

ANNUAL REPORT
2018–2019

A photograph of three children running across a grassy field at sunset. The sun is low on the horizon, creating a warm, golden glow and lens flare. The children are in motion, running from left to right. The child in the foreground is a young girl with a ponytail, wearing a light-colored t-shirt and jeans. Behind her is another child, and to the left is a young boy in a striped t-shirt. The background shows a line of trees and a clear sky.

Transforming the lives of children, young people and their families

 marymead



ACKNOWLEDGEMENT OF TRADITIONAL OWNERSHIP

Marymead acknowledges the traditional custodians of country throughout Australia and their continuing connection to land, sea and community. We pay our respects to them and their cultures, and to the elders both past and present.



CONTENTS

Vision and Mission	2
Organisational Structure	3
Patron and Board Profiles	4
Board Chair Report	6
Chief Executive Officer's Report	7
Highlights	9
Accommodation and Support Services	10
- Amaze, Short-Term Accommodation and In Home Support	
- Support Coordination	
- In Home Care Agency	
Family and Relationship Services	11
- Emotional Well-being (New Horizons)	
- Early Life Matters (ELM)	
- Family Skills	
- Assisting Responsible Care for Kids (ARCK)	
- Kids and Youth Are Kool post Separation (KAYAKS)	
- Grandparent's Group	
- Children's Contact	
Permanency	14
- Permanency Support Program (including Preservation)	
- Family Referral Support (FRS) Service	
- FRS in Schools	
Skills Development and Community Engagement	15
- Marymead Autism Centre	
- <i>mulch</i>	
- Kids' Companions	
- Boundless Buddies	
Projects	17
Marymead Redevelopment Project	18
Communications and Fundraising	19
Marymead Supporters	20
Auditor's Report	22
Finance Report	24

VISION

Marymead transforms the lives of vulnerable children and young people

Marymead works to ensure that children, young people and their families, including those who are most vulnerable across Canberra and the surrounding NSW regions, are well supported through their key life transitions and are able to achieve positive life outcomes and live fulfilling, productive and happy lives.

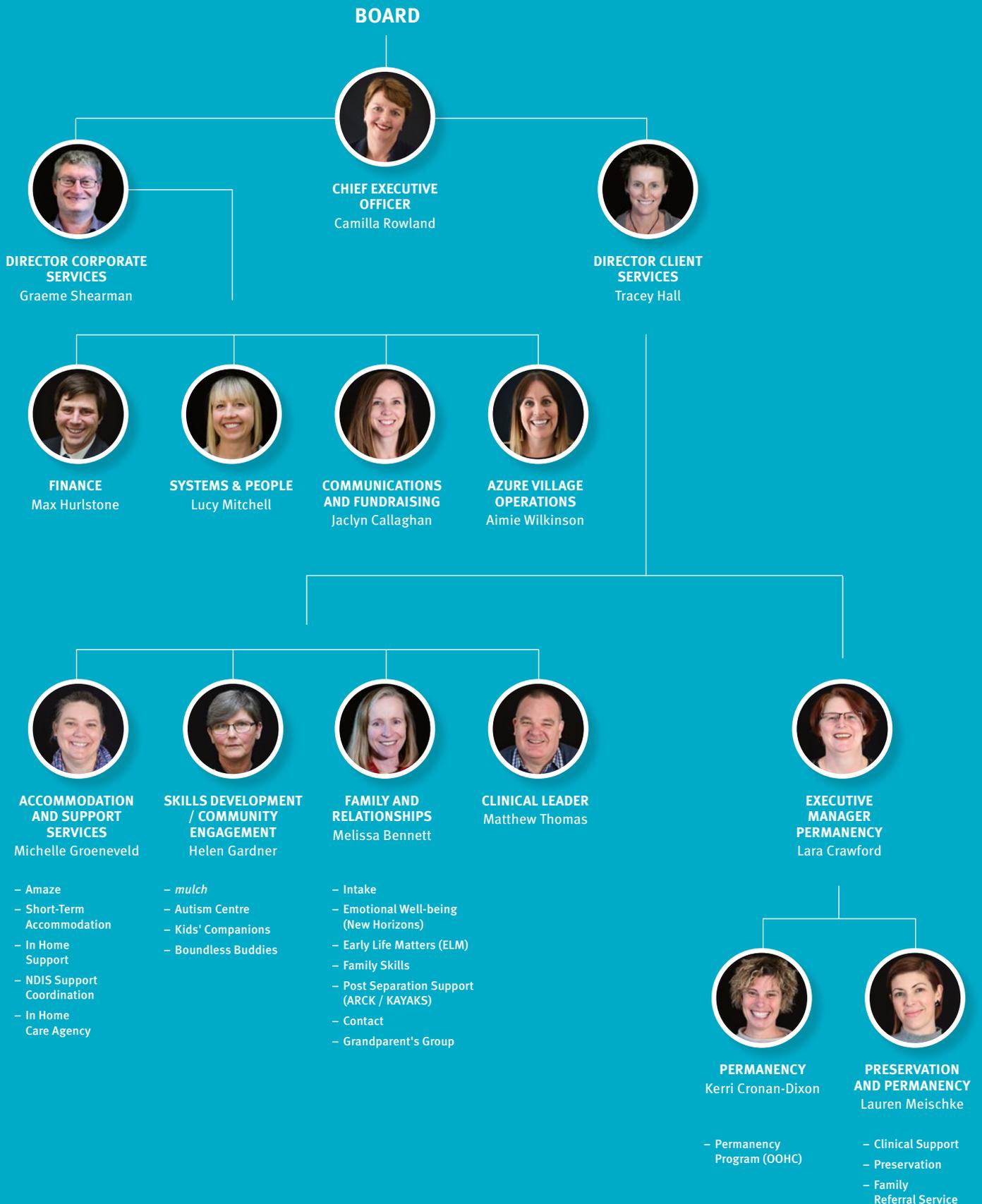
MISSION

Marymead works with children, young people (aged 25 years or less) and their families, to address the complex issues that surround them and affect their lives. We provide specialist, early intervention, clinical therapeutic services and support programs and services.

