

2024 ANNUAL REPORT



The Silver Web installation with the Town of Claremont, Oct 2024

Welcome to 2024! The year was one of activity, changes and farewells as we said goodbye to our long serving General Manager Doug Scott. We wish Doug all the best as he moves forward and we are sure he'll keep in touch. ReMida was also very active in the festival and event space, constructing its largest ever silver web installation for the Town of Claremont. As always, the team was busy collecting and sorting materials, delivering education workshops and running arts and education sessions across WA.

2024 was also ReMida Perth's 20th birthday. A significant milestone in the life of any organisation, but especially one that managed to weather COVID and adapt to an ever shifting economic landscape.

As we look ahead to 2025 there will be a focus on growing the materials and membership program, which will likely include a push in the fundraising and corporate sponsorship space. While this is new territory for ReMida it is something we've been working on since late 2023 and we're excited about where those plans may take us in the future.

Dr Paul Armishaw

On behalf of the ReMida Team

We guide, educate and celebrate creative reuse and work towards a sustainable future where children can flourish in innovative and progressive communities.



ReMida collects clean industrial discards and offcuts directly repurposed for education and arts activities. But that is not all we do. ReMida works to achieve its vision within its four main program areas; the materials rescue program, our Reggio-inspired education workshops, the artist-in-residence program and Jellyfish Plastics. Jellyfish Plastics repurposes plastic bottle caps.



ReMida is a non-profit, charitable organisation that is proudly West Australian and equally proud of its place within the international



network of ReMida centres. Over the last seventeen years, ReMida has worked with thousands of children, educators, schools and community groups to explore creative ways to reuse discarded materials.

A small team of part-time staff members, a dedicated group of volunteers, and a hard-working management committee help ReMida achieve outcomes that exceed its size. And while it seems that each year brings challenges to bear, this fantastic group, both past and present, ensures ReMida continues to move forward.

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 1000 containers of waste materials. These materials became a feature in the art installation 'Materials in Dialogue', 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 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.

OUR FUTURE

2025 will have a strong focus on growth, with plans in place to improve our ability to receive, process and make materials available for members. We're aiming for growth across all our programs as we look to secure ReMida's future for another 20 years.

ReMida, an illustrated view of our home in West Perth



MANAGEMENT COMMITTEE

Name	Position
Andrew Davy	Chairperson - outgoing
Jamie Forsyth	Chairperson - incoming
Nicola Scanlan	Vice Chairperson
Sarkis Akopov	Treasurer
Bridgette Staude	Secretary
Rebecca D'Olimpio	Member
Olaya Lope	Member

STAF MEMBERS

Name	Position
Dr Paul Armishaw	Executive Officer
Douglas Scott	Operations Manager - Retiring
Charlotte Robinson	ReMida Team Member: Education
Sacha Barker	ReMida Team Member: Arts and Volunteers

VOLUNTEERS

Carmelo Lenzo	Deb Mulvey
Anne Scott	Raye Rickard
Debbie Brown	Rita Debrincat
Rob Adams	
Louise Adams	
Blake Finaly	
Lesley Warren	
Shirley Thacker	
Deb Mulvey	

CHAIRPERSON'S REPORT 2024

20 Years of Creative Reuse and Community Impact

This year ReMida proudly celebrated our 20th anniversary, marking two decades of reuse, creativity, and community education. Our mission, to turn waste into resources and to empower people through reuse inspire sustainable communities remains as vital as ever.

In 2024, we welcomed over 480 members, hosted more than 120 workshops, and collected around 300m³ of materials that would have otherwise gone to landfill. These efforts were supported by nearly 1,200 volunteer hours, a testament to the generosity and commitment of our community. All done with a small operational team, led so capably by Paul, and the service of our wonderful volunteers.

Our reach extended well beyond Perth with visits to Kalgoorlie and Geelong, engaging new communities in reuse education and creative practice. We completed our major 18-month Storytellers Project, which celebrated community voices speaking to the experience of life. We also partnered with local governments in Stirling, Vincent, Claremont, and Mandurah to deliver tailored sustainability and creative projects. Our Artists in Residence program supported four local artists to explore reuse in new and creative ways, highlighting the value of reuse in creative visions.

One of our key international connections was renewed when we sent Paul to Reggio Emilia, Italy, to join representatives from other Remidas and celebrate the opening of a new centre. This ongoing relationship is a key part of our identity and sets us apart from other reuse organisations in Australia.

