

A young boy with brown hair, wearing a dark blue patterned hoodie and grey sweatpants, is captured mid-jump on a blue trampoline. His arms are raised high, and his legs are spread wide. The background shows a grassy area with a metal fence, trees, and a clear sky. The bottom right corner of the image is decorated with large, overlapping colorful circles in red, orange, yellow, green, and blue.

Annual Report 2021

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Our Vision

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

Our Purpose

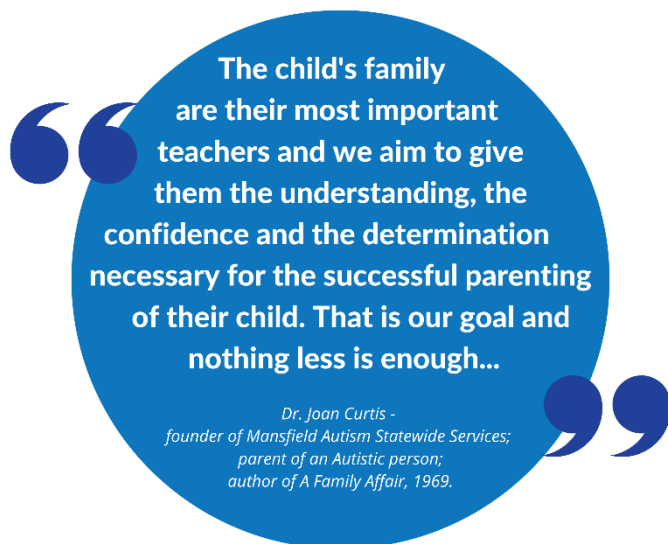
Improve the lives of autistic people and their families by providing individualised and integrated services from our Centre of Excellence.

Our Philosophy

"The child's family are their most important teachers" - Dr Joan Curtis, Founder.

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 northeast 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 are 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.

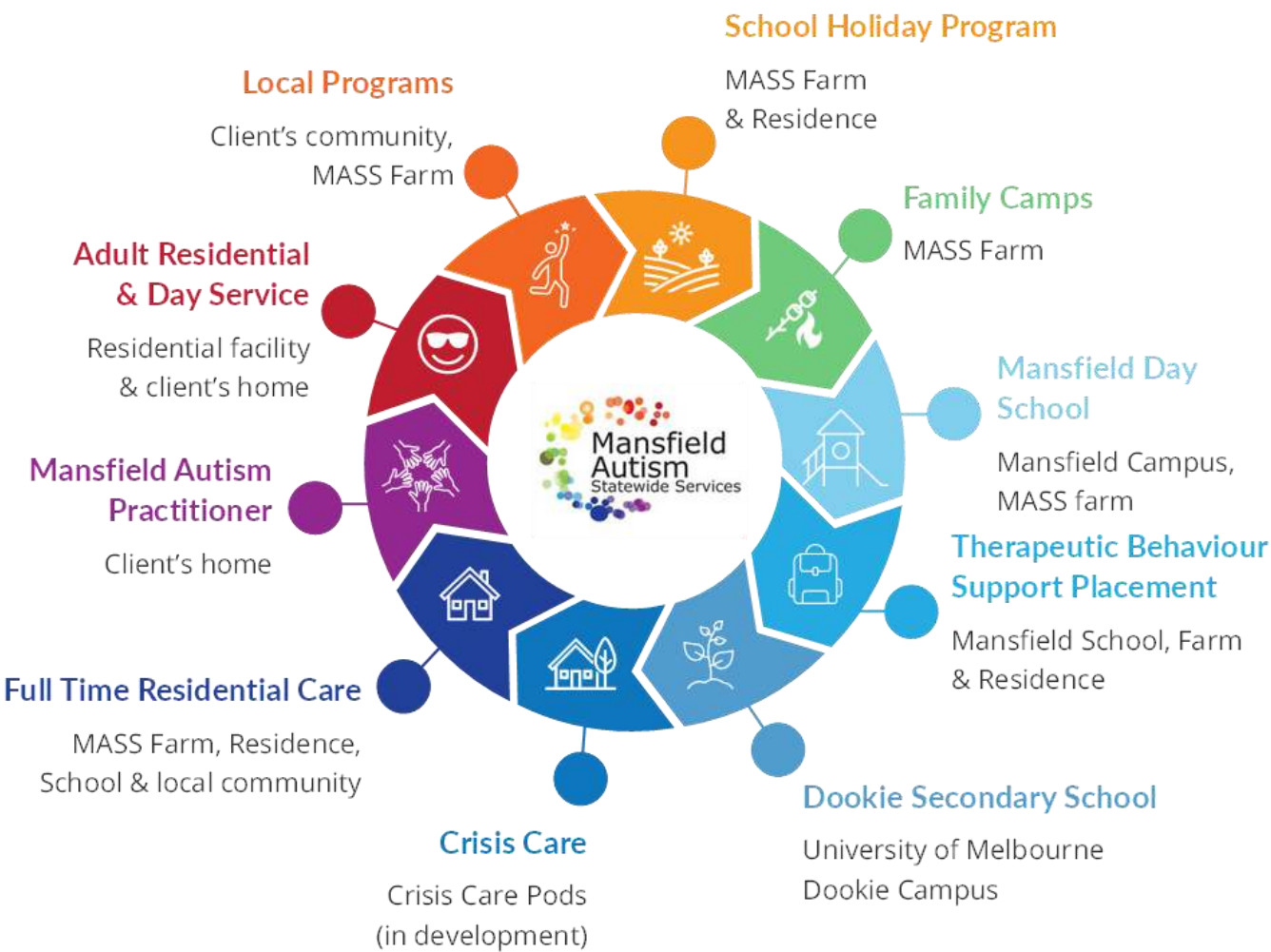
Educational therapy services are provided from a campus in Mansfield, which also offers short term intensive residential therapy, and from a day school at Dookie. In addition to this, we recognise the importance of working with the family home and provide an in-home service (Mansfield Autism Practitioners) that is available across Victoria. Mansfield Autism also provides opportunities for family camps, 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 and work as a team to deliver services to meet the goals of the autistic person and their vital supports – family and community. We learn from our clients and from others who are leading research and practice in autism and disability services.

