



KARINYA HOUSE

An aboriginal word meaning 'peaceful home'

Karinya House proudly recognises the rights of Aboriginal and Torres Strait Islander peoples to own and control their cultures and pay our respect to these rights. Karinya House acknowledges the need to respect and encourage the diversity of Indigenous cultures and to respect Indigenous world views, lifestyles and customary laws. We extend our respect to Aboriginal and Torres Strait Islander peoples who for thousands of years have preserved the cultures and practices of their communities on country. This land was never surrendered, and we acknowledge that it always was and will continue to always be Aboriginal land.

This publication was prepared and published on Ngunnawal lands. Karinya House acknowledges the Aboriginal Nations on which we work and we pay our respects to Elders past, present and into the future.

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Australian Capital Territory Associations Incorporation Act 1991

INCORPORATED ASSOC. REG. NUMBER

A02875

PUBLIC OFFICER

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ACT REGISTERED CHARITY

Licence Number 19000250

ABN 19 764 870 539

Public Benevolent Institution (Australian Taxation Office)

Since 08/05/1997 (endorsed as at 01/07/2000)

Gifts of \$2 and over are allowable deductions to donors

REFERENCE NUMBER

DGR 900 432 569



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Annual Report supporters

DESIGN & TYPESETTING



Liam Camilleri
www.papermonkey.com.au
02 6202 8000

PRINTING



Envoprint
www.envoprint.com.au
02 6280 8299

Cover photo by Lili Kovac on Unsplash

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**“The change that
Karinya House creates
is transformational and
has a positive impact
on future generations.”**

About Karinya House

Every woman who is pregnant or has a new baby should be surrounded with the supports they need during this important time. However, not every woman has shelter, stability or support. Some may be at risk of violence, experience homelessness or be completely isolated.

Karinya House is a community based, not for profit organisation servicing the ACT and surrounding regions. For 23 years, Karinya House has provided immediate support for women who are pregnant or have new babies and have nowhere else to turn.

As a 24 hour, seven day a week service, Karinya House is the only service specifically for pregnant and parenting women in the region, offering residential as well as outreach case management and support.

Karinya House recognises and acknowledges the unique lived experiences of women as they navigate building a future for themselves. Our practice framework is focused on developing a sense of hope and belonging, to effect

lasting positive change in the lives of the women in contact with Karinya House.

By providing a framework of care that encompasses the whole person, practitioners walk alongside women as they develop their capacity to represent themselves and to make informed choices about their own lives. The Karinya House Practice Framework is founded within the principals of trauma informed care and practice. Individual casework management and flexibility in service provision are paramount at Karinya House.

An individualised support plan is developed with each woman, in response to her presented needs. Our support plans are aimed at promoting self-direction, empowerment and competence

which facilitate women moving forward on their own. Support plans may incorporate health and welfare support services relating to childbirth, parenting, housing, life skills, continuing education, information and appropriate referral.

Karinya is a non-religious, non-government and non-judgemental organisation. We assure women that no matter their situation, Karinya House is here to help without influence over their decisions.

We are here to provide support and a safe place for women to make the best possible choices for themselves and to determine their own continuing journey.

The change that Karinya House creates is transformational and has a positive impact on future generations.

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About the Association

STRATEGIC FRAMEWORK

Guiding Principle

Karinya House affirms the value of every person.

Core Purpose

Karinya House provides support services for women during and after pregnancy.

VALUES

Respect and Appreciation

Through an attitude of self respect and respect for others we recognise the value of each person.

Compassion

Through compassion and empathy, we reflect to others their unique worth and affirm their self-esteem and belief.

Commitment and Loyalty

Through shared commitment to the Guiding Principle, Core Purpose, Values, Outcomes and Objects of the Association, we reflect and practise the shared Vision of the Association.

Integrity

All processes and actions of the Association are conducted with integrity.

Trust and Confidentiality

Trust is maintained by upholding the principles of confidentiality and privacy.

Excellence in Management and Service Delivery

Sound governance, efficient, flexible and resourceful service delivery is practiced, striving for excellence in all actions.

Effective Collaboration and Community Development

Effective collaboration with each other, our service users, other services, community and government is valued in developing positive partnerships. We move forward with the community in determining and servicing its needs, acknowledging strengths and working towards improving outcomes for all.

Service Outcomes

The delivery of services and programs for women to:

OUTCOME 1:

Ensure equitable provision and availability of essential services to all service users. Ensure equal access and support for women who meet the service criteria, celebrating and valuing their differences.

OUTCOME 2:

Provide a place of sanctuary and community support. Provide a place of welcome and sanctuary, where individuals can gain support, strength and skills, to develop their capabilities and achieve their best as a valued part of the community

OUTCOME 3:

Nurture the holistic wellbeing of individuals. Acknowledge an individual's circumstances and provide a framework of care that encompasses the whole person and their needs through service, or by appropriate referral.

OUTCOME 4:

Instil recognition of self-worth. Acknowledge an individual's uniqueness and work with them to reach their potential through building self-knowledge and resilience.

OUTCOME 5:

Promote a culture of ongoing learning. Recognise personal growth from life's experiences and promote ongoing personal and professional development.

A Focus on Strategic Outcomes at a time of Global Crisis

"We know that everyone across our community has been confronted with the challenges brought by COVID-19 and we recognise the stress you have been under, just like us, and particularly the women we are working with. While it has been a trying time for the Karinya House team, I don't think our experiences can compare to what it has been like for the families we work with every day."

Marie-Louise Corkhill, Executive Director

The 2019–20 financial year has been full of challenges and opportunities for Karinya House. From concerns about financial sustainability, through the devastating impact of the bushfires and on to the unprecedented challenge of COVID-19.

The Karinya ethos of acting with compassion and flexibility has remained constant and enabling throughout. A funding framework that allows for flexibility in service delivery has meant that together, with our community of supporters, we have been able to navigate this period.

At the start of COVID-19, the Karinya House leadership team, including the Committee made a considered and clear decision that we would continue with full-service despite COVID-19. We were able to implement this commitment due to the following factors:

- » A hallmark of Karinya House has always been strong relationships with our service partners across both the government and non-government sectors. These long-term relationships held the organisation in good stead, during a period of crisis.
- » Specific COVID-19 funding support from the ACT Government, and organisations including Hands Across Canberra and The Snow Foundation, and our Karinya Friends and Partners, both continuing and new, have helped to relieve financial pressures during this time.

- » A committed, energetic, and flexible team. The Karinya House Executive Staff Team are front line practitioners, including the Executive Director. The combination of the leadership team, having a real-time understanding of all aspects of the service and a relatively small staff team, means that the organisation is agile and was able to implement changes quickly and efficiently in response to COVID-19.
- » Over 2018–19 Karinya House, with philanthropic financial support, had invested heavily in Information and Communications Technology (ICT) incorporating the move to the 'Cloud'. While the transition had its challenges at the time, this investment in infrastructure facilitated staff to quickly adapt to working remotely. ICT and practice improvements have continued throughout.



Karinya House implemented the following in response to COVID-19:

- » The Executive Staff Team meeting regularly to both review and further develop the COVID-19 Business Continuity Plan, as the situation unfolded. The Business Continuity Plan includes an outline of actions to be taken should a staff member, or woman in residence or who is being supported in an outreach capacity, test positive to COVID-19.
- » The Karinya House day staff team was split into two teams from mid-March. Each team had a mixture of skills and experience and worked alternate weeks on or off-site.
- » Caseworkers ensured appropriate and regular contact with all women, and particularly with women in residence.
- » Client support workers remained a critical component to ensuring consistent contact with women in residence as well as other women supported by Karinya House.
- » An initial pause of volunteer involvement was followed by a gradual return to some activities in a COVID-19 safe way.
- » The Karinya House Group program was paused from March.
- » Provision of essential supply parcels to women living in the community continued with an increased focus. Parcels included not only food and other basics such as nappies and the like, but also craft and other 'boredom buster' activities.
- » Monarch Building Solutions re-configured the Karinya House Administration Building to support physical distancing in the long term.

Throughout the months of bushfires, followed by COVID-19, the courage, resilience and hope of the women we have the privilege of journeying alongside has remained at the forefront of every decision and every action Karinya House has taken. The unique strengths and lived experiences of women as they navigate building a future for themselves provides much for Karinya to reflect and build upon.

The 2019–20 financial period saw Karinya House move into the final phase of our 'Strategic Management Plan — Karinya House by 2022'. The events of the period have provided an opportunity for critical reflection which the leadership team will take into planning for the future.

Our Services — Care and support

KARINYA HOUSE PROVIDES EXCELLENCE IN DELIVERY OF SERVICES FOR WOMEN

At Karinya House we value each individual and recognise their lived experience.

We offer women practical support and opportunities that enable the development of confidence, a positive sense of self and personal skills.

We are dedicated to providing appropriate professional services and facilities.

We provide a place of sanctuary and growth for women.

Extract — Karinya House Practice Framework

Karinya House recognises and acknowledges the unique lived experiences of women as they navigate building a future for themselves. The frame that caseworkers work from is focused on developing a sense of hope and belonging, to effect lasting positive change in the lives of the women in contact with Karinya House.

By providing a framework of care that encompasses the whole person, caseworkers walk alongside women as they develop their capacity to represent themselves and to make informed choices about their own lives. The work for Karinya House is founded within the principals of **trauma informed care and practice**. Throughout the period the Karinya House staff have participated in both online and face to face 'Trauma Informed Care' training. The training has been funded via Housing ACT and is an important part of the Karinya commitment to ongoing professional development, as part of the Karinya Practice Framework.

Individual casework management and flexibility in service provision are paramount at Karinya House. An individualised support plan is developed with each woman, in response to their presented needs. Support plans are aimed at promoting self-direction, empowerment and competence which facilitate women moving forward on their own. In November 2019, the casework and leadership team participated in a two-day training session, delivered by Unique Outcomes on using *Outcomes Star*™, as a support plan tool. *Outcomes Star* is a tool for measuring and supporting change when working with people. The Star is based on a person and strength-based approach, in line with the Karinya House core values. Caseworkers are using the *Outcomes Star* to facilitate women determining their own needs, priorities and actions. The Star provides an individual map for the journey each woman is on, along with a way for measuring where a woman is at on her journey and how far she has come.

"As one of the women who has received support from Karinya House, thank you just does not seem enough. My gorgeous baby is now 19 and is flourishing, studying her dream degree at uni. The wonderful staff at Karinya House helped not only with my pregnancy and birth but also in reinstalling some of the confidence I had lost. I could not have pictured being where I am today, happily married with a successful career, a wonderful daughter, but that is where I am. So thank you for the amazing work that you do. I will never forget what Karinya has done for us."

—K

"Thank you for your help preparing me for this day. I couldn't have got there without you. I'm determined to do this."

—A resident who was supported to prepare for a government employment interview

"People always tell us at Karinya what a great job we do. But I really believe it is the women we walk alongside who do the great job. They are smart, courageous and willing to make a change."

—Caseworker

"Just want to say a massive thank you for the bags full of goodies, appreciate it sooo much, hope you all have a great Easter x"

—L

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"When a caseworker was visiting a family we walk alongside in their home she was surprised and pleased to see another woman that had contact with Karinya some time ago. These two women have continued their friendship, they have children of a similar age who play together. It was also very clear they pool their resources — one of the women had bought over her lawn mower for the other to use. The children of these women meet weekly for play dates. The caseworker really enjoyed being able to experience the happy space these two women have created for themselves and their children."

Recognising and celebrating milestones is a hallmark of Karinya House. An example of this was when a resident turned 18 and attended her year 12 formal. To celebrate this momentous occasion, the resident's caseworkers and the Executive Director took the resident out for a special lunch. Another staff member arranged for a beautiful gown to be borrowed for the occasion. A resident offered their gifts by doing the young women's make-up for the occasion. As a result of the Karinya village, this young woman was able to attend her formal, with her baby, and she could not have been prouder to share the night with him.

Karinya House recognises that safety along with time and space for dialogue are powerful tools for reflection and action. Dialogue based in mutual trust and respect can guide and empower people in the positive transformation of their world. Learning from each other and the building of peer and community-based networks is an important part of the Karinya House practice framework, as evident in the **Karinya House Group Program**. Through the supported development of positive peer relationships women are provided an opportunity to increase their social support and social opportunities as well as developing new life skills. Women develop a greater sense of belonging and a stable platform from which to grow. The Karinya House Group Program was the only aspect of service delivery that had to cease completely due to COVID. Prior to the Group pausing in March 2020,

32 women participated in the weekly Group Program.

