



OUT DOORS INC.

*challenging approaches to better mental health*



ANNUAL REPORT  
2018

## 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 planning of outdoor adventure activities

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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 participant's ability rather than illness or disability.

For 31 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 using the medium of the natural environment. Out Doors also has many years experience working with various cultural groups and communities who are at risk of mental illness, 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 the door 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 ensure minimal impact on the environment. We acknowledge our responsibility for efficient use of resources to ensure environmental sustainability.

# CHAIRPERSON & CEO MESSAGE

Out Doors Inc has now moved into its fourth decade as the pre-eminent provider of recreational and adventure activities for people living with or at risk of developing a mental health condition. We celebrated our 30-year anniversary by holding the 2017 AGM at the historic Abbotsford Convent at which we were delighted to see many current and former clients as well as past Council members, all of whom are still great supporters of Out Doors.

Our challenge moving forward is not solely the continued provision of great services to our clients but to ensure our organisation is seen as a provider of choice within a market in which clients of disability and mental health services are being spoilt for choice as the

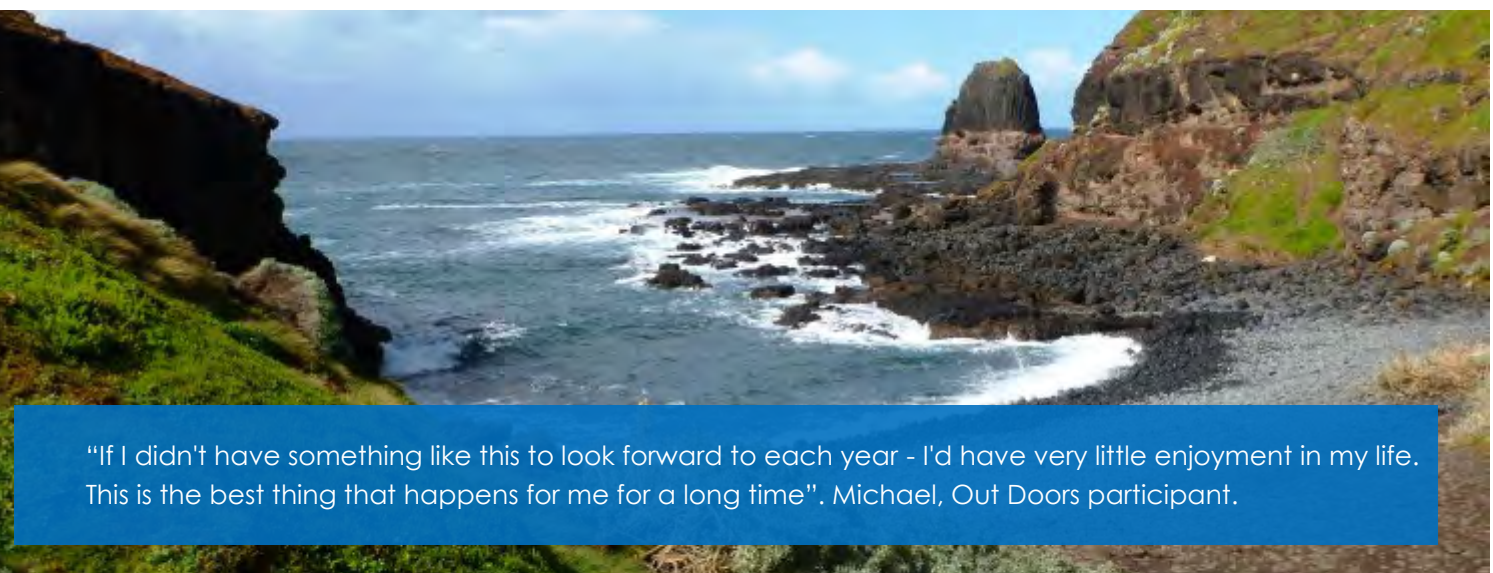
National Disability Insurance Scheme (NDIS) is being rolled out.

Out Doors and its loyal community have benefited greatly from the long-standing source of federal and state program funding that has underpinned our delivery of highly regarded outdoor activities over all these years. However, the funding certainty that triennial program grants has enabled is now being wound down during this transition period and replaced by the client-centric funding model that is the centrepiece of the NDIS.

On one hand this positions Out Doors favourably as our service offerings are unique, whereas on the other, we have needed to finetune our engagement

strategy with prospective new client groups to broaden community awareness of our recognised outdoor programs. This will also require a review of our 2018-20 Strategic Plan to ensure our new challenges are firmly embedded into our future operations.

Throughout the year we delivered a full suite of day-long and overnight recreational and adventure activities that included nature walks, bush art sessions, mountain bike rides, canoeing trips and overnight camping. None of these activities would have been possible without the logistical support provided by our dedicated office staff or the outdoors leadership provided by our professionally trained sessional staff.



"If I didn't have something like this to look forward to each year - I'd have very little enjoyment in my life. This is the best thing that happens for me for a long time". Michael, Out Doors participant.





