



# Annual Report

2021/22

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Kevin Heinze Grow







# Our Vision

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Health and wellbeing through connection to nature and community.

# Our Mission

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To be a leader in delivering experiential learning and positive personal development.

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We acknowledge the First Nations of the land we work on and pay our respects to their Elders past and present. We recognise that sovereignty was never ceded and the impact of structural inequality resulting from invasion continues to this day.

Kevin Heinze Grow is committed to cultivating inclusive environments for staff, consumers and carers. We celebrate, value and include people of all backgrounds, bodies and abilities.





Chloe and Gary



# Chair's Report



**Karen Scobell**  
Chair, 2020 -

I'm pleased to present this report on behalf of the Kevin Heinze Grow Committee of Management. As I'm writing this, it is two weeks to go until the 2022 KHG Spring Fair. The first one we've been able to hold for three years! The keen anticipation around the Spring Fair is so closely aligned to the fact that a whole community of people will be coming together in the beautiful gardens of KHG. A community made up of participants, staff, volunteers, students and many members of the public. This is what makes KHG so unique and important. At a time when we're only just recovering from long periods of isolation and, for many, loneliness, KHG offers every one of us community, connection and engagement. All within an environment hallmarked by a philosophy of sustainability and caring for our environments.

Interestingly, recent You Gov research has found that, following the recent COVID-related lockdowns, we as a society have changed somewhat in what we value most: what's most important to many of us now is connection to community, compassion and sustainability.

These are the very things that KHG continues to offer. As an organisation we have been able to provide a wonderful range of supports and services to our participants, including over the lockdowns. I'm so proud of all the KHG staff who were able to keep providing these exceptional programs despite truly challenging circumstances. And I'm pleased that so many participants were able to keep engaged in one form or another. Really, it's not that difficult to understand why – maintaining that sense of community connection within long periods of isolation was what KHG offered throughout. And looking forward to 2023, this is exactly what we will continue to do.

In concluding I would like to thank all those who gave of their time and resources over the past year so that KHG could continue to be the vibrant, caring and supportive organisation that it is. This includes our fantastic staff and leadership teams, our volunteers, our students and many external organisations.

*Kusbe*

# CEO's Report



**Dr Josh Fergeus**  
Chief Executive Officer

I'd like to extend my thanks and congratulations to our staff and participants for not just surviving, but thriving, over the last year. Again our community has been presented with many challenges, not least the ongoing COVID-19 pandemic which has disproportionately impacted on people with a disability and other vulnerable communities. The KHG team have demonstrated time and time again their creativity, flexibility and resilience and have continued to share the therapeutic benefits of horticulture with the people who need them most while ensuring safety remains a top priority.

One of the best parts of working at Kevin Heinze Grow is witnessing the tremendous achievements attained by members of our community. This year we have seen our participants accomplish a lot, and a few achievements warrant particular celebration. Max left KHG after gaining employment as a Horticultural Apprentice in the local government sector, while George gained employment as a landscaper with a large

construction company. Several participants worked at the Melbourne International Flower and Garden Show, building a show garden designed by Australian of the Year and Paralympian Dylan Alcott AO. Others have learned new words and signs, earned new TAFE qualifications, and developed new relationships and independent living skills.

As ever, the coming year holds the promise of exciting things to come. We have continued to build and develop our relationships with partner organisations, including an exciting new collaboration with Heide Museum of Modern Art. After long delays through the pandemic we are able to roll out a range of upgrades and improvements to our facilities at the Doncaster site, while the café and nursery at Peppertree Place are once again bustling with customers from the local community in Coburg. Thank you to our volunteers, funding partners and supporters for continuing to believe and invest in our work. We couldn't do it without you.

*Josh Fergeus*





Bruce and Joe at Peppertree Place

# Our Community

## Committee of Management

Kevin Heinze Grow is governed by a voluntary Committee of Management who meet each month. We are extremely grateful for the time and expertise that each of these individuals brings to the organisation.

<b>Chair</b>	Karen Scobell
<b>Secretary</b>	Rob Curtain
<b>Treasurer</b>	David Parncutt
<b>Kiwanis Rep</b>	Bruce Entwisle
<b>Members</b>	Gary Ayre Madeline Greenfield Michael Loh (2022)

(Year) indicates year of leaving

## Volunteers

They're back! The KHG community has whole-heartedly embraced the return of volunteers following the pandemic. We've welcomed back many of our existing and highly experienced volunteers and we've also enjoyed bringing some wonderful new people into our programs at both Doncaster and Coburg.

