



**St Anthony's Family Care**

• Children • Families • Communities

**Annual Report 2019**





*St Anthony’s Family Care exists to carry on the work of Mary MacKillop in caring for children and families in need.*

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**From its establishment** in 1952, St Anthony's has always sought to follow the advice of Mary MacKillop to "never see a need without doing something about it". This has meant adapting to new challenges as the needs of people in a modern society change over time. In recent years St Anthony's has worked with parents and children and especially families with children with disabilities, with real needs that differ from person to person and require sensitive, individual and professional support. The work enables families, who might otherwise struggle, to thrive.

Mary MacKillop also advised us to **"be eager in your desires but humbly patient in their accomplishment"**. And so it has been with great patience that the board has planned for the redevelopment of St Anthony's so that its facilities are able to meet the needs of our clients, and it has been with even greater patience that our staff have waited for new facilities that are appropriate for the times, and we will have to remain patient for a little longer as the re-development, described in the CEO's report, is well underway for completion in 2020. When accomplished, the new facilities will allow us to achieve even better service.

Included in the Board's deliberations in 2019 has been consideration of the Australian Institute of Company Directors "GOOD GOVERNANCE PRINCIPLES AND GUIDANCE for Not-for-Profit Organisations". This has enabled Directors to focus on the work of governance and to ensure management is able to operationalise policies and strategies that achieve our goals.



We have also audited our child safety policies and procedures and have no doubt that St Anthony's is a 'child-safe' organisation.

The introduction of the NDIS has seen significant change across the disability sector and the board has been delighted with management's willingness to adapt to new demands and their insistence that the quality of service remains high.

The Board also adopted a new strategic plan for 2019 -2021. The 3 major outcomes of the plan will see the completion of the redevelopment, sufficient resources to meet our service needs (including the employment of suitably trained and qualified staff) and services that are accessible and sustainable into the future. This latter outcome has already seen the rebranding of services as outlined in the CEO's report and the extension of our school vacation program.

The Board has continued its practice of regularly inviting members of the leadership team to meetings. This enables managers and the CEO to provide the board with valuable insights into each area of responsibility. It allows the board to understand various complexities when making decisions. The Board is very grateful to the CEO, Joanna Najdzion, the Manager of Early Learning Services, Teresa Perone, the Manager of Disability Services, Simon Bartholomew and the Business Services Manager, Judy Wesley for their succinct and clear information about their area of responsibility and also for their professional and committed approach to their work. Directors also celebrated the feast of Mary MacKillop at

a dinner with Staff where the excellent work of a number of individual staff members was recognised.

We welcomed two new faces to our 'governance team' this year. Mark Spurr joined the board as a Director and has also joined the Building and Property Committee while Fran Buckle has accepted a role on our Finance Committee. Both of these volunteers have added value to the organisation by their enthusiasm and willingness to share their great expertise.

We continue to be indebted to our wonderful supporters and benefactors. Without their generosity and financial support our ambitious plans and our building project would still be dreams. We continue to need their support and extend an invitation to all to help our work in whatever way is possible.

Finally we remain grateful for the encouragement provided by the Sisters of St Joseph. We remain determined to see this work, established by them, provide effective and excellent service to our clients and it is together with them, our Board, our staff, our supporters and our families that we recognise the wisdom of Mary MacKillop when she wrote nearly 150 years ago **"so great is the strength we possess in our unity"**.

**James Patrick Doyle**

*Chairperson*

*(M. Ed. (Leadership), B.A. (Hons) Dip Ed., Dip Min).*





**The year 2018 was** one in which we were able to see the positive results of much hard work and effort from previous years.

The redevelopment of the site has been a major project for the Board and Management Team for several years and it has been very exciting for all involved to see progress finally taking place on this front. In November 2018, Anthony Panzarino from MDP Projects was engaged as Project Manager to oversee the re-development. With his extensive knowledge in the field, Anthony has guided us to explore and consider alternate options which would result in a better outcome for St Anthony's. This has included moving from modular to light weight construction and engaging Urbanistica Architects to further develop the design and functionality of the facilities.

On the 13th June 2019, the Development Application was approved by Burwood Council and construction commenced in September 2019.

The redevelopment will take place in two stages: the first stage will involve the construction of a purpose-built Childcare Centre to accommodate 86 children. The Early Learning Centre's commitment to supporting children with disabilities will continue in the new facility and the increased capacity will enable a greater number of children with additional needs to learn and play alongside their peers. Our specialised program not only prepares children to transition into an appropriate schooling environment but also lays foundations for the development of life-long skills.

The second stage of the redevelopment will focus strongly on providing additional facilities for St Anthony's Disability Services. An activity centre will be constructed to allow children and young people with disabilities to participate in group activities in a suitable facility which is available for use seven days per

week. Further, three cottages, each with three bedrooms, will be constructed to provide short term accommodation to children and young people with disabilities. These facilities will focus on working towards the achievement of individual goals, developing independence and providing appropriate social and recreational activities.

The new St Anthony's Village will be completed with a new administration centre and carpark.

The Congregational Team of the Sisters of Saint Joseph have been instrumental in the progress of recent months, particularly with regard to the development of a new lease agreement which will permit St Anthony's to develop and utilise the land in Croydon for the next 25 years. Our gratitude goes to the Sisters for their generosity and support on this very important matter.

Throughout the course of the year there has been a strong focus on the growth and viability of services and business models have been developed to predict capacity and output over the coming years to ensure that the organisation's resources are used responsibly and in a fashion consistent with the organisation's mission. This process tied into the development of a new organisational strategic plan which will carry the organisation through the next three years to 2021 and to the conclusion of the redevelopment process.

As part of the re-development of the site, it was determined to re-brand services and adopt names which are more reflective of the services provided. The Early Learning Centre will operate under the name "Figtree Early Learning Centre – A place to grow", which is based on the beautiful historic fig trees that grow in the children's playground. Disability Services will operate under the name "EPIK" which is an acronym for Encouraging Potential In Kids – and truly reflects the purpose of our service to enable



each and every child to achieve their greatest potential.

In October 2018, we conducted our annual staff and service-user satisfaction surveys for the fifth consecutive year. This has enabled good comparisons from year to year and it was pleasing that in both cases, feedback continues to be overwhelmingly positive. It is always reassuring to hear about the organisation's strengths and also to learn more about how we can improve in various aspects of our operations.

