



Annual Report 2013 - 2014



# Our Vision

To be and be recognised as the most influential and innovative provider of services that positively change the lives of young people in Victoria.

# Our Mission

Supported by sound research, we develop and deliver effective, efficient and sustainable therapeutic and prevention programs for the benefit of young people, their families and the community.

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# President's Report

In preparing to write the 149th President's Report for Menzies Inc. I found myself once again reading "One Thousand White Onions: A History of Caring for Children from 1865" by our much loved historian Shirley Davies. Reflecting on my first year as President, it reminded me that Menzies and its preceding ten organisations have never been defined by conservatism but rather by an agility to respond to change and meet challenge secure in the strong foundations of courage and persistence.

In the book's foreword, Professor Dorothy Scott wrote,

"Each generation of child welfare reformers responds to the challenges of the time with the knowledge and resources that are available. We have knowledge and resources of which earlier generations of child welfare reformers could not have dreamed. This places upon us a greater responsibility, for it is the gap between what we know and what we do by which we will be judged by history."

This year has been a remarkable year in Menzies' history and has called on all of us - staff, the Committee of Management, members and our children and young people and their families - to be courageous and agile.

On 11 February 2014 we made the announcement, first to staff, then to young people and their families and other important stakeholders in the days following, of our plans to evolve from a residential care organisation to a grant making organisation in Frankston and on the Mornington Peninsula.

These changes began as a result of the review of operations that Phil Jones, immediate past President, described in last year's annual report. As a Committee of Management we looked to the future and realised the support and compliance requirements for young people in care are increasing in complexity and smaller organisations like Menzies, operating in a fragile funding environment, had limited opportunities for growth.

Following this announcement, Menzies worked closely with the Department of Human Services (DHS) in an effort to provide continuity of care for the young people in the four Menzies homes. In April, DHS announced that the homes would be shared among four experienced and suitably qualified providers being Berry Street, Anglicare, Wesley Mission and Mackillop Family Services. The handover to the new providers was completed on 30 June 2014.

During the year we also entered an agreement with Wallara to take over the management of Sages Cottage. We were delighted to have entered an arrangement with an organisation that strives to support people to live the life they choose in a world where there are no barriers for people with disability. Wallara was identified by an expression of interest process that was endorsed and supported by local member The Hon. Bruce Billson MP. I have no doubt that the future development of Sages will be exciting under the leadership of Wallara's Chair David Willersdorf and CEO Phil Hayes Brown and their Board.

My words here will never express the great admiration and respect I have for the Menzies team at this time of change and uncertainty. The team, led by Jacinta Larkins and Mary Beth Melton, together with Jacinta Dunn, was professional, understanding, and committed throughout the transition process. A special thank you to the residential workers who continued to care for the young people and uphold their welfare at a time that was personally and professionally difficult for all. This is what I admire most and on behalf of Menzies, "Thank you!"

Shirley Davies' work and passion for Menzies goes far beyond her enduring legacy captured in the pages of our history, "One Thousand White Onions". Shirley has been responsible for helping many people find the missing pieces of their life's jigsaw. The care she has taken in documenting and archiving documents, articles and photos is priceless and will continue to touch many people's lives and their families. Shirley a heartfelt, "Thank you".

Menzies Home Association remains a valued part of Menzies. I would like to thank Rick Hodges and Ray Fordham and look forward to continuing this relationship as Menzies writes this new chapter in its history.

I would also like to thank our members and supporters who are listed in this report. Your involvement and interest are very important to our future and the future vision we have, to make a difference in young people's lives.

I am very privileged to work with members of the Committee of Management and even more so at this time of change. I would like to thank my Vice President Greg Lacey, Treasurer Mike Tonroe and members of the Committee Denis Hildebrand, Kevin Johnson, Anne Ridgeway and Alan Splatt for their unwavering commitment, hard work and dedication.

# President's Report

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We all lead incredibly busy lives and your preparedness to give up your time willingly is a testament to you as people and your commitment to making a better world for these young people.

