16.5	\$495.00	March	110.2	\$3,306.00
320	April	1	\$30.00	April	57	\$1,710.00
400	May	67.25	\$2,017.50	May	60.75	\$1,822.50
480	June	228	\$6,840.00	June	84.5	\$2,535.00
560	July	274.5	\$8,235.00	July	92.85	\$2,785.50
640	August	158.85	\$4,765.50	August	122.85	\$3,685.50
720	September	145.25	\$4,357.50	September	84.75	\$2,542.50
800	October	150.75	\$4,522.50	October	216.5	\$6,495.00
880	November	81	\$2,430.00	November	166.65	\$4,999.50
960	December (open 1 week)	39.5	\$1,185.00	December (only 1 week)	44.25	\$1,327.50
	Yearly Total:	1351	\$40,530.00	Yearly Total:	1229.55	\$36,886.50

Natalie had a notional target of 80 volunteer hours per month as a minimum operational requirement to support the materials program, and overall, this target was met or exceeded throughout 2020. A decision was made to pause volunteer recruitment, as we wanted to maximise the chance for our existing volunteer cohort to reengage with REMida in a post-lockdown context.

Volunteer WA costs volunteer time at \$30 an hour, when Natalie's stats are viewed in terms of the estimated dollar value, the impact of the volunteer team for REMida is considerable. Special thanks to Natalie and the team for making such an outstanding and valuable contribution to REMida in 2020.

2020 Material Collection Statistics

	2020	2019	2018
Total volume collected	249.50cm ³	467.75cm ³	197cm ³ (drop offs not tracked)
Material collection hours	238	317.10	229
Volunteer hours	2060	1701.70	1142

The business closures had a clear impact on material collections in 2020, and this was to be expected. It is to Doug's credit that, despite the shortfall, at no stage in 2020 was REmidia lacking in materials; while some items such as fabric and matte board were scarce, the materials room continued to be well stocked, and members frequently made comment about the availability of stock.

When 2020 is compared against 2018, one can see how well the materials program did overall. Although the drop offs were not specifically tracked in 2018, it was also less of a focus that year and they were less frequent; in contrast, we had several high-volume donations in 2019, which helped to bolster the numbers.

The balance of materials in and out is always a challenge, our hope is to use 2021 to get a better understanding of how the drop offs/donations impact our material reserves over the year.

2020 Education Sessions

	2020	2019
School workshops and early years sessions	48 sessions 1536 participants	94 sessions 3390 participants
Professional Development	7 sessions 44 participants	10 sessions 100 participants
Festivals	11 sessions 500 participants	15 sessions 1050 participants
Homeschool sessions	28 sessions 127 participants	N/A
Totals	94 2207 participants	119 4540 participants

The impact on the education program is obvious, and it is to Lucie's credit that the year ended as well as it did, given the circumstances. Once restrictions had eased, generally, each school had a slightly different response across the rest of 2020, which complicated the booking process. The sessions for the WA Homeschool network were funded by Lotterywest and helped boost the end of year figures and income.

Overall, education performed remarkably well given the circumstances and Lucie, alongside the facilitator team, worked hard to maximise every possible delivery opportunity throughout the year.

2020 Memberships Stats

	2020	2019
Schools	172	187
Early years centres	134	143
Family/Hobbyist	57	62
Custom	13	8
Professional arts	4	4
Totals	380	402

Despite school closures, social distancing restrictions and community-wide uncertainty, the membership program performed well in 2020. There was a clear drop in renewals between March and July, as education centres froze their spending based due to the delay in school fees being received. Despite this however, member confidence in REmida remained strong and the organisation felt the benefit of this with the renewal income returning to normal in the later part of the year.

There will likely be a flow on effect in 2021, as the mid-year renewal income will be lower than normal, based on the pattern observed in 2020. With the upward trend at the end of 2020, however, we are optimistic that the end of year figures will carry over into 2021.

A key part of retaining member confidence in 2020 was the adoption of an online material orders and collection process; this went live 4 days after REmida was obliged to close to the public. The service allowed members to preselect a mix of ad hoc and pre-set materials packs which could then be collected from REmida at a scheduled time.

The materials program, thanks to the work of Doug and the volunteers, was also able to keep stock levels at the required levels that, alongside some interesting one-off donations, allowed members to see the value of retaining or re-instigating their membership during late 2020.

