



marymead
children • families • community



annual report
2012→2013



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patron & board



Patron of Marymead

LADY HELEN DEANE



MR ROBERT KENNEDY

Board Chair

Robert was one of the original founders and Executive Chairman of Acumen Alliance until it was acquired by Oakton in May 2007 and is now an independent management consultant in the Canberra region.

Robert is a Chartered Accountant with consulting experience in strategic planning, finance, IT and organisational improvement for government, commercial and not-for-profit organisations. Robert is a third generation Canberran and his association with Marymead commenced in junior school through to fund raising and sponsorship activities over the last ten years.



MS FIONA O'DONNELL

Vice Chair

A long-time Canberra resident, Fiona is a successful and entrepreneurial businesswoman with many years' experience in the child care sector. She brings to the Board an extensive understanding of the needs of children at risk, business development, and management in the profit and the not for profit sector.



MR GEORGE KAZS

Board Member

George is a former senior executive of the Australian Public Service. His expertise lay in financial and strategic management, audit and corporate affairs. He has also worked with Catholic Social Services on the development and management of national employment services contracts. He has served on the Catholic Development Fund Board and the Board of St Edmund's College. He is also involved with the Catenian Association in Australia and is currently on the Corpus Christi Parish Pastoral Council.



MS RITA DANIELS

Board Member

Rita is the Principal of Daramalan College and a former Principal of St Clare's College. She has strongly supported Marymead since its beginning as her father was an instrumental figure in ensuring government assistance for its creation. Rita will bring to the Board her experience in education of young people, management of complex organisations and also her extensive knowledge of the Canberra community and commitment to social justice.



MS TU PHAM

Board Member

Tu was the Auditor-General for the ACT from 2004 to 2011, and before that, she held a number of senior executive roles in the ACT public service. Tu had served on various government statutory boards. Tu brings to the Board extensive experience and expertise in finance, performance management, corporate governance and risk management, and a deep understanding of government operations and activities. She is also committed to increasing awareness of the needs of children and families from linguistically and culturally diverse backgrounds.



MS KATE GUMLEY

Board Member

Kate Gumley is the Group Manager for Indigenous Housing and Infrastructure within the Department of Families, Housing, Community Services and Indigenous Affairs (FaHCSIA). Kate currently manages the implementation of the National Partnership Agreement for Remote Indigenous Housing which is a \$5.5bn Commonwealth reform over a 10 year period. Kate has developed policy and implemented reforms for the Commonwealth Government across a range of responsibilities including employment, disability, mainstream housing, homelessness, child care and support for special needs children. Kate has a strong background in social policy and Indigenous Affairs and holds a Masters in Public Administration from the Australian National University.



MR CHARLES BISHOP

Board member

Charles is a Director of O2C, a privately owned company established in 2003, which specialises in resilience, mental health, emotional intelligence, team building and leadership training, coaching and consulting. Coming from a rural background, he began his career in the Defence Forces as an officer in the Australian Army. Charles has over 25 years of experience in a variety of roles including operational positions, line management, training and consulting. Charles is a passionate presenter who is able to impart information in a practical and focused manner. He seeks to provide people with solutions that are relevant to their current situation.



FR JOHN ARMSTRONG

Board member

Parish priest of Corpus Christi, Gowrie, Fr Armstrong has been a resident in Canberra for 17 years and is particularly interested in developing the links between professional services and the pastoral care needs of children in the ACT.

senior staff

Chief Executive Officer
HILARY MARTIN – MEd Mgt, Grad Dip Reading, BEd, TC

Director Counselling & Support
SANDI MCGOWAN – BA, BSW(Hons)

Director Services for Children & Young People
AMANDA TOBLER – BCE

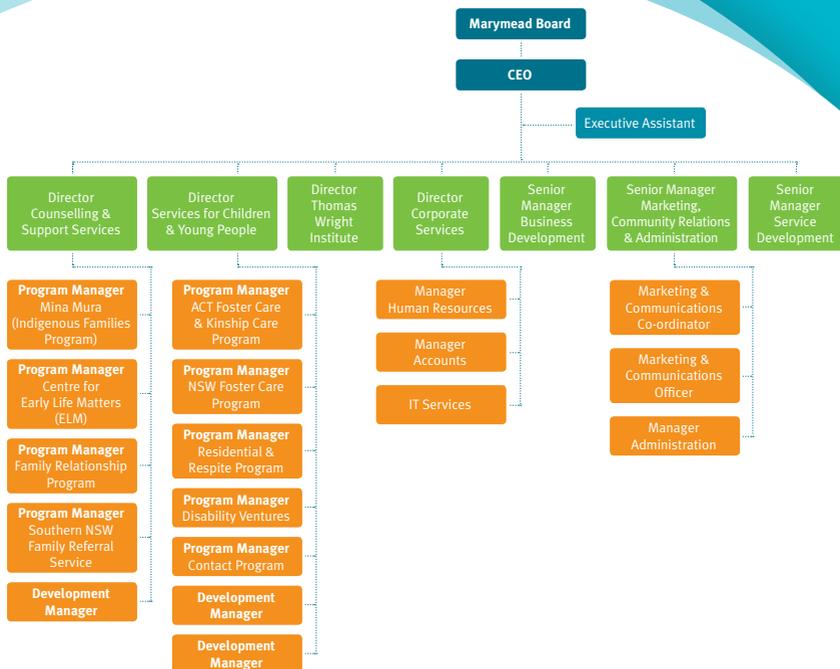
Director Thomas Wright Institute
DIANA BOSWELL – MA, PhD, MAPS

Director Corporate Services
RAY SHANNON – CPA, BA Dip. Ed

Senior Manager – Marketing, Community Relations & Administration
JEFF GRIFFITHS

Senior Manager Service Development
LUCY MITCHELL

organisational structure



↙ strategic plan

Our purpose

Building futures for children, young people and their families.