Our Services



From the Chairperson

MASS has had a challenging yet successful 2021. COVID-19 has continued to provide us with significant challenges related to service delivery, staffing, vaccination and isolation requirements.

I would firstly like to acknowledge Simone and the MASS team for their diligence, care and dedication for all those who access MASS services. The team's drive and commitment is certainly evidenced in consistently positive feedback from our clients and their families.

I would also like to acknowledge the MASS Board members, who diligently and voluntarily attend the Board meetings. The Board have supported the implementation of the MASS strategic plan, making sure we meet all the governance requirements so that MASS can focus on providing exceptional and innovative autism services.

I would like to formally welcome our new Board members Elizabeth Lodge and Harry Westendorp who joined the Board during 2021. Tessa de Vries has also taken up the role as Honorary Secretary. Tessa replaced Marty Jones who was Honorary Secretary for many years and officially retired from this role last year. We wish to thank Marty for his support to the Board over many years.

I would also like to sincerely thank Janet Haensel who is retiring from the Board. Janet has contributed over 10 years of her time to autism services in Mansfield, initially as a member of Mansfield Autistic Centre Committee for Residential Options prior to its merger to become Mansfield Autism Statewide Services. Thank you Janet for all that you have done.

When the MASS Board developed its strategic plan in 2018 and subsequent master planning for the therapeutic care farm, we certainly didn't expect that 3.5 years later we would be in such a positive situation; with substantial growth in clients, increased staffing and a number of successful grants to enable the implementation of Operation Gamechanger. This is far and beyond our initial vision and timing.



These changes to MASS have meant that as a Board we have had to continually update and rethink strategically where MASS is heading.

Some key achievements for our Board and MASS during 2021 include:

- A new modern website
- Another Australia Day Award for our High Country Bush Dance.
- We agreed that to change Simone's title from Director to Chief Executive Office to reflect our rapidly growing organisation.
- We conducted an external salary review to benchmark our salaries to other like organisations
- Key policy improvements included a delegations framework and a risk framework
- Developed a modern set of KPI's considering the rapid growth occurring within MASS
- Finally, the Board participated in a multisession governance and risk training.

Again, on behalf of the Board, I would like to recognise and sincerely thank Simone and all the Mansfield Autism staff who continue to provide such an optimal service throughout a changing landscape.

Melanie Green

Chair of the Board

From the CEO

Last year I talked about the journey we had ahead of us to secure funding for Operation Gamechanger: funding for the development of a bespoke, best practice centre of excellence for autistic children in the context of a Therapeutic Care Farm. We have come a long way on that journey, having secured a total of \$16.65 million in the last 12 months.

Mansfield Autism is always focused on its goal of increasing life changing and valued services to autistic people and their families. Over the last 12 months we have delivered significantly increased Mansfield Autism Practitioner services, our local programs, respite and enrolments at the school. Alongside this we have continued to build the capacity and skill of the workforce while valuing the culture that is uniquely MASS.

All of this has been achieved while navigating the ever-changing COVID-19 protocols. The fact that Mansfield Autism not only survived but thrived during COVID-19 speaks to the resilience of the service and the commitment of the staff. All that we have achieved over the last 12 months and all that we aspire to be is only possible due to the incredibly skilled, caring, and dedicated staff. I feel honoured every day to work alongside such incredible people. I thank everyone for their genuine desire to improve the quality of life of the families we support. I thank you all for the work you do every day. A special thank you to our Senior Leadership Team who have worked diligently to support all the staff and families through such challenging times and ensuring there was minimal disruptions to our services.

Thanks for all the people involved in our various fundraising events, including our staff who volunteered their time to help. I also thank the community who continue to throw their support



behind our fundraisers and services. MASS is an integral part of the Mansfield community, and we feel and appreciate their support.

I thank all our clients and their families for working closely with MASS and for the value they place on our services. MASS prides itself on the relationships we build with the families, and we look forward to sharing our new space on the farm with many of you.

A very big thank you to the Board of Management. Thank you for sharing our vision and passion and thank you for your support.

MASS finished the year in a very strong situation – we have a solid financial position, a team of highly skilled and dedicated staff, an informed and engaged Board, a reputation that sees the demand for our services ever increasing, and significant development commenced on our farm. It is an exciting place to be and I know we are up for the challenge the next 12 months will bring.

Simone Reeves

Chief Executive Officer

Board of Management

The Board of Management meets monthly to oversee the governance, management and strategic direction of the organisation, and to monitor the operational and financial position, as well as overall performance to make sure we can continue to deliver high quality services long into the future.



Melanie Green | Chairperson

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.



Mark Henry | Treasurer

Mark is a Chartered Accountant and brings to the Board accounting, financial management and financial planning skills and experience.



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. Janet retired from the Board at end of 2021.



Martin Hunt

Martin has a wealth of knowledge and experience ranging across property and planning law, commercial disputes and litigation, wills and estates, and succession planning.



