



# 2016 Annual Report

Anchor

Our community.  
Your **Anchor** point.

## Chairperson's Report

**Reflecting on the year for Anchor's Board of Management, the first aspect that comes to mind is the number of new faces around the board table. The board has experienced a succession of vacancies over the past year as various members served out their terms, received promotions at work, or battled illness and injury to family members.**

The board's first job is to appoint a competent CEO, and in this regard I believe we've excelled. Heidi has brought her wealth of sector experience and depth of leadership acumen to form Anchor into a more aligned, motivated and disciplined organisation and to strengthen Anchor's brand and reputation for excellence in the sector.

In my first year as chair, I have pursued three broad objectives. The first has been to build director competence among board members. To this end we organised essential governance training for the whole board, sponsored board members to attend training and development with the Australian Institute of Company Directors, and created a schedule of professional development including issues of child safety and financial management. The debate and decision-making around the table has been better-informed, more rigorous and more incisive.

The second has been to focus the board on its governance responsibilities: primarily the oversight of strategy and risk. This has meant tightening up the agenda to keep clear the delineation of governance and operations, and to move to annualised agendas in board and committees so that issues are dealt with sequentially rather than in parallel. The result has been shorter meetings and shorter time-frames between the introduction and close-out of agenda items.

The third objective has been sharpening the focus of Anchor on the cause that brought organisation into being and the core contribution we make in the communities of Knox, Yarra Ranges and Maroondah. Through the coming year we'll finalise tighter statements of purpose, vision and values and craft a new strategic plan focusing more closely on what we're here to do and what we do uniquely.

I'm grateful for the privilege of serving Anchor, for the hard work of the board, and for the dedication of Heidi and her team.



Ken Morgan  
Chair  
Board of Management



**Anchor works with children, young people, families and individuals in Melbourne's outer east. We support people to get back on track and help them thrive.**

# CEO's Report

The year has been one of consolidation, building team and concentration on delivering quality services to the individuals we serve. The organisation hit a milestone this year - 40 years of service to the community and the disadvantaged in the Outer East!

Sadly, we had to down-size Corporate Services during the past year, with a result that we lost valuable staff members in the process. However these changes have ensured we are in a much more solid financial position.

I am very proud of the progress the organisation has made over the past 12 months in particular:

- > Our staff worked hard to achieve another three-year external accreditation against DHHS One and ASES Standards in November 2015.
- > Through the Ministerial initiative "Fostering Connections" marketing and advertising, as well as our own commitment to word-of-mouth and the networks our existing carers have created, the number of new foster carers has increased significantly this year. A huge thank you to the foster care team for this hard work.
- > Our Housing and Homeless Support services have engaged in two new programmes this year. The first is "Building Brighter Beginnings", a model of playgroup designed for vulnerable families who might ordinarily not have access to educational parent/child activities. Our families in Transitional Housing have been supported to join this activity which allows professionals to "walk" alongside families through play and activity. The second activity is "Drumbeat" which gives marginalised young people an opportunity to join a group and produce music via instruments well known for their "therapeutic" effect on people.
- > The social housing project "Hazel Hams House" has progressed markedly this year. The seven [7] two bedroom townhouse development at Lilydale will be completed by the end of 2016. This unique philanthropic/ community service partnership will allow Anchor and our community partners to provide much needed accommodation for young women at risk of homelessness who are pregnant or parenting young children.
- > Anchor has continued to deepen its relationships with schools and other community service partners following the release of "The Couch Surfing Report by the Yarra Ranges Youth Homelessness Prevention Project" in 2015. Peter Dinsdale and the report's co-authors delivered a session at a Symposium held by the Centre for Excellence in Child and Family Welfare in late 2015, which was well received.
- > This year we again participated in Run Melbourne and held an inaugural Corporate Golf Day in March, thanks to our wonderful partners the Mt Evelyn Community Bank [Bendigo Bank] and Eastern Valley Golf Course. These events, together with the generosity of churches and service clubs in the Outer East assist us to do just a bit more for vulnerable people.
- > Hopefully our supporters and interested people will have noticed a more concentrated presence on Facebook this year. We know we need to "shout out" more about the great work we do so that our social media presence will increase – so watch this space!!!
- > Finally the launch of our new website will bring together a really professional and engaging new brand which we launched at the AGM last year.

I would like to make special mention of our senior leadership team who support me in my role of CEO. Nicky Anderson, Fiona Nicholls, Lisa Stockheim and Alice Rietveld have assisted the Board of Management and me to create a solid foundation and deliver on our strategic priorities. The Anchor Board of Management has worked hard this year - as always - and Ken Morgan as the new Chairperson has provided strong leadership and vision for the organisation and great support to our operations.

