



Kindred Clubhouse

ANNUAL REPORT 2021



Reliable
Connection

Recovery

Community
Support

Wellness

Activities

Belonging

Inclusion

Mindfulness

Care

Coffee

Companionship
Food

Communication
Encouragement

Safe

Trust

Fun
Socialising

Laughter

Friendship

Conversation
Cooking

Contents

2. Our vision, mission and value statements
3. Our President's Report
5. Our Director's Report
7. Members of the Board
8. Thank you to our volunteers
9. Sarah's Story
10. Staff reflections
11. Treasurer's Report
14. Graphs
15. Profit and Loss
16. Balance Sheet

OUR MISSION



To provide a safe and welcoming space for people with mental health issues to develop the skills and confidence needed to lead satisfying and purposeful lives in the community.

OUR VISION



All people living with mental health issues will have opportunities to realise their potential within a supportive community.

OUR VALUES



Integrity: We strive for fairness and adherence to ethical principles. We are genuine in all our work. We are responsible and accountable for all our actions.

Quality: We aspire to excellence in all our work and service deliveries.

Equality: We believe in the potential of all people and are committed to inclusive practices with those with whom we work so they can exercise voice, choice and control over their futures.

Safety: We are committed to ensuring a safe environment for staff, members and community.

PRESIDENT'S REPORT

Michael Gillikens



Over the past two years the message we have had at our AGM's centred on kindness; being kind, doing kind things and living life with the simple frame of mind that holds kindness in our thoughts, feelings and behaviours. We find it fitting that you can't have Kindred without the word Kind.

For this past year our members chose the fitting theme of 'resilience'. This has been twelve months that we can all be incredibly proud of and a lot of the reason why is due to the resilience of members, staff and our Board.

The 7 C's of Resilience in theory are summed up as follows:

- *competence
- *confidence
- *connection
- *character
- *contribution
- *coping and
- *control

This year has highlighted the competence in the staff and membership to deliver on our core program with flexibility and innovation.

We have seen the confidence and character of the members to share their personal stories, art and offer community support through their Positivity Book.

Our connections were demonstrated through the incredibly busy Hon. Greg Hunt visiting Kindred Clubhouse to announce further funding and the 24 community activities and excursions we were still able to undertake.

The members have continued to take control of their role within the Clubhouse operations and have contributed to 3 major funding submissions and discussions and have taken lead roles in media and political discussions at Federal and State level.

We all know about being in lockdown more than anywhere in the world. As a mental health clinician, I know the impact lockdown can have on everyone's mental health issues. Double down with the removal of a service that seeks to give members meaningful activity and social connection on an already vulnerable group and you have a recipe for some really bad outcomes.

Despite the challenges, The Kindred Clubhouse now has:

- * An increased membership
- * More volunteers
- * Further funding until June 2022
- * A Positivity Book
- * More students in Occupational Therapy and Cert IV Mental Health
- * A coffee machine!
- * Health and Wellbeing book

These were not our only challenges though. We also went through some staff changes as well. I would like to take this opportunity to thank Michelle for all her incredible work with our members and for being a joy to work with. We wish you all the happiness in your move. I would also like to give heartfelt thanks to Kim Kerr for his complete dedication to the Clubhouse and for steering it through our start up period as our inaugural manager. Your personality and knowledge will be missed by members and staff but we look forward to you joining the Board when you return from your well-earned break.

We have been fortunate enough to have recruited our previous President Stefanie Poole into the Clubhouse operations. Stef is a high energy, highly skilled practitioner who has stepped in as Manager and already grown a fantastic relationship with fellow staff and members.

Lastly, after a thorough recruitment process we were able to appoint Brendan O'Connell to the role of Director. Brendan was already in love with the Clubhouse model and very keen to join us, but it was also his work history having run both small and large for - purpose organisations and his constant enthusiasm that made him our first choice.

Our Board have continued to volunteer their precious time to the Clubhouse despite many of their own interruptions or changes. We are now an international as well as multi-state Board with members in Norway, Sydney and soon to be Adelaide.

To our amazing Board members, Kindred Clubhouse would not be possible without your continued passion, dedication and expertise. This has been a challenging year and you have continued to hold the vision while securing our short term future in these unprecedented times.

