

# Annual Report

2018/19



KEVIN HEINZE

*Grow*



## About Kevin Heinze Grow

For forty years Kevin Heinze Grow has provided tailored horticulture therapy services to some of the most vulnerable people in our community. Initially developed for children with disabilities, Kevin Heinze Grow now helps people of all ages and a wide-range of physical and neurological conditions. We have a diverse staff comprised of professional Social Workers, Occupational Therapists, Speech Therapists, Counsellors and Horticulture Therapists working together to provide gardening for recreation, occupation and well-being.

Our passionate and experienced team also deliver a range of programs which help build our clients' independence and meaningful connections to community and our gardens provide an inclusive, calming and health-affirming environment for everybody.



**Vision**  
Health and wellbeing through connection to nature and community

**Mission**  
To deliver exceptional learning and positive personal development



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# Chair's Report

**Jane Boag**



It is with great pleasure that I, on behalf of the Committee of Management, report on the activity of Kevin Heinze Grow for the 2018-19 financial year.

It is so hard to believe that we are half way through our 40th year of operations. This year has caused us to reflect on the decades gone by and see what has been achieved in the name of Kevin Heinze; a strong and growing community that supports our excellent evidence-based therapeutic programs. We have invested in people; an expert business, clinical and horticultural team that has made the transition to NDIS funding and positioned the organisation well for the future. We have a new site in Peppertree Place; an opportunity to deliver our quality programs in a new location.

Like raising a child, it takes a village to care for an organisation like Kevin Heinze Grow. Our village includes the generous support of Manningham City Council, Kiwanis, Bendigo Bank and Rotary in addition to a wide range of people, businesses and philanthropic organisations that have contributed financially or in kind. The strength of these relationships has contributed to our positive financial position this year.

We are planning so much more for Kevin Heinze Grow. We need to maintain our profile as a leader in the delivery of clinical and horticultural programs, in contributing to environmental sustainability for the generations ahead and to reinforcing the value of connecting with nature for wellbeing.

And finally, I say thanks to everyone who has made Kevin Heinze Grow what it is today - to every student, every participant, every volunteer and every member of staff. I'm sure Kevin would be amazed at how many people this organisation has touched over 40 years and how many more people will continue to speak of his foresight in building this community in years to come.

# CEO's Report

**Josh Fergeus**

It's been another big year for KHG. We've been able to provide more services to the local community than ever before, introducing a range of exciting new programs and welcoming many new participants. Perhaps most exciting of all is the commencement of services at our second site, Peppertree Place.

I want to pay tribute to our remarkable staff team. Their consistent displays of skill, passion, dedication, warmth, humour, empathy and respect are without parallel. I'm so grateful for their contribution to our work, a sentiment I know is shared by our participants, their families and our community. Our organisation is the sum of our people, and our people truly are the best in the business.

I'd like to give particular thanks to my core leadership team - Tracy Ellis, Georgia Tracy, Brenna McIntyre, and Chris Reed - for their commitment to our work, and to welcome Samantha Dunn to the team as the Site Manager at Peppertree Place. Thanks too to Nina Springle, who has done an admirable job of managing our transition to Peppertree Place, and to Robyn Fergeus, who continues to provide invaluable input and advice regarding service design. A special mention must also go to Georgia Brown, our Administration Coordinator, who has been a tremendous support to my work and the smooth operation of our office this year.

Congratulations to our participants for their excellent work and continued development. Your achievements are a credit to your commitment and determination. I wish you all the best for the year ahead. We will be right there beside you.



# Our Team

## Committee Members

**Chair:** Jane Boag  
**Secretary:** Rob Curtain  
**Treasurer:** Gary Ayre  
**Members:** Mike McCaw  
 Joady Barnes  
 Michael Loh  
 Jill Threader  
 Charmaine Grant  
 (2018)

**Kiwanis Rep:** Bruce Entwisle

## Life Members

Kevin Heinze\*  
 Alf Lewis\*  
 Maurie Kellett  
 Helen Larkin\*  
 Bill Larkin\*  
 Jane Picton  
 Jane Edmanson  
 Bill Whiticker\*  
 Margaret Armstrong  
 Tony Kershaw\*  
 Rhonda Woodrow  
 Judy Caspar