The year also saw an expansion of our delivery of Mental Health First Aid courses to the public who we are pleased to see acknowledge the importance and awareness of mental health.

A key focus during the past year has been the search for new office and warehouse space as our current long-term lease in Fitzroy is due to expire shortly. Out Doors will move into its new premises in the new year. During the past year, we farewelled two Council members, Sean O'Donnell and 9-year

veteran James Tonkin who we thank for their diligence and commitment to Out Doors.

We thank both the Australian and Victorian Governments for their ongoing commitment to Out Doors, without which our program delivery would not have been as expansive. We also thank Council for their commitment and oversight during the year. To our dedicated staff we owe a debt of gratitude for their dedication in not only managing and delivering our core activities to plan but also for working tirelessly through the transition to NDIS

funding and for their assistance in searching for new fit-for-purpose premises that in due course will mark the next stage in the life of Out Doors.



**Allan Davey**  
Chairperson



**Iudita Trifa-Schmidt**  
CEO

# Strategic Plan 2018-2020

This Strategic Plan provides an organisational roadmap to ensure that Out Doors Inc. is positioned to continue to provide positive mental health outcomes. The objectives set by this plan have been designed to ensure that we remain focused on our Mission.

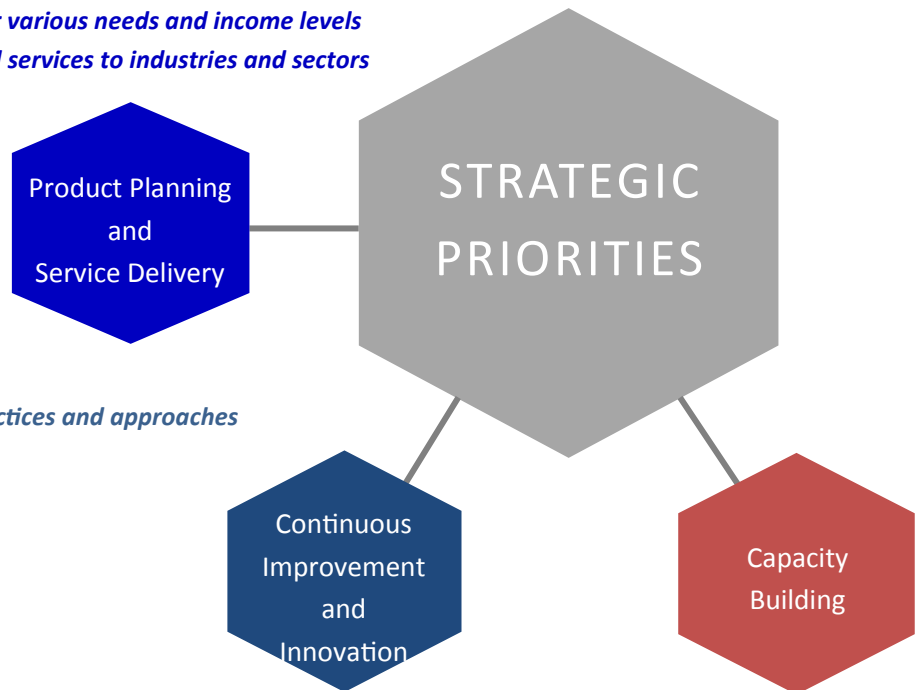
As such, the Strategic Plan has been developed to ensure ongoing service innovation across our community, to drive the continual improvement of our performance, to build the capability of our workforce, and to focus our efforts on delivering the services and quality required by our community and our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

## Strategic Priorities

***Goal 1: To expand current services to various participants***

***Goal 2: To explore product offerings for various needs and income levels***

***Goal 3: To design tailored products and services to industries and sectors***



***Goal 1: To develop evidence based practices and approaches***

***Goal 2: To achieve excellence***

***Goal 3: To maintain quality***

***Goal 1: To maintain financial sustainability***

***Goal 2: To maintain and sustain a healthy workforce***

***Goal 3: System Capacity***

***Goal 4: To identifying potential opportunities***

# 30th Anniversary

Past and present participants, staff and Council Members gathered at Abbotsford Convent to celebrate the fact that for 30 years Out Doors has been providing a unique service to the community, delivering tens of thousands of program hours for thousands of people at risk or living with a mental health issue.

Milestones offer the chance for celebration and reflection, to take a look back at the incredible challenges, persistence and resilience that has brought us to where we are today. Program Coordinator, Mo Carey, facilitated a Q&A with Paul Watson, Jean Plumbe, Carole Hatherly and Carlo Laruccia, who kindly shared their thoughts, experiences and benefit that being a participant of Out Doors has had on their lives.



# National Disability Insurance Scheme

## *Out Doors Inc. NDIS Approach*

Participants gain a great deal more from participation in Out Doors' unique model of recreation than merely 'time out'. Out Doors' approach to service delivery challenges some of the commonly held beliefs about people who have disabilities or illnesses (for example, 'outdoor activities are too dangerous for people with intellectual disability'). Out Doors believes in the strengths and capacities of each participant, and seek to offer participants opportunities for growth and learning, within the context of a safe setting.