To finish, a very special thanks to all of the organisations and individuals who continue to support us and believe in our values and mission. We are extremely grateful for your ongoing support and look forward to celebrating your involvement when we can.

DIRECTOR'S REPORT

Brendan O'Connell



My tenure as Director at Kindred began in July 2021 and so I was not present during this Annual Reporting period. Although I am not able to give my personal insight into the amazing work undertaken during this time, I did want to share with all of you the key things I have learned about our wonderful organisation in the short time I have been here.

The most immediate impact comes from the genuine and caring people you get to spend time with. The volunteer Board are an incredibly talented group who give their time freely to guided the Clubhouse strategy. The staff - Manager Stefanie and Member Engagement Coordinator Caryl, put their whole selves into the work they do and although very different people with differing skill sets, they both approach their work with tenacity and empathy. Then there are the members, the people who provide so much support to each other while running the bulk of the operations at the Clubhouse. Lastly, there is a beautiful network of supporters - our generous and energetic philanthropic donors who want to see us succeed and expand, our service allies who open doors for us and link us to opportunities, and our wonderfully skilled volunteers who play vital roles in our operations. This entire organisation has the right people involved and that is evident every day.

That in itself is an amazing organisation to be a part of, but it doesn't stop there. Now, take all of those wonderful people and give them equal voice. For example, when I was interviewed for the position, I met staff, donors, Clubhouse members and the board. When we have a meeting, it is equally attended and run by members, there is no such thing as a staff meeting. The future strategy, the daily operations and priorities, regulation of the Clubhouse environment, all of these are done together. This is the Kindred Clubhouse model and I have loved every minute of it.

When I have spoken to the members about their role in the Clubhouse model and what they get out of it, the messages have been consistent - friendships, wellbeing and peer-support. Friendships that started in the Clubhouse are now in the community also.

Wellbeing was highlighted not only in the daily mindfulness activities but also in the life skills development of learning to cook meals. Peer support was spoken about not just in time of need but in the constant maintenance of mental health which takes considerable effort also.

Overall, the Clubhouse members know that if they need help they can access the care coordination, referral support or care planning with the staff, but much more than that, they know they can sit and have coffee with another member at the Clubhouse and have someone understand how that moment feels.

The next phase of Kindred Clubhouse under our new funding agreement until June 2022 will see the members and staff work together to secure the future of Kindred and also offer the model to other regions or communities who may wish to start their own or work with us to bring a Clubhouse to their area. I am absolute committed and exited to make that happen. Thanks to the amazing work of Kim and the Board, we already have have one new Clubhouse being considered on the campus of Frankston Hopspital as part of the new redevelopment tender which could be operational by 2026. We will let know the outcome as soon as we hear.

I want to finish with a genuine thank you. To all you who I have met, members, staff, Board and supporters, I have been made to feel extremely welcomed and know that you will always offer me a seat for discussions or a door opened when I need. I am incredibly grateful and will take you all up on the offer as we settle into a more stable and settled year of operations.

The Board 2021



Michael Sillikens
President



Brad McLean
Vice President



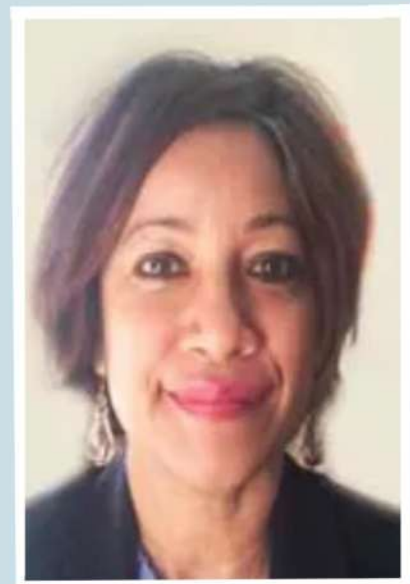
Sam Holyman
Treasurer



Karen Dixon
Secretary



Salome Argyropoulos



Naaz Stojkova

We thank our wonderful students and volunteers for all the joy they have brought to our members.