Throughout the course of the year I have had the opportunity to spend some time with several of our donors and supporters. This included the Annual Caring Hearts lunch, Les Clefs d'Or events and casual visits with friends of St Anthony's.

St Anthony's is very fortunate to have many supporters, both long term and more recent, who are truly passionate about the mission of the organisation and are committed to supporting our work through various means.

I am very pleased to report that both our Early Learning Centre and Disability Services have had a good year, and that our focus has been maintained on quality service provision at all times, despite the major building project needing much attention.

I would like to acknowledge the families, Board, Staff and Sisters of St Joseph for a great year of collaboration and support and thank them for their invaluable contributions in what has been a very productive year. The months ahead, as we embark on the construction phase, will no doubt be trying at times, but also very exciting and monumental in the history of St Anthony's Family Care.

**Joanna Najdzion**  
Chief Executive Officer  
(BA, GradCertMgt, MBA).





*“My daughter has developed a real sense of belonging at St Anthony’s and that has been so important in developing her self-confidence and identity.”*

**The last 12 months** at St Anthony’s Family Care Early Learning Centre (ELC) have been exciting as we continue in our commitment to supporting children and families within our community.

SAFC believes that all children have the right to high quality early childhood education and care. In partnership with parents, our team of Educators has continued to develop programs that allow children to have a strong sense of identity, have the ability to become connected to their world, have a strong sense of wellbeing; become confident and involved learners and develop effective communication skills. These five outcomes form part of the Early Years Learning Framework which guide our practices and focus on extending and enriching children’s learning from birth to five years.

Each day our Educators provide children with a variety of stimulating and challenging learning experiences and remain committed to getting the best possible outcomes for children of all abilities.

As the children who attend our service are part of Australia’s future, particular focus has been placed on helping children learn about sustainability within our environment. As part of this ongoing project, the children and staff have been able to share important messages about Reducing waste, Reusing items and Recycling. Our worm farm has also become a key part of this learning project as it has helped the children understand another aspect of our environment and how little ways of doing things differently can have positive outcomes for the planet. Through our approach to sustainability, children are able to develop a sense of responsibility and care for our

shared environment.

Other activities this year have included visits from local emergency services, including the police and fire brigade, health professionals such as dentists and optometrists and we have also been delighted to welcome parents and extended family members into the Centre. Over the last year we have welcomed family pets, learnt about the jobs that our parents have and have also been fortunate enough to have families come in and share their culture and stories in other languages.

Food has been another important part of the children’s learning and we have had the opportunity to cook and share meals from different parts of the world. These activities and experiences are important as they allow families to contribute to the service and feel valued within St Anthony’s as they become further connected to our community and the children learn valuable lessons about diversity.

Another exciting change over the last year has been the introduction of ‘Storypark’, which was introduced in response to parent’s feedback and suggestions and we are delighted that it has been so well received. Storypark is an online platform where staff engage with families and share children’s learning and development. Having positive partnerships with families and being able to have open communication is significantly important within the ELC. Storypark has allowed parents and extended family members the opportunity to contribute to our programs. Storypark has also helped the ELC further improve its practices in a number of areas as we are now able to clearly demonstrate individual planning for all children.





As part of our commitment to ensuring the wellbeing and safety of children, the Centre took part in the “Safe Children, Safe Families” program in partnership with Child Abuse Prevention Australia. The educational program is designed for preschool-aged children, their parents and Early Childhood Educators and provides children with the information and skills they need to reduce their vulnerability to abuse by talking about key safety messages. In addition, parents are also provided with information on how they can actively protect their children and build support networks within the community.

In 2018 the decision to provide support to children with additional needs through the Peers & Play program was welcomed by families following the closure of the Discover and Learn program. While children within the Peers & Play program play and learn alongside their typically developing peers, our team of Educators understands that children with disabilities require additional supports and modifications to be made within the learning setting.

Our Inclusion Support Teacher has continued to act as a contact person for families and works in collaboration with other service providers to ensure children accessing the program have the opportunities they need and that support strategies are shared.

As we move into 2020, we look forward to operating as Figtree Early Learning Centre and opening the doors of our new purpose-built service. While the current building has been a wonderful place for children, families and staff to grow and learn together, we are extremely excited about the



new opportunities that will be available to us within the new building. The additional space and increase in places per day will also give us the opportunity to welcome even more families to our service.

**Teresa Petrone**  
Manager, Early Learning Services

*“St Anthony’s Family Care is not an ordinary child care centre. This is the second home that we wanted to be part of and they became a vital part of our family.”*

*“Thanks to the teachers my daughter is now ready for her transition to school.”*

*“His educational progress and social development skills have excelled because of their excellent educational programs and support of the fantastic team.”*

*“I thank you from the bottom of my heart for the love, warmth and guidance you have shown.”*

*“Without your support the boys wouldn’t be where they are today.”*





“He received exceptional care and he has developed a strong bond with his educators and other children.”

## Outcomes & Achievements

In 2018/2019 St Anthony’s Early Learning Services supported:

Outcomes for Early Learning Services



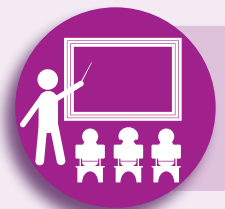
**42** children to access mainstream education and care programs.



**15** children to access the Peers & Play program.



**3** children to access the Peers & Play program to transition to mainstream schooling.



**100%** of children accessing the Peers & Play program have made developmental progress against their baseline scores over the last 12 months.



**96%** of all children accessing mainstream programs are developing age-appropriately.



**4%** of children accessing mainstream programs have been identified as requiring additional support.





*“they really are attentive to the individual goals and requirements of each child.”*

**2018-2019** has continued to be a year of change for St Anthony’s Disability Services as we developed our organisation under the National Disability Insurance Scheme (NDIS) funding system. The NDIS has continued to create both opportunities and challenges for participants, families and organisations and a flexible approach in our operations has been necessary to best support the children and young people who access SAFC services.

A focus of the 2018-2019 financial year has been to ensure the sustainability of services and our offerings continued to include individualised supports, group programs and short-term accommodation. Many service users access a combination of services, types to extend interests, develop skills and socialise across different settings.