Our commitment

Marymead is passionate about providing innovative, quality services for children and young people aged up to 25 years, and their families, during times of need.

Our values

We:

- **focus** on children and young people
- **believe** that change is possible;
- **recognise** the importance of belonging to the well-being of everyone;
- **behave** with integrity and compassion;
- **provide** responsive, caring, and accountable services; and
- **respect** and embrace diversity.

OUR OUTCOMES	PERFORMANCE MEASURE	PRIORITY AREAS
1 Our Clients Our practices deliver positive client outcomes	Client feedback indicates that our programs increased wellbeing within target	<ul style="list-style-type: none"> • Deliver quality and evidence based services • Integrate the CARE framework into our work • Develop internal collaborative practices • Expand the range of services delivered in the community • Provide inclusive services • Increase Client Feedback
2 Our People Our staff and volunteers are valued and effective	Staff and volunteers feel valued and effective	<ul style="list-style-type: none"> • Ensure Marymead is a place where people want to work • Expand a sustainable volunteer base for Marymead
3 Our Culture Our culture reflects our values	Positive change to culture assessment after CARE implementation	<ul style="list-style-type: none"> • Integrate the CARE framework into the Marymead community • Our people own and promote our values based culture
4 Our Relationships Our external relationships are positive and reciprocal	Partners report satisfaction with relationship	<ul style="list-style-type: none"> • Build relationships based on sharing, integrity, reciprocity and understanding • Increase our recognition as a preferred partner
5 Our Income Our income streams are diversified	Proportional increase in diversity of funding sources	<ul style="list-style-type: none"> • Maintaining existing funding streams • Identify and target funding opportunities • Increase corporate support • Develop fee-for-service opportunities
6 Our Assets Our assets are managed effectively and used efficiently	Maximise the use of assets	<ul style="list-style-type: none"> • Ensure that our facilities meet the needs of clients, programs and staff • Effectively manage Marymead's intellectual property, information and knowledge



board chair's report



It has been another highly successful year for Marymead in 2012/13 as it continues to provide essential support to those

vulnerable children, young people and families most in need in our society. In my fourth year on the Marymead Board and having been appointed Chair from January 2013 it has been my great pleasure to see this great work first hand.

One thing that I have been impressed with is Marymead's reputation in the sector for being willing and capable of handling the most challenging and complicated cases, often called upon when other avenues have failed to cope. Listening to the stories from our staff of some of the situations they deal with leaves you inspired by their level of competence and commitment. It goes without saying that these extreme cases consume a lot of resources and in these tight financial times often more than the level of funding provided. It is here again that Marymead shows its commitment.

There have been many great achievements throughout the year. By far the biggest was the expansion of our services into NSW regional areas and the opening of our Goulburn office. This was initially on the back of Marymead being selected by the NSW Government to provide foster care services in the region and is building as we begin to expand the types of services offered.

Of particular note, Marymead was one of the first new organisations to have their quality control processes and systems endorsed by the NSW Office of the Children's Guardian as part of the foster care transition program. This is a testament to the hard work and

diligence of Marymead's management over the past years to ensure our service delivery, compliance, quality and complaints processes are world class.

I wish to personally thank the many parties that must work together for Marymead to be able to do what it does. Firstly, to Hilary our CEO, her senior management team and the rest of the staff whose tireless efforts cannot be applauded enough. To our many volunteers whose fund raising efforts and support are essential for many of our programs to continue to operate. We are fortunate to have a number of personal and corporate donors whose financial and in kind support is again greatly appreciated.

Then there are the many community members who share their lives as carers. Our recruitment efforts show us how difficult it is to find such generous people and demonstrate how valued they are to the organisation.

I would also like to thank my fellow Board members for their contributions and support this year. A special thank you and farewell to three of our Board members, Father John Armstrong, Fiona O'Donnell (Deputy Chair) and George Kazs, whose terms are expiring this year after 6 years of service.

It is a challenging environment within which Marymead operates and we have a number of new challenges in the years ahead, however, I am confident that Marymead is well positioned to continue to provide high quality, valued services to those children, young people and families in our community most in need.

Robert Kennedy
Chair

chief executive officer's report



This financial year has seen significant diversification opportunities for Marymead. We have successfully taken our Foster Care services to rural areas in the Southern and Western Regions of NSW and these have been very well received with families, both carers and children, expressing their satisfaction with the transition they have made. We have opened a main office in Goulburn and smaller offices in a range of regional towns.

We increased our developing NSW infrastructure with the commencement of the Family Referral Service, an outreach service that links families in need with appropriate agencies. If other services are not immediately available to assist, we support families until more comprehensive services are available. Contact Services, ARCK and KAYAKs have also opened expanded services on the coast at Moruya.

Growth has also been very evident in the ACT with significant increases in our Contact and Changeover Service and Foster Care and with the fabulous commencement of **mulch**. **mulch** is our urban farm in which young people with disability work in the gardens and participate in all aspects of the business, growing produce, harvesting it, right through to selling it. Many young people have had few options once they have left school and **mulch** provides a positive learning environment in a range of skills. We have many development plans for **mulch** and are really excited about the prospects for the future for this innovative service. We wish to express our gratification to the ACT Government and our many community supporters for helping to literally get **mulch** 'off the ground.'