Elizabeth Lodge

Elizabeth brings to the Board knowledge and experiences in governance; senior management; education, including working with children and young people with disabilities; marketing, communication, and fundraising



Rosemary Vinton

Rosie brings to the board an understanding of the education and disability legislative, governance and reporting requirements, rights and responsibilities and also brings her 'lived experience' as parent of a young man on the autism spectrum.



Harry Westendorp

Harry's experience is as a senior executive managing operational, technical, sales, and marketing staff across multiple geographies. He also has extensive Board and governance experience dating back to 1995.

2021 in Review

Operation Gamechanger

Operation Gamechanger involves the development of a bespoke centre of excellence for autism services, delivered from a Therapeutic Care Farm in Mansfield. There are four projects within Operation Gamechanger:

Project Education

New school campus with unique learning design features such as one-way windows for non-invasive peer observation.

Project Residence

Accommodation for term therapeutic residential placements, respite and crisis care.

Project Retreat

Twelve accessible family cabins with a conference and training centre, meeting place, multi-purpose activities with dining facilities and a commercial kitchen.

Project Activate

Equine facilitated learning arena, learn to swim, hydrotherapy and splash park centre, hard court play area, perimeter walking track, sensory garden and administration centre.

We have been working on this ambitious plan for years and we made great strides in 2021. We have been delighted with the funding success this year brought:

- In February we were notified we had secured \$1.35 million through the State and Federal funded Local Economic Recovery program. This funding was for the first four cabins in Project Retreat, which will house families coming to family camps.
- In April we were ecstatic to hear that our application for \$6.5 million through the Housing Stimulus Fund, Justice Stream was successful. This funding is for Project Residence which includes three high resilience cabins and three houses to accommodate 24 clients.
- August brought the announcement of \$4.95 million for Project Education from the Victorian Government via the Independent Schools Infrastructure funding program: this allows us to build the first stage of our new school campus on the farm.
- We are grateful to the Dyson Foundation for their donation of \$50,000 to refurbish the

existing barn on the farm and create a useful multipurpose space.

- The Oscars Hut2Hut event raised \$40,000 for a perimeter walking track around the farm.
- In October we heard that our application for \$3.86 million with the Building Better Regions Fund had been approved. Mansfield Autism will match this amount to build the remaining eight cabins for Project Retreat, along with a multipurpose activity centre and 'high country hut' meeting place.

With all planning permissions in place, construction commences in earnest from January 2022.

Keep an eye on our website for updates on Operation Gamechanger: [Operation Gamechanger - Mansfield Autism Statewide Services \(autismmansfield.org.au\)](https://autismmansfield.org.au)

While we have managed to secure considerable State and Federal government funding, Mansfield Autism has a significant financial contribution to make and is working hard to raise money. One of our key fundraising activities is the Mansfield Rideathon.

Mansfield Rideathon 2021

The 2021 Mansfield Rideathon marked 50 years since the first rideathon that raised money for Mansfield Autism. It is set to become an annual event every November, to welcome in the summer season, raise money for Operation Gamechanger and raise awareness about our service, our incredible destination and its link with horse riding.

The Mansfield Rideathon involves a series of local events and individual or teams of horse riders raising money for Mansfield Autism. The 2021 Rideathon was supported by Mansfield Shire Council and the Victorian Government's Community Recovery and Resilience Program. We held a series of events during the month of November:

- An Honor Ride through Mansfield on 28 October, in appreciation of the many individuals and organisations that have contributed to Mansfield Autism's success and growth over the past 50 years.
- A High Country Outdoor Movie night was attended by 350 people and featured the Man From Snowy River movie on the big screen, introduced by Producer Geoff Burrowes. This family friendly, alcohol-free event was free to attend as a 'thank you' to the local community.
- Individuals and teams registered online [#irideformansfieldautim](#) and rode towards

a collective target of riding around the world, while raising funds for Operation Gamechanger.

- The Rideathon concluded with the High Country Bush Dance Ball attended by 105 local and metropolitan guests, including Dr Helen Haines, State MP Tania Maxwell and Cr Rohan Webb, who all celebrated in style with a three course meal, live local band and a live and silent auction.

All events together raised \$50,000. Our riders collectively managed to ride more than a quarter of the way around the world. Money raised via generous donation, sponsorship and auction bidding all contributed to much needed funding for Operation Gamechanger.

**\$50,000
raised!**

Community Event of the Year

The Mansfield Rideathon was thrilled to accept the Australia Day 2021 Community Event of the Year award by Mansfield Shire Council.

Find out more about the Mansfield Rideathon, including how to get involved in the 2022 event, at this link: [Mansfield Rideathon 2022](#)



Strategic Directions

To keep ahead of our rapid growth and ambitious plans, the senior leadership team held several strategic planning days, along with multiple check-ins along the way. These planning days allow the team to step away from daily tasks to consider the big picture, develop strategies to reach our goals and generate ideas.

Deliver life changing and valued services to autistic people and their family

Develop a sustainable Centre of Excellence based on the Mansfield Therapeutic Care Farm

Build capacity and skills of workforce based on teamwork, values and culture

Grow in a financially sustainable and viable manner to meet expected future needs



Human Resources

2021 was not without its challenges as we were in the thick of COVID-19 and staying ahead of what felt like daily changes to the requirements within our industry to keep our clients and staff safe. Through forward planning and strict isolation and testing rules we are proud to say that we successfully navigated this challenging year, with no outbreaks at any of our sites and continued delivery of all our services, except for family camps. Our residential care sites were audited by WorkSafe and the Department of Health and Human Services, who both gave us positive feedback on our planning, staff training and preventative measures.