- 1 We will achieve our mission by working in a way that is consistent with Catholic social teachings, beliefs and customs and the professional expectations of the social services community.
- 2 Relying on four key principles:
 - a. the dignity of the human person, made in the image and likeness of God
 - b. the promotion of the common good, of which the family is the primary unit
 - c. having a 'fundamental option for the poor'
 - d. promoting the healing and advancement of each person so that they may experience the joy of a responsible and fruitful life.
- 3 Working with and supporting children, young people and their families of all faith traditions, while demonstrating our values of:
 - a. focusing on **children and young people**
 - b. believing that every child and young person should have the **opportunity to reach their potential**
 - c. recognising the importance of **belonging** to the well-being of everyone
 - d. behaving with **integrity** and **compassion**
 - e. providing **responsive, caring** and **accountable** services
 - f. **respecting** and embracing **diversity**; and
 - g. **engaging with the community** to support us to do all of these things.
- 4 Using evidence-based practices to work professionally and collaboratively with children, young people and their families and with other services, including Catholic agencies (CatholicCare and the St Vincent de Paul Society), across all services within our own organisation.



ORGANISATIONAL STRUCTURE



BOARD PROFILE



Lady Helen Deane
PATRON OF MARYMEAD



Margaret Carmody, PSM
BOARD CHAIR

Margaret is a qualified and experienced company director. She has been a company director since 1988 spanning film and television production, rural self-cater tourism accommodation, and international aid. Margaret was appointed to the Marymead Board in December 2014 and was appointed chair in January 2017.

Margaret is also chair of the ACT Government Child and Youth Death Review Committee, appointed in August 2016.

Margaret retired from the Public Service in December 2014. Prior to this she was the senior executive responsible for the operational launch of the first group of National Disability Insurance Scheme trial sites. Margaret has extensive experience in strategic policy covering early childhood, disability and employment. She also has extensive experience in the strategic leadership of large service organisations, including chairing management committees across several organisations and has been a member of organisational risk and audit, and human resource committees.



Sean Worth
DEPUTY CHAIR

Sean is an Executive Director with Synergy Group Australia, providing management advisory services to the Australian Government in the areas of governance, benefits realisation, financial management and operational efficiency improvement.

Before commencing his advisory career, Sean held senior financial leadership roles in the health, government and hospitality sectors, including as Chief Financial Officer of Calvary Health Care ACT. During this time, he developed a strong interest in supporting the public health and community services sectors to become more effective and financially sustainable.



Jaclyn Callaghan
BOARD MEMBER UNTIL MAY 2019

Jaclyn has worked across media and advertising for more than 10 years, working closely with local and national businesses to assist in delivering key brand messages. Jaclyn has managed the media and/or brand investment for Visit Canberra, WA Tourism, Crown Casino, Australian Pacific Tourism, CHOGM (2011), Australian War Memorial, Australia's National Gallery and Australia's National Museum.

Jaclyn is also an active member of Marymead's NEXGEN. NEXGEN raise valuable funds and awareness of their services within the younger community with events such as Race Day and Cocktails for a Cause.

As a mum of two, Jaclyn is passionate about supporting organisations who work to create a better world for vulnerable children and young people.

In June 2019, Jaclyn commenced her role as the Communications and Fundraising Unit Manager at Marymead.



Anne-Marie Cooper

Anne-Marie has spent a significant part of her career working in international education. She managed IELTS (International English Language Testing System), the premier global test of English language. IELTS Australia was the first ACT company to win a national Export Award. She currently undertakes consultancy in the general area of education, business and quality assurance. Anne-Marie has been a Director on a national Board, a US Board and is Chair of a Quality Assurance Committee at the University of Melbourne. Anne-Marie has strongly supported Marymead through the Auxiliary and is a past President. She is passionate about mentoring and strongly committed to young people realising their potential especially through her commitment to education.



Katrina Fanning

BOARD MEMBER UNTIL AUGUST 2018

Katrina is a Wiradjuri woman from Junee NSW. She is the Director of Voolamon Advisors, a consultancy firm that specialises in Indigenous Affairs. Katrina has worked on procurement solutions, workforce strategy development, cultural competency development and the design of service delivery systems.

Previously Katrina has held Senior Executive roles in the Australian Public Service including as Operations Manager of Aboriginal Hostel's 47 locations across the country, National Manager for Indigenous Services in Centrelink including the implementation of income management during the Northern Territory Emergency Response and with the Community Services Directorate in reviewing Indigenous service delivery in the Directorate.

Katrina is a Chairperson of the ACT Aboriginal and Torres Strait Islander Elected Body, a Board member of the ACT Women's Council, the IPSOS Indigenous Advisory Group and the Marist Canberra College RAP Working Group. She has personal experience in caring for people with disabilities and in foster care, and people realising their potential especially through her commitment to education.



Greg Fraser

Greg is a Fellow of the Australian Institute of Company Directors and a Fellow of the Governance Institute of Australia and specialises in NFP governance and risk management. Greg had 25 years public sector management experience, with more than 16 years at chief executive and senior executive levels. He was Chief Executive of the ACT Department of Health and Community Care and had extensive involvement in national intergovernmental forums and attended several international treaty meetings.

Since 1996, Greg has consulted to public, private and not-for-profit bodies on corporate governance, risk management, program evaluation, strategic/business planning and change management. He works independently and with RSM and Directors Australia. Greg is a director of Dementia Australia and chaired the ACT Board until unification in 2017. He sits on its Audit and Risk and Governance Committees. He is also a member of the Audit and Risk Committee of the National Blood Authority.



Peta Guy

Peta is a consultant with 35 years as a senior manager and executive, and consultant in the private, public, not-for-profit sectors. Peta's areas of specialisation are in Management Consultancy, ICT and Service Improvement, Business Transformation and Strategy and Operations Excellence. Peta holds a Bachelor of Science and a Certificate of Applied Science.

