

**SUNBURY  
COBAW**



**COMMUNITY  
HEALTH**

*Making remarkable impact!*



ANNUAL REPORT 2022 – 2023







## ACKNOWLEDGEMENT OF COUNTRY

We acknowledge the traditional owners of the land on which we work and live. We pay our respects to Elders past, present and emerging, and extend that respect to all Aboriginal and Torres Strait Islander people. We recognise, celebrate and respect Aboriginal and Torres Strait Islander people as the First Australians. We acknowledge their unique cultural and spiritual relationships to the land and waters, as we strive for equality and safety in community services and health care.

## STATEMENT OF DIVERSITY

Sunbury and Cobaw Community Health is committed to improving the health of our community and being accessible to all, including people from culturally and linguistically diverse communities, those from Aboriginal and Torres Strait Islander background, people with a disability, lesbian, gay, bisexual, trans-gender, intersex and queer people and other socially vulnerable groups and supporting their communities across the lifespan from birth to older age.



## CHILD SAFE COMMITMENT STATEMENT

Sunbury and Cobaw Community Health is committed to the safety and wellbeing of all children and young people and has zero tolerance for child abuse. We are committed to providing a child safe environment where children and young people are safe and feel safe, and their voices are heard about decisions that affect their lives. In particular, we pay attention to the cultural safety of Indigenous children and children from culturally and/or linguistically diverse backgrounds, children who identify as LGBTIQ+, as well as children with a disability. Every person involved in Sunbury and Cobaw Community Health has a responsibility to understand the important and specific role they play individually and collectively to ensure that the wellbeing and safety of all children and young people is at the forefront of all they do. See our [website](#) for our full Child Safe Commitment Statement.

## SUSTAINABILITY STATEMENT

Sunbury and Cobaw Community Health agrees with the World Health Organisation that globally, climate change is the greatest threat to human health in the 21st century. Locally, we commit to working within our organisation, with our community and with our partners in finding local solutions and responses to this threat.

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# Board Chair and CEO Report

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## *Strategic Plan*

At Sunbury and Cobaw Community Health, we work alongside our partners and the community to strengthen the social fabric of the communities we serve. We know that our communities are stronger when people feel safe, valued and connected. We know that people experience better health and wellbeing when they have a home, access to nutritious food and are empowered to make decisions affecting their own lives. Weaving and strengthening social fabric is our purpose and in November last year we launched our 2022-2025 Strategic Plan, detailing how we will work toward this purpose. This plan, developed in consultation with the Board and informed by our staff, client and community voice, details our direction and key objectives for the next three years.

In order to work effectively, we need to ensure that our organisation is strong, efficient and sustainable. We need to use our resources wisely and work with our partners to achieve the best outcomes for the community. Our 2022-2025 Strategic Plan focuses on each of these areas through the five key perspectives of Our People, Business Systems, Partnerships, Resources and Community Impact. Throughout this report you will see examples of the work we are doing in each of these areas and the outcomes achieved for our staff, clients and communities.

## *Quality Service*

As a community health organisation, we regularly participate in quality audits conducted by external accreditation agencies. This involves a team of auditors visiting our sites and programs to ensure that our practices, systems and services meet or exceed required quality and safety standards. The audits conducted this year included accreditation reviews against the National Disability Insurance Scheme (NDIS) Standards, the Aged Care Quality Standards, and the Rainbow Tick Standards. We welcome these audits as a mechanism for monitoring quality and are particularly proud this year to have retained the Rainbow Tick as an organisation that is a safe, inclusive and affirming service and employer for members of the LGBTIQ+ community.

## *Responding to Change*

We continue to operate in an environment of change and sector reform. The recommendations of the Royal Commission into Victoria's Mental Health System continue to be rolled out and we are extremely pleased to be a partner in one of three Children's Health and Wellbeing Locals being established in Victoria. This service will support families to identify and respond to developmental, mental health and wellbeing challenges experienced by their children.

The aged care sector is also undergoing significant reform, with a focus on improving quality, safety and choice in aged care. This year we were successful in obtaining funding for a Care Finder program, to assist older people to navigate the aged care system and access aged care services.



## ***Our Vision***

*Healthy  
connected people.  
Healthy connected  
communities.*

## ***Our Values***

*Passionate People,  
Amazing Together,  
making Remarkable  
Impact*

## ***Our Purpose***

*We strengthen  
the social fabric of  
our communities, so  
everyone is supported  
to lead healthy,  
connected lives.*

## ***Our People***

Like many areas of the health and community services sector, workforce availability has been a significant challenge for us this year. Unfortunately staff vacancies have resulted in longer wait times for some of our services and the need to triage referrals to ensure service access for those who need us most. We are implementing a number of strategies to attract and retain staff, including working with universities to offer student placements and facilitate development of the current and future clinical workforce.

Workforce shortages not only impact our clients, but also our currently engaged staff. Many of our people are working to fill the gap of vacant positions, taking on additional duties or altering their practices to ensure business continuity and service availability in this challenging environment. We thank our staff for their efforts and their dedication to our clients.

## ***Farewell to CEO Phillip Ripper***

After thirteen years in the role of CEO, Phillip Ripper this year made the decision to leave Sunbury and Cobaw Community Health to take up a CEO position in the family violence sector.

Phillip led Sunbury and Cobaw Community Health with an unwavering vision of strengthening social fabric, addressing health inequities and creating strong, connected communities which promote health and wellbeing for all. Particular areas of passion for Phillip were addressing family violence to keep women and children safe, celebrating diversity and advocating for all people to be respected as experts in their own lives.

We thank Phillip for his vision, passion and leadership over the last 13 years and look forward to an ongoing association with him through his work in the family violence sector.



**Peter Donlon**  
Board Chair



**Phillip Ripper**  
CEO



**Julie Landy**  
Interim CEO



# Our Board Directors

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**Peter Donlon**  
*Chair*

Bachelor of Science, Associate Diploma in Computing, Member of the Australian Institute of Company Directors (MAICD).



