

Mansfield Autism Statewide Services

Annual Report 2020

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Our Vision

Autistic people reaching their goals and aspirations within their family and community.

Our Purpose

Improve the lives of autistic people and their families by providing individualised and integrated services from our Centre of Excellence.



Our Philosophy

"The child's family are their most important teachers, and we aim to give them the understanding, the confidence and the determination necessary for the successful parenting of their child – that is our goal and nothing less is enough." Joan Curtis, Founder of Mansfield Autism.

Our Values

Mansfield Autism is staffed by people who are passionate about upholding and promoting our unique culture. We believe passionately that it is our staff who are the most important asset in our organisation. Our people are:





About Mansfield Autism Statewide Services

Mansfield Autism Statewide Services (MASS) is an independent not for profit organisation, which supports mostly young autistic people and their families. We are based in Mansfield in North East Victoria and offer a state-wide service to the whole of Victoria.

The service was started in 1968 by a parent, Dr Joan Curtis, who experienced firsthand the lack of services to families in rural Victoria. Dr Curtis dedicated herself to challenging this to create a program for autistic children and their families which acknowledges that 'the child's family are their most important teachers'.

Mansfield Autism continues to uphold this philosophy by working alongside families, education settings and service providers to offer a wide range of services. Our services have been designed as a 'wrap around' model, so that each service complements and enhances the quality of care we provide our clients. All services are underpinned by the importance of engaging families and the benefits of exercise, healthy eating, increased independence and developing good sleeping and hygiene. Our goal is to instil understanding, confidence and determination in our clients and their families to create the best possible outcomes.

Educational therapy services are provided from a campus in Mansfield, which also offers short term intensive residential therapy, and from a day school at Dookie. In addition to this, Mansfield Autism recognises the importance of working with the family home and provide an in-home service (Mansfield Autism Practitioners) that is available across Victoria. Mansfield Autism also provides opportunities for a family camp, respite care, and outreach services. We are also committed to providing the best possible care, training and employment options for existing adult clients in the Mansfield township. More information on Mansfield Autism services is available on our website at this link:

autismmansfield.org.au

Mansfield Autism staff and volunteers are passionate about making a difference and improving the hopes and lives of autistic people. Our staff come from varied backgrounds, but work as a team to identify and deliver services to meet the goals of the autistic person and their vital supports – family and community. We aim to deliver innovative and person-centred educational and training programs and supports. We also learn from our clients and from others who are leading research and practice in autism and disability services.



Our Services



From the Chair of the Board

As the Deputy Chair of the Mansfield Autism Board of Management I would like to take this opportunity to thank Simone and all of the MASS staff for their input, commitment and dedication to MASS and our vision. The year 2020 was an incredibly difficult and challenging one which meant daily changes as we all learnt to cope with the COVID-19 pandemic.

We had some changes in our Board: Dr Joan Curtis announced her retirement from the Board at age 90. Joan founded Mansfield Autism Statewide Services 52 years ago. She established the first camp for children with autism in 1968, travelling teachers in 1970 and then the school in 1976 and stayed on the Board until 2020. I would like to thank Joan - her extensive knowledge will be much missed by all of us on the Board. Joan's philosophy that "the child's family are the most important teachers, and we aim to give them the understanding, the confidence and the determination necessary for the successful parenting of their child – that is our goal and nothing less is enough" continues to be the ethos of all our programs at MASS.

Matt Currie our MASS Board Chair resigned just prior to the end of 2020. We would like to acknowledge the service and direction that Matt provided over the last 6 years as both a member of the Board of Management and also as the Chair. Matt has seen the organization over the past year experience rapid growth as well as the development of the Master Plan for the use of the farm. We would all like to thank Matt for his insight and financial knowledge that has assisted MASS throughout this period. This knowledge and input will be missed and we wish him well in his future endeavours.

Stacey Manoglou also left the Board and her contribution over the past four years has been invaluable, especially her insights and knowledge from a caregiver perspective. Finally, I would like to thank all of our board members for volunteering their time, skills and knowledge to meet the shared vision of MASS.

Thank you.

Melanie Green
Deputy Chair



From the Director

Last year I wrote with great excitement about the deposit we had placed on a 100 acre property. I wrote about the journey ahead to secure funding and complete our vision. I could never have anticipated the year we had ahead of us.

Never could I have anticipated having to cancel four camps, our training consisting of donning and doffing PPE gear or our staff supporting a search team in a state forest. It really has been a rollercoaster of a year, but also a year with so much to celebrate.

At the beginning of the year, we launched "Operation Gamechanger" the plan for how we would turn our new 100 acre block into a world class Therapeutic Care Farm. It has gained momentum, recognition, and support at a phenomenal rate.

