



Annual Report 2020 - 2021



# Menzies Vision & Mission

To strategically invest in programs that directly support disadvantaged young people and or those in out of home care, at risk of being in out of home care or transitioning from out of home care in Frankston and the Mornington Peninsula in order to ensure they are safe, educated and lead fulfilling lives.

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# President's Report

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This concludes my sixth year as President of Menzies Caring for Kids. Many of you know I have had a long involvement on and off for over 65 years with Menzies and I continue to be in awe at the achievements of this very rewarding and caring organisation.

As a Committee of Management (CoM), we continue to be excited by the amazing results the projects funded by Menzies Caring for Kids are having on the lives of disadvantaged young people in our community. Menzies continues to fund four very significant projects that align with our vision and they continue to produce outstanding results.

In the shifting circumstances of 2020/2021 due to Covid-19 most of our programs were able to adapt to the new challenges ahead and continue to offer support to disadvantaged young people in our community.

Greg Lacey (Menzies Vice President) and I continue to oversee Menzies involvement with the innovative **Paediatrician In Schools Program** supported by Menzies and in partnership with Peninsula Health and local government schools. Our work, and the progress of the project has been greatly supported by Kathy McMahon, formerly from the Paediatric Department of Peninsula Health. The Paediatrician In Schools Program successfully expanded in 2019 beyond the initial Coalition of Frankston North Schools hub at Mahogany Rise Primary School, to include a hub of schools in Rosebud, Hastings and Mornington. As well as adding additional schools to all four hubs, the program expanded into the Karingal area with strong involvement in early childhood centres, an exciting addition to the program. The program now services in excess of 40 schools and several early childhood providers.

Menzies funding provides Paediatrician Fellow's (GP in training) and Occupational Therapists, with the Paediatrician in Schools program providing an organised and structured response to meet the wide ranging educational, physical and psychological well-being needs of children and families in these disadvantaged communities. The integration and connection between families, educators and health professionals is seamless, greatly increasing successful participation of the children and families in effective health services, and the provision of these services significantly enhances life outcomes for students and families.

Greg, Kathy and I continue to contact numerous politicians and government departments presenting the positive results of the Paediatrician in Schools Program and the opportunities for future support to continue the success of the program and/or replicate the success to benefit disadvantaged children and families in other regions.

Kim Jackson (CoM Member) oversees the **Menzies Youth Minibus Project**. The Menzies Bus Project partnership with Salvo Youth Care's Tools of the Trade Program commenced in July 2019 and operated successfully until impacted by Covid-19. This project was initiated following research and feedback from experienced Youth Resource Officers who identified that lack of transport was a limiting factor for youth involvement in connecting with training opportunities, community activities and services. Menzies provided the use of the Bus and operating costs to Salvocare and their partner youth agencies to facilitate positive community engagement for young people.

Jacinta Larkins (CoM Member) has overseen our funding of the **Create Your Future Program (CYF)** with the Create Foundation. Now in its sixth year, the CYF program provides young people aged 15 – 25 with the relevant skills and knowledge to effectively transition from care into independence. CREATE adapted quickly in early 2020 to the pandemic and continued to deliver workshops and activities for young people. Despite the challenges and disruptions of 2020/2021 they were able to reach a total of 121 young people.

Georgia Symmons (CoM Member) has overseen our funding of **Sparkways Mentoring Program** (formerly TRY Australia/TRY Mentoring Program). We have seen how mentoring changes lives. Sparkways Mentoring successfully connects young people aged 7-20 years old who are experiencing adversity, with a positive adult role model, and supports volunteers to empower, guide and listen to young people as a fully trained mentor across Frankston and the Mornington Peninsula. This is achieved through 1:1 mentor program that involves matching one mentor with a young person on a one-to-one basis. Also Sparkway's group mentoring program connects young people with group mentors and peers to participate in a shared activity, such as sport, performing arts, or group fitness.

Research demonstrates that young people who have a mentor are less likely to start using drugs or alcohol, less likely to skip school and have better relationships with their parents. Further, research shows that mentoring is a cost-effective crime prevention model which can build a young person's resilience, and reduces their risk of engaging in anti-social behaviour.