Sarah's Story



I came to Frankston after a car accident as I had family support there. I was studying Mental Health and AOD when the accident happened and my life came to a bit of a stop.

I acquired an ABI which changed me greatly, especially my mental health as I developed schizophrenia. My sister came to me one day in 2016 with a brochure for Kindred, thinking that it would be a great place for me to find additional support. I didn't have any friends at that point and wanted to start a new life.

I decided I needed new friendships and so one Saturday, I just went. There were about 8 members there who were all very relaxed and friendly and they made me feel very welcome. Stefanie had a good chat to me and I helped to make the lunch and then we all sat down and ate together. It was the perfect first day to my forever membership at Kindred.

Getting to spend time with Kim as a mental health professional was incredibly valuable to me as a person and as someone still learning about mental health. He and Lisa had a way of making us feel incredibly included and understood. It is much the same with Caryl now, staff always have time to listen to you.

Everything I had learnt as a student was coming together at Kindred. I am very interested in the organisational side of our workday - it is something I had learned before and it's my way of helping Kindred succeed. I have been the professional and now I'm the peer support for others, so it fulfils my want to help others with MH concerns, the same way they helped me to understand mine.

Being part of Kindred since the start has meant that I have grown with the organisation and seen amazing developments in the members - skill development, friendships, help - it doesn't matter why people come, they get the caring support they need. Everyone has common ground.

It was such a small room in a community centre with 20 max members and was only on Saturdays. Weekend support was so vital. Now it's a big, beautiful place, our place, but the heart of it is the same.

My wish for the future of Kindred Clubhouse is for it to have secure funding long term and for our membership to double. It would be great to see more services offered like education, work and housing.

I will always be thankful to the members and staff at Kindred for helping me understand my mental health, for giving me the life skills I needed to become independent, for the lifelong friendships I have made and for making me feel so important and useful to the Clubhouse's success.

Staff Reflections



Stefanie Poole
Manager

The past year has taught us a lot about resilience. Moving through a pandemic has forced us all to create new ways of living and working. Now more than ever, it has highlighted the importance of nurturing and maintaining our mental health.

Throughout lockdown, we remained committed to ensuring our members were supported to stay mentally healthy by offering virtual group meetings and phone outreach. We continued to take referrals and were excited to accept new members into Kindred throughout lockdown.

As we move forward into a new year, we will be making every effort to expand our reach, build sustainable relationships and welcome new people into our Kindred community.



Caryl Blomkamp
Member Engagement
Coordinator

This past year at Kindred, although filled with challenges, was also a time of friendship, productivity, resilience and bonding. While the pressures of lockdown ravaged many a Victorian business, the clubhouse stayed strong and viable. Staff and members stayed connected and gave each other comfort and hope. And more than that, there were moments of laughter and joy. We shared fun games on zoom and of course played lots of bingo, the members favourite. There were also times of beautiful peace and mindful gratitude during our phone meditation sessions that were held three times a week.

I am truly proud of each and every one of our members for getting through a challenging period with humour and grace. Stefanie and Brendan were inspirational leaders during this time and it was wonderful to feel part of such a tight knit and resilient team.

Kim Kerr



2021 has been yet another challenging year for all Victorians. Covid 19 has had such a significant impact on our day to day lives and has continued to create challenges for Kindred's operation. In July this year it became time for me to hand the leadership role over to our new Director Brendan O'Connell, who will now steer Kindred through the next stage of our clubhouse's development. Securing ongoing funding, consolidating our clubhouse program and building up membership numbers will continue to be key objectives for Kindred as we move forward.

It has certainly been a rewarding journey being involved in the re-establishment of a clubhouse program in Victoria. From the public meeting that was held back in July 2014 (at the Frankston library), which sought community interested in establishing a clubhouse program, to now in 2021 being a viable organisation. It is a credit to so many people who have helped to make the idea of Kindred Clubhouse into a reality.

I want to take this opportunity to say a special "thank you" to the Kindred Board members for the support and encouragement that they have provided to me during my time as Manager, and for volunteering their time and efforts to help get Kindred to where it is today. I also want to thank the clubhouse staff, members and volunteers for their wonderful contributions towards building such a supportive clubhouse environment. I look forward to continuing my involvement with Kindred (in some capacity) in this next chapter of Kindred Clubhouse's development.