Peta has had a strong commitment to the community having been engaged in community focused organisations and sporting organisations since the late 1970s, including previously member and subsequent Chair of the Health Service Consumer Consultation Board at LaTrobe University, Secretary and President of Diamond Creek Badminton Club and ACT Badminton Association and represented Badminton Australia on the Confederation of Australian Sport. Peta chaired the Management Committee delivering Badminton competitions at two Australian Masters Games, member, Secretary and Vice President of five cricket clubs in Melbourne and Canberra, Member of the Women's Council for ACT Cricket, provided volunteer counselling for two community organisations focused on vulnerable people in the ACT.



Ann Northcote

Ann is a lawyer and a director of Farrar Gesini Dunn Family & Collaborative Law and brings her legal skills to the Board. Ann has an association with Marymead via the family relationships programs utilised by a number of family law clients. Ann is a member of the ACT Law Society's Professional Conduct Committee and is actively involved in her local Parish, Holy Rosary at Watson.



Father Tony Percy

Father Tony Percy is the Vicar General of the Archdiocese of Canberra and Goulburn. Ordained in 1990, he served in a number of parishes in the Archdiocese, before completing a Doctorate in the Church's Social Teaching. He served as Rector of the Seminary of the Good Shepherd in Sydney before returning to the Archdiocese to his current role.



BOARD CHAIR REPORT

During the year, Marymead has successfully supported thousands of children, young people, and families across the region. In delivering these essential services, organisational performance has been very sound and consistent with strategic and operational plans. The organisation received re-accreditation and several nominations for excellence in service delivery and client focus.

It has been a successful year for Marymead with both the delivery of our existing innovative, responsive and viable services, and the introduction of new services such as the preservation work with families. This success was particularly pleasing as during this time the Canberra team were working from temporary offices while supporting construction of our purpose-built service facility with the move to these facilities occurring in July 2019. The Board acknowledges the goodwill of the management team and staff through this disruption.

The Board has continued its focus on governance, positive culture, and assurance of the delivery of quality, client-focused services. A new Board Charter is now in place and sub-committees have been reviewed to ensure necessary governance across both Marymead community and support services and the new Azure Village Community (comprising 84 independent living units and due for completion by end 2019).

The increasing importance of service delivery in NSW regional areas to Marymead's overall operation has been a focus for the Board with one Board meeting being scheduled in Goulburn in the past year. The Board completed a review of its effectiveness and existing skills in the context of future requirements, and based on this analysis a recruitment process for current and planned vacancies was initiated.

The Board thanks all our volunteers, pro bono partners and sponsors for their wonderful support over the past year. In particular, the Board wishes to thank Mr Robert Kennedy who has led the property development sub-committee, ensuring staff were back onsite as planned in mid 2019.

I also thank all Board members for their support over the year, and I look forward to working with them in the coming years.

Margaret Carmody PSM

Board Chair



CHIEF EXECUTIVE OFFICER REPORT

We are pleased to report the achievements of Marymead Canberra and regional NSW services in the last twelve months. Amidst the challenges of Government policy and funding changes, we have continued to deliver and strengthen services to help transform the lives of children, young people and families in our community.

This past year we have started with a focus on our children and young people's accommodation development campaign. There is a high demand to provide short-term and respite accommodation and bring opportunities to young people with disabilities. Our supporters' response to our fundraising efforts to build a second Care Cottage were incredible – donating approximately \$400,000 towards the build. This has included development of Marymead as the Charity of the Year with the Vikings Group who have pledged \$100,000 towards the partnership.

Following on from our campaign, our Canberra office moved back to our original site in Narrabundah in a new purpose-built community services centre and care cottage, named Coral's Cottage. At the new Marymead Centre, a new playground with fundraising from the NEXGEN group was installed. We are also coming towards the end of the construction of a new Retirement Village on site, the Azure Village! Earlier this year, we opened the Azure Display village, with the 84-unit village aiming for completion mid-December 2019. We look forward to a grand opening of the whole site early in 2020 once the new residents have had the opportunity to move in.

Our regional offices in Wagga Wagga, Goulburn and Young have expanded with the growth in the delivery of foster care, family preservation work, and family referral/early intervention work over the year. We have been really pleased with our co-location arrangements with other services in Young and Goulburn to develop co-ordination between services for the community and grow our partnerships.

A key achievement for Marymead has been the delivery of activities in our 'Stretch' Reconciliation Action Plan. Whilst we always acknowledge and participate in key anniversary and development events in the Aboriginal and Torres Strait Islander community, we have been proactive by joining Supply Nation. We now purchase significant ongoing services from two local Aboriginal & Torres Strait Islander communities, and have formed a partnership with the Bush Healing Farm, to co-deliver a therapeutic service with their staff team.

Marymead recognised the need to capture our diverse clinical approaches into a Clinical Governance Framework and include the most recent approaches to safeguarding children and young people. After a year of consultation and development work, led by our Clinical Leader, we now utilise this Framework to guide all the operating manuals of our services and any service development work.

This past year we have continued to drive improvements to our systems including client information management, IT infrastructure, compliance policies and governance documents. The community sector is, and will continue to experience constant change and the need to innovate in our services and business models in the short to medium term to keep up with the global, funding, and government policy changes that are happening. At Marymead, we are becoming adaptable and agile and that is key to our ongoing success.

We gained re-accreditation against both the Quality Innovation Council (QIC) and National Standards for Mental Health Services (NSMHS). This draws attention to our progressive organisation and positive work culture in our work with children, young people and their families to assist in transforming their lives. We are a holistic and learning organisation and there is commitment to build the capacity of our people. Yes, there is always more work to do, but with our resilience, initiative, and values, we are on the right track to continue to meet our goals.

All programs delivered or exceeded expected results against funding contracts reporting requirements. Re-establishment of full funding for Grandparent's Group, establishment of a new family preservation program in NSW and partnership work with the Boundless Foundation to transition all funds for Boundless Buddies across in 2019 have been key highlights for our service development.

But these were only one part of our successes. In this year, Marymead was the winner of the Chief Minister's Innovation Award for Access Days Program through the Autism Centre. We partnered with RSM to undertake a complete needs analysis research project of families with Autism, for which Kirsty McGovern-Hooley won the ACT Volunteering Corporate Volunteering Award. We have valued our partnerships with consultants who have undertaken pro bono project work for us to advise us on areas such as governance planning for our new Retirement Village, and development of a new Human Resources Strategy.

