

# Mansfield Autism Statewide Services

A photograph of two people fishing in a river. In the foreground, a person is seen from the back, wearing a dark jacket and holding a fishing rod. In the background, another person is bent over, also fishing. The river is surrounded by a grassy bank and a dense forested hill in the distance. The sun is low on the left, creating a bright glow and lens flare. The bottom right corner of the image is decorated with several overlapping circles in various colors: red, orange, yellow, green, blue, and purple.

Annual Report 2022

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## 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](http://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 Culture

**“The child’s family are their most important teachers.”**

DR. JOAN CURTIS, FOUNDER 1968

At Mansfield Autism Statewide Services, we believe our culture drives our success.



## VALUES

We are guided by our values: honesty, integrity, loyalty, dedication and a sense of fun.



## FOCUS

As driven by our history, our focus is on our clients and their family. We work together to build their capacity and confidence. We willingly share our knowledge and work in partnership with other services.



## GOALS

We set clear goals and have high expectations. We actively model our approach, are willing to take calculated risks and have a will to succeed.



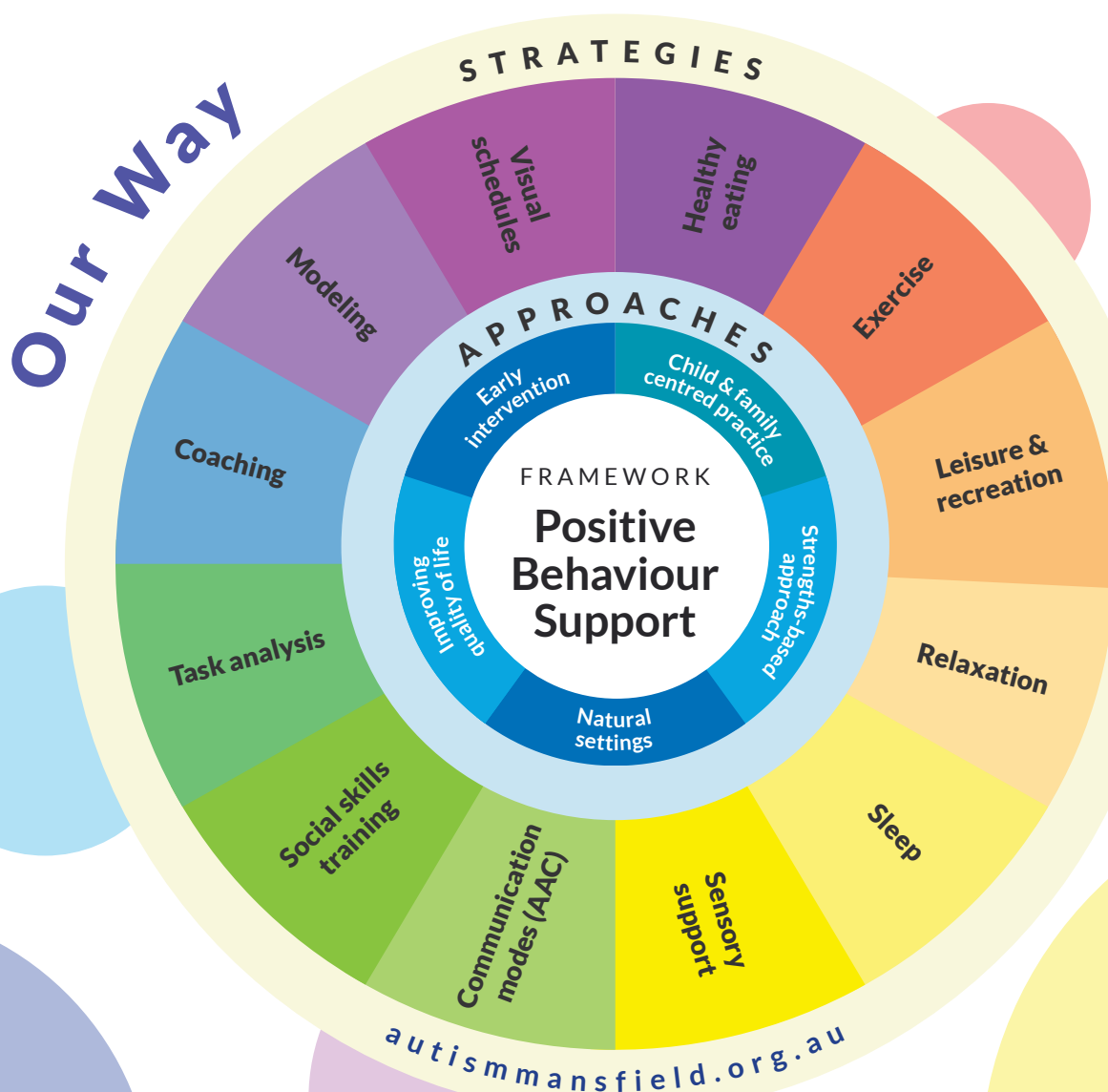
## WELLBEING

We promote health, wellbeing and time spent in nature, including exercise, healthy eating and sleep routines.