Treasurer's Report

Sam Holyman



To our members, our patrons, our friends, our staff and our committed board,

It gives me great pleasure to present the financials for the 12 months ended June 2021. The commitment displayed by our Clubhouse Board, members and staff to create a place for people with mental health concerns to belong during this incredibly challenging period has been inspiring. I was quoted last year as saying that we had perhaps navigated the most challenging operating period we would face: I am not troubled to admit that I have been wrong and that the past calendar year has brought renewed challenges for the team. As one of the Board members that has been working remotely, I can only imagine the feeling of our staff and members as they navigated the 'locked down' environment again, and I feel immensely proud of them by association.

From a financial year perspective, we were able to regain traction in the back half of the year to June and our team pivoted quickly back to an unrestricted operation and full staffing model. Our Manager Kim Kerr led this response and it was very pleasing to see us put our best foot forward with the key increase in spending through FY21 (vsFY20) being our wages. Bar some stoppage time briefly in Feb 2021 and then later in May and June, the team were able to operate largely normally from November 2020 onwards.

Through investment in our staff came investment in other areas during this financial year. Caryl Blomkamp put together our terrific Positivity Book which was launched in December, followed by our Health and Wellbeing book project in the second half of the FY. Both books attracted purchase donations including via a Crowd Funding channel, and had accountability towards our Mornington Peninsula Council Health and Wellbeing grant, which was received in August 2020 at a value of \$4,000. The Positivity Book in particular was well received by Minister Greg Hunt's office, amongst our several other stakeholders. Receiving a photo of Minister Hunt deep in thought as he reviewed the book was an enjoyable highlight; it could be argued this was a catalyst to further discussions with him on the future of Kindred beyond the 2021 year.

The most important funding announcement for us this year was regarding our Federal Department funding going forward. Minister Hunt visited us in January and whilst the visit was a great success, he had alluded to an indicative funding target that would have left us with a shortfall based on our objectives for the next 2 years. As you'll know, last year we successfully applied for an extension in our acquittal period for our original Federal funds that were received in 2019. We extended from December 2020 to this end of the financial year FY21 and Kim can be credited with navigating the changing funding timeline and requirements very well. Once we ensured this extension of time, this gave the team the opportunity to restore a normal operation and reset our strategy, including establishing how much a funding shortfall we would have for the new financial year and what Department requirements we would need to request. In turn, as a Board we would discuss our lease in Hastings and our objectives for 2022.

Three key highlights were borne out of these broader discussions later in the financial year:

1. Appointment of Brendan O'Connell - our new Clubhouse Director:

It has always been the intention that Kim Kerr would eventually step back from the full-time Manager position going forward, after several years of huge investment from him into the Clubhouse and our journey. Kim moved into a part-time position initially whilst a search was being completed for our new full-time Director. Our Board members, led by Michael Sillikens, should be congratulated in having concluded that search with Brendan. He was appointed in June and commenced at the start of the new FY in July. Brendan brings a breadth of experience and, at the time of writing, has hit the ground running in the role. Given how broad the Director role has proven to be, and given our team's vision for the next 2 - 3 years and beyond, we required a high calibre full-time leader and Brendan was the perfect fit. We are all looking forward to working with him further, particularly in the post lockdown environment that is emerging.

2. Russell Williams: Russel is one of several private stakeholders that Kim and our team have remained in touch with regarding Kindred's journey in recent years. As we were analysing our funding requirements beyond June, Russell provided us with a very generous personal donation of \$30 000. He was clear in wanting these funds directed at keeping our doors open, thus these funds were to be directed largely at our rent expense for this year. This proved to be even more vital as we re-entered a prolonged lockdown period after receiving the funds in May. From a cashflow perspective we had reserves that would last until December 2021 and so it was crucial that we received a donation of this magnitude. We look forward to keeping in touch with Russell going forward and thank him for his great generosity.