Finally, to all our supporters, sponsors, service partners, community supporters, Government funding agencies, our fundraising groups Auxiliary and NEXGEN, every volunteer and donor, and our dedicated staff, we say thank you for all that you do. So much is possible when we work together, and Marymead would not be possible without you.

Camilla Rowland
Chief Executive Officer

LOCATIONS

○ YOUNG

NSW

GOULBURN

○ YASS



○ WAGGA WAGGA

○ CANBERRA

ACT

○ QUEANBEYAN

MORUYA ○

○ COOMA



HIGHLIGHTS



ACCOMMODATION AND SUPPORT SERVICES

100 CHILDREN AND YOUNG PEOPLE REGULARLY ACCESSING SERVICES

SUPPORTED 58 CLIENTS MANY OF WHOM REQUIRED INTENSIVE SUPPORT



FAMILY AND RELATIONSHIPS SERVICES

14 PARENTING GROUPS SUPPORTING 90 PEOPLE, AND **235 INDIVIDUAL COUNSELLING SESSIONS** WITH 65 CLIENTS

INDIVIDUAL COUNSELLING TO **221 CLIENTS** ACROSS **333 SERVICE EVENTS**

605 INDIVIDUAL COUNSELLING SESSIONS FOR CHILDREN AND YOUNG PEOPLE

SUPPORTING **27 GRANDPARENTS**



PERMANENCY

SUPPORTED 125 CHILDREN IN PERMANENCY AND 95 CARER HOUSEHOLDS

PROVIDED VALUABLE **SERVICES TO 131 FAMILIES**

PROVIDED SERVICE TO **123 STUDENTS ACROSS 8 SCHOOLS**



SKILLS DEVELOPMENT AND COMMUNITY ENGAGEMENT

MAINTAINS A PUBLICLY AVAILABLE DATABASE OF **288 SERVICE PROVIDERS WHO ARE AUTISM-AWARE**

29 PARTICIPANTS ARE ENGAGED IN *MULCH* FOR A TOTAL OF 300 HOURS EACH WEEK

ACCOMMODATION AND SUPPORT SERVICES

PROGRAMS / Amaze, Short-Term Accommodation, In Home Support, Support Coordination and In Home Care Agency (ACT)

100 CHILDREN AND YOUNG PEOPLE REGULARLY ACCESSING SERVICES

AMAZE, SHORT-TERM ACCOMMODATION AND IN HOME SUPPORT



Key achievements / changes

- Demand for all services has grown with 100 children and young people regularly accessing services
- Disability Practice Lead and Lead Disability Support Workers introduced to improve the quality of services and drive better practice
- Re-developed and re-named the Day Program for post year 12 students - now called Amaze!
- Staff participated in extensive training including Responding to Child Abuse and Neglect, Communication, Restrictive Practice, medication, first aid, Percutaneous Endoscopic Gastrostomy (PEG) meal assistance, and epilepsy management.

FUNDING: INDIVIDUAL PURCHASE-OF-SERVICE AGREEMENTS WITH NATIONAL DISABILITY INSURANCE SCHEME (NDIS) PARTICIPANTS. FEE FOR SERVICE THROUGH ACT GOVERNMENT AND NSW DCJ.

SUPPORTED 58 CLIENTS MANY OF WHOM REQUIRED INTENSIVE SUPPORT

SUPPORT COORDINATION



Key achievements / changes

- Supported 58 clients across Canberra and Queanbeyan in the past year, many of whom required intensive support to navigate complex challenges which was recognised by external service providers and the National Disability Insurance Agency (NDIA)
- Staff participated in training including areas such as Responding to Child Abuse and Neglect, Restrictive Practice, Gender Diversity, Mental Health First Aid, Supported Decision Making, NDIS Housing, NDIS Appeals, NDIS Quality and Safeguarding Commission.

FUNDING: INDIVIDUAL PURCHASE-OF-SERVICE AGREEMENTS WITH NATIONAL DISABILITY INSURANCE SCHEME (NDIS) PARTICIPANTS.



IN HOME CARE AGENCY (ACT)

Key achievements / changes

- Fully implemented this new program aiming to link families unable to access mainstream child care services with Early Education providers in their own homes
- Managed considerable growth in demand for service and supply of service providers.

FUNDING: AUSTRALIAN GOVERNMENT DEPARTMENT OF EDUCATION.

FAMILY AND RELATIONSHIPS SERVICES

PROGRAMS / Emotional Well-being, Early Life Matters, Family Skills, Post Separation Support (ARCK & KAYAKS), Grandparent's Group and Children's Contact



EMOTIONAL WELL-BEING (NEW HORIZONS)

Key achievements / changes

- 250 participants via 826 service events
- Growth of child and youth focused early intervention groups including; Seasons for Growth, DRUMBEAT and Circle of Security Parenting (COS-P)
- Increased collaboration with schools within the ACT to provide support to children through individual counselling and group activities
- Strengthened partnerships & collaborations with Domestic Violence Crisis Service (DVCS), Gagan Gulwan, Child and Adolescent Mental Health Services (CAHMS) and Child Youth Protection Service (CYPS)
- Continued strong partnership with Parentline and inter-agency collaboration with the Autism Centre, ELM and Family Skills.

FUNDING: AUSTRALIAN GOVERNMENT DEPARTMENT OF SOCIAL SERVICES (DSS).

“I loved my time with you and hopefully I can see you again soon.”



EARLY LIFE MATTERS (ELM)

Key achievements / changes

- Four COS-P groups were provided to a total of 25 clients with 100% retention rate
- Participation in data collection for Macquarie University's Research Project, to ascertain suitability of client groups within COS-P
- 24 COS-I pairs (consisting of parent/carer and child) and four individual COS-I clients completed the 20 week intervention, with 100% retention rate
- Establishment of collaborative partnership with Karralika to deliver COS-P.

FUNDING: AUSTRALIAN GOVERNMENT DEPARTMENT OF SOCIAL SERVICES (DSS) AND ACT HEALTH.