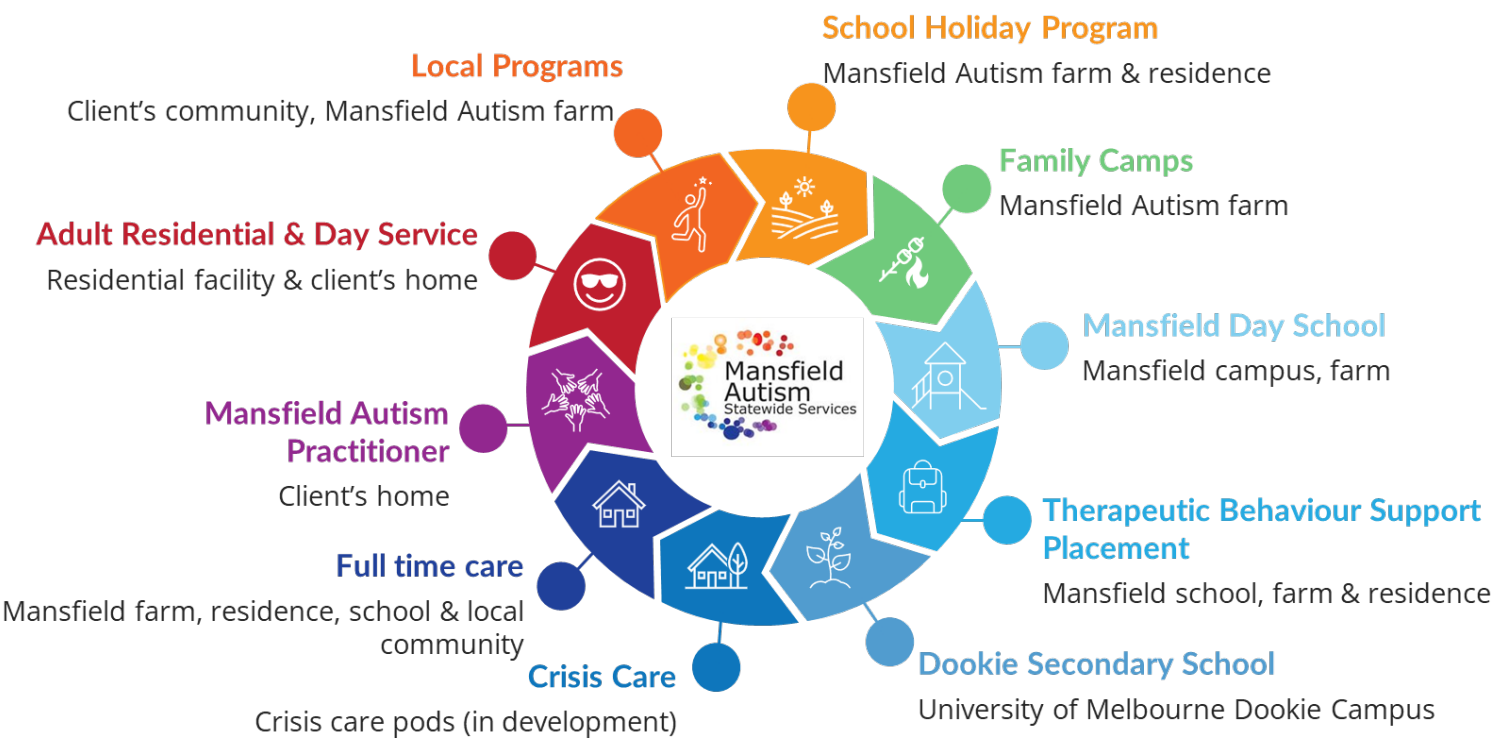


## TEAMWORK

Our staff work together, are open and willing to learn, support each other and are part of the bigger collective that is Mansfield Autism.