**Alan Splatt** (CoM Member) continues to advise on legal and compliance issues on behalf of Menzies. His dedication and time has been invaluable to our organisation.

While not directly responsible for a Menzies funded project, the efforts of Stuart Shaw (Menzies Treasurer) throughout this 2020/2021 should be recognised in overseeing our financial obligations.

We express our sincere gratitude to the members of Menzies and to the supporters and donors for their contributions, both financial and in-kind, that ensure we can continue to pursue our vision to make a difference to the lives of disadvantaged young people in the region.

I recognise the **Menzies Home Association**, and their Committee, who remain a valued part of Menzies and an important connection to the history of Menzies in the community.

My sincere thanks and appreciation to each **Menzies Committee of Management** members for their time, valued input and expertise, which they give voluntarily and their shared dedication to make a real difference to the lives of disadvantaged young people in our community.

The Menzies Committee of Management is excited by what the future holds in working with our project partners, donors and supporters, to make a real difference to the lives of disadvantaged young people in Frankston and the Mornington Peninsula. At this time we have been unable to get any support from either State or Federal Governments.

We look forward to keeping you informed of our progress as we continue our philanthropic efforts in; 'Working with Kids the Menzies Way'.



**Kevin Johnson**  
President

# Treasurer's Report

## Financial year ended 30 June 2021

We finished the financial year with cash and investments of \$4.68 million, compared to \$5.13 million at the end of 2020. Total grant funding in the year was \$429,985 compared to \$359,838 in 2020. The increase in funding from the 2019/20 restored the previous level of funding from previous years.

Our main expenditure continued to be that of funding grants to the following projects:

- Peninsula Health, Pediatricians in Schools
- Create your Future
- Try Mentoring
- Menzies Mini-bus

Our other major expenditure was for legal expenses under the Legal Redress Scheme implemented by the State Government.

Total expenditure for the year including administrative costs was \$729,897 (2020: \$495,249). During the whole of 2021, as in 2020, Menzies Inc. did not have any employees. Your Committee of Management continued to provide their services voluntarily.

We received income of \$88,151 (2020: \$129,806), including bank interest, donations and net investment income.

Our financial assets provided a gain on revaluation of \$203,935 (2020: \$157,173 loss on revaluation).

Looking ahead, the Committee of Management has increased the investment portfolio to try and generate a better return than was being provided by Term Deposits and other bank investments to provide a superior income plan for Menzies.

Based upon our current expenditures, and our investments at least retaining their current valuations during the period, Menzies will be able to continue to maintain our funding of our existing programs for the next 4 years.

Based on this plan, at 30 June 2025 we expect to have around \$1.5 million cash remaining. We have assumed inflationary rises for all expenses and no significant additional income received: a prudent position taking into account the income received in the 2020 financial year. Administrative costs will continue to be kept to a minimum.

Lauren Bicker continued to provide professional company secretarial and accounting services to Menzies during the year. The financial statements for the year ended 30 June 2021 have been audited by Shepherd Webster O'Neill. Their audit report dated November 2020 contains an unqualified opinion.

We have started the 2022 financial year with a clear view of our commitments for the year and will continue to support our sponsored programs the Menzies way.



**R. Stuart Shaw CPA, MACID, JP**  
Treasurer

# Committee of Management

## President

### Mr. Kevin Johnson

Retired Australian/New Zealand CEO of NYSE listed company. Founding Member and Secretary of Proudly Frankston. Member of the Frankston Wranglers Charity Club for over 35 years. Committee Member of Lords Taverners Victoria for more than 10 years "Giving the Young and Disadvantaged a Sporting Chance". Founding Chairman/current Vice President of the Frankston Wine & Food Society. Joined Committee of Management in 2010.

## Vice President

### Mr. Greg Lacey

Foundation Principal, Lyndhurst Primary School.  
Bachelor of Education  
Graduate Diploma Computer Education  
Accredited Executive Coach: Growth Coaching International. Joined Committee of Management in 2008.