Our team grew by 17% from 2020, with 56 new hires to meet the continued increase in demand for service. To meet our growing wait list our Mansfield Autism Practitioner team doubled in size with 13 new practitioners and the appointment of a supervisor to assist the Team Leader in managing the team.

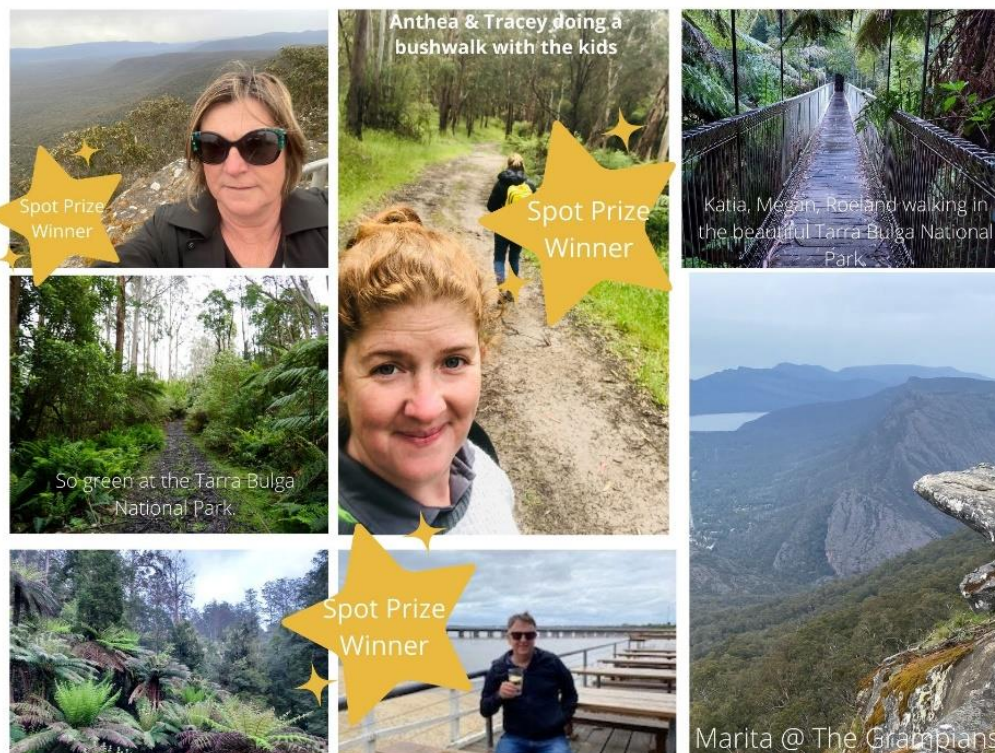
Through lockdowns, restrictions and juggling staff cover due to isolation requirements, the teams all remained buoyant and engaged.

In January 2021 we had our New Year's staff party, this being the first opportunity since purchasing the Farm that all staff were able to come together and celebrate the Farm, the work it has taken to get there and the excitement of what the future holds.

In July a group of our new starters complete the three day 'Predict Assess and Respond to Challenging/Aggressive Behaviour' training and all staff maintained their first aid and CPR accreditation.

In October we held our second annual Walking Challenge, with staff teaming up to get as many steps as possible each week. With our annual professional development retreat being cancelled for the second year in a row, we gave back to staff with a thank you voucher that they could use on a meal; supporting both our staff and local hospitality venues.

A big thanks to all our incredible staff who helped us navigate this challenging year with good humour and adaptability.



Mansfield Autism Practitioners

Our Mansfield Autism Practitioner (MAP) service supported 240 clients in 2021, an increase of 30% since 2020. We continued to bounce from providing online support to face to face support with the ever-changing response to COVID-19. The team continued to engage in fortnightly reflective practice meetings, keep up with changes in NDIS reporting requirements, and spend more time together online to learn, share and look after each other's wellbeing.

In 2021 we welcomed 10 new MAPs to the team. The induction for new MAPs involves a lot of training and shadowing of experienced MAPs; not an easy task in a COVID year! We got creative with the training and support to make sure all new MAPs got the full benefit of the induction program. With almost doubling the MAP team, we welcomed Sian Williams back in a supervisor role to ensure we could provide supervision and support to all team members.

All MAPs, supervisors and team leaders were formally approved to practice as behaviour support practitioners after undergoing the self-assessment for the NDIS capability framework.

Due to the consistent demand for our service, we made the difficult decision to close our wait list in

May and open an expression of interest list. By the end of the year we had cleared the waitlist, but still have 80 families on the expression of interest list. We are actively recruiting new staff so we can offer support to more families in 2022.

Some feedback from the year:

- "Our MAP is beyond incredible. Since we have had her in our life it is changing for the better. She does everything in her power to help us. I think we have hit the jackpot. Better than finding gold. Thank you for your amazing service. We are blessed to have one of your amazing workers work with us and is helping us understand my daughter."
- "It has been life changing"
- "I wish this service would be available to more families and funded to support more families"
- "Life changing support, thorough assessment, incredibly in-depth knowledge"
- "I would be completely lost without this service, and I truly believe my child would not have developed and improved in daily life skills and positive behavioural changes without the MASS expertise, understanding and guidance."

Thank you letter

Since our MAP has been involved with my 16 year old granddaughter she has increased her ability to attend and remain at school by 100%. Having our MAP at our place for almost a week at a time is a huge advantage as my granddaughter gets an opportunity to build a stable, healthy relationship with her - an essential building block for her. The relationship allows my granddaughter to trust and allow the MAP into her world and to be guided and supported by her. Our MAP has supported her at school and is a part of our care team which allows her to oversee what barriers come up for my granddaughter. Our MAP can communicate, advocate and negotiate on her behalf to pave the way for improved engagement and opens a window for learning and developing her skills in every aspect.