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**Janelle Parry**  
*Deputy Chair*

Certified Practising Accountant, Bachelor of Business (Accountancy), Registered Tax Agent.



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**Mary Rush**  
*Director*

Bachelor of Business (Management), Member of the Institute of Community Directors Australia (MICDA).



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**Bruce Marshall**  
*Director*

Bachelor of Business (Marketing), Graduate Diploma of Education (Secondary), Diploma of Management, Australian Certified Economic Developer (ACEcD), Graduate of the Australian Institute of Company Directors (GAICD).



**Rachel Strevens**  
*Director*

Bachelor of Arts, Master of Commerce, Certified Practising Accountant, Graduate of the Australian Institute of Company Directors (GAICD).



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**Matthew Stewart**  
*Director*

Bachelor of Health Science, Post Graduate Diploma of Nursing Management, Division One Registered Nurse. Member of the Australian Institute of Company Directors (MAICD).



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**Georgina Dougall**  
*Director*

Master of Public Health, Bachelor of Arts (Recreation), Post Graduate Diploma of Education (Health Education), Graduate Diploma of Education, Diploma of Business Management, Certificate IV Assessment and Workplace Training, Graduate of the Australian Institute of Company Directors (GAICD).



## Our Services

### INDIVIDUALS AND FAMILIES

Aboriginal and Torres Strait Islander Health  
 Alcohol and Other Drugs Support  
 Audiology  
 BoilOver Performance Ensemble  
 Carers Support and Respite  
 Cardiac and Respiratory Rehabilitation  
 Counselling  
 Dental  
 Diabetes Education  
 Dietetics  
 Exercise Groups  
 Exercise Physiology  
 Falls Prevention  
 Family Day Care  
 Family Services  
 Family Violence Support  
 Financial Counselling  
 Gamblers Help  
 GLA:D™ (osteoarthritis program)  
 Health Promotion  
 Home Care Packages  
 Housing Support  
 LGBTIQA+ Programs and Support  
 Men's and Women's Shed  
 NDIS Support Coordination  
 Needle and Syringe Program  
 Occupational Therapy  
 Physiotherapy  
 Podiatry  
 School Focused Youth Service  
 Social Support Groups and Respite

### CHILD AND YOUTH HEALTH SERVICES

Early Childhood Intervention Service  
 Multi-Disciplinary Assessment Clinic  
 Occupational Therapy  
 Parent Support  
 Physiotherapy  
 Registered NDIS Service Provider  
 Speech Pathology

### YOUNG PEOPLE

Enrich (mental health)  
 Kid x Plus (youth voice)  
 WayOut (LGBTIQA+ support)  
 Youth Counselling/Psychology  
 Youth Housing Support

# We want to hear from you

We welcome your feedback on your visit to us, or your interaction with our staff. We also welcome feedback on this report.



#### Phone:

9744 4455



#### Post:

Written feedback can be sent to  
PO Box 218, Sunbury VIC 3429



#### In Person:

Drop into one of our offices and ask to speak to someone in person and complete a feedback form



#### Email:

Email us at [feedback@scchc.org.au](mailto:feedback@scchc.org.au)



#### Online:

Use our electronic feedback form:  
<https://us1.zonka.co/BnrK01>

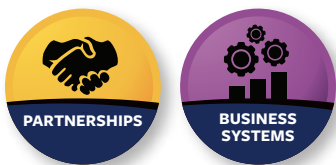


SCAN THE QR  
CODE WITH YOUR  
MOBILE DEVICE

## Community Reference Group

We value the input of our clients and the community to help us deliver the highest quality service. As well as people providing input through our feedback system, we have a community reference group that meets four times a year to offer reflection on the needs and views of the local community. We are excited to have increased the number of community reference group members this year to include people from Sunbury and the Macedon Ranges, with the voice of young people also represented in this group. We look to further harness the voice of our diverse community through this group, especially for those with lived experience.





# Alliance of Rural and Regional Community Health

Over the last couple of years, we have been working alongside our colleagues in rural and regional community health to look at ways of supporting each other in addressing health inequity in Victoria. In July last year the group established a formal partnership creating the Alliance of Rural and Regional Community Health (ARRCH).

ARRCH is a group of 11 community health organisations who collectively provide health and wellbeing services to 82.5% of Victoria including some of the most disadvantaged populations. Each of the organisations is an expert in the impact of social and economic factors on health, a specialist in rural and regional health service delivery, and deeply connected to its local community.

Over the last year we have progressed a number of initiatives:

- Meeting with Members of Parliament to increase awareness of community health and the vital role that it plays in promoting health and wellbeing in local communities.
- Compiling and reporting data to show the impact of community health.
- Submitting joint tenders for programs across regional and rural Victoria.
- Sharing information, experience and skills across communities of practice. We currently have communities of practice in quality and compliance, marketing and communications, finance, corporate services, data, health promotion and human resources.



ARRCH provides us with an exciting opportunity to raise the voice of community health in the health and community sectors, promote shared learning and development across organisations and strengthen our ability to achieve the best outcomes for our communities.

You can read more about the work of ARRCH here: [www.arrch.org.au](http://www.arrch.org.au)

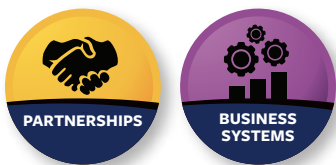
## *Community Health First*

As well as collaborating with our rural and regional colleagues, we have also been supporting the Community Health First initiative which is advocating for the elevation of the role of registered independent community health services in Victoria's healthcare system.

Led by the 24 registered independent community health services in Victoria, Community Health First presents the central role of community health within the wider Victorian health system to government decision makers, and our ability to respond to and alleviate the demand for health and wellbeing services.

As we enter our 50th year of community health services in Victoria, it is timely for us to reflect on how we can build a strong foundation for another 50 years of keeping Victorians healthy and supported within their communities.