I am sure the coming year will provide us with many opportunities and challenges including the positioning of the organisation to respond to changing government policy. However our priorities will be very much about partnership, service excellence, and doing what we do best and that is to provide a chance for individuals to get their lives back on track!!



CEO





On behalf of the board, CEO and staff, we would like to thank our amazing foster and kinship carers who continue to open their hearts and home to Victoria's most vulnerable children.



### Anchor's Values:

- > Respect
- > Trustworthiness
- > Reliability
- > Excellence
- > Empowerment
- > Innovation
- > Encouragement

Our vision is to create a safe, secure and enriching environment in which every member of our community can thrive.



## Team Members

**Back row:** Fiona Nicholls, Peter Dinsdale, Alice Rietveld, Helen Taylor, Lisa Stockheim

**Front row:** Nicky Anderson, Heidi Tucker, Julie Lowe

**Absent:** Jay Church



## Board

**Left to right:** Stephen Ward, Barry Small, Graeme Cook, John Collins, James Collins, Isabel Anton, Ken Morgan, Heidi Tucker, Gerald Morley

**Absent:** Katie James, Catherine Overton

**Retired:** John Cardwell, Nessá Pastoors, Janet Turpie-Johnstone

Our thanks and best wishes to Chris, John, Nessá, Janet, and Catherine for their faithful service to Anchor.

Thanks also to Graeme, James, Barry and John who bring a broad range of knowledge, expertise and experience as they step in to serve.



# Financial Statements

## STATEMENT OF COMPREHENSIVE INCOME FOR THE YEAR ENDED 30 JUNE 2016

	2016 \$	2015 \$
Revenue	4,002,678	3,902,371
Administration Costs	(111,985)	(126,424)
Governance	(9,356)	(3,327)
Communication	(50,595)	(41,943)
Furniture & Equipment	(35,795)	(14,298)
Information Technology	(87,197)	(79,858)
Interest expense	(972)	0
Property Costs	(291,794)	(231,564)
Staffing expenses	(2,801,602)	(2,826,682)
Professional Development	(38,482)	(32,652)
Service Delivery costs	(415,860)	(445,634)
Travel & transport	(74,755)	(100,308)
Loss on disposal/write off of property, plant and equipment	(10,559)	(18,211)
Surplus before income tax	73,726	(18,530)
Income tax expense	73,726	(18,530)
Surplus for the year	73,726	(18,530)
<b>TOTAL COMPREHENSIVE INCOME ATTRIBUTABLE TO MEMBERS OF THE ASSOCIATION</b>	<b>73,726</b>	<b>(18,530)</b>

## STATEMENT OF FINANCIAL POSITION AS AT 30 JUNE 2016

	2016 \$	2015 \$
<b>CURRENT ASSETS</b>		
Cash and cash equivalent	1,983,350	1,738,937
Receivables	132,356	151,783
<b>TOTAL CURRENT ASSETS</b>	<b>2,115,706</b>	<b>1,890,720</b>
<b>NON-CURRENT ASSETS</b>		
Property Plant and Equipment	826,569	674,889
<b>TOTAL NON-CURRENT ASSETS</b>	<b>826,569</b>	<b>674,889</b>
<b>TOTAL ASSETS</b>	<b>2,942,275</b>	<b>2,565,609</b>
<b>CURRENT LIABILITIES</b>		
Trade and other payables	553,160	434,571
Employee provisions	269,106	270,481
Provisions	60,000	0
<b>TOTAL CURRENT LIABILITIES</b>	<b>882,266</b>	<b>705,052</b>
<b>NON-CURRENT LIABILITIES</b>		
Trade and other payables	0	82,049
Employee provisions	71,722	71,302
Provisions	545,850	545,850
Borrowings	308,840	309,524
<b>TOTAL NON-CURRENT LIABILITIES</b>	<b>926,412</b>	<b>1,008,725</b>
<b>TOTAL LIABILITIES</b>	<b>1,808,678</b>	<b>1,713,777</b>
<b>NET ASSETS</b>	<b>1,133,597</b>	<b>851,832</b>
<b>MEMBERS' FUNDS</b>		
Assets transferred in	153,968	153,968
Retained surplus	771,590	697,864
Revaluation surplus	208,039	0
<b>TOTAL MEMBERS' FUNDS</b>	<b>1,133,597</b>	<b>851,832</b>

