



OUT DOORS INC.

challenging approaches to better mental health

ANNUAL REPORT
2019



Our Principles

Out Doors believes that a person at risk of poor mental health and other disabilities:

- is considered as someone with potential, abilities and a future;
- has the right to choose; and
- is involved in the planning of outdoor adventure activities

Contents

2	About Us
4	Chairperson and CEO Message
6	Strategic Plan 2018 to 2020
8	Strategic Plan Cont...
10	2018 Convention
12	NDIS Update
14	Program Highlights
16	Program Highlights cont.
20	Our Financial Performance
23	Our Team
24	Acknowledgements

Out Doors Inc. (Out Doors) is a not for profit, community managed mental health organisation that delivers a range of outdoor adventure and recreation programs to people at risk or experiencing mental health issues in Victoria.

Out Doors was founded in 1987 by people primarily working in mental health who believed recreation, play and outdoor adventure are valuable parts of a holistic approach to personal development and mental health.

What makes Out Doors unique is that we use the medium of outdoor education, with an emphasis on action, challenge and healthy risk-taking, to deliver a diverse range of programs such as rafting, rock climbing and surfing, as well as creative programs like bush art & music. These programs support our view that people learn best by 'doing' and focus on a participant's ability rather than illness or disability.

For 32 years, Out Doors has been developing programs that support participants to live independently, to keep physically and mentally active and develop formal and informal social relationships via the natural environment. Out Doors also has many years experience working with various cultural groups and communities who are at risk of poor mental health, and specialises in education and skill development in a social, practical and less structured environment. Our programs not only improve learning outcomes, but they also improve the overall wellbeing of people who are vulnerable and in need of support.

OUR VISION

is that Out Doors will be the pre-eminent provider of adventure programs that promote mental health and wellbeing.

OUR MISSION

is to provide challenging approaches to better mental health by assisting people to get out of their home and to participate in the life of their community.

OUR VALUES

underpin everything that we do, every day.

Respect

Respecting the diversity of our participants, staff and leaders is fundamental to us. We operate with inclusiveness and empathy, we uphold standards of ethical behaviour, and we work with participants in their interests.

Passion

Our participants will be rewarded by their experience. We provide hope and encouragement to our participants to take up challenges and to reach their potential.

Excellence

We maintain high standards in everything we do, particularly the safety and wellbeing of our participants. We will innovate and constantly seek to improve our services.

Integrity

We will be accountable for delivering our mission, having regard to the highest ethical standards.

Environmental Stewardship


We are committed to practices that minimise impact on the environment. We acknowledge our responsibility for efficient use of resources to ensure environmental sustainability.

CHAIRPERSON & CEO MESSAGE

This has again been a year filled with uncertainty and challenge. At both State and Federal levels, funding has been unsettling for our staff, participants and carers. Despite this uncertainty, Out Doors continued to provide high quality services to participants and carers, and continued to make a difference in the lives of all involved. In this context, we would like to thank our dedicated staff who have worked tirelessly despite their concerns about the security of funding for their positions, and we also thank the participants and carers for supporting us through this process. The strong culture of Out Doors has played an integral part in the organisation being able to overcome these challenges.

Highlights 2018/2019

- *Programs:* Throughout the year we delivered a full suite of day-long and overnight recreational and adventure activities that included nature walks, bush-art sessions, bike riding, canoeing trips and overnight camping. With over 43,000 hours in the outdoor environment, participants continue to benefit from our therapeutic programs in nature.
- *Relocation:* Following an intense search for a suitable 'home', Out Doors relocated to Kensington. The two buildings provide sufficient space for participant meetings as well as housing our vehicles, equipment and staff.
- *Convention:* Healthy By Nature "Surviving and Thriving" 5-day conference at Neerim East was attended by 60 participants living with a mental health issue (age range from 16 to 92 years of age).
- *Quality Management:* Successfully maintained our quality standards and continued as a registered ISO OH&S and Quality Management organisation.
- *NDIS:* An increase of 53% in the number of participants with an NDIS plan enables us to provide over 12,300 hours of engagement in program activities.