The KHG Volunteer program continues to provide a range of enriching opportunities for people who want to get involved! Some of our current volunteers have assisted on a particular project, helped to maintain our gardens and facilities, offered a specific skill or become an 'extra pair of hands' working alongside our staff and participants in our programs. Anticipated future growth in our café programs at Doncaster and Coburg means we will likely have additional opportunities for people who are interested in assisting staff to provide café operations at our nurseries. KHG warmly welcomes new volunteer enquiries via our website.

# Staff

## Leadership Team

Dr Josh Fergeus, Chief Executive Officer  
Anita Mitchell, Manager - Client Services  
Brenna McIntyre, Manager - Programs and Clinical Services  
Georgia Tracy, Manager - Marketing & Fundraising  
Samantha Dunn (2022)  
Tracy Ellis (2022)

## Administration & Marketing

Georgia Brown, Coordinator - Administration  
Angharad Neal-Williams, Communications Officer  
John Thatcher, Support Officer - Communications and Technology  
Stephanie Kadwell, Bookkeeper  
Skye-Lee Harvey (2022)

## Client Services

Georgia Misurelli, Coordinator - Client Services  
Jacqui Davies, Client Services Officer  
Jessica Rasic, Client Services Officer

## Clinical Services

Dr Bronwyn Moorhouse, Senior Speech Pathologist  
Anisa Kashani, Speech Pathologist  
Georgia Misurelli, Counsellor  
Justin West, Counsellor  
Richard Page, Senior Occupational Therapist  
Erin Miller, Occupational Therapist  
Erica Mainprize, Art Therapist  
Karin Grieg (2021)  
Peter Petrov (2021)

## Programs

Alexandra Baxter, Coordinator - Café Program  
Fiona Yuen, Coordinator - Children's Programs  
Patrick Wain, Coordinator - Therapeutic Horticulture  
Lucy Derum (2022)

## Grow Glen Eira Trainees

Aleksandr Soutorine  
George Papadimitriou  
Mason Gordon  
Liam Ballantyne (2021)  
James McCoy (2022)  
Kyle Goldman (2022)  
Max Witwicki (2022)

## Trainers & Support Workers

Andrew Jennings  
Angharad Neal-Williams  
Claire Humphrey  
Danielle Thomas  
Dermot Sheehy  
Elizabeth Parks  
Emily Kostos  
Ester Oosterweghel  
Felipe Avilez  
Georgia Herod  
Grace Webster  
Hyojung Kang  
Imogen Phillips  
Jacqueline Coad  
Jacqueline Davies  
Jessica Rasic  
Julia Bates  
Julia Chartres-Hanmer  
Julie Cabrol  
Justin West  
Katherine Russell  
Lauren Kearney  
Lisa Sharpe  
Lucy Fergeus  
Luke Frizon  
Marie Dowling  
Melissa Jenkinson  
Michelle Stratton  
Navpreet Singh  
Osvaldo Mangiamarchi  
Rebecca Cacchia  
Rebecca Singer  
Rose Alateras  
Ruben Ayers  
Sonia Mitea  
Thomas Morris  
Tunsawmkhai Zokhai  
Catherine Lancaster (2022)  
Christa Crowe (2022)  
Ian Robertson (2022)  
Jack Hassell (2022)  
Jenny McCoy (2022)  
Jessica Anstee (2022)  
Bonnie Jungwirth-Brown (2021)  
Emma Formica (2021)  
Emmy King (2021)  
Heather McGregor (2021)  
Fina Po (2021)  
Lilli Johnston (2021)  
Kelsey McGowan (2021)  
Sarah Martin (2021)

(Year) indicates year of leaving



# This year we...



Ester and Andrew



Jack



Sophie and Holly



Richard and Christian



Chloe and Patrick



## Programs

This year we have restructured the way we deliver the Grow program to ensure consistency of service quality across days and to better meet the needs of our participants. Our senior trainer model ensures that Grow participants experience a range of leadership styles throughout the week, while the new role of Coordinator - Programs, has been filled by one of our own, Ruben Ayers. As always there has been no end to the diverse range of interesting activities provided in the Grow program, all of which continue to focus on the individual participants and their goals. The KHG team has been delighted to see the many remarkable achievements of participants acquiring new skills over the course of the year, whether these are practical or social skills and quite often both! We would like to congratulate all staff on another year of excellent service delivery.