Over the 12 months Operation Gamechanger has been included as a strategic priority in the Mansfield Shire's Council Plan and Economic Development Strategy, and accepted as a priority project with the Ovens Murray Regional Partnership. We were granted a planning permit by the Minister who stated it "provided an innovative and much needed community service of state-wide significance". Our farm was visited by a range of politicians including Federal Politicians Dr Helen Haines and Senator Bridget McKenzie and State politicians Minister Jaclyn Symes and Cindy McLeish. MPs Dr Helen Haines and Tania Maxwell both delivered speeches in Parliament talking of the "wonderful work Mansfield Autism does" and called on the government to invest in our project. We also had extensive national, state and regional media coverage including the Age and

ABC online and radio articles. Along with this La Trobe University MBA alumni produced a pro bono Cost benefit Analysis of Operation Gamechanger with a positive benefit cost ratio of 1:1.6

We have worked tirelessly on submitting applications for all aspects of the project and while we originally thought this would be a 10-year plan, today I am very confident of this becoming a reality much, much sooner.

Alongside all this, Mansfield Autism continued to respond and expand to meet the ever-increasing demand for our services. So much has been achieved in a year of unprecedented times of navigating through a global pandemic. Mansfield Autism demonstrated just how innovative and agile we can be, and more importantly how dedicated we are to all the clients and families we support. We continued with all our services and expanded some as other service providers had ceased service during the lockdowns.

All of what was achieved in 2020 was only possible due to the incredible staff we have. While we have such excitement about the development of the farm, without doubt our most important resource is our staff. A service will only ever be as good as the staff they employ, and I am continually humbled by calibre of staff we attract – the values and attitudes they bring that is paramount to working with Mansfield Autism. As we rapidly expand, we have the challenge of protecting and maintaining the culture that is uniquely ours – the reason why we are in such high demand and the reason why good people want to work with us.



I thank everyone for the work you do every day, I thank you for your dedication and commitment to ensuring every client we support is provided with highly quality, best practice care that is individually tailored to meet their needs. And I acknowledge the sacrifices many of you made last year to ensure we stayed operational. COVID presented so many challenges but you all rose to the challenge to make sure we remained business as usual as much as possible.

I say a very big thank you to the Board. I thank you for your diligence and dedication. I thank you for your confidence in me and your support.

For 50 years Mansfield Autism has been an integral part of the Mansfield community. I look forward to sharing

the space we have at the farm with our community and thank them for their support.

MASS can feel proud of being a leader in this space and look forward to showcasing what we do on our farm.

I finish with feedback from a family on the one camp we were able to hold last year:

"A huge thank you to all the MASS team for supporting us through this journey. You are incredible individuals. You make me realise how precious our children are and the strengths that they possess".

Simone Reeves
Director



Board of Management

The Board of Management is Mansfield Autism's governing body. The Board meets monthly to oversee the governance, management and strategic direction of the organisation, and to monitor the operational and financial position, and overall performance to make sure we can continue to deliver high quality services long into the future. Our Board has eight members:



Matthew Currie | Chairperson

Matthew joined the Board of Management in October 2014. Together with his wife and two young children, he moved to Mansfield in January 2014. Matthew is the Branch Manager at the Mansfield & District Community Bank. He holds a Diploma of Financial Services (Financial Planning) and is currently completing the Alpine Valleys Community Leadership Program. He brings with him his experience in business planning, banking and finance and people management. Matthew resigned from the Board on 31 December 2020.

Melanie Green | Deputy Chair

A Board member since 2017, Melanie is currently working with the Mansfield District Hospital as Director of Operations and brings a varied and valuable skill set to the Board. Melanie is the Chairperson of the Board for 2021.



Mark Henry | Treasurer

Mark is a Chartered Accountant. He is the current honorary treasurer of Beolite Village Limited and a Director of FCJ College Council Benalla. He is a former Board Member & Treasurer of the Mansfield District Hospital and a former Board Member & Treasurer of the Yea Hospital.

Martin Jones | Secretary

Director of Operations for MASS, Honorary Secretary appointed by the Board. Martin has been with MASS for the past 11 years, and served as Secretary for the last 5. Previously a long history in W.A Health Service management, both at an operational and strategic/project level.





Joan Curtis

Mansfield Autism Statewide Services was founded by Dr. Joan Curtis who recognised that the services for families of children with autism were scarce and that there was little practical assistance available especially to families in rural Victoria. Joan retired from the Board after 52 years. Joan's son is autistic and was the driver for creating a support service that previously did not exist. Joan is a medical practitioner and has created three films, written a book and talked to many groups to raise awareness about autism in Australia, the United Kingdom and South Africa.

Janet Haensel

Janet is a Maternal and Child Health nurse with a particular interest in helping families. Janet has lived in Mansfield for over 20 years and has been involved with MASS for almost ten, having previously been on the Board of the Mansfield Autistic Centre Committee for Residential Options (MACCRO) before it merged to become Mansfield Autism Statewide Services.



Stacey Manoglou

Stacey joined the Board in 2016 to bring a parent perspective. Stacey's daughter is a fulltime student at MASS. Stacey was thrilled at the opportunity to join the board and able to provide an insight as a local parent who had a student at the school. Stacey retired from the Board at the end of 2020.