# Our Services



# From the Chairperson

2022 for Mansfield Autism Statewide Services was both a challenging and successful year. COVID-19 continued to provide us with some challenges with service delivery and staffing; however, with the reduction of restrictions we were able to resume all of our services, including a family camp.

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

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

In 2018, the Board developed its strategic plan and subsequent master planning for the development of the farm. At the end of 2022 we can now see the farm taking shape.

The Board reviewed MASS' assets and determined priorities for the future. The completed sale of Acorn meant that our adult day activities clients were the first service to move to the farm.

Some key achievements during 2022 include:

- A strategic planning day which involved the Board and the senior leadership team, focusing on culture and excellence
- Developed key performance indicators for the Board and leadership team
- Governance and risk training for all Board members
- Education on cyber security
- Key policy improvements including a quality improvement framework and register
- Sending out our first community newsletter

In the next 12 months we hope to establish an autism advisory panel to support the Board in our decision making.

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

2022 commenced with a buzz as we started a new year with the easing of COVID-19 restrictions, allowing us to focus on the growth of our services and the development of the farm.

We were pleased that our Autism Practitioners were able to get back on the road and support families in their home. We continued to grow and expand our Local Programs, held our first family camp since 2019, and our schools continued to provide a nurturing and safe environment for our students.

All of this was achieved while navigating three audits, developing a five-year financial plan for the farm, and implementing the comprehensive changes to the Social, Community, Home Care and Disability Services Industry Award. Not to mention the enormous development which was taking place at the farm.

All of what was achieved in 2022 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 the calibre of staff we attract – the values and attitudes they bring that are paramount to working with MASS. As we rapidly expand, we have the challenge of protecting and maintaining the culture that is uniquely MASS – the reason why we are in such high demand and the reason why good people want to work with us.

I thank the participants and their families for working closely with MASS and the value they place on our services. MASS prides itself on the relationships we build with the families, and once again the feedback from them last year was overwhelmingly positive.



We are grateful to the Mansfield community for being so supportive of our services. I hear community members speak with excitement and pride of the farm being developed in Mansfield and how it will service and support families from around the state. I thank the community for their ongoing interest and support, and look forward to when we are at a stage where we can invite you to come and see the farm.

I say a very big thank you to the Board. I thank you for your diligence and dedication and the enthusiasm you bring to the vision of the farm. I thank you for your support over the last 12 months.

I feel we are well placed for the enormous task we have ahead of completing the farm and transitioning our services there. The next 12-18 months will be quite transformative as we start to see our vision of delivering an Australian first Centre of Excellence Therapeutic Care Farm turn into a reality. On behalf of all the people who will benefit from this, I thank everyone involved for the work you have done, and continue to do, to make this happen.

**Simone Reeves**

Chief Executive Officer

# Board of Management 2022

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. The Board also monitors overall performance to make sure we can continue delivering high quality services long into the future.



## **Melanie Green | Chairperson**

Melanie is currently working with the Mansfield District Hospital as Director of Operations and brings a varied and valuable skill set to the Board.



## **Martin Hunt | Vice Chair**

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



## **Mark Henry | Treasurer**

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



## **Courtney O'Loughlan**

Courtney is a passionate educator who has taught across government and non-government schools for more than a decade, and worked as an academic in the tertiary sector supporting emerging teachers in teacher education.



## **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 legislation, governance and reporting requirements, rights and responsibilities, and also brings her 'lived experience' as a 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.



# 2022 in Review

## Operation Gamechanger



Operation Gamechanger involves the development of a centre of excellence in autism services, delivered from a therapeutic care farm in Mansfield. We have been working on this ambitious plan for years and we made great strides in 2022 once our planning permit was approved.

All twelve retreat cabins are up! This is where families will stay when they come for Family Camps; three bedroom, two bathroom accessible cabins which all have beautiful views of Mount Buller. We hope to offer camps at the farm from early 2024.

Our two bedroom 'pods' were built offsite and transported to the farm. We are doing the finishings including decks and gardens. These three crisis pods will increase our capacity to offer respite and crisis care.

Three student residences are on track to be finished in mid-2023. These residences will house eight students each, more than tripling our capacity to offer term placements.

Still to come:

- Construction of the new school building will start in May 2023 and is expected to be finished in June 2024.
- The building permit application for the meeting hut has been submitted and the project is expected to be completed by September 2023.
- We have prepared the site for the multipurpose activity space which will include offices, an activity centre and a commercial kitchen. A 60x30m open covered area will provide all weather outdoor space for recreation and activities. This is expected to be completed in November 2023.
- We are still building the road network, building sites, power, water, sewer and telecommunications.