Our MAP is also a fantastic support for myself by encouraging me to keep strong boundaries with my granddaughter and resolving conflict. She challenges me to move out of my comfort zone so that my granddaughter can grow and learn new positive behaviours.

Our MAP also assists us when she is not on site by sorting our disagreements (mine and granddaughter's) over the phone. She hears both sides of our issue; deescalating the situation and keeps us on track in regards to the 'rules'.

The whole school is noticing the improvements and my granddaughter is the one who benefits.

Signed, a very grateful Nan

A day in the life of a MAP

Did you know? In the past 3 months, our Autism Practitioners (MAPs) have visited 146 families across Victoria. Our practitioners crisscross across the state to visit families in regional towns such as Warrnambool, Bairnsdale, Swan Hill, Echuca as well as many suburbs across Melbourne. We currently have 19 MAPs who are all registered with the NDIS as Behaviour Support Practitioners. Our practitioners come from a range of backgrounds and experiences within education and allied health services. Our uniqueness comes from living with families and being in the home for the early morning and evening routines when families often need the most support. COVID slowed us down but we are now back on the road, clocking up the kilometres and spending time with our families.

The 'week of a MAP' usually starts by loading the bags into our 'mobile offices' (aka cars) and hitting the road to our family's destination across Victoria. The drives for us may consist of podcasts, sing along to tunes or making calls to check in with families, support coordinators, teachers or our friends just to pass the time!

After checking in to our hotels, motels, cabins or family's spare bedroom, we get to work chatting with parents or carers over a cup of tea and wait until the kids get home from school. At this point you will often see us looking for the schedule to follow along with, whether it be a whiteboard, PECs chart or written on paper. Each child, family and household is different and even the activities on the schedule from one night to the next can be a complete contrast. We thrive on being flexible and never miss a moment to add a game of UNO or Spot it to the 'plan'. One night, we may tag along to observe afterschool

activities or community access with support workers, before coming home to help a child try a piece of carrot for dinner or brush their teeth more independently using visual charts. The goals of our visit may be practicing social skills, eating programs, toileting, addressing challenging behaviours, establishing sleep patterns or a combination of all... No matter what it is, we arrive prepared to give the family all of our best strategies, or simply a friendly ear to listen to concerns, laugh about stories or talk about who the best football team is!

If we're needed, we wake early and arrive again the next morning with coffee in hand, ready to master the morning routine using the schedules, time timers or reward charts for getting ready and to school on time. During the day, while the kids are at school and if we have finished our observations in this setting, you might find us exploring the town, writing reports, making phone calls, making visuals and finding resources to use once the kids get home from school again. We eat, sleep, visit homes, write reports, make resources and repeat.

By the end of the week, we MAPs are riding the highs with the wins and the lows with the 'challenges' alongside all the mums, dads, grandparents, aunts, siblings and unique individuals on the roller coaster of living with ASD.

We say our goodbyes with a blend of joy for the weekend and nerves for how things will go after we leave - hoping that our strategies will sustain in the hands of the parents, carers, teachers and children, all to be revised on our next visit. And until then, back in our mobile offices we go, singing along to the radio and gearing up to do it all again, but completely different, the next week!



Schools

Mansfield School

The Mansfield School Campus continues to support our local families with education options for students aged 5 – 18 years. As of the census date in August 2021 we had 18 students enrolled in our school as day students, with 11 students enrolled full time and seven students enrolled part time.

Our therapeutic hands-on learning program started at the Farm with a small cohort of students enjoying outdoor activities such as making fishing rods, fishing, filleting, and cooking fish. Students engaged in this program attended one day per week, with the program revolving around farm, garden and produce based activities. We were also able to use the new farm classroom for some of our day students, which provided a lovely natural environment for the students to learn in.

In 2021, our transition unit continued to support local primary aged students to engage in general education within mainstream schools. The transition unit supports our junior students to develop the skills to engage in a classroom setting by building supports to help with the sensory environment, transitions, instructional and social emotional skills.

Our staffing profile continued to grow, and we are pleased to see several of our education support staff undertake bachelor's degrees in teaching while they continue to work within the school setting. We have four teachers within the school and nine educational support staff, in both part time and full-time capacities.



Therapeutic Behaviour Support Placement

In 2021 we provided 24 clients with a Therapeutic Residential Placement. The Therapeutic Residential Placement is an intensive 24/7 model of therapeutic support over a period of up to nine weeks, 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 skills developed at the Therapeutic Placement into the home environment.

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.

Some feedback from this year:

- "Extremely good. Very impressed when I saw the teachers and students in the school settings. Wish we could have more access on a regular basis"
- "He enjoyed his stay and child a more settle happy child home now"
- "My son returned from his placement a much calmer child and more in tune with his surroundings."

"The three days of MAP support at the end of the placement was invaluable, especially in helping to train the support workers to join us."