# We keep improving thanks to your feedback

We are always wanting to hear from our clients and the community about how we can do things better. To make it as easy as possible to give feedback, we provide a variety of ways to get in touch. These include:

- Via our website
- Using a *Your Feedback* form
- Using a QR code on a poster or brochure
- Emailing [feedback@scchc.org.au](mailto:feedback@scchc.org.au)
- Writing to us or calling us
- Providing it verbally to a staff member

Compliments and suggestions are shared with the staff and managers involved, and complaints are investigated promptly by the relevant manager and reported to the Board. Over the last year we made 13 improvements to our

facilities and the way we do things based on client feedback.

## *Safety Improvements to our Kyneton Site*

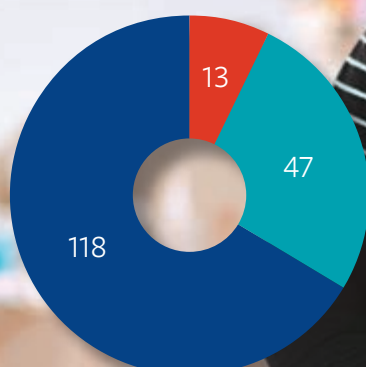
In response to client feedback about accessing our Kyneton site, a number of improvements have been actioned or are underway including:

- New directional signage to the carpark and the front entrance
- New balustrade from the carpark to the front entrance
- New seating area halfway between the carpark and the front entrance

### Feedback received 2022-2023

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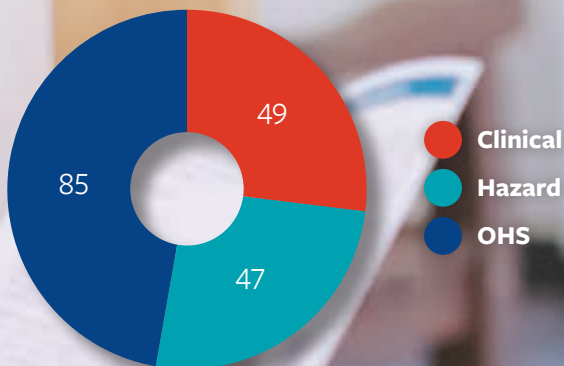
- Neutral
- Complaints
- Compliments



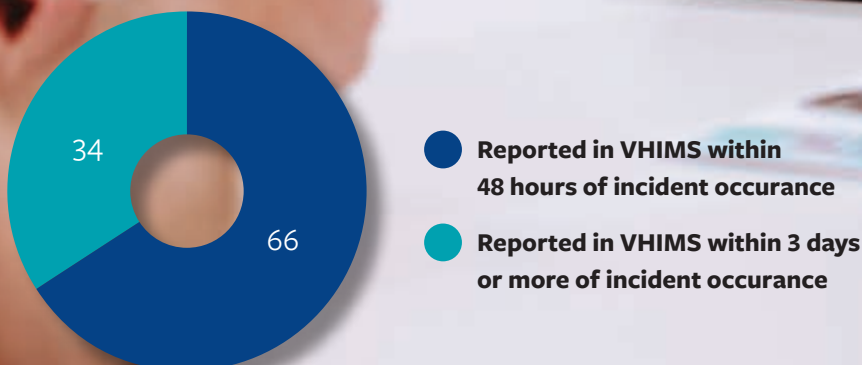
# Safety first

We are committed to maintaining the highest possible standard of health and safety for everyone who works or accesses a service at the organisation. This includes ensuring we promptly and accurately report hazards, near misses and incidents. We use the Victorian Health Incident Management System (VHIMS) to report incidents, and staff receive ongoing training on how to report and investigate incidents. Incident reporting is a key component of our quality and safety systems through which opportunities for improvement are identified. The total number of incidents reported in the period 1 July 2022 to 30 June 2023 was 181. The majority of these incidents were in the occupational health and safety category, with most of them related to exposure to COVID-19. We aim to report incidents in VHIMS within 24 hours of occurrence. In the period 2022-23, 66% were reported in VHIMS within 48 hours of the incident occurring.

Total incidents reported  
2022-2023



Compliance with incident  
reporting timeframes







# Mental Health First Aid

Last year we partnered with local support group, PS My Family Matters, to deliver the standard Mental Health First Aid course to members of the Sunbury community and surrounding areas.

The 12-hour standard Mental Health First Aid course teaches adults how to provide initial support to people who are developing a mental health issue, experiencing the worsening of a mental health problem or who are in a mental health crisis. Course participants learn the signs and symptoms of some common mental health problems, where and how to get help and what sort of help has been shown by research to be effective.

We had 20 community members who completed the training, some of whom went on to be the Mental Health First Aid Officer in their workplaces. Others went on to volunteer their time with local groups such as PS My Family Matters.

Earlier this year we offered the course again and a total of 16 participants completed the course and were accredited as Mental Health First Aid providers - ten staff, two volunteers, and four people working in the education sector locally.

*"Post-pandemic it is just so very relevant now more than ever. It helps continue to break down the myths and stigmas surrounding mental health... one person in every family should do it."*

**Mental Health First Aid Participant**



# Mental Health Forum: A Lived Experience

Last November we held a forum that focused on the lived experience of people with a mental health condition. The event brought together the community and local services to talk about the mental health supports available and hear stories from those with a lived experience of engaging with local mental health service providers.

Combined with our annual general meeting, the evening consisted of a service provider expo, where organisations such as Macedon Ranges Suicide Prevention Action Group, Stand By Support after Suicide, Macedon Ranges Shire Council and Macedon Ranges Health were available to speak with attendees. This was followed by a keynote address from HALT co-founder, Jeremy Forbes, and Mike Hamer from PS My Family Matters and a panel of community members who shared their experience of managing their own, or somebody else's, mental health challenges.

The evening provided a thought-provoking discussion consistent with the 'lived experience' principle of the new Mental Health and Wellbeing Act 2022 and was an important step towards more consistently finding opportunities to include and respond to the community's voice in the development and delivery of our programs and improve the health outcomes for people.