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

We have secured over \$16m in State and Federal government funding, matched by Mansfield Autism with our investment and funded with a mixed strategy of property sales and bank loan. Fundraising remains critically important.

Thanks to a generous donation from the Dyson Bequest we have refurbished the existing barn to create a useful multipurpose space.

Oscars Hut2Hut raised another \$40,000 towards the perimeter walking track at the farm.

Sir Andrew Grimwade CBE visited our farm in 2022, and was so impressed with the vision and progress, that he ensured support from the Felton Bequest of \$150,000 over two years to deliver an

independent living pilot program for young adults, and to furnish and fit out one of the new residences which will be called the Alfred Felton Transition House.

We were successful in two Victorian Government grants:

- Living Local Community - \$20,000 toward furniture/fittings for first four family retreat cabins;
- Living Local Regional - \$44,000 for a new fundraising event Lake High 'Women off the rails' Great Victorian Walk for Autism – to be held in April 2024.

A project management plan for a sensory garden to be developed at the farm, was created by a Deakin University Environmental Science student. We are actively looking for funding to further this aspiration.

## Mansfield Rideathon

One of our key fundraising activities is the Mansfield Rideathon; a series of local events and horse riders raising money for Mansfield Autism. In 2022 the event raised \$30,000 toward the furniture and fit out of the family retreat cabins.

The event includes a High Country Ball with auction, High Country Movie Night, and registered riders 'saddling up for autism' and raising funds.

## Community Event of the Year

The Mansfield Rideathon was thrilled to accept the Australia Day 2022 Community Event of the Year award by Mansfield Shire Council.

Find out more about the Mansfield Rideathon, including how to get involved in the 2023 event, at this link: [Mansfield Rideathon](https://autismmansfield.org.au).





## Strategic Directions

To keep ahead of our rapid growth and ambitious plans, the senior leadership team and the Board of Management held two strategic planning days. These planning days allow the team to step away from daily tasks to consider the vision, develop strategies to reach our goals, and generate ideas.

In 2022 we discussed our vision of becoming a centre of excellence in autism service deliver and

interventions; what will this look like and how do we get there? We talked about defining and protecting our culture as we grow, fostering the next generation of leaders, reviewing and improving our services, and delivering more training to all our staff. We visited other autism services and schools to learn from their experience, and sought feedback from our staff, clients and families about how we can improve our service.





## Human Resources

MASS is committed to continuous improvement across our services, upskilling staff and keeping abreast of new developments in the field.

In September we held our third annual walking challenge. This event continues to grow each year with staff participating and the competitiveness increasing.

In 2022 we had two staff members attend Predict Assess and Respond to Challenging/Aggressive Behaviour (PART) 'train the trainer'. Having these staff able to deliver the PART training means we can run more regular sessions for staff.

We also started work on formalising a comprehensive online, interactive induction package. Once complete, this will be an important step to the onboarding of new staff. It will ensure all staff are provided with the same information in a timely manner and reduce the escalating workload for managers.

It was wonderful to be able to hold our annual whole of staff professional development day. This is a valuable opportunity for learning, and it provides space and time for all the staff to come together and celebrate being part of a team.

The two days had a balanced mix of professional and personal development. Guest speakers included:

- Sports dietician Simone Austin talked about the importance of gut health and ways to feed the good gut bacteria with a varied healthy diet.
- Dr Ru Ying Cal from Aspect Autism delivered a mindfulness and self-compassion workshop.
- John Marsden talked about ways to create a positive school environment, being conscious of your status in your interactions, and the importance of knowledge and wisdom.
- Chris Varney from the I CAN Network shared his story about growing up learning to be different to others but never giving up on the things you work hard for, and his experience of establishing the I CAN Network.

As always, a huge thanks to all our incredible staff who helped us navigate the year with good humour and adaptability.



# Mansfield Autism Practitioners

Our Autism Practitioners were finally allowed back on the road and into family homes to support children and families in their natural environments. The demand for this service has continued to grow; at the end of the year we had a record 19 MAPs employed and are continuing to recruit for these positions.

Our Mansfield Autism Practitioner (MAP) service supported 271 clients in 2022. The team continued to engage in regular reflective practice meetings to keep up with changes in NDIS reporting requirements, and to provide peer support with challenging cases.

In 2022 we welcomed five new MAPs to the team. The induction for new MAPs involves a lot of training and shadowing of experienced MAPs; still not an easy task in a year with COVID-19 still around and impacting on visits at short notice!