"I liked how the staff were encouraging with us, they made me feel very comfortable around people, I had a chat and a good laugh. With support I was able to discipline my mind and body for physical activity". Out Doors participant.



Participant and service provider feedback consistently highlighted the excellent contribution that staff make through their professional skills, dedication and inspirational approach. Staff from the *Victorian Department of Health* and *Commonwealth Department of Health and Human Services (DHHS)* and *Department of Social Services (DSS)* continued to be very supportive as have the donors, sponsors, service providers and participants who have worked with us throughout the year. Our thanks also to Maddocks who have continued to provide pro-bono legal guidance and advice.

This year we farewelled Summah Francis, Warwick Noles, Fern Steinfort & Jean Dind & we welcomed to the staff team Rob Saxton & Natalie Hebrard.

At the Council, we welcomed Rahul Chauhan, Jonathan Kneebone and Caryl Hertz. We farewelled Dr. James Campbell to whom we thank for his support and expertise in the area of neuropsychology.

Finally, we thank our staff for their excellent and professional contribution and Council members for their support and guidance over the year. Council members have again provided valuable leadership through their voluntary and valued contribution to Out Doors' success this year. Our successes are only possible through the joint contribution of dedicated staff, carers, participants, Council and our supporters.

We look forward to another year of excitement and progress as we begin planning for our second year's implementation of the Strategic Plan.



Allan Davey
Chairperson



Iudita Trifa-Schmidt
CEO

Strategic Plan 2018-2020

Out Doors Inc is an organisation run by people who are passionate about making a difference in the lives of people living with mental illness. Below is an overview of the key priorities we set for this year and the outcomes we achieved.

We are committed to continuing to provide positive mental health outcomes through every program we run. The objectives set by this plan have been designed to ensure that we remain focused on our Mission to do just this.

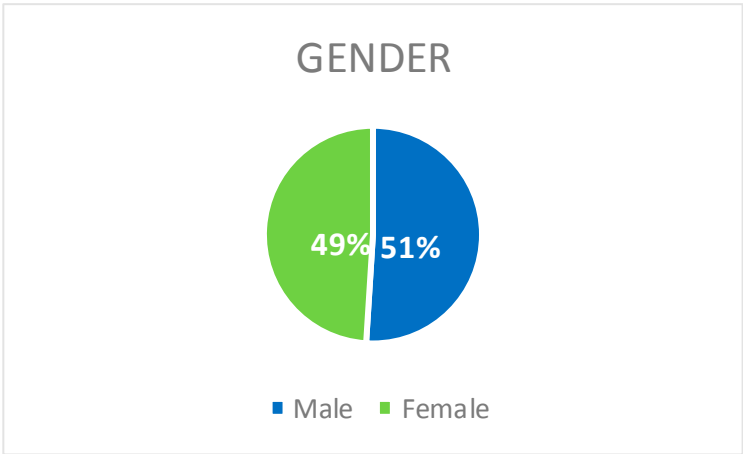
As such, the Strategic Plan has been developed to ensure ongoing service innovation across our community, to drive the continual improvement of our performance, to build the capability of our workforce, and to focus our efforts on delivering the services and quality required by our community and our participants in a constantly changing service environment.

STRATEGIC PRIORITY 1

PRODUCT PLANNING AND SERVICE DELIVERY



- HEALTHY BY NATURE convention attended by 60 participants run over 5 days.
- Increase of 53% in NDIS participation.



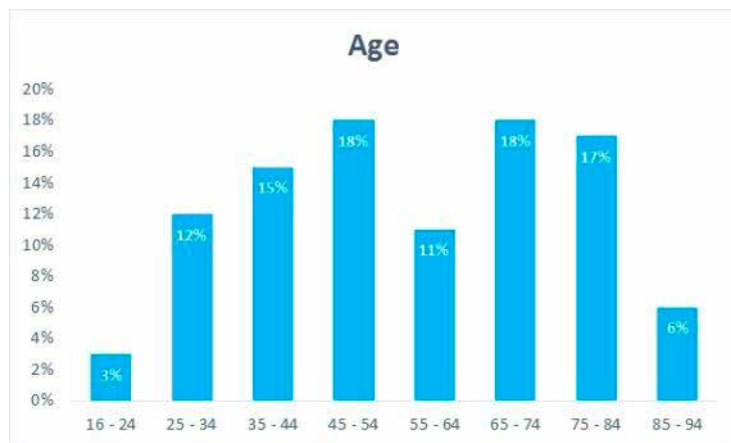
%

Very even gender split between male and female participants.



