

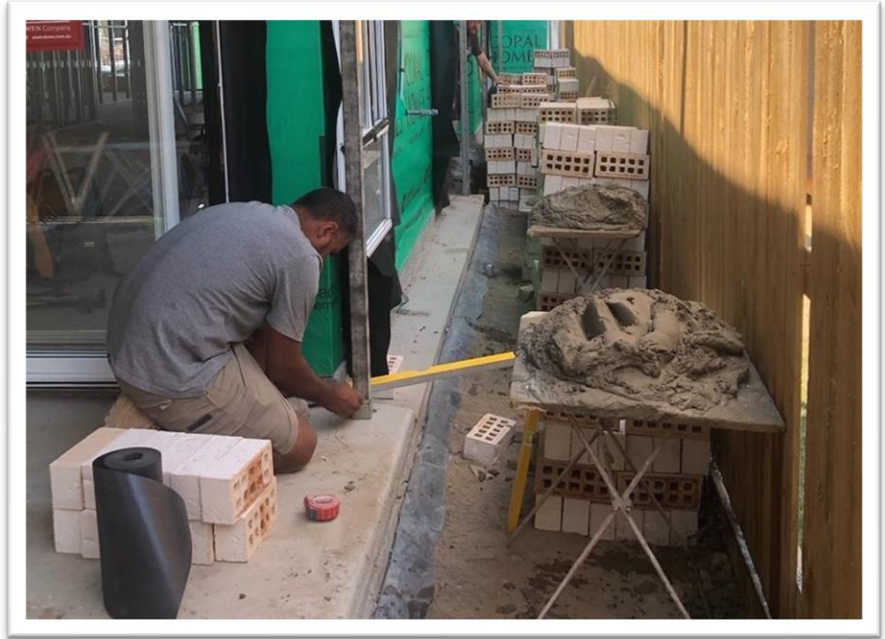


Joi News

Issue No.16

In this issue:

- Our AGM, a review of YE 2023
- Immigration Services continue to grow as more staff arrive each week.
- \$3 million directed into our Social Impact Programs
- We welcome another volunteer director to the Board.



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Putting a Deposit Down

Over the past few years, the Board has been working on establishing a long-term home for our Employment Programs. To achieve this goal, we've trialled various programs, such as recycling PV solar panels and worked on solutions for location and transportation issues. We have determined that a facility large enough to run our 3 different programs will cost us at least \$4 million, but likely closer to \$5 million.

With this new facility now within reach over the next few years, the Board has made a step towards the purchase by locking away our savings into a term deposit account for the future acquisition.

While we have a long way to go, this is a positive step forward towards owning a facility that can help give opportunities to the disadvantaged in a range of new and exciting ways.



Caption: Our Social Impact program participants working on dismantling solar panels in a rented space.

New Director – Linda Colley

It is great to have another Director appointed to our Board and we welcome Linda to the role. We asked her a few questions so you could get to know her.

Linda has been married for 37 years and has two children and four beautiful grandchildren. She is passionate about being involved with non-for-profit organisations, helping and empowering other people. Her passion for being involved with the non-for-profit sector became even more apparent when her husband and family immigrated to Australia in 1996 from Zimbabwe. At that time, she realised that the support and help from community-based organisations was what she needed to make a go of leaving behind what she knew.

When Linda arrived in Australia, she started a role in a non-for-profit organisation called Bridging the Gap, to her it immediately felt like home even though she had changed



continents. She found a joy in helping and empowering others and the intergeneration impact to better one person's life and situation.

She has also been involved in the Smith Family, fund raising for the Cancer Council and Shed 27 where she contributed at various levels including on the Board. As a board member she found she could work alongside like-minded community members and work on the vision and values of a non-for-profit that aligns to my own, faith, values, and passion. I could get to share my experiences and journey as well as learn new skills from other members on the Board.

Outside of her community focussed pursuits, Linda has worked in the banking and technology sectors and currently holds a role with Orica Australia as the Commercial Lead Senior Account Coordinator.

Joi is delighted to have Linda join the Board.

Note: Linda was appointed by the Board to fill a casual vacancy and will be eligible for election at the AGM.