## Treasurer

### Mr Stuart Shaw

Certified Practising Accountant (CPA) with over 40 years experience. Member of the the Australian Institute of Company Directors (MAICD) over 10 years. Presenter on governance and management nationally and internationally over 20 years. Previously Treasurer of Menzies for a number of years and rejoined as Treasurer in 2020.

## Members

### Mr. Alan Splatt

Partner Taylor Splatt & Partners Lawyers. Past President Mornington Peninsula Solicitors Association. Convenor and past Chair Dandenong Family Court Family Law Chapter (1991-2010). Past Chair and member for 12 years of the Family Law Advisory Committee Law Institute of Victoria. Life Member Heatherton Cricket Club. Life Member Long Island Cricket Club. Honorary solicitor Victorian Country Cricket Association and Mornington Peninsula Cricket Association. Joined Committee of Management in 2007, having been Honorary Solicitor for Menzies from 1992.

## Members

### Ms. Georgia Symmons

Georgia has held senior positions in Communications, Marketing, Philanthropy, Community Investment, Diversity and Corporate Responsibility. She has worked for Telstra, Australia Post, Toorak College and Wayss. Georgia is currently CEO of Fit to Drive Foundation, a leader in road safety education. Joined Committee of Management in 2011. President of Menzies Inc. from 2013-2015.

### Ms. Jacinta Larkins

Previous acting CEO of Menzies from 2012-2014. Has held senior executive positions within large corporations. Joined Committee of Management in 2015.

### Ms. Kim Jackson

Registered Nurse, Accountant and Chief Executive Officer at The Village Baxter where she has worked since 2000. Bachelor of Nursing degree from Monash University and an MBA(Accounting) from Southern Cross University. Member of Institute of Company Directors, Australian College of Nursing, Institute of Public Accountants and Committee for Greater Frankston. Joined Menzies Committee of Management in 2017.

### Assoc Prof Kathy McMahon

Clinical Director of Paediatrics and Special Care Nursery at Werribee Mercy Hospital. Formerly Clinical Director of Paediatrics at Peninsula Health. Chairperson of Director of Paediatrics group for Victoria. Chair of Insight group for the Paediatric Clinical Network and member of the Clinical Governance committee for the Paediatric Clinical Network. Joined Committee of Management in 2019.

## 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 of Menzies Inc since 2010.

# Paediatrician in Schools Program, supported by Menzies

## *Frankston North*

### **Funding Provided:**

\$22,000 per year

## *Rosebud, Hastings*

## *& Mornington*

### **Funding Provided:**

\$154,365.12 per year

## *Karingal and Community*

## *Kinders*

### **Funding Provided:**

\$154,254.68 per year

## *Carrum Downs Project*

## *(Rowellyn Park PS cluster)*

Program start suspended  
due to COVID Pandemic

### **Program Overview**

Menzies continues our partnership with Peninsula Health and government schools and early childhood centres in Frankston North, Rosebud, Hastings, Mornington, Karingal and now Carrum Downs, to reduce the significant gap in the area of health support and servicing these schools, with access to general practitioners, occupational therapy, social work professionals, speech pathology and physiotherapy.

These are recognised as some of the most disadvantaged suburbs in Victoria, with high rates of unemployment, criminal convictions, disability, low education, child maltreatment, and family violence.

Menzies provides funding for Paediatrician Fellow's (GP in training). The Paediatric Outreach program provides an organised and structured response to meet the wide-ranging educational, physical and psychological well-being needs of children and families in these disadvantaged communities. The integration and connection between

families, educators and health professionals is seamless, greatly increasing successful participation of the children and families in effective health services, and the provision of these services significantly enhances life outcomes for students and families.

The program also links back to the Frankston Hospital, creating a lifelong link with the public health system. It is a model of care that has never been trialled before and can be easily replicated across other identified areas.

The hubs act as educational service centres for surrounding schools, including pre-schools and secondary schools. In this way, it is accessible to all children in these disadvantaged communities.