# Funding to support young people

Young people in the Macedon Ranges will have the opportunity to get better access to mental health services thanks to funding from Bendigo Bank's Gisborne and District Community Bank. In June it was announced that we were one of the successful recipients of a community investment grant of nearly \$300,000. The money will be used to develop a wellbeing support service for young people in partnership with Macedon Ranges Shire Council. The aim of the proposal is to establish services that young people can more easily and willingly access, reducing the barriers and allowing them to feel supported by and connected to their peers and their community.

The project will address a significant gap in mental health support for local young people in the Macedon Ranges and help an additional 180 young people over three years. Once we have recruited a mental health outreach worker for the project, we will work with Macedon Ranges Shire Council to consult with young people and their families with the aim to start the new service in early 2024.

Improving the gap in mental health support for young people







## Tools 4 Living Well

This year we established a new weekly peer support group in Kyneton for people managing mental health conditions such as anxiety, depression, panic attacks or stress. Tools 4 Living Well draws on the experience of members of the group as they share their stories and their strategies on managing their mental health. The sessions also include practical skills such as mindfulness and breathing exercises. The group is designed to be as accessible as possible offering childcare, making it free and encouraging people to attend as and when they are able to or need the support.



## Moving On

Our family violence service offers therapeutic support for victim survivors of family violence. In the Hume region, the program is consortium-based, led by Women's Health in the North and we offer the program from our Sunbury office.

Whilst the program's primary focus is on individual support for people, we also run a group for participants to connect, reflect and grow together. *Moving On* is an eight-week program that provides women with education on the nature of family violence as well as strategies to assist in managing the impact family violence has had on them.



# Homelessness Week 2022

Every August, Homelessness Week aims to raise awareness of the causes and the impact of homelessness, as well as providing solutions to address the shortage of affordable housing.

Our Housing Support team engaged with a number of local schools who were keen to encourage their students to explore the issue both at a local level and nationally.

Groups from Kyneton Primary School, Sacred Heart College, Alice Miller School and St Mary's School in Lancefield attended the soup kitchen that we organised. To continue the conversations, we were invited to speak at each of the schools about the work that we



do to support those at risk of homelessness which raised thoughtful questions and reflections from the students. Sacred Heart College's VCAL class organised a sleepout and the school raised funds through a casual clothes day, donating the funds to our program, with the money being used to purchase food vouchers for our housing clients.



Housing Support staff visit students at Sacred Heart College





## Sensory Play Day

Thanks to a \$1,000 grant from the Department of Education and Training, we were able to offer an afternoon of sensory fun at our Woodend site as part of the Children's Week celebrations last October.

Organised by one of our speech pathologists, the sensory play day was open to preschool children and their families. The event was designed to promote touch, listening, smell and movement as well as provide a free and engaging activity for local families.

We had an obstacle course, crafting activities, yoga, massage, stories, songs and plenty of bubbles, foam and sand.

Over 50 families came along and the feedback was very positive. It was a great opportunity for community members to meet our Child and Youth Health clinicians and introduce them to the important work they do.

Sensory fun with our Child and Youth Health team





# Dental

Our Dental team has done a fantastic job re-engaging with local early education centres following the pandemic. This year our staff have added to the list of participating centres and increased the number of children seen through our outreach program by 21% from last year. This screening and preventive care is helping to identify children at high risk of decay and ensure they have access to early intervention. Children and eligible young people are able to access services without any waiting list.

Our Dental team continues to work hard to reduce the adult waiting times at our Sunbury clinic despite the pressure of workforce shortages. The waiting time for general care for adults in Sunbury and surrounding areas is on average 9 months shorter than the Northern Metropolitan Region while the average time waiting for dentures is 18 months shorter. It is worth noting that when clients are experiencing significant pain or are in urgent need of an appointment, they are usually assisted within the next two business days.



4019 Total number of individuals seen

1334 Total new clients seen

832 Total number of children seen through outreach

Dental Therapist Sharon Read uses 'Sandy' to teach children how to brush their teeth





## Eat a Rainbow

For National Nutrition Week last October, we engaged with 11 early childhood services in the Macedon Ranges in an activity to encourage children to 'eat a rainbow' of fruit and vegetables. Partnering with a local fresh food provider, the Lancefield Provideore and Macedon Ranges Shire Council, each service was given a box of fruit and vegetables and provided with information for families and carers on the benefits of eating a daily variety of fruit and vegetables. Various activities were conducted to encourage the children to reflect on the importance of a healthy diet and over half of the children who took part were introduced to a new fruit or vegetable for the first time.



## Cardiac and Pulmonary Rehabilitation

The Primary Health unit was successful in receiving chronic disease funding from the Murray Primary Health Network for another year. This funding enabled us to continue to deliver free cardiac and pulmonary rehabilitation from our Kyneton site, supporting those in the Macedon Ranges living with conditions affecting their heart or lungs. Both programs consist of an education and exercise component and the weekly classes involve staff from across the organisation including our chronic disease nurse, physiotherapist, exercise physiologist, allied health assistant, dietician and one of our counsellors.

This year we purchased some new equipment and set up our own gym onsite enabling us to deliver the exercise component of the pulmonary program from our Kyneton site rather than having to travel to the local aquatic centre.

In the pulmonary group we have had great success in increasing the number of participants, enabling more community members to benefit from this important program.

Our allied health assistants are essential to the success of the chronic disease programs and we are enhancing our allied health assistant workforce to counter the challenges across the sector of recruiting allied health professionals. Our allied health assistants are often studying disciplines such as podiatry or occupational therapy and we hope that by providing a supportive and nurturing environment, these staff will continue with us in their profession at the completion of their studies.





# Kid x Plus



Delivered in partnership with the Sunbury Aboriginal Corporation, Kid x Plus is designed to support young people aged 9 to 25 years to develop leadership skills and provide a platform for them to share their voice about a topic that is important to them. This year a total of 14 young people were engaged in the project.

Participants took part in four co-design sessions where they established a set of guiding principles, decided on the format of the platform event and planned its promotion. This year's group made recommendations on ways the Kid x Plus event could be inclusive, cater for diversity and be engaging to the audience.