Rosemary Vinton

Rosemary joined the MASS Board in October 2020 as Parent Representative and brings to the board the lived experience of autism and the challenges and triumphs individuals and families face on a daily basis. She is the parent of a young adult with autism and has a background in Clinical and Community Nursing holding a Bachelor of Nursing. Rosemary, her husband and son permanently relocated to Mansfield in early 2019 and have made their 'new home' a small farm on the outskirts of Mansfield.



2020 in Review

2020 was a year like no other. We adapted and grew. By the end of 2020 we had 149 staff, supported over 200 clients and families, and added to our facilities an extra four-bedroom residential facility, a two bedroom transportable residence and the 100 acre farm.

We were able to renovate the farmhouse and external building through funding from the Dyson Foundation. The farmhouse increases our respite capacity and gives a taster of what our future farm stays will offer. The external building provides a hub for our ever-increasing outreach service.

We gained registration as a School Leavers Education Scheme (SLES) provider and recruited a dedicated team to deliver this program for young people seeking employment.

With funding received through Oscars 100 we were able to build a dedicated transition unit at the back of our school. This offers vital support for local autistic children transitioning to primary school, who need specialised and tailored support to make sure the transition is successful. As always we are pleased to work with the Steiner School and St Mary's Primary School in providing critical early intervention to help with school transitions.

Operation Gamechanger

For years now, we have been making strides with our ambitious plan to develop a centre of excellence for autism services delivered from a Therapeutic Care Farm.

The value of farm settings and experiencing nature are beneficial for reducing anxieties, enabling better learning and increasing engagement in meaningful activities.



We bought the farm in 2019 and developed a master plan that embraced decades of experience into building designs and open spaces that consider safety, resilience and low sensory environments. Operation Gamechanger was launched in 2020 to target funds through grants, donations and our own equity for the capital works.

Operation Gamechanger will involve the development of a bespoke, best practice centre of excellence for autistic children in the context of a Therapeutic Care Farm in Mansfield.

There are four projects within Operation Gamechanger:

Project Education

New term school facilities with unique professional development design features such as one-way windows for non-invasive peer observation.

Project Residence

Accommodation for term placements, respite and crisis care.

Project Retreat

Twelve disability friendly self-contained family cabins with a conference and training centre for activities, and dining facilities supported by a commercial kitchen.

Project Recreation

Equine facilitated learning arena, swimming pool, hard court play area, walking paths and sensory garden.

The total budget is estimated at \$30 million and partial funding has been granted from state and federal programs and further proposals are currently under consideration.

Operation Gamechanger will deliver on an

Australian first autism centre of excellence, providing transformative change in the lives of our clients and their families and contributing significantly to the regional and state economy by delivering jobs, autism vocational training and building resilience.



Strategic directions

To keep up with our rapid expansion we paid a lot of attention to our strategy and governance. We completed audits and renewed our registration with the NDIS, and did a complete review of all our policies and procedures. We undertook a mid-term review of our Strategic Plan and decided to re-do our strategic directions for 2021-2023. This revised strategic plan can be found at this link: [Strategic Plan 2021-2023](#).

We lifted our presence on social media with our new [Facebook](#) and [Instagram](#) pages.

We were successful with our Community Based Research Scheme application to the Melbourne Disability Institute at the University of Melbourne. In this project we will work with researchers to evaluate our Mansfield Autism Practitioner program and help provide critical evidence for the impacts of this service.

Our strategic goals and objectives



Human Resources

We hired 42 new people in 2020, to reach a total of 149 employees. This was a 28% increase in our staff numbers in 2019 and makes it our biggest team yet. In training and development, ten staff completed their Certificate IV in Child Youth and Family Interventions, all our residential and adult services staff completed PPE Donning and Doffing training, and we delivered Culturally and Linguistically Diverse inclusion training to all our Mansfield Autism Practitioners.

Our amazing team worked hard to make

sure we could continue to support all our clients to ensuring every client we support is provided with highly quality, best practice care that is individually tailored. We weren't able to come together for our annual professional development day, so all our staff received a wellness voucher during the first lockdown, and we held an all-staff Walking Challenge to stay connected and supported. The team showed incredible resilience and adaptability in a year like no other and we continue to be amazed and grateful to all our staff and supporters.



Mansfield School

The Mansfield Autism Campus has seen significant growth in student and staff numbers in the past year. There are ten local children who attend our school as day students and seven who attend our school part time (who are enrolled in mainstream schools in the local area). We also have six to eight Therapeutic Placement students attend while they are residing with MASS for the term. Our staffing profile has grown to fourteen meet this increased demand, including several exciting additions of teachers and teacher's assistants to our team. At the Mansfield Campus we also support the training and development of new staff, education and allied health professionals from other organisations and students from the local secondary college who gain work experience with us.