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 expression of interest list in October of 2022. We currently have over 300 people on the expression of interest list. We are actively recruiting new staff so we can offer support to more families in 2023.

## Some feedback from the year:

- "Our MAP has an amazing insight into understanding our child and when we are working with her we feel so supported and learn a lot."
- "While the home visits are full on with loads of sharing and strategies, they are brilliant and we are very blessed to be in a position to have our MAP with us. It takes a special human to integrate into a family and to have their vulnerability show. Our MAP has done that beautifully with us."
- "Being able to have an in home service is priceless! I absolutely adore our MAP who is as much my support as the client."
- "Our MAP provides an invaluable service to us; without her I can't imagine where we would be. Her impact on my child's life is profound and I am exceptionally grateful for her professionalism, insight and dedication."
- "Life changing support, thorough assessment, incredibly in-depth knowledge, excellent teaching to us as parents. Love our MAP."
- "Out of all the therapies we have done I find the MAP visits most helpful as they are implemented from our real life, every day situations at home, school, appointments and in the community."
- "The model of taking in the whole family /household set up is so important. I almost would not bother with a service that did not do this. Also some advice and insights from her experience working with families with autism, what do we expect in the year to come? how do other families survive? Etc. There is nowhere else to get this type of advice."



## A week in the life of a MAP

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 and 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' (our cars) and hitting the road to our family's destination in Victoria. The drive may consist of podcasts, sing along to tunes, or making calls to check in with families, support coordinators or teachers.

After checking in to our hotels, motels, cabins or family's spare bedroom, we chat 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, whether it be a whiteboard, PECS chart (picture exchange communication system) or written on paper. Each child, family and household is different and the activities on the schedule from one night to the next can be different. 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, laugh or talk about who the best football team is!

If we're needed, we wake early and arrive again the next morning, 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 writing reports, making phone calls, making visuals and finding resources to use once the kids get home from school again, or exploring the town. We eat, sleep, visit homes, write reports, make resources ... and repeat.

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

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 2022 we had 27 students enrolled in our school as day students, with 14 students enrolled full time and 13 students enrolled part time.

In 2022 we continued to run our therapeutic hands-on learning program two days per week. The program has a focus on local produce, bush walks, and art and craft. Students engaged in cooking seasonal produce and sharing a meal together each week. At the end of the year, students of the hands-on program joined with our Dookie Campus students to run a small market. Students dried fruit and made tea bags to sell on the market day, alongside our Dookie students who had bottled olives, potted plants

and chickens to sell.

Overall, class numbers for our Mansfield campus remained consistent from the previous year. We have an older cohort of students who are actively engaged in life skills programs, and a younger cohort who are supported to develop play based and social skills. Our students may also have a dual enrolment with a local primary school.

COVID-19 and illnesses continued to have a big impact on school through both staff and student absences in 2022.

Our Mansfield Campus has supported two school-based apprenticeships with students from Mansfield High School in 2022.



## Dookie School

In 2022, our Dookie students were able to participate in our Melbourne DOXA camp. This was the first time many of our students had been on camp and it was wonderful to see them soaking up and enjoying the Melbourne experience. Students visited the MCG, The Melbourne Zoo, Eureka Skydeck, Arts Centre, Melbourne Sports and Aquatic Centre for swimming, and experienced lots of travel through Melbourne by train and tram.

Dookie students also participated in the Social Enterprise Schools program, which is run through Australian Centre for Rural Entrepreneurship Beechworth. It supports students to learn how to run a business. Students dehydrated apples and oranges, grew herbs and made planter boxes.

Students partnered with the Mansfield Campus therapeutic hands-on learning group to run a market stall. This market stall raised \$333; the money raised was donated to FoodShare in Shepparton in line with the social enterprise theme of running a business for a social cause.

COVID-19 and illnesses had a big impact on the Dookie School with staff and student absences throughout the year. Our Dookie campus staffing numbers remained stable with two teachers and two teacher assistants, as well as our sessional art and music teachers. In 2022 we supported 11 students at Dookie, from ages 11 to 18 years.

Some feedback on what families thought our education did well:

- "The small size, the location, and the whole family model is what makes MASS exceptional."
- "Combining academic, emotional regulation and life skills is an incredibly difficult balance and all I see coming from Dookie is a continuous strength in all these elements. Credit to you all for your amazing capability in this."

- "Accommodating the individual needs and challenges.... Understanding when to gently encourage and how to push my son to achieve growth."

