



Annual Report 2024 - 2025



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## 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.



# President's Report

This concludes my tenth 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 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. 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. 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.

**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 2024/2025 should be recognised in overseeing our financial obligations. Due to failing health Stuart is unable to continue in this role. Menzies thank him most sincerely for his fantastic contribution.

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.



**Kevin Johnson**  
President

# Treasurer's Report

## Financial year ended 30 June 2025

The Committee continues 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 \$174,952, largely from our Investment Dividends and Franking credits, our expenses amounted to \$220,314 with a total operational loss of \$45,362 for the year. The major costs were redress payments relating to historical abuse claims from when our 160-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 provided to:

- Peninsula Health, Paediatricians in Schools
- Menzies Mini-bus - funding of bus expenses

Our retained earnings declined marginally to \$2,835,399 and the Committee continues to explore for partnerships and fundraising for specific programs to ensure the future of our programs and the children they benefit.

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 Peninsula Audit, 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 Paediatric 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 now been trialled over almost 10 years and it 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 2026. 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 2023-25, 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 2023-25 to support us in our conversations with potential supporters and funders to ensure the on-going viability of this innovative and effective program.

#### Frankston Council Strengthening Communities Grant

Recently, we were fortunate to be awarded a grant from the Frankston City Council's Strengthening Communities group, targeted at engaging a professional to scale up the work of obtaining an on-going source of funding for this program. The Committee is currently exploring opportunities to fill this role and we have been ably assisted by former Menzies Committee member, Georgia Symmons, who has prepared engagement and accountability documents to assist on our search for a suitable person or organisation. Through this, and our other efforts to explore avenues of funding, we are more than hopeful that we will be able to bring certainty to our Outreach communities for the continuation of this vital support program.

#### Sample performance data

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 were previously 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

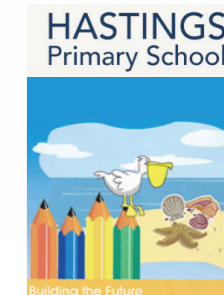
**1. Mahogany Rise Primary School:** incorporates Aldercourt Primary School, Seaford Park Primary School, Kananook Primary School and Monterey Secondary College

**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)

## Program Overview 2025

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

The Menzies Bus Project was established in response to insights from Vic Police Youth Resource Officers who recognised that transport barriers were preventing many young people from taking part in community programs and opportunities. Through Menzies Youth Services' generous provision of a minibus and ongoing operational support, this partnership has removed a major hurdle by ensuring young people can connect with education, training and local community life.

For more than ten years, the TFTT program has delivered a transformative nine-week experience for young people aged 16–21 who are disengaged from school or facing disadvantage. The program has supported hundreds of participants to re-engage in learning, discover vocational pathways and gain confidence through practical skill-building. The Menzies Minibus has been an essential part of this success, giving participants the ability to attend training sites, community visits and industry placements - making full program participation possible for all.

## The Role of the Menzies Minibus

Used each school term, the Menzies Minibus provides safe, reliable transport for TFTT participants across the Frankston and Mornington Peninsula areas. Its availability ensures young people can take part in all elements of the program, including:

- **Trade Tasters** – Delivered by Chisholm and Foresite Training Group, introducing participants to trades such as metal fabrication, electrical work, plumbing and horticulture through hands-on experience.
- **Accredited Training** – Providing qualifications in First Aid, White Card, Traffic Control and Food Handling.
- **Skills for Work and Life** – Covering résumé writing, interview techniques and individualised pathway planning.
- **Health & Wellbeing** – Incorporating physical activity, nutrition workshops and leadership sessions.
- **Team Building and Industry Visits** – Excursions to local employers such as Parks Victoria, Lite Engineering Industries Dandenong and IGA Supermarkets, strengthening community connection and career awareness.

Every journey on the Menzies Minibus contributes to more than just transport as it creates time for conversation, laughter and encouragement. These shared moments help young people feel part of something positive, reinforcing belonging and trust between participants and staff. For many, these experiences are just as meaningful as the training itself, setting the foundation for confidence, connection and a sense of community.

## Contribution to Program Outcomes

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

- **58% Re-engagement in Education** – Almost half of the participants reconnect with educational pathways, including vocational training and alternative education like VCAL.
- **13% Direct Employment** – Securing employment in various fields, directly benefitting from hands-on experiences facilitated by the program.
- **3% Apprenticeships and 20% Further Training** – Participants find pathways to long-term career growth through apprenticeships and additional training courses.

In 2025, the Menzies Minibus was essential in transporting 578 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

The minibus continues to play a vital role in strengthening TFTT's connection with the community. By providing dependable transport to all parts of the program, it ensures young people can take part in learning, hands-on activities and local events that build confidence, belonging and purpose. This access helps remove barriers linked to youth disengagement and long-term unemployment, supporting young people to stay connected, develop resilience and contribute positively to their communities.

## Recognition and Need for Ongoing Funding

The ongoing success of TFTT relies on essential resources such as the Menzies Minibus. Continued funding ensures young people can keep accessing opportunities that build confidence, connection and purpose. The partnership with Menzies Youth Services reflects the strength of community working together - supporting young people to thrive while creating positive flow-on benefits for families and the wider community.

## Case Study – Term 3, 2025

Jordan\*, 16 years old, was referred to the Tools For The Trade (TFTT) program after struggling to stay engaged in a traditional school setting that didn't suit his learning style. He had expressed a strong interest in leaving mainstream schooling to pursue a hands-on trade pathway. Alongside these challenges, Jordan experiences anxiety and depression and lives with hip dysplasia as a result of a previous road accident. Despite this, he has shown determination and curiosity, particularly in practical learning environments where he feels more confident and capable. Jordan also values being part of an inclusive and welcoming space where his identity is respected and supported.

Through his involvement in TFTT, Jordan explored a variety of trade tasters and developed a strong interest in motor mechanics. Reliable transport provided through the Menzies Bus made it possible for him to fully participate in every session and industry visit, helping him build confidence and connect with new opportunities. Encouraged by his success, Jordan enrolled in the five-week "Handbrake Turn" course in Dandenong to further develop his automotive skills.

Jordan has since thrived in this hands-on environment and discovered a genuine passion for working with motorbikes. He hopes to build on the skills and confidence gained through both programs to pursue a career in the motor trades. His experience with TFTT has reignited his motivation, strengthened his wellbeing and provided a clear pathway towards a future doing what he loves.

# 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 45 years. Life Member of Lords Taverners Victoria for more than 20 years "Giving the Young and Disadvantaged a Sporting Chance". Life Member of Frankston VFL Football Club "The Dolphins. Founding Chairman of the Frankston Wine & Food Society. Joined Committee of Management in 2010. Appointed President in 2015.

## 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. Retired July 2025.

## 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, Graduate member Australian Institute of Clinical Governance, member of the Australian College of Nursing, and the 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

Digital Reprographics  
Dunsford Financial Planning  
Taylor Splatt & Partners  
Brewsters Property Group  
Mainline Developments

## Community

Wranglers Trust  
Frankston Dolphins VFL Football Clubub

## Trusts & Foundations

Andrews Family Charitable Fund  
Daniel Trust Fund

## Major Donors



## 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 **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.
- 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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