Our amazing Auxiliary have continued with their wonderful work. Many new members have joined the group and brought with

them enthusiasm and skills that have further enhanced the Auxiliary and their range of fundraising activities. They are on track to achieve their highest income ever this year... an outstanding achievement in tough times.

NEXGEN, our group of young fundraisers, is also growing and has held a number of events this year. They have purchased the fabulous ute to assist mulch transport their people and goods around the town. Watch out for it... it can't be missed! What an incredible achievement for this new group!

So, we are very grateful to our fundraising volunteers who, between them, enhance our services so significantly.

Of course, none of the services we have delivered this year would be possible without the commitment of our dedicated team of staff and program volunteers who have worked tirelessly to meet the needs of their clients, and the Board who have embraced our changes and supported our development. The Chair of the Board changed at the end of 2012 with the departure of Sam Hatherly who had given 6 years of support to Marymead. Sam was replaced by Robert Kennedy who has ably taken the reins since that time. Many thanks to all staff, volunteers and Board members.

Marymead is well positioned to move into the next financial year and is looking forward to undertaking further development.

Hilary Martin
Chief Executive
Officer





services for children & young people



DIRECTOR Amanda Tobler

ACT Foster Care Program

NSW Foster Care Program

Residential & Respite Program

Disability Ventures

Contact Program

ACT foster care program



Our team of 15 people provides case management, family support and ancillary services for approximately 60 children who are unable to live at home with their birth family. Our wonderful foster carers give children a safe, loving and nurturing home for planned occasional respite, short-term and longer-term periods.

We also run a Grandparents Support Group for those in our community who have taken on the challenging task of raising their grandchildren.

Program Highlights

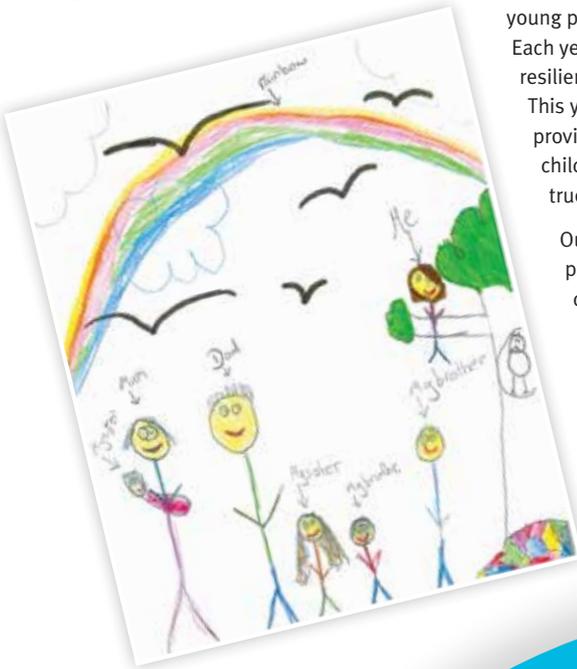
The biggest highlight is, as always, witnessing the successes of the children and young people in our foster care program.

Each year they amaze us with their resilience and capacity to embrace life.

This year our carers have continued to provide the love, stability and safety all children need to grow and thrive — a true highlight each and every year.

Our Carer Support Team Leader position has grown to become a critical component of the Program.

We continue to enjoy sharing social and support opportunities through special outings and events planned to get kids in care, carer families and our Program staff together.



PROGRAM MANAGER
Kim Hefren-Webb

FUNDING BODY
The Office of Children, Youth and Family Support (OCYFS), Community Services Directorate, ACT Government





Marymead's ACT and NSW Foster Care programs got together this year to hold a huge Foster Care Information Seminar, with guest speakers, staff and foster carers providing attendees with a day of information and inspiration. Around 40 people attended and many have joined an increasing number of people who have applied to become foster carers with Marymead.

Future Areas for Growth

Over the coming year the ACT Foster Care Program will focus on increasing the cultural support provided to our children in foster care. Progress has been made on obtaining the children's cultural family history and forging relationships with Indigenous and other cultural support programs, such as Marymead's Mina Mura Program.

real stories →

“ One of our Foster Carers took on the care of a beautiful 11 year-old girl with profound disabilities, almost two years ago. They quickly formed a loving and healthy attachment and through our carer's love and dedication this girl has made progress in areas that was never expected. She can now do many of the every-day activities most of us take for granted, such as learning to read, write and count, as well as some basic self-care skills such as toileting. She is the happiest little girl the team have ever had the pleasure of meeting.

NSW foster care program



The NSW Foster Care Program provides respite, short, medium and long term foster care to children in NSW Out of Home Care.

The program supports children, young people, carers and birth families in the Southern and Western Regions of NSW. Marymead entered the NSW OOHC system to support the transition of case management for children and young people from NSW Community Services to non-government organisations as recommended by the 2008 Wood Royal Commission.

Program Highlights

The NSW Foster Care Program commenced operation in October 2012 with just two staff! Since this time we have employed a further three caseworkers and a part-time training and recruitment coordinator who supports both the NSW and ACT foster care teams. To date, we have successfully transferred over thirty five children and young people into our care and eighteen carer households. In a short period of time, the program has established a positive reputation in the Western and Southern regions; and has also developed constructive relationships with our key and supporting stakeholders.

The program also received approval in June 2013 to extend our service delivery into the Wagga region.