Our focus is always on improving the health, wellbeing and functional skills of our students. We are so lucky to be able to incorporate specialist activities into our school program, including equine facilitated learning, yoga classes, dance and movement

classes and regular massage sessions for our students. Throughout the year, the school team maintains the individualised approach that our students need, while integrating Victorian Curriculum content with the best-practice autism teaching that forms the bedrock of our educational practice. We received exceptional feedback in our latest parent satisfaction survey, with 100% of respondents either agreeing or strongly agreeing that their child's learning needs are met, and 100% of respondents strongly agreeing that the school works towards individual goals for their child.

The restrictions our community faced due to the COVID-19 pandemic created some challenges: restrictions on movement of staff and students between areas of the school campus, a limit of the number of places that we could visit with our students on excursions, and a lengthy amount of time where staff were required to wear masks while working. We were, however very pleased to be able to remain open to our students throughout the all of the lockdowns.

The team at Mansfield Campus are so proud of the students that we work with every day – they are our inspiration, and their individual and collective achievements are what drive us.

Some of the feedback we received this year includes:

- 'All teachers are professional and caring. I have found that they continue to go the extra mile for the kids. My son has grown as a person since being there'
- 'The skill taught are suited to the student and are exactly what we need'
- 'They are an amazing school with an amazing team of people. I have received sooo much support from the school'



Dookie School

Dookie Campus Secondary School provides our students with a rich, individualised learning program where we encourage and promote the health, wellbeing, and connectedness amongst our students.

In 2020, we experienced a new challenge in our learning program which was delivering our learning content online in response to the state COVID-19 lockdown. Our Dookie teachers and students showed amazing resilience and flexibility to learning and teaching in the new virtual classroom. The state restrictions and impacts of COVID-19 were experienced differently for all our families. While our online learning environment worked well for most students, the impact on individual's health and wellbeing overall was felt and we were very pleased to be able to offer our families a return to on site learning in Term 3.

In response to the new and ongoing COVID-19 requirements, we redesigned the layout of the learning environment. We continue to operate with one classroom in the main building and the second classroom within the 'house'. This redesign and utilisation of our spaces has been a positive move for the Dookie team.

In 2020, we said goodbye to our long-time classroom teacher Michelle D'Antonio and welcomed Tom Entwistle to the Dookie teaching team.

Some of the feedback we received this year includes:

- 'All of the teachers are very professional and caring, I have found that they continue to go the extra mile for the kids. My son has grown as a person since being there.'
- 'The teachers are always touching base to talk to us as parents and give us input into the direction the kids are taking'

Outreach

Our Outreach, Respite and School Leavers Education Scheme services have all been able to expand and support more local families, with the purchase of the farm. We use the farm for walks, time to chat, time to plan and work. We are pleased that local young people have been able to access this special space, especially during COVID-19. The newly renovated farmhouse also provides opportunities for young adults to learn independent living skills and vocational activities.

Our Outreach team now consists of six dedicated outreach workers who support 15 local families, providing individual support as well as small group sessions. With the purchase of additional accommodation we have been able to increase the level of Respite offered to local clients, providing much needed breaks for clients and their families.

The School Leavers Education Scheme (SLES) has been rolled out to three clients who live in Mansfield and surrounds. We recruited a dedicated team to deliver this program which focuses on giving young people the skills and support they need to be able to find paid work. We are looking forward to seeing the employment pathways young people find with the help of this program.



Mansfield Autism Practitioners

Our MAP service supported 170 clients in 2020, and took on the big challenge of adapting the service to COVID restrictions. The MAP service is usually delivered in the family home over multiple days, which wasn't feasible during most of the year. Our MAPs thought creatively about ways to continue to support families virtually, joining via Teams, Zoom or Facetime or in some cases recording videos of strategies that families might find useful.

The team adapted quickly to working from home, and while COVID-19 meant we weren't able to offer the depth of support that we usually do, it also allowed us time to engage in fortnightly reflective practice meetings, keep up with changes in NDIS reporting requirements, and spend more time together to learn, share and look after each other's wellbeing. We initiated a mindfulness session at the start of all our team meetings and will keep this going.

We have a long waitlist of families hoping to access our MAP service, and we are actively recruiting new staff so we can offer support to more families in 2021.

Some of the feedback we received this year includes:

- 'Our MAP has been an amazing help to our family and we would not be the family unit we are today if it wasn't for the help of her and all the Mansfield team'
- 'Our MAP support is fantastic and if I could only access one type of support it would be this. I have recommended MAPS to multiple people'
- 'Very happy with the service and looking to engage further services'
- 'The MAPs package is actually educating and informing us of the strategies and possibilities which can be used to assist our child. We cannot overstate our gratitude for the efforts of all involved in providing this service.'
- 'It is the best thing our family has been involved with.'



Adult Services

We were proud to have continued providing services to our adult clients throughout the pandemic and all its restrictions. We continued to provide support, care and kept the day program running to best support the health and wellbeing of our clients. The continuity of care provided is a testament to the resilience and commitment of our staff.