3. Acquittal of funds against Federal Grant Funding: Our final key turning point in the past year was to be our spending against budget for our Federal grant funds. We have been supported by private and council grants in specific areas, however it was important that we see as much of our Federal funds expended as was feasible with the changing lockdown environment in Vic. I am pleased to say that with the efforts of Kim and the team, understand our wage and monthly operating expense base, we were able to acquit and expend all Federal funds against budget to 30th June 2021. Notice was provided to the Dept in August once our EOFY accounts were finalised. This has then led to a final decision on our future Federal funding(after receiving some initial guidance from Minister Hunt's office from his visit in January). I refer to this below.

As we approach our 2021 AGM and after the developments described above, we have now cemented the following two key decisions around our financial future. First, we have successfully varied our lease in Hastings and will be signing a 1 year extension, which will take us

to December 2022. The team considered a 2 year commitment, however 1 year will offer us some flexibility and manage our funding risk appropriately. Secondly, after some negotiation and consideration by the Board, we have agreed with the Dept to accept the full complement of available funding of \$300,000(ex GST), over a shortened timeline to be expended by June 2022. Brendan has navigated these two crucial points in tandem and has signed the new Grant agreement with the Department of Health in October. Brendan is preparing to scale our operation post lockdown against an agreement that has mandated a 20% increase in membership numbers. We look forward to supporting him as we try to reboot Kindred and set up for success beyond FY22.

Kindred Clubhouse has successfully managed many of the risks and challenges of the pandemic and will continue to monitor them at Board level. Below and attached I present our EOFY FY21 financial results. Given where our accrued revenue sat, based on our extended funding timeline to June 2021, we are not required to have our results formally reviewed by a CPA holder for FY-21 (unlike for FY20).

We completed the FY20 review and then had our statements published by Acknowledge Accounting which were circulated accordingly. For this year and going forward, we have engaged a new monthly bookkeeping service with Flawless Figures bookkeeping. This commenced in July and our futures have been finalised by Nicky and her team. Brendan will be using Nicky going forward and as Treasurer, I will stepping way from this from a control perspective.

Not surprisingly, the Clubhouse spending was lower than anticipated due to the lockdowns and virtual operations but we were able to acquit all funds from the Federal Department of Health as per our funding agreement.

At the end of 2021, we booked a net loss of \$68,359 against total budgeted revenue for the year: this was broadly in line with what we targeted. Operating expenses for the year were \$263k vs \$247k for FY20 which was again a good result given the challenges we faced for the FY. Wage expenses were increased: circa \$165k vs circa \$135k for FY20. This will rise further to FY22 with the investment in our increased staffing model and in appointing Brendan O'Connell on a full-time bases. Wages are predicatable with the base full and part -time salaries we pay, however we have the ability to toggle this by increasing part time hours and looking at casual employment. Less maintenance and other overhead expenses were required as Kim and the team had worked to set up the Hastings space through FY20. Spending on direct program expenses, including food and catering and other activities, was ultimately less due to lockdowns however was managed well. The team are disciplined on site in how they manage the day-to-day costs and procurement, which will hold us in good stead going forward.

Kindred Clubhouse's financial management will continue to be overseen by the Director and Board and I look forward to being part of the success that I know 2021 - 2022 will be.

Profit and Loss

Kindred Clubhouse For the 12 months ended 30 June 2021

	Jun-21	Jun-20
Income		
ATO Cash Flow Boost	6,215	19,815
Commonwealth Grant Income	147,569	177,083
Donations	35,300	97,708
Interest Income	1,723	4,796
Total Income	190,808	299,402
Gross Profit	190,808	299,402
Plus Other Income		
Positivity Book - Donations	3,836	-
Total Other Income	3,836	-
Less Operating Expenses		
Advertising	289	956
Annual Leave expense	-	16,151
Bank Fees	-	6
Cleaning	466	362
Consulting & Accounting	8,426	7,013
Depreciation	5,304	3,066
Food & Drink	455	4,057
Freight & Courier	200	216
General Expenses	604	1,371
Insurance	4,349	5,460
Kitchen Expenses	117	6,578
Light, Power, Heating	1,694	297
Motor Vehicle Expenses	3,467	5,670
Office Expenses	1,219	5,066
Petty Cash Expense	172	194
Printing & Stationery	2,817	2,051
Program Expenses (Food Card)	504	(316)
Rates & Outgoings	10,259	3,288
Rent	37,956	32,544
Repairs and Maintenance	635	2,859
Staff Training	350	-
Superannuation	14,892	12,720
Telephone & Internet	1,745	1,594
Travel - National	279	1,041
Wages and Salaries	164,870	134,862
WorkCover	1,934	-
Total Operating Expenses	263,004	247,106
Net Profit	(68,360)	52,296