“I thought that my daughter didn't need me. I was empty, depressed and robotic in my parenting. Seeing the video-tape of her responding to me and looking towards me brought back the joy and the love. She does need me and me hanging in there and trusting myself is making our relationship stronger.”

FAMILY AND RELATIONSHIPS SERVICES

14 PARENTING GROUPS
SUPPORTING 90 PEOPLE,
AND 235 INDIVIDUAL
COUNSELLING SESSIONS
WITH 65 CLIENTS



FAMILY SKILLS

Key achievements / changes

- 14 parenting groups supporting 90 people, were provided including Parenting after Separation, Parenting Skills for Dads, Men's Anger Management and Working with Strong Emotions groups
- 235 individual counselling sessions, including onsite, telephone, and outreach sessions, with 65 individual clients
- Collaborative partnership established with DVCS through DRUMBEAT group for mothers who have experienced family violence and abuse.

FUNDING: AUSTRALIAN GOVERNMENT DEPARTMENT OF SOCIAL SERVICES (DSS) AND FEE FOR SERVICE.

INDIVIDUAL COUNSELLING
TO 221 CLIENTS ACROSS
333 SERVICE EVENTS



ASSISTING RESPONSIBLE CARE FOR KIDS (ARCK)

Key achievements / changes

- The 14 first stages of the ARCK program, Talking With Your Kids (TWYK), was delivered as daytime/evening or seminars for separated parents. TWYK provides introductory information about how parents can support their children through high conflict separation. The seminar was provided six times for 103 individuals
- Keeping Kids In Mind (KKIM) is a five-week group program, introducing parents to further information about how to support themselves and their children through high conflict separation. KKIM was run five times for 49 participants
- ARCK provided individual counselling to 221 clients across 333 service events. Services are provided flexibly to cater to all presenting circumstances
- Department of Social Services (DSS) Attorney Generals funding renewed for five years.

FUNDING: AUSTRALIAN GOVERNMENT DEPARTMENT OF SOCIAL SERVICES (DSS) AND FEE FOR SERVICE.

*“Thank you so much for teaching me to be more patient and more present.
I walk out these doors a better and stronger me!”*

FAMILY AND RELATIONSHIPS SERVICES

605 INDIVIDUAL
COUNSELLING SESSIONS
FOR CHILDREN AND
YOUNG PEOPLE



KIDS AND YOUTH ARE KOOL POST SEPARATION (KAYAKS)

Key achievements / changes

- 605 individual counselling sessions for children and young people
- 222 intake, assessment and feedback sessions undertaken with parents. These sessions aim to equip parents to support their children appropriately
- Four family counsellors trained in Child Inclusive Practice and other child focused therapeutic approaches such as play and art therapies
- Department of Social Services (DSS) Attorney Generals funding renewed for five years.

FUNDING: AUSTRALIAN GOVERNMENT DEPARTMENT OF SOCIAL SERVICES (DSS) AND FEE FOR SERVICE.

“Things are getting better with mum and dad and this has been helpful.”

SUPPORTING
27 GRANDPARENTS



GRANDPARENT'S GROUP

Key achievements / changes

- Monthly meetings supporting 27 grandparents
- Provided ongoing phone and face-to-face support
- Successful review of the group undertaken, supported by Hands Across Canberra, resulting in increased case management, referrals, education and social elements within the group
- Strong referral base internally and through external agencies including Council Of The Ageing (COTA), Family and Child Services (FACS), ACT Disability Aged Carer Advocacy Service (ADACAS), Communities@Work and St Vincent de Paul.

FUNDING: ACT GOVERNMENT, COMMUNITY SERVICES DIRECTORATE AND HANDS ACROSS CANBERRA.

“Coming here has helped me and my family.”



CHILDREN'S CONTACT

Key achievements / changes

- Department of Social Services (DSS), Attorney Generals funding renewed for five years
- Extensive program review completed resulting in improved service model and structure
- Supported 1,902 Changeovers and 1,862 Children's Contact visits.

FUNDING: AUSTRALIAN GOVERNMENT DEPARTMENT OF SOCIAL SERVICES (DSS) – ATTORNEY-GENERAL'S FUNDING, ACT OFFICE FOR CHILDREN, YOUTH & FAMILY SUPPORT (OCYFS), NSW DEPARTMENT OF COMMUNITIES AND JUSTICE (NSW FACS) AND FEE FOR SERVICE.

PERMANENCY

PROGRAMS / Permanency Support Program, Preservation and Family Referral Support Service

SUPPORTED 125 CHILDREN
IN PERMANENCY AND
95 CARER HOUSEHOLDS



PERMANENCY SUPPORT PROGRAM INCLUDING PRESERVATION

Key achievements / changes

- Fully transitioned the Permanency Program in line with Their Futures Matter reform, with a strengthened focus on therapeutic case management, clinical support and carer development
- Considerable growth in the staffing team to deliver the new model of service
- Successfully implemented six preservation packages in Young/Cootamundra
- Considerable program growth, in which we now support 125 children in permanency, 95 carer households, 31 of which are kinship carers
- Prepared for Marymead's first guardianship and adoption in line with the reform.

FUNDING: NSW DEPARTMENT OF COMMUNITIES AND JUSTICE (NSW FACS).

PROVIDED VALUABLE
SERVICES TO 131 FAMILIES



FAMILY REFERRAL SUPPORT (FRS) SERVICE

Key achievements / changes

- Provided valuable services to 131 families across southern NSW
- Maintained a high profile within the service sector across all local government areas
- Active participation in multiple place based community development activities and NAIDOC events.

FUNDING: MINISTRY OF HEALTH (IN PARTNERSHIP WITH MACKILLOP FAMILY SERVICES) AND DIRECT FUNDING FROM SCHOOLS.

PROVIDED SERVICE
TO 123 STUDENTS
ACROSS 8 SCHOOLS



FRS IN SCHOOLS

Key achievements / changes

- Provided service to 123 students across eight schools
- Seven schools renewed their agreements with FRS for 2019/2020
- Successful ongoing supports for both primary and high school students
- Solid relationships have been built and maintained with school principals and executive staff.