To develop their skills and confidence in delivering their presentation, participants were offered both group and individual speaker support sessions.

At the speaker event the young people presented on a wide range of topics including allergies, communism, women's health, clean water and LGBTIQ+ representation in sport. As well as an audience of over 30 people, there were five 'key listeners' – individuals invited because of their knowledge about the topics presented, and often with the authority to advocate for significant change.

As part of the program, activities were undertaken with the participants to further develop their skills in advocacy and leadership and to support the development of youth-lead initiatives that result in meaningful change. Following the Kid x Plus speaker event, three of the young people went on to engage in further leadership activities and two participants have been nominated for Hume City Council young leader awards.

Kid x Plus is funded by a Hume City Council Community Partnership Grant.



Kid x Plus participant, Lorjel, talks about LGBTIQ+ representation in sport

## Aboriginal Engagement

We have continued this year to work closely with local Aboriginal controlled organisations to provide cultural and health promotion activities. We have also been working on our reconciliation action plan which is currently sitting with Reconciliation Australia. In the lead up to the Indigenous Voice to Parliament referendum, we were proud to publicly support a yes vote and held a number of kitchen table conversations to help people understand what we were being asked to vote on and listen to any concerns or questions people had. We know that when people are empowered and included, we strengthen our social fabric and achieve better health and wellbeing outcomes for all.







# Voices of Young People

In June 2021 Victoria experienced widespread damage following a major storm event with the Macedon Ranges being heavily impacted with countless trees blown down, damage to properties and no power, phone, or internet services for an extended period of time. The work of our Storm Recovery program continued this year and, with thanks to funding from the Department of Families Fairness and Housing, we were able to focus on supporting those local young people affected by the event.

The first project involved preparing and delivering 80 wellness packs to young people who were affected which included activities, toiletries, a torch and information on mental health resources.

The second project provided an opportunity for young people to tell their stories about the storm and how it impacted them and have it documented in a permanent and accessible way. Six young people came forward and agreed to speak on camera about their experience and the recordings were made into a short documentary. *Voices of Young People* was launched in November in front of an audience including the young people featured in the documentary, their families, staff, board members, council staff and other community members who were themselves impacted by the storm event. The end result is a powerful video that highlights the strength and resilience of young people in our community.

Polly, Leo and Tahlia share their stories of the storm







## Rainbow Coffee Club

Rainbow Coffee Club was established in response to the lack of local social opportunities for LGBTQIA+ adults living in the Macedon Ranges. Creating a safe and inclusive space where people can drop in for a chat is a simple yet tried and tested way of bringing people together and alleviating social isolation.

Held once a month at The Social Foundry, a not-for-profit community enterprise in Kyneton, those attending Rainbow Coffee Club report that it has increased their sense of belonging to their community and the majority of attendees say they participate in social activities more often since coming to the group.

Facilitated by our Country LGBTQIA+ Inclusion Program (CLIP), there are on average about ten people coming along each month. Our CLIP facilitator ensures that those attending feel welcome, monitors the group dynamics and maintains the flow of conversation around the table. There are also opportunities to suggest other community health services should further supports be required.

*"I like the relaxed come as you are atmosphere and all the people that I have met. I also like that we are supporting a social enterprise."*

**Rainbow Coffee Club Attendee**

RAINBOW  
COFFEE  
CLUB  
at the







## Pride Camp

In September last year our WayOut program, which supports LGBTIQ+ young people in Sunbury and the Macedon Ranges, held its annual Pride Camp. Offering young people aged 13 to 17 the opportunity to connect and engage in a range of activities, Pride Camp is delivered by staff with professional and lived LGBTIQ+ experience, enabling participants to interact with strong adult role models.

WayOut has been delivering Pride Camp for the past 10 years and participants have the opportunity to take part in workshops that develop a sense of belonging, as well as learn skills that can nurture their mental health and wellbeing. The camp provides a safe and affirming environment for LGBTIQ+ young people to come together, build their sense of pride and have some fun.

There are also opportunities for LGBTIQ+ young people aged 18-24 to participate as youth leaders.

Pride Camp 2022 saw 26 campers and 6 youth leaders attend the 3 day residential camp held in a beautiful bush setting in the Macedon Ranges. Campers participated in games, discussions, arts and crafts, music and cooking. They also had the opportunity to take part in workshops including a sexual health workshop delivered by Thorne Harbour Country which covered age appropriate LGBTIQ+ sex and consent education.

Following the camp, there was a 22% increase in participants who felt comfortable affirming their identity compared to how they felt before the camp. The opportunity to meet new friends was the most enjoyed aspect of camp.





# Environmental Sustainability

This year we developed a sustainability statement for the organisation and we committed to minimising our impact on the environment by working towards a reduction of energy consumption, water use and consumables across the organisation. We are also striving to reduce the volume of waste sent to landfill.