## *Health and Wellbeing Domains*

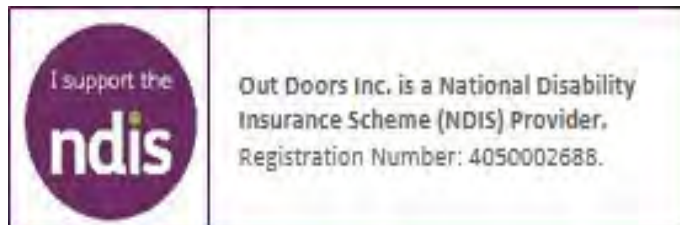
Out Doors programs provide individuals skills development in nine health and wellbeing domains via the following:

**Physical:** Physical stimulation and nutrition skills.

**Mental:** Development of cognitive skills due to new experiences, stimulation, broadening of interests, opportunities for learning new information and skills and opportunities for independent thinking.

**Emotional:** Development of independence in own emotion management, opportunities for feedback about own behaviour, opportunities for managing new situations and emotions arising and opportunities to learn emotional literacy skills (self and others).

**Behavioural:** Opportunities to manage life skills, including own medication, hygiene, nutrition, development of own behavioural responses to new and challenging circumstances (including via social consequences for behaviours) *and* opportunities to learn about the effects of new activities and social interactions on own mental and emotional state.



**Social:** Opportunity to receive immediate feedback about impact of own behaviour on others, development of social competence and confidence, managing social triggers and own arousal states, identification of own personal strengths in social settings and opportunities to build social connection and friendships.

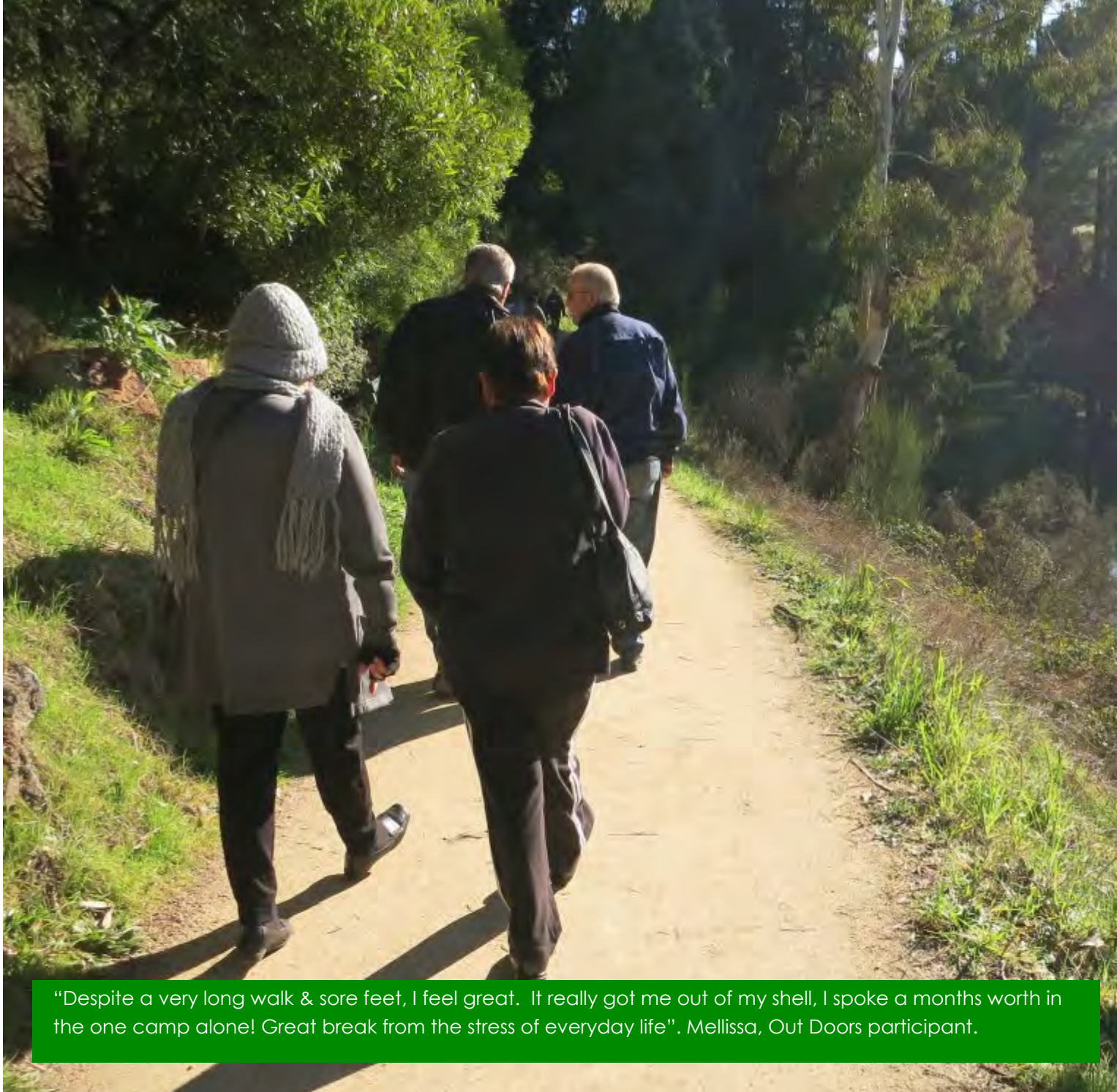
**Cultural:** Experience of a safe peer culture, respectful intercultural relationships transferable to other settings and broadened perspective regarding culture/'normal', etc.

