



Annual Report 2023 - 2024



# 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 **ninth** year as President of Menzies Caring for Kids. Many of you know I have had a long involvement on and off for over 70 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.

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 Paediatric 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. We are indeed indebted to Daryl Henwood from Mainline Developments and David Brewster of Brewsters Property Group for their generous financial support to our Paediatrician in Schools program. Thank you gentlemen!

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 without success.

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.

Our CoM Member, Murray Geddes has overseen funding of the **Create Your Future Program** (CYF) with the Create Foundation. Now in its eighth year, the CYF program provides young people aged 15 – 25 with the relevant skills and knowledge to effectively transition from care into independence. .

Kathy McMahon (CoM Member) has overseen funding of the **Sparkways Mentoring Program**. We have seen how mentoring changes lives. Sparkways 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.

**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 2023/2024 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.

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 2023

We had a challenging year in 2023/2024 which caused the Committee to reflect upon the future of Menzies and how we can continue to deliver programs that make a positive difference in the lives of vulnerable children.

Whilst we had a reasonable income of \$240,000 from our Investment Dividends and Franking credits, our expenses amounted to \$980,000 with a total loss of \$740,000 for the year. The major costs were redress payments relating to historical abuse claims from when our 159-year-old organisation provided different types of care and service under very different governance and committee structures than we have today.

Our Committee is confident of our immediate future and funding grants were restructured and during the year we were able to provide:

- Peninsula Health, Paediatricians in Schools - restructured funding between Menzies and Brewsters Property Group and Mainline Developments
- Create your Future - fully funded
- Menzies Mini-bus - funding of bus expenses.

Our retained earnings have declined to \$2,880,000 last year and the Committee is concerned for our long-term future and is considering our options for partnerships and fundraising for specific programs to ensure the future of our programs and the children they benefit. We are delighted that our Paediatricians in schools program has been replicated in the west of Victoria with a different funding model and hope to be able to learn from this revenue model.

We have a dedicated Committee of volunteers who are focused on supporting our programs, and with Lauren Bicker providing our administration, secretarial and accounting services and audit services by Shepherd, Webster and O'Neill, we have a really good team.



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



# Paediatrician in Schools Program, supported by Menzies

## Frankston North

### Funding Provided:

\$22,000 per annum

## Rosebud, Hastings

## & Mornington

### Funding Provided:

\$177,216 per annum

## Karingal and Community

## Kinders

### Funding Provided:

\$155,813 per annum

#### Program Overview

Menzies continues our partnership with Peninsula Health, government schools and early childhood centres in Frankston North, Rosebud, Hastings, Mornington and Karingal 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 education and health 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 Promotion

Efforts continue to promote the program across a wide audience. In 2022, Menzies Vice President, Greg Lacey, recorded a podcast on Viewpoints with Henry Grosseck. Greg spoke more broadly about school leadership but focused on the Paediatric Outreach program, and its positive impact on students. The podcast can be accessed at on Apple Podcasts at: <https://podcasts.apple.com/au/podcast/school-leaders-in-focus-with-greg-lacey/id1487703099?i=1000588987300>

A second podcast was recorded later in 2023, hosted by the Victorian Academy of Teaching and Leadership, with Greg interviewing a Principal and Paediatrician involved in the project. This is available on the Victorian Academy website at: <https://www.academy.vic.gov.au/resources/removing-barriers-disadvantage-education-and-health-partnerships> .. and is also available on most podcast platforms.

#### Program Activities

The School-based Paediatric Clinics operate one day a week at each hub 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 reduce 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 on-going management in a timely and collaborative way.

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. For a range of reasons, the Frankston North project has stalled but we are hopeful that the Frankston North project will progress in 2024. Overall, the program has reached and helped in excess of 3000 children.

### Project Research

A significant advance in the program development in 2022 and extending into 2023-24, 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 2022-24 to support us in our conversations with potential supporters and funders to ensure the on-going viability of this innovative and effective program.

### Sample Performance Data

Menzies have continued to finance the service following disruptions during the COVID years, during which much of the program operated as an out-patient program through Frankston Hospital. The Outreach Service across all hubs, has seen a large number of children. Of these, approximately one quarter are new appointments and three quarters are review appointments. Non-attending children (about 15% of appointments) are still an issue with which we continue to grapple. Reducing non-attendance numbers would make the program more effective both for the non-attendees and the wasted appointment times.