We also farewelled two long term staff members: Faye Frazer and Nerrina Dzikowski. Between them they have contributed more

than 50 years of service to our adult clients. Their commitment and dedication to these clients, their families and to their colleagues is a perfect example of the philosophy and mentality that is at the core of Mansfield Autism. Supporting people to live their best lives within their own home and their community has always been the driving force for these two women and we are so grateful to have worked with them. We wish them a lovely retirement.

Family Camps

We were only able to hold one family camp in 2020; due to the fires in January and the restrictions from March, almost all our camps were cancelled. We managed to squeeze one in in February 2020 for six children and their families. When we asked camp attendees what they learned at family camp, our three most common responses were:

- A better understanding of autism
- To reinforce the day-to-day routine and bring back basic strategies
- The importance of less screen time and more exercise

Some of the feedback we received this year includes:

- 'The family camps have been amazing'
- 'I was a little apprehensive at coming but the staff made me feel at ease and are so professional'
- 'Thank you for another wonderful week away enjoying our own family time'
- 'Thank you for this amazing experience and giving me the time out as well'



Therapeutic Residential Placement

In 2020 we provided 20 clients with a Therapeutic Residential Placement. The Therapeutic Residential Placement is an intensive 24/7 model of therapeutic support over a nine-week period providing a highly supportive and consistent environment, structured to reduce anxieties and build capacity to learn new skills. On completion of the Placements, MAPs further support the transition of the skills developed at the Therapeutic Placement into the home environment.

In 2020 we made some improvements to our facilities, with new floors, new beds, new separate sensory spaces, suspended swings and sensory furniture. We also upgraded to a commercial kitchen where the cooks can prepare meals for the clients on a Therapeutic Placement.

We improved our autism resources for families, did lots of team training and focused on supporting the transfer of skills to the home by making sure a Mansfield Autism Practitioner was available for home weekends to help transfer the skills developed at placement into the home environment.

One big highlight in 2020 was our basketball team made up of residential staff and clients playing in the local competition. This has been a very positive experience for staff, clients and the community in terms of accepting difference and inclusion. Everyone has been incredibly supportive and we have had a lot of fun while developing leisure skills.

Some of the feedback we received this year includes:

- 'The Therapeutic Placement was extremely beneficial and gave us hope for the possibilities for our child'
- 'The Therapeutic Placement was life-changing'
- 'Our child has made massive improvements in such a short time compared to regular fortnightly occupational therapy and speech appointments over the years'



Looking ahead

We have big plans, with development of our Therapeutic Care Farm, that will enable us to continue to expand our services, so we can support more autistic people and their families. We will implement our new strategic plan and build our workforce.

How you can help

The farm will be home to new residential, school, camp, training and recreational facilities, building our capacity so that we can support more families. Our current premises have served us well, but we just do not have the room to expand to cater for the demand for our services and the benefits of being out at the farm will be incredible for our clients and students.

Our expansion at the farm is dubbed Operation Gamechanger and the \$30 million development will be funded externally from government, from donations and philanthropic trusts and we will borrow some funds. Down the track, we may sell existing land and buildings

to help pay down debt. All up Mansfield Autism will be contributing about \$8 million for Operation Gamechanger, so every dollar raised or donated is vital.

In 2021 we will run the Mansfield Rideathon again; 50 years after the first Rideathon. Every kilometre ridden in the month of November will count toward our total distance and will help raise much needed funds.

We're aiming to ride around the world in the month of November – 40,075 kms. Find out more at this link:

[Mansfield Rideathon.](#)