## CASH FLOW STATEMENT FOR THE YEAR ENDED 30 JUNE 2016

	2016 \$	2015 \$
<b>CASH FLOW FROM OPERATING ACTIVITIES</b>		
Operating grant receipts	3,855,389	3,653,814
Donations received	19,179	15,990
Other income	83,496	149,267
Interest received	64,041	59,374
Payments to suppliers and employees	(3,732,874)	(4,022,111)
<b>NET CASH PROVIDED BY OPERATING ACTIVITIES</b>	<b>289,231</b>	<b>(143,666)</b>
<b>CASH FLOWS FROM INVESTING ACTIVITIES</b>		
Fixed asset purchases	(44,134)	(18,537)
Proceeds from sale of fixed assets	0	4,909
Investment in held-to-maturity financial assets	191,765	46,356
<b>NET CASH USED IN INVESTING ACTIVITIES</b>	<b>147,631</b>	<b>32,728</b>
<b>CASHFLOW FROM FINANCING ACTIVITIES</b>		
Proceeds from borrowings	0	0
Repayment of borrowings	(684)	(570)
<b>NET CASH PROVIDED BY FINANCING ACTIVITIES</b>	<b>(684)</b>	<b>(570)</b>
Increase in cash held	436,178	(111,508)
Cash at beginning of the financial year	81,484	192,992
<b>CASH AT THE END OF THE FINANCIAL YEAR</b>	<b>517,662</b>	<b>81,484</b>

## ANNUAL STATEMENTS GIVE TRUE AND FAIR VIEW OF FINANCIAL POSITION OF INCORPORATED ASSOCIATION

The Board has determined that the association is not a reporting entity and that this special purpose financial report should be prepared in accordance with the accounting policies outlined in Note 1 to the financial statements.

We, Ken Morgan and Katie James, being members of the board of Anchor Inc., certify that:  
the statements attached to this certificate give a true and fair view of the financial position of Anchor Inc. during and at the end of the financial year of the association ending on 30 June 2016.



Chairperson - Ken Morgan

Dated this 7th day of September 2016



Treasurer - Katie James

## INDEPENDENT AUDIT REPORT TO THE MEMBERS OF ANCHOR INC.

We have audited accompanying financial report, being a special purpose financial report of Anchor Inc. which comprises the balance sheet as at 30 June 2016, the income statement, statement of cash flows, a summary of significant accounting policies, other explanatory notes and the statement by members of the committee.

In our opinion, the financial report of Anchor Inc. presents fairly, in all material respects the financial position of Anchor Inc. as of 30 June 2016 and of its financial performance for the year then ended in accordance with the accounting policies described in Note 1 to the financial statements.



The Field Group - Audit  
Chartered Accountants  
August 2016

Gavin Fraser  
Partner, Chirnside Park

Access to the complete audited financial statement is available at [www.anchor.org.au](http://www.anchor.org.au)  
Anchor Inc. Level 1, 120 Railway Ave Ringwood East Vic 3135

The following is a list of just some of the wonderful individuals and organisations that support and work with Anchor to provide the best outcomes for our clients.

We thank you.

Amanda Snell,  
**Ann Gaudion**, Barb's  
Girls Embroidery &  
Patchwork, **Bellbirds Ladies  
Gold Club**, Bernadette Hally,  
**Bev and Wilma Lions**, Beverley,  
Mark and Glenn Taylor, **Bree Dewar**,  
Brumby's Bakery Studfield, **CIRE  
Services**, CityLife Church, **Coldstream  
Primary School**, Community Housing  
Limited, **Cr Maria McCarthy**, CWA Kilsyth  
Montrose, **Darren Smith**, Dawn Ferguson,  
**Dee Tilley**, Donna Mulazzani, **Eziway Salary  
Packaging**, Family Access Network, **FTG  
Nth Junior Social Council**, FTG Nth Primary  
School, **Hayden Hall**, Hayley Edgar, **Henk  
and Hettie Paas**, Holy Fools, **Inspiro Staff**,  
Jackie Maddock, **Jan Jozsa**, Jorja Flynn, **Julie  
Buchanan**, Knox City Council, **Laura Lilley**,  
Lilydale National Seniors, **Lilydale Uniting  
Church**, Lioness Club FTG, **Lord Mayors**,  
Charitable Foundation, **Louise Brown**,  
Mariette Wiltshire-Butler, **Maroondah City  
Council**, MAT Fund, **MJM Valuers**, Mt  
Evelyn Christian Reformed Church, **Mt  
Evelyn Community Bank**, Natasha  
Dekker, Paccar Australia, **Plantmark**,  
Queens Fund, **Ringwood  
Magistrates Court**, Robert and  
Beverly Van Veen, **Sanjay  
Modi**, Shirley Allen, **St Marys  
College for Hearing  
Impaired Students**,  
Walter and Eliza Hall  
Trust, **Wayne Gardner**,  
Wonga Park Christian  
Reformed Church,  
**Yarra Ranges FM**

Check out our brand new website!  
[www.anchor.org.au](http://www.anchor.org.au)

Our community.  
Your **Anchor** point.