As in previous years, the team has worked hard to provide appropriate opportunities for service users to participate in a range of new and challenging activities both onsite at SAFC and in the community. Centre-based activities have included a broad range of arts and crafts, cooking classes, water games and messy play whilst community outings have seen visits to many local parks, bowling, swim centres, museums and magic shows.

All activities are focused on working towards the achievement of individual goals, whilst being both fun and educational, and recognising that both abilities and goals can differ significantly from one person to the next.

The NDIS price guide continued to bring changes as children and young people completed their plan reviews. Although some families were satisfied with the funding allocation received as part of their annual review, many

families needed to appeal the decision with the NDIS after receiving lesser funding than required. The coordination team at SAFC were able, in many cases, to provide supporting documentation and to assist families to attract the required funding to access necessary services and supports.

In addition, new compliance systems focusing on safeguarding, quality and the use of restricted practices as a way of responding to challenging behaviours came into effect during the course of the year and have created additional administrative work. However, we very much support the commitment of the National Disability Insurance Agency to ensuring the safety and wellbeing of vulnerable and at-risk individuals.

With the demands of claiming funds under the NDIS, it was decided that the client management software system which had been in place for approximately 10 years was no longer meeting the needs of the service. A new system was purchased and introduced over a period of several months and has streamlined operating systems.

With increased service delivery and more rigorous external compliance systems, the Disability Services team was restructured and the Senior Coordinator role was re-instated as an additional support to the Manager. In addition, the recruitment for support workers continued at a steady pace throughout the year to ensure the needs of families could be met. With services having the capacity to operate seven days a week and 24 hours a day, rostering staff for shifts can present challenges, and a support team with varied availability is critical.



In April 2019, I joined St Anthony's in the position of Manager, Disability Services. St. Anthony's is well regarded for its quality staff and services, and it was a great opportunity to join the organisation at this time of significant change and growth.

There has been significant investment in training for both coordination staff and support staff with topics including supporting children on restricted diets, communicating with children with autism and sensory processing disorders and supported decision making. With a growing and more diverse client base, it has been important that the team has the breadth of skills required to meet varying levels of support and need.

In an effort to ensure that the facilities which children and young people access are maintained to a high standard and offer an expansive range of activities and equipment to suit varied interests, new items were purchased including a large trampoline and sporting goods and new lounge and dining furniture. The properties also underwent some refurbishment with deck replacement and internal painting.

We look forward to further expanding our EPIK service in the coming year and supporting a greater number of children and young people to work towards the achievement of their individual goals.

**Simon Bartholomew**  
Manager, Disability Services



*“My daughter looked really happy. I can't get over how positive all your carers are. The energy of the support worker when greeting my child was awesome”.*

*“The staff are not only impressively trained and understanding, but they really are attentive to the individual goals and requirements of each child – so sincere and kind”.*

*“The support worker engaged with my child and won her confidence in seconds”.*

*“St Anthony's Family Care has had a positive impact on our family, and I can't imagine sending my daughter anywhere else.”*

*“I was impressed with the interactions with my child”.*

*“It is such a relief that my non-verbal son is so happy to stay over at St Anthony's. From the very first night, he was ready to overcome his anxieties and be a big boy having a ‘sleepover’. Thanks to the support and dedication of the amazing staff he has developed more confidence and seems to enjoy the time away from home with peers”.*





“He has developed more confidence...”



## Outcomes & Delivery

In 2018/2019 St Anthony's Family Care delivered approximately:

Outcomes for Disability Services



**13,840** hours of individual support  
• 7% more than 2017/18



**5,822** hours of group support  
• 20% less than 2017/18



**261** instances of overnight support  
• 15% more than 2017/18



**93%** of respondents indicated services are flexible and responsive to the needs of the family.



**93%** of respondents indicated St Anthony's supports their child to meet his/her individual goals.



**100%** of respondents agreed or strongly agreed with the professionalism of staff.

External to St Anthony's there were changes within the sector. From 1 July 2018, the NDIS Quality and Safeguards Commission commenced operating in New South Wales. The Commission is responsible for registration and regulation of NDIS providers practice standards and code of conduct. The St Anthony's team have kept up to date with the new practices by attending training and forums and there have been numerous administrative changes to ensure ongoing compliance.



“Thanks to the support and dedication of the amazing staff...”



### Major Donors

Thalma Dickson  
Tom Burfitt- Williams  
Sharyn O’Grady  
Patrick & Grace Santa Maria  
Veronica Munro



### Bequests

*In grateful memory of our supporters who have so generously included a gift to St Anthony’s Family Care in their wills.*

Mary Elizabeth Weinert



### Grants

CommBank Grassroots Grant  
WestConnex (Sydney Motorway Corporation)  
Community Grant Scheme  
Burwood Club  
Western Suburbs Leagues Club (Wests Ashfield)  
Ashfield Catholic & Community Club (Club Ashfield)



### Government Support

NSW Department of Education  
• Inclusion Support Program



### Trusts, Foundations & Donors

The Bernard Curran Foundation  
The Bill and Patricia Ritchie Foundation  
The WE and ME Flanagan Charity Trust  
Sacred Heart Catholic Church  
Catholic Women’s League - Gulgong  
Catholic Women’s League - Oatley  
St Mark’s Catholic Women’s League  
Mary MacKillop Catholic College - Wakeley  
St Vincent De Paul - Swan Hill  
Sisters of St Joseph  
Western Suburbs Leagues Men’s Bowling Club  
Les Clefs d’Or



### Caring Hearts Group

Jane Banfield  
Denise Bleakley  
Anne Brettingham-Moore  
Angela Buckley  
Diane Campbell  
Ruth Devine  
Frederick Dunn  
James Hanlon  
Margaret Marris  
Carmel Nestor  
Marie Nizic  
Kevin Ratcliffe  
Patricia Simpson  
Barbara Stanley  
Anonymous Member



## St Anthony's Family Care Strategic Plan 2019-2021

**Construct a purpose-built facility that provides appropriate spaces for the delivery of SAFC services.**

1.1. Develop a project plan for managing logistics for the construction process

1.2. Develop communication plan to ensure the effective and timely provision of communication to all relevant stakeholders

1.3. Develop and implement a targeted marketing strategy to attract/retain potential clients throughout the construction process and to the new facilities.