**Environmental:** Development of respectful attitudes to nature and outdoors environments, opportunities to experience the health benefits of nature-contact, managing self in new environments and managing personal space in new social settings.

**Spiritual:** Opportunities for finding and developing new fulfilling personal interests/passions/personal purpose for life, time away from home to reflect and experience a different perspective – new understanding of self, others and world, opportunities for finding spiritual connection in the outdoors or through social experiences and development of understanding and empathy for others (including altruistic sharing and helping behaviours).

**Economic:** Development of self management and social skills useful in a workplace (ie. emotional regulation, money management, social negotiations, etc.) and development of practical skills (ie. cooking).





"Despite a very long walk & sore feet, I feel great. It really got me out of my shell, I spoke a months worth in the one camp alone! Great break from the stress of everyday life". Mellissa, Out Doors participant.

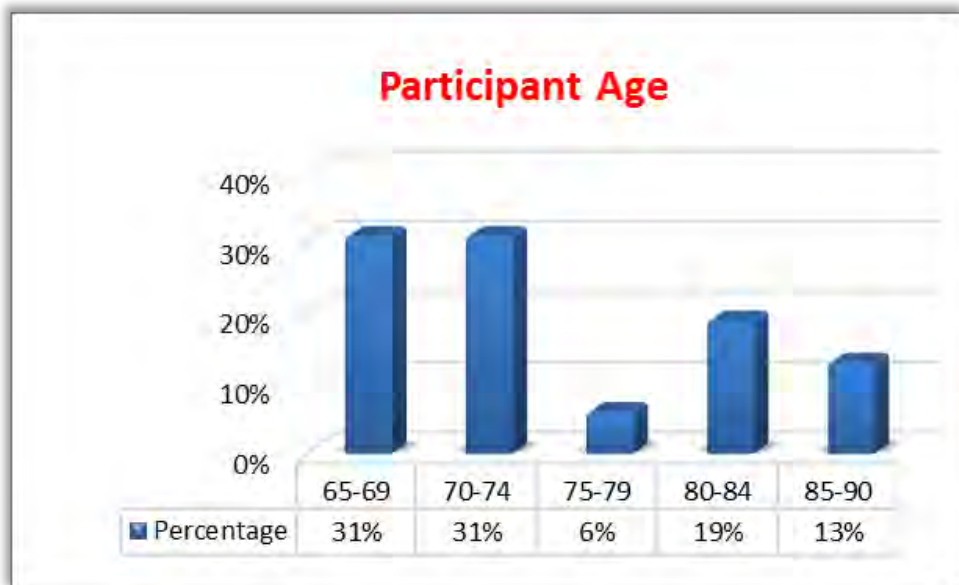
# PROGRAM HIGHLIGHTS

## Seniors

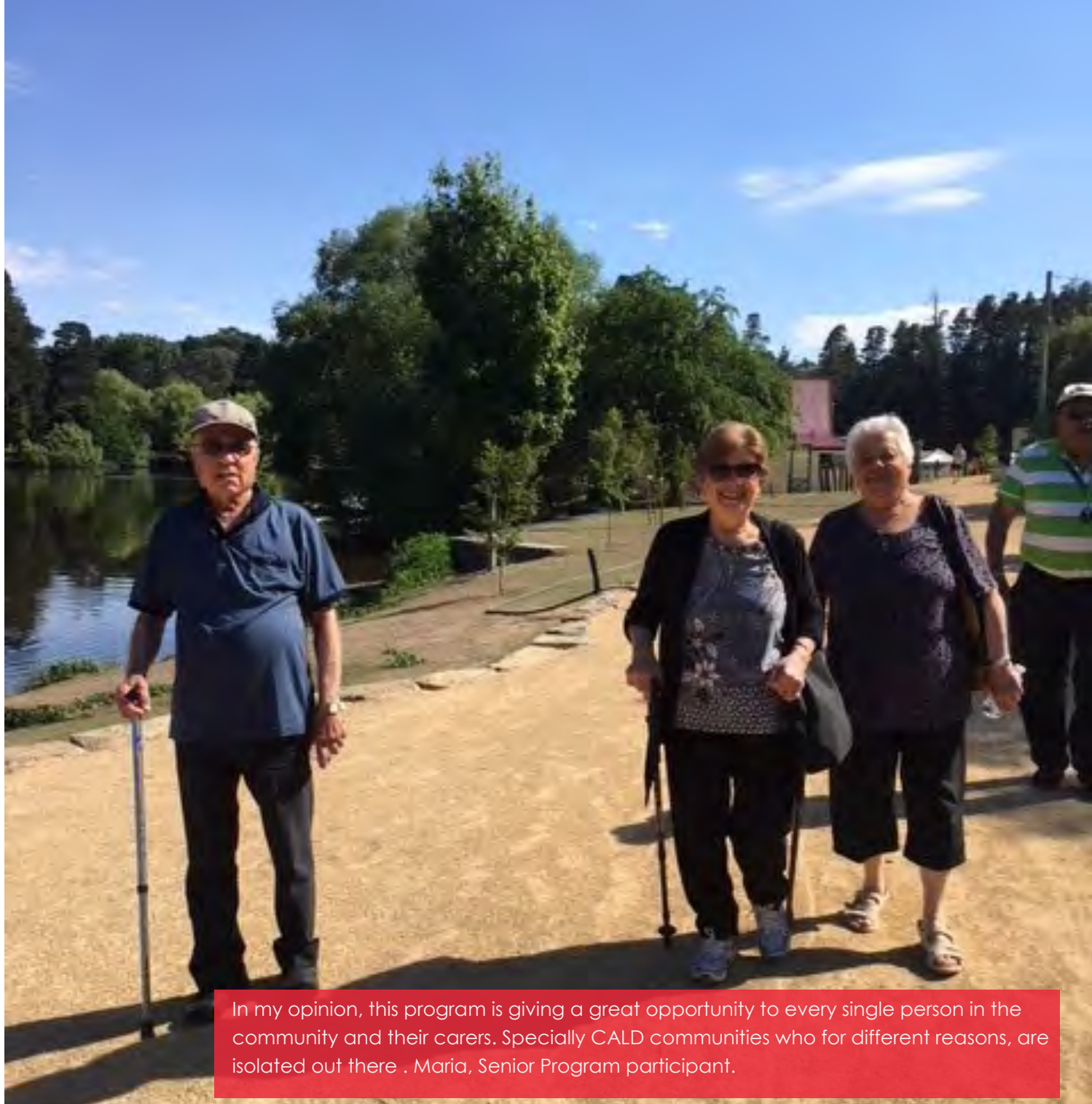
Out Doors has continued its 'out-of-home' program for people over 65 years at risk or living with a mental health issue who reside in the North-West region of Melbourne. During 2017-2018 the following outcomes were achieved:

- 174 clients from the identified target group successfully engaged in the program and its activities.
- 87% came from a culturally and linguistically diverse background.