FUNDING: MINISTRY OF HEALTH (IN PARTNERSHIP WITH MACKILLOP FAMILY SERVICES) AND DIRECT FUNDING FROM SCHOOLS.

SKILLS DEVELOPMENT AND COMMUNITY ENGAGEMENT

PROGRAMS / Marymead Autism Centre, *mulch* (Marymead's Urban Land Community Harvest), Kids' Companions and Boundless Buddies

MAINTAINS A PUBLICLY AVAILABLE DATABASE OF **288 SERVICE PROVIDERS WHO ARE AUTISM-AWARE**



MARYMEAD AUTISM CENTRE

Key achievements / changes

- Provides information and support to families and individuals on the autism spectrum, including information and referral services, peer support groups, information resources including a website, newsletter and a library, NDIS supports coordination Early Days Workshops, Access Days and awareness raising training for the wider community
- Maintains a publicly available database of 288 service providers who are autism-aware
- The Access Days Program received ACT Chief Minister's Inclusion Awards Commendation for 'Innovation in Design to Create Inclusion of People with Disability.'

FUNDING: NATIONAL DISABILITY INSURANCE SCHEME (NDIS): INFORMATION, LINKAGES AND CAPACITY BUILDING (ILC)- JURISDICTIONAL BASED FUNDING AS PART OF THE COMMUNITY INCLUSION CAPACITY DEVELOPMENT (CICD) PROGRAM, DEPARTMENT OF SOCIAL SERVICES: EARLY DAYS WORKSHOPS, SUPPORTS COORDINATION FUNDED THROUGH INDIVIDUAL PURCHASE-OF-SERVICE AGREEMENTS WITH NATIONAL DISABILITY INSURANCE SCHEME (NDIS) PARTICIPANTS, FEE FOR SERVICE AND DONATIONS.

29 PARTICIPANTS ARE ENGAGED IN THE ENTERPRISE FOR A TOTAL OF **300 HOURS EACH WEEK**



mulch

MARYMEAD'S URBAN LAND COMMUNITY HARVEST

Key achievements / changes

- *mulch* provides productive skills development and community engagement opportunities to adults with disability in a horticultural enterprise. Currently 29 participants are engaged in the enterprise for a total of 300 hours each week
- The *mulch* enterprise held an official launch at the Stirling site in October 2018
- The support and interest of the local Stirling community has been outstanding.

FUNDING: PREDOMINANTLY FUNDED THROUGH INDIVIDUAL PURCHASE-OF-SERVICE AGREEMENTS WITH NATIONAL DISABILITY INSURANCE SCHEME (NDIS) PARTICIPANTS, DONATIONS AND GARDEN PRODUCE SALES.

SKILLS DEVELOPMENT AND COMMUNITY ENGAGEMENT

FACILITATED 103 GROUPS,
SUPPORTING 41 CHILDREN



KIDS' COMPANIONS

Key achievements / changes

- Kids' Companions provides social group activities to children and young people who are socially isolated because of the experience of disability or mental health within their family
- Facilitated 103 groups, supporting 41 children
- Is supported by staff and students of St Edmund's College and Canberra Grammar School who generously volunteer their time to host regular sports activities.

FUNDING: NATIONAL DISABILITY INSURANCE SCHEME (NDIS): INFORMATION, LINKAGES AND CAPACITY BUILDING (ILC)- JURISDICTIONAL BASED FUNDING AS PART OF THE COMMUNITY INCLUSION CAPACITY DEVELOPMENT (CICD) PROGRAM , ACT HEALTH DIRECTORATE: COMMUNITY ASSISTANCE AND SUPPORT PROGRAM (CASP), SOME FUNDING THROUGH INDIVIDUAL PURCHASE-OF-SERVICE AGREEMENTS WITH NATIONAL DISABILITY INSURANCE SCHEME (NDIS) PARTICIPANTS.



BOUNDLESS BUDDIES

Key achievements / changes

- Boundless Buddies provides an all-abilities playgroup each Monday morning at the Boundless Playground in Kings Park with the support of ACT Playgroups staff
- Provides a calendar of visiting professionals to provide child development information to parents in an informal setting
- Distribute free books, donated by Dymocks, to families during Book Week to support literacy development.

FUNDING: BOUNDLESS CANBERRA

PROJECTS

2018-2019

Marymead is committed to conducting, facilitating and contributing to research into community needs, clinical approaches and service delivery.

AUTISM COMMUNITY NEEDS ANALYSIS REPORT 2019

In early 2018, the Marymead Autism Centre (MAC) identified the need to collect evidence regarding the needs of the autism spectrum disorder (ASD) community in Canberra and nearby NSW and to identify any service gaps in the current market. As such, the MAC, along with the Marymead Centre Advisory Committee, commissioned independent research from RSM (pro bono) which included a two stage process; a desktop review of publicly available research and information; and a bespoke quantitative and qualitative online survey distributed to the ASD Canberra community. There were 2,019 respondents to the survey, and as such the *Autism Community Needs*

Analysis Report 2019 provided valuable information on the demographics of the ASD community, their experience in accessing supports, the major issues and challenges they face, and prevailing service gaps. As the primary provider of information & support services for the ACT autism community, the RSM research provided overwhelming evidence that the flexible, evidence based services and supports provided through the MAC are highly valued and provide vital supports to the community. Kirsty McGovern-Hooley (RSM) received the Corporate Volunteer of the Year Award 2019 for her work on this project.

CIRCLE OF SECURITY PARENTS (COS-P) RESEARCH 2019

The Early Life Matters (ELM) team has taken part in research conducted by Macquarie University researcher Catherine McMahon alongside Tresillian Family Care Centres, Saint John of God Health Care and ACT Health Perinatal. The research aimed to evaluate the effectiveness of COS-P for participants by assessing whether attendance at COS-P groups provided additional benefits over and above other treatment participants may be receiving. ELM contributed to this research by gathering, screening and filming eligible parent child

dyads within the Canberra region. Whilst the research is still in progress, overall preliminary findings have identified changes in parenting capacities and mood linked to infant social and emotional development. Significant changes have also been seen when comparing pre and post intervention in parenting efficacy, hostility, sense of helplessness and capacity to keep the child in mind.