Due to the rise in popularity of our afternoon programs, we now offer different groups at Doncaster each weekday until 5pm. Participants have engaged enthusiastically in Women's Group, Men's Group and Relationship Group each of which provide opportunities for them to explore a range of targeted issues, facilitated by KHG team members, in a relaxed, inclusive and supportive setting.

The Café Program at Peppertree Place had a quiet start to the year as we were unable to accept customers due to the continued COVID-19 pandemic, but throughout 2022 participants have once again been able to develop

their customer service skills as we have welcomed the public back on site. We are hopeful of expanding our Café Program over the coming year, so watch this space!

Our passionate and capable clinical team have increased the popular ReGrow program from one to two groups each week. ReGrow is designed for adults who experience cognitive impairment or declining mental health as a result of dementia, acquired brain injury, stroke, social isolation or loneliness. There is high demand for programs which cater specially to this population especially programs which foster peer-connections and social opportunities. We have been delighted therefore, to welcome new participants to Doncaster for ReGrow.

During the year we appointed a Coordinator - Children's Programs to oversee and deliver Grow Well and our new Teenage Program. Gaining in popularity, the Teenage program offers an introduction to the broader KHG therapeutic horticulture programs for young people still at school, potentially serving as a pathway to regular attendance in the Grow Program. Our individual therapeutic services to these younger populations is an exciting platform for KHG explore further.





Michael and Bruce



The Grow Glen Eira team and Kim from Semken Landscaping

# Melbourne International Flower and Garden Show

## Clinical Services

Throughout 2021/2022 Kevin Heinze Grow has continued to offer incredibly unique and impactful clinical services to participants in the KHG Community. Having managed a waiting list for a number of years, the appointment of two fabulous full-time clinicians, an Occupational Therapist and a Speech Therapist, has allowed us to finally meet demand from everyone on the list. Due to the general shortage of Occupational Therapy, Speech Therapy and Counselling services in the broader community, we have also advertised these services externally, opening up KHG's professional clinical team to general clients. We therefore have the capacity to expand services further to help meet wider demand putting us in a really strong position for the future.

Our clinical services team showed amazing flexibility and dedication to their participants during the pandemic. Online and in person, they were a consistent source of

regular support, helping participants to navigate the anxieties and uncertainties of a difficult time. They were also able to consult with trainers and support workers in the Grow Program to bring clinical experience and insights to the broader group. A professional clinical lens has also been cast over a number of our established groups with OT and/or speech informing and facilitating the social skills sessions, the new relationships group and an additional ReGrow group for adults with ABI or cognitive decline. We were also thrilled to have our Art Therapist, Erica back on board and seeing participants at Doncaster. This is an exciting time where new and interesting ideas are being explored each utilising our unique, garden space as the therapeutic backdrop.

One of our highlights for the year was the Melbourne International Flower and Garden Show in late March 2022. It was Kevin Heinze Grow's first time exhibiting at the show and it presented us with a wonderful opportunity to showcase our work. It was incredibly special to have many members of the public approach our staff at the show and tell us about Kevin Heinze visiting their primary school or how he helped them plant their first tree! We were blown away by peoples' stories and accounts which highlighted Kevin's lasting impact on their personal gardening journeys.

In early March, we welcomed Australian of the Year and passionate disability advocate, Dylan Alcott to our Peppertree Place site in Coburg for the show's official launch. Accessibility and purpose-built, accessible gardens were central themes for this year's show. 'Tramlines', an accessible garden designed by Vivid Designs in conjunction with Dylan and Semken Landscaping highlighted the importance of making gardens both accessible and interactive for people with a disability. KHG's Peppertree Place nursery was the perfect choice for the show's official launch and a number of our participants were thrilled

to have the opportunity to meet Dylan Alcott in person. Our Peppertree Place team made Dylan and the whole MIFGS team very welcome.