**Anchor Inc**

Enquiries: (03) 9801 1999  
or [info@anchor.org.au](mailto:info@anchor.org.au)

ABN: 80 952 878 595  
A00309745

Anchor acknowledges and  
respects the traditional  
custodians of the land we  
stand on, the Wurundjeri  
people past and present.



 **Building Brighter Beginnings Play Group**

**Building Brighter Beginnings** is a playgroup for young children and parents who are connected to Anchor's services. It is a place to join together through play.

**Anchor** staff - together with input from young children and their parents who attend the playgroup - co-design the sessions, which run once per week during school term and includes an activity during the school holidays.



 **Opening Doors – Crisis Response Services**

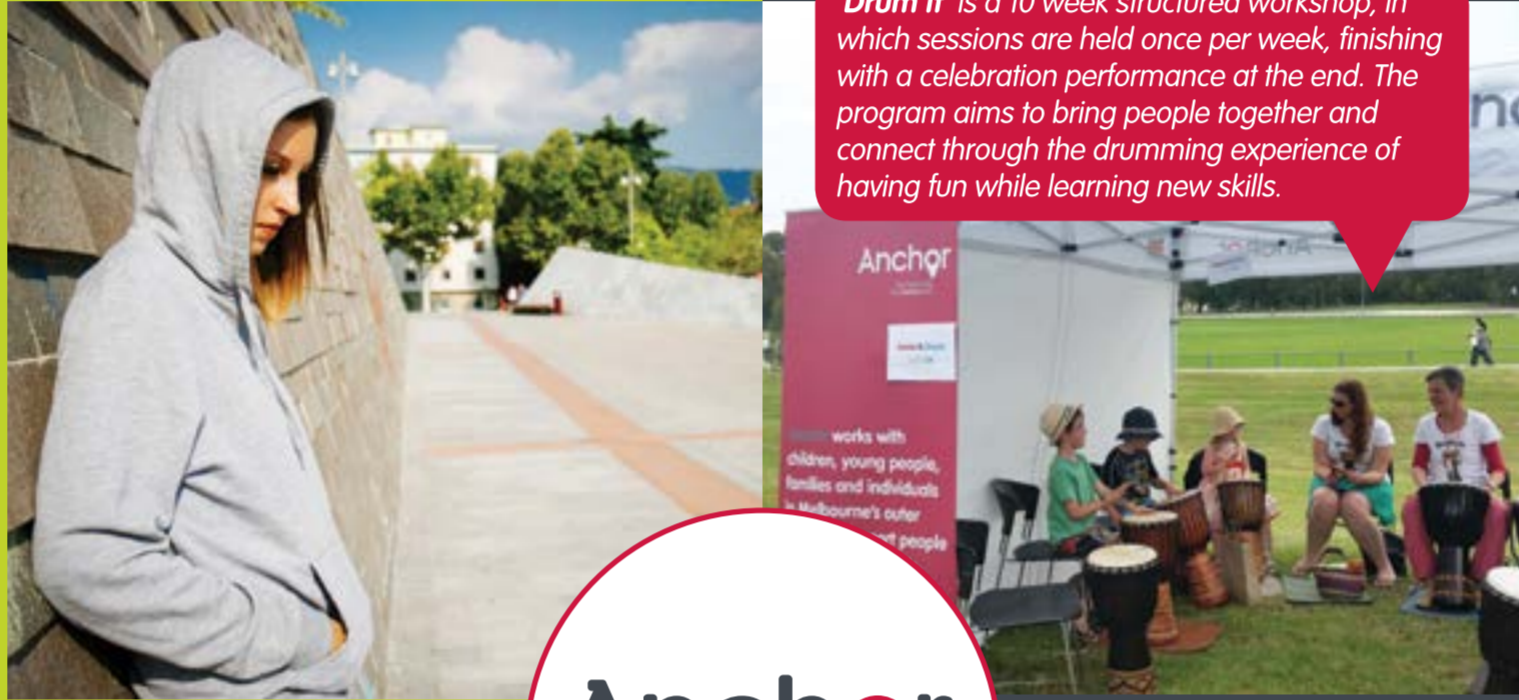
Thank you for all your support earlier in the year – you were a shining light when I was in a pretty dark place. I know only I, could turn things around but it was the way you listened and helped make sense of it all that gave me that little bit of extra strength I needed.