HAND ACROSS CANBERRA – Growing Grandparents Project

In 2018, Marymead was successful in securing funding through Hands Across Canberra to fund the 'Growing Grandparents Project'. Marymead's Grandparent's Group supports grandparents who are preparing to be, or who are the primary carer for their grandchild or grandchildren aged zero to 18 years. The main objectives of the program are to provide social connection, support and education for people who face varied and demanding challenges in their role as grandparents. The Growing Grandparents Project aimed to review the existing design of the Grandparent's Group and to investigate how the

program design could be improved. The project involved a review of the demographics of the current cohort and an extensive survey to ascertain the needs of the group members and recommendations for future service design going forwards. The Hands Across Canberra funded research confirmed the effectiveness of the current program, developed recommendations going forward, and Marymead was consequently successful for securing ongoing funding for the group.

CONFERENCE PRESENTATIONS

Coaching Innovation In Real Time Out of Home Care Placements

Matt Thomas (Clinical Leader) presented at the Child Aware

Conference in Brisbane on May 17 2019 on Permanency Support Workers adding to Clinical Workers reach and the difficulties in making it work in a rural setting.

CORPORATE SERVICES MARYMEAD REDEVELOPMENT PROJECT

FUNDING: CATHOLIC DEVELOPMENT FUND

MARYMEAD CENTRE

At 30 June 2019, Canberra Marymead Centre was 95% complete. Occupation date was 22 July 2019. Marymead Centre is a purpose-built three storey development to take Marymead into the future. Some key features include:

- Dedicated purpose-built counselling rooms
- Intimate consulting rooms
- Dedicated contact area
- Crèche for clients and families
- Playground
- Autism Library
- Technology enabled, flexible meeting rooms
- Efficient lighting
- Staff kitchen and breakout area
- Caterer's kitchen to service functions
- Large manager offices to facilitate small meetings
- Accessibility
- Functional general staffing pods.

CORAL'S COTTAGE

Coral's Cottage is the first of three multi-purpose cottages to be built at Marymead. Coral's Cottage is a purpose-built house with six bedrooms which can cater for up to two families independently at one time. Its main purpose is to provide short-term accommodation including respite and emergency care for children and young people. It has a high level of accessibility for clients with disabilities.

Named after Coral Henderson, former President of the Marymead Auxiliary and a supporter of Marymead for 50 years. Coral's family donated an extremely generous \$100,000 in her name. We are extremely proud to have a cottage to honour, remember and treasure Coral, who will forever be a part of Marymead.



AZURE VILLAGE

Azure Village is Marymead's expansion into retirement living. The vision of Azure Village is to create a community that aligns with Marymead's values of belonging, integrity, compassion, respect and inclusion, whilst providing responsive, caring and accountable service.

Azure Village comprises of 84 independent living units, a community centre, green spaces and an orchard.

For the past two years the Azure Village has been under construction. It is an environmentally friendly village with solar power available throughout. One of the village concepts is to encourage intergenerational volunteering opportunities for the residents.

The display village was handed over to Marymead on 1 April 2019 and the completion of the Community Centre was October 2019. Azure Village is open to residents from December 2019.

COMMUNICATIONS AND FUNDRAISING

Marymead is fortunate to be in a position of having two volunteering arms, the Marymead Auxiliary and NEXGEN, Marymead's next generation of fundraisers. These extremely committed entities work hard to fundraise and support Marymead's programs and services.



THE MARYMEAD AUXILIARY

Auxiliary consistently raises excess of \$50,000 annually through a multitude of fundraising activities, this year was no exception, contributing an amazing \$54,000! The Auxiliary hosted their regular Plant and Garage Sales, Annual Fete, Card and Games Day, Government House Spring Morning Tea and Tennis Day.

NEXGEN

The major highlight from this year was again, the Canberra Outlet Centre Charity Race Day at Thoroughbred Park. NEXGEN also ran a trivia night at Vikings Town Centre. The group of young professionals raised an incredible \$40,000! And contributed all monies to the completion of a therapeutic playground at Marymead's original site in Narrabundah.

MARYMEAD SUPPORTERS

Marymead's strong links to the community are invaluable in raising the awareness of Marymead's various programs and services. Corporate and community support continues to remain strong and whilst it is nearly impossible to list all partners, supporters and government that help make a difference, a special mention needs to go to the pro bono support we received from the following:



Camilla Rowland, CEO and CCS Group



Kirsty McGovern-Hooley winning the Corporate Volunteering Award at the ACT 2019 Volunteering Awards with Helen Gardener, Skills Development/Community Engagement Manager and Tracey Hall, Director of Client Services.



Wainwright Facades at the *mulch* site in Stirling.

Alan Galbraith

provided us with Azure Village Plan

CCS Group

moved Marymead's Auxiliary sheds to our original sites and installed new sheds and shelving

Chris Malcher

developed template for Business Continuity Plan

Huia Edmonds

provided the connection for the building of the second Care Cottage

John Blake from Callida Consulting

developed our Human Resources Strategy

King&Wood Mallesons

provided legal advice on numerous issues throughout the year

Peter Evertsen

provided us with a Risk Management template for Azure Independent Living Village

Kirsty McGovern-Hooley

from RSM conducted the Autism Community Needs Analysis Report

Wainwright Facades

assisted with the construction of *mulch's* chicken coup

Hotel Kurrajong

hosted the Kids' Companions Christmas party and provided food, activities, Santa, and contributed presents for kids.

MARYMEAD SUPPORTERS

Thank you to those who generously help us support children young people and families.



The Rotary Club of Hall are wonderful supporters of mulch!



Proud to be part of NAIDOC Week celebrations and supporting an Indigenous round of Rugby Union in Batemans Bay.



Marymead was a recipient of a generous donation from the Midwinter Ball.



Marymead Autism Centre was the proud recipient of the Commendation Award for 'Innovation in Design to Creation Inclusion of People with Disability' at the 2019 ACT Chief Ministers Awards.