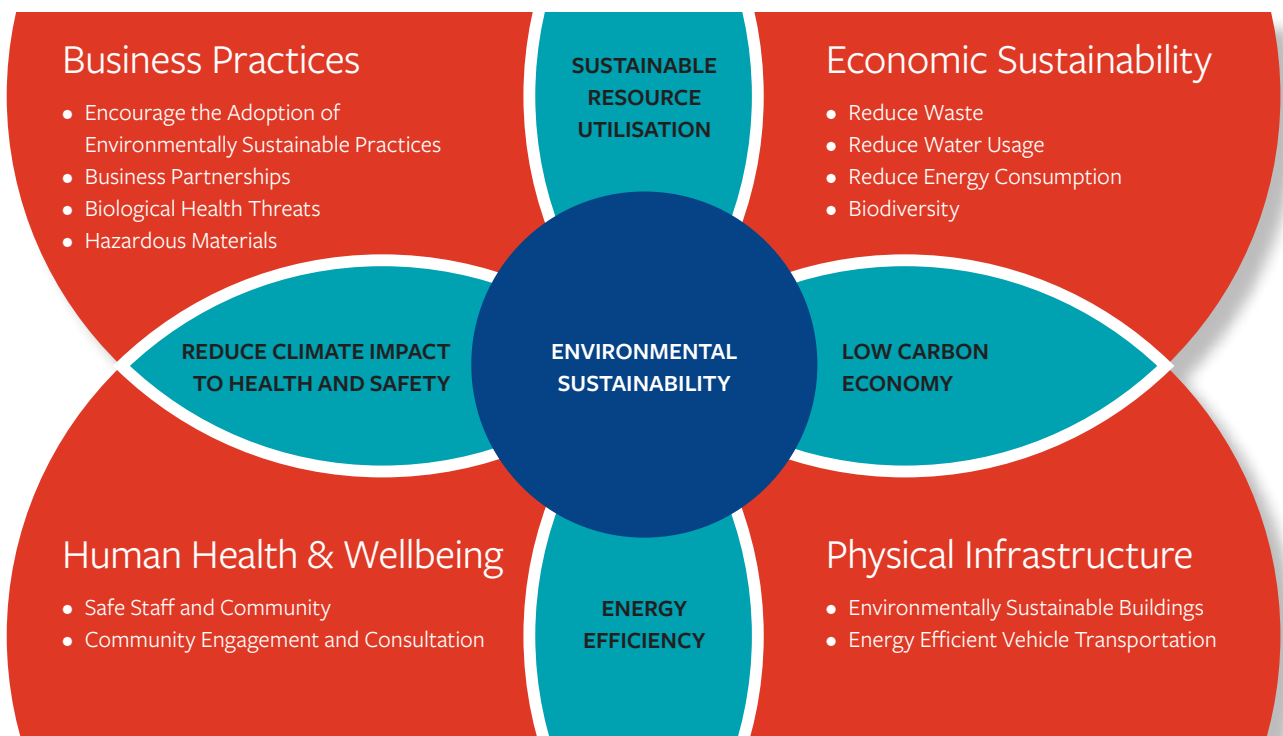
Sunbury and Cobaw Community Health is in the process of conducting an environmental audit. This audit will provide information about the current environmental impact of the organisation and will help to identify opportunities to reduce this impact. The results of the audit will be presented in a report and progress against audit recommendations will be monitored and reported over the coming year.

Other initiatives being implemented with regards to environmental sustainability include:

- Working with suppliers who promote sound environmental practices
- Incorporating consideration of sustainability factors into relevant business decisions
- Recording energy usage and producing an annual estimate of carbon emissions
- Investigating options for increasing the recycling of waste products
- Promoting sustainability practices to staff, clients and stakeholders

The organisation has adopted an environmental sustainability framework, along with policies and procedures to guide our work in this area. We also have a significant number of staff who are knowledgeable and passionate about environmental sustainability, with a keen interest in championing sustainability practices across the organisation. We look forward to working with our staff, clients, suppliers and the community to raise environmental awareness and reduce our environmental impact.

## Environmental Sustainability Framework







# Student Placements

At Sunbury and Cobaw Community Health we welcome the formal placement of students who are studying to become a health or community sector professional. With the broad range of services and programs we deliver, we are able to offer interesting and diverse learning opportunities.

As well as being an essential way for students to consolidate their studies, increase their knowledge and improve their future employment prospects, there are many benefits for us as an organisation to encourage student placements. Students bring with them valuable skills, up-to-date research, and an enthusiasm to our organisation.

Engaging students can also be an important way for us to expose graduates to the opportunities in community health and to consider us as an employer of choice. They get the opportunity to meet other health professionals and see how the various disciplines work together to ensure the best possible outcomes for people. Students get the opportunity to improve their hands-on skills getting to work directly with clients.



Nina Isabella, Masters in Counselling

*"I didn't expect to find such a high-quality placement so close to home. It's not just you and your supervisor, you're part of a bigger team."*

**Nina Isabella,  
Counselling Student**

## Counselling Student

Nina Isabella is studying a Masters in Counselling at Canberra University. She joined our Counselling team for two days a week for a period of four months. During her time with us she had a small caseload of her own clients, co-facilitated a mental health peer support group and helped out with our LGBTIQ+ group for young people, WayOut. Living in regional Victoria, Nina was excited to be offered a placement close to home that gave her contact with a diverse range of adults and young people. Nina was impressed with the opportunities that were available to her as a student and the warm welcome she received.

*"Sunbury and Cobaw Community Health is a really dynamic organisation deeply embedded in the heart of the community. Everyone was so generous with their time and as well as feeling a valued member of the counselling team, I felt a genuine member of the organisation."*

Nina found the informal interactions with other staff members across the organisation to be as valuable as the formal supervision she received. Her collaboration with other teams allowed greater exposure to the community health sector and helped inform her practice.

## Social Work Student

Tim Barry was studying a Masters in Social Work when he first joined the organisation on placement in the Housing Support team. After a few weeks spent gaining an understanding of the program, getting to grips with systems and practices, and sitting in on intake interviews, Tim was given the chance to engage with clients directly and work one-on-one with a community member at risk of homelessness.

*"One of the biggest learnings came out of watching how other people work, how they interact with clients and how they ask questions to get the most productive answers from people."*

Tim spent time visiting other organisations to gain an understanding of their role in the housing sector and how they work with Sunbury and Cobaw Community Health.

*"I was really excited to be joining the organisation so I came with lots of enthusiasm and energy! I was keen to totally absorb myself into the role and get the most out of it. Being new to the sector, and with my*

*natural curiosity, I asked lots of questions and reflected on how processes could be done better and how services could be delivered in a way that would benefit the client."*

Tim valued the opportunity of working with other teams in the organisation such as Family Services, NDIS Support Coordination and Alcohol and Other Drugs Counselling.

*"The biggest benefit of doing a placement in community health is the ability to get to know other services and be able to refer clients internally. Everyone is working towards the same goal, the holistic wellbeing of the client. It helps the client if you can say that you know, for example, the counsellor that you are suggesting that they see and that they are a great counsellor. The client doesn't have to go somewhere new for the service."*

Upon completion of his placement, Tim was successful in securing a position as a family services practitioner with Sunbury and Cobaw Community Health.

