



bethany

2016 Annual Report



Vision

Opportunity for all

Mission

Value people
Strengthen lives
Effect change

Values

Courage: *We take action and stand up for what we believe*

Respect: *We value people and build upon their strengths*

Integrity: *We are open, fair and just in everything we do*

Innovation: *We develop new ways of working to make a difference*

Collaboration: *We work together to improve outcomes*

Contents

Chair and CEO report	4
Bethany by numbers	6
Area serviced by Bethany	7
Board of Management	8
Our people	10
Resilience	12
Emergency Relief and Financial Capability Services	12
#FaceUpToDV	13
Help is Close to Home	13
Early Connections Supported Playgroup Program	14
Saver Plus	14
Kokoda Challenge	15
Innovation	16
Royal Commission into Family Violence	16
Boorai Integrated Child and Family Centre	16
Family Violence Workplace Strategy	16
Court Support 4 Kids	17
Disability Services	17
Risk Assessment and Management Program	18
Kids Connect	19
Quality	20
Client Feedback	20
Outcome Star	20
Volunteer Program	21
The Healthy Together Geelong Infant Program	22
Community Events and Partnerships	22
Financial Summary	24
Acknowledgements	26
How can you can make a difference	27

Chair and CEO report

It is our pleasure to present the 2015-16 Annual Report and take the opportunity to reflect on our successes and challenges over the past 12 months.

This year's report focuses on themes of Resilience, Innovation and Quality - attributes which we believe are integral to Bethany's success as an organisation, and which resonate through the stories and achievements highlighted in the pages of this document.

Ours is an organisation defined by a long and proud history. However, this year we have set our sights firmly on the future as we move into a period of major change in the community services sector, in the community we support and in the breadth of our service offering.

Our challenge as we approach sector reforms - in particular the Victorian State Government's 2016 Royal Commission into Family Violence and *Roadmap for Reform: Strong Families, Safe Children*, housing and homelessness reforms - is to remain innovative and flexible in our response. It is a challenge to which we are excited to step up, and we feel that Bethany is well-placed to leverage the opportunities which these changes offer.

The Royal Commission into Family Violence (RCFV) is considered a watershed moment in the State's response and planning around the pervasive issue of family violence in our community. During 2015-16 Bethany responded to an invitation to make a submission to the RCFV, and we look forward to seeing improvements made in this area as a result of the adoption of the recommendations set out in the RCFV, and of the groundswell in public attention on the issue of family violence.

The *Roadmap for Reform* will influence many aspects of our service development and delivery over the next year. The strategic direction of the reform outlines a plan to improve



early intervention, prevention and co-ordination of services for vulnerable children and families offering a better start in life and building healthy, strong relationships. Bethany is deeply committed to embracing these reform opportunities to build on existing, and also inform new, service directions.

This year saw Bethany enter formal discussions with the Geelong Kindergarten Association (GKA) with a view to a merger of the two organisations. The merger will allow the integration of Bethany's specialist services with the universal early years programs delivered through GKA's 21 community kindergartens. We believe the merger will provide a unique opportunity to enhance the offering to both Bethany and GKA clients through increased service quality, range and integration. The possibilities for innovation and development of new services to meet the increasingly complex needs of the community is very exciting. Importantly, the merger will also provide long-term financial viability and operational stability for the two organisations.

“ The possibilities for innovation and development of new services to meet the increasingly complex needs of the community is very exciting.

2016 sees us drawing towards the end of the delivery of our 2013-16 Strategic Plan, and it's pleasing to report that we are tracking well against each of the goals set out in the Plan. We now focus on the development of a strategy for the coming year; an approach which will be fundamentally influenced by the progression of the merger with GKA, as well as reflecting our response to sector reforms.

This year our resilience as an organisation was put to the test in a very practical sense. 27 January 2016 saw intense storms and heavy rainfalls hit the Geelong region, and the deluge resulted in extensive flooding of Bethany's main office buildings in Hamlyn Heights. Around 100 staff members were evacuated from the building and relocated to temporary offices. The damage caused by the floods was extensive, and it was not until June that staff were able to return. The flexible and good natured response of Bethany staff to this significant upheaval was wonderful. The fact that our service delivery to clients was barely interrupted during this period is testament to our staff's professionalism. We are also indebted to the agencies who came to our aid with temporary accommodation; a positive reminder of the community spirit which exists in our region.

The Board continued to strengthen its focus on its governance role and systems in 2015-16. Key developments included a revision of Board sub-committee structures; new processes for risk management at governance level; implementation of a number of benchmarks against which we can more robustly measure our performance; and new Board evaluation processes.