The Karinya House Group program is jointly funded by the **Snow Foundation** and the **Canberra Southern Cross Club** and supported by volunteers who assist with looking after bubs and little ones, so that mum can participate without distraction. Weekly sessions covered everything from parenting skills, to health workshops, financial literacy, to social days out at Floriade, the NGA, to Christmas celebrations. Unfortunately, firm favourites such as the Easter Hunt and Mother's Day lunch needed to take a different format in 2020. Easter saw all families both in residence and in the community receive a 'Easter hamper', including chocolate treats and make at home 'Easter Bunny masks', while Mother's Day saw all women receiving gifts.

The COVID-19 pause in the Group Program, did provide Nichola Crisp, the program coordinator, an opportunity to review the program and to develop a suite of new offerings, including a monthly lunch club, an art program and health and wellbeing program. The new model will be piloted early in the 2020–21 financial year.

The provision of **practical support**, such as quality pantry parcels is a tangible way for Karinya House to recognise the dignity of each individual woman and family. Through the support of **OzHarvest** and a number of **Rotary Clubs** across the Canberra Region, Karinya House was able to provide **344 food parcels to 54 unique**

"On one of the first warm days of the season, about to drive a mum home I noticed baby was dressed very warmly. Mum advised she didn't have summer clothes for baby yet. We were able to find various brand new outfits in baby's size and mum was very grateful! The next time we saw baby he was wearing one of the outfits mum had picked out from Karinya."

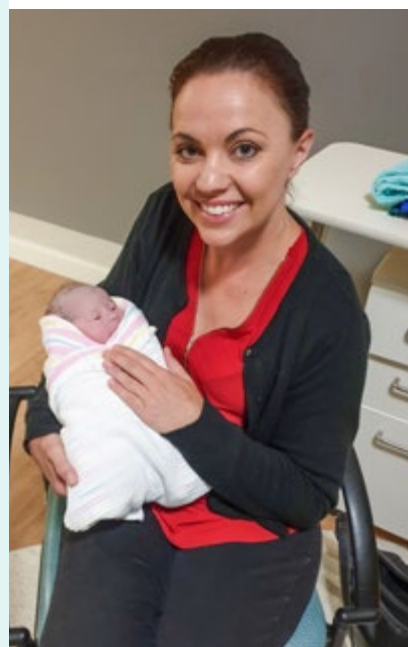
—Caseworker

"During my labour I felt completely and fully supported by my caseworker — I'm so thankful she was there for me and my baby at this time."

—J

"I feel blessed to support such incredible women. Having the opportunity to support them through the experience of childbirth is just amazing. I am so lucky to have met this little man as he entered this world!"

—Caseworker



"I met with five of the current women at this visit. As I have come to expect, all the women spoke highly of the support they receive from Karinya staff and expressed appreciation and awe at the accommodation spaces. They told me they are receiving support with future accommodation options, with immigration issues and financial support, and with baby's health issues. They feel very supported and that staff are there for them whatever their needs are.

"Well done, again, Karinya, for providing such a warm and supportive environment for young women and their small children."

—Feedback from an
Official Visitor,
29 November 2019



families in 2019–20. The total value of food parcels provided during the period was put at \$23,200.

Many Karinya House families rely on pantry staples such as rice and pasta, which we all know were difficult to obtain early in the COVID-19 pandemic. Between 14 March when Karinya House activated our COVID response plan and when the ACT moved to phase 2 of easing restrictions in late May, Karinya had provided 139 food parcels, valued at \$75 each to 30 families. This included securing food parcels from the Canberra Relief Network, which were individually repackaged, with supplies from Rotary and OzHarvest to suit each woman and delivered once a fortnight by members of the casework team to women being supported in their homes across the Canberra Region.

Providing access to quality and safe baby goods is another important element of women feeling empowered to be able to care for their baby. In 2019–20, **44 families were provided with access to \$20,000 in both new and pre-loved baby goods.** The service partnership with **Roundabout Canberra** is critical in this regard.

Practical support was provided to both women in residence and living in the community via the provision of transport to enable access to

important appointments such as antenatal health checks. This was of particular importance during COVID-19 when there were concerns in regard to public transport.

During 2019–20 the Karinya House community welcomed 25 babies into the world, including providing labour support to women as requested. Over the course of the year, Karinya House supported **273 children** under 14 years of age, including 102 babies (12 months or younger), as part of the casework support of their mothers. The professional and compassionate support the Karinya **Health Professionals** provide to new mums and bubs is a recognised care element of the Karinya House Practice Framework. This includes providing pre- and post-natal health support to women who would otherwise not be able to access local health care, due their visa status making them ineligible for Medicare.

Karinya House is committed to ethical and effective practice. Innovation and development in service excellence is achieved through practicing critical reflection, engaging with research and peer-based learning and strong collaborative partnerships with service partners. To support the commitment to strong collaborative partnerships Karinya House engages in regular service visits with core service partners, such as **Housing ACT, Child and Youth Protective Services, One-Link** and **Maternal and Child Health**. Service visits with each of these agencies occurs between four to six weeks. From March 2020 the visits were conducted virtually.

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There is no doubt that **COVID-19** created an additional layer of stress for the women Karinya walks alongside. Over the first few months of COVID-19 referral numbers remained steady, with a noticeable trend during this period being more self-referrals and referrals were far more complex in nature.

During this time, Karinya House supported a number of women with babies aged between 5–18 months, rather than just women who are pregnant or with a newborn (the normal criteria). Many of the women who self-referred during COVID-19, were previously supported by Karinya House, and were re-connecting to seek support due to the stress and isolation caused by COVID-19, including to assist with accessing material goods. This speaks to an important value of the existence of Karinya House and the commitment to a '**continuity of care**'. In other cases, women were new self-referrals who were seeking to access support due to the impact that COVID-19 was having on the intensification of domestic/family violence resulting in homelessness.

Karinya House has an important role to play in child protection, and this was highlighted during the COVID-19 period. Many families experiencing vulnerability were somewhat 'invisible' to other services such as childcare and school due to changed conditions. This adds to the additional pressure families are under due to the

isolation measures and economic impacts of job loss or related income loss. Often access to childcare/school is an important part of remaining stable for a family who is experiencing vulnerabilities. The casework team worked hard during this time to advocate for families to be able to continue to access support and appropriate care in a safe way.

Casework staff noticed an intensification of mental health concerns amongst women from March 2020 on. A significant number of women in contact with Karinya House have some experience of mental health issues, often due to experiences of trauma. For some women this means their decision making can be influenced by their experiences of trauma. One of the challenges during COVID-19 was accessing consistency in mental health support. Many services 'down-scaled', which in some cases has meant an individual has been allocated a different health worker for every appointment. In other cases, mental health support was offered virtually, which for some women is not appropriate or accessible. This has meant the time, care and patience our caseworkers offer women has been paramount.

The work of Karinya House is **people intense**, the thing that makes a difference to the women we walk alongside is time and the **physical presence of compassion, care and patience** through our staff.

"Thank-you so much to everyone at Karinya, you have been my lifeline. I was feeling so anxious about my payments so thank you for helping me to sort it out and get some information from Centrelink."

—E

"It is so nice to know that someone has my back and someone loves me. I am so grateful for all the help I have received from Karinya."

—B

"Such beautiful kind-hearted teamwork. I am so lucky to have you (family of Karinya) in my life."

—A

"I am so proud of myself. When I first met you I was crying every day. Now I am happy. I know about lots of people who can help me and I didn't know about them before. I am so thankful for Karinya and I tell all my friends about what you have done to help me and my family."

—B

"I just want to say a massive thank you for helping my child and I again. It's so wonderful to know we have such amazing support around us and to know we aren't alone. I'm so appreciative that Karinya House was able to take us in and help us when we so desperately needed it. So a massive thank you from both of us."

—Message from a resident who was moving into her own home

Across the 2019–20 financial year, Karinya staff had **3,640 unique contacts with women**. Contact is a mixture of a phone call, meeting for a coffee, accompanying a woman to an appointment, a home visit or a text to say we are here for you. From March 2020, this contact had to take on a different form. Staff were spending considerable time speaking with women via phone or video call, particularly in the early stages of the pandemic. This included keeping in contact with women, where their journey was at a stage where they normally would not have needed Karinya. Contact was maintained until women could re-connect with other neighbourhood-based centres.

When asked to describe Karinya House, a Child and Youth Protective Services staff member said, **"Karinya is like a Warm Hug."**



Our Services — The numbers

We offer 24/7 safe and secure support services for women who are pregnant or parenting newborn babies.

Every woman receives casework support incorporating counselling, referral and information for clients in matters relating to childbirth, parenting, health and welfare services, including housing needs.

Some women also require supported accommodation or transitional housing, with accommodation available for up to 11 women and their baby. Other children are also able to be accommodated.

Karinya House services include a Group Program available to all women whether being supported in an outreach capacity or in residence.

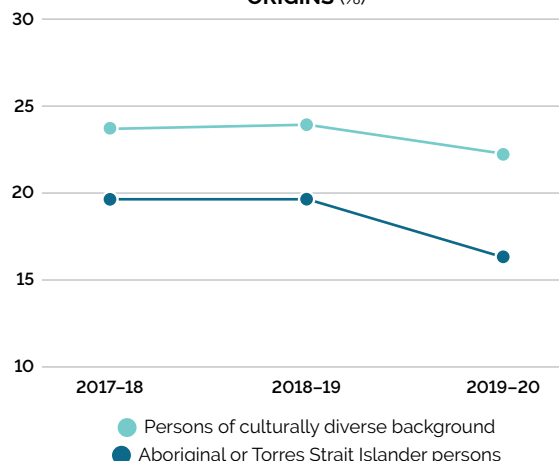
Karinya House practices the policy of 'every door is the right door' for homelessness services. If we receive a referral we will respond, including appropriate cross-referral as may be necessary. The women we support are much more than the numbers that are presented here. Every woman counts and their stories in words and without words paint myriads of pictures about life.

We do show the numbers, but ask you to look beyond them and see the words and the images, the courage, the resilience, and life... as it is.

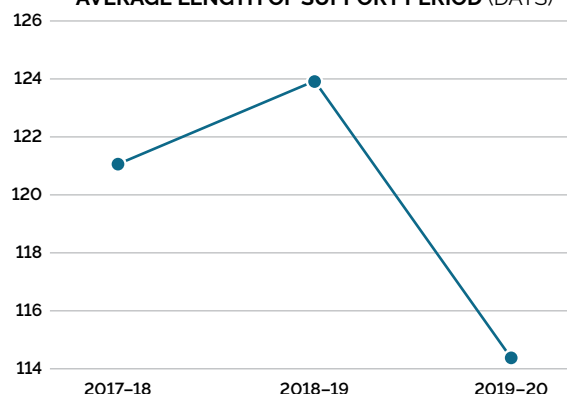
Definitions. The following definitions reference the national statistical data collection service Karinya House must use as a recognised specialist homelessness service.

- » The term 'Unassisted' is denoted by the national statistical data collection service. The term refers to women who contact Karinya House and for whom we provide information, advice and generally cross-referral as they do not fit within our practice criteria for casework support. Each 'Unassisted' contact could involve up to three hours of client support.
- » An adult service user may span the full reporting year.
- » Children and babies will be classified as distinct service users only if they are in residence or if they receive any form of individual care (such as within the Group Program, when in the care of Volunteers, whilst their mothers attend Group). We do not count all other babies who are present upon referral or born during the support period, if they are not in residence or receiving individual and specific care.
- » A service user could have more than one support period.