## Therapeutic Behaviour Support Placement

In 2022 we supported 16 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 looked at the best ways to transfer skills and familiar routines to the family home and other residential settings after a placement. Families came to stay in Mansfield to see our staff work with their children in real time, and we supported families with a MAP and a residence worker on home weekends and directly after a placement.

We also trialled a shorter, four week placement for clients who we thought would benefit from this length of stay, and will continue refining this model over the next year or so in preparation for moving to the farm.

Some feedback from this year:

- "I think that the placement was fantastic for our son. "
- "I think MASS is an amazing service and I recommend to anyone I can."
- "We absolutely benefited from our first weekend visit being held at one of the residences with support from some of the therapists. It was a real eye-opener as to what we had to do, and what items we had to get, in our own house to continue to implement these changes."



## Local Programs

Local Programs has continued to grow this year, extending the School Holiday Program, Outreach and Respite to support local families. In the last year we have provided support to over 25 local clients and are currently employing 15 workers. We have two residential settings providing overnight stays, which are full 80% of each month.

We continue to receive consistent feedback from local families that Local Programs is providing an essential and highly valued service which has a positive impact on their daily lives.

Some feedback on our Local Programs this year:

- "Staff at MASS have had my child's needs always at the forefront. They have strong communication with me, always."
- "We always feel completely confident in leaving our child in the care of people who know him well and are trained and educated in autism."
- "Without MASS we would definitely not be in the happy place we are now and the future is looking bright."







## Family Camps

We were thrilled to finally be able to hold a family camp in December, after three years of COVID restrictions. While these camps provide a much-needed family holiday in an understanding and supportive environment, they are also an important part of induction for new staff. Family camps provide new staff with a great insight into

how autism can impact the whole family. Staff from all services come together to work alongside each other. It can be an exhausting week for the staff, but it is also extremely rewarding to see what can be achieved when our team works together to wrap all our supports around the families.

We love this feedback from a family after our December camp:

*We just returned home from a week away at a Mansfield Autism Statewide Services family camp. I can't even begin to explain how life changing and amazing this week has been.*

*We were all pushed out of our comfort zones and challenged to try new things.*

*We were supported and held as a family while we got to meet other amazing families who experience all the same day to day challenges as us.*

*We had a digital detox removing all screens from the kids and minimal for us. We deeply connected as a family and have now returned home and plan to continue this as much as possible with only limited scheduled screen time.*

*This was by far the most liberating and freeing thing and so good for everyone's mental and physical health.*

*If you ever get the opportunity I highly recommend doing this.*

*Absolutely the best holiday ever.*

## Adult Services

Adult Services had an exciting year, with the sale of the original day program building in Highett Street and the move to the farm.

The move to the farm has allowed for a big clean out and a fresh start. The new location has a kitchen, lounge and dining room and a multi-purpose space. A shed has been constructed so the clients can continue to make their concrete pavers. The clients and the staff have enjoyed the

change of pace and are responding well to being part of the new developments at the farm.

We welcomed several new staff members this year which is pleasing as the clients always enjoy meeting and working with new staff members. All staff continue their commitment to supporting the clients to spend time in nature and make healthy food choices.





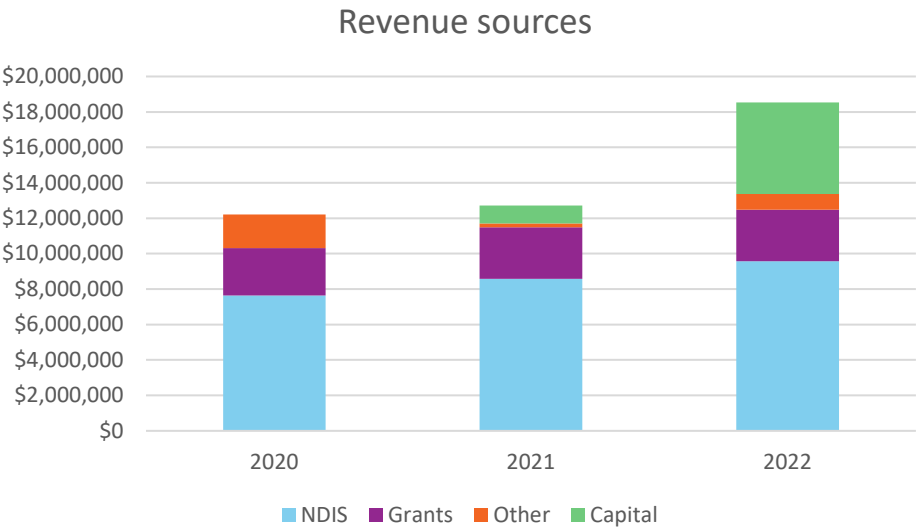
# Financials

## Treasurer's Report

The 2022 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.