Strategic Plan Continued....

Program and Participant Information



56%

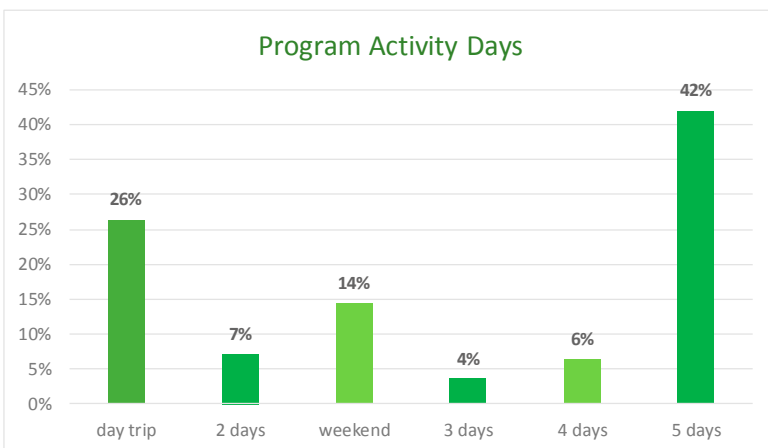
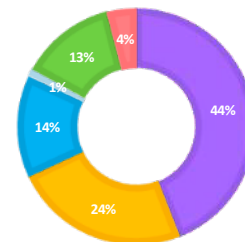
are aged between
25-64 Years

44%

of the trips were low
challenge activities.

PROGRAM TYPE

- Low Challenge
- Medium Challenge
- High Challenge
- Dual Disability
- Seniors
- Agency



42%

of the trips were
5 day trips.

Strategic Plan 2018-2020 Cont....

STRATEGIC PRIORITY 2

Continuous Improvement and Innovation

- ISO Mid Cycle successfully completed
- Attended 6 Conferences promoting a positive mental health

“161 clients from the identified target group successfully engaged in program and its activities”

Training Programs

As a Gold Skilled Workplace, Out Doors continued to deliver Mental Health First Aid (MHFA) courses to public. In 2018/2019, there were 6 MHFA courses offered and 56 participants became MHF Aiders. The MHFA Courses we deliver focus on increasing the mental health literacy of employees and people in the community.



**MENTAL
HEALTH
FIRST AID**
Australia



The content was highly informative. Daniel was very sensitive to the complex experiences we all had with mental health disorders. I really appreciated his respectful approach. MHFA should be a mandatory in every workplace.



Accreditation

Post Certification annual review by Global Mark PTY LTD determined that Out Doors has demonstrated it has the capability to systematically meet the requirements of the International Organization for Standardization (ISO) in the area of Quality Management Systems (ISO 9001:2016) and Workplace Health and Safety Management System (ISO 4801:2001) for all activities of the organisation.

Accreditation enables our continuous improvement of services. It consists of self-assessment, external review and implementation of quality improvement. Accreditation occurs every three years for most standards, with a mid-cycle review in between to check that the organisation is continuing to meet standards.



Strategic Plan Continued.

STRATEGIC PRIORITY 3

Capacity Building

- Invested in NDIS systems and processes
- Relocated Out Doors to new premises in Kensington
- Invested in Marketing initiatives and ongoing support
- Investment in staff with expertise in outdoor education and mental health who are passionate and reflect the values of our culture
- Implemented cloud based accounting systems to comply with ATO requirements.