### **Program Activities**

The School-based Paediatric Clinics operate one day a week at each school or centre, during the school term. Services provided at the School-Based Paediatric Clinics include consultations and physical examinations, developmental and behavioural assessments, and treatment of medical, behavioural, and developmental issues. Other necessary investigations and referrals also occur as needed.

A School-based Paediatric Clinic brings with it the opportunity to engage the community and become a part of the community. It has been previously identified that, through building a stronger relationship with a school, the community engages in a positive way.

Communication between parents and teachers is also improved. Evidence suggests that there is often incongruence between parents and teachers for children with behavioural problems. Communication protocols within the program reduces this incongruence. Often, alternative and additional diagnoses were shown when teachers met with the clinician after a child's medical appointment with a parent/guardian present. Our school-based clinics co-ordinate case conferences following consultations so educators, allied health professionals and paediatric medical staff can discuss the child and their ongoing management in a timely and collaborative way.

Through 2021, we have partnered more broadly with the Frankston North Coalition of Schools as well as the Department of Education and Training and other philanthropic organisations to integrate the Paediatric Outreach into the very significant Frankston North Project. Unfortunately, like many projects in 2021, progress has been halted due to the COVID pandemic. We are hopeful that both the Frankston North project and the planned Carrum Downs Expansion will proceed in 2022.

Overall, the program has reached and helped in excess of 3000 children.

### Project Research

A significant advance in the program development in 2021 has been the start of a research project. Peninsula Health has been very active in this space and we are hopeful that some genuinely representative data will be produced in 2021-22 to support us in our conversations with potential supporters and funders ensure the on-going viability of this innovative and effective program.

### Sample performance data for 2022

Whilst the Outreach Service has been greatly interrupted due to the COVID pandemic, Menzies have continued to finance the service, much of which has operated as an out-patient program through Frankston Hospital. The Outreach Service in Term 3 2021, across all hubs, has seen 73 children. Of these, 79 were new appointments, 294 were review appointments, 41 did not attend.

### School Clusters

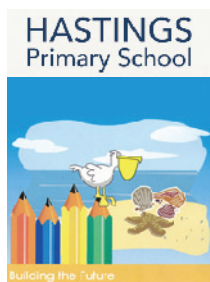
**Mahogany Rise Primary School:** incorporates Aldercourt Primary School, Seaford Park Primary School, Kananook Primary School and Monterey Secondary College

**Hastings Primary School:** incorporates St Mary's Primary School, Wallaroo Primary School

**Mornington Park Primary School:** incorporates Kunyung Primary School, Mornington Secondary College, Mornington Special School, Somerville Primary School, Kingsley Park Primary School, Langwarrin Park Primary School

**Rosebud Primary School:** incorporates Eastbourne Primary School

**Karingal Primary School:** incorporates Frankston East; Ballam Park, Karingal Heights, Kingsley Park Primary Schools



### 2020 Covid - Dr Simon Blair - Paediatrician

*During this year the emotional, developmental and physical Health of our community has been strongly tested. Home schooling became the normal and 'Zoom' conferences the classroom technological approach.*

*Children were impacted with an increase in mental health concerns as they were separated from many of their usual supports outside of the family. Friends were a key in this area, as well as strong teacher role model presence. Physical health was indirectly affected with the closure of parks and sporting activities. Engagement in learning was a risk with poorer academic achievement seen during remote learning.*

*Families in lockdown showed the impact of poorer parent mental Health. This added to the struggle of supporting a child in home learning. Economic impact on families will have been an ongoing issue for disadvantaged families. The rise in Domestic Violence, Child aggression and other types of abuse was real and expected to create ongoing concerns.*

*Our Community suffered through loss of Social Interactions to support the broader needs of psychological issues. Access to Healthcare through routine checks, scheduled vaccinations, visits to emergency medical services were all reduced. All the issues raised impacted economically disadvantaged and vulnerable families in a greater proportion of cases. Ongoing economic impact will only propagate all these issues as a burden to society.*

*Overall the usefulness of a program that Menzies supports has never been a more valuable service. We hope to continue this partnership to provide valuable support to the vulnerable communities of the Mornington Peninsula.*

# Menzies Youth Minibus Project

**Funding Provided: \$80,000**  
over 3 years (bus and running costs)

## Program Overview

The Menzies Bus Project partnership with Salvo Youth Care's Tools of the Trade Program commenced in July 2019 and operated successfully until impacted by the pandemic. This project was initiated following research and feedback from experienced Youth Resource officers who identified that lack of transport was a limiting factor for youth involvement in connecting with training opportunities, community activities and services.