Murdie Inglis\*  
 Fred Jeffs\*  
 Peter Binks\*  
 Bob Poppins  
 Bob Dusting\*  
 Eric Tinney\*  
 Laurence Gedye\*  
 Ron Carter\*  
 Bruce Entwisle  
 Helen Bartlett  
 Lee Cranston\*  
 John Hodges  
 \*deceased



## Staff

### Leadership Team

Josh Fergeus, *Chief Executive Officer*  
 Tracy Ellis, *Manager: Client Services*  
 Brenna McIntyre, *Manager: Community Liaison*  
 Georgia Tracy, *Manager: Marketing & Fundraising*  
 Nina Springle, *Transition Manager: Peppertree Place (2019)*  
 Samantha Dunn, *Manager: Peppertree Place*  
 Dr Chris Reed, *Consultant: Horticultural Therapist*  
 Robyn Fergeus, *Consultant: Service Design*

### Administration

Georgia Brown, *Coordinator*  
 Belinda Cooper, *Officer*  
 Elizabeth Lamicela, *Officer (2018)*  
 Julian Garcia, *Officer (Peppertree Place)*

### Client Services

Xi Ma, *Coordinator*  
 Amy Piesse  
 Georgia Misurelli

### Clinical Services

Harriet Muse, *Coordinator*  
 Mel Holmes, *Occupational Therapist*  
 Peter Petrov, *Occupational Therapist*  
 Georgia Misurelli, *Counsellor*  
 Dr Bronwyn Moorhouse, *Speech Pathologist*

## Trainers

Lilli Johnston, *Lead Trainer*  
 Michelle Stratton, *Lead Trainer: Peppertree Place*  
 Anita Mitchell, *ACFE Coordinator*  
 Eloise Arthur, *Child Trauma Practitioner*  
 Jie Fan, *ACFE/CHSP*  
 Ian Robertson  
 Jacqueline Coad  
 Lucy Fergeus  
 Andrew Jennings  
 Alanna Lorenzon (2019)  
 Georgia Misurelli  
 Chris Norris  
 Xi Ma  
 Georgia Brown  
 Amy Piesse  
 Claire Wiglesworth  
 Brooke Henderson (2019)

## Support Workers

Caleb Ziegeler  
 Christa Crowe  
 Tunsawmkhai Zokhai  
 Vivian Tee  
 Jacqui Davies  
 Daniel Francese

## Marketing

Isabella Fredheim, *Marketing & Fundraising Officer*

## Humanscape

Rani Blake, *Coordinator (2019)*  
 Kate Eekhof-Coenen, *Consultant*

(Year) indicated year of leaving.

# Core Program

Tracy Ellis | Manager Client Services

The past year was filled with wonderful opportunities and growth as well as challenges:

- Total number of 66 participants in our programs achieving outcomes through support, education and clinical services
- Recruitment of 19 exceptional professionals in several training and support work positions
- Creation of 17 specialised programs to fit the interests of our participants
- Highly personalised individual programs to suit participants' NDIS goals and plans
- Incorporation of Clinical Services into the Program, allowing a multi-disciplinary approach to our training
- Commencement of a dementia program for aged care participants

- Introduction of the 'KH Grow on the Go' program, allowing our young participants to put their horticultural and gardening skills into practice
- The successful integration of Certificate 1 in Transition Education, delivered by Box Hill Tafe on KHG site
- Awarded the Enablement Award 2019 for The Most Outstanding Disability Support Programme in Australasia in 2019
- Formation of the Client Services Team, in order to provide excellent customer service to our participants and families.

The large number of initiatives this year could not have been achieved without the support of a highly committed, passionate, skilled and respectful team. To our CEO Josh, thank you for your ongoing support and drive, which has enabled the organisation to move decisively and successfully under the NDIS. I would also like to thank the Committee of Management for their continued backing in what we do. To my exceptional team of Trainers, led by the irreplaceable Lead Trainer Lilli, and Support Workers, my gratitude for the commitment, care, skills and passion you have displayed to ensure the participants continue to receive a unique and high quality program. Finally, a special thank you to my brilliant Client Services Team; Xi, Georgia M and Amy, whose efforts and dedication to the participants has led to the success of the program.