In the coming year we will work towards liquidating our assets and set up a fund that will allow us to support projects that focus on the needs of children and young people in Frankston and the Mornington Peninsula who are in out of home care, at risk of being in out of home care or transitioning from out of home care. We will be seeking community input to ensure that our decision making is robust and we will present the findings and our plan in 2015.

In closing I would like to quote again from Professor Scott's foreword,

"Menzies is one of the very few welfare agencies which has retained residential care as a core part of the services offered to children in need of care. The depth of its expertise and its continuing commitment to innovation mean that the Home on the Hill may well become the light on the hill for the rest of the child welfare field."

The Committee is mindful of the legacy of Menzies and will continue to work thoughtfully yet courageously and with agility, so we position ourselves to work with and through others to be the light on the hill for children and young people in Frankston and on the Mornington Peninsula.

I feel deeply honoured to represent the Menzies Inc. Committee of Management as its twenty first president and I am delighted to present you this year's Annual Report.

Georgia Symmons

President, Committee of Management



# Treasurers Report

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The major source of grant funding in the 2014 financial year was \$3.2 million from the Department of Human Services (DHS). This was applied exclusively to funding out of home residential care for Menzies' young people across four properties.

Menzies transferred its residential care services to DHS on 30 June 2014. The net result for the year was a loss of \$228,065 (2013 was a surplus of \$182,126). The result included extraordinary costs associated with transfer of services: staff redundancy costs of \$233k and the cost of assets donated along with transferred houses of \$53k.

Ignoring extraordinary items associated with the transfer of residential care services, Menzies completed the year \$96k ahead of budget for the year. This was a good result considering the changes made leading up to the June 2014 handover to DHS partnering agencies. Jacinta Larkins and her team maintained excellent management and control over costs whilst continuing to provide high quality professional services for our young people in care.

Menzies goes into the 2015 financial year with a strong balance sheet with net assets of \$5,468,513. This includes \$818,931 of net current assets after settling all of its obligations for staff entitlements.

Your Committee of Management is confident Menzies has sufficient financial resources to fund meaningful projects that will continue to have positive impact on the lives of young people in Frankston and the Mornington Peninsula.

Mike Tonroe

Treasurer



# CEO's Report

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No organisation can be successful without adapting to the changing needs of its stakeholders over time. For 149 years Menzies has grown and developed always striving to offer the most appropriate service for marginalised young people. Big changes occurred in the early 1900s it transferred from Melbourne to Frankston where it established the "Home on the hill" then in the 1960s when in response to new models of care, the home was sold to establish family group homes.

The time for significant restructure has again come around and on the 11th February 2014 the Committee of Management announced their decision to cease being a residential service provider.

On the 30th June 2014 Menzies transitioned the operation of its four homes and the young people who live in them to four larger organisations. This was a difficult time and I thank all the residential carers, supervisors, case managers and the Operations Manager, Mary Beth Melton, for the professional and caring way they operated throughout the period of change. I am especially grateful to those residential employees who remained until the 30th June, providing a smooth a transition to the new organisations.

We had our final group of trainees complete their Certificate IV in Child, Youth and family Intervention before closing the Menzies RTO.

The administration team worked hard supporting the residential team in the finalisation of the transfer of the homes and then began the process of winding up their own functions by the end of July. They did so in a very professional manner and I know they'll be welcomed by future employers.

I would also like to thank Shirley Davies' for over 30 years of work at Menzies first as an employee then as the volunteer archivist. Shirley also finished at the end of July.

Finishing a cycle is never without pain and I'm sure those workers at the Home on the Hill were very sad to see it close in the 1960s but Menzies continued to positively impact on the young people who needed them. So it is now in 2014; new organisations are continuing the residential support, Sages is still providing a rural environment to programs run by Wallara, and Menzies will continue to serve its stakeholders in the best way possible.

To the Menzies Home Association members thank you for your support during my 19 months as Project CEO and your support and encouragement of all the staff during the past year of change.

Finally to the Committee of Management and the Menzies organisation I wish you all the best as you forge a new direction for Menzies.

