



KEVIN HEINZE

Grow

Annual Report

2022/23

Kevin Heinze Grow





Our Vision

Health and wellbeing through connection to nature and community.

Our Mission

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.



Andy and Claudia in the Doncaster Nursery



Chloe and Patrick in the Doncaster Nursery

Chair's Report



Karen Scobell
Chair, 2020 -

On behalf of the Kevin Heinze Grow Committee of Management it is my pleasure to present this year's Chairperson's report.

As in every other year, KHG has faced challenges and celebrated many successes. In the current economic climate it's no surprise that not-for-profits across Australia face significant difficulties and KHG is no different. However I'm pleased and proud to report that we continue to be able to provide exceptional personalised services to numerous participants. We continue to attract high quality staff across the full spectrum of requirements – support workers, horticulture experts, clinicians, admin and HR professionals and a range of leaders at various levels. And thanks to the commitment of staff, participants and volunteers we continue to maintain beautiful welcoming outdoor spaces at Doncaster and Coburg – and beyond.

The KHG Committee has also seen changes this year. We have farewelled valuable members and welcomed some fantastic new faces while retaining many talented and committed members who have served on the Committee for years. Our Committee has a diversity of backgrounds and expertise, skills and talents and life experience that

help enable KHG to thrive. Alongside this diversity there is one element that we all share, arguably the most important: a strong belief in the value of KHG services' contribution to supporting the needs and goals of each individual participant, delivered within a natural environment. Having recently attended one of the daily outdoor programs in the plant nursery, I came away with a deeper understanding of how KHG's diverse and engaging therapeutic horticulture model works on the ground (Quite literally! We were constructing a gravel path). It was great to observe and participate in GROW (Gardening for Recreation, Occupation and Wellbeing) being enacted through conversation, education and practical hands-on activity. An experience I would commend to anyone reading this!

In conclusion I would like to thank everyone who gave of their time and resources over the past year so that KHG could continue to be the thriving organisation that it is. This includes our exceptional staff and leadership teams, our volunteers, our students, alongside many external organisations.

Kusbe

CEO's Report



Dr Josh Fergeus
Chief Executive Officer

Inflationary pressures, decreases to income in real terms, and ongoing high levels of illness in the community have conspired to make this year a challenging one for many NDIS providers. I'd like to thank our participants, staff and volunteers who have persevered throughout and who continue to grow and thrive together. A particular highlight of the year was October's Spring Fair, the first we've been able to hold since 2019. It was wonderful to see our community coming together to enjoy the day.

This year our team welcomed several appointments to key new roles, completing our organisational restructure. Nicole Sargeant joined us as Manager of People and Culture, Ruben Ayers was promoted to the role of Coordinator of the Grow Program, and Nadine Inman stepped into the role of Administration Officer. They have proven to be invaluable additions to the team, broadening and deepening the skill and expertise available to lead and support our service delivery.

We recognise that our grounds and facilities are also vital in supporting meaningful learning and development opportunities for participants. I'm pleased that this year we have been able to make a number of improvements such as the installation of new marquees, greatly increasing the amount of undercover space available in the gardens, maintenance works in the Peppertree Place kitchen, and the completion of the new Gazebo room at our Wetherby Road site. There is always more to do.

At KHG participants are our partners in the development and design of our services. In addition to encouraging ongoing reflection this year we conducted a thorough, holistic participant survey. More than 60 participants shared their thoughts and experiences with us. While I am pleased that their feedback demonstrated a very high level of satisfaction with our programs we will continue this process on an annual basis with a view to contributing to continuous improvement.

Josh Ferg



Staff and Participants in the gardens at Doncaster

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.

| | |
|--------------------|----------------------------|
| Chair | Karen Scobell |
| Secretary | Rob Curtain |
| Treasurer | David Parncutt |
| Kiwanis Rep | Bruce Entwisle |
| Members | Gary Ayre |
| | Tushar Mehta |
| | Robert Donohoe |
| | Madeline Greenfield (2022) |

(Year) indicates year of leaving

Volunteers

Over the year it's been wonderful to have the support of so many passionate volunteers helping us in so many ways. Some have been with KHG since the dawn of time and some are relatively new but each one brings their individual skills and flair to a variety of interesting roles at KHG. Whether it's working alongside our fantastic staff in the delivery of programs, maintaining our gardens and facilities, serving on our Committee of Management or helping in some other way, we simply couldn't do what we do without our amazing volunteers.