**Ensure sufficient organisational resources to meet service delivery requirements.**

2.1. Ensure there are appropriate systems in place to enable the effective and efficient performance of the organisation

2.2. Ensure sufficient appropriately skilled and qualified staff to deliver services

2.3. Ensure sufficient income to maintain organisational viability

**Re-engineer client services to ensure long term viability and sustainability of the organisation.**

3.1. Monitor and evaluate impact of external changes on the delivery of SAFC services

3.2. Review services delivered by SAFC to ensure both client needs and organisational constraints are fulfilled





**Artists Impressions:**

**Facing page:** Proposed view main entry, Monash Parade and Early Learning Centre.

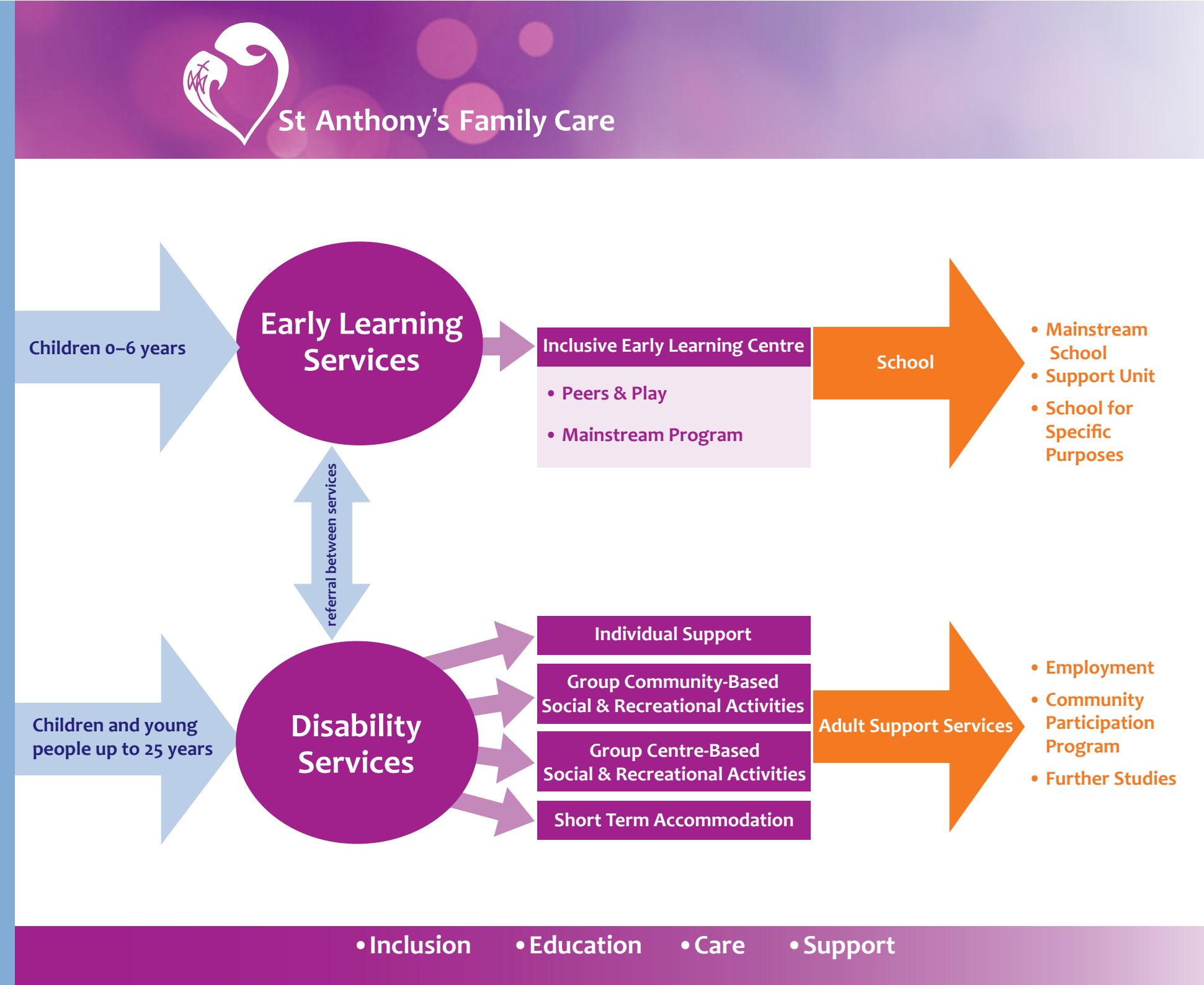
**This Page:** Proposed view Monash Parade; day and night





REFERRAL PATHWAYS

• Community • Allied Health • Government Departments • Paediatricians • Doctors • Schools • Family





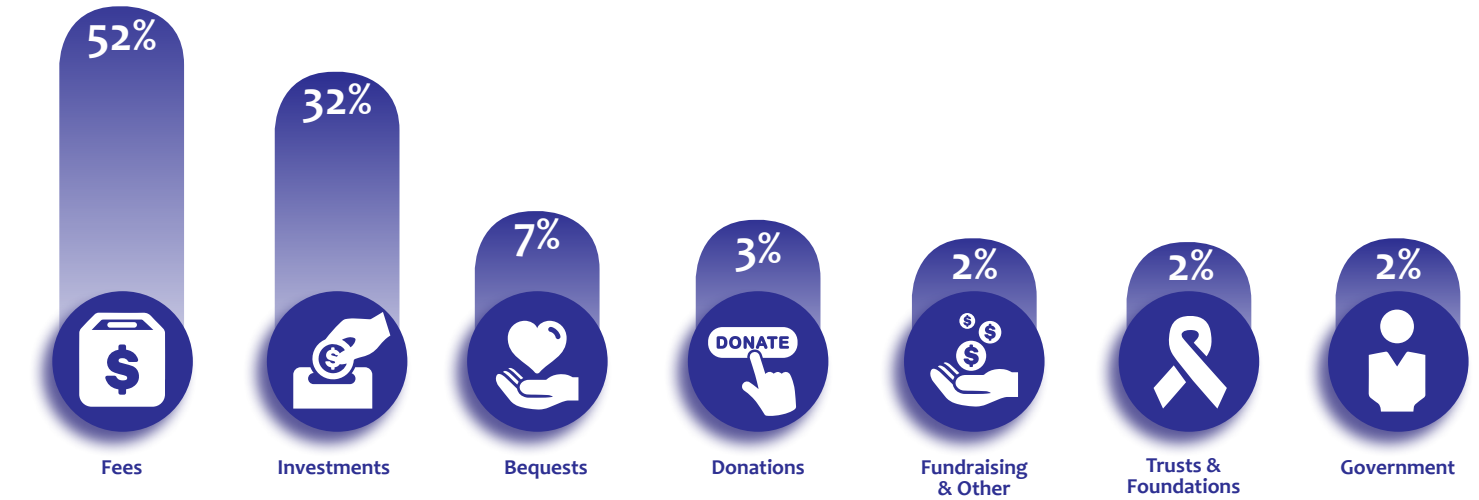


*“Thank you and the staff at St Anthony’s for your wonderful support over the past few years.”*