WIN Network

Canberra Outlet

Canberra Toyota

Capitol Chilled Foods

Canberra Southern Cross Club

King&Wood Mallesons

The Vikings Group 'Charity of the Year'

Brumbies Rugby

Capital Air

DYMOCKS

Bunnings Warehouse - *Fyshwick ACT*

PowerKart Raceway

The Canberra Times

Rotary International

Canberra Weekly Magazine

And so many more!



Generous grant funds provided by Hands Across Canberra to support our 'Growing Grandparents Project.'

AUDITOR'S REPORT



Independent Auditor's Report To the Trustees of the Roman Catholic Church for the Archdiocese of Canberra & Goulburn as Trustee for Marymead Child and Family Centre

Report on the Audit of the Financial Statements

Opinion

We have audited the financial statements, being special purpose financial statements, of Marymead Child and Family Centre (Marymead), which comprise the statement of financial position as at 30 June 2019, the statement of profit or loss and other comprehensive income, statement of changes in equity and statement of cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies, and the board declaration.

In our opinion, the accompanying financial statements of Marymead, are in accordance with the Australian Charities and Not-for-profits Commission Act 2012, including:

- (i) giving a true and fair view of Marymead's financial position as at 30 June 2019 and of its financial performance for the year then ended; and
- (ii) complying with Australian Accounting Standards to the extent described in Note 1 and Division 60 of the Australian Charities and Not-for-profits Commission Regulation 2013.

Basis for opinion

We conducted our audit in accordance with Australian Auditing Standards. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of Marymead in accordance with the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 Code of Ethics for Professional Accountants (the Code) that are relevant to our audit of the financial statements in Australia. We have also fulfilled our other ethical responsibilities in accordance with the Code.

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

Emphasis of matter regarding basis of accounting

Without modifying our opinion, we draw attention to Note 1 to the financial statements, which describes the basis of accounting. The financial statements have been prepared for the purpose of fulfilling the Board's financial reporting responsibilities under the Australian Charities and Not-for-profits Commission Act 2012. As a result, the financial statements may not be suitable for another purpose.

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18

AUDITOR'S REPORT

Board's responsibility for the financial statements

The Board of Marymead is responsible for the preparation of the financial statements that give a true and fair view and has determined that the basis of preparation described in Note 1 to the financial statements is appropriate to meet the requirements of the Australian Charities and Not-for-profits Commission Act 2012 and is appropriate to meet the needs of the members. The Board is also responsible for such internal control as the Board determines is necessary to enable the preparation of the financial statements that give a true and fair view and are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Board is responsible for assessing Marymead's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Board intends to recommend to the trustees to cease operations, or have no realistic alternative but to do so.

Auditor's responsibility for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with the Australian Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of the financial statements.

A further description of our responsibilities for the audit of the financial statements is located at The Australian Auditing and Assurance Standards Board website at: http://www.auasb.gov.au/auditors_responsibilities/ar4.pdf. This description forms part of our auditor's report.



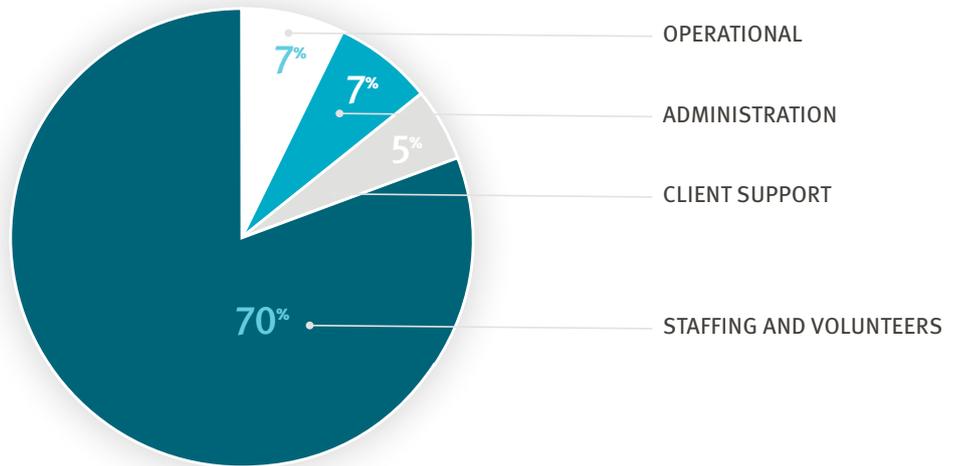
Nexia Duesburys (Audit)
Canberra, 30 November 2019



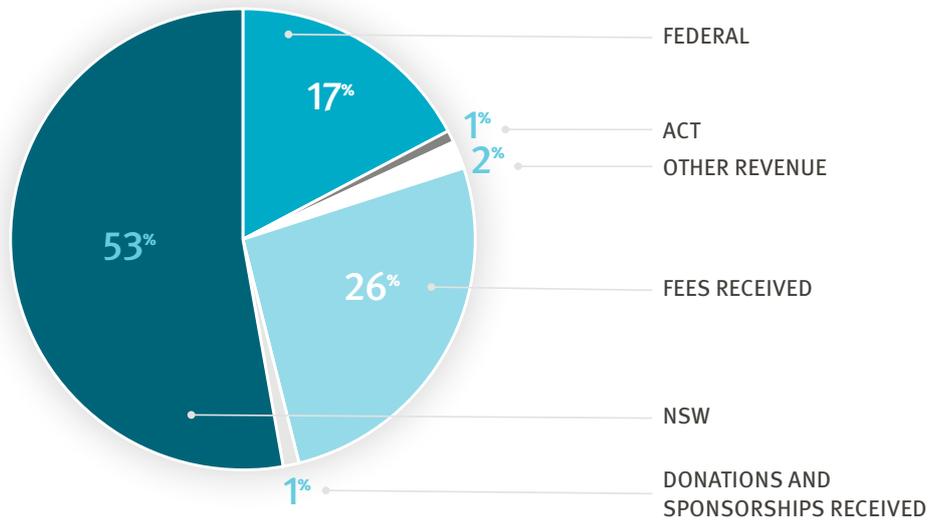
G J Murphy
Partner

FINANCE REPORT

EXPENDITURE – 2018-2019



INCOMESOURCE – 2018-2019







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