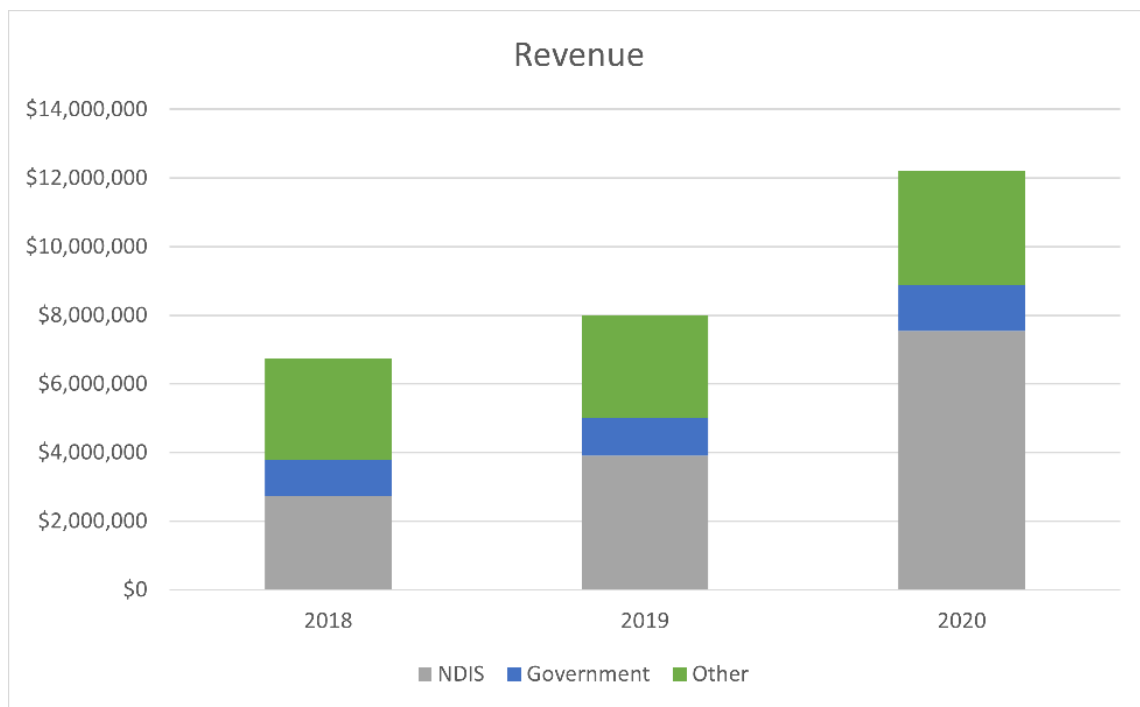
Financials

Treasurer's Report 2020

The financial statements for the year ended 31 December 2020 are presented here. The accounts have been prepared in accordance with the relevant accounting professional and ethical standards and have been audited by Mogg Osborne Auditors. The auditors have made no qualification to the accounts meaning they represent a true and fair view of the Mansfield Autism Statewide Services financial position at 31st December 2020.

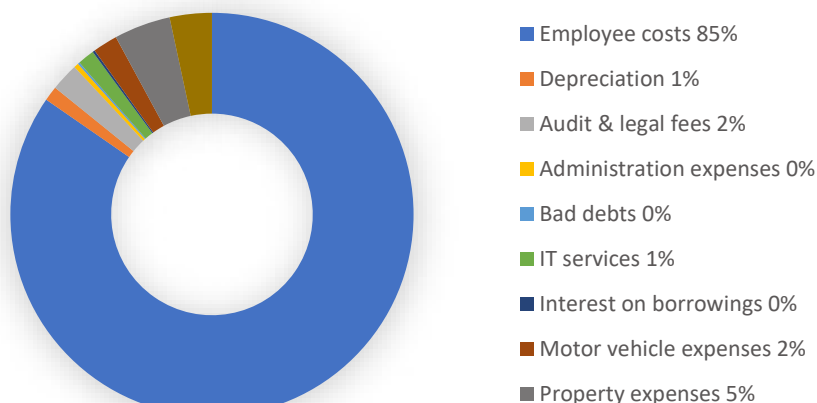
Revenue

Our revenue for 2020 was \$12.2 million. The majority of our income came from the National Disability Insurance Scheme (\$7,632,943), with additional income from State and Commonwealth grants (\$2,684,815), and other sources (\$1,900,036):



Expenses

Employee costs were our largest expenditure with \$7.5 million in 2020. Employee provisions for long service leave and annual leave were \$1,066,429 at December 2020.



ASSETS	2020	2019
CURRENT ASSETS		
Cash and cash equivalents	\$ 5,027,338	\$ 3,503,547
Trade and other receivables	\$ 285,985	\$ 378,919
Other current assets	\$ 99,646	\$ 87,189
TOTAL CURRENT ASSETS	\$ 5,412,969	\$ 3,969,656
NON-CURRENT ASSETS		
Property, plant & equipment	\$ 6,482,136	\$ 4,172,531
Other non-current assets		
TOTAL NON-CURRENT ASSETS	\$ 6,482,136	\$ 4,172,531
TOTAL ASSETS	\$ 11,895,106	\$ 8,142,187
LIABILITIES		
CURRENT LIABILITIES		
Trade and other payables	\$ 442,486	\$ 618,088
Employee Provisions	\$ 750,502	\$ 693,084
Borrowings	\$ 113,812	\$ -
Lease Liability	\$ 3,372	\$ 3,372
TOTAL CURRENT LIABILITIES	\$ 1,310,172	\$ 1,314,544
NON-CURRENT LIABILITIES		
Employee Provisions	\$ 315,927	\$ 248,151
Borrowings	\$ 632,700	\$ -
Lease Liability	\$ 9,553	\$ 12,925
TOTAL NON-CURRENT LIABILITIES	\$ 958,180	\$ 261,076
TOTAL LIABILITIES	\$ 2,268,352	\$ 1,575,620
NET ASSETS	\$ 9,626,754	\$ 6,566,567