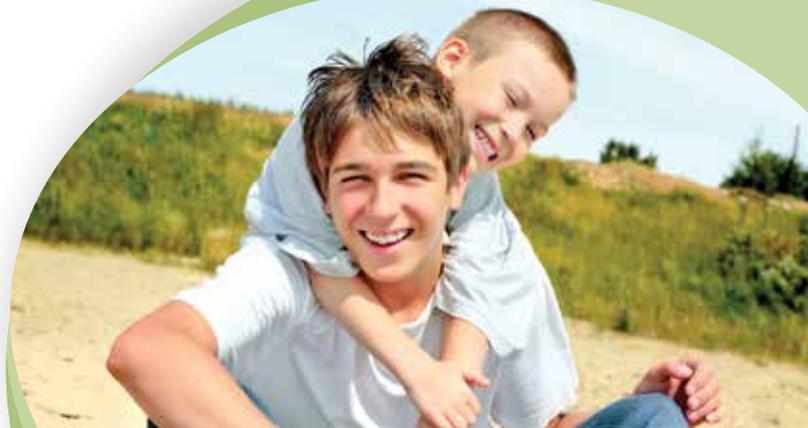
Marymead have also been actively involved in the broader processes of supporting the transition of children from FaCS to accredited NGOs. Our executive team regularly attend and participate in Transition Program Office (TPO) and Regional Implementation Group (RIG) meetings; and Program staff are engaged in both the Carer Recruitment and Placement and Referral working groups who focus on the issues faced by NGOs to support children, young people and carers.

Future Areas for Growth

Over the next twelve months we will be seeking to increase our client intake to approximately 55 children and to recruit as many new foster carers as possible! In order to improve service delivery, we are hoping to open a satellite office in the Western region and increase our staffing to include additional caseworkers, contact workers and a part time administration position.

PROGRAM MANAGER
Lauren Spinks

FUNDING BODY
Department of Family
and Community
Services NSW



residential & respite program

The past year has seen many changes within the Residential and Respite Program. In May 2013 the implementation of the new structure commenced. This included the appointment of House Coordinators, Team Leaders (Residential) and Weekend Team Leaders. The Team Leader (Disability) is still to be appointed.

residential program

Program Highlights

The Residential program has been developing a new therapeutic model of service. This new model reflects the CARE principles and the intensive services required to assist with the developmental needs of the young people.

There has been extensive training provided for the support workers to assist with developing and implementing the support and growth plans for the young people.

Over the past twelve months there have been varying numbers of children in the program. This year NSW Department of Family and Community Services approached Marymead Residential to provide intensive support to a young person who currently remains in the program.

This year one young person was successfully placed with a foster carer, a long term client left the care of the Director General and another client went to a placement with extended family. The majority of the clients remain engaged in full time study and remain involved in extra curriculum activities. This year a highlight for one client was the purchase of a horse which is currently being cared for within the Canberra region.

The safety areas for support staff in House 1 and 2 were completed and the renovations were completed for House 2. Marketing and Community Relations have provided much support for the program in obtaining not only discount and free material but sourced a substantial donation for new furniture for the houses.

PROGRAM MANAGER
Therese Flood

FUNDING BODY
Office of Children,
Youth and Family
Support (OCYFCS)



PROGRAM MANAGER
Therese Flood

FUNDING BODY
Disability ACT,
NSW Department
of Ageing, Disability
and Home Care, and
Carers' Association



respite program

The program continues to provide long and short term respite and emergency residential services for young adults. In-home care or community based activities are also provided. Funding for these young adults is through the purchase of service by government services or brokerage agencies as well as individual funding arrangements.

Last year the program provided respite for five young adults with high and complex needs.

Program Highlights

The Respite Program has also been developing a model of service that reflects

the CARE principles and a model which incorporates therapeutic intervention. This has been achieved by adapting and supporting plans to assist with the individual growth and development of the young people.

The House Coordinator has provided an additional resource and has been very welcomed by the support workers.

There has been a number of new staff employed through this program and extensive training has been provided.

Key objectives for Residential and Respite Program

The Residential and Respite programs over the past twelve months have continued to develop and amalgamate as a strong team. This has been assisted by joint training, team meetings and a number of support workers who are working within both programs.

It is envisaged the new service models along with a review of procedure manuals will be implemented within the next few months.

The programs will continue to develop and maintain high standards of care to

the individuals. This will be supported by providing the support workers with a more structured induction which includes not only organisational responsibilities but program responsibilities and expectations; staff handbooks; supervision and line management, professional training and team development.

The Residential and Respite Program is a dedicated team who are committed to best practice of the young people and adults in their care which enables these programs to provide such a high quality of service delivery to our clients.

disability ventures

Disability Ventures comprises 3 disability programs: Wheelie Fun, Kids' Companions and mulch – Marymead's Urban Land Community Harvest.

It is an exciting and busy time in the disability sector with the ACT due to become a trial launch site for the National Disability Insurance Scheme (NDIS) on 1st July 2014. We are working with the ACT Government and the ACT NDIS Taskforce to ensure accurate mapping of client populations and contribute to a smooth transition.

wheelie fun

Wheelie Fun continues to provide quality after school and school holiday programs for teenagers who use wheelchairs for mobility. The program is based at the Black Mountain School campus in O'Connor.

Wheelie Fun has been in operation for 5 years, having commenced in October 2008 to meet the expressed need of parents seeking appropriate outside school hours support for their teenage children with disability, many of whom have high and complex support needs.

Wheelie Fun staff work with clients and their families to establish trusting and professional relationships to ensure the individual support

needs of clients are met. Program activities are tailored to build on individual interests and skills in a relaxed and supportive environment.

Client numbers remain at near capacity. Families continue to provide positive feedback about Wheelie Fun:

"The staff are friendly, caring and helpful. They are very accommodating and willing to assist at all times".

"Wheelie Fun is a very reliable service, without which I would struggle to manage both employment and my carer role".