A great organisation is the product of many contributions - from the everyday to the significant - and we would like to acknowledge the contribution of our most important stakeholders: our Board, staff, volunteers, supporters and clients.

We thank our Board Directors for their exemplary stewardship and governance of the organisation in areas including finance, risk, compliance and strategy, and of course their commitment to our cause. I would like to acknowledge Lorraine Sainsbury who retired during this year. Lorraine served on the Board for a relatively short period but her contribution during her time is valued.

Bethany's staff and volunteers are the backbone of our organisation, and we are proud to be leading such a skilled, professional and passionate workforce. We thank you for your dedication to delivering an outstanding service to our clients.

To our partners, donors, supporters and sponsors - we thank you for the crucial role you play in helping us deliver our services. Your support makes a difference, every day, to the lives of many.

And finally, to all of our clients - thank you for providing our inspiration and for trusting us to help you reach your goals.

Grant Boyd
Chief Executive Officer

Geoff Caddy
Chairperson

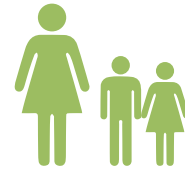
Bethany by numbers



over **26,400**
hours of integrated family
services provided



2,707
families supported
by Child FIRST



400
clients referred to specialist
women's and children's family
violence services



provided **5,164**
hours of problem
gambling counselling



1,632
referrals for specialist men's
family violence services



7,568
hours of disability support
services provided



77%
of new clients to Bethany had
multiple needs



1,299
clients supported through
emergency relief



revenue up by **18%**
to **\$12.9m**



Area serviced
by Bethany



Board of Management

Chairperson

Geoff Caddy

Appointed to Board in 2008
Elected Chair in March 2016

Co-Deputy Chairperson

Michael O'Brien

Appointed to Board in 2015

Co-Deputy Chairperson

Fiona Williams

Appointed to Board in 2006
Chairperson until March 2016

Treasurer

Ryan Leemon

Appointed to Board in 2013

Chief Executive Officer

Grant Boyd

Appointed to Board in 2008
(ex-officio)

Krystine Canny-Smith

Appointed to Board in 2013

Alicia Carroll

Appointed to Board in 2009

Dr Sandra Lea-Wood

Appointed to Board in 2006

Sean Mackay

Appointed to Board in 2010

Sally Maes

Appointed to Board in 2016

Jon Mamonski

Appointed to Board in 2012

Leonie Saundry

Appointed to Board in 2013

Lorraine Sainsbury

Appointed to Board in 2014
Resigned in February 2016

Stephanie Asher

Appointed to Board in 2012
Resigned in November 2015

Good corporate governance is the foundation of Bethany's success.



athary
G&A

Absent: Krystine Canny-Smith, Leonie Saundry, Sean Mackay and Michael O'Brien

Our people

In 2015-16 the Bethany workforce was made up of 150 employees, of which:

87% female employees | **13%** male employees
55 full-time employees | **85** part-time employees
38% employed at Bethany for over 5 years
29 new staff members





Resilience



We strive to build resilience

Emergency Relief and Financial Capability Services

2015-16 was the first full 12 month period in which Bethany staff have provided Emergency Relief and Financial Capability Services funded by the Department of Social Services.

Emergency Relief service outlets are located in Werribee (West Melbourne), Drysdale and Portarlington (Bellarine Peninsula), Warrnambool and the Shires of Southern Grampians, Glenelg and Corangamite (South Western Victoria). Bethany South West Services also provided Financial Capability and Financial Counselling services.

These Bethany programs maintain an emphasis on client assessment (within a single episode framework), resulting in interventions that are tailored to client need. As many emergency relief clients have lost contact with appropriate support services, our priority is to refer clients to services that can provide further support and empowerment.

Many clients who seek emergency relief also benefit from additional planned provision of a Financial Capability Service - an educative approach that improves a client's financial literacy. In addition, targeted intervention from a Financial Counsellor can help a client resolve chronic debt matters. This 'wrap around' service approach has resulted in some very positive outcomes for a number of clients.

Linda and Garry* were referred to the Bethany Emergency Relief program by a Healthcare Worker for immediate financial assistance. Garry had been employed for many years, however a recent illness had forced him to cease work, and Linda was unemployed.

At the time of referral to Bethany the couple had not received any income for a long period and were unable to pay their bills. They had also incurred significant debt including from credit cards and personal loans. The couple had not applied for any Centrelink benefits, so were not receiving assistance for pharmacy prescription costs or other financial benefits. It was clear that their financial situation was having a major impact on their physical and mental wellbeing.