- 8,652 hours of recreational services were delivered (an average of 49.7 hours per participant) in different locations across Victoria, including Bright, Goulburn Valley, Marysville, Hepburn Springs and outer metropolitan Melbourne.
- 100% participation rate in recreational and outdoor activities on programs.
- When participants were asked to indicate how they felt before the program, 96% stated that they felt good or very good, 0% neither felt good or bad and 4% stated that they did not feel good. After the programs, 100% of participants stated that they felt good or very good and 0% were neutral. These responses demonstrate that our programs have made a difference to the lives of these participants.

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.







In my opinion, this program is giving a great opportunity to every single person in the community and their carers. Specially CALD communities who for different reasons, are isolated out there . Maria, Senior Program participant.



# PROGRAM HIGHLIGHTS

## Youth Programs

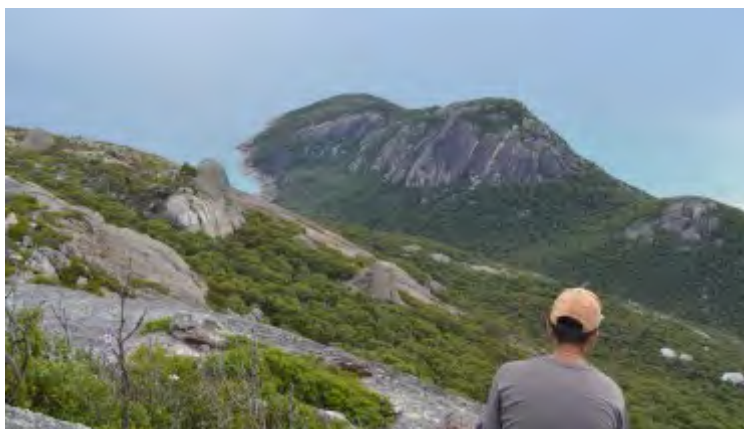
Out Doors continued to support the Toolangi Adventure Sports Camp (TASC), an initiative between Victoria Police, Sports Without Borders, City of Yarra and Special Olympics. TASC takes place during each school holidays and draws its participants from the housing estates in the City of Yarra. The participants 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, SUP 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.



## Training Programs

As a Gold Skilled Workplace, Out Doors continued to deliver Mental Health First Aid (MHFA) courses to public. In 2017/2018, 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



"Being physically challenged gave me confidence, better mood, and a sense of accomplishment". Mark , Out Doors participant.