PROGRAM MANAGER
Helen Gardner

FUNDING BODY
Commonwealth
Government
Department of
Families, Housing,
Community Services
and Indigenous
Affairs (FaHCSIA).



PROGRAM MANAGER
Helen Gardner

FUNDING BODY
ACT Government
Health Directorate



Kids' companions

Kids' Companions provides quality respite and social support to children, young people and their families who are affected by disability and are isolated in the community. Through participation in the Kids' Companions program, children and young people have the opportunity to establish wider social connections within their community. Kids' Companions actively supports families through the following respite and support options:

- Regular weekly social groups facilitated by Kids' Companions staff and volunteers
- School holiday activity days
- Community days
- Individual respite support with a regular volunteer
- Referral options for families

Volunteers are an integral part of the Kids' Companions program. The dedicated team of volunteers enrich the program with their broad range of experiences and interests. Volunteers are recruited, supported, trained and supervised by the staff of Kids' Companions.

Program Highlights

A highlight of this year has been the expansion of the program's links with 2 schools (St Edmund's College and Marist College), whose staff and students have volunteered their time to assist Kids' Companions staff with sports games for Friday evening social group activities. These events have been very popular with all involved and will continue into the coming year.

Future Areas for Growth

Kids' Companions is also exploring potential corporate support to further expand the volunteer base of the program, and the potential of corporate support to fund some additional outings. The social group outings on Friday nights, as well as during the weekends on community days, continue to be popular with both clients and volunteers. In the coming year we anticipate reaching more young people on our waiting list as we build volunteer numbers along with potential corporate support.

mulch - marymead's urban land community harvest

An initiative of Marymead, **mulch** is an urban farm supporting young adults with disability in an innovative and productive horticultural enterprise to build skills, connections, partnerships and community.

mulch began operation in February 2013 and currently has a growing group of participants who work alongside the 4 **mulch** staff (co-ordinator, horticulturalist and 2 support workers) in the garden. Participants are involved in all areas of plant production from seed to sale. Considerable time has been spent this year in building garden infrastructure and establishing links and partnerships within the community.

mulch continues to receive widespread support from individuals, schools, community groups and businesses, many of whom have donated gardening supplies, as well as their time to help establish the garden. We operate on a social enterprise model whereby social, economic and environmental outcomes are all valued.

Program Highlights

Highlights this year have included the enthusiasm and generosity of everyone associated with the project; seeing the expansion in skills and confidence of the young adult mulch participants; selling produce and building the business.

Future Areas for Growth

Plans for the upcoming year include the completion of the current infrastructure construction. As participant numbers grow, it is anticipated that mulch will expand to another site within Canberra. We continue to develop the fee-for-service model as **mulch** expands and moves into the NDIS (National Disability Insurance Scheme) world.



PROGRAM MANAGER
Helen Gardner

FUNDING BODY
ACT Government
Community Services
Directorate and
Health Directorate

PROGRAM MANAGER
Debbie Harper

FUNDING BODY
The ACT Office for Children,
Youth and Family Support (OCYFS)

The NSW Department of Family and
Community Services (FACS)

The Australian Government Attorney-
General's Department, administered through
the Australian Government Department of
Families, Housing, Community Services and
Indigenous Affairs (FaHCSIA)



contact program

Program Highlights

- MCP staff have positively influenced several successful restorations of children to their birth parent.
- The program has received significant new funding under the FaHCSIA program, this has meant the program has expanded to incorporate eight new visits per fortnight
- The South Coast Hub is now up and running fostering collaboration and gathering together organisations who provide services in the local region with a particular focus on the local indigenous community.

Future Areas for Growth

- MCP will continue to expand Stand Alone Transport for Children in Out of Home Care.
- MCP is exploring the possibility of providing a pay for service program for separated families in high conflict.
- Contact staff are committed to upgrading their skills and qualifications. This includes but is not limited to Welfare, Psychology and Counselling. All staff undertake regular professional development and training to ensure their knowledge and skills are kept up to date.

real stories

“ A young baby was referred for contact visits with his dad to offer an opportunity for them to establish a bond and the baby to connect with his dad who he had no previous contact with. After several months of working with the family to increase dad's parenting skills and developing a bond the family was able to slowly move to having visits in the dad's home, initially supervised then slowly moving to unsupervised and eventually the baby was restored into his dad's care.



counselling & support services



DIRECTOR Sandi McGowan

Centre for Early Life Matters (ELM)

Family Relationship Programs

Mina Mura Indigenous Families Unit

Family Referral Service

centre for early life matters

The Centre for Early Life Matters (ELM) has continued to provide the highly effective evidence based intervention — Circle of Security — to vulnerable families in the Canberra region through our outreach home visiting and centre based services. The Circle of Security intervention uses a relationship based approach to assist parents and caregivers to understand the meaning of their child's behaviour as a form of communication, and understand how to respond to that communication in a way that meets the child's needs by promoting social and emotional development and laying the foundations for school readiness and positive relationships throughout the child's life.

Our application to become a provider for Access to Allied Therapeutic Service (ATAPS) was successful. This has increased our capacity to provide therapeutic interventions to vulnerable families who would not otherwise be able to access the help they need in a timely fashion.

We continue to promote Marymead as an innovative and forward thinking organisation by presenting our work at International peer reviewed conferences — International Attachment Conference; and National peer reviewed conferences: Infant Social and Emotional Wellbeing Conference (for which Marymead was a sponsor) and the Family Relationship Services Australia conference.

We continue to advocate for the importance of funding early intervention and prevention programs as the most effective means of setting up children for life. We have supported a pilot project at the Tuggeranong Child and Family Centre and look forward to the possibility of more collaboration in the future.