Immediate emergency relief was offered to provide food and fuel vouchers to enable them to attend appointments, and financial support for essential goods and medication was also provided.

Further help was offered to assist the couple to access the MyGov and Centrelink web portals. Referrals to the Bethany Financial Counsellor and to a Centrelink Social Worker were completed. Ongoing emergency relief financial assistance was provided whilst Linda and Garry worked intensively with a Financial Counsellor to improve their financial situation and gain control over their finances.

** Names have been changed to protect clients' identities*



#FaceUpToDV

In March 2016, Geelong Football Club player Jimmy Bartel bravely spoke out about his early childhood marked by serious family violence perpetrated by his father. Jimmy subsequently launched his #FaceUpToDV campaign, naming Bethany as a co-recipient of his fundraising. The goal of the campaign was simple, but has proven to be highly successful. Jimmy wanted to draw attention to the prevalence of family violence in the community by growing his beard and hair over the course of the 2016 AFL season. He hoped children (and their parents) would question his increasingly hirsute condition and begin conversations in the community about family violence - an issue which is sadly prevalent, but rarely discussed.

Jimmy's bravery in tackling the trauma of his own childhood in such a positive manner is testament to his resilience and community spirit. Bethany is proud to have been involved with Jimmy through this campaign.

Help is Close to Home

The highly successful Gambler's Help promotional campaign for the Barwon and Great South Coast catchments was launched in April 2016. The campaign used a dedicated website, DVD, and online and radio advertising to reach out to local audiences. The slogan *Help is Close to Home* assisted in focussing the campaign at the local level.

The goal of the campaign was to connect people to local counselling services which could support them to tackle their problem gambling behaviour and develop strategies to initiate positive and long-lasting change in their lives. As a result of the campaign there were significant increases in program referrals and awareness in the region.

Bethany's Gambler's Help programs experienced:

- Average increase of **130%** in Therapeutic Counselling referrals
- Average increase of **115%** in Financial Counselling referrals

Resilience

Early Connections Supported Playgroup Program

Bethany's Early Connections Supported Playgroup Program is an early intervention and place-based program designed for parents and carers, and their children aged from 0-5 years. The Program engages with vulnerable and socially isolated families residing in under-resourced areas of Geelong. It aims to improve the developmental outcomes and health and wellbeing of children, and strengthen the capacity and community connection of parents and carers.

Supported Playgroups provide opportunities for parents and children who would not normally access a playgroup to enhance their relationship in a supportive environment, increase their skills and confidence, and develop valuable social support networks.

Many participants represent single-parent families, with a significant increase in fathers attending, as well as families from culturally and linguistically diverse (CALD) backgrounds.

7 community-based Supported Playgroups

108 families participated, including **147** children

14 different cultural backgrounds represented

Saver Plus

Saver Plus is a financial literacy and matched saving program administered by Bethany in partnership with the Brotherhood of St Laurence and ANZ. This year Bethany was pleased to receive renewed funding to conduct the program for a further two years.

This year Bethany has seen a significant increase in participation rates of members from local culturally and linguistically diverse (CALD) communities. We have been fortunate to be able to work with Mai Nu - a former Saver Plus participant - who has assisted us to reach out to the local Karenni community. Mai Nu (below) has helped Bethany recruit participants for the program, assisted with interviews, and sat in on Money Minded Financial Literacy workshops.

Saver Plus continues to be an integral and well-received financial literacy tool for eligible Geelong residents.



Photo: Mary Thompson

Kokoda Challenge

In 2015, Bethany sponsored employee Pam Wilkie Clark to take part in the Geelong Kokoda Youth Program. This program - a partnership between Geelong Youth Newstart Teens, local businesses, and Victoria Police - provides young people with a life-changing experience: walking the Kokoda Trail in Papua New Guinea. Pam's role was to act as a mentor to a young person who was at risk of leaving the mainstream education system and falling into the juvenile justice system.

The program helps break down barriers between the Police and youth, and allows participants to learn the important history of one of the most significant campaigns in Australia's military history. Participants engage in intensive training leading up to the trek, and establish bonds with fellow participants which extend beyond the nine day experience.

The 12 young people who took part in the program in 2015 re-engaged with school, family and community as a result of their participation. During preparation, and in the 12 month period following the trek, incidences of offending and antisocial behaviour amongst the group reduced significantly.