During the build of the show, our Grow Glen Eira team were involved with the selection of plants from the KHG nurseries. The brief encompassed varieties with key sensory or therapeutic characteristics, such as fragrance, colour and texture. The GGE team then helped on site with the design, planting, and construction of the 'Tramlines' garden. Working on such a high-profile garden with Martin Semken and Kim Moon from Semken Landscaping was a fantastic experience for the team members and our Coordinator - Therapeutic Horticulture, Patrick Wain. The finished garden was auctioned off for over \$120,000, and was awarded the show's Silver Show Garden medal. Kevin Heinze Grow also had a dedicated marquee site and display. Overall, our involvement at the 2022 Melbourne International Flower and Garden Show was a great success and we hope to have the opportunity again in 2023!





John, Tarus and Lucy

# Vocational programs

## Grow on the Go

After many challenging setbacks in 2021 the Grow on the Go program has gone from strength to strength during 2022. Over this time we have pivoted from working off site and on site as restrictions dictated but still managed to expand the program from two to three days. This has helped us to accommodate the rise in interest from participants who want to get involved as well as increase our time out in the community providing garden maintenance services for an expanding customer base.

Originally, Grow on the Go was a 12 month participant training program but we have recently started to offer the option of a casual program for participants seeking an introduction to gardening work experience. This has been very well received. We now have three trainers within the program each working on a different day of the week and between 8-10 regular participants getting out in the community. We continue to receive exceptionally positive feedback from participants, their families and our garden maintenance customers so we know we're on the right track. As demand for the program and our services continues to rise we will explore possibilities for further expansion in the future.

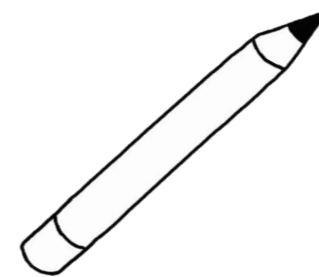
## Grow Glen Eira

In 2021 and 2022 the Grow Glen Eira team has seen some new team members come and some old team members heading off to greener pastures! James started and completed his placement at Rippon Lea Estate and enjoyed working with the team there to maintain their beautiful gardens and lawns. Max's time in the program came to an end as he secured a full time gardening apprenticeship with Stonnington Council. New team member Mason, joined towards the end of last year and has since started an ongoing placement with the horticulture team at Heide Museum of Modern Art, while George and Sasha both joined at the start of 2022. Recently George commenced a part-time garden maintenance job with Mirvac. The newest team member, J, joined us in August 2022 and has been learning a lot of new skills relating to horticulture and garden maintenance. J and Sasha both worked in the nursery at our 2022 Spring Fair, helping with the setup and assisting customers throughout the day.

The Grow Glen Eira team has been working on a wide range of projects and learning a broad set of horticultural skills. One of the more exciting projects was their involvement in the Melbourne International Flower and Garden Show.

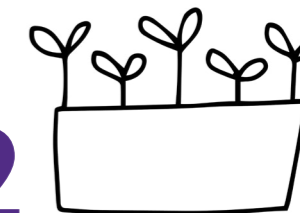
Overall it has been a very exciting year for the Grow Glen Eira team and the program continues to provide excellent opportunities for team members to begin or continue their horticultural journey and develop their skills.

8



Participants taking part in the ACFE program

112



Total number of Participants across all programs

## Service Highlights



30.4%

Growth in core service delivery

6,873

Plants sold from our nurseries



7.6%

Growth in clinical service delivery





207

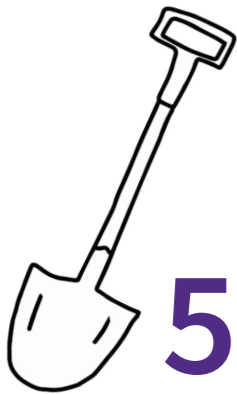
Number of individual Counselling hours delivered