*Julian has been participating in speech therapy at KHG since October of last year. The focus of our work has been on learning to produce the speech sound /k/. This work is particularly challenging for Julian, as it is difficult for him to be consciously aware of different positions inside his mouth. Nonetheless, he has really risen to this challenge and is now practising saying words starting with /k/ in sentences he produces himself. In his own words, he has done a totally "awesome job". It is also wonderful to see how acquiring this new skill is boosting his confidence in a range of interactions with others at KHG!*

*"It is also wonderful to see how acquiring this new skill is boosting his confidence in a range of interactions with others at KHG!"*



# Clinical Services

## Brenna McIntyre | Manager Community Liaison

The number of hours being delivered through clinical services at KHG continues to increase. We are currently delivering over 50 hours per month and the feedback remains particularly positive from the clients and their families. We are finding that an increasing number of our participants have clinical services as a part of their NDIS packages and as such the demand to access these services during an individual's weekly schedule is in high demand.

We currently have one Speech Therapist, three Occupational Therapists and one Counsellor undertaking clinical services at the Doncaster site with the plan of expanding services to the new Coburg site in the near future.

Each of our therapists bring their own unique professional experience and

ideas to their client sessions. This is reflected in the individually tailored programs being undertaken that use a combination of the garden setting, associated tasks, as well as other creative techniques on site. During the week, the therapists work alongside the KHG participants in a more casual capacity and these more natural interactions serve to inform the therapists knowledge of each individual. As a result we believe that the therapeutic outcomes are positively impacted. The benefits of therapeutic sessions at KHG are further enhanced by the core program's training staff who work with therapists to integrate some of the clinical tasks and exercises into the participant's daily program. This integrated approach is progressive and effective and we're very proud to be offering a service of this calibre to the community.

*Victor first came to KHG when he was at school and was very shy and quiet, but has grown into a far more confident and communicative person. He has developed many life skills and has matured into a young man with huge potential. Victor is developing his cooking and money-handling skills along with other aspects of independent living and is making great gains in his employability.*

*It has been a pleasure to accompany him on his journey so far, and we look forward to the next exciting developments.*



*Luke has been engaged in counselling services with Georgia M. at Kevin Heinze Grow since August 2018. Throughout this time, Luke and Georgia have developed a collaborative and robust therapeutic relationship. While working alongside Luke in the past year, Georgia has observed considerable achievements. Luke's self-awareness has improved, which has allowed further capacity to articulate his experiences and emotions.*

*Georgia was extremely proud of Luke at the beginning of the year when he enrolled himself in an all abilities local football team. Accordingly, Luke's confidence levels have increased, which has had flow-on effects to improved social skills, accountability and team work across interactions with peers and staff members at KHG.*

*"Luke's confidence levels have increased, which has had flow-on effects to improved social skills, accountability and team work."*



# Grow Well

We've now been running the Grow Well - Child Trauma program for three terms. Eloise has developed a great connection with each of the participants and the feedback from parents and guardians has been exceptional. The program is flexible, individualised and delivered by a social worker who creates a safe and accepting space. The program aims to support other modalities of therapy the young person may be accessing and evaluations of the program indicate that we are succeeding in this way with comments like "This is such an important program for children with mental health problems. Relaxed, away from medical professionals"; "Just thank you!!! Nothing about this program is intimidating" and after refusing to attend school for a whole term, the comment was made that the participant "continued to attend KHG for every session".



# Growing Together

This year at KHG we had the privilege of running a therapeutic horticulture program for residents of aged care facilities on Monday afternoons.

In this program, the participants were provided with the opportunity to go on relaxing and beautiful walks through our peaceful forests and garden spaces to actively engage in nature. Participants also enjoyed spending time potting-up and propagating new plants and helped establish some raised garden beds in the main courtyard area of the KHG site. Many of the residents who visited and participated in this program enjoyed getting back out into nature and loved getting their hands dirty while learning new horticulture skills and facts along the way.



*"Many of the residents who visited and participated in this program enjoyed getting back out into nature and loved getting their hands dirty..."*

# KH Grow on the Go

## Mobile gardening service

This year we moved closer to realising our dream of establishing our first dedicated employment training program for young people with disabilities. We designed a program which initially trains a small cohort of three participants per year to become skilled in garden maintenance and ready to work in private contracting businesses, local government horticulture teams or for other community organisations. Operating on a social enterprise model, KH Grow on the Go has received generous funding from The Ian Potter Foundation, Manningham Council's Community Grants Program and Bendigo Bank East Doncaster and Templestowe Branches. We look forward to successfully training and transitioning participants to employment whilst delivering quality gardening services to our customers out in the community.