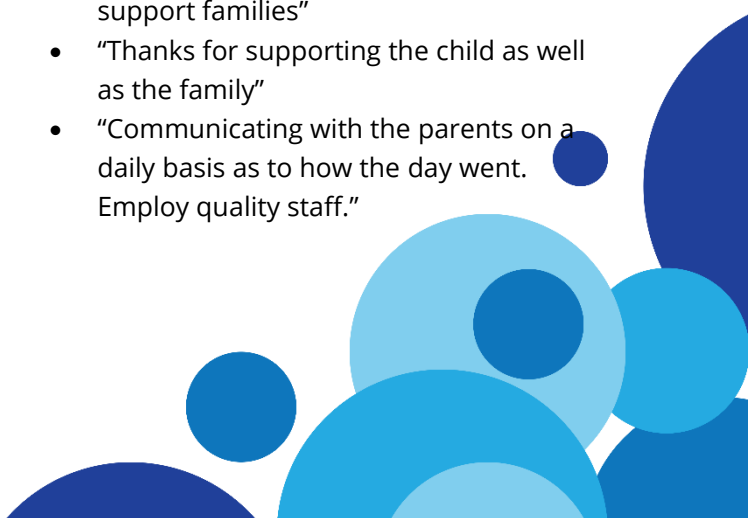
Dookie School

In 2021, our Dookie School Campus supported 10 students from ages 11 years to 18 years. We saw two senior students graduate at the end of year. These students had attended Dookie for many years and were wonderful and positive role models. We celebrated their achievements at our traditional end of year dinner.

With health and wellbeing being a focus of our education, Dookie Campus was fortunate to tap into Sporting Schools funding to enable some students to trial fortnightly golf lessons. Students were also able to enjoy Sailability at Shepparton Lake, play netball and do Taekwondo sessions. For the second year running City and Ski camps were cancelled due to COVID-19, so we now have an entire cohort of students who have not experienced a Dookie Camp. We look forward to providing students with this opportunity soon. In Term 4, students were able to participate in daily swim sessions in the Melbourne University pool, which helped students increase their fitness levels before heading into summer break. In art classes, visited a local straw bale house and then used what they learned to build their own straw bale bench seats at school.

Dookie campus has four full time staff at Dookie, with two teachers and two education support staff. Further part time staff include an art teacher and music teacher.

Some feedback on what families thought our education did well:

- "Your support to students is excellent"
 - "Interaction with parents in support of the student and family makes a huge difference, lessens the isolation."
 - "Very thoughtful and careful planning to support families"
 - "Thanks for supporting the child as well as the family"
 - "Communicating with the parents on a daily basis as to how the day went. Employ quality staff."
- 

Meet past Dookie student Emily

Emily was a student at our Dookie Campus from 2012-2016. We caught up with Emily to see how she's doing now.

What do you love doing?

My favourite thing to do is spend time with my two horses Matilda and Billy. If I'm not riding them I'm grooming them, doing groundwork with them, cleaning their gear, mixing feeds for them... the list goes on! Aside from being around horses, I also enjoy reading, drawing, and occasionally sewing and cooking.

How do you spend your time during the week?

I work full time, Monday to Friday. I start work at 8.30 and finish at 5pm. Sometimes I leave home earlier so I have time to go riding before work, but this time of year it's usually too dark to ride. I miss daylight savings! I work at a harness racing stud in Kialla. I started doing work experience out there while I was still attending Dookie, and ended up staying there! I have been there for around 7 years now. My main jobs are gearing horses up for work, ungearing and hosing them down, swimming horses during the warmer months, manure pickup in the yards and stables, bringing the racehorses in from the paddocks and yards in the afternoon and bandaging legs for the night, applying liniments and giving any medications. I also feed all the horses in the yards and stables, and sometimes I feed grain to the rest of the horses out in the paddocks. I am

also in charge of supervising the work experience girls that are out there at the moment.

Can you tell us something that you are most proud of?

One thing I'm really proud of myself for is retraining four ex-racehorses, two of which are my own, from being used to pacing really fast in a sulky to being ridden in dressage, on trails, and on adult riding club days. I am also particularly proud of myself for going through the process of selling one of them. When I advertised him I was completely unprepared for the amount of phone calls I was going to receive from people I didn't know enquiring about him... Considering that a few years prior to that it would be no exaggeration to say I was terrified of speaking on the phone, this was quite an overwhelming experience for me! What was even more nerve wracking was when potential buyers came to look at him, I was extremely anxious over what the outcome would be, but I'm pleased to say that the first people that came to look at him ended up buying him, and I still keep contact with the new owner over a year after selling him, and they absolutely adore him. I am also proud of myself for getting my car license. I used to be very frightened at the thought of driving a car, but with the help of everyone out at work and a fantastic and patient driving instructor, I am now on my full licence and can even tow the horse float to riding club days and competitions.



Local Programs

In 2021 we rebranded our Outreach, Respite and School Holiday Program services to 'Local Programs'. Through Local Programs we were able to continue to support local families with a range of programs and services.

Our Outreach team now consists of 14 outreach workers (nearly twice as many as last year) who support 24 local families, providing individual support as well as small group sessions.

We are especially pleased that we have been able to grow the School Holiday Program. Families with children with autism often report how challenging school holidays can be. We have focused on being able to provide service for all of our day students and provide additional support for local students.

Some feedback on our local programs this year:

- "There are no other services that we have accessed that approach the care and professionalism as MASS. They allow us to know our child is safe and respected and learning life skills all of the time."
- "Thank you for an amazing service. The outreach service has been invaluable for our son. He feels included respected and listened too."
- "Without MASS we would definitely not be in the happy place we are now and the future is looking bright."



Camps

We are so disappointed to have to cancel our family camps again. We haven't been able to hold a camp since COVID started in 2020 and we miss them so much! We hope to get camps back up and running safely in 2022.