We farewelled several valued team members this year. Long-term staff member Dougie retired after many years of wonderfully dedicated service across a variety of roles, and along with him goes Anne who will be missed in our volunteer program. We also thanked Vittoria and Emily for their contributions as they moved on. These transitions led us into 2025 with a smaller operational team, creating space for reflection and resilience.

I want to acknowledge current operational team members - Paul, Sacha and Charlotte – for their wonderful dedication and work. On the governance front, we were joined by Jamie Forsyth, whose strategic lens and marketing skills will support future growth. I thank the on-going work and support of the Management Committee – Bridget, Olaya, Nicola, Rebecca and Sarkis.

I again thank Matthew Brieley who stood down from the Committee after many years of excellent service. While we did not meet our full financial and operational growth targets, we achieved strong operational outcomes and laid the groundwork for further progress. Looking ahead, our focus is on strengthening volunteer engagement, exploring income opportunities, and telling our story more effectively. We remain committed to building a more sustainable, creative, and connected future. Thank you to everyone who has supported us. Here's to the next chapter in our shared journey of reuse and renewal.

Andrew Davy
Chair, REmida Management Committee

EXECUTIVE OFFICER'S REPORT

What a year! ReMida turned 20 years old, we visited our colleagues in Reggio Emilia, delivered a bunch of workshops, festivals and events, and we saw our membership grow to over 480 active members. Amidst the hard work, stats and activities, it can be easy to forget that ReMida's day to day activities are supported by a small operational team, alongside a group of dedicated volunteers. I'm incredibly grateful for everyone's work across the year and there is a lot to be proud of in 2024.

Doug Scott, our longest serving staff member, and General Manager retired this year. Doug has been a driving force behind ReMida's waste and reuse programs for over 12 years. His work with our suppliers, volunteers and his leadership within the staff team have been an inspiration for me personally and I know I'm not alone in marveling at his accomplishments on behalf of ReMida. Although we know Doug will always be part of the ReMida community, 2025 will feel very different without him.

We made the decision to take a break from FRINGE in 2025 to ensure everyone has a chance to fully recharge over the Christmas break. ReMida's FRINGE events have become a key part of our arts and events programs during January, and this year's show was once again a great experience. But after a hectic year of delivery and with the planned extension of the materials program in 2025 we decided the additional time was needed to make sure the end of 2024 and the start of 2025 received the attention it deserves.

During October the team launched a major shuffle of the reception and small material collections room. The aim was to create a more open and welcoming space for members and visitors while also maximising the space for volunteers to sort and process materials. This is the second stage of changes to the building, which hopefully set the stage for some exciting developments for the large materials room and the upstairs education and event space.

The deliverables across each of the programs continued to show strong results, and even though we fell short of our intended financial targets, we're looking forward to making up the ground in 2025. Jellyfish Plastics was paused this year to allow a greater focus on the arts program and to create the necessary space to start the changes to the physical spaces downstairs. This year emphasised the need to continue work on our sponsorship and fundraising program, which we started working on in late 2023. The aim is to have an additional income stream to secure ReMida's future for another 20 years.

A personal highlight for the year was the Silver Web installation with the Town of Claremont, funded through their community arts program. This was the largest web we'd ever attempted, which spanned over 27sqm and extended from the tree canopy to the ground to form a giant, interactive maze.

PROGRAM OUTCOMES

Materials Collected - measured as meters cubed

2023	2024
385.4	283.64 m3

Comments

Year to year fluctuations are usually the result of large, one-off collections or donations. Each year we aim for both consistency and diversity of materials to ensure that members find the material assortment engaging and relevant to their needs.

The challenge is finding ways to match the selection of materials we have available to members to ensure a good flow through of materials across the year.

Since 2023, we have been encouraging people that want to donate materials to deliver to the centre, rather than putting additional pressure on the collections team. While this isn't always possible, it has definitely helped manage the influx of materials.

Memberships

2023	2024
465	482

Comments

2023 and 2024 have seen a steady growth in memberships, with the end result for this year eclipsing our 2023 record of 465. Early years centres and schools under 400 students continue to represent the largest cohort of members, although we have seen a resurgence of interest in the ReMida at Home memberships.

The ongoing challenge is how to best manage growth matched against our capacity to collect, process and store materials. A key focus for this year and next will be ways to maximise our use of the current building to allow for growth that is sustainable across multiple years.