This year we've also had some hands-on help from a number of corporate volunteers who have spent a welcome day in our gardens shovelling gravel, loading a skip or helping to paint the building! It's so true that 'many hands make light work' and we say an enormous thank you to each and every one of them! We warmly welcome enquiries for volunteering 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
 Nicole Sargeant, Manager - People & Culture

Administration & Marketing

Georgia Brown, Coordinator - Administration
 Nadine Inman, Administration Officer
 John Thatcher, Support Officer - Communications & Technology
 Stephanie Kadwell, Bookkeeper
 Emily Kostos, Communications Officer
 Angharad Neal-Williams, Communications Officer (2023)

Client Services

Georgia Misurelli, Coordinator - Client Services
 Lucy Fergeus, Client Services Officer
 Rose Alateras, Client Services Officer
 Jacqui Davies, Client Services Officer (2022)
 Jessica Rasic, Client Services Officer (2023)

Clinical Services

Dr Bronwyn Moorhouse, Senior Speech Pathologist
 Rachel Fletcher, Speech Pathologist
 Georgia Misurelli, Counsellor
 Justin West, Counsellor
 Richard Page, Senior Occupational Therapist
 Erica Mainprize, Art Therapist
 Erin Miller, Occupational Therapist (2022)
 Anisa Kashani, Speech Pathologist (2023)

Programs

Alexandra Baxter, Coordinator - Café Program
 Ruben Ayers, Coordinator - Grow Program
 Patrick Wain, Coordinator - Therapeutic Horticulture
 Michele Rogers, Lead Support Coordinator
 Rebecca Cachia, Senior Trainer - Teenage Program
 Fiona Yuen, Coordinator - Children's Programs (2023)

Grow Glen Eira Trainees

J Wielunski
 Jack Zeegers
 Mason Gordon
 George Papadimitriou (2022)
 Aleksandr Soutorine (2023)

Trainers & Support Workers

Andrew Jennings
 Carolina Koesnadi
 Celeste Abela
 Claudia Messenger
 Claudia Vento
 Daniel O'Callaghan
 Danielle Thomas
 Dermot Sheehy
 Ellise Bourne
 Emily Kostos
 Ester Oosterweghel
 Georgia Herrod
 Grace Webster
 Hayler Kerr
 Jasper Cowell
 Jessica Greene
 Julia Bates
 Julia Chartres-Hanmer
 Julie Cabrol
 Justin West
 Katherine Russell
 Lucy Fergeus
 Luke Frizon
 Melissa Jenkinson
 Rebecca Cacchia
 Rebecca Hobson
 Rommy Weisler
 Rose Alateras
 Shannan Kay
 Thomas Morris
 Tunsawmkhai Zokhai

Jack Hassell (2022)
 Lucy Derum (2022)
 Claire Humphrey (2022)
 Hyojung Kang (2022)
 Imogen Phillips (2022)
 Elizabeth Parks (2022)
 Felipe Avilez (2022)
 Marie Dowling (2022)
 Navpreet Singh (2022)
 Rebecca Singer (2022)
 Sonia Mitea (2022)
 Jessica Kumar (2023)
 Jacqueline Coad (2023)
 Lauren Kearney (2023)
 Lisa Sharpe (2023)
 Michelle Stratton (2023)
 Osvaldo Mangiamarchi (2023)
 Adam Rose (2023)

(Year) indicates year of leaving

This year we...



Holly and Richard



Rose and Brenton



Adam and Ilhan



Will in the nursery



Zoe in the cafe program at Coburg



Participants and Staff in the Grow Program at Doncaster

Programs

At KHG we take great pride in the activities and opportunities for learning and development that we create each and every day. In delivering our Grow Program, our very own structured model of therapeutic horticulture is fundamental and instructive. We call this our 'Grow Model' and it is consistently reviewed and updated by our Coordinator - Therapeutic Horticulture, Patrick. It exists both to inform the work of our multidisciplinary team and capture what we learn along the way.