## HenPower

The burgeoning HenPower program is making great headway. After having been spoken about and planned for the last year, it is starting to happen.

Participants who expressed interest in becoming involved in the program undertook an interview to become a part of the steering committee. Now, we have a steering committee comprised of participants, volunteers and staff who have been meeting regularly to talk about the program's trajectory.

Peter, one of our OTs and his father Chris, have worked extremely hard with various participants building our chicken coop from both new and existing timber, wire and other materials from around the site. It is looking amazing and nearly complete. Once done, the horticulture team and the steering committee participants will work on establishing the whole chicken enclosure to ensure that it is a safe place for the chickens to forage as well as a pleasant and inviting place for people to visit and experience the program.

In the next month we should acquire our fertilised eggs to hatch and then it is all systems go as we hand rear the chicks so they are ready to be involved in the full program. The plan for the remainder of 2019 is to invite people to KHG to experience the chickens and the associated creative program and in 2020 we hope to take HenPower out to the broader community.







## Peppertree Place

The first half of 2019 has seen the expansion of Kevin Heinze Grow (KHG) to the inner north with an exciting project in establishment phase at Peppertree Place in Coburg. After a hard fought and won community campaign to save the site from sale, KHG were invited to take over management to service communities through the core therapeutic horticulture program, clinical services, and a vocational training program run through the Peppertree Place Café. Together with the Friends of Peppertree Place, KHG have worked hard to reconfigure the existing retail nursery

into a space providing opportunities for participants, volunteers and the broader community. Plans are underway to commence vocational training in the Cafe and community events will recommence reinforcing Peppertree as a vibrant community hub.

Wurundjeri Elder, Tony Garvey and his son welcomed the service to the site through a powerful Welcome to Country and Smoking Ceremony on Saturday 27th April, followed by a beautiful Turkish meal from a local eatery.





## Spring and Autumn Fairs

The 2018 Spring Fair has been fondly remembered as “our best one yet”! It was a hugely popular event with our biggest crowd ever and it was our most successful in terms of funds raised to support KHG programs. With activities and attractions growing each year this year we



introduced the jazz band and the Onemda food truck which were both extremely well received. As the sun shone so did our participants who’s incredible efforts really helped to ensure that our nursery customers and visitors had an enjoyable time. It was wonderful to see so many new faces as well as the friendly faces of those wonderful volunteers and supporters who have attended this great community event year after year.

Despite the challenging conditions presented by the weather, the spirited KHG team proved that gardeners don’t mind the rain and delivered another

great Autumn Fair in April 2019. Many beautiful plants made their way to new homes and the introduction of preserves and second-hand books proved extremely popular (especially when it got too wet and windy to stay outside!). As always a huge and heartfelt thank you goes out to the loyal volunteers who provide enormous support to staff to ensure these events run smoothly and successfully every year. We would also like to thank our friends in the nursery industry who continue to support us with donations for the nursery: Southern Advanced Plants, Oasis, Scotsburn, Proteaflora, Seasol and Beasley’s Nursery.

## Volunteers

The volunteer landscape at KHG is definitely a changing one. In the past, the vast majority of volunteers were retirees. What we are finding now is that most of the volunteers are of a younger demographic looking for additional work experience. In addition we have attracted an increasing number of tertiary students wanting to complete placement hours required for their courses from such disciplines as Social Work, Occupational Therapy, Physiotherapy and Biomedical Science. This year we have had 14 in total.

We’ve attracted approximately 30 new volunteers this year with a regular volunteer base of about 75. The contribution of volunteers to the organisation is still of great importance and allows us to offer a greater breadth of programs and keep our support ratios low. Volunteers have dedicated more than 2000 hours of service to KHG

this year, which continues the great tradition of volunteer involvement.

In the 2018-2019 year KHG has also seen greater interest from high school students undertaking work experience and various community involvement programs from Doncaster Secondary College, Koonung Secondary College, Xavier College and Fintona. The feedback from these schools has been consistently positive and they are always keen to continue the collaboration.

All of these individuals help to create the inclusive, safe and welcoming place that is KHG. It’s a growing community and we are really proud of the achievements we are making.