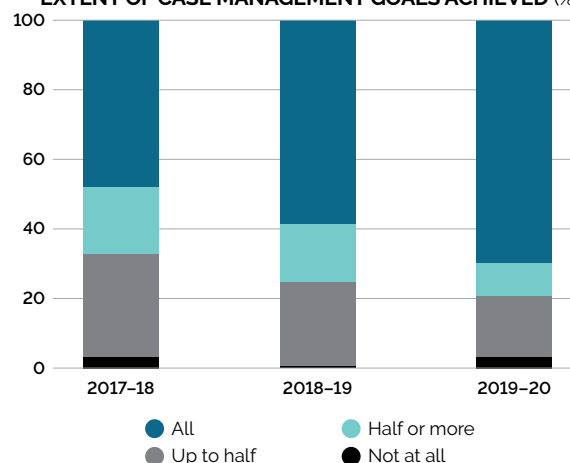
ORIGINS (%)



AVERAGE LENGTH OF SUPPORT PERIOD (DAYS)



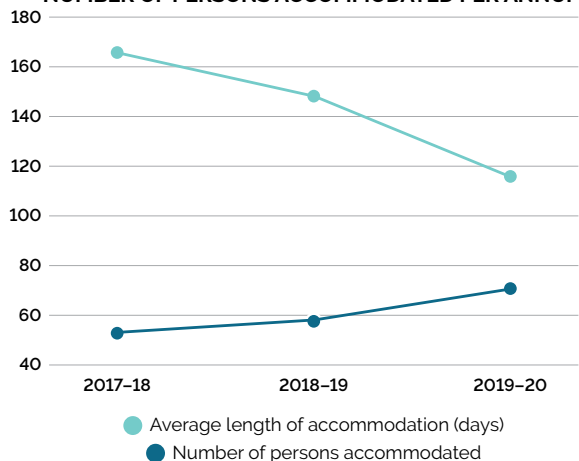
EXTENT OF CASE MANAGEMENT GOALS ACHIEVED (%)



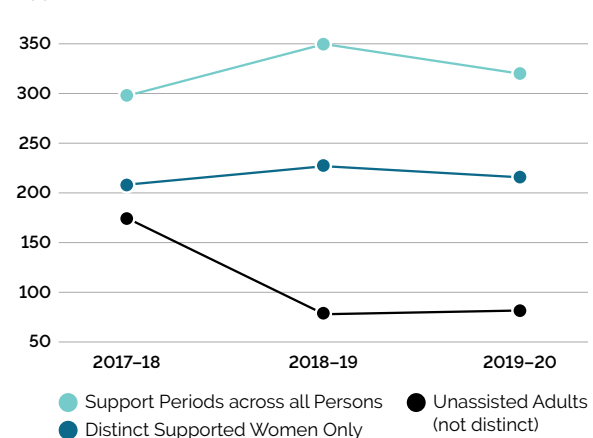
Every woman counts

Every woman who is pregnant or has a new baby should be surrounded with the supports they need during this important time. However, not every woman has shelter, stability or support. Some may be at risk of violence, experience homelessness or be completely isolated.

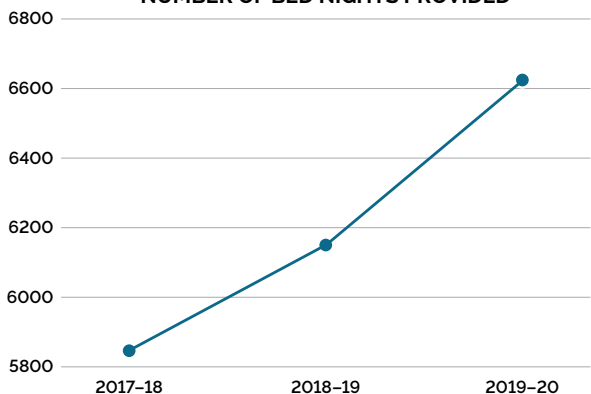
NUMBER OF PERSONS ACCOMMODATED PER ANNUM



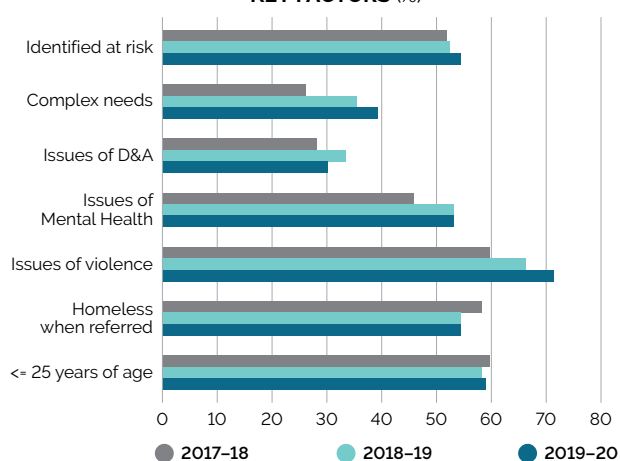
ADULTS SUPPORTED PER ANNUM & RELATED SUPPORT PERIODS



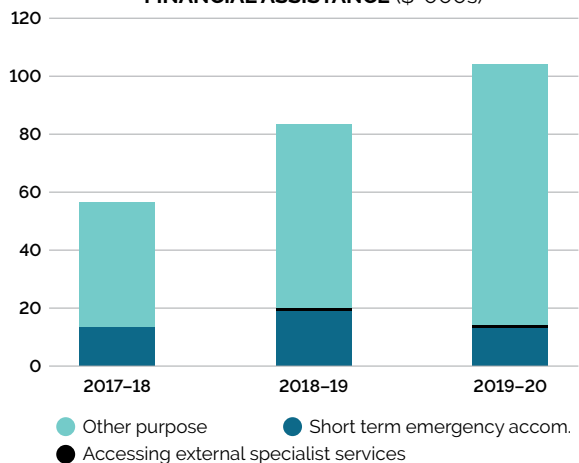
NUMBER OF BED NIGHTS PROVIDED



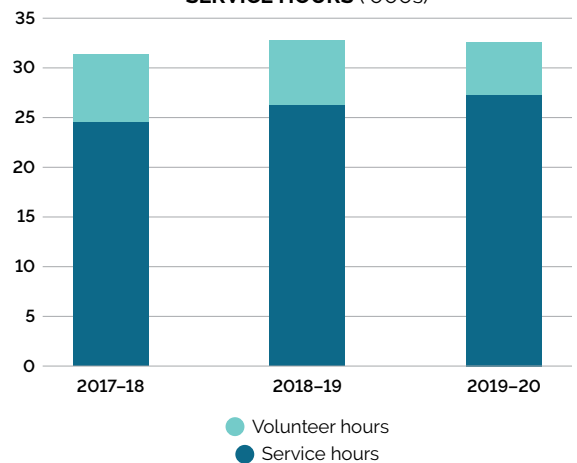
KEY FACTORS (%)



FINANCIAL ASSISTANCE (\$ '000s)



SERVICE HOURS ('000s)



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People at Karinya House

KARINYA HOUSE IS SUPPORTED BY A DYNAMIC TEAM OF PROFESSIONAL, COMMITTED AND HIGHLY VALUED STAFF AND VOLUNTEERS

Across 2019–20 Karinya House staff and volunteers demonstrated an incredible resilience and flexibility in responding to the unparalleled challenges posed by both the bushfires and COVID-19. The courage and care demonstrated by the people of Karinya has meant high quality and compassionate services have been continued for women, pregnant or parenting, who are impacted by the inequities of our society.

It was apparent from the onset of COVID-19 that if the staff and volunteer team were to sustain services in such a challenging environment, personal circumstances and supports would need to be paramount. It is our practice, and a Karinya House hallmark, that we must primarily care for each other to ensure we, as a team, are able to give the level and intensity of care Karinya provides.

From mid-March through to the end of October 2020, the Karinya House staff team have been split into two teams. Each team comprised a mixture of skills and experience and worked alternate weeks on or off-site. During this time the majority of volunteers, apart from the Committee, have remained on leave.

In early June the organisation undertook a staff survey which aimed to anonymously capture

high level insights and experiences that relate to the Karinya House COVID-19 practices. The survey purpose being to help inform future processes, procedures and organisational operations moving forward.

Responses to the survey clearly demonstrated the complexity of responding to a such a unique situation like COVID-19. Responses indicated an overall confidence in the approach that Karinya House had taken.

High level insights from the survey include:

- » Staff are satisfied with the capacity of the team to make agile and innovative changes in response to COVID-19 (76% strongly agreed and 23% agreed)
- » Staff feel that Karinya House leaders have acted to maintain the health and wellbeing of staff, volunteers and clients. (71% strongly agreed and 29% agreed)
- » Staff believe the communication about COVID-19 has been clear and timely (65% strongly agreed and 35% agreed)

The work of Karinya House is sustained by the strong sense of collegiality and respect within the people of Karinya. The staff survey

"2020 has been a tough year for everyone in the community as well as Karinya staff and women in residence and outreach. With the introduction of split teams it took staff some getting used to managing the day to day running of the facility, caring for the residents and dealing with anything else that arises with only half the staff on site. Especially at the beginning this was at times quite challenging. However, it was humbling to watch, and I was proud to be part of the Karinya staff team who for most were now taking on tasks outside their normal duties and comfort zone with such care and compassion for each other as well as for the women we support. The teamwork shown throughout this period encompassed everything an organisation would want from their staff. I am so very lucky to work with these amazing humans."

—Sarah Kirkpatrick
Finance and Administration
Officer

"It is great being able to come to work with a lovely bunch of women who share similar dreams of supporting women who may need some assistance in finding a safe and happy path for themselves and their children."

—Cath Williams
Senior Health Professional



highlighted how working in split teams created a sense of dislocation and isolation in terms of workplace culture; simply staff members were missing each other! This could be expected when the average length of service for weekday staff is almost ten years, with many staff having worked and/or volunteered at Karinya House for well over 15 years.

In February 2020, a new member of the team was appointed in the position of Executive Officer. This appointment was in recognition of the increasing responsibilities on the Executive Director, particularly in recent years since the move to the new facility. The role of the Executive Officer is to support the Executive Director (and by default the Staff Team) and the Committee on a range of high level strategic and operational areas of work. The appointment proved timely, as the Executive Officer assumed the Pandemic Officer role as it was established with the onset of COVID-19.

As COVID-19 restrictions began to ease in May, several of the regular volunteers returned to their duties on a rotational basis in-line with the split weekday staff pattern. Wayne Goodman and Kevin Stone returned to their garden and property maintenance duties. Heather Evert and Margaret O'Donovan again turned their hands to a myriad of

Karinya House is committed to ethical and effective practice. Innovation and development in service excellence is achieved through practicing critical reflection, engaging with research and peer-based learning. The Karinya House Practice Framework recognises that personal growth comes from life's experiences and promotes ongoing personal and professional development for women, staff and volunteers. Practitioners exercise professional judgement within an organisation and policy context, complimented by professional supervision and ongoing evaluation and continued professional development.

Extract — Karinya House Practice Framework

tasks to help create a sense of home for women in residence. Critical administrative support was provided by Vicki Sawyer and Sandy Cassidy. The dedication of these wonderful individuals meant that this small group of volunteers provided almost half of the total general volunteer hours provided across the 2019–20 financial year. Outside of COVID-19 general volunteers provided support to Karinya House through fundraising efforts, respite care, transport and assistance with the Karinya Group program.

All Karinya Staff members provided volunteer hours in excess of their remunerated hours. The dedication of staff is evidenced by the fact that staff provided 54% of the total volunteer hours.





The Karinya Veggie Garden —
A young resident was super excited
digging out fresh potatoes from
the garden and was planning
to have HOT CHIPS for dinner.
Maybe Pumpkin SOUP next!

In December 2019, Senior Health Professional, Anne Brown, who leads the Health Professional Team, was asked to share a little about her work here at Karinya. This is what she had to say....

"I have been working as a midwife at Karinya House since April 2002. I feel very fortunate to work with the amazing women at Karinya. Many women make significant sacrifices and life changes to be able to parent their children, showing tremendous courage and resilience to achieve a safe and stable home for their family.

I am passionate about motherhood, encouraging mums to develop self-respect in their role as mothers and the realisation of how important it is to their child and to society in general. I have had the opportunity on many occasions to be a support person during labour and birth, and this has been extremely rewarding.

Recently I have received feedback from three women that I had assisted 15–17 years ago, who still fondly remember their time with Karinya. They sent photos of their children, who are doing well at school and with other pursuits.

It is such a privilege to support women to make positive changes in their life, which enable them to become better parents, and build healthy self-esteem and confidence during their successful transition to motherhood."

Anne's presence as part of the Karinya Team is one that inspires us as well. Those who know Anne will understand the difference she makes to everyone whose path she crosses.

Waiting for an appointment, a mum and her toddler wandered through the Karinya gardens, lovingly cared for by our fabulous volunteers. Mum and daughter picked some flowers together — a beautiful sight for staff and a lovely symbol of a peaceful home...





Karinya staff and volunteers were encouraged by the message of support received from the Karinya House Patron, Her Excellency, Mrs Linda Hurley at the start of COVID-19. Her Excellency spoke with Executive Director, Marie-Louise Corkhill by phone at the end of March and followed up this discussion with a video message to all staff and volunteers. In her message Her Excellency, thanked staff and volunteers for supporting each other and for finding innovative ways to ensure the women Karinya was walking alongside felt a sense of connection and care, despite the physical distancing limits imposed by COVID-19.

"...Karinya House, all of its staff, volunteers and supporters epitomise kindness and compassion, you are all wonderful and our community is so lucky to have you."

—Her Excellency,
Mrs Linda Hurley

"It's been so good to get back to Karinya, even if it's only for a few hours a fortnight."

"I'm sure it won't be too long before we're all back to 'normal', but I have a strong feeling that our new normal will be even better than before."

"But back to Karinya, I thoroughly enjoy going there and doing my bit, along with the very helpful Wayne, to try and keep the place neat and tidy."