We have received lots of positive feedback about the changes to reception and the space overall feeling more open, inviting and organised. The team has worked hard this year to support members' collection experiences to create a feeling of value around their memberships.

Education, Arts and Festivals

2023	2024
141	124

Comments

2024 was a busy year for festivals, with events held with the City of Vincent and the Town of Claremont, along with a series of free professional learning sessions hosted in collaboration with the City of Stirling. The Silver Web at the Town of Claremont was a weekend-long event that combined a full web installation as well as a series of maker-events. We also finished the Storytellers project with an exhibition at Gallery 16.

Overall, education delivery remained strong and the program continues to attract interest from both new and existing members and customers. Moving into 2025, we'll continue to explore ways for the education program to grow and increase its impact. Thank you to the education team for all their work this year, and for the staff in adding much needed capacity to the arts and festival programs.

Volunteers

2023	2024
1,041	1,168

Comments

Volunteers play a crucial role in supporting the processing and display of the materials collected; their contribution ensures that we have well presented, tidy and visually appealing materials displays in both the main collection spaces. Each year we aim for a minimum of 900 volunteer hours, as well as support from corporate volunteering groups, university groups and others to keep ReMida well stocked and looking amazing.

Special thanks to Carmello Lenzo and Deb Brown for their outstanding contribution in 2024.

Concluding REMarks

Thanks again to everyone who helped REMida navigate a challenging year while delivering high-quality programs and services to its members.

Dr Paul Armishaw
Executive Officer
Feb 2nd, 2025

TREASURER REPORT: 2024 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 2024 accounts. Always Accountable continues to be engaged on a monthly basis to manage the bookkeeping and provide advice as necessary.

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

Summary of financial performance for 2024 compared to prior year.

\$	2024	2023	Increase/Decrease
Income	213,476	176,943	36,533
Expenses	251,955	216,863	35,092
Surplus/deficit	-39,479	-39,920	
Cash position @ year end	79,414	112,946	

The expenses increased due to expenses associated with the LotteryWest Grant of \$69,820 being received in November 2022, even though most costs were incurred in FY ending December 2023, some costs ended up in FY 2024.

Income Details

Income type \$	2024	2023	Increase/Decrease
Grants	0	0	-84,864
Memberships	125,358	111,013	13,606
Workshops	41,311	49,956	13,156
Festivals	29,956	11,890	11,000
Professional Development	13,785	4,023	2,223
Professional Services	223	406	891
JFP	2,070	696	-1,097
Fundraising and Donations	772	0	10
Other	0	265	-3,664
TOTAL Income \$	213,476	176,943	-52,026

There were no Grants received in FY 2023 and in FY 2024, however, ReMida Perth experienced strong growth in numbers of new and returning members. In addition to that, leadership was able to successfully tap into expertise and deliver extra services in

workshops and festivals. As REmida is now a registered charity, donations are being collected.

Expenditure Details

	2024	2023	Variance
Cost of services	10,1920	18,478	2,325
Operating Expenses \$			
Finance and insurance costs	1,651	15,133	-10,647
General Administrative Expenses	6,576	5,959	-653
Office Expenses	4,634	2,931	898
Utilities	1,469	1,591	75
Marketing	3,207	3,968	2,656
Payroll Expenses	210,966	164,787	30,437
Information Technology	4,548	4,481	804
Motor Vehicle	3,561	4,161	3,306
Grounds and Equipment	2,807	3,634	2,830
Travel	2,344	10,221	10,205
Operating Expenses	241,763	216,866	58,911
Total Expenses	251,955	235,344	61,234

Cost of sales includes workshop facilitation and direct incremental spend required to deliver professional services and development workshops.

Total operating expenses were higher to prior year due to deliver of Lottery West Grant, costs associated with increase in revenue in Workshops and Festivals, increased management time dedicated to new projects generation.

Payment for Insurance in December 2023 (for the year 2024) is the reason for considerable decrease in this segment.

Balance Sheet Review (see appendix for full balance sheet report).

Cash position

The 2024 closing cash position was \$79,414.

Future Liabilities

Amounts payable at year end \$19,242

- ATO PAYG and Super payments \$4,486
- Annual leave and Long service leave \$11,715

2025 Budget Overview

The 2025 budget reflects the focus on reducing costs and concentrating on traditional revenue streams (Memberships) and growth in the Education and Holiday workshops.