Bethany was proud to be able to sponsor a young person to participate in the program and provide financial support to Pam to assist with the costs of her trip.



The whole experience was invaluable for me, as an individual and as a professional. I had to step out of my comfort zone and I learnt all about my level of strength and resilience during the trek. I injured myself on the fourth day, and had to complete the walk in considerable pain. I felt humbled when one of the young people could see the struggle I was having and walked behind me up a hill with their hand on my back pack, offering words of encouragement and distraction to ensure I got to the end.

The young people demonstrated compassion, encouragement, strength, courage and so much more. I am very proud to have been given the opportunity to participate in such a program. - Pam Wilkie Clark

Innovation



Our innovative approach is one of our greatest strengths

Royal Commission into Family Violence

The Royal Commission into Family Violence (RCFV) is understood to be a watershed moment in the examination of the prevalence and response to family violence in the Victorian community. Commissioned by the Andrew's Government in 2015, the RCFV was held over a 12 month period and received 1,000 written submissions, took testimony from over 200 expert witnesses and produced a report with 227 recommendations. The Government accepted all of the recommendations. Over the next few years the Victorian community will witness a vast range of systemic and programmatic changes in response to the recommendations.

In July and August 2015, Bethany provided expert evidence to the RCFV relating to our experience trialling the Risk Assessment and Management Panel (RAMP). The trial of the RAMP in the City of Greater Geelong had contributed to the establishment of an evidence-based model working from a multi-sector response to women and children at the highest risk of death and/or serious injury as the result of family violence.

Boorai Integrated Child and Family Centre

The co-location of a Bethany Family Worker at the Boorai Integrated Child and Family Centre in Ocean Grove offers place-based and early intervention support to families in crisis and builds strong connections with local early years, universal and schools-based programs. The Bethany worker provides an outreach service to families on the Bellarine Peninsula and

also provides a weekly drop-in service for parents to receive immediate support, advice and referrals to other agencies. Outreach services are referred through Child FIRST and clients may also be referred to the service by a Maternal Child Health Nurse or other professionals at the Boorai Centre. This is an excellent example of early intervention and service integration, enabling links for families to engage with critical universal and early years services.

Family Violence Workplace Strategy

As a leader in the family violence sector, Bethany has a clear understanding of the prevalence, causes and profound impacts of family violence. As such, it was recognised that Bethany staff and volunteers may be impacted by family violence and be in need of support.

In late 2015, as part of our broader Family Violence Strategy, Bethany's Family Violence Workplace Strategy was launched. Under this strategy, employees have access to paid leave, workplace safety planning, skilled family violence contact officers, workplace training and contemporary referral information. This model is regarded as leading and exemplar practice. Bethany's Family Violence Workplace Strategy was initiated because:

- 1 in 4 Australian women has experienced physical or sexual violence from a current or former partner.
- 60% of Australian women who are, or have been, living in a relationship marked by violence are in the paid workforce.
- 50% of these women report difficulty in attending work or performing work duties.

Court Support 4 Kids

During 2015-16, Bethany received funding from Give Where You Live to trial an innovative support response to children and their mothers seeking legal protection in the Geelong Magistrate's Court due to their experience of family violence. Court Support 4 Kids - a flexible, play-based support - ensures children who accompany their mothers to court are engaged in positive activities. At the same time, mothers can successfully complete matters relating to Family Violence Intervention Orders. The program helps to prevent children from experiencing any further trauma during the court process.

Court Support 4 Kids also provides information, advocacy, assessment, safety planning, and referral options for families with children present, and is available on site for the day. The program currently operates three days a week and is funded until June 2018 by Give Where You Live's Innovation Grant Program.

Disability Services

The National Disability Insurance Scheme (NDIS) is the new way of providing individualised support for people with disability, their families and carers. As a registered NDIS provider, Bethany has continued to invest in the development of its Disability Services Program. During 2015-16 the Disability Services Program provided just over 7500 hours of support to enable participants and their families to achieve the goals identified in individual plans. Bethany Support Coordinators have provided a range of services including coordination of supports, support connection, early childhood support, life transition planning and occupational therapy. Bethany Support Coordinators take a holistic approach to assisting participants, especially those with complex needs, to achieve their goals by facilitating linkages into a range of additional support services offered by Bethany and the broader universal service system.

Jack*, who has been diagnosed with Autism Spectrum Disorder and other difficulties, started receiving support from Bethany Disability Services in 2015. At this time, life for Jack and his family was quite stressful - the family home was crowded and Jack was becoming reclusive, spending much of his time engaged in solitary activity and not regularly attending school. Jack was also displaying some very challenging behaviours that at times posed a threat to others. Transporting Jack to his numerous appointments was difficult for his mother who had other children to care for.