Things are now fantastic at home and I couldn't do better and I am getting along with my partner a million times better...



 **Support for Young People**

- > Had 15 clients successfully move on to independent living
- > Has 11 current tenants and 4 outreach clients
- > Had 4 clients gain university entrance including one who recently got into pre law at Melbourne Uni. Also 1 finished a Diploma of Welfare and another completed a Cert 3 traineeship with Yarra Ranges Council.
- > Was chosen to pilot the Certificate course in developing independence in collaboration with the Brotherhood of St Lawrence and Holmesglen TAFE.



*'Drum it' is a 10 week structured workshop, in which sessions are held once per week, finishing with a celebration performance at the end. The program aims to bring people together and connect through the drumming experience of having fun while learning new skills.*



 **Transitional Housing Support**

*From Dept of Health and Human Services re Housing and Support Services:*  
On behalf of Belinda Jones \* and I, thank you for all your commitment in securing a housing outcome for her and her two children. The collaboration between our organisations is proof that a solid working relationship and a combined client focus achieved the best housing option for Belinda... persistence and common messages really gave her the confidence to move forward with her life....

\*not her real name



 **Private Rental Brokerage**

- > PRB assisted over 100 young people gain private rental as well as running education sessions for both workers and clients



Thank you so much Melina u don't know how much my heart is full of so much joy and relief and thanksgiving. Thank you so much :) really appreciate your help Melina and Anchor. Much respect for you guys.



 **Kinship Care**

*Kinship Care family's feedback:* Thank you for all your kindness throughout the past 12 months. We really do appreciate everything you have done for us – you have been a good friend to us all. We will all miss you very much.



In the last 12 months the Kinship Care team:

- > Hosted **11** Eastern Kinship Care Network meetings, which provide pampering sessions for kinship carers
- > Hosted **17** Peer Support Group sessions, where kinship carers can get together for afternoon tea, to share stories and listen to guest speakers
- > Hosted **5** school holiday excursions for kinship care children
- > Supported **6** Kinship Care parents to obtain Permanent Care Orders, giving greater stability for the children and their kinship carers
- > Supported **25** children and young people in Case Contracted kinship placements
- > Supported **26** kinship families in Family Services and PES programs

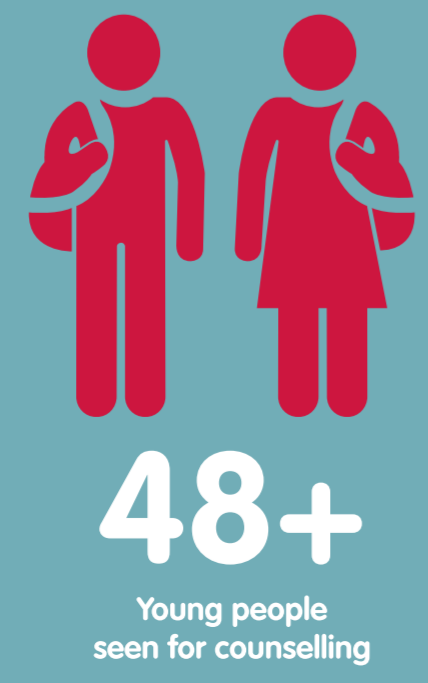
 **Family Reconciliation**

A 17 year old male was referred to the programme by his mother, as the conflict in the home was so bad that the young person was at risk of becoming homeless.

The young person and his father were very reluctant to attend appointments together. Instead the Anchor Family Therapist was able to use the sessions with the parents to assist the young person's father to recognise his own troubled relationship with his own father. Through therapy he was able to see he was repeating some of the poor parenting he had received as a child.

A discussion with the young person highlighted how he could maintain his place in the family and work towards some positive outcomes/changes and some realistic tasks that he agreed to do.

This young person is today a lead tenant at one of Anchor's transitional properties, works full time and has a long-term girlfriend. He has begun to successfully rebuild his relationship with his dad and although he decided not to stay in the family home, visits once per week for dinner and enjoys spending time with his family.



 **Foster Care**

*From an ex foster carer:*  
I miss our days with Anchor! So miss the invaluable and genuine support that was provided to us as caregivers for the years we did foster care for your agency. (Where we live now) has a lot to learn over here in how to retain their caregivers – first and foremost – genuinely value and appreciate them! This goes a long way to getting you through the 'hard times' you have when looking after these awesome kids....Well done for continuing with the wonderful work you do!