### Program Expansion:

We are constantly researching how we might expand the program to include other school clusters. We are particularly interested in supporting students through their transition to secondary college, to improve the continuity of care. We have been approached by a group of schools in the Langwarrin area to extend the program across their cluster. The proposal includes schools partially funding the program. We continue to assess the readiness, community need and appropriateness of this cluster submission and we continue to support the Langwarrin cluster with support and advice. With limited funds and finite resources, the financial implications of any proposal needs to be considered before any expansion goes ahead.

### School Clusters

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

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

**3. 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

**4. Rosebud Primary School:** incorporates Eastbourne Primary School

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



# Menzies Youth Minibus Project

**Funding Provided: \$20,000**  
per year (bus and running costs)

**Project Term: extended a further term**

## **Program Overview 2024**

The Menzies Bus Project Partnership with Youth Services Peninsula Frankston, The Salvation Army, Tools For The Trade (TFTT) Program.

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 community activities and services. Menzies provides the use of the Bus and operating costs to the TFTT Program and supports youth agencies to facilitate positive community engagement for young people.

The TFTT program, operational for over a decade, provides a life-changing nine-week orientation for disadvantaged youth aged 16-21, guiding them back into education and employment. This program, which has reached hundreds of young people at risk of long-term unemployment, has proven itself crucial in fostering vocational skills, self-esteem and essential life skills. A critical resource enabling the success and reach of TFTT is the Menzies Youth Services Minibus, generously supplied by Menzies Youth Services. Its impact on TFTT outcomes and engagement cannot be overstated.

## **The Role of the Menzies Minibus**

The Menzies Minibus, used regularly during each school term, has been instrumental in transporting TFTT participants across the Frankston and Mornington Peninsula regions. This access to reliable and safe transport has allowed young people to engage fully in each component of the TFTT program, including:

- **Chisholm and Foresite Training Group Trade Tasters** – Participants explore trades such as metal fabrication, electrical work, plumbing and horticulture through hands-on activities.
- **Certified Training** – Including First Aid, White Card, Traffic Control and Food Handlers certifications.
- **Skills Development** – Sessions on résumé building, interview skills and personalised pathway plans.
- **Health & Wellbeing Activities** – With physical training, nutrition sessions and leadership development.
- **Team-Building and Industry Tours** – Excursions to workplaces such as Parks Victoria and IGA Supermarkets, facilitating essential community connections.

Each transport provided by the Menzies Minibus not only enables direct engagement in these valuable activities but also offers young people a space for informal peer bonding and supportive interactions with TFTT staff. For many participants, these journeys are an essential opportunity to build trust and develop a sense of belonging within the program.

## Contribution to Program Outcomes

The support provided by Menzies Youth Services through the minibus has directly contributed to TFFT's remarkable outcomes, including:

- **46% Re-engagement in Education** – Almost half of the participants reconnect with educational pathways, including vocational training and alternative education like VCAL.
- **15% Direct Employment** – Securing employment in various fields, directly benefitting from hands-on experiences facilitated by the program.
- **7% Apprenticeships and 18% Further Training** – Participants find pathways to long-term career growth through apprenticeships and additional training courses.

In 2024, the Menzies Minibus was essential in transporting 558 young people for The Salvation Army and Frankston City Council's Youth Central programs. This transport service has enhanced engagement across youth programs, creating new avenues for participants to interact with community services and gain exposure to diverse industries and work environments.

## Broader Social Impact

Beyond individual outcomes, the minibus has supported TFFT's contribution to addressing significant social issues tied to youth disengagement and intergenerational unemployment. By ensuring consistent access to program components, the minibus fosters holistic development and integration for young people, reinforcing TFFT's role in promoting resilience, community engagement and long-term employment readiness.

## Recognition and Need for Ongoing Funding

The continued success of TFFT is dependent on resources like the Menzies Minibus. As we seek ongoing funding, it is essential to highlight this collaboration's success and the profound impact it has had on the lives of hundreds of young people. Menzies Youth Services' commitment to supporting youth-oriented programs through the minibus is a model of community partnership that benefits both participants and the broader community.

## Case Study:

Ben\*, 21 years old, faced significant challenges including family violence from his father, which led him to disengage from school, feeling unheard and unsupported. To cope with the trauma, Ben began using substances, left home and fell in with negative influences, resulting in periods of homelessness, severe mental health struggles and eventually a prolonged incarceration. In 2024, he was referred to *Tools For The Trade* (TFFT) by a crime prevention service. Initially, he found it difficult to engage due to substance use, but with support from TFFT staff, Ben built confidence, abstained from substances, and learned to avoid anti-social behaviour. Fully committing to the program he developed healthier relationships with adults and focused on creating a better future. Since completing TFFT, Ben has remained substance-free, achieved his forklift license, and continues to manage his mental health with regular support and medication through Headspace. He has successfully completed his Community Corrections Order and has no current justice involvement. Back at home with his mother and sister, Ben is fostering positive social connections, distancing himself from negative influences, and exploring job opportunities with an employment agency. Additionally, he has begun driving lessons to expand his employment prospects. Recognising his progress, Ben requested ongoing support from an AOD worker to maintain his path forward. His journey through TFFT has catalysed positive, transformative changes, setting him on a stable path towards his goals and a healthier, more secure future.