"And finally, I'd like to pay you a huge compliment for the way you and your fantastic team have worked through these 'interesting' COVID-19 times. You can be justifiably proud of what you do to make such a positive difference to so many people's lives."

—Kevin
Volunteer





PATRON

Her Excellency
Mrs Linda Hurley



The Committee extends its gratitude to the Staff of Karinya House. The Executive Director, Caseworkers and Health Professionals provided their rostered on-call time voluntarily during 2019–20, and with all Client Support Workers, Finance and Administration Staff, provide additional hours above standard rostered time on a voluntary basis.

"I firmly believe in the empowerment of women and the power of community. I believe that Karinya House provides women with the strength and opportunities they may not have otherwise had to succeed in their lives, surrounded by a warm and supportive community."

—Esther Bogaart
Committee Member

THE COMMITTEE

Sarah Kelly
PRESIDENT

Cassandra Keller
VICE-PRESIDENT

Kathleen Buckley
TREASURER

Rosemary Lee
SECRETARY

Esther Bogaart
COMMITTEE MEMBER

Dave Burnet
COMMITTEE MEMBER

Pierre Huetter
COMMITTEE MEMBER
(Resigned 18 November 2019)

John Lewis
COMMITTEE MEMBER
(Appointed 18 November 2019)

Marie-Louise Corkhill
COMMITTEE MEMBER

Margaret O'Donovan
COMMITTEE MEMBER

Maureen Sheehan
COMMITTEE MEMBER
(Resigned 16 September 2019)

Amanda Toms
COMMITTEE MEMBER
(Resigned 21 May 2020)

home
hope
horizon

OUR STAFF

Marie-Louise Corkhill
EXECUTIVE DIRECTOR

Belinda Munn
EXECUTIVE OFFICER
Commenced 3 February 2020

Ana Moran
SENIOR CASEWORKER

Luisa Lopes
SENIOR CASEWORKER &
PROPERTY MANAGER

Catherine O'Halloran
SENIOR CASEWORKER

Anne Brown
SENIOR HEALTH PROFESSIONAL
& LEADER

Kimberly Castles
CASEWORKER &
HEALTH PROFESSIONAL

Nichola Crisp
CASEWORKER &
GROUPS COORDINATOR

Elissa Gaffney
CASEWORKER &
VOLUNTEER COORDINATOR

Sonya Love
CASEWORKER

Jane Quinlan
CASEWORKER

Cath Williams
SENIOR HEALTH PROFESSIONAL

Carolyn Burns
CLIENT SUPPORT WORKER

Millie Ensor
CLIENT SUPPORT WORKER

Christine Hosking
CLIENT SUPPORT WORKER

Kathryn Miller
CLIENT SUPPORT WORKER

Kim O'Dea
CLIENT SUPPORT WORKER

Nailah Rokic
CLIENT SUPPORT WORKER

Bonnie Steer
CLIENT SUPPORT WORKER

Hayley Thomas
CLIENT SUPPORT WORKER
*Commenced 6 September 2019
(on leave)*

Nerida Warren
CLIENT SUPPORT WORKER

Jo Saccasan
FINANCE & BUSINESS MANAGER

Sarah Kirkpatrick
FINANCE &
ADMINISTRATION OFFICER

Karen Kirk
ADMINISTRATIVE ASSISTANT

Rachel Bernabe
SOCIAL MEDIA OFFICER
Resigned 31 January 2020

Karinya House is staffed by at least one paid staff member every hour, every day of the year. On weekdays a full roster of casework and health professional staff, supported by operational staff are present on-site. While a client support worker is on-site every night, every weekend and every public holiday.

During COVID-19, the weekday team was split across onsite and remote locations on an alternate week rotation.

OUR VOLUNTEERS AND AUXILIARY SUPPORTERS

*(excluding Committee and Staff
listed elsewhere)*

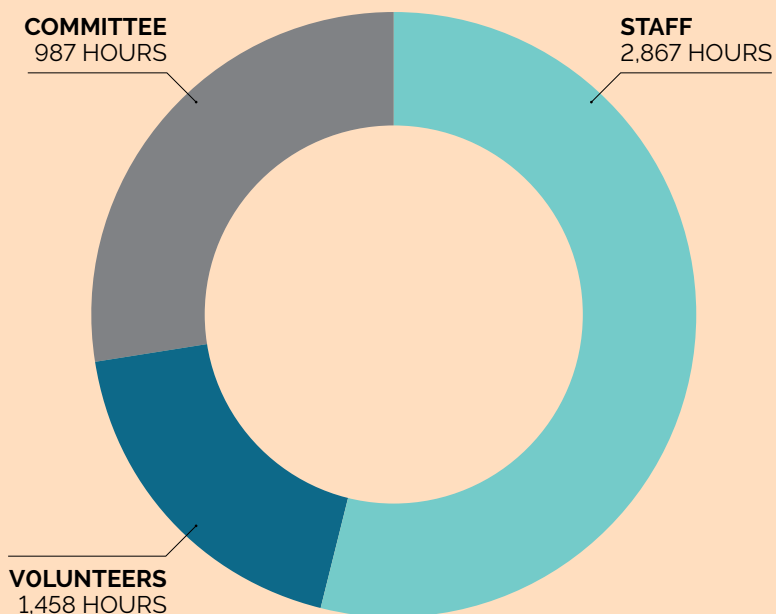
Sue Boyton
Bernadette Bryant
Sandra Cassidy
Frances Corkhill
Emily Egan
Olivia Evans
Heather Evert
Claire Frazer
Doreen Ford
Wayne Goodman
James Hall
Greg Heywood
Louise Heywood
Margaret Howe
Sophie Kilmartin
Jamie Kirkpatrick
Kyle Kirkpatrick
Ben (Linda) Logan
Sam Longley
Elizabeth Masters
Phoebe O'Halloran
Zoe O'Halloran
Johanna O'Rourke
Mayumi Raheem
Marcella Rice
Vicki Sawyer
Helen Searle
Nicole Short
Kevin Stone
Alana Thorne
Lauren Tye
Sarah Wademan
Celine Yoo



Karinya's committee, staff and volunteers have made significant contributions to the total voluntary hours provided to the organisation throughout the financial year and we remain grateful to all. General volunteers were placed on hold during COVID-19, and this is reflected in a decrease in voluntary hours. They were indeed missed.



TOTAL VOLUNTEER HOURS



VOLUNTEER HOURS

5,312 2020

6,625 2019

IF CHARGED AT A NOMINAL
RATE OF \$60 PER HOUR

\$318,720 2020

\$397,500 2019



Leadership and Corporate Management

KARINYA HOUSE IS AN ORGANISATION WITH EFFECTIVE LEADERSHIP AND MANAGEMENT

The Karinya House Committee and leadership team are responsive to the needs of the organisation and the community it seeks to serve and demonstrates leadership and flexibility in achieving the goals of the organisation.

Extract — Strategic Management Plan Karinya House by 2022

The effectiveness of the work of the Karinya House Committee is supported through regular meetings and active participation in the management of the organisation. Across the reporting period the Committee met on 10 occasions, in addition to the Annual General Meeting held on 18 November 2019.

The Committee welcomed one new committee member John Lewis and thanked Maureen Sheehan, Pierre Huetter and Amanda Toms who all stepped down from the Committee in 2019–20.

Across the last twelve months the Committee and Executive Staff team have had a focus on Karinya House undertaking a self-assessment against the Australian Service Excellence Standards (ASES). The ASES is a quality improvement program that aims to assist non-government organisations

improve their business systems, management practices and service delivery. ASES is internationally accredited in the International Society for Quality in Health and Social Care. The self-assessment stalled during COVID-19 and is due for completion by early 2021.

During the 2019–20 period Karinya House continued to work collaboratively with David McCooley from Ablaze Total Solutions to ensure a safe work and living environment. During the reporting period there were no lost time injuries. The January–June 2020 period saw a decrease in the number of incidents reported. This can be attributed to COVID-19 actions such as limited volunteers being on-site, no visitors on-site, limited movement of staff across the community and the Karinya House Group program not running.

For the first time ever, the Karinya House Business Continuity Plan was activated twice in the one financial year, firstly in response to the bushfire and then in response to COVID-19. The Business Continuity Plan is implemented by the Business Continuity Working Party. This Working Party is responsible for ensuring the effectiveness of the organisation's response to a crisis, implementing sound governance procedures during the crisis, along with being a conduit for communication across clients, staff, government and non-government partners and the Committee.

"I would like to thank the leadership team for the way they have handled a very difficult situation, that is new to us all, so promptly and with respect. I have felt the matter has been managed with genuine consideration for the safety of all but without any hysteria. Thank you."

—Comment in the Staff COVID Survey conducted in June 2020

Since the inception of Karinya House, the organisation has been guided by people with a passion for social justice and a strong sense of compassion and sound governance. Rod Frazer, was certainly one long term volunteer of Karinya House that fits this description. Rod served on the Karinya House Committee from 2011 through to 2018, but from the early days of Karinya, Rod, provided wise counsel to both Executive Director, Marie-Louise, and Finance and Business Manager, Jo and helped to inform many of the early governance frameworks. Rod passed away on 6 February 2020. Rod's life was an exemplar of care and service and he is dearly missed by the Karinya Village.



"...this has been very challenging period for us all as a whole community; with many impacts across our specialist homelessness services in ensuring the continuation of quality services to many vulnerable members of our community.

"During this difficult period, we have really appreciated Karinya's ongoing communication and collaboration, your regular updates and proactive continuity planning.

"I sincerely thank you the Karinya team for all your efforts during these difficult times"

—Senior Project Officer
Specialist Homelessness Services Delivery
Housing and Community Services
Community Services Directorate

home
hope
horizon

"Great to see what great governance processes you have in place."

—Audit Feedback
Karinya House
Secure Local Jobs Code
Certification Audit

Community Partnerships and Financial Management

KARINYA HOUSE IS REPRESENTATIVE OF VITAL COLLABORATION WITH THE PUBLIC, PRIVATE AND COMMUNITY SECTORS.

KARINYA HOUSE IS AN ASSOCIATION WITH A SECURE AND STRONG ECONOMIC BASE.

Karinya House has always had strong relationships with our service partners across both government and non-government sectors. These long-term relationships have held the organisation in good stead and have witnessed the value of our corporate, community and **ACT Government** partnerships, as well as the incredible generosity and respect of the Canberra Region community. Our community recognise their members who are most vulnerable and seek to stand beside them.

The 2019–20 Financial Year for the most part was quite extraordinary. The first five months or so progressed in quite an ordinary way and then, as for everyone, things changed significantly.

The year kicked off with a bit of fun courtesy of the Corporate Partnership with the **Audi Centre Canberra**, supported by Richard Rolfe. Groups Coordinator, Nichola Crisp organised for 10 women and 12 children to attend Disney on Ice in Sydney in the Audi Centre Canberra's corporate box. Caseworkers Elissa Gaffney and Kimberley Castles travelled to Sydney with the group to assist Nichola in supervising the children. The coach trip was a new and fun experience, with snacks,

movies and activities for everyone to enjoy. The trip home was much quieter, as the events of the day caught up with them all. The women and children had a fabulous time, giving some very joy filled feedback.

Just prior to the bushfire season starting to impact, the Inaugural **Karinya House Annual Matched Giving Appeal** was held. With our anniversary occurring on 29 September, we have chosen the month of September to be our annual Matched Giving Appeal. A number of our Corporate Partners committed an annual funding amount to be leveraged (and potentially risked) as the matching pool for the September Double Impact Appeal. As we have a number of faithful recurring donors, and as

the **Mercy Walk for Women** is held in September each year, the Appeal has an immediate impact helping to generate new donor support, with the opportunity of matched donations during the month.

During the September 2019 Double Up Appeal, we were surprised and delighted to welcome new and significant Corporate Partnerships with **Pat's Plumbing First Choice** and **Connect3i** (Human Resources Service). The Principals of both of these businesses have been Friends of Karinya, and it was wonderful to be able to formally expand their partnership to incorporate their respective businesses.

Whilst in September 2019, the fabulous **Mercy Walk for Women** was the largest event in its short



Karinya House was established by the community and we continue to draw strength and sustainability from our partnerships with community, government, and the business sectors. We are unwavering in our commitment to identify and support the development of networks around women. While strengthening partnerships with government and non-government agencies.

Extract — Karinya House Practice Framework



history, with 168 walkers and raising \$17,010 in funds. With regular donors as well as new donors during the September period, the funds raised in this month alone, including the matched (doubled) value came in at \$86,196. This funds a full-time caseworker for one year.