AGM – 23rd November 2023

The Board is planning for the upcoming AGM to be held on the 23rd of November.

This meeting is a chance to tell the story of a successful but difficult year and to present the annual report and audited financial reports, that our Auditors are currently preparing.

We will also be taking the opportunity to thank Tim Hanna who is stepping down after three years as a volunteer director. He has been instrumental in navigating Jooi through the post-COVID years and helped set us on a pathway for much success. Our future success will be built on the hard work of our directors like Tim.

Thanks Tim, we'll miss you.

The AGM is a time for the members to elect the Directors who will represent them for a 3-year term. This year our board chair Alenta Kabamba is up for re-election, and we are excited about two new nominees for election: Linda Colley and Garry Johnston. Both are passionate about helping people and have a broad range of community and workplace skills and experience.

The Board will also be reporting on its recent activities, including:

- Director prison visits.
- New Risk Management Policy.
- A focus on Debt Management systems.
- Board Development.
- Tiny Modular Housing Project.
- Steps towards our 'Employment Warehouse'.



Joi Immigration Services

Our immigration services are expanding as we grow our migrant on-hire services. We are now assisting business to find international applicants and then applying for visas on their behalf (taking the stress out of the process) to fill positions such as welders, motor, diesel, and air conditioning mechanics, truck drivers and flooring installers.

Our carpentry, bricklaying, and tiling teams are now growing through immigration and the skills these new staff bring to our teams. These skilled migrants give us the capacity to build teams around them by employing local apprentices and trade assistants.

Staff have been arriving from the United Kingdom, South Africa, Europe, and the Philippines.

We're happy to do the heavy lifting and as always, any funds we raise through this work goes straight into helping the disadvantaged through our housing and Social Impact Employment Programs.



2nd Chance Program - \$3 million has now been invested!!!

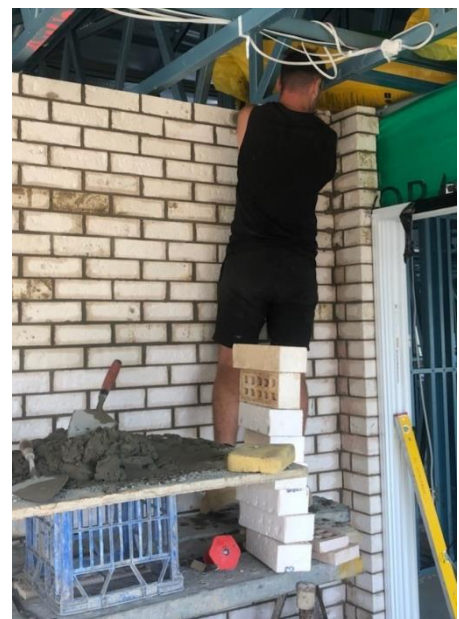
Joi's 2nd Chance Program continues to create **Opportunities**. Over the past three years we have created over 280 opportunities and invested \$3M into helping the disadvantaged transition into a life that many of us take for granted. Mastering our 3C's of **Consistency**, **Communication** and **Compliance** opens a range of options for participants futures.

We thank all the businesses that have used Joi's services, without you, this investment into our community's future would not have been possible.

Telling our Stories of Success

We love helping the disadvantaged change their lives, and as you have been helping us to achieve that, we want to keep you informed. So, you might have seen our posts on Facebook and Instagram, if not, look us up and feel free to follow our pages so you don't miss out.

We've also updated our Social Impact page on our website, it's certainly worth a read.



Joi Workstream

Our Joi Workstream team has been delivering an ethical remote workforce for more than 5 years to dozens of Australian Clients and that success meant that our offices had reached capacity. The team has seen an increase in undertaking the drawing, renders, take-offs, estimates and designs for a range of clients on works such as cladding, plastering and carpentry fit outs.

So, it was a great moment for the team when they moved into their new offices. The space is better suited to team collaboration, training and efficiencies for our clients.

The entire Joi Workstream team continues to amaze and inspire us with their outstanding growth & performance that is a testament to their unwavering commitment and high level of professionalism.



Joi Workstream continues to focus its services on:

- Drafting
- Estimating
- Engineering
- Administration
- Finance
- IT
- Personal Assistants

However, each week the team is challenged by our clients to deliver a broader range of services and the recruitment team steps up to the challenge and delivers.