Bethany initiated a collaborative approach to Jack's care, utilising a team of committed professionals. The Bethany Support Coordinator also arranged for a Bethany volunteer to provide regular support to the family. Jack responded well to the volunteer and they have developed a very positive relationship which has made a significant difference to the entire family unit.

Jack is now attending primary school five days a week and is continuing to make solid progress. This is a major achievement for a child who previously had only negative experiences of school. Jack is also participating in community based activities, holiday programs, and is attending therapy appointments.

** Names have been changed to protect clients' identities*

Innovation

Risk Assessment and Management Panel

In 2015-16, the Barwon Risk Assessment and Management Panel (RAMP) has continued to ensure an integrated and collaborative response to family violence by fostering key partnerships within the local family violence service system. The Panel convened on 11 occasions during the year, and developed risk management and safety plans on behalf of 43 women and their accompanying children.

This year has also seen preparation for the roll-out of RAMPs across the state, through the appointment of a RAMP Coordinator, comprehensive training for members, and participation in the development of a risk-based information sharing portal. The Panel has also successfully contributed to identification of emerging issues, gaps and opportunities for system reform within the state-wide context.

- Around 50% of families were involved with Child Protection at the time of the meeting.
- Under 10% of perpetrators and 13% of women, were accessing mental health services at the time of referral.
- Almost 50% of the perpetrators were reported to use drugs or alcohol, or both.
- Almost 50% of perpetrators discussed were reported to be on justice orders.

Cate* was referred to RAMP by our specialist Family Violence Women's Service due to the risk posed to her and her children by her ex-husband Andrew's family violence behaviour, his connections to an outlaw motorcycle club, and his access to weapons.

Andrew had been charged with threats to kill after he had persistently posted explicit threats against Cate and the children on social media, via SMS and in person. Andrew believed that his pending court case would result in a custodial sentence. This perception, along with his behaviour and an upcoming variation to the Family Violence Intervention Order, placed Cate and the children at very high risk.

At the RAMP meeting, crucial legal information provided a contemporary appraisal of Andrew's complex movements through the Justice system and of the risk he posed. The information supported the RAMP members, and in turn Cate, to make complete sense of an intricate array of arrest warrants and court appearances. Men's Family Violence Services and the Department of Justice and Regulation shared information about his poor service engagement. As Andrew moved evasively through the system, the RAMP developed a strong plan that would cast a web of legal accountability around him and lessen the risk to Cate and her children.

** Names have been changed to protect clients' identities*

Kids Connect

Bethany recognises that early identification and intervention for children who are exhibiting vulnerability is crucial in positively influencing their life development. The Kids Connect Program is an early identification and intervention program funded by the Department of Social Services. It aims to improve educational, health and wellbeing outcomes for children aged 0-12 who reside in the Corio/Norlane areas of Geelong. These communities are significantly under-resourced, and children may be at higher risk of poor developmental milestones and exposure to safety and well-being concerns. The program also focuses on building the capacity of parents to support their child.

Community and school partnerships have been shown to bring a range of positive benefits and are effective at improving outcomes for vulnerable children, parents and communities. The Kids Connect Program is based at Northern Bay College K-8 and actively seeks to improve the links between parents, school, early years service providers and the broader health and welfare sector. The Kids Connect program works in partnership with the school and early years service providers to identify issues that are impacting, or could impact, upon the outcomes for a child and family, and provides interventions and referrals before these issues escalate.



Two year old Connor* was referred to the Kids Connect Program by his Maternal Child Health Nurse after his exhausted parents, Jane and Peter, reached out for support. When the Kids Connect Early Years worker made a home visit to the family, Jane spoke openly about the family's stressful situation and her concerns about Connor's development and behaviour. Together they came up with a number of strategies:

- The family were invited to join a Bethany Supported Playgroup - a very positive experience for Connor who loves the open space and freedom to explore. The Playgroup also provides Jane and Peter with the opportunity to meet other parents and share experiences.
- Connor has been referred to a paediatrician so that his growth and development can be assessed and monitored, putting Jane's mind at ease.
- The Bethany worker helped to find a Child Care Centre that could support Connor's needs and in turn provide much needed respite for Jane and Peter.
- Jane and Peter were referred to Financial Services to better manage their finances and become more independent.
- Jane is being assisted to resume her studies which were interrupted when Connor was born, and is receiving support to obtain her driver's license.