The **Canberra Southern Cross Club** found two new innovative ways to support Karinya House. Firstly, the inaugural Magic Christmas Pudding sold across all venues during August, to warm everyone with a delicious chocolate based dessert, was promoted with \$2 from every sale going to Karinya House. Secondly, the Canberra Southern Cross Club Yacht Club Family Fun Day in September, promoted the Coins for Karinya collection, and also named Karinya House in our Community Partner role. Karinya House had a stall at the Family Fun Day, which was a stunning Spring day. These combined events raised \$3,670.

The **Karinya House Costing Study Project** was conducted across September through to December, by Chris Nightingale with Mark Lewington, of **Chris Nightingale Consulting**, funded through the **Prosser Foundation**. Subsequent to the release of the final Costing Report, we were so very pleased

to recognise Chris Nightingale Consulting as an ongoing Corporate Partner. Both Chris and Mark demonstrated clear understanding and empathy, in their analysis of the costing of the delivery of Karinya House service and indicative return on investment to the community through this investment. The Costing Report has proved to be a valuable study and will lead to continued analysis of service costing as well as additional research into the Karinya House practice framework and how outcomes are achieved and may be further enhanced.

Prior to the end of 2019 we had the opportunity to be astounded twice by Corporate Partners, **Farrar Gesini Dunn** (FGD). Firstly, FGD offered to sponsor the 2019 Business of Women Breakfast, also held in September. They provided substantial sponsorship, ensuring the event had a positive fundraising result. FGD Director, Juliette Ford, was the Emcee, and those of us present from Karinya House, were quite overwhelmed by her generosity through her words and her passion for Karinya House. Our guest speaker, the one and only **Virginia Haussegger** was inspiring and challenging, with some very sobering statistics and numbers, about gender equity, sexism, misogyny and the climb towards

the elimination of structural inequity. What a speaker! Our Committee President, Sarah Kelly, said, "Incredible words from an incredible Woman." We couldn't agree more.

Subsequently FGD held their **Annual Charity Golf Day** on 1 November 2019, which raised \$17,730 for Karinya House. Simply outstanding! FGD continued their support throughout the 2019–20 year and are always a warm and understanding Corporate Partner. On occasion, also providing legal support for women including execution of wills.

We were also able to fund replacement of all of the Karinya House Car Seats with support from our Friends at the **Lions Club of Belconnen**. With their support, eight Britax Safe and Sound Compaq car seats were installed. This update to our vehicles continues to ensure baby and child safety.

Executive Director, Marie-Louise Corkhill and Finance and Business Manager, Jo Saccasan met with Genevieve Jacobs, from **Region Media** to discuss a formal community partnership. This valuable partnership with Region Media, that has developed into such a critical part of the Canberra Region's newscape, will provide

a platform to build the messages about Karinya House to the wider community with articles being released about Karinya as well as social media promotion. This is a wonderful opportunity and puts Karinya alongside Menslink and Domestic Violence Crisis Service as well as other equally inspiring community partner organisations. Genevieve is a great friend of Karinya and one of our most loved Canberra Icons we think! We thank the Region Directors, who with Genevieve have supported Karinya House to be a community partner. We have valued the tremendous support of the Region team throughout Christmas and the subsequent months, which certainly have been like no other in anyone's recent history.

Chat 10, Looks 3, being the team of Annabel Crabb and Leigh Sales, were able to hold their sold-out event at Llewellyn Hall in early December and again chose to donate the proceeds of ticket sales to Karinya House. Genevieve Jacobs was in the audience as well as a couple of other Karinya Friends who let us know about the very kind words shared at the event, announcing the support.

The **2019 Christmas Appeal** came during the height of the devastating bushfires. The full impact was yet to be realised, and despite the stress of the time, every Karinya family was 'sponsored' by someone across our community. This year we received donations of Christmas gifts from various businesses, workplaces, church communities and schools including

Radford College, Independent Parliamentary Expenses Authority (IPEA), Accelerate Physiotherapy, Mission Heart, Wax Monkey, Dickson Baptist Church, Pacific Suites and Rose Cottage. The casework team were kept delightfully busy delivering individually tailored gift and hamper packs to every woman we were supporting over the Christmas period, and some of our former women also, who we still support at these more special times of the year. We were overwhelmed as always with the donation of gifts and gift cards, and various folk popping in with a little something we might need. **Catholic Church Insurances**, based on a submission from the ACT Branch Manager, chose Karinya House to receive a charity contribution in December 2019. This was a substantial (and gratefully received) donation which helped boost the 2019 Christmas Appeal. The appeal in total raised \$30,000.

To end the 2019 year, Joe Pratezina, Director of **Monarch Building Solutions**, one of our fabulous Corporate Partners confirmed the good news Monarch, with the support of **Harvey Norman Commercial**, were committing to another 14 home packs bringing the total to 40 packs. As at 30 June 2020, 28 Home Starter Packs had been issued to women exiting Karinya House to new homes since November 2017 when this collaboration was first announced. Monarch has continued to provide regular on-site maintenance and building related services.



A young woman who received a Home Starter Pack provided this feedback:

"Thank you for the white goods package, it made my Christmas and setting up my new home so much easier. It definitely made my life a lot less stressful. Thank you so much".

We were again welcome as the Charity Partner at **The Showroom — Canberra's Creative Home Show**, in early 2020 which went ahead despite the bushfires. Exhibitors Phillips Landscapes, Kylie Fogarty Artist and Illustrator, Thor's Hammer and Adam Hobill Design provided items for the Karinya House Raffle and a number of staff and volunteers assisted on the day collecting gold coin donations and being present on the Karinya Stall.

The devastating impact of the bushfires, specifically within the Canberra Region, impacted so many across our community. The health impacts of heavy smoke consistently for some weeks, took its toll. Many people we know through the Karinya Village were impacted in terms of property and business. A number of our corporate partners, wineries and other local providers, who rely on summer visitors attending their cellar doors and shops, felt the sting at the business end. There were, rightly so, huge public appeals for donations to support the hundreds of families and businesses impacted through the bushfires. And it was so very heartwarming to see the resounding community response to the bushfires, far and wide.

Following significant negotiations with the **ACT Government, Child and Youth Protection Services (CYPS)**, an extension to the *A Step up for our Kids Policy Framework* — Mother and Baby Unit funding contract was confirmed. This contract was extended from 1 January 2020 through to 30 June 2021, and has since been extended through to 30 June 2022. The contract will be fully funded based on the work undertaken in the Karinya House Costing Study. We extend our gratitude to the ACT Government for their continued funding. We value a positive and constructive working relationship. This extends also to the existing **Housing ACT** funding contract, for the provision of specialist homelessness services. This contract has also been extended through to 30 June 2022. Both contract extensions demonstrate the ACT Government's continuing support for and value for Karinya House service provision and also across many essential community services organisations, beyond the impacts of COVID-19.

To augment government funding, Karinya House relies on donor, community and corporate support for a significant proportion of our annual operating revenue. The Karinya Committee and Executive were concerned about the compounding impact of donor fatigue arising from the bushfire appeals. February to June has traditionally been our most significant donor and fundraising revenue period, with the May Gala Dinner and associated Mother's Day Appeal, as well as the usual end

of financial year appeal and donor contributions. However the call on the community for donations during the bushfire period had been intense.

All of our major financial partners remained committed to Karinya House throughout 2019–20 (and have since retained or made new continuing commitments into 2020–21). We thank the **Snow Foundation, Icon Water, Canberra Southern Cross Club, James N Kirby Foundation, Riverview Projects (ACT), Corkhill Bros, Successful Alliances, Chadwick Designs, Clarke Keller, FSW Shoe Warehouse** and a number of other **Foundations** who provide significant annual general funding.

With the subsequent arrival of COVID-19 and its global, national and local impact being so comprehensive, financial sustainability of Karinya's continuing provision of service, was seriously under threat. The support of our community, the ACT Government and our Corporate Partners, over the last four months of the 2019–20 financial year, and into 2020–21, has been nothing short of extraordinary.

Instead of the 2020 May Gala Dinner and related appeal, Karinya House took to digital media and launched an alternate **May-Day Appeal**. We also conducted a smaller version of the Gala Auction online (including some mystery wine offerings) with the help of our Friends at **All Bids**. Members of our fabulous community donated 30 items for online auction. We set the target for the May Day 2020 appeal at the same level as the funds raised

from the Gala Dinner and appeal in May 2019. We were stunned daily to see the support from our Friends and Partners, as well as new donors, add to the running total of funds raised. Total funds raised by the end date of the appeal surpassed the target and there were many, many humble tears. Along the way we met some wonderful new donors, and had some inspiring conversations with current donors and regular Gala Dinner attendees.

A mention for our wonderful and long-term partners, **Canberra Southern Cross Club**, who were significantly impacted by COVID-19 during March through to June. We communicated regularly with the Club and as far as they were able the Club continued its support of our 2019–20 funding agreement. Into 2020–21, the innovative Community Rewards Program has been able to be re-introduced and we are part of this program.

During this period we also communicated with all of our major donors, providing updates, as well as putting on record with each of them our understanding if funding contributions and agreements had to change as a result of the impact of COVID-19.

At the beginning of June 2020, we launched our End of Financial Year Appeal online and we were again inspired by new donations to further support the services of Karinya House.

One of the wonderful calls received during June 2020 was a call from the **Capital Chemist Group** offering a sponsorship contribution from the **Capital Chemist Our Community Matters Program**. During the pandemic, we had called upon the services of the **Capital Chemist Charnwood**. Pharmacist Samantha Kourtis and her team have variously supported Karinya House in the past in many and varied ways. Face masks of a different variety were sourced for us during the bushfires. With the pandemic period at its most critical, Samantha attended Karinya House twice (as we were by then in split teams) to provide all staff with their annual flu shots, as well as to assist with the provision of face masks, disposable gloves and hand sanitiser supplies. Every order seems to arrive with other gifts for women in residence, as well as other supplies we did not even request. We were so pleased to then extend this wonderful,

practical partnership with a more formal sponsorship from the Capital Chemist Group.

Financial support was received from a COVID-19 Rapid Response Grant from **The Snow Foundation** and through the **Hands Across Canberra — Canberra Recovery Appeal** which extended into August 2020. Additional support was provided by the **ACT Government** with Housing ACT providing full rent relief from April through to September 2020 (and now extended through to December 2020) as well as the successful application for a **Community Services Directorate** COVID-19 Rapid Response Grant to support critical infrastructure development to support our online systems, critical to our day to day service delivery.

At the height of the pandemic, it was amazing to formally welcome a number of new Corporate Partners. **Christine Waring Designer Millinery** and **Debby Harrington Personal Stylist** have both been fabulous Friends of Karinya in past years, supporting our ventures in many and varied ways. Christine and Debby contacted Karinya House during the pandemic to seek to establish formal corporate partner agreements, whereby the services they each provide have a percentage of sale proceeds directed to Karinya House. The annual donation arising will be impacted directly by their sale proceeds. As their business grow, so does their support of Karinya House.



*"I can't thank you enough,
all I can say is Wow! I'm humbled
and grateful. You are so kind,
may the Lord bless you!"*

—A woman received a
refurbished laptop through MBK
Upcycle today for her studies.
What a gift.

This kind of corporate support, providing a social enterprise component within the business model, is one we seek to promote and it is great to partner with both Debby and Christine in this way. The model was first established with **Sharwood Hampers**, when Sharon approached us at the commencement of her local business. Each year the donation from Sharwood Hampers grows, as Sharon's business grows. We hope to continue to welcome new local business in this way to partner with Karinya House, supporting women in our community.

MXWELLS (providing a home concierge service) is another local small business who has chosen to partner with Karinya House in this way. **Hive Nutrition**, the small local business of Stacy Morgan, is also a new Corporate Partner. Stacy is providing nutrition advice and related services for women being supported by Karinya House.

A full social enterprise agreement with **Goodwill Wines**, means that 50% of any purchase of their fabulous wines online, with Karinya House as the selected partner, will be donated to Karinya House, with donations transferred on a quarterly basis.

The **Rotary Clubs** "Pantry Project" continued as far as possible into 2019–20. A very effective practical assistance partnership, initiated in March 2018 by the Rotary Club of Aurora Gungahlin, and extended beyond the Group 5, now part of **District 9705**, Rotary Clubs. The main Rotary Clubs involved are the

Rotary Clubs of Aurora Gungahlin, Ginninderra, Yass, Gunghalin and Hall, with **UC Rotaract**. Our good **Friends at the Rotary Club of Belconnen** also became involved, as well as other individuals, a book club and other groups who have heard about the initiative and participated by dropping off items to the collection points. During the pandemic, deliveries did have to cease, although Rotarian Denis, has on occasion slipped safely over to Karinya House and delivered the collection of items that have found their way to them. And as time passes, the opportunity for drop offs from other Clubs has occurred. We remain so very grateful for this practical support. The expense line item in our financial statements for food and household items has certainly decreased.