100%

of participants stated that they felt good or very good after participating in our programs.

myob

“

It's very important to take time and be guided to rest in nature. It revitalised me and I feel recharged. It was beautiful, restful and nature is amazing. Dan, Out Doors Inc Participant

”

**“The camp was a therapeutic victory”
Luke, Out Doors Inc
Participant**

94%

of our senior participants came from a culturally and linguistically diverse background



2018 Convention

HEALTHY BY NATURE

“Surviving and Thriving”

On the 10-14th December, 2018 we held our ‘Healthy By Nature’ Convention at the picturesque Forest Edge, Neerim East. It was a 5 day event designed to equip our participants with ongoing skills and strategies to apply in their lives post convention. It provided an invigorating, and adventurous environment to promote overall holistic prosperity.

The convention provided the perfect setting and opportunity to showcase our practical and innovative approaches to mental health with our participants.

Keynote presentations from Betty Kitchener, Former CEO of Mental Health First Aid Australia, our very own Maureen Carey, Program Co-ordinator and Therapeutic Arts Practitioner and Gwenda Cannard, Director of Life Minded. Over the 5 days our participants had the opportunity to experience first hand through practical workshops and outdoor activities such as Tai Chi, meditation, bushwalking, ziplining and even swing dancing. The benefits that our combined programs of recreation, play and outdoor adventure have in creating a holistic approach to personal development and increased mental health.

“ I loved this workshop!! It gave us the opportunity to create Art with natures elements, and connect more closely outside in nature through art expression.

”



2018 Convention

HEALTHY BY NATURE

“Surviving and Thriving”

“

I really appreciated the presenters cheery disposition and humour. Excellent ability to connect the Tai Chi practice to how we can apply it in our lives post convention. Out Doors Inc. Participant.

”



National Disability Insurance Scheme (NDIS)

Out Doors has been a registered NDIS Provider since 2016. The number of participants in this funding stream has grown significantly in the last year, from 30 participants in 2017/18 to 64 in 2018/19.

Participants have confirmed that program attendance has significantly supported them to maintain their mental health, increase social capacity by engaging with others and having an outdoor adventure which has heightened self-esteem and boosted their physical health. They have communicated that Out Doors programs and the Out Doors community continue to have positive effects on their well-being and mental health and regular participation helps them to maintain their health and wellbeing.

Participants also described how whilst on program they have gained insight and have been able to develop strategies to support their wellbeing and social participation as well as supporting a pathway toward finding rest and wellbeing whilst on programs.

Participants have provided very positive feedback in relation to the program helping them to meet their NDIS plan goals. Below is a snapshot:

"Feeling relaxed and less stressed. Overall better mental health. Socially awesome. Being around other women gave me a sense of safety and comfort. I learnt how to surf on boards and enjoyed being able to play on a sports raft in the ocean."

"Mental health is getting stronger. I have achieved an improvement in controlling stress levels, emotions and concentration. Gained more insight into my mental health condition. Mood was stable, stress came and went and didn't linger."



Out Doors Inc. is a National Disability Insurance Scheme (NDIS) Provider, Registration Number: 4050002688



"It was such a good break from normal life, I was challenged and I returned feeling rejuvenated, inspired and felt better inside. Thank you Out Doors Inc" Out Doors Inc. participant.

PROGRAM HIGHLIGHTS

Seniors

Out Doors Inc is passionate about continuing to support and invest in the seniors living in our community through our Senior Program.

The objective of this program is to support the development and enhancement of the National Positive Ageing Agenda that promotes healthy active ageing and aims to enable older Australians to live more connected and engaged lives in retirement. The programs are designed to provide high quality, accessible and socially inclusive programs that support the mental health and well being of people aged over 65 living in the North West Metropolitan Region of Melbourne.

This year the seniors enjoyed activities like bushwalking, team games, sightseeing, dancing, swimming and canoeing. An exceptionally high level of participant satisfaction was achieved. Most reported they do not normally access these types of activities in their daily life, they had clear mental and physical health benefits and increased connection with a range of people with diverse backgrounds.

Our seniors also had an opportunity to attend the convention. They were very enthusiastic about joining other OD participants and actively engaged in all activities of the convention. Seniors particularly enjoyed the mix of ages and experiences sharing stories and learnings.

“

The trip made a big difference in my life.