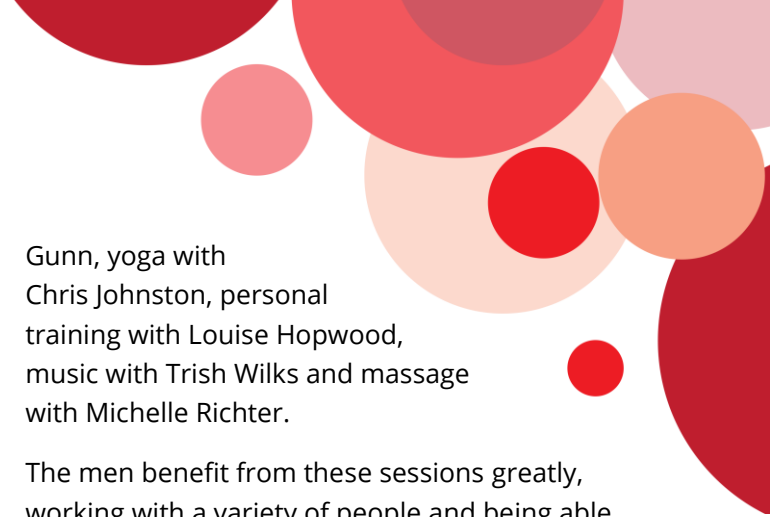
Adult Services

The Adult Services team has once again provided excellent care for the six clients they support. The men remain healthy and engaged through a challenging COVID-19 year.

We have enjoyed welcoming back the specialist teachers who support the men during their day program. The men have loved being involved in weekly art and craft sessions with volunteer Lisa

Gunn, yoga with Chris Johnston, personal training with Louise Hopwood, music with Trish Wilks and massage with Michelle Richter.

The men benefit from these sessions greatly, working with a variety of people and being able to follow their interests.



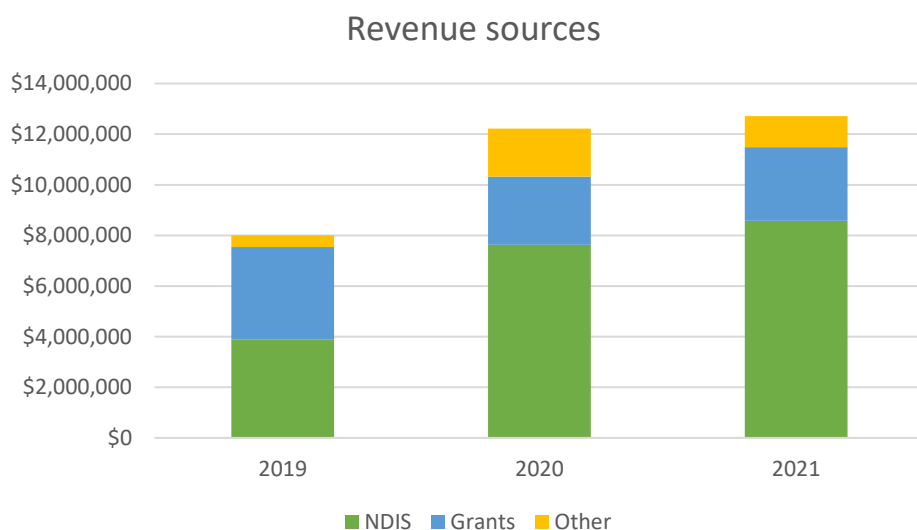
Financials

Treasurer's Report

The 2021 Financial Statements have been prepared and audited by our appointed auditor, Moggs Accounting & Advisory CPA. The Financial Statements have been certified by the auditor as being true and correct without qualification.

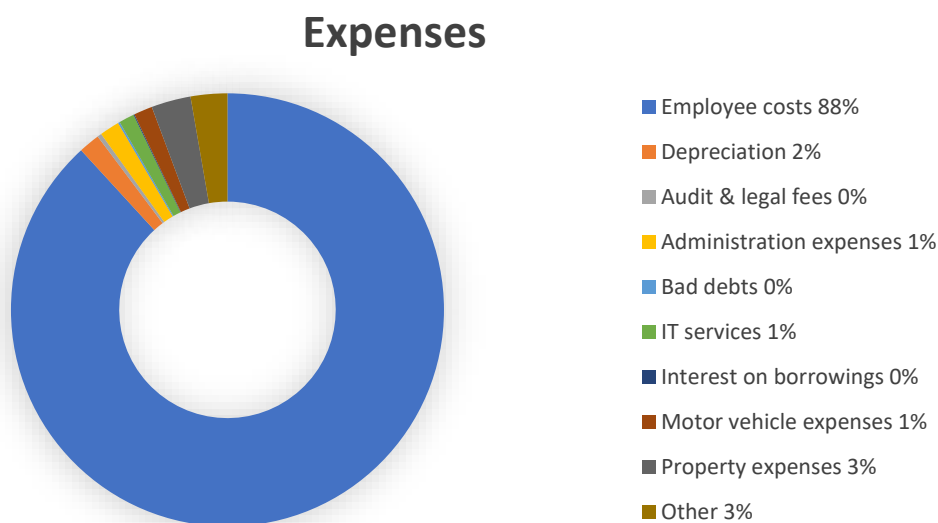
Revenue

Our revenue for 2021 was \$12.7 million. The majority of our income came from the National Disability Insurance Scheme (\$8.6 million), with additional income from State and Commonwealth grants (\$2.9 million), and other sources (\$1.2 million):



Expenses

Our expenses in 2021 totalled \$11 million. Employee costs were our largest expenditure at \$9.4 million for the year.



Balance sheet

MASS has continued to provide consistent service to families despite another COVID-19 impacted year. The Balance Sheet and Profit & Loss show a strong financial position at 31st December 2021.