Profit and loss	2020	2019
Revenue	\$ 2,684,815	\$ 3,651,532
Other income	\$ 9,532,979	\$ 4,360,621
Employee benefits expense	-\$ 7,545,505	-\$ 5,976,418
Depreciation and amortisation expense	-\$ 105,071	-\$ 92,047
Audit, legal & consultancy fees	-\$ 199,469	-\$ 75,768
Administration expenses	-\$ 33,345	-\$ 50,345
Bad debts	-\$ 13,651	-\$ 111,683
IT services	-\$ 119,961	-\$ 92,125
Interest on borrowings	-\$ 16,512	\$ -
Motor vehicle expenses	-\$ 176,710	-\$ 188,789
Property expenses	-\$ 403,971	-\$ 190,370
Teaching & tuition expenses	-\$ 300,968	-\$ 328,229
Net current year surplus	\$ 3,302,632	\$ 906,379

EQUITY	2020	2019
Retained surplus	\$ 8,242,408	\$ 4,939,776
Valuation reserve - land and buildings	\$ 1,384,346	\$ 1,626,791
TOTAL EQUITY	\$ 9,626,754	\$ 6,566,567

Thank you

I would like to acknowledge the efforts of the finance team at Mansfield Autism and thank them for great effort throughout COVID-19, and the success in applying for and receiving grants and government support.

Mark Henry
Treasurer



Auditors Declaration

MANSFIELD AUTISM STATEWIDE SERVICES LTD
ABN: 14 006 171 580
INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF
MANSFIELD AUTISM STATEWIDE SERVICES LTD

Opinion

We have audited the financial report of Mansfield Autism Statewide Services Ltd (the registered entity), which comprises the statement of financial position as at 31 December 2020, the statement of profit or loss and other comprehensive income, statement of changes in equity and statement of cash flows for the year then ended and notes to the financial statements, including a summary of significant accounting policies and the directors' declaration.

In our opinion, the accompanying financial report of the registered entity is in accordance with Division 60 of the Australian Charities and Not-for-profits Commission Act 2012 (the ACNC Act), including:

- i. giving a true and fair view of the Registered Entity's financial position as at 31 December 2020 and of its financial performance for the year then ended; and
- ii. complying with Australian Accounting Standards – Reduced Disclosure Requirements and Division 60 of the Australian Charities and Not-for-profits Commission Regulation 2013.

Basis for Opinion

We conducted our audit in accordance with Australian Auditing Standards. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Report section of our report. We are independent of the Registered Entity in accordance with the auditor independence requirements of the ACNC Act, the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110: Code of Ethics for Professional Accountants (the Code) that are relevant to our audit of the financial report in Australia. We have also fulfilled our other ethical responsibilities in accordance with the Code.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Information Other than the Financial Report and Auditor's Report Thereon

The directors are responsible for the other information. The other information comprises the information included in the registered entity's annual report for the year ended 31 December 2020, but does not include the financial report and our auditor's report thereon.

Our opinion on the financial report does not cover the other information and accordingly we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial report, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial report or our knowledge obtained in the audit or otherwise appears to be materially misstated.

If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Emphasis of Matter – Basis of Accounting

We draw attention to Note 1 to the financial report, which describes the basis of accounting. The financial report has been prepared for the purpose of fulfilling the Registered Entity's financial reporting responsibilities under the Corporations Act 2001. As a result, the financial report may not be suitable for another purpose. Our opinion is not modified in respect of this matter.

Emphasis of Matter – Effects of Covid-19

We draw attention to Note 12 to the financial report, which describes the impacts of Covid-19 and the resulting government enforced closures and social distancing restrictions on the entity's financial results and ongoing trading environment. Our opinion is not modified in respect of this matter.

Responsibilities of the Directors for the Financial Report

The directors of the registered entity are responsible for the preparation of the financial report that gives a true and fair view in accordance with Australian Accounting Standards – Reduced Disclosure Requirements and the Australian Charities and Not-for-profits Commission Act 2012 and for such internal control as the directors determine is necessary to enable the preparation of the financial report that gives a true and fair view and is free from material misstatement, whether due to fraud or error.

In preparing the financial report, the directors are responsible for assessing the registered entity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the directors either intend to liquidate the registered entity or to cease operations, or have no realistic alternative but to do so.

Auditor's Responsibilities for the Audit of the Financial Report

Our objectives are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with the Australian Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this financial report.



MANSFIELD AUTISM STATEWIDE SERVICES LTD
ABN: 14 006 171 580
INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF
MANSFIELD AUTISM STATEWIDE SERVICES LTD

As part of an audit in accordance with the Australian Auditing Standards, we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Registered Entity's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the directors.
- Conclude on the appropriateness of the directors' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the registered entity's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial report or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the registered entity to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial report, including the disclosures, and whether the financial report represents the underlying transactions and events in a manner that achieves fair presentation.