Tim Barry, Masters in Social Work



STUDENT PLACEMENTS  
ARE AVAILABLE IN THE  
FOLLOWING AREAS:

- Adult physiotherapy
- Adult occupational therapy
- Podiatry
- Dietetics
- Health promotion
- Paediatric physiotherapy, occupational therapy or speech pathology
- Early childhood education
- Social work
- Counselling





# NDIS Support Coordination: Participant Stories

## Peter's Story

When I first met Peter in June 2021, he was living in a supported boarding house. Peter was very quiet, and I could tell he lacked confidence due to his body language. I was aware of his mild intellectual disability and autism, but there was an element of fear in his voice. His brother was present at the meeting and did most of the talking. Peter's family were frustrated at how Peter was living, and they felt he was not living the best life he could.

Peter was a 38-year-old man in the prime of his life who had been living in a boarding house for the past 12 years. He was unable to do anything for himself in his accommodation and was being bullied daily by other residents, including an incident where he was threatened with a knife. Peter said that he would often spend most of the day in his room which comprised of a bed, cupboard, and side table. All his meals were provided in the communal dining room, therefore preparing and shopping for food was not necessary. Whilst this style of accommodation is necessary for some people, it was not for Peter. One of Peter's NDIS goals was to move to into his own home so he could live independently and learn new skills so he could build his capacity.

I could see that this goal was the priority and started working on building his support team. I engaged a fantastic occupational therapist and a psychologist, and he already had a great support worker. The occupational therapist completed a functional capacity assessment and other reports were collated. An application was



Peter and Leah enjoying time in their garden

sent to the NDIS requesting funding for additional supports for Peter when he moved into his own home.

In July 2022 Peter and his partner, Leah moved into a town house which they had found themselves. The occupational therapist and the support team worked with them both to establish a daily routine. Their approach was consistent, always allowing Peter and Leah to be the decision makers. I have noticed the physical change in Peter, he stands taller and is confident, he can also make decisions for himself. It is wonderful to see him and his partner get so excited when they explain how they cooked their first roast meal or have learnt how to tend to their very own vegetable patch or even how they cleaned their bathroom for the first time. People like Peter and Leah inspire me to continue supporting others as a Support Coordinator, knowing I may have contributed to empowering them in some way.

**Sonja Tatton**  
Support Coordinator

## Joshua's Story

When Joshua was 18, he was homeless and in trouble with the law. He had been dismissed from his job, hospitalised, arrested and forced to leave the family home. Josh was told that he would never work again or be safe to drive a car and that he was a threat to his community. Josh is an NDIS participant with autism spectrum disorder and an intellectual disability, but his history of difficult behaviour excluded him from many disability support programs. Josh's disability support workers were tasked only with keeping him out of trouble. Josh's life was bleak and his future seemed hopeless.

Over the past 18 months, Josh and I have worked together to identify and link Josh to suitable capacity building supports. They soon realised that some of Josh's challenging behaviours were due to lack of understanding and education, but after starting work with a consent and relationships counsellor and a positive behaviour specialist, Josh was able to reflect on his actions and start to develop strategies to manage his behaviour. Josh's therapy team also trained and guided his support team on how to best support Josh to recognise and manage triggers and to thrive in different environments. Josh's

occupational therapist worked with him on capacity building activities which have enabled Josh to manage his daily life more effectively. Josh was also lucky to have some exceptional support workers on his team – energetic and positive people who liked and believed in Josh and who were able to implement ideas and strategies provided by Josh's therapy team.

Josh is now 20 and living with a housemate. Josh has re-established a relationship with his mother, younger sister, and grandparents who live nearby and visit him in his new home. Josh has also been successfully learning to drive and is about to sit his driving test. He is busy doing work training and dreams of being in the aviation industry. Josh is staying fit by swimming and working out at the gym and is looking forward to a group holiday in Anglesea. Josh's life is now full of promise and new possibilities.

At the end of 2022, Josh was selected by a local disability support provider to receive the Michael Hines Award for showing 'dignity in the face of adversity'. The award included a cash prize and a celebratory lunch. This was so well-deserved and very exciting for Josh as one of the first formal acknowledgments and celebrations of achievement in his life.

Thanks to his own hard work and determination, his NDIS support, and a strong team of professionals and supporters around him, Josh is now working towards his goals in a way that seemed impossible just a short while ago.

**Kate Kennedy**  
Support Coordinator



Joshua: 'Dignity in the face of adversity'







# Social Support Groups

The Social Support team has had a busy year building the program back up following the easing of COVID-19 restrictions, both at the centre-based groups in Sunbury and the Macedon Ranges bus trips. We now support over 130 people across the region and we send out a monthly newsletter that keeps participants connected.

In November the team moved from their home at our Macedon Street site in Sunbury to what used to be the aged care centre in Timins Street. The move has given the program a much bigger space for the groups and a much larger kitchen to prepare the meals in.

The program across the week is varied with activities such as noodle hockey, quizzes, crafting, baking and music. There is plenty of opportunity to just sit and chat, share memories and enjoy a meal together.

One highlight of the year has been the growth of the intergenerational playgroup that takes place in conjunction with Our Village Family Childcare. Two of our educators take the children in their care to the group where all the participants, young and old, take part in a range of games and crafting activities that are designed to develop or maintain fine motor skills, social connection, communication skills and a sense of fun.

In the Macedon Ranges our bus trip program provides the opportunity for those restricted by the lack of transport to take part in outings across the region. The destinations change depending on the weather, what's on locally, and what the program participants want to do. This year the groups enjoyed a visit to the Elvis exhibition at the Bendigo Art Gallery, the Royal Botanic Gardens in Melbourne, Edgar's Mission in Lancefield and shopping trips and lunches out across the region.