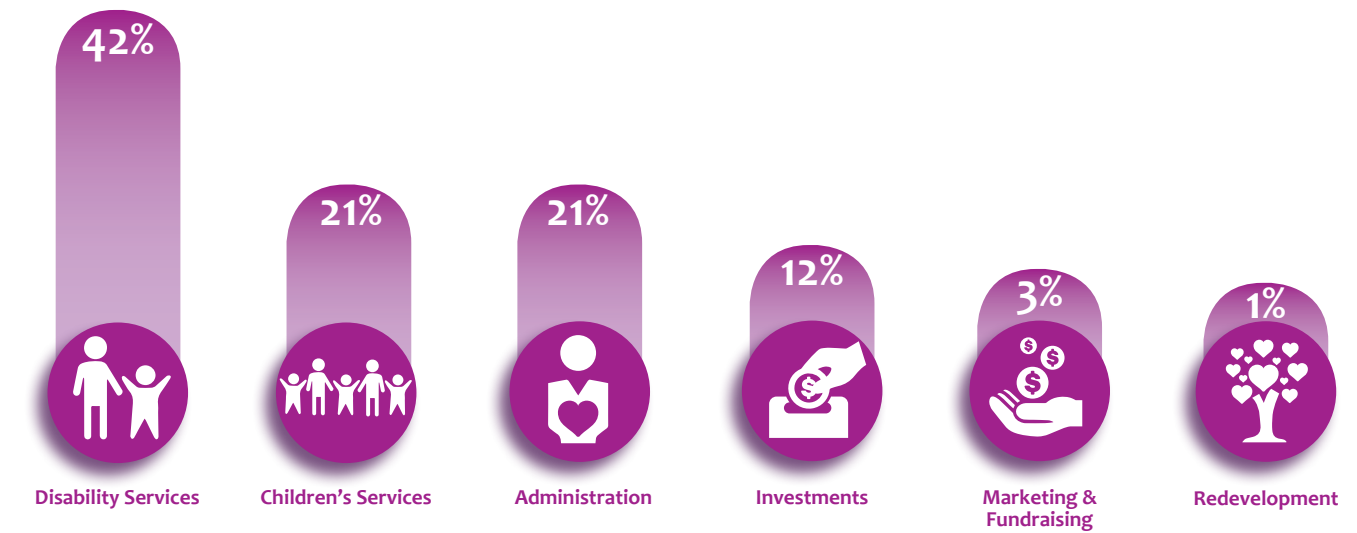


## Financial Year Ended 30 June 2019

### Income



### Expenditure







**The year was another** successful year ending with a surplus of \$1,068,943 being slightly lower than the 2018 adjusted surplus of \$1,250,170. A change in accounting standards mandated recognition of unrealised gains or losses to be taken up in the income statement. This year, an amount of \$234,480 of unrealised loss on the market value of the investment portfolio was included.

Revenue for the year was \$4,174,162 compared to 2018 of \$4,065,007. The full transition to the NDIS reduced government funding to \$125,483 compared to \$672,515 in 2018. Fees earned from both the Early Learning and Disability services amounted to \$2,161,103 with our investment portfolio providing a gross return of \$1,136,826, and realised gains of \$225,047. Our supporters generously contributed \$492,993 via donations and bequests.

Total expenditure for the year came to \$3,105,219 compared to 2018 which was \$2,814,837. Again, due to accounting standard changes we recognised an unrealised loss of \$234,480. Additional depreciation expense of \$38,804 were included to accommodate assets which will become obsolete when the main building is demolished as part of stage 2 of our site redevelopment project

Our specific services and core business areas performed well.

The Early Learning Service had a gross surplus of \$160,452 compared to 2018 which was \$247,584. The childcare market remains overpopulated as new entrants outweigh those exiting.

The Disability Service had their first full year operating under the NDIS framework generating a gross profit of \$173,161 which was below that of 2018 at \$196,865. A substantial increase to Short Term Accommodation service fees more



than absorbed the low margin on individualised (one to one) services which is still the highest accessed service by our clients.

The investment portfolio for the year to 30 June 2019 was an increase of \$1,106,017 due to reinvestment of income, positive net capital gains and despite market movements giving rise to unrealised losses of \$234,480.

The balance sheet of the organisation continued to grow with net assets at \$15,731,242 which has increased on 2018 by \$1,068,943 or 7%. Current ratio for the year is healthy at 2.38 times.

Total assets have increased to \$16,176,651 from \$15,072,133 driven by increases in fixed assets and investment holdings. These include additional capital outlays of \$181,967 relating to the site redevelopment project for which DA approval was achieved in June 2019. The total capital outlay for the project was \$342,339 as at 30 June 2019. The total budget for the project is \$8.5 million and is anticipated to be completed late 2020.

Cash flow movements for the year was a net increase of \$47,944 which is a turnaround on 2018 which had a net cash outflow of \$300,439. Cash balances held at 30 June 2018 was \$520,025.

Liabilities are slightly higher at \$445,409 compared to last year's \$409,834 mainly due to additional payroll liabilities at year end. On a positive note, the non-current employee benefits being the provision for long service leave has reduced by 42% from 2018.

The audit for the year was conducted by Stewart Brown and the audit opinion was unqualified.