	2021	2020
PROFIT & LOSS		
Revenue	\$ 3,934,473	\$ 2,684,815
Other income	\$ 8,784,600	\$ 9,532,979
Employee benefits expense	-\$ 9,743,135	-\$ 7,545,505
Depreciation and amortisation expense	-\$ 175,010	-\$ 105,071
Audit, legal & consultancy fees	-\$ 34,759	-\$ 199,469
Administration expenses	-\$ 163,587	-\$ 33,345
Bad debts	-\$ 15,197	-\$ 13,651
IT services	-\$ 126,737	-\$ 119,961
Interest on borrowings	-\$ 8,304	-\$ 16,512
Motor vehicle expenses	-\$ 153,556	-\$ 176,710
Property expenses	-\$ 325,669	-\$ 403,971
Program expenditure	-\$ 302,166	-\$ 300,968
Net current year surplus	\$ 1,670,955	\$ 3,302,632
ASSETS		
CURRENT ASSETS		
Cash and cash equivalents	\$ 6,314,314	\$ 5,027,338
Trade and other receivables	\$ 459,185	\$ 285,985
Other current assets	\$ 165,166	\$ 99,646
TOTAL CURRENT ASSETS	\$ 6,938,666	\$ 5,412,969
NON-CURRENT ASSETS		
Property, plant & equipment	\$ 7,901,951	\$ 6,482,136
TOTAL NON-CURRENT ASSETS	\$ 7,901,951	\$ 6,482,136
TOTAL ASSETS	\$ 14,840,617	\$ 11,895,106
LIABILITIES		
CURRENT LIABILITIES		
Trade and other payables	\$ 2,172,003	\$ 442,486
Employee Provisions	\$ 957,542	\$ 750,502
Borrowings	\$ 2,400	\$ 113,812
Lease Liability	\$ 3,372	\$ 3,372
TOTAL CURRENT LIABILITIES	\$ 3,135,317	\$ 1,310,172
NON-CURRENT LIABILITIES		
Employee Provisions	\$ 389,393	\$ 315,927
Borrowings	\$ 12,017	\$ 632,700
Lease Liability	\$ 6,181	\$ 9,553
TOTAL NON-CURRENT LIABILITIES	\$ 407,592	\$ 958,180
TOTAL LIABILITIES	\$ 3,542,909	\$ 2,268,352

NET ASSETS	\$ 11,297,709	\$ 9,626,754
EQUITY		
Retained surplus	\$ 9,913,363	\$ 8,242,408
Valuation reserve - land and buildings	\$ 1,384,346	\$ 1,384,346
TOTAL EQUITY	\$ 11,297,709	\$ 9,626,754

The farm capital projects are progressing well. We have received multiple grant milestone payments and expenditure for the year ended 31st December was \$1.02 million. We look forward to opening the new buildings for service over the next few years.

This year saw further improvements with ongoing monitoring of the budget and more streamlined accounting/finance procedures. The finance team will continue to improve processes to strengthen internal controls and efficiencies, for more informed decision making.

I would like to thank and acknowledge the efforts of the MASS finance team.

Thank you

Mark Henry
Treasurer

Auditor's 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 2021, 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 2021 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 2021, 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 13 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 to 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.

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

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.

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.

Name of firm: Moggs Audit + Assurance Pty Ltd (RAC #327238)

Auditor: 
Peter Mogg - Director

Address: 40-44 High Street
COBRAM VIC 3644

Dated this 5th day of April 2022

Directors' Declaration

MANSFIELD AUTISM STATEWIDE SERVICES LTD

ABN: 14 006 171 580

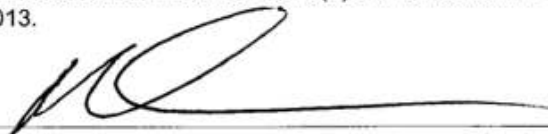
DIRECTORS' DECLARATION

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 2021 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


A handwritten signature in black ink, appearing to read 'MG', is written over a horizontal line.

Melanie Green - Chair

Dated this 24th day of March 2022

Appendix 1: School Enrolment Profile

In 2021 we had 11 students enrolled at our Dookie Campus with 7 male & 4 females.

In 2021 we had 19 students enrolled at our Mansfield Campus (Day Program) with 16 male and 3 females. We had 22 students join us for a Residential Placement. 2 students had English as an additional language or identified as Aboriginal or Torres Strait islander.

Attendance rates

Dookie Campus student attendance in 2021: 83.5%

The average student attendance rate for 2021 at Dookie Campus Secondary School was calculated on 183 days of school for the cohort of 11 students. Phone calls were made to parents requesting reasons for absences where these have not been provided. Absenteeism was higher this year than in previous years due to close contact and isolation rules.

Mansfield Campus student attendance in 2021: 91.25%

The average student attendance rate for 2021 at Mansfield Campus was calculated on 187 days of school for the cohort of 25 students. Phone calls were made to parents requesting reasons for absences where these have not been provided.

Staff Profile 2021

Staff employed across both campuses:

Full time teachers	7
Part time teachers	2
Full time assistants	10
Part time assistants	2
Principal	1
Team leader	2
Total staff	24

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 2021 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.

Dookie had a brief period of online learning in term four but was able to stay open for students to attend in person throughout all other lockdowns. Visitors were not allowed on campus which impacted potential new students and case conferences. 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 being satisfied with the quality of education their child is receiving. 100% of respondents in 2021 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, 100% of parents indicated that they are happy with the learning and life skills opportunities that their child has at the school.





Acknowledgements

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.

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 another 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.

Contact us

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