Balance Sheet

Kindred Clubhouse As at 30 June 2021

30 Jun 2021 30 Jun 2020

Assets

	30 Jun 2021	30 Jun 2020
Bank		
Kindred Clubhouse	99,473	172,158
Term Deposit	(7)	151,309
Westpac AU 033046358260	612	544
Total Bank	100,078	324,011
Current Assets		
Accounts Receivable	-	4,124
Prepayments	32,315	22,118
Total Current Assets	32,315	26,242
Fixed Assets		
Less Accumulated Depreciation on Coffee Equipment	(205)	-
Computer Equipment	2,954	2,245
Less Accumulated Depreciation on Computer Equipment	(1,669)	(546)
Kitchen Equipment	4,364	-
Motor Vehicles	31,809	31,809
Less Accumulated Depreciation on Motor Vehicles	(6,497)	(2,520)
Total Fixed Assets	30,756	30,988
Total Assets	163,150	381,242

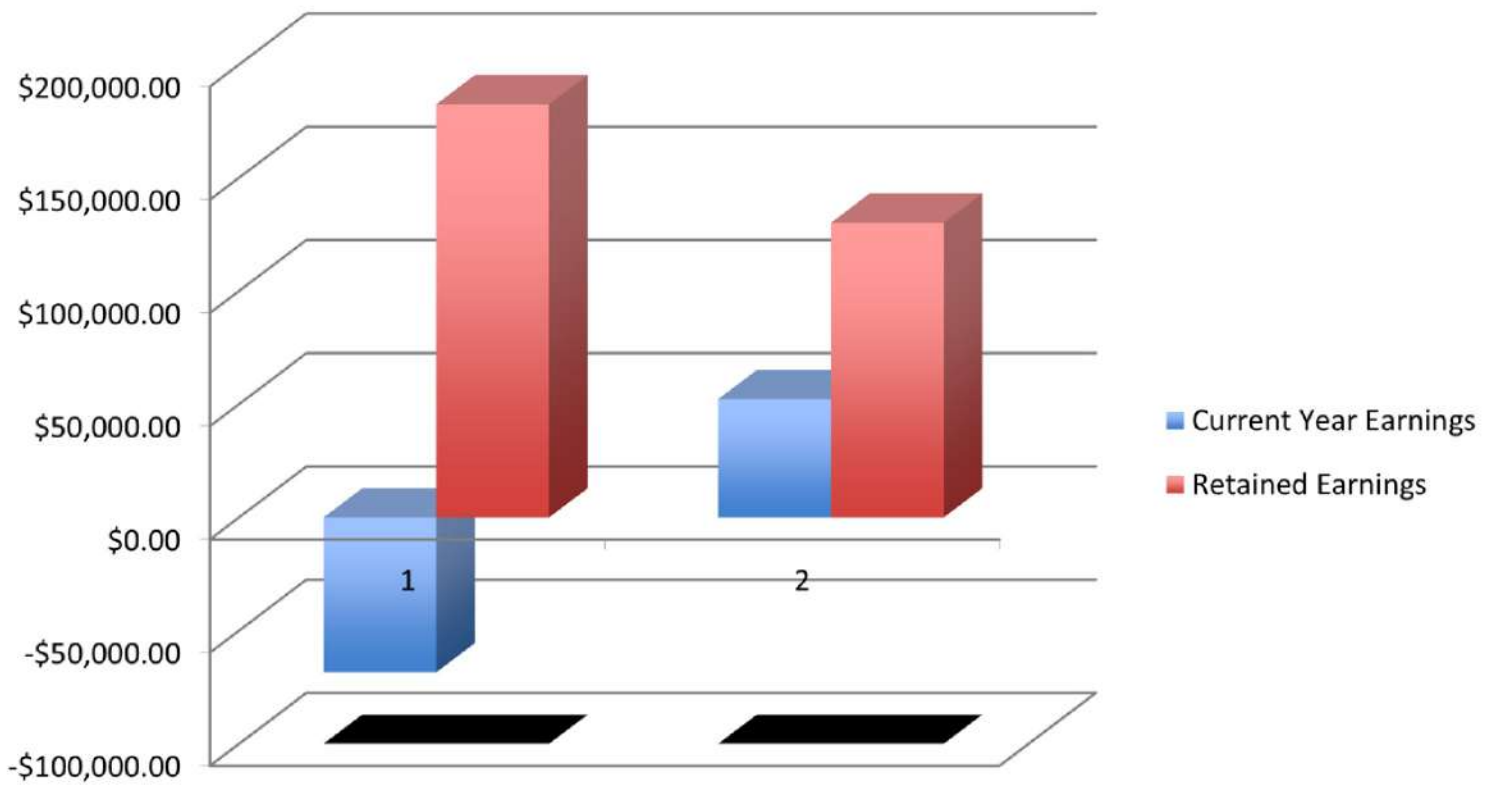
Liabilities

Current Liabilities		
Accounts Payable	116	-
Annual Leave Provision	15,222	18,005
Grant Income in Advance	29,514	177,083
GST	(841)	-
PAYG Withholdings Payable	3,696	-
Salary Sacrifice clearing	756	-
Superannuation Payable	3,388	2,882
Suspense	3,954	-
Wages Payable - Payroll	(6,791)	775
Total Current Liabilities	49,014	198,746
Total Liabilities	49,014	198,746
Net Assets	114,136	182,496