	2025 budget*	2024 actual	increase/decrease
Income	227,865	213,476	14,389
Expenses	228,000	251,955	-23,955
Surplus/-Deficit	-135	-38,479	38,344
Income streams	2025 budget	2024 Actual	Increase/-decrease
Grants	0	0	0
Memberships	156,040	125,358	30,682
Education	50,025	41,311	8,741
Festivals	8,200	29,956	-21,756
Professional Development	4,100	13,785	-9,685
Professional Services/Arts	8,000	223	7,777
JFP	500	2,070	-1,570
Fundraising & donation	1,000	772	228
Other	0	0	0
Total Income	227,865	213,476	14,389

Incremental costs relate to the acquittal of the LW grant and additional workshop facilitation.

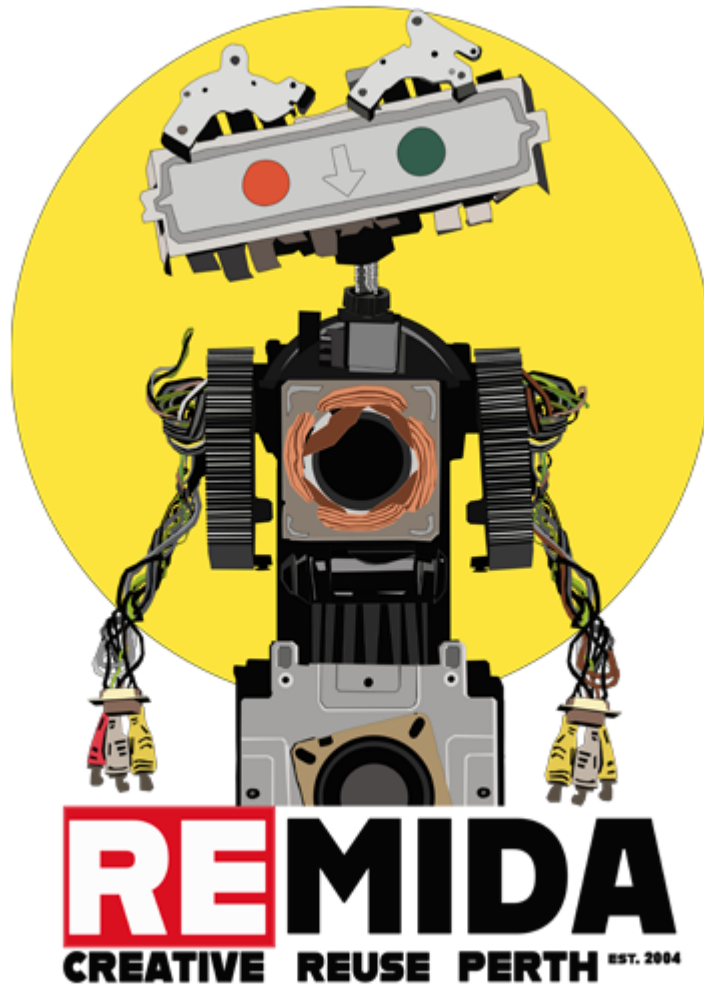
Cost of services	2025 budget*	2024 actual	increase/decrease
Cost of Workshop	10,000	14,478	-4,478
Cost of Materials	4,000	4,000	0
Cost of Grants	0	0	0
Total	14,000	18,478	-4,478

Employee expenses was the largest cost for the organisation to cover during the year totalling \$210,966. This was due to company dedication of extra time by management to multi-year grants opportunities for ReMida.

Operating Expenses	2025 budget	2024 Actual	Increase/-decrease
Finance and Insurance Costs	12,480	1,651	11,189
General Administrative Expenses	6,240	6,576	-336
Office Expenses	4,894	4,634	260
Utilities	1,600	1,469	131
Marketing	1,050	3,207	-2,157
Payroll Expenses	169,600	210,966	-41,366
Information Technology	6,000	4,548	1,452
Motor Vehicle	1,050	3,561	-2,511
Grounds/Equipment	7,500	2,807	4,693
Travel	3,650	2,344	1,306
Total Operating Expenses	214,000	241,763	-27,762
Total Expenses	228,000	233,346	-5,346

Other significant operating costs include Insurance, bookkeeping and IT related (systems and website).

With this budget the cash position for 2025 year-end is forecast to be \$79,000.



THANK YOU TO EVERYONE WHO HELPED MAKE 2022 SUCH A SUCCESS!
WE LOOK FORWARD TO WORKING, LEARNING AND SHARING WITH EVERYONE IN
2023

CHEERS
THE TEAM FROM REMIDA.

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