# PROGRAM HIGHLIGHTS

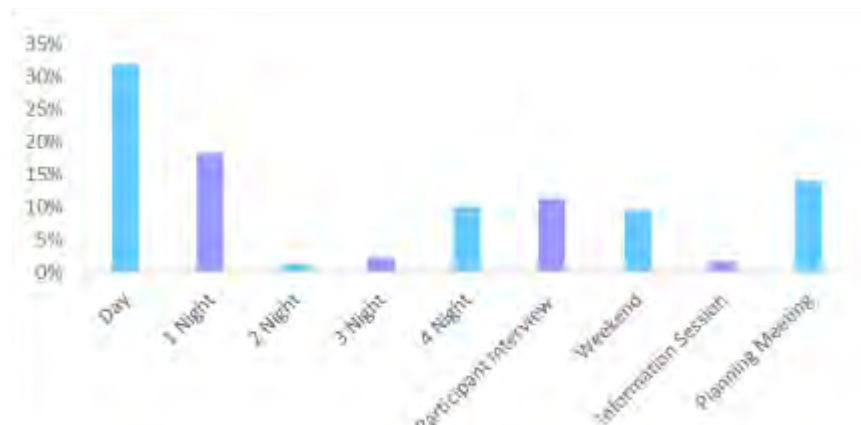
## Carers

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, Parkville, Grantville, 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).









## Program Duration

**317**      **35,788**

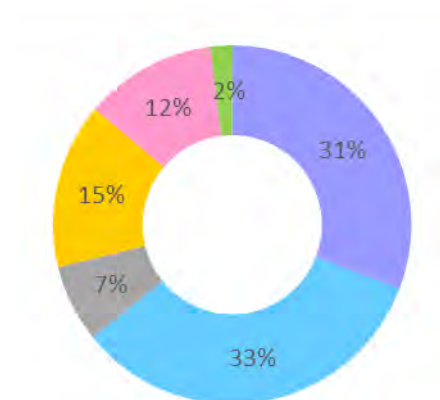
program days

program hours

**1,148**

participations

Day programs accounted for **32%** of all programs.