Menzies provided the use of the Bus and operating costs to Salvocare and their partner youth agencies to facilitate positive community engagement for young people.

## Program Activities

The criteria for use of the Menzies Minibus, is that it must be a program aimed at supporting youth and run with the support of a youth agency. Each time the Menzies bus is used the organisers are asked to record how many young people have benefited from the use of the bus.

When Covid restrictions permitted the program to operate, the Menzies Minibus provides a resource for a number of programs.

- Victoria Police Youth Resource Officers
- SalvoCare
- Connect Church Youth Group
- Frankston Council Community Strengthening Program
- Guides Victoria

The primary use of the bus is for the Salvos Tools of the Trade Program that enables young people to experience work in several different trades in the hope of gaining an apprenticeship or ongoing work. Salvos coordinate the use of the bus by the other youth agencies.

## Program Outcomes

From July 2020 to June 2021 the Menzies Minibus has been intermittently utilised by the Salvocare and local youth agencies. The Minibus project is currently unable to operate and will reactivate when the programs are able to recommence.

# Sparkways

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## *The Sparkways Mentoring Program*

### **Funding Provided:**

\$46,260 per year

The Sparkways Mentoring program provides young people aged between 7 and 20 years, with a consistent, supportive and positive adult mentor, to enable and guide them to engage more broadly in their local community, explore new things, learn about themselves and build positive relationships. Sparkways Mentoring supported 10 matches from the Frankston / Mornington Peninsula region throughout 2020/2021, of which 5 have successfully graduated from the program. The remaining 5 continue to be supported and a further 4 matches will be commenced in the coming weeks.

As a result of the impact of COVID, we continued to deliver the program and encouraged contact between Mentors and Young People to be virtually instead of in person. Although there was a period of adjustment, one parent reported that her son (16) “seems to be a bit more confident. Not as anxious” after engaging with his mentor. Another parent stated she had “Nothing but praise for [the program]. It’s been fantastic” for her daughter (15).

A mentor also commented that his mentee “is a young guy like I’ve never met. He’s got an interesting life and has interests which he is really passionate about. It’s been great to learn about what he loves and he has taught me a few things”

The Menzies funding has allowed Sparkways to continue to increase community connection and engagement with young people across Frankston and the Mornington Peninsula during 2020/2021.



# Create Foundation

## Create your Future Program

### Funding Provided:

\$100,000 per year

In 2019 the Menzies Committee agreed to extend the funding to the CREATEYour Future Program for a further 3 years. The term of Grant is from 1 May 2019 - 30 April 2022 and is for funding totalling \$100,000 per annum. The program will deliver workshops and camps each year to reach 100 young people.

#### Program Overview

The CREATEYour Future (CYF) program provides young people aged 14 – 25 with the relevant skills and knowledge to effectively transition from care into independence. The life skills, self-awareness and community-awareness required to successfully manage the challenges of everyday life are broad, and translating knowledge and values into abilities that enable young people to excel is the foundation of this program.

The CYF program uses an experiential approach to learning, encouraging young people to explore their own knowledge, beliefs and experiences. The workshop modules are designed to engage young people of all learning styles by balancing visual, auditory and tactile activities and approaches within the program. In addition to achieving skill-based competencies, such as managing finances, being healthy and navigating the rental housing market, young people are also guided through the steps required to think critically, make informed and independent decisions and understand their identity and role in the community.

The program is also supported by a detailed website ([www.createyourfuture.org.au](http://www.createyourfuture.org.au)) and offers an annual grant scheme.

#### Program Activities

The CREATE Foundation through Rebecca Cole the Community Facilitator for the regional program, has continued to focus on developing relationships with alternative education programs, local community programs and services who engage young people with a care experience.