Jacinta Larkins

CEO



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## Menzies' Homes Association

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I would like to say thanks to Menzies Inc for their still supporting the Association, (which will be ongoing) in their new adventure ahead.

There is some sadness for the office staff whom over the many years have given us such great support and friendships, which we at MHA would like to see continue.

But the future now is a new path and hopefully a fruitful one.

So in closing, thanks to the Committee of Management for their ongoing support.

Rick Hodges

President Menzies Homes' Association

# Committee of Management

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## President

### **Mr Philip Jones**

Owner/Manager of Frankston International Motel. Member of the Greater Frankston Business Chamber. Executive Member, Frankston Tourism Association. Joined the Committee of Management in 2002. President since 2011, Resigned 25 November 2013

### **Ms Georgia Symmons**

Georgia has held senior positions in Philanthropy, Community Investment, Diversity and Corporate Responsibility with Telstra and Australia Post and is now the Director of Development at Toorak College in Mount Eliza. Joined the Committee of Management in 2011. President since 26 November 2013.

## Vice President

### **Mr Greg Lacey**

Principal, Lyndhurst Primary School. Board Member Victorian Principals Association & Educational Advisory panels & stakeholders groups. Bachelor of Education, Graduate Diploma Computer Education. Joined Committee of Management in 2008.

## Treasurer

### **Mr Mike Tonroe**

Chartered Accountant with over 20 years of financial and business management experience, 13 years as a CEO. A wide range of experience gained in the UK, Canada, USA and Australia. Joined the Committee of Management as Treasurer in May 2013.

## Members

### **Mr Denis J Hildebrand**

Pharmacist Ph C Domain Road Pharmacy. Joined Committee of Management in 1985. President of Menzies Inc from 1999 to 2011.

### **Mr Alan Splatt**

Partner Taylor Splatt & Partners Lawyers. Past President Mornington Peninsula Solicitors Association. Convenor Dandenong Family Court Family Law Chapter since 1991. Member since 1996 and current chair of Family Law Advisory Committee of the Law Institute of Victoria. Joined Committee of Management in 2007.

### **Mr Kevin Johnson**

Frankston Technical College (Civil Eng) Marketing Dip, Kuringai TAFE Sydney. President of Seaford Cricket Club. Board member of the Greater Frankston Business Chamber. Joined the Committee of Management in 2010.

### **Mrs Anne Ridgway**

Human Resources Professional for over 18 years, experience in recruitment & retention, conflict resolution, change management, industrial relations, & strategic planning support. Undergraduate qualifications in Education & Human Resources consulting & Master of Management degree. Chartered membership of the Australian Human Resources Institute. Joined the Committee of Management in September 2012.

## Patron

### **Stan Alves OAM**

AFL coach, elite athlete, media personality entrepreneur and successful businessman, Stan Alves is one of those rare individuals whose multifaceted ability has taken him from the sporting arena, into that of business management. Patron since 2010.

# Supporters

## Corporates

Above the Mantle Frameworks  
A Positive Move  
Best Western Premier Hotel 115 Kew  
Charity Greeting Cards  
Digital Reprographics  
Dunsford Financial Planning  
First Choice Liquor Frankston  
Frankston Anaesthetic Services  
Frankston International Motel  
L & H Frankston  
National Network Travel and Cruise  
Niche Hotel Products  
Now Financial Group  
Rampage Systems  
Ritchies Super IGA  
Selectus Salary Packaging  
St Kilda Football Club  
Taylor Splatt and Partners  
The Lord Taverners Australia  
The Peninsula Country Golf Club  
T McNeilage & Associates  
Woolworths Supermarkets

## Government

DEECD Higher Education and Skills  
Department of Human Services  
DHS Disability Client Services Southern Metro Region  
Frankston City Council  
Mornington Peninsula Shire Youth Services

## Community

Edithvale Aspendale Sporting Club  
Frankston North Rotary Club  
Frankston RSL  
Frankston Wranglers Charity Club  
Menzies Homes Association  
Proudly Frankston Campaign Inc.  
Rotary Club of Mt Eliza  
The Country Women's Association of Victoria