New Office



Joi Tiling

Joi Tiling provides a full range of commercial tiling solutions to residential developers across Southeast Queensland. A professional team led by Gunnar Nielsen who has many years of experience in the tiling industry.

Gunnar joined Joi Tiling in 2021 after he was inspired to contribute to Joi's vision and help us in our work to provide hope and opportunity to disadvantaged Australians through our employment programs.



We offer a wide range of tiling services, including:

- Floor tiling
- Wall tiling
- Backsplash tiling
- Commercial tiling

We believe the team to be a leading tiling contractor in the residential construction sector, specialising in new construction, insurance work and major renovations.

We use only the highest quality materials and workmanship and are committed to providing our clients with a superior tiling experience. As we are also a social enterprise, it means that we reinvest all our profits into helping disadvantaged and vulnerable people in our community.

If you are looking for a professional and reliable tiling contractor, then contact Joi Tiling today.



Our 2nd Chance Program – Showing Improvement

A recent review of our social impact program highlighted a year-on-year improvement from 33% to 47% of our participants successfully transitioning into employment. We believe there are a number of factors contributing to this, including the entrance screening and refinement of the participant handbook.



Our participants continue to learn the rhythm and requirements of work as well as our 3C's of **Consistency**, **Communication** and **Compliance**. The participants are also producing great outcomes for our clients as they acquire skills in hand tools, turf laying, paving, fencing and general gardening. These skills help the participants with their future careers.



Caption: Our programs are creating character and workplace skills that result in our team delivering quality outcomes for our partnering clients. **“Commerce & Compassion”**