Thank you Out Doors Inc.

”

- 161 clients from the identified target group successfully engaged in the program and its activities.
- 94% of clients came from a culturally and linguistically diverse background.
- 8582 hours of recreational services were delivered (on average of 53.3 hours per participant) in different regions across Victoria, including Blairgowrie, Echuca, Hepburn Springs, Gippsland and outer metropolitan areas of Melbourne.
- There was a 100% participation rate in the recreational and outdoor activities in the programs.
- When participants were asked to indicate how they felt before the program, 21% stated they felt good or very good. 55% felt neither good nor bad 24% stated that they did not feel good.
- After the programs, 100% of participants stated that they felt good or very good.
- These responses demonstrate that our programs have made a difference to the lives of these participants.



"I learnt some amazing new skills, met new people and connected with nature on the bush walk".
Senior Program participant.

PROGRAM HIGHLIGHTS

Youth Programs

Out Doors continued to support the Toolangi Adventure Sports Camp (TASC), an initiative between Victoria Police, Sports Without Borders, City of Yarra and Special Olympics. TASC takes place during each school holidays and draws its participants from the housing estates in the City of Yarra. The participants range in age from 14-18, and come from cultural and linguistic diverse backgrounds.

Out Doors run day adventure programs during each of their school holiday camps including outdoor adventure activities, like bushwalking, sports rafting, the amazing race and canoeing.

Agency Programs

A number of agency programs were conducted during the year both within Metro Melbourne and Regional Victoria.

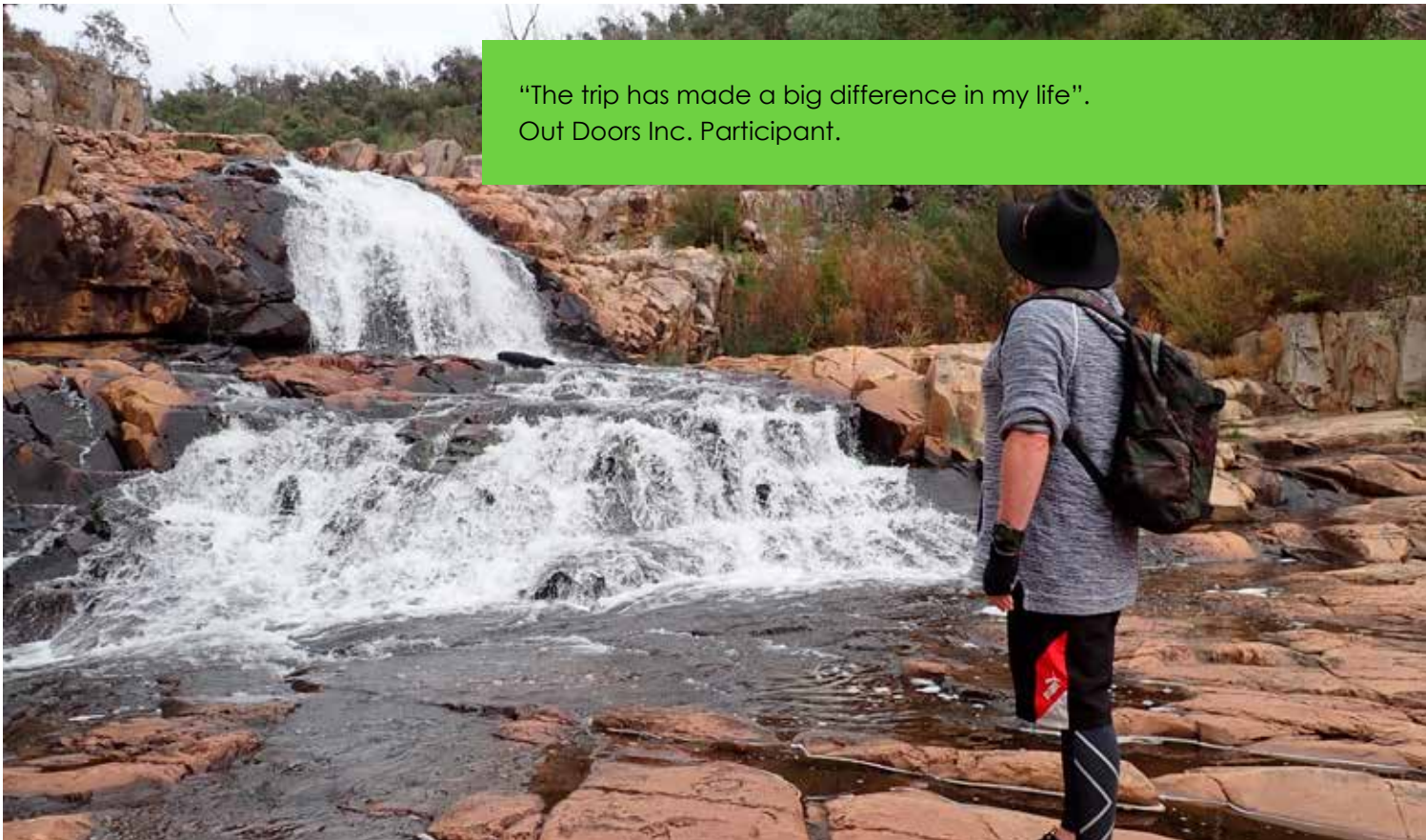
The camps provided participants with the opportunity to enjoy being in nature and undertake a range of outdoor activities such as bushwalking, fishing, stand up paddle boarding, sports rafting and swimming. Participants enjoyed the challenges of the camp, trying new things and having fun with other people. Participants were very eager to challenge themselves both physically and mentally.