## Program Type

**365**

Low challenge

**395**

Medium challenge

**83**

High challenge

**177**

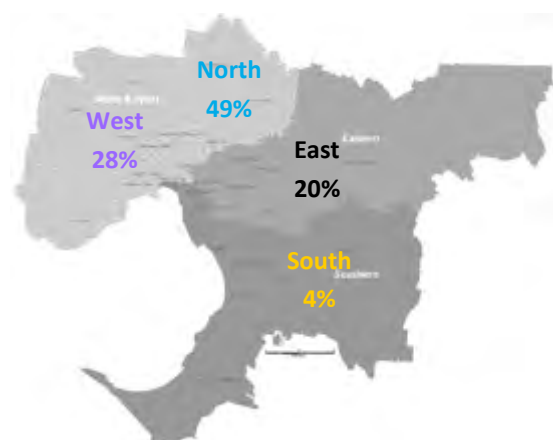
Dual Disability

**141**

Seniors

**23**

Agency



## Participant by Region

**139**

participants live in the North

**79**

West

**56**

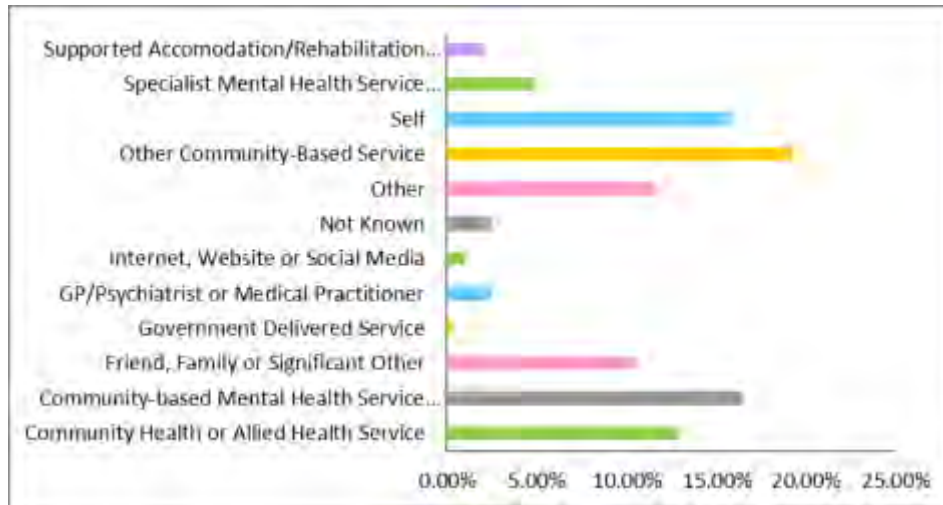
East

**11**

South



# OUR PERFORMANCE



## Referral Source

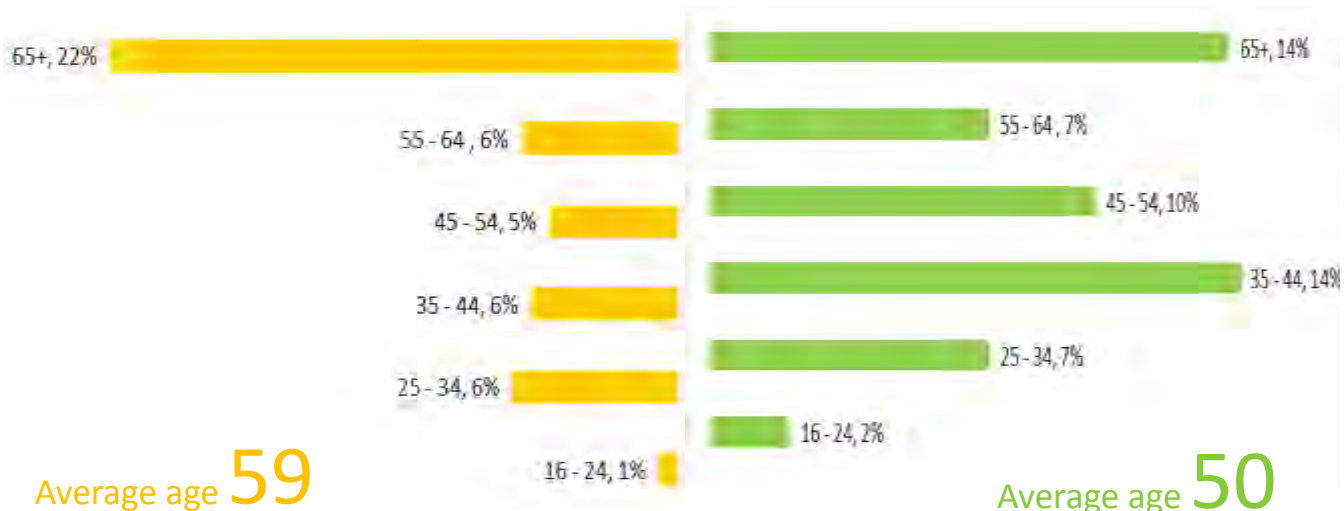
19%

participants are referred by other community-based organisations

16%

are self referred by mental health community services

## Participant Age



Average age **59**

22% of female participants are 65+ years

Average age **50**

24% of male participants are between 35-54 years

Female **45%** Gender Male **55%**



## 2017-18 was a financial year with a modest surplus.

- Generated income of \$1.45M
- Operating surplus of \$8.5K
- Invested in systems that 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 to accommodated for participants' transition to NDIS

### Summary income statement

Year ended 30 June 2018

**2018**

**\$**

<b>Revenues from ordinary activities</b>	1,455,527
Administrative expenses	-46,094
Motor Vehicles	-22,982
Employee benefits expense	-1,074,862
Depreciation expense	-84,770
Occupancy expenses	-78,511
Direct program expenses	-103,096
Other operating expenses	-36,624
<b>Surplus from ordinary activities</b>	<b>8,587</b>