We communicate with the directors regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Auditor's signature:



Auditor's name:

Peter Mogg - RCA 9776

Address:

40-44 High Street
COBRAM VIC 3644

Dated this

18th

day of

March

2021

Director's Declaration

MANSFIELD AUTISM STATEWIDE SERVICES LTD
ABN: 14 006 171 580
DIRECTORS' DECLARATION

In accordance with a resolution of the directors of Mansfield Autism Statewide Services Ltd, the directors of the entity declare that:

1. The financial statements and notes, as set out on pages 3 to 17, are in accordance with the Australian Charities and Not-for-profits Commission Act 2012 and:
 - (a) comply with Australian Accounting Standards - Reduced Disclosure Requirements; and
 - (b) give a true and fair view of the financial position of the registered entity as at 31 December 2020 and of its performance for the year ended on that date.
2. There are reasonable grounds to believe that the registered entity will be able to pay its debts as and when they become due and payable.

This declaration is signed in accordance with subs 60.15(2) of the Australian Charities and Not-for-profits Commission Regulation 2013.

Director



Melanie Green - Deputy Chair

Dated this

18th

day of

March

2021



Appendix 1: School Enrolment Profile

In 2020 we had 11 students enrolled at our Dookie Campus with 7 male & 4 females.

In 2020 we had 20 students enrolled at our Mansfield Campus (Day Program) with 17 male and 3 females. We had 20 students join us for a Residential Placement. No students had English as an additional language or identified as Aboriginal or Torres Strait islander.

Dookie Campus Student attendance in 2020: 90.70%

The average student attendance rate for 2020 at Dookie Campus Secondary School was calculated on 183 days of school for the cohort of 11 students. Phone calls are made to parents requesting reasons for absences where these have not been provided.

Mansfield Campus Student attendance in 2020: 96.09%

The average student attendance rate for 2020 at Mansfield Campus was calculated on 187 days of school for the cohort of 18 students. Phone calls are made to parents requesting reasons for absences where these have not been provided.

Staff Profile 2020

In 2020 the following is a summary of staff employed across both campuses:

Full Time Teachers	7
Part Time Teachers	3
Full Time Assistants	6
Part Time Assistants	4
Principal	1
Team Leader	1
Total Staff	22

Additional sessional staff are employed for Equine Facilitated Learning, Yoga, Massage, Music and Art at one or both campuses. Teaching staff deliver programs through our Therapeutic Residential Placement as well as well as our educational day programs at the Mansfield and Dookie Campuses.

All teachers at the school meet the registration requirements of the Victorian Institute of Teaching (www.vit.vic.edu.au). The school meets prescribed minimum standards for registration as regulated by the Victorian Registration and Qualifications Authority (VRQA) in accordance with the Education and Training Reform (ETR) Act 2006.

The school is compliant with the Child Safe Standards prescribed in Ministerial Order No. 870 – Child Safe Standards, Managing Risk of Child Abuse in School.



Measurement & Assessment of Curriculum Outcomes

In 2020 all students of Mansfield Autism Statewide Services were exempt and did not participate in any form of external testing such as NAPLAN.

Each student attending our Mansfield and Dookie campuses has an Individualised Learning Plan and tailored program to suit each student's needs. We have a strong emphasis on the social, emotional and health and wellbeing of our students and we work with our students and families to make gains in these areas. We help each student to recognise and foster their individual strengths and interest areas. The goals for the Individualised Learning Plans are developed in collaborative team approach including teachers, parents, paediatrician and allied health where possible. Information on individual development and progress is provided to parents through mid-year and end of year reporting. In 2020, assessments, case conferences and reporting were all impacted by COVID-19. Learning for our Dookie campus went online in Term 2, resuming with face-to-face teaching in Term 3. Students displayed great resilience and flexibility to learn online and were well supported by our teaching staff. Both campuses made modifications to the learning environment to meet with COVID-19 protocols. Our priority focus continued to be on the social, emotional, health and wellbeing of our students throughout this process.

Parent and Student Satisfaction

We do not participate in the National Schools Opinion Survey. Internally we offer families an annual satisfaction survey to provide feedback on our education services. Due to the small nature of our schools, parents are provided with many opportunities to communicate directly with our teaching staff, and we encourage regular informal feedback from our teaching staff to our families. Overall, we have a strong level of satisfaction with our service and a high level of engagement in school from our students.

Families report seeing positive changes since attending the school. 100% of respondents in 2020 indicated that they strongly agree or agree that the school offers good support and assistance to meet their child's individual needs. Further, the curriculum meets the needs of the student was also reported as either strongly agree or agree by all parents. Additionally, parents indicated that they are happy with the learning and life skills opportunities that their child has at the school.





Contact us

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ABN 14 006 171 580
Registered School No. 1935

Acknowledgments

Mansfield Autism Statewide Services acknowledge the Taungurung people as the traditional custodians of the land on which we work and live. Taungurung people have been in this part of Victoria for thousands of years. We pay respect to the Taungurung Elders, past, present and future and extend that respect to all Aboriginal and Torres Strait Islander peoples.

In 2020 more than any year we want to say a special thank you to all Mansfield Autism staff – it is because of their incredible support and adaptability that we could continue to provide every client with highly quality, best practice care throughout a COVID year.

We would like to acknowledge and thank the Board of Management for their dedication, confidence and belief in our services and ongoing support.

Annual Report 2020