The wonderful partnership we have with **Burley Strength** continued throughout 2019–20 as far as was able, with the pandemic impacting Burley Strength significantly in the second half of the year. The 2019 Ladies of Lifting event again raised funds to support Karinya House. The 2020 event scheduled for March 2020 was postponed and is due to be held in October 2020.

Karinya House continues to value the significant partnership we have with **Roundabout Canberra**. During 2019–20, together with the support of Roundabout, our casework team have provided 44 individualised support packages of baby goods and other items valued at \$20,000 to women and their families.

OzHarvest also continued their weekly food deliveries, and these

are invaluable to us, supporting the food hamper packs that we tailor for each woman and her family.

A partnership of a different kind has developed with one of our volunteers, **Lee Tye**, who is a keen photographer. Following introduction through Groups Coordinator and Caseworker, Nichola, Lee visits with women being supported by Karinya House upon request and provides a pregnancy or with baby photo session. This opportunity allows women to celebrate motherhood and their baby through times that are potentially challenging for them. Several of the women who have taken up the opportunity have commented that they would not have otherwise done so except for the known and safe option available to them. They all value the very special photos provided entirely free, in digital form.

Together with eligible access to the **Commonwealth Government** stimulus packages, Karinya House has to date weathered the COVID financial storm. The relief this has been to us all, the whole Karinya Team, has been palpable. More importantly, this relief has allowed the Karinya Staff Team to remain focussed, so completely, on the women we walk alongside.

We sincerely thank every single person, organisation, foundation or business who donated to Karinya House over 2019–20. Words simply cannot express our gratitude.

KARINYA FRIENDS
*individuals and
recurring donors*

1,017

AND COUNTING!

**CORPORATE AND
COMMUNITY PARTNERS**
and other organisations

70

AND COUNTING!

IN-KIND DONORS
*individuals, corporate,
community and public
service groups*

124

AND COUNTING!

GIVING A TOTAL OF 3,703 FINANCIAL DONATIONS

VALUED AT \$387,597

**FUNDING SOURCES
INCLUDING
VOLUNTEER HOURS
CONTRIBUTION**

- 44% ACT GOVERNMENT FUNDING
- 10% FEDERAL GOVERNMENT COVID-19
- 30% PHILANTHROPIC, CORPORATE AND INDIVIDUAL DONATIONS, INCLUDING FUNDRAISING
- 14% VOLUNTEER HOURS CONTRIBUTION
- 2% OTHER REVENUE

**COSTS OF
SERVICE DELIVERY
2019-20
INCLUDING
VOLUNTEER HOURS**

- 69% SERVICE OPERATION & DELIVERY COSTS
- 15% SERVICE DELIVERY VOLUNTEER HOURS VALUED
- 6% SERVICE DELIVERY NON-SALARY COSTS
- 9% SERVICE INFRASTRUCTURE
- 1% MARKETING & FUNDRAISING NON-SALARY COSTS

GOVERNMENT FUNDING PARTNER



MAJOR FUNDING PARTNERS



CORPORATE & COMMUNITY PARTNERS

Ablaze Total Solutions • AESOP Canberra • AKT Fitness • Ascend Strength & Fitness • AIS Aqua Group • Australian Defence College
 Bison Australia • Blackfriars Parish • Budding Theatre • Calvary Hospital Social Club • Canberra Centre
 Canberra City Band and Women's Big Band • Capital Chemist Charnwood • The Catenian Association • CCS Group • C3 Church Watson
 Corkhills Engineering • Department of Defence (Staff) • Department of Prime Minister & Cabinet (Staff) • Dickson Baptist Church
 Elite Event Technology • Ernst & Young Foundation (Employee Matched Giving Program) • Evatt Takeaway • Everbean Cafe
 Experience360 • For Purpose • Federation Financial Services • Fisher Takeaway • Fujitsu Australia • GivIT ACT • Gungahlin College
 Just Cuts Tuggeranong • Lee Tye Photography • Maddocks • Mallaluka Wines • MBK Upcycle
 Melba Mens Shed and Easy Riders Cycle Group • Mel Hill Photography • Modibodi • Mosaic Baptist Church • MyCause
 Myer Belconnen • Paddywack Promotional Products • Robyn Rowe Chocolates • Salesforce • Share the Dignity
 Solace Creations Double Glazing • St Brigid's Catholic Church • St Clare's College • St Edmund's College • St Francis Xavier College
 St Monica's Primary School • St Thomas the Apostle School • Marist College Canberra • Mercy Association
 Nipperville Early Learning Centre • Pacific Suites • Phillips Landscapes • Regional Wines & Beverage Merchants • Rose Cottage
 Storage King Belconnen • StreetSmart Australia • Style by Wesson • Synergy Group • The Showroom • The Spence Grocer
 Thoroughbred Park • renoweth Wine Co • Tweak Home Staging • U&Co • Uniting Church of North Belconnen

President's Report

It is often through the greatest adversity that our resolve is tested. As we would all testify, the past few months and indeed the last year, have certainly tested this resolve for so many. I am so grateful for the way the staff and women at Karinya House have managed to keep going and do so with great determination adapting to their 'new normal' although it feels far from normal.

The pandemic has called for the world to adapt and I often think about the support networks we have in place in our own lives to help us cope from day to day. Many of the women supported by Karinya House do not have these networks. For them to endure their own hardships coupled with COVID-19, has worried us all greatly.

The layer of uncertainty for the women we support has been doubled in a sense, as they embrace the uncertainty of what their life will look like as they journey through and beyond pregnancy in a world that is witnessing unprecedented change. Admittedly many have struggled with this, but it has been inspiring to see how these courageous women have embraced these challenges in situations of terrible crisis. Of course, this is due to the incredible staff at Karinya House for being, once again, a constant and reassuring support for our women and babies in need.

The Committee and all at Karinya House, have been quite overwhelmed at the continued generosity from our community and partners both preceding and during the current pandemic and through most of what life has thrown at us and our country over the past year. Like most, we feared the worst of how we would keep operating without the usual physical means of fundraising events, notably our Mother's Day Gala, coupled with the unexpected financial stress on all in the community. But once again, we feel so grateful and humbled at the considerable thoughtfulness, generosity and respectful spirit of giving that has been shown from our corporate, community and ACT Government partnerships, and you, our Karinya village. We feel supported more than ever and enter the 2020-21 financial year in a far more stable position than could have been anticipated.

Even in these uncertain times, to know that we can continue to operate at full capacity, providing for women in our community, especially given the pandemic situation, is a gratitude that is felt deeply.

During the past year, and particularly through the unanticipated and stressful months of the pandemic, we have had consistent dedication and commitment from the staff and volunteers at Karinya House. Karinya House adopted a COVID-19 response plan in mid-March and the planning and competency has enabled us to work amid the lock down environment.

The Karinya House Committee is so grateful to our Executive Director, Marie-Louise Corkhill, Senior Caseworker Ana Moran, and the rest of the Senior Executive Staff Team for managing this unexpected crisis with such capability, compassion and resilience. All service staff, Caseworkers and Health Professionals, with Client Support Workers, rose to the challenge and support for women remained paramount throughout. I also acknowledge with immense gratitude, the commitment of our finance and administration staff team led by Finance and Business Manager, Jo Saccasan. Executive Officer, Belinda Munn, joined Karinya House on staff early in 2020 at a most fortuitous time and due to her knowledge of Karinya House through a previous volunteer role, was able to immediately provide high level support for operational administrative, governance and reporting matters, leaving the front line casework team to more predominantly support the women we walk alongside.



Even in these uncertain times, to know that we can continue to operate at full capacity, providing for women in our community, is a gratitude that is felt deeply.

The strong and supportive response of the Karinya staff team and the patience and understanding of our Karinya Volunteers throughout this period has been inspiring. I have continued to witness the compassion, integrity and perseverance of our Karinya team in the varying and demanding roles they have played this year and their ability to adapt and support one another. I thank each and every one.

I thank the Karinya House Committee for their invaluable and generous contribution and support of me during one of our most challenging years to date. Their commitment to Karinya's vision is inspiring coupled with their wisdom and practical input in both promoting Karinya and working to progress our future vision.

In the past year, we sadly farewelled three of our Committee members and welcomed another. Firstly, the resignation of Amanda Toms. Amanda has been a passionate advocate for Karinya for many years and both Amanda and her husband James have assisted Karinya House at so many events. We are so grateful that their support will continue in a voluntary and corporate sponsorship capacity. We also had the resignation of Pierre Huetter this year. Pierre was instrumental in negotiations with local government, strategic planning and fundraising efforts. We thank him also for his contribution over the years. Unfortunately, Maureen Sheehan who had only recently

joined the Committee last year, also had to resign due to unexpected personal circumstances arising. Maureen, who has been a part of the Karinya journey since our first government contract negotiations in 1998, was instrumental in our 2019 success with a grant from the Prosser Foundation to undertake the Karinya House Costing Study, which was finalised in late 2019 and has proven to be such an asset for Karinya House moving forward.

Our Committee welcomes John Lewis who joined our Committee in November 2019. John has come to us with extensive board experience and has been an accountant and professional consultant for over 30 years. John is a true asset to our Committee with history, knowledge and passionate support of the work we do. We are so grateful to have his counsel going forward.

A very sad loss this year was the passing of our former long-standing Committee member, Rod Frazer. Rod, his wife Ruth, their daughter Claire and his entire family have been such devoted supporters of Karinya House from the very beginning and we are so very grateful for their generous and unwavering support over so many years. Rod was a dearly treasured and valued part of our Committee for many years and he is so sadly missed by the Karinya village.

As our Executive Director, Marie-Louise Corkhill, has stated to me, "How privileged we are to bear witness to the journey and the perseverance of the women we support on a daily basis. We reflect on the year just passed and we are reminded of the many women whose lives have touched ours and more importantly how we are all better women because of this."

To that end, we value your generosity and financial support. It continually affirms us and gives us hope and belief to continue our mission. We value your investment with us in our community, keeping the spirit of giving alive and remembering what power our collective strength can have even in the most unpredictable of times.

Be strong and be safe as we venture forward to 2021.

***"I am not what happened to me.
I am what I choose to become."***

—Carl Jung

My warmest regards.

Sarah Kelly
PRESIDENT

Executive Director's Report

Dear Friends

There has been and undoubtedly will be much commentary, reflection and critique on 2020 as we know it. I write my annual report in September with the gift of hindsight, having had some space for contemplation and with a greater personal wisdom and insight on a year of rarity. A year that has impacted our world, community and indeed our dear Karinya in ways that we still cannot really envisage or contemplate.

Faced with such chaos and fears, with unprecedented crises, I am reminded of Karinya's characteristic hallmark of resilience, our 'go to' in times of uncertainty has always been to return to the organisations values as our touchstone. I am reminded of these values as I write my report. I am also reminded of the core purpose of Karinya, being to serve the courageous, brave and resilient women we walk with each day.

I would like to primarily acknowledge the strength of an amazingly gifted, flexible, resilient and compassionate staff team, who have responded to the crisis of this year with real courage and empathy. Every single member of the Karinya team responded with positivity and passion. I acknowledge particularly the support of Senior Caseworker, Ana Moran who has assumed a leadership role as part of the split team approach taken by Karinya House. The continued support of the Senior Executive Staff Team, and (what turned out to be a timely) appointment of an Executive Officer (Belinda Munn), also provided critical support through 2020.

Karinya's Client Support Workers in some ways have been more isolated than the rest of the team and have been flexible and courageous. I am also aware our volunteers have found this time difficult and it has been hard not being able to directly engage with them as we closed off volunteer commitments and activities for many months.

I thank the Committee for their support and encouragement both personally and for the whole team and particularly Sarah Kelly, our President for her personal support and encouragement.

At the commencement of the pandemic, and indeed as you would be aware from the previous year, Karinya House was facing major questions as to our ongoing financial viability and sustainability. Consequently, both service delivery and reduced staffing and resourcing were considered.

A concerted approach to fundraising, campaigning, the active promotion of our situation through our partnership with Region Media and social media was promulgated. This approach coupled with the support of our amazing community and corporate partners, primarily achieved such an astounding fundraising result for the March–June quarter. Instead of facing a financial year deficit with your amazing support, and the support of Government (ACT and Federal), the odds were turned. Out of such chaos and turmoil our community, corporate and government partners have reminded us that Karinya is held with respect, highly valued and loved!



It is with hope in the generosity of our community, the resilience and inspiration of Karinya's women and a desire for us all to create a world of peace and healing, that we find the promise of our future.