## Trusts & Foundations

Andrews Family Charitable Fund  
Clarence Edward and Edith Florence Sach Trust  
Daniel Trust Fund  
Owenlaw Trust  
Perpetual Limited  
The Richardson Foundation  
Tobin Brothers Foundation  
William Angliss

## Grants from Companies

SP Ausnet

## Schools

Toorak College

## Major Donors



## Individual Donors

John & Ros Andrews  
JE & DL Burford  
Lilian Marie Caton  
Ian Cuckson  
Kevin F Dale  
Mark Dunsford  
V & M Di Gregorio  
B Greenman  
John Hines  
Pete MacKenzie  
Mary Beth Melton  
Dulcie Richards  
Liz Roylance  
Patricia Stanway  
Evkokia Tzorlis  
Neil Werbeloff



Menzies Inc acknowledges  
the support of the Victorian  
Government



# The Organisation

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## Staff

Christina Baker  
Carol Balo  
Janette Belleville  
Arturo Beltrami  
Justin Besim  
Kathy Bieleny  
Simone Boyd  
Andrew Bradshaw  
Tina Burton  
Mark Butler  
Tessa Cake  
Liz Campbell  
Sandra Campbell  
Abbey Carlson  
Bhu Chahal  
Beth Cowley  
Conquest Craig  
Christine Dimkos  
Celeste Dolphin  
Jane Duke  
Jacinta Dunn  
Don Edwards  
Junior Fa'Atui  
Sarah Feher  
Carol Feild  
Elspeth Ford  
Glenda Fraser  
Adam Galloway  
Michelle Gerring  
John Paul Gray  
Andrew Greensill  
William Greensill  
Joanne Gresens  
Illiana Handros  
Katrina Haywood  
Walter Hess  
Jade Juraschek  
Pam Kaur  
Aranka Kovacs  
Jacinta Larkins  
Robin Lee  
Glenda Lempereur  
Mei Li  
Emma Ma  
Dylan Maliepaard  
Raphael Mavondo  
James McLean  
Mary Beth Melton  
Tyshyana Murray  
Amy Pagnoccolo  
Tracy Paniona  
Melanie Pastuska  
Katarina  
Polymeropoulos  
David Power  
Angela Rietschel  
Kelly Ritchie

Michael Rogan  
Reuben Rolleston  
Tim Rolleston  
Toni Rolleston  
Kate Rowe  
Mark Schneider  
Thimitra Schneider  
Tanya Searle  
Armarpreet Singh  
Rob Sirrell  
Tihan Snyman  
Ella Stephens  
Richard Stringer  
Sarah Tanner  
Leonie Tuff  
Violet Ulla  
Pierre Uri  
Danny Wairasi  
Hugh Wheeler  
Adam Whitlow  
Jenny Wicks  
Sofie Wynd  
Debbie Zylstra

## Life Members

Broome, Mr V  
Burge, Mrs H  
Byrne, Mr AW  
Davies, Mrs S  
Forster, Mrs N  
Hildebrand, Mr D  
Jones, Mr P  
Luby, Mr A  
Luby, Mrs J  
McLeod, Mr R  
Menzies, Mr G  
Read, Mr D  
Runciman, Mr K (DEC) - deceased

## Vale

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Menzies Caring for Kids sadly acknowledges the passing of Dr Ken Runciman.

We are thankful for the fine contribution that Ken made to the welfare of the children in our care and to the vitality of the Menzies Homes for Children.

A committee member from 1982 and Director between 1985 and 1999.

Ken will be remembered for his strong leadership, his loyalty and the energy he brought to the role of Director.