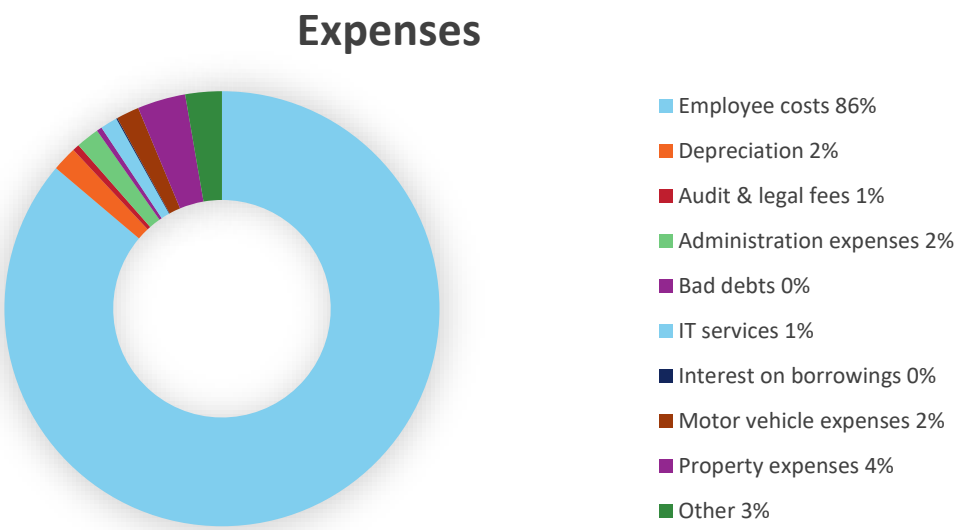
### Revenue

Our revenue for 2022 was \$13.4 million. The majority of our income came from the National Disability Insurance Scheme (\$9.6 million), with additional income from State and Commonwealth grants (\$2.9 million) and other sources (\$885,894). Grant funding milestone payments for the development of our therapeutic care farm was \$5.2 million.



### Expenses

Our expenses in 2022 totalled \$11 million. Employee costs were our largest expenditure at \$9.6 million.





## 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 31 December 2022.

	2022	2021
<b>PROFIT &amp; LOSS</b>		
Revenue	2,896,493	2,912,008
Other income	9,816,344	8,777,906
Employee benefits expense	(9,555,617)	(9,743,135)
Depreciation and amortisation expense	(204,568)	(175,010)
Audit, legal & consultancy fees	(56,101)	(34,759)
Administration expenses	(191,362)	(163,587)
Bad debts	(44,113)	(15,197)
IT services	(140,336)	(126,737)
Interest on borrowings	(9,434)	(8,304)
Motor vehicle expenses	(188,350)	(153,556)
Property expenses	(397,092)	(325,669)
Program expenditure	(300,593)	(302,166)
<b>Net current year surplus</b>	<b>1,625,271</b>	<b>641,796</b>
<b>Other comprehensive income</b>		
<b>Items that will be reclassified subsequently to profit or loss:</b>		
Capital Grants Revenue	5,166,114	1,022,465
Profit/(Loss) on Sale of Assets	650,610	6,694
<b>Total other comprehensive (losses)/income for the year</b>	<b>5,816,724</b>	<b>1,029,159</b>
<b>TOTAL COMPREHENSIVE INCOME FOR THE YEAR</b>	<b>7,441,995</b>	<b>1,670,955</b>
<b>ASSETS</b>		
<b>CURRENT ASSETS</b>		
Cash and cash equivalents	4,258,566	6,314,314
Trade and other receivables	225,430	459,185
Other current assets	96,104	165,166
<b>TOTAL CURRENT ASSETS</b>	<b>4,580,100</b>	<b>6,938,666</b>
<b>NON-CURRENT ASSETS</b>		
Property, plant & equipment	17,417,548	7,901,951
<b>TOTAL NON-CURRENT ASSETS</b>	<b>17,417,548</b>	<b>7,901,951</b>
<b>TOTAL ASSETS</b>	<b>21,997,648</b>	<b>14,840,617</b>
<b>LIABILITIES</b>		
<b>CURRENT LIABILITIES</b>		
Trade and other payables	535,499	2,172,003
Employee Provisions	957,818	957,542
Borrowings		2,400
Lease Liability	3,372	3,372
<b>TOTAL CURRENT LIABILITIES</b>	<b>1,496,689</b>	<b>3,135,317</b>