Our Grow Coordinator, Ruben Ayers has now been in this role for twelve months. Over this time, Ruben has worked tirelessly to consult with staff and participants, using their feedback to guide and enhance our programs. Over both sites, we now have ten garden beds dedicated to food production. The aim is to facilitate a practical understanding of seasonal fruit and vegetable growing, and to have something for our participants and staff to harvest and take home. This is part of an updated seasonal approach that will be fully embedded across the program.

At Doncaster, during the week, our Social Skills Group and 'Let's Get Physical' Group (with our OT Richard) along with our after-hours social 'Men's Group' and 'Women's Group', are all flourishing. Also at the Doncaster site, we continue to receive funding from the Adult Community and Further Education Board (ACFE) to support the delivery of courses such as Beginner Horticulture, Literacy and for the first time this year, Digital Essentials. These courses add variety and enrichment to our programs, enabling participants to develop their skills and work towards a variety of goals.

Over the last year as the nursery has started to recover following the pandemic shut-down, we have introduced the

participant role of 'Nursery Hand'. Three days per week we have a participant taking on the role which involves working through a checklist of maintenance and nursery tasks with a fair degree of independence. They are developing work skills and adding a positive smile to the nursery as we start to gain momentum in that space again.

For those close to leaving school our after-school hours teenage program continues to be a great introduction to KHG and our garden programs. In two well supported groups per week these sessions focus on introducing a range of garden related activities to group members as well as providing an opportunity to meet new people and make new friends. Each group maintains their own garden bed which have been known to produce an abundance of produce to take home. Sessions often end with a game or something less structured to finish the afternoon in a relaxed and fun way.

At Coburg the Peppertree Café has also started to gain momentum and three days each week, participants are cooking and serving coffees alongside our wonderful Café Manager, Alexandra Baxter. Culinary skills aside, basic front of house hospitality remains a very strong focus of the program. The Peppertree Café certainly adds a special dimension to the site – a rare opportunity for people to relax and enjoy a hot drink and snack in a calming, green environment. In fact, Doncaster is following suit and just before the end of June we took delivery of a new custom-built café trailer for the Doncaster nursery. We aim to have the Doncaster café program in full swing by the end of 2023, trading as 'Café Kevin'.



Julian and one of our tertiary students planting vegetable seedlings



Holly and Erin at the Spring Fair

Clinical Services

Throughout 2022-2023, the clinical team at KHG continued to provide innovative and meaningful services and programs to its clients. While many service users come from other KHG programs, others attend simply to engage with speech therapy, occupational therapy, counselling and art therapy as a stand-alone service.

Our clinical team deliver their sessions in the relaxed and nurturing setting of the garden or natural space, which allows engagement and connection between client and practitioner to evolve in a more relaxed and meaningful way. Our clinicians have also been running group programs where their expertise informs the delivery and facilitation of

popular sessions such as social skills, two 'ReGrow' groups for people with an acquired brain injury (ABI) and a movement-based group called 'Let's Get Physical'.

Our clinicians continue to work collaboratively within the broader staff group, contributing to the design and delivery of KHG programs, while enhancing therapeutic benefits for the participants involved. Further adding to our service delivery, is tertiary placement students in the areas of OT and social work. Our clinicians provide supervision for these students and we are very fortunate to have strong connections with the corresponding universities in this way.

Support Coordination

KHG has recently started offering a small and personal NDIS support coordination service. We welcomed Michele Rogers to the role in May 2023 and she has hit the ground running by getting to know her initial clients as well as networking

and gaining information in order to run the most engaged and individualised service. We look forward to seeing how this service evolves as we welcome participants both from within the KHG community and beyond.