** Names have been changed to protect clients' identities*

Quality



A commitment to quality underpins everything we do

Client Feedback

Client feedback is vital to Bethany. It helps us understand the impact of our services, facilitate continuous improvement, and identify where we can improve. Clients provide feedback to the organisation about the services they receive, our physical environment, and where we can do better. We are committed to both listening, and responding, to what our clients have to say. For example, recent feedback received about our Hamlyn Heights reception area has resulted in updates to the space which have increased the comfort and sense of welcome for our service users.

Bethany has been collecting formal feedback from clients who have recently completed their involvement with the organisation. In the 2015-16 year, past clients contributed feedback by completing a Service User Satisfaction Survey. The results of the surveys reveal that clients:

- understand how the program can support them;
- are well informed of their rights and responsibilities;
- feel that they are being heard;
- work collaboratively with their worker to set goals and review those goals; and
- reflect on their achievements at the end of the service.



I was unsure at the beginning if things were going to get better; but the worker stuck with me, and things got better.

Of the surveyed clients, 85% said they had achieved their goals.

The next phase of the Service User Satisfaction Survey has been the adoption of the tool by other family service members of the Barwon Family Services Alliance, of which Bethany is the lead agency. The tool has now been renamed the Alliance Client Exit Survey (ACES).

Outcome Star

Since late 2015, Bethany has been using the Outcome Star, an outcome measurement tool. Outcome Star allows our clients to self-assess against ten domains and measure the changes in their functioning on each domain. Commonly the Star is completed shortly after the person begins to receive support, with a second Star completed towards the end of their involvement with the organisation.



I thought it was a great tool because I could see the areas I had improved in.

Bethany is gradually increasing the number of programs which are using the tool. In the 2015-16 year, 135 Bethany clients completed an Outcome Star assessment on two occasions.

We asked clients to comment on their experiences of the Outcome Star. Most of these clients responded positively and commented on it being a visual tool that enabled them to 'see' the progress they had made during the course of their involvement with the program.

Volunteer Program

Bethany's Volunteer Program is integral to the operation of the organisation, and allows the development of vital community links. A 'continuous improvement' approach has resulted in a program which offers a quality and fulfilling experience for volunteers, who each make a meaningful contribution to Bethany's operations.



Value of volunteers to Bethany:

2,644 volunteer hours in 2015-16 financial year, which equates to a value of \$72,578

** Based on an hourly rate of \$27.45 (Volunteering Australia)*

Age of volunteers:

18% 18yrs -30yrs

64% 31-50yrs

18% 51-80yrs

Majority of volunteers reside in postcode areas: 3214, 3215, 3216, 3218

Our volunteers report that their main motivators for volunteering for Bethany are:

- Giving back to the community
- Helping others
- Acquiring or maintaining skills

In the 2015-16 year, our 42 registered volunteers participated in roles which included:

- event, program and administrative assistance;
- packing and delivering food for clients, through Second Bite and Geelong Food Relief Centre;
- transporting Bethany clients to appointments;
- in-home client support - increasing social inclusion and helping with house-hold management tasks;
- assisting with group work programs such as NEWPIN and Supported Playgroups; and
- tutoring for Kinship Care clients.

Quality



The Healthy Together Geelong Infant Program

The Healthy Together Geelong Infant Program is a health promotion initiative, developed and evaluated by Deakin University (Centre for Physical Activity and Nutrition Research), which targets obesity prevention in young children. The six-session lifestyle program was delivered to parents and carers of infants during the first 18 months of life, supporting them to promote healthy eating and active play.

Bethany was funded by Healthy Together Geelong (City of Greater Geelong), in partnership with Maternal Child Health, to successfully deliver the Infant Program. During the past 18 months the Program has welcomed over 230 new parents from low socio-economic areas of the Geelong region, with over 160 families attending three or more sessions.

Parent engagement research, to be implemented by Deakin University, is an important component of this Program. Currently very little published research has been conducted on how to best engage with families with very young children. This research will provide many opportunities for Bethany to build on learning and better engage with vulnerable families.

Community Events and Partnerships

Bethany's annual events and community activities are an important component of our fundraising and engagement strategy. This year Bethany once again delivered a successful calendar of events, including the Bethany Arthouse Film Festival in Geelong and Warrnambool; the Father of the Year Award; and the bay 93.9 Bethany Giving Tree Appeal.