This year has seen an increase in the number of culturally and linguistically diverse clients accessing our service. These families are often socially isolated and particularly miss the support of their own families and cultural context as they have children in a very different context. Our program helps families to understand that parenting and secure relationships are developed in all cultures.

PROGRAM MANAGER

Sonia Costello

FUNDING BODY

ACT Government –
Department of Health and
Community Care, Provider:
Office of Children, Youth and
Family Support

Commonwealth Government
– Department of Social
Services, Family Mental
Health Support Service,
Family Support Program,
Department of Health,
Medicare Local – ATAPS





PROGRAM MANAGER
Jennifer Griffin

FUNDING BODY
Australian
Government;
Department of
Families, Housing,
Community Service
and Indigenous
Affairs (FaHCSIA)

family relationship programs



Family Relationship Programs include Assisting Responsible Care for Kids (ARCK), Kids And Youth Are Kool post Separation (KAYAKS) and Family Skills. ARCK's goal is to assist separated and divorced families to co-parent effectively post separation. KAYAKS is a program for all children and young people whose caregivers are separated or divorced. Family Skills provides education and support with family relationship issues by providing a range of groups to mothers, fathers and couples.

Program Highlights

All Family Relationships programs have been fully staffed. This has allowed many new initiatives to be introduced this year. Collaboration has increased across the three Family Relationship Services. Family Skills is now delivering groups at all three Child and Family Centres and is also providing eight fee for service groups at AMC. KAYAKS are providing a service at Belconnen Child and Family Centre. ARCK is offering Child Inclusive Practice to a mediation service. ARCK has introduced two new groups: Keeping Kids in Mind (KKIM) and Talking with your Kids (TWYK) alongside our individual counselling program. Program attendees

have evaluated both groups very positively. We are also offering TWYK to other services both within Marymead and externally as a way of developing new referral pathways and increasing the client numbers. All programs have reviewed their client service process to ensure that they support program goals. Family Relationship Program staff have taken part in a Father Inclusive audit process and are now implementing the outcomes.

Future Areas for Growth

The focus this year will be to:

- Expand our delivery of KKIM & TWYK group programs
- Focus on the evaluation of all Family Relationship Programs
- Develop collaborations and implement strategies which will assist to attract vulnerable and disadvantaged clients, including more CALD & Aboriginal clients, across all programs and sites
- Implement Father Inclusive Practice Audit recommendations
- Complete the Accreditation process for all Family Skills Groups
- Attract funding for Family Skills

mina mura indigenous families unit



Mina Mura Indigenous Families Unit is committed to assisting Aboriginal and Torres Strait Islander families within the Canberra region to raise happy, healthy children and have positive family relationships.

Mina Mura Indigenous Families Unit provides caseworker support to families with children under the age of 12 years and delivers Dreamtime Kids Supported Playgroup. Dreamtime Kids Supported Playgroup is available for Aboriginal and Torres Strait Islander children up to the age of 5 years and their carers.

Program Highlights

During the past 12 months, Mina Mura staff worked hard to ensure that families had a positive experience. A major renovation was also undertaken to provide a more culturally appropriate and family friendly environment for clients. The walls were painted in earthy tones, bamboo type flooring was introduced and more natural, wood based play equipment was purchased.

The name of the unit was changed to Mina Mura Indigenous Families Unit so that the name represented the essence of the unit.

Mina Mura means Young Women's Pathways in Ngunnawal and Wiradjuri language.

Mina Mura also worked on building Marymead's reputation within the community and established several collaborative partnerships with other community organisations such as Gugan Gulwin Young Mums Group and Northside Community Services.

Future Areas of Growth

- The next 12 months will focus on a shift in the overall ethos of Mina Mura Indigenous Families Unit. The focus will be on moving towards a more therapeutic healing model which will assist families to heal intergenerational trauma and other effects of trauma in early childhood.
- Building on and extending existing internal and external relationships.
- Identifying and establishing best practice models for early intervention and child development, with a focus on educating families.

PROGRAM MANAGER
Karen Demmery

FUNDING BODY
Australian Government;
Department of Social Services – DSS (previously Families Housing Community Services and Indigenous Affairs – FaHCSIA)





the thomas wright institute



Specialist Support for Child Youth and Family Services

- DIRECTOR** Dr Diana Boswell, MA., PhD, Clinical Child and Adolescent Psychology
- ASSOCIATES** Jenny Howell, MA, Forensic Psychology
David Zilber, MA, M Clinical Psychology, Disability Services
Dr Tim Moore, M Child and Adolescent Welfare, M Youth Studies, PhD
- OFFICE MANAGER** Vicki Brown, BA, Dip Ed, Grad Dip Sect. Studies
- FUNDING BODY** TWI is wholly self-funded by fee-for-service

Our goal is to improve outcomes for children and young people with highly problematic behaviours. We do this through providing individual assessment and treatment for young people, consultation and support for families and programs who create opportunities for change, and training and program development for the sector. We are a learning organisation and have close professional associations with international organisations: Cornell University and Reclaiming Youth International. We have local connections with the University of Canberra and the Australian Catholic University.

A major focus during 2012/13 has been on using the CARE framework that is being implemented by Marymead as a way of reflecting on our practice and developing greater depth of understanding about what we do and how we do it. The framework has made us more conscious of adhering to evidence based principles in our decision

making around what is in the best interest of the child. During the year we have updated and extended our understanding of the effects of adverse life events on child development and have delivered training across the national sector. Across Australia we have provided training for programs and supported organisational change around creating therapeutic milieus for children and young people who have experienced trauma and can be aggressive towards others or self harming. Locally, we have continued to provide assessments, consultations and treatment for children with problematic behaviours who are often excluded from normal growth experiences in school and community.





marketing & administration



Marketing, Community Relations
& Administration

Auxiliary

At Home With Books (AHWB)

marketing, community relations & administration

The financial year 2012–2013 has been another successful and very busy year for Marymead.