# Treasurer's Report

## June 2019 Financial Statements

The 2019 year has been a strong one for Kevin Heinze Grow, as evidenced by the following highlights:

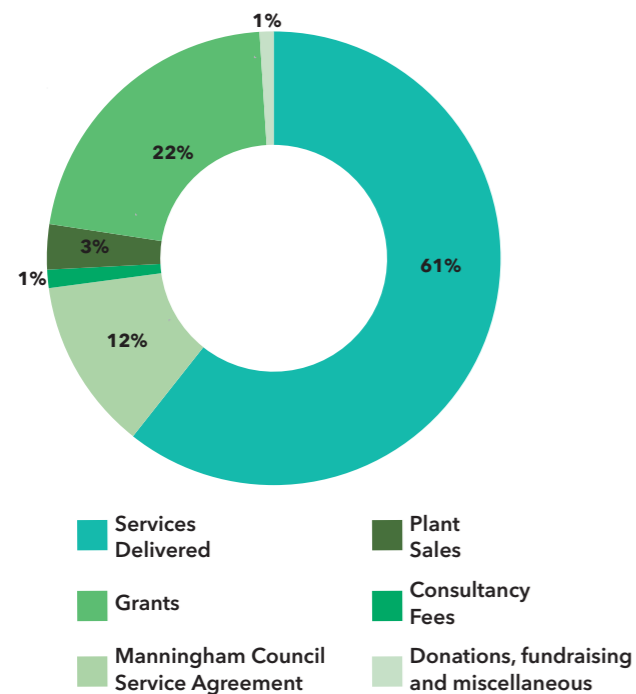
- Annual Revenue in excess of \$1.0million for the first time. An increase of 104%.
- A Net Profit of \$145,045, also a large increase over the 2018 result of \$21,667
- Further improving the mix of revenue streams with increased reliance on Fee for Service and less reliance on Grants and Service Agreements.

In order to achieve the above results, additional staff have been employed, which has increased the wages costs over the year from \$343,152 to \$639,671; a justifiable expense based on the revenue improvement, which augers well for the future, particularly as the expected benefits of Peppertree Place are embedded.

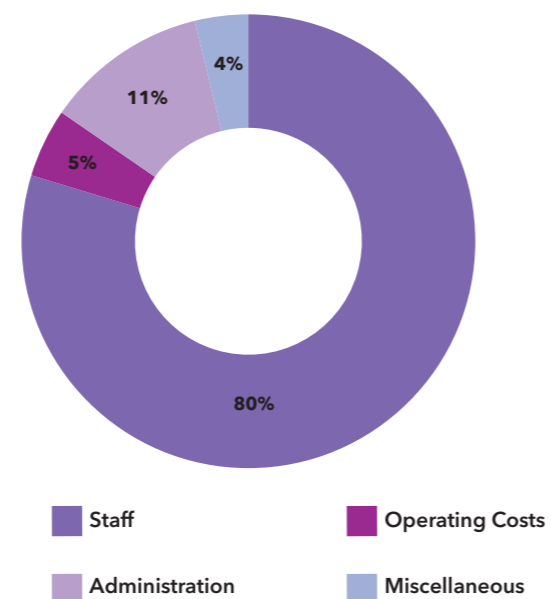
The initial concerns of revenue being impacted by the introduction of the NDS have now dissipated, with Kevin Heinze Grow now seen as a preferred supplier in its sector.

Our thanks must be extended to the Bendigo Bank for the service and grant support provided, as well as the efforts of our bookkeeper Stephanie Kadwell, Young and Grant Accountants, Chris Edgar of Edgar & Associates and the hardworking finance staff at the centre.

### Revenue



### Expenditure



Full audited financial statements available [www.kevinheinzegrow.org.au](http://www.kevinheinzegrow.org.au)