Sarah, Yvette, Corrine and Stefan enjoy the football grand final at the New Horizons group

*"It is such a joy to watch the interaction between the children and the older adults – their 'grandfriends'. It is wonderful seeing the children demonstrate qualities such as respect, empathy and patience."*

**Marlo Aisbett,  
Our Village Family  
Childcare Coordinator**



Glenda and Akiko with their 'grandfriends' at intergenerational playgroup



Annelis, Dawn, Rita and Alvie on a day trip

# Financials

The complete 2022–2023 Financial Report is available on our website:

[www.sunburycobaw.org.au/about-us/publications/](http://www.sunburycobaw.org.au/about-us/publications/)

## Statement of Profit or Loss and Other Comprehensive Income For the Year Ended 30 June 2023

	Note	2023 \$	2022 \$
<i>Continuing Operations</i>			
Revenue from contracts with customers	2	15,824,213	16,065,652
Other sources of income	2	6,927,023	6,938,880
Employee benefits expense	3	(18,031,083)	(18,562,370)
Depreciation and amortisation expense	3	(872,078)	(835,408)
Finance expenses	3	(1,198)	(6,946)
Utility expenses		(243,914)	(238,164)
Motor vehicle expenses		(82,022)	(83,254)
Audit, accreditation, legal and consultancy fees		(310,721)	(269,687)
Staff training and development expenses		(214,115)	(308,491)
Client support services expenses		(729,435)	(785,721)
General program supplies		(1,443,377)	(1,417,726)
External dental providers		(581,944)	(248,521)
Repairs and maintenance		(212,807)	(174,168)
Other expenditure		(504,735)	(376,987)
Revaluation decrement on buildings	9	(1,200,055)	—
<b>Deficit</b>		<b>(1,676,248)</b>	<b>(302,912)</b>
<i>Items that will not be classified to net result:</i>			
Gain/(loss) on revaluation of buildings	9	(346,269)	346,269
Gain on revaluation of land	9	205,807	835,185
Unrealised gain/(loss) on investments	9	444,835	(689,529)
<b>Total comprehensive surplus attributable to members of the entity</b>		<b>(1,371,875)</b>	<b>189,013</b>
<i>Total comprehensive income/(deficit) for the year arises from:</i>			
Continuing operations		(1,371,875)	189,013
		<b>(1,371,875)</b>	<b>189,013</b>



**Statement of Financial Position  
For the Year Ended 30 June 2023**

	Note	2023 \$	2022 \$
<b>CURRENT ASSETS</b>			
Cash and cash equivalents	4	5,889,281	7,889,792
Trade and other receivables	5	754,409	499,022
Inventories	6	20,746	18,471
Other assets	7	129,624	117,167
<b>Total current assets</b>		<b>6,794,060</b>	<b>8,524,453</b>
<b>NON-CURRENT ASSETS</b>			
Investments	8	6,732,668	4,787,095
Property, plant and equipment	9	16,534,945	18,189,316
Right-of-use assets	11	54,982	84,157
<b>Total non-current assets</b>		<b>23,322,595</b>	<b>23,060,568</b>
<b>Total assets</b>		<b>30,116,655</b>	<b>31,585,021</b>
<b>CURRENT LIABILITIES</b>			
Trade and other payables	12	4,939,237	4,757,419
Provisions	13	2,641,917	2,721,651
Lease liabilities	14	60,389	85,719
<b>Total current liabilities</b>		<b>7,641,543</b>	<b>7,564,789</b>
<b>NON-CURRENT LIABILITIES</b>			
Provisions	13	554,232	722,523
Lease liabilities	14	—	4,954
<b>Total non-current liabilities</b>		<b>554,232</b>	<b>727,477</b>
<b>Total liabilities</b>		<b>8,195,775</b>	<b>8,292,266</b>
<b>Net assets</b>		<b>21,920,880</b>	<b>23,292,755</b>
<b>EQUITY</b>			
Retained earnings		19,485,193	20,716,607
Asset revaluation reserve	21	2,255,687	2,396,148
Asset replacement reserve	21	180,000	180,000
<b>Total equity</b>		<b>21,920,880</b>	<b>23,292,755</b>



**Statement of Cash Flows**  
**For the Year Ended 30 June 2023**

	<b>Note</b>	<b>2023</b> <b>\$</b>	<b>2022</b> <b>\$</b>
<b>CASH FLOWS FROM OPERATING ACTIVITIES</b>			
<i>Continuing operations</i>			
Receipts from clients and government grants		21,504,483	22,412,969
Receipts from donations, reimbursements and rentals		377,706	373,916
Payments to suppliers and employees		(22,254,397)	(21,721,276)
Low-value lease payments		(16,303)	(2,642)
Interest received		110,187	36,833
Interest paid		(1,199)	(6,946)
Dividends received		191,474	224,606
<b>Net cash (used in)/provided by operating activities</b>	<b>15</b>	<b>(88,049)</b>	<b>1,317,460</b>
<b>CASH FLOWS TO INVESTING ACTIVITIES</b>			
<i>Continuing operations</i>			
Proceeds from sale of property, plant and equipment		121,149	15,654
Payments for property, plant and equipment		(478,131)	(1,007,289)
Proceeds from sale of investments		461,212	273,671
Payments for purchase of investments		(1,963,333)	(930,404)
<b>Net cash (used in) investing activities</b>		<b>(1,859,103)</b>	<b>(1,648,368)</b>
<b>CASH FLOWS FROM FINANCING ACTIVITIES</b>			
<i>Continuing operations</i>			
Payment of principal elements of lease liabilities		(53,359)	(82,816)
<b>Net cash used in financing activities</b>		<b>(53,359)</b>	<b>(82,816)</b>
<b>Net decrease in cash held</b>		<b>(2,000,511)</b>	<b>(413,724)</b>
Cash and cash equivalents at the beginning of the financial year		7,889,792	8,303,516
<b>Cash and cash equivalents at the end of the financial year</b>	<b>4</b>	<b>5,889,281</b>	<b>7,889,792</b>







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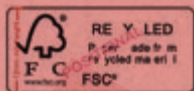
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COMMUNITY  
HEALTH

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name of Sunbury Community  
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