The other significant factor that has impacted our financial viability in this period relates to our concerted government lobbying, over at least the last 18-month period. This entailed a series of ministerial and executive meetings, both prior to and following Karinya's investment (supported by the Prosser Foundation) in a major costing study of the services provides to the community. Such energies have resulted in commensurate funding for Karinya that has put us in a more positive, sustainable and visionary position. I particularly wish to thank Caterina Giorgio for a significant introductory piece of work for us. Chris Nightingale and Mark Lewington (Chris Nightingale Consulting) were engaged by the Committee to actually cost Karinya's service provision. The work they undertook and the way in which they work has earned great respect and regard. Both Caterina and Chris have contributed significantly through pro bono support to Karinya. None of this would have been possible without the vigilance, oversight and vision of our Finance and Business Manager, Jo Saccasan and Treasurer, Kathleen Buckley, to whom we are indebted.

At Karinya House every woman matters.

It was apparent to staff within in a few weeks of the unfolding pandemic that many women were isolated, not able to access normal essential, social and educational supports and further, not physically seen by other professionals. The Karinya House weekly group program also had to be suspended.

Consequently, much thought, creativity and flexibility went into the staff team providing support to all our women in a safe and compassionate way, from the commencement of the pandemic. Following Karinya practice, and with informed guidelines, women continued to be seen within the outreach and residential service and particular emphasis was placed on practical support and an increased amount of telephone, text and online contact. Individual assessments were made of the particular support families required. Importantly women were also physically seen. The practice of providing practical support in this manner, although reducing in intensity due to lessening restrictions, remains in place.

The flexibility of Karinya's approach to supporting women saw the number of women supported remain consistent throughout the period. A number of referrals were well beyond our flexible service criteria, however, these referrals were largely accepted due to an executive decision to assist women who were not receiving support elsewhere. This practice remains in place. Karinya has also passed on to all women in residence the ACT Government rent relief that we received at the organisational level.

Most importantly Karinya's ability to provide 24/7 support to women in this period as always, remains a lifeline for women.

A recent staff survey, coupled with such positive responses and affirmations from government, corporate and community partners has been testament to Karinya's versatility, leadership, strength, and recognition in this unprecedented time.

It is with hope in the generosity of our community, the resilience and inspiration of Karinya's women and a desire for us all to create a world of peace and healing, that we find the promise of our future.

Marie-Louise Corkhill
EXECUTIVE DIRECTOR

Treasurer's Report

2020 — the year of many challenges so far. Ones which, unsurprisingly given the exemplar people that make up Karinya House, Karinya has taken in our stride and handled with compassion, empathy and the upmost professionalism. I cannot thank Marie-Louise, Jo and the entire Karinya staff and volunteers enough for the way they have handled the adversity of 2020 — thank you all.

My treasurer's report last year was sombre. I was presenting an operating loss with another budgeted for the 2019-20 financial year. I am pleased to say, due to the hard work of several people, I am presenting a surplus of \$233,259 for the 2019-20 financial year. Better still, we have budgeted a sound position over the coming years.

When COVID-19 first hit, we were concerned we would not be able to attract our budgeted donations and fundraising revenue. We had to cancel events and were competing with a number of very worthwhile causes who were seeking donations. I wish to thank every single individual donor, corporate partner and community supporters from the bottom of my heart, for the contributions you have made to Karinya during these unsettled times. We were astounded when we only fell short of our donation and fundraising target by \$2,700.

We were particularly grateful for the support of MyCause, a fundraising platform used by over 4,000 charities across Australia. Having been a charity partner of the platform since 2015, we had not specifically used the platform for fundraising purposes. However, at the height of COVID-19, MyCause advised all charity partners, that platform fees were being removed for all charities in response to the crisis, and this change to their fee structure would remain in place permanently. Our Friends over at Hands Across Canberra also used MyCause for their Canberra Day Appeal and the Canberra Recovery Appeal so we knew the Canberra community would be familiar with the platform. Given the circumstances, using a platform that allows donors to engage with us in a more active way, was seen as a positive move to seek to ensure we maximised the potential of donor support over this very critical year.

As part of raising over \$700,000 in donor revenue through our community of support, around \$60,000 came directly through the MyCause platform. Donations to these appeals were also made directly through our website, or direct credit to our bank account, as is the preference for many of our regular donors who provided extra support during this time of crisis. You will note when you review our audited financial statements, our auditors, Synergy, have determined they have a limitation in audit

scope in respect of their ability to audit the completeness of online donations through MyCause, and on the basis of materiality, have included a qualification in regard to this limitation in the audit of this year's Annual Financial Statements for the year ended 30 June 2020. This aspect of the report is disappointing and Karinya House is in the process of redeveloping our website to host most, if not all, of our fundraising appeals and events to remove this qualification.

The support of the ACT Government, through our existing contracts as well as COVID-19 related grants and rent relief and the Federal Government stimulus packages, coupled with our donor revenue, has provided us with a much-needed surplus this year. This has ensured continued employment for all of the staff both throughout 2019-20 and across 2020-21. This has been so important as the Karinya Team, like many in our community, have been personally impacted in some way as a result of COVID-19. We thank both Governments for their support.



Every single dollar makes a huge difference in supporting women who have nowhere else to turn. One service hour only costs \$66 — and our staff can do some amazing things in that hour.

As mentioned last year, the Committee continued to progress a number of strategies to ensure sustainable recurring sources of income well into the future. One main pillar of this strategy was a costing exercise. I extend our gratitude to Chris Nightingale and Mark Lewington for their outstanding work. The resulting Costing Study Report clearly and tangibly demonstrates the cost of our service delivery as well as providing indicative return on investment information. This has been well received by the ACT Government and has supported the calculation of future funding for our major contracts.

Our professional service providers have greatly assisted with our strategies to ensuring sustainability and have not wavered at all throughout this tumultuous year. Our bookkeeping firm, Successful Alliances, our IT service provider, F1 Solutions, the team at 180 Degree Marketing who assist with all our marketing, CRM and website support from Soda Strategic and our auditor, Synergy all provide tailored professional advice. They all support us through pro bono elements and professional advice and are part of the Karinya village — thank you all.

I would like to thank the staff of Karinya House who have provided stability and assurance to the women we support in a time that has been so unpredictable and unprecedented. I would particularly like to thank Jo Saccasan, Finance and Business Manager, who has been fundamental in achieving our progress toward a more financially sustainable future.

I would not be doing my job right if I did not finish my report by asking for you to either continue supporting Karinya, or to now consider supporting Karinya House. While we have come a long way in the last 12 months, we still have a way to go to achieving financial sustainability. Some things you can do to help us, now:

- » Become a Friend of Karinya, or if you are one, get someone you know to become a Friend of Karinya. 500 new Friends at \$20 per month would make a significant difference to our budget. 500 is 0.1% of Canberra's population! If every current Friend, found a new Friend for Karinya, we would meet this target.
- » Become a Corporate or Community Partner. Reliable, significant donations from Corporate and Community Partners help us to budget and operate with certainty and is fundamental for our future sustainability plans.

- » Make a one-off donation to Karinya. Every single dollar makes a huge difference in supporting women who have nowhere else to turn. One service hour only costs \$66 — and our staff can do some amazing things in that hour.
- » Keep an eye out for our fundraisers, albeit virtually, or hopefully soon face to face events! Follow us on Facebook, Instagram, Twitter or Linked In to stay up-to-date with Karinya and get behind us.
- » Let us know if you have any other ways you think you can help. We love the support of our community and we know our Karinya village has wonderful ideas waiting to come to fruition!

For all of the above, please see our website, karinyahouse.asn.au, or get in touch with us directly on **02 6259 8998** or email info@karinyahouse.asn.au.

Kathleen Buckley
TREASURER

CLICK HERE TO DONATE



Karinya House Home for
Mothers & Babies Incorporated

Financial Report

For the year ended 30 June 2020

Committee Report

Your Committee Members submit the financial report for Karinya House Home for Mothers and Babies Incorporated for the financial year ended 30 June 2020

COMMITTEE MEMBERS

The names of the Committee Members throughout the year and at the date of this report are:

Sarah Kelly

Marie-Louise Corkhill

Cassandra Keller

Esther Bogaart

Kathleen Buckley

John Lewis (Appointed 18/11/2019)

Rosemary Lee

Pierre Huetter (Resigned 18/11/2019)

Margaret O'Donovan

Maureen Sheehan (Resigned 16/9/2019)

Dave Burnet

Amanda Toms (Resigned 22/5/2020)

PRINCIPAL ACTIVITIES

The principal activities of the Committee during the financial year were the operation of a supported accommodation and outreach service for pregnant and parenting women and their babies.

SIGNIFICANT CHANGES

No significant change in the nature of these activities occurred during the year.

OPERATING RESULT

The surplus/(deficit) for the financial year amounted to \$233,259 (2019: (\$78,910)).

Signed in accordance with a resolution of the Members of the Committee.



Sarah Kelly

Dated 26 October 2020



Kathleen Buckley

Statement by the members of the Committee

In the opinion of the Committee the financial statements and notes as set out on the following pages satisfy the requirements of the *Australian Charities and Not-for-profits Commission Act 2012* and:

- a) comply with Australian Accounting Standards — Reduced Disclosure Requirements applicable to Karinya House Home for Mothers and Babies Incorporated and
- b) presents a true and fair view of the financial position of Karinya House Home for Mothers and Babies Incorporated as at 30 June 2020 and its performance for the year ended on that date.

At the date of this statement, there are reasonable grounds to believe that Karinya House Home for Mothers and Babies Incorporated will be able to pay its debts as and when they fall due.

This statement is made in accordance with subs 60.15(2) of the *Australian Charities and Not-for-profits Commission Regulation 2013*. On resolution of the Committee this statement is signed for and on behalf of the Committee by:



Sarah Kelly
Dated 26 October 2020



Kathleen Buckley



INDEPENDENT AUDITOR'S REPORT

TO THE MEMBERS OF KARINYA HOUSE HOME FOR MOTHERS & BABIES INCORPORATED ABN 19 764 870 539

Opinion

We have audited the financial report of Karinya House Home for Mothers and Babies Incorporated ('the association'), which comprises the statement of financial position as at 30 June 2020, the statement of comprehensive income, the statement of changes in equity and the statement of cash flows for the year ended 30 June 2020, notes comprising a summary of significant accounting policies and other explanatory information, and the statement by members of the committee.

In our opinion:

- 1) except for the possible effects of the matter described in the Basis for Qualified Opinion paragraph, the accompanying financial report of the association is in accordance with the Division 60 of the *Australian Charities and Not-for-profits Commission Act 2012* and the *Associations Incorporation Act 1991* of the Australian Capital Territory (the Act), including:
 - (i) giving a true and fair view of the association's financial position as at 30 June 2020 and of its financial performance for the year then ended;
 - (ii) complying with Australian Accounting Standards – Reduced Disclosure Requirements and Division 60 of the *Australian Charities and Not-for-profits Regulation 2013*;
- 2) we have obtained all the information and explanations that we required; and
- 3) the association has kept proper accounting records and other records as required by the Act.

Basis for Qualified Opinion

During the financial year, the association reported donations income totaling \$60,563 that was collected online using a contracted collection agency. It is not practical for the association to maintain an effective system of internal controls over the completeness of donations reported as received by the collection agency. Accordingly, the evidence available to us regarding the completeness of income reported by the contracted collection agency and our audit procedures with respect to donations received was limited to the amounts reported as collected by the contracted collection agency. We therefore are unable to express an opinion whether convention income reported to the company by the collection agency of the company is complete.

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 association in accordance with 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.

Synergy Group Audit Pty Ltd

t. (02) 6260 7477 w. synergygroup.net.au a. Ground Floor, 15 National Circuit, Barton, ACT 2600
PO Box 3789 Kingston ACT 2600 ABN 45 104 227 063 AUTHORISED AUDIT COMPANY NO. 301280

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

The Committee is responsible for the other information. The other information comprises the information included in the association's annual report for the year ended 30 June 2020 but does not include the financial report and our auditor's report thereon.

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

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

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

Committee's Responsibility for the Financial Report

The committee of the association is 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 committee determines 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 committee is responsible for assessing the ability of the association to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the committee either intend to liquidate the association or to cease operations, or has no realistic alternative but to do so.

Auditor's Responsibilities for the Audit of the Financial Report

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

As part of an audit in accordance with the Australian Auditing Standards, we exercise professional judgement and maintains 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 the auditor's 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 Association's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the Committee.





- Conclude on the appropriateness of the Committee's 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 Association's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in the auditor's report to the related disclosures in the financial report or, if such disclosures are inadequate, to modify the auditor's opinion. Our conclusions are based on the audit evidence obtained up to the date of the auditor's report. However, future events or conditions may cause the 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 those charged with governance 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 the audit.

A handwritten signature in black ink, appearing to read "Eric Hummer", with a stylized flourish at the end.