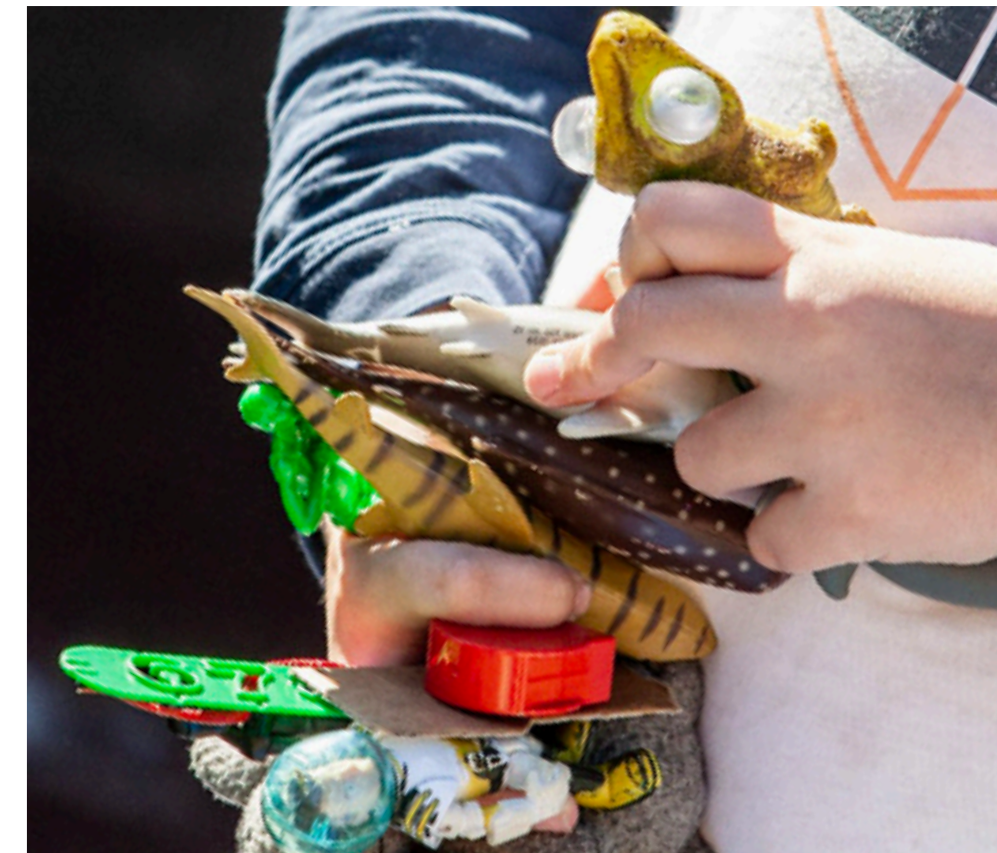
Notwithstanding the site redevelopment project which has moved to construction stage in September, the budget for 2019-2020 is cash flow positive.

The Board, Finance Sub-Committee, the Property Sub-Committee, together with the CEO and I have been working together to ensure the integrity as the project runs its course to allow St Anthony's Family care with its new brands of Figtree Early Learning Centre and EPIK Disability Service to move confidently in the market place.

**Judy Ann Wesley**

*Business Services Manager*

*Certified Practising Accountant (CPA) Australia*







“Be a gift of love and  
compassion for one  
another.”

– Mary MacKillop



Jim Doyle  
CHAIRPERSON



Mark Rainbird  
DEPUTY CHAIR



Sabina Donnelly  
CHAIR OF THE  
FINANCE COMMITTEE



Anthony Blower



Sr Jane Kowalczuk



Catherine Mullane



Sr Monica Barlow



Danielle Achikian



Margaret Crowley



Mark Spurr



Tony Quinn  
CHAIR OF THE PROPERTY  
REDEVELOPMENT  
COMMITTEE



Joanna Najdzion  
COMPANY SECRETARY  
& CEO





## ST ANTHONY'S FAMILY CARE ABN 95 053 182 335 FINANCIAL REPORT – 30 JUNE 2019

St Anthony's Family Care is registered as a company limited by guarantee and not having a share capital under the provisions of the Australian Charities and Not-for-profits Commission Act 2012. The Directors present the financial report of St Anthony's Family Care for the year ended 30 June 2019, and report as follows:

### DIRECTORS

The names of the Directors in office during or since the end of the year are as follows. The Directors were in office for this entire period unless otherwise stated.

<b>Jim Doyle</b> <i>Chairperson</i> (M. Ed. (Leadership), B.A. (Hons) Dip Ed., Dip Min, MAICD)	Jim has worked at senior levels in both Catholic Education and Catholic Social Services including as Executive Director of Dunlea Centre (formerly Boys' Town) Engadine. More recently he has been involved in consultancy, mentoring and caching projects. Jim was appointed to the Board in 2011 and is a member of the Finance, Audit, Property and Nominations Sub-Committees.
<b>Sister Monica Barlow</b> (BA, Dip Ed, Grad Dip RE, MA Theological Studies, Cert RFM)	Sr. Monica's background is in education, both secondary and adult levels and more recently she has worked in the area of spiritual formation. She has served on several Boards, both for the Sisters of St Joseph and other religious congregations. Sr. Monica was appointed to the Board in June 2014.
<b>Anthony Blower</b> (B.Sc., Dip Ed M.Sc. (UNSW) MBA (UTS))	Anthony has over 25 years in Investment Banking and Funds Management experience. Anthony has recently retired from the position of CEO at Rowing NSW. Anthony was appointed to the Board in 2012 and is a member of St Anthony's Finance and Audit Sub-Committees.
<b>Mark Rainbird</b> (BA., LLB (UNSW) M. Phil (Oxford))	Mark has held CEO/COO roles in technology related companies for over 20 years and is an Associate at the University of Technology Sydney (UTS). He has a Bachelor of Arts/Law from University of NSW and a Master of Philosophy (Management) from Oxford University. He is a co-author of three texts and numerous articles on Value Chain Management. Mark was appointed to the Board in 2015 and subsequently resigned in August 2019.