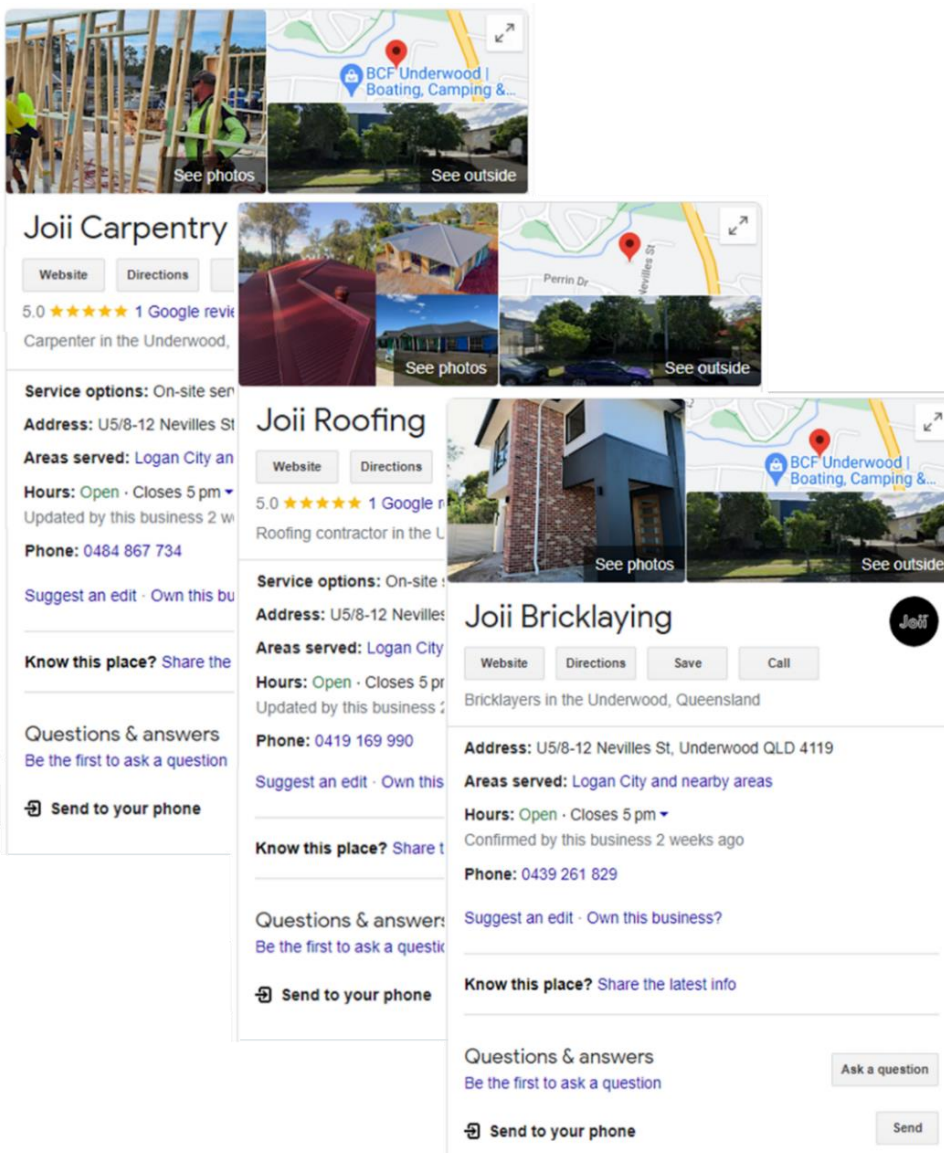
Finding new Partners

We make it easy for businesses to partner with us, because they get high quality services at regular commercial prices, with the added bonus that all the funding raised goes to help the disadvantaged.

To help broaden our reach we've been increasing our presence in social media and Google.

We recently created new Google business profiles for each of our trade services to enhance visibility & ranking on Google search to promote all Jooi Trade services. These profiles display essential information to potential clients that generates funding to all of our social enterprise programs that provide employment & training opportunities for people with disabilities and other barriers.

Please feel free to find us in google maps and to leave us a positive review we'd appreciate it.

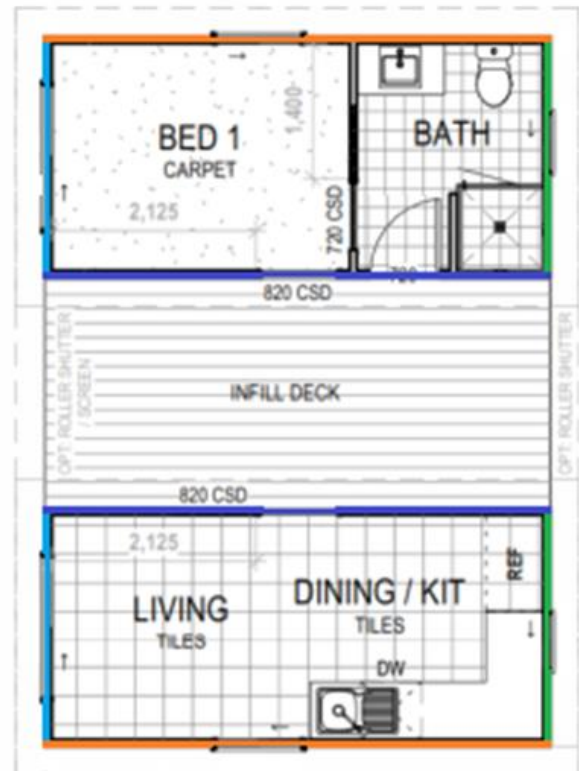


Tiny Modular Home Project

Our tiny modular home project is continuing to move forward as we refine the model and the transportation systems. The design now incorporates more common walls to help facilitate training and educational outcomes during the construction phase. In the diagram to the right, the colours represent the common walls that can be built on the same setup jig.

We've also been continuing to meet with potential project partners as well as the State Government departments of Corrections and Housing as we continue to move the 'hope' we have for this model of housing into a life-transforming opportunity for the disadvantaged.

Our design provides dignified living in three separate spaces. It's based on two similar pods (one bed, bath & the other kitchen, dining) and are transported to the site fully completed and ready to live in within hours. The design includes a variety of off-the-grid options.



Our model links employment pathways to housing opportunities.

Social Traders Certified

Joi is pleased to announce that we are now a Nationally Certified Social Enterprise organisation thanks to Social Traders the leaders of Social Enterprise certification & procurement in Australia. This means we join Australia's only national directory of over 500 certified social enterprises, who like Joi, deliver purpose before profit to help create positive social and environmental impact.



Business for good

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