Events

Spring Fair 2022

The Spring Fair in October 2022 was our first one since 2019 so it was highly anticipated and quite a thrill to invite our community and customers back to our nurseries en masse once again. We also had a number of fairly new staff and volunteers for whom this was their first Spring Fair. As always the event presented a great opportunity to showcase the hard work of KHG Participants and staff. The spring tomato seedlings and summer veggies proved popular once again and we were delighted to receive a timely donation of bare-rooted stock from Yalca Fruit Trees which meant we had a good selection of fruit trees and berries on offer. Visitors were treated to great spring-time atmosphere with a lively three piece roving jazz band and a fabulous sausage sizzle (expertly run by Bruce E. and supported by Di Censo's butcher from Tunstall Square), a well-stocked cake stall and coffee from One Bean. Sincere thanks go to all of our volunteers who helped tirelessly at the event – David, Jeni, Jeff, Janet, Bruce and his fantastic team! Thanks too go out to Scotsburn, Oasis, Seasol, Proteaflora, Warner's Nursery and Yalca Fruit Trees for their incredible generosity – some of these companies have donated stock for our big event each year for many years. The event was successful in raising funds to support KHG programs and it was great to see the popularity of the event maintained.

Autumn Fair 2023

In March 2023 we held the KHG Autumn Fair plant sale and cake stall. Numbers were down compared to our pre-pandemic Autumn Fair events but for those who did come along, there was plenty on offer. One highlight of the day was a series of engaging garden craft workshops for young people, designed and delivered by Julie and the FReeZA for All Abilities committee members. Activities took place in the new nursery marquee and guests were guided through the process of making origami seed packets, paper planes and seed bombs. It was wonderful to have this opportunity not only to sell plants and fundraise, but to connect with members of the local community and we were thrilled to have donations from Warners, Proteaflora, Scotsburn, Oasis Horticulture and Southern Plants. We've made the difficult decision not to hold the Autumn Fair in 2024 but instead focus on a bumper Spring Fair each October and put all our energies into the one big annual event.



(Left) Ilhan in the Grow on the Go program



(Right) George, Patrick and Mason in Grow Glen Eira

Training programs

Grow on the Go

The Grow on the Go program continues to evolve. Having gained our stride again after the disruption of Covid-19 lockdowns we have had a full year of reestablishing the great work the teams do maintaining gardens in our local community.

We continue to run the program over three days a week with a different trainer and participants each day. Embedding learning opportunities such as advanced pruning, weed spraying as well as more horticultural topics including lifecycles of a plant, garden mapping and work planning, advanced learning occurs both onsite at Doncaster and in a 'hands-on' capacity while offsite at jobs.

This program continues to support participants' skill development that may assist them to gain other meaningful engagement within the community including employment.

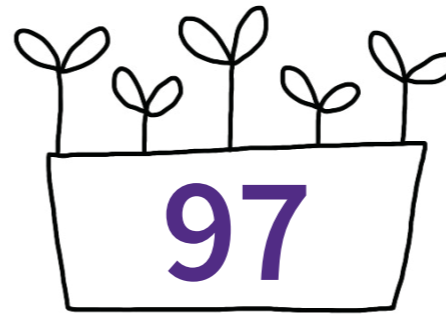
Grow Glen Eira

The Grow Glen Eira program is a vocational horticulture training initiative tailored for young individuals with disabilities aiming for horticultural employment, supported by Glen Eira Council through their "A Community for All Abilities" program.

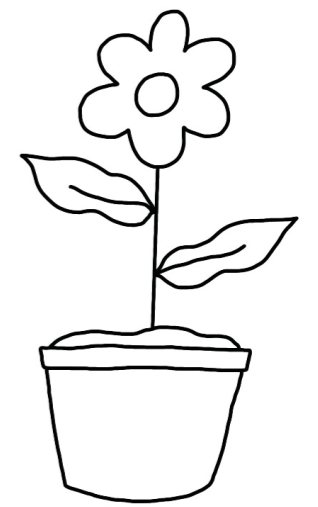
Changes in the Doncaster nursery this year allowed for training and learning relating to landscape design and wicking bed construction. The core training areas relating to nursery work and customer service remained integral to the program, while in the garden we were able to continue focusing on essential horticultural skills such as pruning, weed management, and composting.