<b>Sabina Donnelly</b> (B.Ec. C.A, CTA, JP, GAICD)	Sabina is a Chartered Accountant and Partner in Donnelly Rush and has over 30 years' experience in finance and taxation. Sabina was appointed to the Board in November 2015 and is Chair of the Finance and Audit Sub-Committees.
<b>Margaret Crowley</b> (B.A., Grad Dip Counselling, M.App.Sci. MAPS, MAICD.	Margaret is a Senior Psychologist who has worked as a CEO and senior executive in Not For profit organisations. She has worked in medical research in health psychology and clinically with children and adolescent disability and mental health. She has over twenty years' experience as a Company Director. Margaret was appointed to the Board in November 2017.
<b>Danielle Achikian</b> (B.A. Sydney Uni.)	For over 20 years Danielle has worked in a variety of industries focusing on communication, fundraising and events. She has operated her own consultancy business since 2009. Danielle was appointed to the Board in November 2017.
<b>Catherine Mullane</b> (Director, MSW, MPA, BSW, BA, AICD)	Catherine has worked at senior levels in NSW state government including as Director Community Services Family and Community Services from 2007-17. More recently she has been involved in independent reviews of children in the out of home care system. Cath was appointed to the Board in 2017 and is also a member of the Marketing working party.
<b>Jane Kowalczyk</b> (M.Ed, B.Ed(Theology), B.IT, GradDip(Ed), DipT)	Jane has been a Principal at three Catholic schools and worked in education and technology programs at Mary MacKillop Place. She has also been involved in website development for the Sisters of St Joseph. Currently, Jane is working in Elder Care and Technology in the Josephite NSW Region.
<b>Mark Spurr</b> (B.Bus, FAICD, CPA) (appointed December 2018)	Mark has senior leadership and board experience with commercial and Not for Profit organisations including Goodman Fielder, Meat and Livestock Australia, The Smith Family and latterly with Disability Services Australia as CEO for nine years to 2019. Mark is currently a Hub Chair with the leadership development organisation, The Nonprofit Alliance.





PRINCIPAL ACTIVITY

During the financial year the principal activity of the company was that of operating a community service organisation. There was no significant change in the nature of those activities during the year.

OPERATING RESULT

The net profit after providing for income tax for the financial year was \$1,068,943 (2018: \$1,250,170). The company is a not-for-profit entity and is exempt from income tax.

OBJECTIVES OF THE COMPANY

The short term objectives of the company are to:

- Continue to carry on the work of Saint Mary Mackillop in caring for children and families in need;
- Continue to strive for excellence in our service delivery;
- Expand the service delivery which is currently Disability Services and Early Learning Services;
- Increase the depth and quality of the respective programmes that form part of the services provided;
- Transition Disability Services to the National Disability Insurance Scheme;
- Assist and ensure that the continuing independence of persons in need is maintained as far as practicable and to provide appropriate support, and encourage mutual care and concern among the community; and
- For growth, development and learning for all people in need through the various service offerings.

The long term objectives of the company are to:

- Continued implementation of the strategic plan which includes quality and excellence; evolution and development; opportunities and aspirations; inclusiveness and openness; creativity and innovation; and stability and sustainability;
- Re-development of the main site located at 9 Alexandra Ave, Croydon;
- Ensure that the company continues to remain economically and structurally viable through efficient and diligent financial and operational management; and
- Expand the service delivery and scale for sustainable growth.

To achieve these objectives the company has adopted the following strategies:

- An established governance practice that is aligned with the core values of St Anthony's Family Care;
- A programme of continual improvement that is monitored by the board of Directors and executive management;
- An established set of key performance indicators to ensure the maintenance of high care and financial accountabilities; and
- Regular monitoring of actual performances to budget expectations.


MEETINGS OF DIRECTORS

The number of meetings each Director was eligible to attend and actually attended during the financial year is summarised as follows:

	Eligible	Attended
Jim Doyle	10	10
Sister Monica Barlow	10	9
Anthony Blower	10	7
Mark Rainbird	10	9
Sabina Donnolley	10	9
Danielle Achikian	10	7
Margaret Crowley	10	9
Jane Kowalczyk	10	8
Catherine Mullane	10	8
Mark Spurr*	6	3

\*appointed during the year

Signed in accordance with a resolution of the Board of Directors:

  
**Jim Doyle**  
Director  
Sydney, 14 October 2019

  
**Sabina Donnolley**  
Director





## STATEMENT OF FINANCIAL POSITION

AS AT 30 JUNE 2019 ST ANTHONY'S FAMILY CARE ABN 95 053 182 335

	2019	2018
	\$	\$
<b>ASSETS</b>		
<b>Current assets</b>		
Cash and cash equivalents	520,025	472,081
Trade and other receivables	520,702	605,681
Total current assets	<u>1,040,727</u>	<u>1,077,762</u>
<b>Non-current assets</b>		
Financial assets	14,129,375	13,023,358
Property, plant and equipment	989,764	948,869
Intangible assets	16,785	22,144
Total non-current assets	<u>15,135,924</u>	<u>13,994,371</u>
<b>TOTAL ASSETS</b>	<b><u>16,176,651</u></b>	<b><u>15,072,133</u></b>
<b>LIABILITIES</b>		
<b>Current liabilities</b>		
Trade and other payables	255,330	213,772
Employee benefits	181,578	181,368
Total current liabilities	<u>436,908</u>	<u>395,140</u>
<b>Non-current liabilities</b>		
Employee benefits	8,501	14,694
Total non-current liabilities	<u>8,501</u>	<u>14,694</u>
<b>TOTAL LIABILITIES</b>	<b><u>445,409</u></b>	<b><u>409,834</u></b>
<b>NET ASSETS</b>	<b><u>15,731,242</u></b>	<b><u>14,662,299</u></b>
<b>FUNDS</b>		
Accumulated funds	15,731,242	14,662,299
<b>TOTAL FUNDS</b>	<b><u>15,731,242</u></b>	<b><u>14,662,299</u></b>



**STATEMENT OF PROFIT OR LOSS AND OTHER COMPREHENSIVE INCOME**

FOR THE YEAR ENDED 30 JUNE 2019 ST ANTHONY'S FAMILY CARE ABN 95 053 182 335

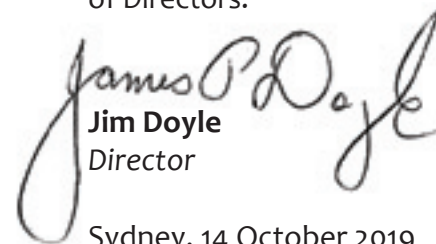
	2019	2018
	\$	\$
<b>Revenue</b>	3,944,040	3,711,249
Other income	230,122	353,758
	<u>4,174,162</u>	<u>4,065,007</u>
<b>Expenses</b>		
Activities	(60,230)	(131,095)
Administration expenses	(193,027)	(215,649)
Depreciation and amortisation	(133,226)	(96,888)
Employee benefits expense	(2,177,937)	(2,102,120)
Fair value loss on financial assets	(234,480)	-
Finance costs	(129,483)	(137,404)
Maintenance	(17,509)	(26,997)
Occupancy	(69,035)	(57,775)
Promotion and sponsorship	( 4,044)	(3,829)
Other expenses	(86,248)	(43,080)
	<u>(3,105,219)</u>	<u>(2,814,837)</u>
<b>Surplus before income tax</b>	1,068,943	1,250,170
Income tax expense	-	-
<b>Surplus for the year</b>	1,068,943	1,250,170
<b>Other comprehensive income</b>	-	-
<b>Total comprehensive income for the year</b>	<u>1,068,943</u>	<u>1,250,170</u>