412

Number of individual Occupational Therapy hours delivered

# The Year in Numbers



5

Participants gained employment outside of KHG



KHG presented at

10

different events



395

Number of individual Speech Pathology hours delivered

# Treasurer's Report



David Parncutt  
Treasurer



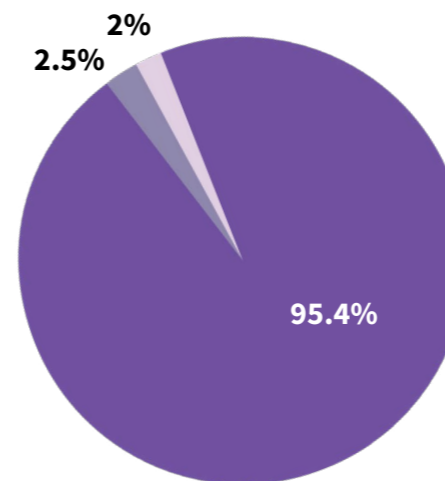
The ongoing strength of Kevin Heinze Grow's programs and participant satisfaction continues to be reflected in strong financial results. For the third consecutive financial year, Kevin Heinze Grow has been significantly impacted by the COVID pandemic with government restrictions in place for a number of months with minimal financial support. Despite this, Kevin Heinze Grow once again grew its revenue, generating a small increase of 3% compared to the previous financial year, totalling \$2,478,814. This was driven by significant growth in our programs as the organisation continues to increase its reach and impact. The fee and services revenue grew by 28% over the last year, underscoring the excellent work staff are doing in providing high quality services and identifying new opportunities. Kevin Heinze Grow is fortunate to have many generous supporters in the community and we are thrilled that revenue from donations was \$49,367.

There have been a number of pressures on the organisation's expenses, resulting in an increase of 7.5% from the previous year, totalling \$2,312,398. One pressure has been

inflation which impacted numerous aspects of the organisation and will continue to do so into the next financial year. However, much of the growth in expenses is due to increased staffing needs as a result of the growth in fee and service operations. Staff wages (and associated costs) amounted to \$2,096,923 for the financial year – 91% of total expenses and a 15% increase on the previous year – demonstrating that Kevin Heinze Grow's most significant investment continues to be in its people.

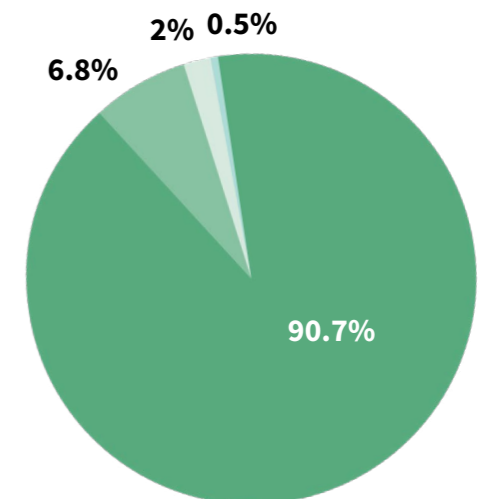
Overall, the organisation continues to be focused on its financial sustainability. The committee and organisational leadership understand that secure finances provide the foundation from which the organisation is able to serve its Participants and carry out its mission. It is a source of pride that the organisation has grown tremendously over the last half decade while consistently achieving financial surpluses. The committee is, as always, very grateful to our bookkeeper Stephanie Kadwell, the various finance staff at Kevin Heinze Grow and Bendigo Bank for their ongoing work.

## INCOME



■ Fees & Services
 ■ Grants
 ■ Donations

## EXPENDITURE



■ Staff
 ■ Operating
 ■ Admin
 ■ Miscellaneous



# Financial Report

## Profit and Loss Statement For the year ended 30 June 2022

	2022	2021
<b>INCOME</b>		
Fees & Services	2,366,686	1,845,103
Grants (local) operating	61,484	178,103
Donations received	49,367	52,855
Government COVID-19 Grants	-	333,500
Interest received	1,277	1,874
<b>Total Income</b>	<b>2,478,814</b>	<b>2,411,435</b>
<b>EXPENDITURE</b>		
Advertising and promotion expenses	8,154	2,908
Bank charges	2,364	2,425
Cost of sales	18,013	24,091
Depreciation and amortisation expenses	11,789	12,778
Interest expense	402	4
Portable long service leave expense	20,818	36,234
Salaries and wages	1,890,110	1,639,298
Superannuation expenses	185,995	159,924
Utilities expenses	17,058	15,390
Other administration expenses	157,695	257,616
<b>Total Expenditure</b>	<b>2,312,398</b>	<b>2,150,668</b>
<b>Current year operating surplus</b>	<b>166,416</b>	<b>260,767</b>
<b>Net current year surplus</b>	<b>166,416</b>	<b>260,767</b>

## Changes in Equity For the year ended 30 June 2022

	Retained Surplus
Balance at 1 July 2020	378,768
Balance at 30 June 2021	639,535
<b>Balance at 30 June 2022</b>	<b>805,951</b>