“

"I enjoyed the accommodation, the spectacular scenery, walks and the company. I feel much more positive and this will carry with me upon my return home. I will walk and exercise more when I get home." Out Doors Inc. Participant

”



"The trip has made a big difference in my life".
Out Doors Inc. Participant.

PROGRAM HIGHLIGHTS

Carers

The weekend programs are designed to provide respite for carers over 65 years of age in the North-West metropolitan region of Melbourne. Out Doors' carers have always expressed their satisfaction and gratitude for the services we provide to the people they care for and the respite they receive. Participants enjoyed weekends to Tyabb, Portarlington, Toolang, Queenscliff, Balnarring and Warburton. During the year they took the opportunity to explore the environment, beaches, nearby towns as well as cooking and socialising with other participants. These weekend programs provided much needed respite for carers of people living with a dual diagnosis (intellectual disability and mental illness).





"I loved listening to the waves, It's something I've never done before".
Out Doors Inc. Participant.

2018-19 was a financial year with a modest surplus.

- Generated income of \$1.6M
- Operating surplus of \$44.3K
- Updated systems to increase the quality, efficiency and effectiveness of our service
- Invested in operational and organisational systems to support roll out of NDIS
- Increased the number of programs from 35,788 to 43,350 hours to accommodate for participants' transition to NDIS

Summary income statement

Year ended 30 June 2019

2019

\$

Revenues from ordinary activities	1,601,075
Administrative expenses	-45,283
Motor Vehicles	-25,309
Employee benefits expense	-1,129,766
Depreciation expense	-86,085
Occupancy expenses	-117,680
Direct program expenses	-124,126
Other operating expenses	-28,483
Surplus from ordinary activities	44,344

Statement of cash flows

Year ended 30 June 2019

2019

\$

Cash flows from operating activities	
Receipts from grants etc	1,590,724
Payments to suppliers and employees	-1,556,989
Net Cash provided by (used in) operating activities	33,735
Cash flows from investing activities	
Payments for property, plant and equipment	-5,731
Interest received	28,282
Net Cash provided by (used in) investing activities	22,551
Net increase (decrease) in cash held	56,286
Cash at the beginning of the financial period	1,462,616
Cash at the end of the financial period	1,518,902

OUR FINANCIAL PERFORMANCE

The financial information is provided by the Directors of Out Doors Inc. and is extracted from the audited results for the year ended 30 June 2019. The full financial report can be found at www.outdoorsinc.org.au.