# Create Foundation

## Create your Future Program Funding Previously Provided:

\$100,000 per year

From 2015, Menzies has funded CREATE Foundation to deliver the CREATEYour Future (CYF) Program in Victoria. CYF provides young people with a care experience, aged 14 – 25, with valuable skills to support their transition from care into independence. Through Menzies funding, CREATE reaches around 100 young people annually, and has delivered this package to almost 700 young people since the program first began in Victoria.

CREATEYour Future is a portfolio of interactive life skills, community and self-awareness workshops that support young people to successfully manage the challenges of everyday life. 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.

Where possible, a CREATEYoung Consultant co-facilitates the workshop alongside a CREATE staff member. This provides a great leadership opportunity for the young person, and has a positive impact on the group dynamics between participants.

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

### Feedback

Workshop participants shared they really enjoyed the opportunity to be able to connect in person, stating 'It was a lot of fun!' – female 16 years. Highlighting 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. At the end of each workshop, young people

provided feedback. 100% of young people either 'agree' or 'strongly agree' that they:

- Understand what makes up their identity
- Feel confident to set goals for their future
- Learnt new skills to overcome challenges that impact on them being able to reach my goals
- Feel more confident in identifying what a health and positive relationship
- Understand the difference between equal and unequal relationships
- Feel more confident understanding the different types of behaviour (passive, assertive and aggressive)
- Have learnt some new ways of handling conflict
- Feel more confident to access support from others, with 100% of young people either 'agree' or 'strongly agree' that they would recommend this workshop to other young people.

The team have observed young people empowering each other, and many conversations between young people encouraging each other to achieve their goals. One carer reported that her young person has been 'enjoying herself', and the team have noticed this young person coming out of her shell, and feeling more confident each workshop.

### Considerations and Progress

Unfortunately Menzies support of this valuable program has been suspended due to the current financial circumstances. The Menzies CoM made the decision to suspend funding this program until greater clarity exists around the ongoing commitment to the Redress Scheme. It is hoped that this sponsorship can be revisited in the future and relationships with the CREATE Foundation remain strong.



# Sparkways

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## *The Sparkways Mentoring Program*

### **Funding Previously**

### **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.

As of August 2024, Sparkways has successfully ran two years of the Peer Mentoring Program at Monterey Secondary College in Frankston North. The program brings together Year 11/12 Senior Student Mentors and Year 7 Student Mentees who need extra support with the transition to high school. Using co-design methodology, the Mentors, Sparkways Staff and Monterey Wellbeing Team came up with a list of topics such as making new friends, building confidence, bullying, goal setting, active listening, kindness, peer pressure, and self-care practices. Sparkways Staff then supported the Mentors to run weekly sessions on these topics as well as focused on community building and connection between the Mentors and Mentees to build school-wide community support.

Unfortunately Menzies support of this valuable program has been suspended due to the current financial circumstances. The Menzies CoM made the decision to suspend funding this program until greater clarity exists around the ongoing commitment to the Redress Scheme. It is hoped that this sponsorship can be revisited in the future and relationships with the CREATE Foundation remain strong.



# 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. Life Member of Lords Taverners Victoria for more than 20 years "Giving the Young and Disadvantaged a Sporting Chance". Life Ambassador of the Frankston Wine & Food Society, Joined Committee of Management in 2010.

## Vice President

### Mr. Greg Lacey

Retired and former 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

Consultant and former Principal of 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. 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. Graduate Member of Institute of Company Directors, Australian College of Nursing and Institute of Public Accountants. 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. Joined Committee of Management in 2019.

### Mr Murray Geddes

Executive Principal of the South East Victoria LOOKOUT Centre for young people in statutory care and Youth Justice. Passion for social justice and ensuring that postcode should not determine life's trajectory  
Bachelor of Education – Melbourne University  
Diploma of Education – Phillip Institute of Technology  
Former founding Principal of Berwick Chase Primary School. Former Principal of Doveton North Primary School. Joined Committee of Management in 2022.

## 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 hat of business management. Patron of Menzies Inc since 2010.

# 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 GroupM  
Mainline Developments

## 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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