## Cash Flows For the year ended 30 June 2021

	2022	2021
<b>CASH FLOWS FROM OPERATING ACTIVITIES</b>		
Receipts from government, sponsors, customers and donations	2,454,366	2,341,014
Payments to suppliers and employees	(2,363,260)	(2,026,673)
Interest received	1,277	1,874
<b>Net cash provided by operating activities</b>	<b>92,195</b>	<b>316,215</b>
<b>CASH FLOWS FROM INVESTING ACTIVITIES</b>		
Payment for plant and equipment	(12,040)	-
Net cash used in investing activities	(12,040)	-
<b>CASH FLOWS FROM FINANCING ACTIVITIES</b>		
Repayment of borrowings	(10,247)	(10,248)
Net cash used in financing activities	(11,809)	(10,248)
Net increase in cash held	68,346	305,967
Cash at the beginning of the financial year	647,992	342,025
<b>Cash at the end of the financial year</b>	<b>716,338</b>	<b>647,992</b>





Joe and Joe



Georgia and Chloe

# Thank You

- 96.5 Inner FM
- Assemble Communities
- Bendigo Bank Doncaster East & Templestowe Village Community Bank Branches
- Bunnings Warehouse, Doncaster
- City of Glen Eira
- City of Manningham
- City of Merri-Bek
- Commonwealth Bank, Eastland Branch
- Community Underwriting
- Deakin University
- Department of Education & Training
- Department of Health and Human Services
- Department of Industry, Science, Energy and Resources
- Department of Jobs, Precincts & Regions
- Department of Premier and Cabinet
- Department of Social Services
- Grill'd Bundoora

- Grill'd Chirnside Park
- Kiwanis Club of Waverley
- Latrobe University
- Melbourne International Flower & Garden Show
- Peak Performance
- Plantfulness
- Rotary Club of Coburg
- Rotary Club of Doncaster
- Rotary Club of Manningham
- Rotary Club of Moreland
- Rotary Club of Templestowe
- Swinburne University
- The Parncutt Family Foundation
- Yalca Fruit Trees

In addition our heartfelt thanks go to every person, group and organisation who made a financial or in-kind donation over the 2021-2022 year to help us grow.

# 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

# Support us

## Would you like to help us?

Helping smaller charities like Kevin Heinze Grow can be a really great feeling. Although our profile is not as well-known, our impact on peoples' lives is exceptional and donations to Kevin Heinze Grow provide real 'bang for buck'. You will know that each and every dollar you donate is directly contributing to unique and impactful work and providing life-long benefits for people with disabilities.

If you can help with a regular gift each month of as little as \$5, this is an especially valuable way for you to contribute.

Donations are easy and safe to make on our secure website or please email us on [donate@kevinheinzegrow.org.au](mailto:donate@kevinheinzegrow.org.au) for any assistance. Donations over \$2 are tax deductible.

## Considering your Will?

As a tribute to a friend or family member or as a lasting legacy of your own, there is no better way to have an impact on the future than by helping others. Whether a large or small amount of money or an asset of value, a gift in your Will to Kevin Heinze Grow will bring lasting benefits for many people. You can find out more about leaving a gift in your Will on the Kevin Heinze Grow website: [www.kevinheinzegrow.org.au/support-us/bequests/](http://www.kevinheinzegrow.org.au/support-us/bequests/)

You may also wish to contact Georgia Tracy for a confidential conversation. [georgia@kevinheinzegrow.org.au](mailto:georgia@kevinheinzegrow.org.au) or phone: (03) 9848 3695

## Donate today

Donations are appreciated enormously and can be made easily at any time via:

**Website:**  
[www.kevinheinzegrow.org.au/support-us/donate/](http://www.kevinheinzegrow.org.au/support-us/donate/)

**Phone:**  
 (03) 9848 3695

**Direct electronic funds transfer to:**  
 Kevin Heinze Grow  
 BSB: 633 000  
 Account number: 146 052 337






39 Wetherby Road, Doncaster 3108

Peppertree Place, 512 Sydney Road,  
Coburg 3058

 @kevinheinzegrow

 @kevinheinzegrow

 (03) 9848 3695

 [info@kevinheinzegrow.org.au](mailto:info@kevinheinzegrow.org.au)

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

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