<b>NON-CURRENT LIABILITIES</b>		
Employee Provisions	435,582	389,393
Borrowings	1,490,855	12,017
Lease Liability	2,811	6,181
<b>TOTAL NON-CURRENT LIABILITIES</b>	<b>1,929,248</b>	<b>407,592</b>
<b>TOTAL LIABILITIES</b>	<b>3,425,937</b>	<b>3,542,909</b>
<b>NET ASSETS</b>	<b>18,571,711</b>	<b>11,297,709</b>
<b>EQUITY</b>		
Retained surplus	17,355,357	9,913,363
Valuation reserve - land and buildings	1,216,353	1,384,346
<b>TOTAL EQUITY</b>	<b>18,571,710</b>	<b>11,297,709</b>

The farm capital projects are progressing well. We have received multiple grant milestone payments for the year ended 31 December 2022. We look forward to opening the new buildings for services over the next two years. The completion of these buildings will enable MASS to provide additional services from one multi purpose location.

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

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

Mark Henry

Mansfield Autism Statewide Services Treasurer 2022



# 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 2022, 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 2022 and of its financial performance for the year then ended; and
- ii. complying with Australian Accounting Standards 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 (including Independence Standards) (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 2022, 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.

## **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 and the ACNC Act 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**

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

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

Dated this 27th day of March 2023



# 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 Registered Entity declare that, in the directors' opinion:

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; and
  - (b) give a true and fair view of the financial position of the registered entity as at 31 December 2022 and of its performance for the year ended on that date.
2. In the directors' opinion 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 - Chair*

Director



*Mark Henry - Treasurer*

Dated this     27th     day of     March     2023

# Appendix 1: School Enrolment Profile

In 2022 we had 11 students enrolled at our Dookie Campus.

We had 27 students enrolled at our Mansfield Campus (Day Program). We had 16 students join us for a Residential Placement. Two students had English as an additional language or identified as Aboriginal or Torres Strait Islander.

## Attendance rates

### Dookie Campus student attendance in 2022: 76%

The average student attendance rate for 2022 at Dookie Campus Secondary School was calculated on 181 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 2022: 88%

The average student attendance rate for 2022 at Mansfield Campus was calculated on 181 days of school for the cohort of 27 students. Phone calls were made to parents requesting reasons for absences where these have not been provided.

## Staff Profile 2022

Teaching staff deliver programs through our Therapeutic Residential Placement as well as our educational day programs at the Mansfield and Dookie Campuses.

Staff employed across both campuses:

Full time teachers	5
Part time teachers	4
Full time assistants	6
Part time assistants	7
Principal	1
Team leader	2
<b>Total staff</b>	<b>25</b>

Additional sessional staff are employed for Equine Facilitated Learning, Yoga, Massage, Music and Art at one or both campuses.

All teachers at the school meet the registration requirements of the Victorian Institute of Teaching ([www.vit.vic.edu.au](http://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 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.

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## Measurement & Assessment of Curriculum Outcomes

In 2022 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 a collaborative team approach including teachers, parents and allied health practitioners where possible. Information on individual development and progress is provided to parents through mid-year and end of year reporting.



## 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 continue to have a strong level of satisfaction with our education service and a high level of engagement in school from our students. 100% of respondents strongly agree that they are satisfied with the quality of education.

When asked 'as a school, what areas do you think we do well', family responses include:

- "The small size, the location and the whole family model is what makes MASS exceptional."
- "Combining academic, emotional regulation and life skills is an incredibly difficult balance and all I see coming from Dookie is a continuous strength in all these elements. Credit to you all for your amazing capability in this."
- "Very good at looking after each child's individual needs. Caring, nurturing environment."
- "Accommodating to the individual needs and challenges.. understanding when to gently encourage and how to push my son to achieve growth."





## Acknowledgements

In the spirit of reconciliation, Mansfield Autism Statewide Services acknowledges the Traditional Custodians of country throughout Australia and their connections to land, sea and community. We pay our respect to their Elders past and present and extend that respect to all Aboriginal and Torres Strait Islander peoples today. Mansfield Autism is based in Mansfield where Taungurung people have been caring for the mountains, lakes and rivers for thousands of years.

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 high quality, best practice care.

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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