# Financials

## Profit and Loss Statement

For the year ended 30 June 2019

	2019	2018
<b>Income</b>		
Trading profit	1,023,495	477,040
Total income	1,023,495	477,040
<b>Total income</b>	<b>1,023,495</b>	<b>477,040</b>
<b>Expenses</b>		
Advertising	15,446	1,914
Asset < \$1000	4,490	-
Bank Service Charges	852	443
Cleaning	2,557	7,983
Cost of Goods Sold	-889	-
Depreciation Expense	2,773	1,479
Dues and Subscriptions	1,474	1,193
Expensed Equipment	10,589	32
Filing Fees	296	117
Fines & Penalties	29	-
Gifts & Incentives	548	-
Insurance	4,929	4,082
Insurance - Motor Vehicle	3,308	2,161
Insurance - Public Liability	2,594	-
Insurance - Workcover	7,776	6,504
Interest Expense	-	137
Meal Entertainment	2,625	80
Merchandise - Staff Uniforms	4,133	-
Motor Vehicle - Fuels and Oils	3,346	3,151
Motor Vehicle - Leasing	556	-
Motor Vehicle Expenses	1,454	340
Motor Vehicle - Motor Vehicle Maintenance	2,751	2,800
Other Expenses	18	163
Overpayment	-	286
Payroll Expenses	10,140	-
Payroll Expenses: Gross Wages	639,671	343,152
Payroll Expenses: Superannuation	62,002	26,596
Postage and Delivery	747	396
Printing and Reproduction	3,143	2,588
Professional Fees	-	39

# Financials

	2019	2018
Professional Fees: Accounting	3,850	-
Professional Fees: Book keeping	8,921	10,563
Professional Fees: Consulting	20,000	850
Professional Fees: Legal Fees	24	-
Programme Expense	1,933	650
Programme Expense: Reimbursed costs	-	492
Programme Expense: Student Training	11,444	2,865
Repairs & Maintenance	24	45
Repairs & Maintenance: Building Repairs & Maint.	436	891
Repairs & Maintenance: Computer Repairs & Maint.	1,280	-
Repairs & Maintenance: Equipment Repairs & Maint.	3,885	572
Repairs & Maintenance: Gardens/Grounds	1,670	-
Repairs & Maintenance: Property Repairs & Maint.	-	36
Security	710	1,306
Software Expense	4,852	1,760
Staff Training & Welfare	-	623
Staff Training & Welfare: Professional Development	7,031	305
Subscription	746	530
Sundry Expenses	2,348	504
Supplies: Autumn Sale	-	25
Supplies: Consumables	971	1,199
Supplies: Marketing	-	56
Supplies: Spring Fair	240	281
Telephone & Internet	3,980	3,839
Travel	276	1,049
Travel: Allowances	385	-
Travel: Local Travel & Fares	69	-
Travel: Parking and Tolls	1,632	1,703
Utilities: Gas & Electric	4,595	8,047
Utilities: Water	6,934	12,065
Volunteer Training & Welfare	-	1,152
Waste Disposal	2,854	278
Website expenses	-	281
<b>Total Expenses</b>	<b>878,451</b>	<b>457,600</b>
<b>Profit/(Loss) before Taxation</b>	<b>145,045</b>	<b>19,440</b>
<b>Net Profit After Tax</b>	<b>145,045</b>	<b>19,440</b>
<b>Net Profit After Dividends Paid</b>	<b>145,045</b>	<b>19,440</b>

# Thank You

## Supporters

Australian Government Department of Industry, Innovation and Science

Bendigo Bank - Doncaster East & Templestowe Village Community Bank Branches

City of Manningham

City of Moreland

Community Underwriting

Grill'd

Harcourts Foundation

The Ian Potter Foundation

Inner North Community Foundation

Mazda Foundation

Oasis

Proteaflora

Scotsburn

Southern Advanced Plants

Yalca Fruit Trees

## Sponsors

3000 Acres

Bendigo Bank - Doncaster East & Templestowe Village Community Bank Branches

Bunnings

Officeworks

Seasol



## Donations

You can make a donation to Kevin Heinze Grow to contribute to our valuable work in the community. Your gift will be gratefully received and donations over \$2 are tax deductible.

You can donate online at [www.kevinheinzegrow.org.au](http://www.kevinheinzegrow.org.au) or by telephoning: (03) 9848 3695 to donate using your credit card. Please phone or email us at [donate@kevinheinzegrow.org.au](mailto:donate@kevinheinzegrow.org.au) if you would like a receipt for tax purposes, or if you would like to set up a regular donation using credit card or direct debit.

## Bequests

By leaving a gift in your Will to Kevin Heinze Grow, you can leave a lasting impression on the people we work with, transforming lives through the benefit of therapeutic horticulture. Please contact us to discuss leaving a bequest to Kevin Heinze Grow.

### **KHG Doncaster**

39 Wetherby Rd  
Doncaster VIC 3108  
(03) 9848 3695  
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[kevinheinzegrow.org.au](http://kevinheinzegrow.org.au)

### **KHG Peppertree Place**

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