In June 2016 Bethany, in partnership with Barwon AFL and Geelong Football Umpires League, delivered the inaugural Bethany Cup. The BFL Round 16 match between Geelong Amateurs and Torquay Tigers was nominated as the Bethany Cup match, with the event designed to raise awareness of the issue of family violence under the tagline *Give Family Violence the Boot*. It is hoped that Cup will become an annual event on the BFL fixture.

Bethany greatly values the partnership and support of many local organisations and individuals throughout the year. In particular we acknowledge the support of our major event sponsors: Geelong Connected Communities, Geelong Performing Arts Centre and the Lighthouse Theatre; and our major event partners: Geelong Advertiser, Rotary Club of Geelong, bay 93.9, Barwon AFL and Geelong Football Umpires League.





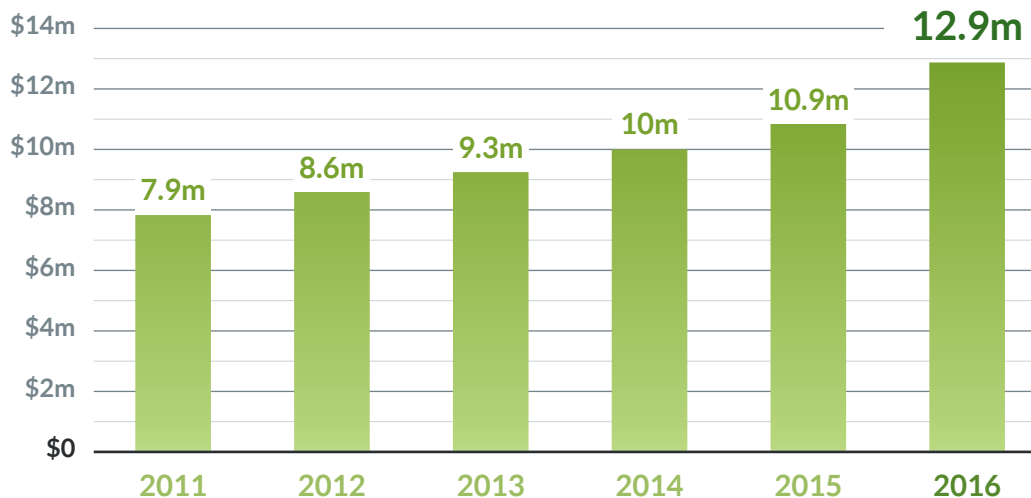
Financial Summary

Bethany produced an operating financial surplus of \$61,438 for the 2015-16 financial year, with revenue of \$12.9M representing an 18% year-on-year growth. The surplus represents 0.5% of total revenue, reflecting tight financial management. Expenses grew proportionately with revenue as we continued to employ staff to provide direct support to our clients. 87% of our revenue is derived from state and federal government funding, with our fee-for-service revenue

growing by 318% due to the expansion of our Disability services through the NDIS.

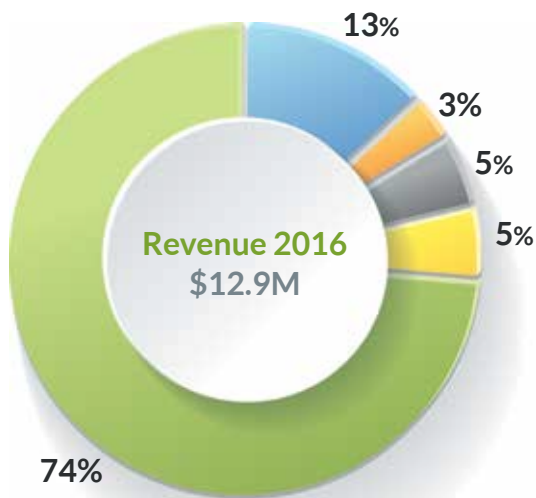
Cashflow from operating activities increased by \$403,980 for the year, with a decrease of \$320,411 in overall cash held representing investment of cash reserves into equity stocks. Total equity increased by 4.0% from the prior year to \$9,893,403, maintaining a strong financial position for the organisation to pursue future growth opportunities.