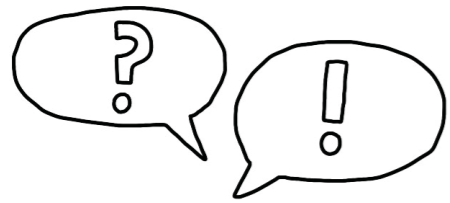
Overall the program continues to have an emphasis on essential horticultural skills and nursery management skills, while supporting participants to develop their confidence, grow into their own identity in the workplace, enjoy being in the garden and make decisions about their own career pathways.

Service Highlights



Total number of Participants across all programs





168

Number of individual Counselling hours delivered



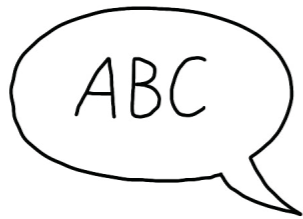
406

Number of individual Occupational Therapy hours delivered

The Year in Numbers

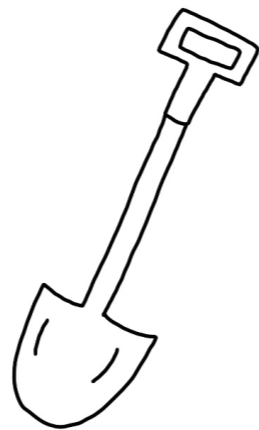
7

Participants gained employment outside of KHG



557

Number of individual Speech Pathology hours delivered



213

Mobile gardening jobs completed

Treasurer's Report



David Parncutt
Treasurer



Kevin Heinze Grow's high-quality service delivery continues to be underpinned by sound financial management. It is a testament to all the organisation's staff that, once again, a surplus has been achieved. This consistency reflects our disciplined financial management, which allows us to reinvest in our programs, expand our services, and plan for the future. However, the surplus is smaller than in previous years (\$20,709) reflecting the challenging economic environment.

The organisation's turnover was \$2,394,480, representing a 3% decrease from the previous year, while expenses increased by 3% to \$2,373,771. Staff wages (and associated costs) continue to be Kevin Heinze Grow's largest expense, accounting for 86% of the total expenses of the organisation at \$1,831,269. This emphasises the organisation's commitment to investing in its people in order to provide our participants with the highest possible level of service.

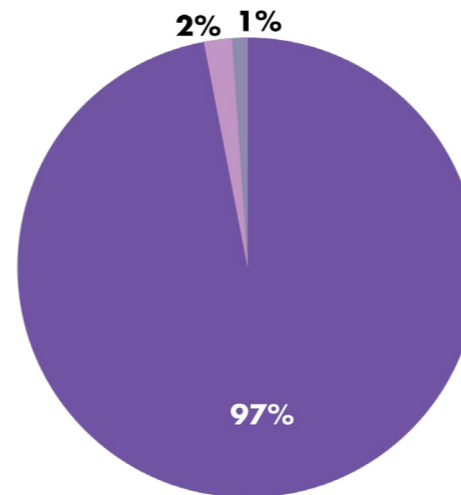
The balance sheet remains healthy, ensuring Kevin Heinze Grow's capacity to deal with uncertainty. The organisation's assets have increased over the past year to \$1,127,340 while liabilities have risen to \$286,830. This results

in an equity to liability ratio of 3.9, which is incredibly strong. Similarly, although cash on hand has decreased slightly from the previous year to \$680,356, it is a strong position for the organisation.