Through 2020 and 2021, The CREATEYour Future program has offered empowering and constructive activities for young people to participate in. We would like to thank Menzies for the opportunity to offer this program to young people generally and especially throughout the Covid pandemic. The CREATEYour Future program has offered empowering and constructive activities for young people to participate in through a time of ever-changing restrictions. Over the last 12 months everyone has felt a sense of lack of control over their everyday routines and of disconnection. This program has offered young people an opportunity to have more control setting their goals moving forward, offering hope, direction and connection to others through a difficult time.

As a result of the pandemic our delivery method has fluctuated between remote online and face to face depending on Covid restrictions. By offering this program in two delivery methods, we have found engagement with a wider range of young people not just across the Frankston Mornington Peninsula (FMP), but also across the state.

In January 2021 we were fortunate to welcome the addition of a face to face delivery and hosted a successful 2 day CREATEYour Future intensive in Frankston. The Intensive covered four CYF modules, as well as fun and engaging activities. Feedback from young people indicated they loved the opportunity to be able to interact and meet in person after what had been a very challenging year. In addition, we also delivered a face to face workshop in Frankston during the April School Holidays.

One of the stand out highlights for our young people this year was our over 18's CREATEYour Future Camp. The 3-night/4-day camp covered 2 pertinent CYF modules – Legit Wellbeing and CREATE Ur Crib. The module Legit Wellbeing focuses on exploring the different aspects of wellbeing and creating a wellbeing plan, and CREATE Ur Crib brings forth the discussion of what makes a house a home and exploring different housing options. For majority of the young people this was their first time being back in a group setting since the Covid pandemic began. Throughout this camp we took advantage of the outdoors and spent a lot of time going to the beach

for walks, as well as visiting Point Nepean for an afternoon hike. At each meal time the young people assisted with the cooking preparation and pack down/cleaning to help build knowledge, life skills and confidence in meal preparation and hygiene.

For each CYF workshop, a CREATEYoung Consultant co-facilitated alongside a CREATE staff member. This provided a great leadership opportunity for the young person, and it has a positive impact on the group dynamics between participants and brings something additional to the delivery.

After a wonderful 12 months of CREATEYour Future, it has highlighted just how important these workshops are in creating connections between young people, the community and providing practical information and tools to help with everyday life skills. Young people in care tell us how they often feel quite isolated and removed from community in general times, and this pandemic has heightened the sense of isolation even more. We are grateful that we have had the opportunity to offer CYF and connections in a variety of ways, to encourage connection in such a needed time.

### **Program Outcomes**

In 2020 – 2021, we delivered 5 in person workshops, 12 online workshops and 1 over 18's camp in person.

Through these workshops we engaged 121 young people and offered 11 leadership opportunities for young people located in the Frankston Morning Peninsula area.

Age of participants

15 – 17 years: 32

18 – 25 years: 89

Total = 121

### **Quote from participant**

*"This CREATE Ur Crib workshop has really helped me to feel more comfortable about my situation."*

Female, 20

*"I am very glad that I had the opportunity to come on this camp and meet some awesome people."*

Male, 22

*"I really enjoyed being able to ask questions, talking to likeminded people and discussing the ways we all budget money."*

Female 20



# Supporters

## Corporates

Dench McClean Carlson  
Digital Reprographics  
Dunsford Financial Planning  
Frankston International Motel  
Pacific Laboratory Products  
Ritchie's Supa IGA  
Taylor Splatt & Partners  
Brewsters Property Group

## Community

Frankston Wranglers Charity Club  
Frankston Dolphins VFL Football Club

## Trusts & Foundations

Andrews Family Charitable Fund  
Daniel Trust Fund

## Major Donors



*Frankston International*



**BREWSTERS**  
PROPERTY GROUP

## 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

# Donating to



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.
- Workplace 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 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 email Menzies Caring for Kids at [admin@menzies.org.au](mailto:admin@menzies.org.au)  
or visit the website at [www.menzies.org.au](http://www.menzies.org.au)**



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