Balance sheet	2019
Year ended 30 June 2019	\$
Current Assets	
Cash assets	1,518,903
Receivables	30,459
Prepaid Expenses	45,656
TOTAL CURRENT ASSETS	1,595,018
Non-Current Assets	
Property, plant and equipment	92,997
Total Non-Current Assets	92,997
TOTAL ASSETS	1,688,015
Current Liabilities	
Payables	40,541
Provisions	524,271
Accruals	189,782
Total Current Liabilities	754,594
TOTAL LIABILITIES	754,594
NET ASSETS	933,422
EQUITY	
Retained Surpluses	660,629
Equipment Reserve	228,449
Net Income	44,344
TOTAL EQUITY	933,422



Since 2015, Out Doors Inc. has delivered over **165,500 program hours** to **3,500 participants** at risk or living with a mental health issue in Victoria.



"It was great to see everyone being co-supportive amongst the attendees. The shared experiences and acceptance of one another's journeys and illnesses gave a positive push for all."
Out Doors Inc participant.

OUR TEAM

Board / Council

Allan Davey Chairperson

Laurence Alvis Deputy Chairperson

James Campbell Secretary to Dec 2018

Jonathan Kneeborne Secretary from Dec 2018

John Marshall Treasurer

Rahul Chauhan from Dec 2018

Carole Hatherly

Caryl Hertz from Dec 2018

Olga Shegoleva

Darryl Flukes

Sessional Staff

Outdoor Program Workers

Oliver Butt

Maureen Fallon

Sien Hendrickx

Carel Pluis

Mikaela Foxworthy

Amanda Owen

Andrew Pearson

Melanie Wilson

Staff

Iudita Trifa -Schmidt *Chief Executive Officer*

Jennifer Norris *State Manager Corporate & Community Services*

Meng Ng *Quality Manager*

Emily Serle *Marketing Coordinator to Aug 2018*

Fern Steinfort *Administration Officer to March 2019*

Natalie Hebrard *Administration Officer from April 2019*

Jeny Gosal *Finance Officer*

Sophia Tzougrovou *Health Promotion Coordinator*

Outdoor Program Coordinators

Maureen Carey

Jean Dind *to Sept 2018*

David Weeks

Christophe Perrot

Jennifer Rees *to June 2019*

Warwick Noles *to Nov 2018*

Rob Saxton *from April 2019*

Inclusion and Community Liaison Coordinator

Summah Francis *to Aug 2018*

Daniel Dobber *from Jan 2019*

Mentors / Ambassadors

Chris Couper

Carole Hatherly

ACKNOWLEDGEMENTS

Out Doors' achievements are made possible because of the commitment, dedication, generosity and efforts of many individuals and organisations.

Out Doors' Council and staff wish to acknowledge and thank our many supporters for their contributions over the last 12 months.

Government

Out Doors receives funding from the Victorian Department of Health and Human Services and the Federal Department of Social Services. Out Doors acknowledges the importance of their funding and thanks them for their commitment to supporting people with mental health issues.



Australian Government
Department of Social Services

Supporters

Out Doors would like to thank the following organisations for their support:

Wise Employment
City of Yarra
Deakin University
St. Vincent's Hospital
Sports Without Borders
Within Australia
MIND Australia
Mental Health First Aid Australia

Participants

Out Doors would like to thank the people it has had the privilege to work with over the past 12 months in supporting them through their journey in recovery.

Families, carers and friends

Many people provide input into Out Doors' consultative and support processes and we thank them for their contributions.

Partnerships

Out Doors partners with many health and community service organisations to support our participants. Out Doors thanks these organisations for their collaboration.

Donors

Thank you to all Out Doors donors who generously contributed funds to support our programs and initiatives. We appreciate your ongoing commitment to supporting people at risk or living with a mental health issue.

A special thank you to those who have allowed Out Doors to use their photos in this publication.



"My personal goals were achieved, the better days are yet to come". Out Doors Inc participant.



“The camp rejuvenated my love of the environment” Out Doors Inc Participant



"I found out what my limits were and I completed all the activities. [I'm feeling] very fulfilled and relaxed"
Out Doors Inc Participant



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