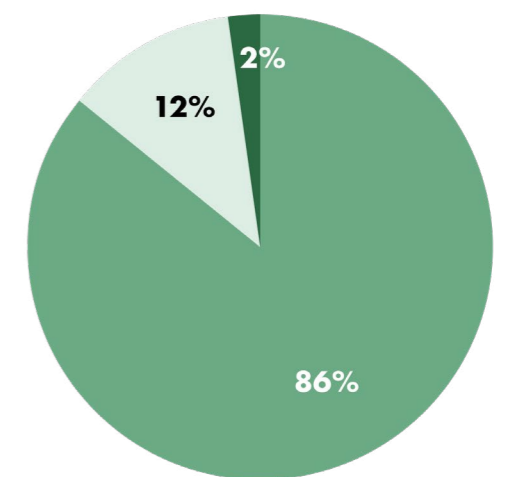
However, while these positive results reflect the strength of the organisation, it is critical that we guard against complacency and a difficult period lies ahead. Due to the nature of the NDIS, the organisation does not have capacity to increase prices, despite inflation significantly increasing costs. This creates a challenging context in which the organisation operates and the impact has already been reflected in the shrinking surplus.

Kevin Heinze Grow's primary focus has always been on providing high-quality services that enhance the lives of our participants. The leadership team remains focused on ensuring a foundation of sound financial management in order to achieve our commitment of improving the well-being and independence of the participants we serve. 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



EXPENDITURE



Financial Report

Profit and Loss Statement For the year ended 30 June 2023

| | 2023 | 2022 |
|--|------------------|------------------|
| INCOME | | |
| Fees & Services | 2,333,150 | 2,366,686 |
| Grants (local) operating | 16,577 | 61,484 |
| Donations received | 42,367 | 49,367 |
| Interest received | 2,386 | 1,277 |
| Total Income | 2,394,480 | 2,478,814 |
| EXPENDITURE | | |
| Advertising and promotion expenses | 7,977 | 8,154 |
| Bank charges | 2,003 | 2,364 |
| Cost of sales | (226) | 18,013 |
| Depreciation and amortisation expenses | 23,203 | 11,789 |
| Interest expense | 1,821 | 402 |
| Portable long service leave expense | 23,249 | 20,818 |
| Salaries and wages | 1,831,269 | 1,890,110 |
| Superannuation expenses | 192,844 | 185,995 |
| Utilities expenses | 19,138 | 17,058 |
| Other administration expenses | 272,493 | 157,695 |
| Total Expenditure | 2,373,771 | 2,312,398 |
| Current year operating surplus | 20,709 | 166,416 |
| Net current year surplus | 20,709 | 166,416 |

Cash Flows For the year ended 30 June 2022

| | 2023 | 2022 |
|---|----------------|----------------|
| CASH FLOWS FROM OPERATING ACTIVITIES | | |
| Receipts from government, sponsors, customers and donations | 2,426,807 | 2,454,366 |
| Payments to suppliers and employees | (2,329,570) | (2,363,260) |
| Interest received | 2,386 | 1,277 |
| Net cash provided by operating activities | 98,848 | 92,195 |
| CASH FLOWS FROM INVESTING ACTIVITIES | | |
| Payment for plant and equipment | (115,210) | (12,040) |
| Net cash used in investing activities | (115,210) | (12,040) |
| CASH FLOWS FROM FINANCING ACTIVITIES | | |
| Repayment of borrowings | (10,248) | (10,247) |
| Net cash used in financing activities | (19,620) | (11,809) |
| Net increase in cash held | 35,982 | 68,346 |
| Cash at the beginning of the financial year | 716,338 | 647,992 |
| Cash at the end of the financial year | 680,356 | 716,338 |



Ben and Esther



Thank You

- Ames Australasia
- 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
- Deakin University
- Deloitte Access Economics
- Department of Families, Fairness & Housing
- Department of Jobs, Precincts & Regions
- Fire Films
- Grill'd Bundoora
- Grill'd Chirside Park
- Kiwanis Club of Waverley
- Latrobe University

- Melbourne International Flower & Garden Show
- Oasis Horticulture
- The Parncutt Family Foundation
- Proteaflora
- Rotary Club of Coburg
- Rotary Club of Doncaster
- Scotsburn
- Southern FM
- Southern Plants
- Three6 Consultancy
- Warners Nurseries
- 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 2022-2023 year to help us grow.

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 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/

You may also wish to contact Georgia Tracy for a confidential conversation. 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/

Phone:

(03) 9848 3695

Direct electronic funds transfer to:

Kevin Heinze Grow
BSB: 633 000
Account number: 146 052 337

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



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