Fundraising events held during the year have included:

- The inaugural Cord Civil Charity Race Day organised by NEXGEN
- Marymead's biggest ever Tennis Day organised by the Marymead Auxiliary
- Music at Midday (Marymead Auxiliary)
- The annual Marymead fete (Marymead Auxiliary)
- Government House morning tea — (Marymead Auxiliary)
- Cocktails for a Cause (NEXGEN)
- Marymead's annual Christmas Appeal

Our major fundraising month of May is now well established as our annual 'MAY-JOR' marketing initiative and continues to grow in its momentum.

As always we are so appreciative of the continued work of the Marymead Auxiliary, an entity as old as Marymead itself, and one that continues to grow. We are also extremely

fortunate to have NEXGEN, Canberra's NEXT generation of fundraisers, a group of professionals whose purpose is to raise valuable dollars for the organisation and to spread the word amongst a new and younger audience.

In addition to these volunteer groups, we remain reliant upon the support of all our sponsors including our major Corporate partner, Cord Civil, together with help from all Service Clubs, Government departments, schools and church organisations, which continues to ensure Marymead remains well placed to deliver the support services we provide and for this we remain extremely grateful.

This financial year has also seen the continued expansion of our services throughout regional NSW which has required both marketing and administrative support. Significant support to all of Marymead's Programs is also provided by the Marketing and Admin teams.

SENIOR MANAGER
Jeff Griffiths





CO-PRESIDENTS
Susan Croft and
Coral Henderson

auxiliary

The Marymead Auxiliary has had another successful year of fund raising. This year we raised \$62,500 to support our great cause, the welfare of children and families in our community through the programs delivered by Marymead.

The Auxiliary hosted its annual core activities such as the Fete, Tennis Day, Card Day and seasonal Plant Sales which were all very successful. In addition, we hosted a Family Fun Day at Canberra's Miniature Railway; an Open Gardens function involving three beautiful gardens in Red Hill and Forrest; fund raising stalls at the Annual Narrabundah Festival and at the Griffith Centenary Festival; a stall at Bunnings, Fyshwick; and at the NEXGEN Race day in November.

Apart from these activities, the 'Gardening Gals' successfully conducted a weekly plant sale from their site at Marymead. Toys, books, second hand clothing and preserves were sold, when donated stocks were available. Garden sales amounted to almost a third of our total funds raised in the year ending June 2013.

We would like to report that a second very enthusiastic and talented group in the Auxiliary has boasted steadily increasing craft sales throughout the year also.

We acknowledge the support and assistance of Cathi Moore, our immediate past President. Cathi remained steadfastly behind all we undertook and her vast experience and knowledge generously shared, has been invaluable to the Auxiliary. Cathi remained 'hands on' throughout the year.

All members worked generously and consistently throughout the year. Membership continued to grow and we welcomed the new energy and innovation that new members brought to the Auxiliary.

The Auxiliary also acknowledges the organisations and people who have supported our activities by donation, physical assistance and encouragement throughout the year. This support was invaluable to our success.

at home with books



At Home with Books (AHWB) encourages the language and literacy development of children in out of home care, and children in vulnerable families. These children often have higher rates of learning difficulties and poorer outcomes educationally than other children. The regular enjoyment and reading of books is designed to address this imbalance. AHWB aims every month to give each child connected to Marymead a brand new quality book as a gift. This is intended to encourage listening, speaking, reading and writing.

AHWB's is an unfunded program and relies solely on the support from our wonderful community. The program would like to extend a sincere thanks to the ongoing support of Daramalan College, Brindabella College, Marist College, University Preschool & Childcare Centre and the many supporters of this program who have donated books this past year.

Donations of books, gift vouchers and cash that will enable us to purchase more books are always appreciated.



CO-ORDINATOR
Joanne Dean-Ritchie





corporate services



DIRECTOR Ray Shannon

Finance

Human Resources

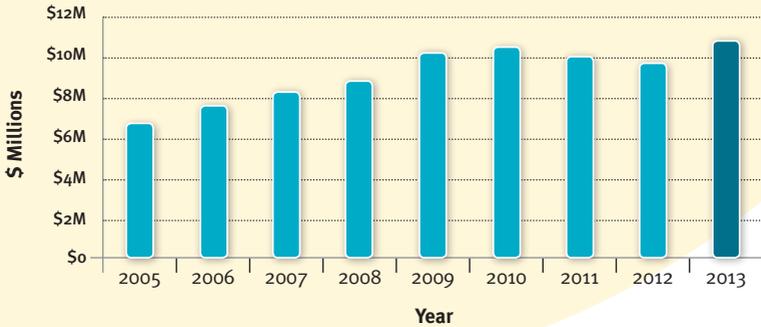
IT

finance

SUMMARY

- Revenue has increased by 11% from the previous financial year
- Grant income increased by 16% over the same period

MARYMEAD GROSS TURNOVER 2005–2013



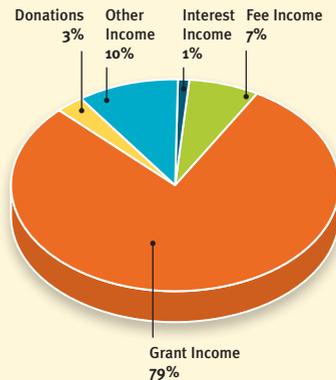
INCOME AND EXPENDITURE

Where the money comes from

Federal, Territory and NSW Governments are the major source of funding for Marymead. Expansion into Southern and Western NSW through two new programs, NSW Foster Care and NSW Family Referral Service, have been the driver in increasing grant income by over 16% from the previous financial year.