**DIRECTORS' DECLARATION**

The Directors of the St Anthony's Family Care declare that:

1. The financial statements, which comprises the statement of financial position as at 30 June 2019, and the statement of profit or loss and other comprehensive income, statement of changes in funds and statement of cash flows for the year ended on that date, a summary of significant accounting policies and other explanatory notes are in accordance with the *Australian Charities and Not-for-profits Commission Act 2012* and:  
(a) comply with Australian Accounting Standards - Reduced Disclosure Requirements (including Australian Accounting Interpretations) and the *Australian Charities and Not-for-profits Commission Regulation 2013*; and  
(b) give a true and fair view of the financial position as at 30 June 2019 and of the performance for the year ended on that date.
2. In the opinion of the Directors there are reasonable grounds to believe that the company will be able to pay its debts as and when they become due and payable.

Signed in accordance with a resolution of the Board of Directors:

  
**Jim Doyle**  
Director

Sydney, 14 October 2019

  
**Sabina Donnelly**  
Director





## INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF ST ANTHONY'S FAMILY CARE

### Opinion

We have audited the financial report of St Anthony's Family Care which comprises the statement of financial position as at 30 June 2019, the statement of profit or loss and other comprehensive income, the statement of changes in funds and statement of cash flows for the year then ended, notes comprising a summary of significant accounting policies and other explanatory information, and the Directors' Declaration.

In our opinion, the accompanying financial report of St Anthony's Family Care is in accordance with the

Australian Charities and Not-for-profits Commission Act 2012, including:

a) giving a true and fair view of the company's financial position as at 30 June 2019 and of its financial performance for the year then ended, and

b) complying with Australian Accounting Standards - Reduced Disclosure Requirements and 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 Responsibility for the Audit of the Financial Report

section of our report. We are independent of the company in accordance with the auditor independence requirements of the Australian Charities and Not-for-profits Commission Act 2012 and 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 report in Australia. We have also fulfilled our other ethical responsibilities in accordance with the Code.

We confirm that the independence declaration required by the Australian Charities and Not-for-profits

Commission Act 2012, which has been given to the Directors of the company, would be in the same terms if given to the Directors as at the time of this auditor's report.

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

### Directors' Responsibility for the Financial Report

The Directors of the company are responsible for the preparation of the financial report that gives a true and fair view in accordance with Australian Accounting Standards - Reduced Disclosure Requirements and the Australian Charities and Not-for-profits Commission Act 2012 and for such internal control as the Directors determine is necessary to enable the preparation of a financial report that gives a true and fair view and is free from material misstatement, whether due to fraud or error.

In preparing the financial report, the Directors are responsible for assessing the company'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 Directors either intend to liquidate the company or to cease operations, or have no realistic alternative but to do so.

The Directors are responsible for overseeing the company's financial reporting process.

### Auditor's Responsibilities for the Audit of the Financial Report

Our objectives are to obtain reasonable assurance about whether the financial report as a whole is 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 this financial report.

A further description of our responsibilities for the audit of the financial report is located at The Auditing and Assurance Standards Board and the website

address <http://www.auasb.gov.au/Home.aspx>

We communicate with the Directors regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

### Report on Other Legal and Regulatory Requirements

In addition, our audit report has also been prepared for the Directors' of the company in accordance with section 24(2) of the Charitable Fundraising Act 1991. Accordingly, we have performed additional work beyond that which is performed in our capacity as auditors pursuant to the Australian Charities and Not-for-profits Commission Act 2012. These additional procedures included obtaining an understanding of the internal control structure for fundraising appeal activities and examination, on a test basis, of evidence supporting compliance with the accounting and associated record keeping requirements for fundraising appeal activities pursuant to the Charitable Fundraising Act 1991 and Regulations.

It should be noted that the accounting records and data relied upon for reporting on fundraising appeal activities are not continuously audited and do not necessarily reflect after the event accounting adjustments and the normal year-end financial adjustments for such matters as accruals, prepayments, provisioning and valuations necessary for year-end financial report preparation.





The performance of our statutory audit included a review of internal controls for the purpose of determining the appropriate audit procedures to enable an opinion to be expressed on the financial report. This review is not a comprehensive review of all those systems or of the system taken as a whole and is not designed to uncover all weaknesses in those systems.

The audit opinion expressed in this report pursuant to the Charitable Fundraising Act 1991 has been formed on the above basis.

#### **Auditor's opinion**

Pursuant to the requirements of Section 24(2) of the Charitable Fundraising Act 1991 we report that, in our opinion:

- a) the financial report gives a true and fair view of the financial result of fundraising appeal activities for the financial year ended 30 June 2019; and
- b) the financial report has been properly drawn up, and the associated records have been properly kept for the period 1 July 2018 to 30 June 2019, in accordance with the Charitable Fundraising Act 1991 and Regulations; and
- c) money received as a result of fundraising appeal activities conducted during the period 1 July 2018 to 30 June 2019 has been properly accounted for and applied in accordance with the Charitable Fundraising Act 1991 and Regulations; and

d) at the date of this report there are reasonable grounds to believe that company will be able to pay its debts as and when they become due and payable.

*Stewart Brown*

**Stewart Brown**  
Chartered Accountants

*Stuart Hutcheon*

**Stuart Hutcheon**  
Partner

14 October 2019





Children of St Anthony's  
photographed by  
**Brett Somers**

Graphic Design by  
**Petra Daley**



**St Anthony's Family Care**

A company limited by  
guarantee  
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*“Never see a need without  
doing something about it.”*

*– Mary MacKillop*