Concluding REMarks

With 2020 behind us, we now look to the future and we have good reason to be optimistic about REmida's future. Thank you to the staff, volunteers, and management committee for their efforts over the last twelve months.

Dr Paul Armishaw
Executive Officer
20th of May 2021

TREASURER REPORT

2020 Financial Overview

Under the Associations Incorporation Act 2015, REmida can be classified as a Tier1 organisation for the purposes of reporting and auditing.

There has been no requirement to complete a review or audit of the 2020 accounts.

Always Accountable continue to be engaged on a monthly basis to manage the bookkeeping and provide advice as necessary. This was invaluable to help administer and manage the Jobkeeper and stimulus payments this year.

The figures shown in this report are prepared on a cash basis.

Summary of financial performance for 2020

\$	2020	2019	Variance
Income	225,895	245,168	(19,273)
Expenses	179,124	248,823	(69,699)
Surplus \$	46,771	(3,655)	(88,972)

Cash position a Year End: 98,628 50,281

Income

Income was impacted by COVID-19 during the year and the organisation was able to remain cashflow positive due to the Jobkeeper payments and the Lotterywest Grant received in June. (The prior year grant relates to the Jellyfish Plastic Waste Authority grant)

Memberships and workshops were significantly impacted during April to June however, recovered well from August through to October resulting in an overall membership income similar to 2019.

Income Type	2020	2019	Variance
Grants	12,900	82,031	(69,131)
Memberships	86,539	86,539	89,472
Workshops	15,748	15,748	45,665
Festivals	4,070	13,172	(9,102)
Professional services	13,705	13,705	0
Other	92,934	14,828	78,106
TOTAL \$	225,895	245,168	(19,273)

The "other" income in the table above is the Jobkeeper and other stimulus payments received. These payments have provided a cash injection to the organisation which has enabled stability and recovery. It also provides a welcome cash buffer should further lockdowns or disruptions occur.

Expenses

Overall expenses were also impacted by COVID -19. Specifically wages and on costs were \$35,700 higher than budget due to the Jobkeeper payments.

A 5% wage increase was also put in place from 1st November. This is recognising the dedication and efforts made by the staff to date, and their ongoing commitment.

Remuneration will be reviewed by the Committee on a regular basis with performance outcomes, financial sustainability and industry benchmarks influencing the ability to approve future increases.

Balance Sheet Review

Cash position

The 2020 closing cash position was \$98,628. As mentioned above, this has positioned the organisation well for recovery and provides a level of protection against future lockdowns

Future Liabilities

Amounts payable at year end stood at \$12,102

- ATO PAYG and Super payments \$4,280
- Annual leave and Long service leave \$8,685

2021 Budget Overview

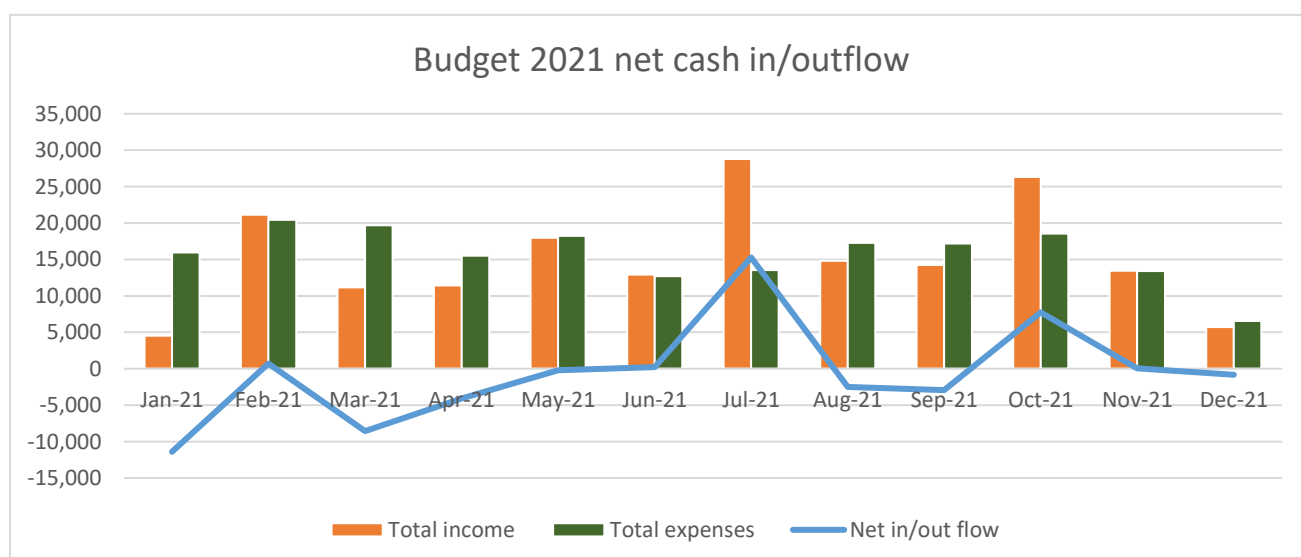
Given the abnormal operating year during 2020, this budget is largely based on 2019 performance. Although, no major grants are anticipated, a further LotteryWest grant was received in February, and the anticipation of another in July has been included for circa. \$9,000.