### Statement of cash flows

Year ended 30 June 2018

**2018**

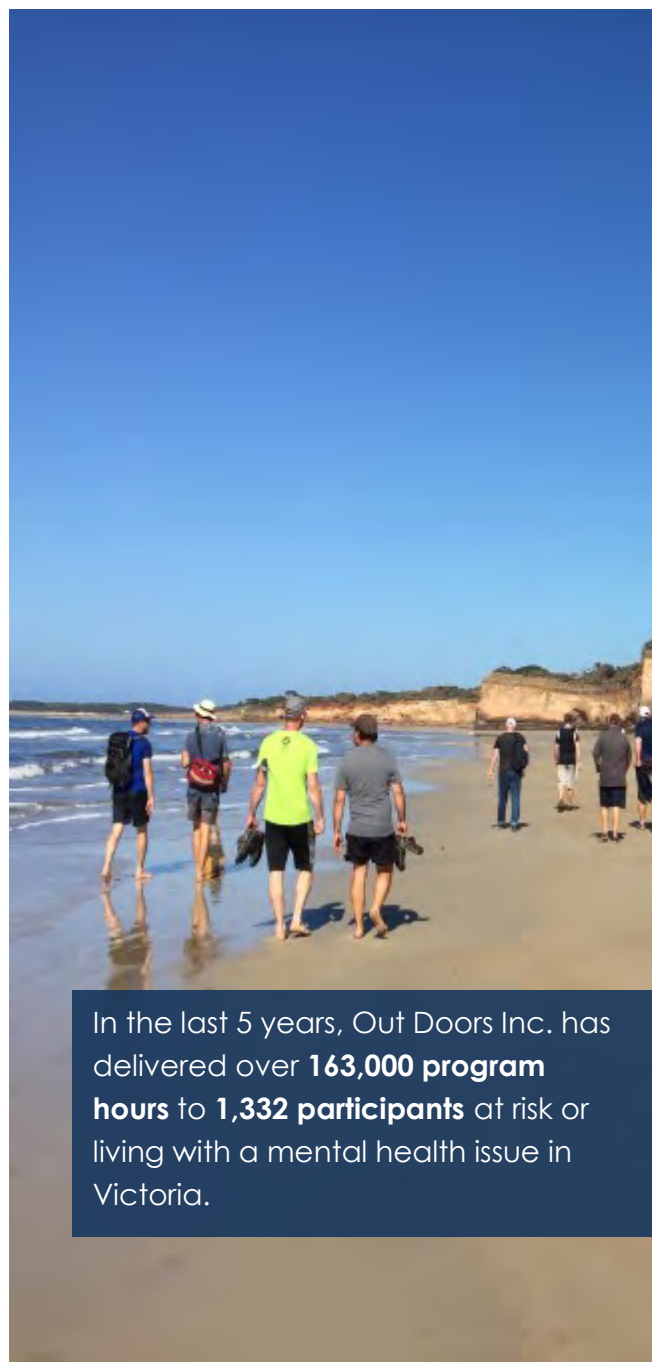
**\$**

<b>Cash flows from operating activities</b>	
Receipts from grants etc	1,389,010
Payments to suppliers and employees	-1,457,223
<b>Net Cash provided by (used in) operating activities</b>	<b>-68,213</b>
<b>Cash flows from investing activities</b>	
Payments for property, plant and equipment	-19,404
Interest received	34,350
<b>Net Cash provided by (used in) investing activities</b>	<b>14,946</b>
Net increase (decrease) in cash held	-53,267
Cash at the beginning of the financial period	1,515,883
<b>Cash at the end of the financial period</b>	<b>1,462,616</b>

# 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 2018. The full financial report can be found at [www.outdoorsinc.org.au](http://www.outdoorsinc.org.au).

<b>Balance sheet</b>	<b>2018</b>
Year ended 30 June 2018	\$
<b>Current Assets</b>	
Cash assets	1,462,617
Receivables	48,390
Prepaid Expenses	100
<b>TOTAL CURRENT ASSETS</b>	<b>1,511,107</b>
<b>Non-Current Assets</b>	
Property, plant and equipment	173,351
<b>Total Non-Current Assets</b>	<b>173,351</b>
<b>TOTAL ASSETS</b>	<b>1,684,458</b>
<b>Current Liabilities</b>	
Payables	47,380
Provisions	564,000
Accruals	184,000
<b>Total Current Liabilities</b>	<b>795,380</b>
<b>TOTAL LIABILITIES</b>	<b>795,380</b>
<b>NET ASSETS</b>	<b>889,078</b>
<b>EQUITY</b>	
Retained Surpluses	660,629
Equipment Reserve	228,449
Net Income	8,587
<b>TOTAL EQUITY</b>	<b>889,078</b>



In the last 5 years, Out Doors Inc. has delivered over **163,000 program hours** to **1,332 participants** at risk or living with a mental health issue in Victoria.



"Tired but accomplished my goals". John, Out Doors participant.



## Board / Council

**Allan Davey** Chairperson

**James Tonkin** Deputy Chairperson to Dec 2017

**Laurence Alvis** Secretary to Dec 2017 and Deputy Chairperson from Dec 2017

**John Marshall** Treasurer

**James Campbell** Secretary from Dec 2017

**Carole Hatherly**

**Olga Shegoleva**

**Darryl Flukes**

## Sessional Staff

*Outdoor Program Workers*

**Oliver Butt**

**Maureen Fallon**

**Sien Hendrickx**

**Carel Pluis**

**Sarah Taylor**

**Mikaela Foxworthy**

**Marcus Pashula**

**Amanda Owen**

**Stuart Berryman**

**Rob Saxton**

**Rebekah Morris**

## Staff

**Iudita Trifa -Schmidt** *Chief Executive Officer*

**Jennifer Norris** *State Manager Corporate & Community Services*

**Meng Ng** *Quality Manager*

**Carla McGlynn** *Marketing & Communication Manager to Jan 2018*

**Emily Serle** *Marketing Coordinator from Jan 2018*

**Fern Steinfert** *Administration Officer from March 2018*

**Jeny Gosal** *Finance Officer*

**Sophia Tzougrovou** *Health Promotion Coordinator*

*Outdoor Program Coordinators*

**Maureen Carey**

**Jean Dind**

**David Weeks**

**Christophe Perrot**

**Jennifer Rees**

**Warwick Noles**

**Daniel Dobber**

*Inclusion and Community Liaison Coordinator*

**Ryan Wood** to August 2017

**Summah Francis** from Sep 2017

## Mentors / Ambassadors

**Chris Couper**

**Carole Hatherly**

**Jean Plumbe**

# 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.



## Supporters

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

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.





"On the way to camp, I was extremely nervous, kept thinking how will I cope in a group. I am sore right now but very happy with what I have achieved. All staff and others very friendly and supportive, it was absolutely great. Thank you for a fantastic time". Joane, Agency participant.



OUT DOORS INC.

a 231 Napier Street, Fitzroy VIC 3065

t 03 9417 2111

f 03 9417 2163

e [indoors@outdoorsinc.org.au](mailto:indoors@outdoorsinc.org.au)

w [www.outdoorsinc.org.au](http://www.outdoorsinc.org.au)