Revenue 2011 - 2016

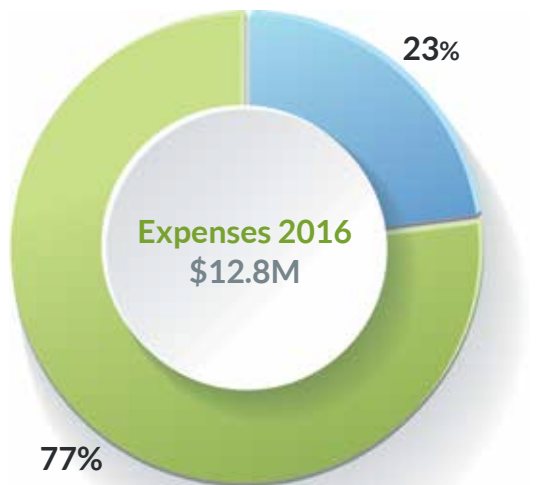


A full copy Bethany's financial reports for 2015-16 is available on the Australian Charities and Not-for-profits Commission website

www.acnc.gov.au



	2016	2015
	\$'000	\$'000
Revenue	12,862	10,909
State Government	9,558	8,638
Federal Government	1,662	1,317
Trusts, Grants & Fundraising	308	276
Fees for Service	676	212
Other Revenue	658	464



	2016	2015
	\$'000	\$'000
Expenses	12,801	10,925
Staff Expenses	9,884	8,601
Operating Expenses	2,917	2,323

Acknowledgements

Bethany acknowledges the generosity and support of individuals, businesses, community groups, philanthropic trusts and government departments who support the work of this organisation. We greatly value the relationships we hold with you, and thank you for the role you play in helping us achieve our vision of a society where there is *opportunity for all*.

Federal Government Funding Bodies

Attorney-General's Department
Department of Social Services
National Disability Insurance Agency

Victorian State Government Funding Bodies

Department of Education and Training
Department of Health and Human Services
Department of Justice and Regulation
Victorian Responsible Gambling Foundation

Local Government Funding Bodies

City of Greater Geelong
City of Warrnambool

Program Partners

ANZ
Barwon AFL
Barwon CASA

Barwon Child, Youth & Family
Barwon Community Legal Service
Barwon Health
Brophy Family and Youth Services
Brotherhood of St Laurence
Centre for Excellence in Child and Family Welfare
City of Greater Geelong
Colac Area Health
Deakin University
Department of Education and Training
Diversitat
Domestic Violence Victoria
Emma House
Geelong Amateurs Football Club
Geelong Family Relationship Centre
Geelong Food Relief Centre
Geelong Football Umpires League
Geelong Kindergarten Association
Geelong Mums
Gforce Employment Solutions
Gunditjmara Aboriginal Cooperative
Karingal

Marngoneet Correctional Services
Minerva Community Services
MPower
Murdoch Children's Research Institute
Northern Bay College
Northern Futures
No to Violence
SalvoConnect Women's Services
Second Bite
St Laurence Community Services
The Rotary Club of Geelong
Torquay Tigers Football Club
Victoria Police
Wathaurong Aboriginal Cooperative
Western Victoria Primary Health Network
Wimmera Uniting Care
Windamara Aboriginal Cooperative

Donors, Sponsors and Philanthropic Supporters

Bell Charitable Fund
Bendigo Bank

Besen Family Foundation
Dimmick Charitable Trust
Geelong Chapter Harley Owner's Group
Geelong Community Foundation
Geelong Connected Communities
Geelong Football Club
Geelong Performing Arts Centre (GPAC)
Geelong Roller Derby League
Give Where You Live
GMHBA

Godfrey Hirst Charities
Grandparents Victoria
Hughie Hughes Charitable Foundation
Maxwell Collins Real Estate
Mercure Hotel Geelong
Metricon
Percy Baxter Trust
RACV Community Foundation
SIRSOCK
Surf Coast Long Boarders
The Flora & Frank Leith Charitable

Trust
The Lighthouse Theatre Warrnambool
The Queens Fund
Val Hannah School of Dance
Viva Energy

Media Partners

bay 93.9
Geelong Advertiser
The Weekly Review – Geelong
The Standard - Warrnambool

Your help can make a difference

Bethany Community Support is an independent, not-for-profit organisation established in 1868. We rely on government funding and support from philanthropic organisations, businesses and individuals to continue our work with local people in need.

There are a number of ways you can help us achieve our vision of a society where there is opportunity for all. You may choose to:

- **make a donation**
- **sign up as a regular giver**
- **leave a bequest in your will**
- **become a corporate partner**
- **offer in-kind support, or**
- **become a Bethany volunteer.**

However you are able to help us, your support will make a difference to the lives of local people. Please visit www.bethany.org.au for more information.

A photograph of a modern building facade with a large sign that reads "bethany" in a stylized, lowercase font. The sign is mounted on a dark, curved wall. The building has large windows and a complex, geometric structure. The image is overlaid with a green gradient.

bethany

www.bethany.org.au



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