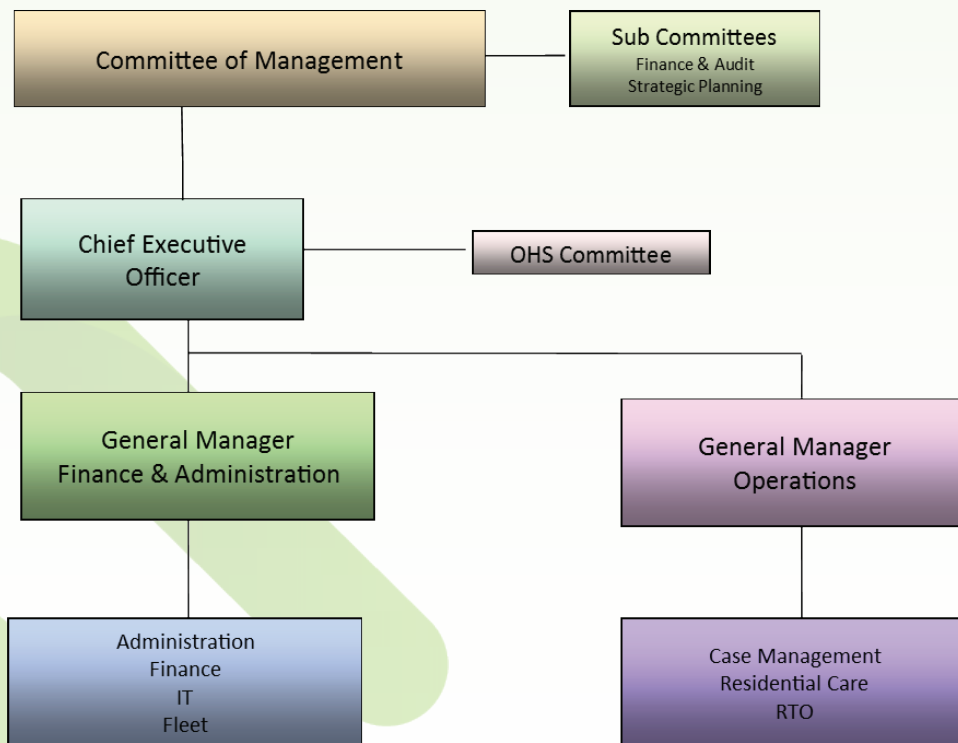
We will be always truly indebted.

## Volunteers

Shirley Davies  
Ian Davies  
Daniel Idczak  
Nathan Ashby  
Noel Baker  
Gabriel Berenyi  
Bronwyn Hadley  
Joe Lemmo  
Sharon Luckman  
Zac Luckman  
Gerard McDonald  
Joan Nichols  
George  
Paraskevopoulos  
Phillip Smith  
Robert Watson  
Kirsty Wheeler

# Organisational Structure

## Organisational Structure



# Donating to **menzies** CARING FOR KIDS

As you will have seen in this Annual Report, many people support the work of Menzies Caring for Kids. There will always be the need for generous financial support, such as yours, for the benefit of some of the most disadvantaged children in our community.

Many methods exist to show support:

- Make a tax deductible donation.
- Become a Member of Menzies Caring for Kids.
- Work Place Giving.
- Donate in lieu of flowers in memory of your loved ones.
- Support fundraising events held by Menzies.
- Make a bequest in your Will.\*

\*To make a bequest, the following wording may be added to your Will:

“I devise and bequeath unto Menzies Caring for Kids the sum of \$\_\_\_\_\_ (or percentage or residue of my estate as appropriate) to be used for its work amongst children and families in necessitous circumstances.”

The young people, staff and Committee of Management express their gratitude to each  
Person who has assisted us during this financial year.  
Thank you very much.

**To make a donation or discuss other means of giving,  
please phone Menzies Caring for Kids on (03) 9784-9700  
or visit the website at  
[www.menzies.org.au](http://www.menzies.org.au)**

**menzies**   
**CARING FOR KIDS**

Ph: 03 9784 9700 Fax: 03 9770 2146  
408 Nepean Hwy  
Frankston Victoria 3199  
ABN: 55 784 349 165

[www.menzies.org.au](http://www.menzies.org.au)



Designed by Mario Stavrinou  
[www.3rdfloordesign.com.au](http://www.3rdfloordesign.com.au)