	2021 budget	Comparison year (2019)	Change
Income	182,601	245,168	(62,567)
Expenses	189,087	248,823	(59,736)
Surplus	-6,486	-3,655	(2,831)
Income Type			
Grants	19,800	82,031	(62,231)
Memberships	89,956	89,472	484
Workshops	45,665	45,665	0
Festivals	12,815	13,172	(358)
Professional services	14,365	14,828	(462)
Other	0	0	0
TOTAL	182,601	245,168	(62,567)

Employee expenses will be the largest cost for the organisation to cover during the year totaling \$115,000

Facilitator costs are assumed to be 50% of workshop income. Overall costs of delivering workshops and professional services and festivals and grants is \$42,000 (cost of sales).

Other significant operating costs include Insurance, book keeping and IT related (systems and website). It has been assumed that 20% of Grant income will relate to admin costs and contribute towards management/staff costs.



With this budget the cash position for 2021 year-end is forecast to be \$85,450.

Appendix: financial statements

REmida Perth Inc. Statement of Income and Expenditure January - December 2020

	<u>Total</u>
Income	
4-1000 Grants	12,900
4-2000 Fundraising - Contributions	86,539
4-3000 Other Income	<u>33,523</u>
Total Income	132,962
Cost of Sales	
5-0000 Cost of sales	<u>10,815</u>
Total Cost of Sales	<u>10,815</u>
Gross Profit	122,147
Other Income(Loss)	
8-1100 Interest income	<u>92,934</u>
Total Other Income(Loss)	92,934
Expenses	
6-1000 Finance Costs	7,824
6-2000 General Administrative Expenses	7,909
6-3000 Office Expenses	2,600
6-4000 Utilities	2,018
6-5000 Marketing	2,943
6-6000 Payroll Expenses	142,046
6-7000 Information Technology	1,404
6-8000 Motor Vehicle	315
6-9000 Grounds / Equipment	1,027
7-0000 Travel	<u>223</u>
Total Expenses	168,308
Other Expenses	
9-1400 Interest expense	<u>1</u>
Total Other Expenses	<u>1</u>
Net Earnings	46,771

REmida Perth Inc
Balance Sheet
As of December 31, 2020

	Total
Assets	
Current Assets	
1-1100 Trading NAB # 4670	28,420
1-1200 Savings NAB # 0966	70,003
2-1100 NAB Parent CC # 7001	206
Total Current Assets	98,628
Long-term assets	
1-2200 Property, Plant & Equipment	21,469
1-2250 Prop, Plant & Equip Acc Depn	-21,469
Total long-term assets	0
Total Assets	98,628
 Current liabilities:	
2-1200 Premium Funding - Insurance	-871
2-2200 GST Liabilities Payable	-140
2-2250 ATO Clearing Account	1,720
2-2410 Superannuation payable	2,700
2-2460 Annual Leave Liability	3,162
2-2470 Long Service Leave Liability	2,386
Total current liabilities	8,957
 Shareholders' equity:	
Net Income	49,906
3-1100 Opening balance equity	107,770
3-1200 Retained Earnings	-68,004
Total Members equity	89,671
 Total liabilities and equity	98,628

Complied by: [Connagh Hopkins, Treasurer](#)
On behalf of: [the REmida Perth Inc. Management Committee](#)



THANK YOU TO EVERYONE WHO HELPED MAKE 2019 SUCH A SUCCESS!

WE LOOK FORWARD TO WORKING, LEARNING AND SHARING WITH EVERYONE IN
2018/2019.

CHEERS
THE TEAM FROM REMIDA.