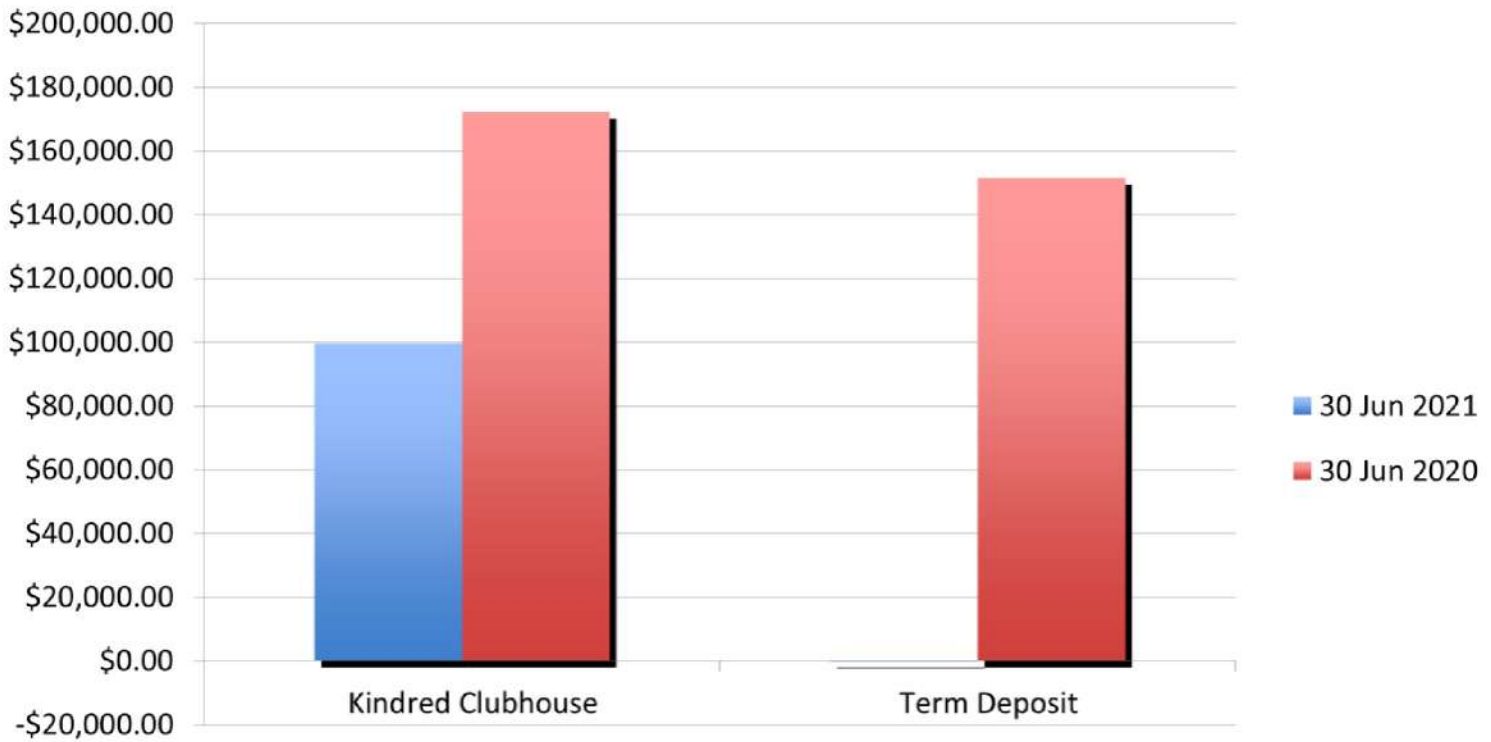
Equity

Current Year Earnings	(68,360)	52,296
Retained Earnings	182,496	130,200
Total Equity	114,136	182,496

Equity Position FY21 vs FY20



Bank Balances at Call FY21 vs FY20

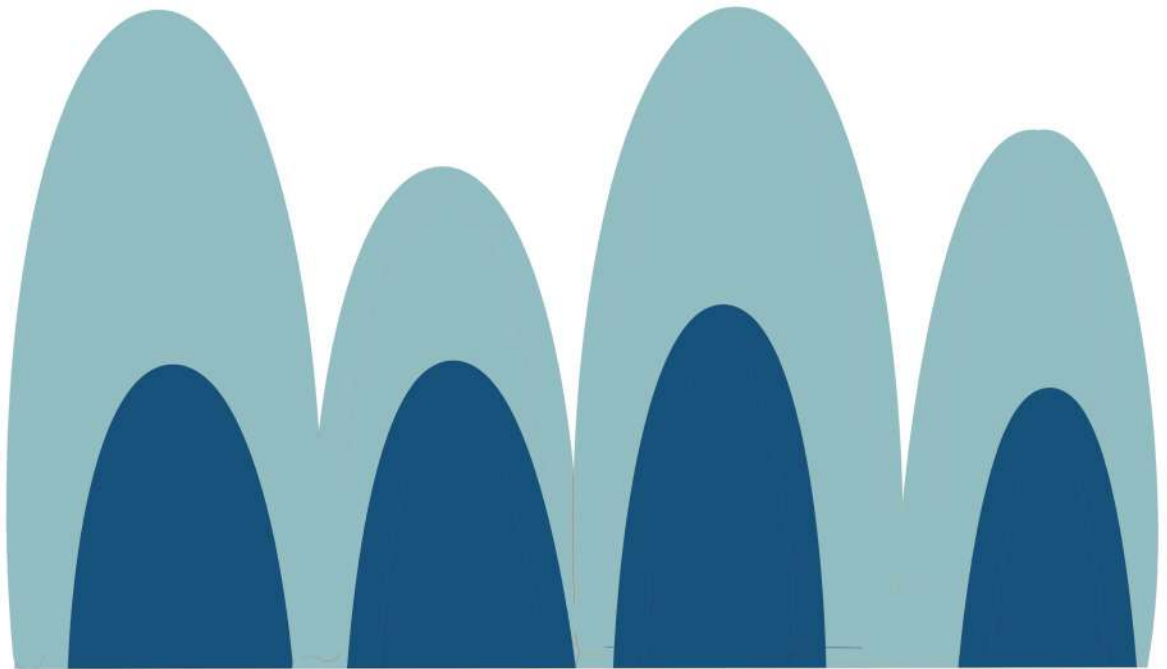


How members feel before and after joining Kindred

Before Kindred

After Kindred

5
4
3
2
1



Confidence with cooking and domestic skills.

Satisfaction with quality of life

Satisfaction with personal relationships/ friendships

Satisfaction with capacity to work/volunteer