The commencement of the disability program **mulch**, has also been a factor in the increase of the grant income.

INCOME SOURCE

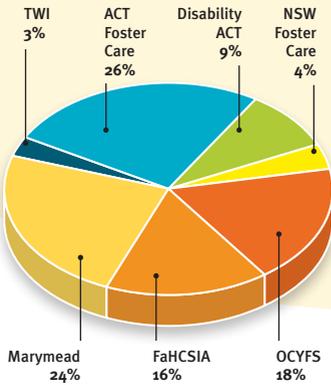


Where the money goes

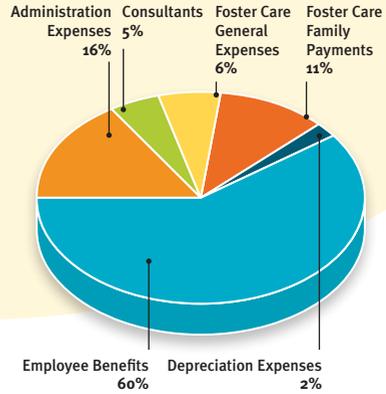
Over 80% of all income received is spent on the 30 programs run throughout the ACT and Southern and Western NSW.

The Foster Care programs in the ACT and NSW are the predominant service consuming 30% of the grant income. This trend is expected to continue through 2013/2014.

EXPENDITURE BY SEGMENT



EXPENDITURE BY CATEGORY



human resources

An average of 129 permanent, part time and casual staff were employed in 2012/13 financial year.

A successful review of our recruitment and retention processes was carried out in 2012/13 better aligning our processes to our strategic goals.

Policies were updated due to continued changes in legislation across the Human Resources spectrum, Work Health and Safety, Long Service Leave and Industrial Relations. This enabled us to provide relevant and comprehensive support across the agency.

IT

The IT platform, supported by the team from Sennell, has been exceptionally stable and I would like to thank them for all their efforts. Sennell continue to deliver affordable, practical and sustainable Information Technology business solutions.

auditor's report



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INDEPENDENT AUDITOR'S REPORT TO THE TRUSTEES OF THE ROMAN CATHOLIC CHURCH FOR THE ARCHDIOCESE OF CANBERRA & GOULBURN

We have audited the accompanying financial report, being a special purpose financial report, of Marymead Child & Family Centre, which comprises the statement of financial position as at 30 June 2013, the statement of comprehensive income, statement of changes in equity and the statement of cash flows for the year then ended, notes comprising a summary of significant accounting policies and other explanatory information, and the chief executive officer's report.

Board's Responsibility for the Financial Report

The Board is responsible for the preparation of the financial report, and have determined that the basis of preparation described in Note 1, is appropriate to meet the financial reporting requirements of Marymead Child & Family Centre and is appropriate to meet the needs of the members. The Board's responsibility also includes such internal control as the Board determines is necessary to enable the preparation of a financial report that is free from material misstatement, whether due to fraud or error.

Auditor's Responsibility

Our responsibility is to express an opinion on the financial report based on our audit. We conducted our audit in accordance with Australian Auditing Standards. These Auditing Standards require that we comply with relevant ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the financial report is free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial report. The procedures selected depend on the auditor's judgement, including the assessment of the risks of material misstatement of the financial report, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial report in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by the Board, as well as evaluating the overall presentation of the financial report.

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

In conducting our audit, we have complied with the independence requirements of the Australian professional accounting bodies.

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Practising as
RSM Bird Cameron
ABN 65 319 362 479

Major Offices in:
Perth, Sydney,
Melbourne, Adelaide
and Canberra

RSM Bird Cameron is a member of the RSM network. Each member of the RSM network is an independent accounting and advisory firm which practices in its own right. The RSM network is not itself a separate legal entity in any jurisdiction.

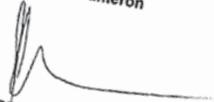
Opinion

In our opinion, the financial report presents fairly, in all material respects, the financial position of Marymead Child & Family Centre as of 30 June 2013 and its financial performance and its cash flows for the year then ended in accordance with the accounting policies described in Note 1 to the financial statements.

Basis of accounting

Without modifying our opinion, we draw attention to Note 1 to the financial report, which describes the basis of accounting. The financial report has been prepared to assist Marymead Child & Family Centre to meet its financial reporting requirements. As a result, the financial report may not be suitable for another purpose.

RSM Bird Cameron



RODNEY MILLER
Director

Canberra, Australian Capital Territory
Dated: 18 October 2013

↙ a special thanks to



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PROUDLY SUPPORTING MARYMEAD SINCE 2012



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COMMUNITY PARTNER



A community project of The Rotary Club of Hill

COMMUNITY PARTNER



COMMUNITY PARTNER



MEDIA PARTNER

AND OUR MANY OTHER GENEROUS SUPPORTERS



| **marymead**
children • families • community

CARING FOR CHILDREN • SUPPORTING FAMILIES • STRENGTHENING COMMUNITY

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PHONE 02 6162 5800 • **FAX** 02 6295 9944 • **EMAIL** enquiries@marymead.org.au

If you are deaf, or have a hearing or speech impairment, contact us through the
National Relay Service: www.relay-service.com.au

marymead.org.au

MARYMEAD IS AUSPICED BY THE CATHOLIC ARCHDIOCESE OF CANBERRA AND GOULBURN
ABN 90 677 510 841