Eric Hummer
Audit Director
ehummer@synergygroup.net.au
0407 486 637
29 October 2020

Karinya House Home for Mothers & Babies Incorporated

Statement of Financial Position

AS AT 30 JUNE 2020

	Note	2020 \$	2019 \$
CURRENT ASSETS			
Cash and cash equivalents	6	875,202	767,611
Receivables	7	33,408	22,020
Other	8	133,402	12,842
TOTAL CURRENT ASSETS		1,042,012	802,473
NON-CURRENT ASSETS			
Property, Plant and Equipment	9	103,566	40,932
TOTAL NON-CURRENT ASSETS		103,566	40,932
TOTAL ASSETS		1,145,578	843,405
CURRENT LIABILITIES			
Payables	10	106,537	79,366
Provisions	11	170,977	140,885
Unearned Revenue	13	15,219	75,236
Lease liabilities	14	64,970	-
TOTAL CURRENT LIABILITIES		357,703	295,487
NON-CURRENT LIABILITIES			
Lease liabilities	14	9,852	-
TOTAL NON-CURRENT LIABILITIES		9,852	-
TOTAL LIABILITIES		367,555	295,487
NET ASSETS		778,023	547,918
EQUITY			
Retained surplus		778,023	547,918
TOTAL EQUITY		778,023	547,918

The accompanying notes form part of these financial statements.

Karinya House Home for Mothers & Babies Incorporated

Statement of Profit or Loss and Other Comprehensive Income

FOR THE YEAR ENDED 30 JUNE 2020

	Note	2020	2019
		\$	\$
Revenue and other income	2	2,116,842	1,710,095
Employee expenses	3	(1,511,875)	(1,353,558)
Depreciation	4	(78,277)	(25,934)
Other expenses	5	(293,431)	(409,513)
		<u>233,259</u>	<u>(78,910)</u>
Net surplus/(deficit) for the year			
		<u>233,259</u>	<u>(78,910)</u>
Total comprehensive income for the year		<u>233,259</u>	<u>(78,910)</u>

Statement of Changes in Equity

FOR THE YEAR ENDED 30 JUNE 2020

	Note	2019	2019
		\$	\$
Retained Earnings at the beginning of the year		547,918	626,828
Adoption of AASB 16 at 1 July 2019	9b	(3,154)	-
Surplus attributable to members		<u>233,259</u>	<u>(78,910)</u>
Retained Earnings at the end of the year		<u>778,023</u>	<u>547,918</u>

The accompanying notes form part of these financial statements.

Karinya House Home for Mothers & Babies Incorporated

Statement of Cash Flows

FOR THE YEAR ENDED 30 JUNE 2020

	Note	2020 \$	2019 \$
Cash flows from operating activities			
Operating Receipts		687,784	756,624
Grant Receipts		1,053,072	1,102,948
Government Stimulus Payments		239,000	-
Operating Payments		(1,805,947)	(1,839,362)
Interest Received		7,600	10,252
Net cash provided by/(used) in operating activities		181,509	30,462
Cash flows from investing activities			
Payment for property, plant & equipment		(3,974)	(3,603)
Net cash (used) in investing activities		(3,974)	(3,603)
Cash Flows from financing activities			
Payment of principal portion of Lease Liabilities		(65,269)	-
Interest expense on Lease Liabilities		(4,674)	-
Net cash (used) in financing activities		(69,943)	-
Net increase/(decrease) in cash held		107,592	26,859
Cash at the beginning of the financial year		767,611	740,752
Cash at the end of the financial year	6	875,202	767,611

The accompanying notes form part of these financial statements.

Karinya House Home for Mothers & Babies Incorporated

Notes to and forming part of the Financial Statements

FOR THE YEAR ENDED 30 JUNE 2020

Note 1: Summary of Significant Accounting Policies

Karinya House Home for Mothers & Babies Incorporated ("the Association") is an incorporated entity under the Associations Incorporation Act 1991 of the Australian Capital Territory and applies Australian Accounting Standards — Reduced Disclosure Requirements as set out in AASB 1053: Application of Tiers of Australian Accounting Standards and AASB 2010-2: Amendments to Australian Accounting Standards arising from Reduced Disclosure Requirements.

The financial statements are general purpose financial statements which have been prepared in accordance with Australian Accounting Standards - Reduced Disclosure Requirements, of the Australian Accounting Standards Board and the requirements of the *Australian Charities and Not-for-profits Commission Act 2012* and the *Associations Incorporations Act 1991* of the Australian Capital Territory. The Association is a not-for-profit entity for financial reporting purposes.

Australian Accounting Standards set out accounting policies that the Australian Accounting Standards Board (AASB) has concluded would result in financial statements containing relevant and reliable information about transactions, events and conditions. Material accounting policies adopted in the preparation of these financial statements are presented below and have been consistently applied unless stated otherwise.

The financial statements, except for the cash flow information, have been prepared on an accruals basis and are based on historical costs, modified, where applicable, by the measurement at fair value of selected non-current assets, financial assets and financial liabilities. The amounts presented in the financial statements have been rounded to the nearest dollar.

The financial report of the Association was authorised for issue on the date of signing of the attached Declaration by the Committee.

Adoption of New and Revised Accounting Standards

Leases — Adoption of AASB 16

The Association has adopted AASB 16 Leases retrospectively with the cumulative effect of initially applying AASB 16 recognised at 1 July 2019 and therefore the comparative information for the year ended 30 June 2019 has not been restated and has been prepared in accordance with AASB 117 Leases and associated Accounting Interpretations.

The Association has recognised a lease liability and right of use asset for all leases (with exception of short term and low value leases) recognised as operating leases under AASB 117 Leases when the Association is a lessee. These lease liabilities are measured at present value of the remaining lease payments. The Association's incremental borrowing rate as at 1 July 2019 was used to discount the lease payment.

The right of use assets for equipment was measured at its carrying amount as if AASB 16 Leases had been applied since the commencement date, but discounted using the Association's weighted average incremental borrowing rate on 1 July 2019.

The right of use assets for the leases were measured and recognised in the statement of financial position as at 1 July 2019 by taking into consideration the lease liability, prepaid and accrued lease payments previously recognised at 1 July 2019 (that are related to the lease).

Revenue from Contracts with Customers - Adoption of AASB 15 & AASB 1058

The Association has applied AASB 15 Revenue from Contracts with Customers and AASB 1058 Income of Not for Profit Entities for the first time in the current year. The comparative information has not been restated and continues to be presented under AASB 118: Revenue and AASB 1004: Contributions.

The Association has elected to apply AASB 1058 retrospectively only to contracts that are not completed contracts at date of initial application. A classification change occurred which resulted in the deferred income now being classified as contract liability in line with wording used in AASB 15.

(a) Income Tax

Karinya House Home for Mothers and Babies Incorporated is exempt from income tax in terms of Section 50-5 of the *Income Tax Assessment Act 1997*.

Karinya House Home for Mothers & Babies Incorporated

Notes to and forming part of the Financial Statements (continued)

FOR THE YEAR ENDED 30 JUNE 2020

Note 1: Summary of Significant Accounting Policies (continued)

(b) Property, Plant & Equipment

Each class of property, plant and equipment is carried at costs less, where applicable, any accumulated depreciation and impairment losses. The carrying amount of plant and equipment is reviewed annually by the Association to ensure it is not in excess of the remaining service potential of these assets.

Depreciation

The depreciable amount of all fixed assets is depreciated on a straight-line basis over the asset's useful life commencing from the time the asset is held ready for use. The depreciation rates used for each class of depreciable asset are:

<i>Class</i>	<i>Depreciation Rate</i>
Furniture & Equipment	20.0%
Office Equipment	20% – 40%
Motor Vehicle	20.0%
Artworks	0%
Right of Use Asset	33.33% – 54.17%

(c) Impairment of Assets

At the end of each reporting period, the Association reviews the carrying value of its assets to determine whether there is any indication that those assets have been impaired. If such an indication exists, the recoverable amount of the asset, being the higher of the asset's fair value less costs to sell and value-in-use is compared to the asset's carrying value. As a not-for-profit entity value in use for the Association, according to AASB 136 *Impairment of Assets*, is depreciated replacement cost. Any excess of the asset's carrying value over its recoverable amount is expensed to the Statement of Profit or Loss and Comprehensive Income.

(d) Cash and Cash Equivalents

For the purposes of the Statement of Cash Flows, cash and cash equivalents includes cash on hand, at banks and on deposit.

(e) Employee benefits

Short-term employee benefits

Provision is made for the Association's obligation for short-term employee benefits. Short-term employee benefits are benefits (other than termination benefits) that are expected to be settled wholly within 12 months after the end of the annual reporting period in which the employees render the related service, including wages, salaries and sick leave. Short-term employee benefits are measured at the (undiscounted) amounts expected to be paid when the obligation is settled.

The Association's obligations for short-term employee benefits such as wages, salaries and sick leave are recognised as a part of current trade and other payables in the statement of financial position.

Other long-term employee benefits

The Association classifies employees' long service leave and annual leave entitlements as other long-term employee benefits as they are not expected to be settled wholly within 12 months after the end of the annual reporting period in which the employees render the related service. Provision is made for the Association's obligation for other long-term employee benefits, which are measured at the present value of the expected future payments to be made to employees. Expected future payments incorporate anticipated future wage and salary levels, durations of service and employee departures, and are discounted at rates determined by reference to market yields at the end of the reporting period on government bonds that have maturity dates that approximate the terms of the obligations. Upon the remeasurement of obligations for other long-term employee benefits, the net change in the obligations is recognised in profit or loss classified under employee benefits expense.

The Association's obligations for long-term employee benefits are presented as non-current liabilities in its statement of financial position, except where the Association does not have an unconditional right to defer settlement for at least 12 months after the end of the reporting period, in which case the obligations are presented as current liabilities.

Karinya House Home for Mothers & Babies Incorporated

Notes to and forming part of the Financial Statements (continued)

FOR THE YEAR ENDED 30 JUNE 2020

Note 1: Summary of Significant Accounting Policies (continued)

Retirement benefit obligations

DEFINED CONTRIBUTION SUPERANNUATION BENEFITS

All employees of the Association receive defined contribution superannuation entitlements, for which the Association pays the fixed superannuation guarantee contribution **(9.5% of the employee's average ordinary salary in 2019–2020)** to the employee's superannuation fund of choice. All contributions in respect of employee's defined contributions entitlements are recognised as an expense when they become payable. The Association's obligation with respect to employees' defined contribution entitlements is limited to its obligation for any unpaid superannuation guarantee contributions at the end of the reporting period. All obligations for unpaid superannuation guarantee contributions are measured at the (undiscounted) amounts expected to be paid when the obligation is settled and are presented as current liabilities in the Association's statement of financial position.

(f) Economic Dependency

Karinya House Home for Mothers and Babies Incorporated receives a significant portion of their operating income from grants and donations. The ability of Karinya House Home for Mothers and Babies Incorporated to maintain its current level of operations is dependant upon the continued financial support of Government and non-government funding. The Association also receives non financial support in the form of concessional leasing arrangement with the ACT Government. During the 2019–20 financial year the leasing arrangement included both a discount of 33.3% of the estimated market rate for the leased housing (July 2019 to March 2020) and then full relief from rental payments (April 2020 to June 2020) as part of the COVID-19 response measures. The value of in-kind support provided by the ACT Government in the form of concessional leasing is \$152,674 and for the rent relief concession is \$18,850 for 2019–20.

In June 2020, by way of Deed of Contract Variation, and September 2020, by way of email pending Deed of Variation, respectively, the Association was informed that our major funding contracts with the ACT Government have been extended to 30 June 2022. Therefore, at the date of this report, the Committee has no reason to believe support from the ACT Government will not continue.

(g) Revenue Recognition*Operating grants, donations and bequests — in the current period*

When the Association receives operating grant revenue, donations or bequest, it assesses whether the contract is enforceable and has sufficiently specific performance obligations in accordance to AASB 15.

When both these conditions are satisfied, the Association:

- » identifies each performance obligation relating to the grant;
- » recognises a contract liability for its obligations under the agreement; and
- » recognises a revenue as it satisfies its performance obligations.

Where the contract is not enforceable or does not have sufficiently specific performance obligations, the Association:

- » recognises the asset received in accordance with the recognition requirements of other applicable accounting standards (for example AASB 9, AASB 16, AASB 116 and AASB 138);
- » recognises related amounts (being contributions by owners, lease liability, financial instruments, provisions, revenue or contract liability arising from a contract with a customer); and
- » recognises income immediately in profit or loss as the difference between the initial carrying amount of the asset and the related amount.

If the contract liability is recognised as a related amount above, the Association recognises income in profit or loss when or as it satisfies its obligations under the contract.

Operating grants, donations and bequests — in the prior period

Operational (non reciprocal) grants are recognised as revenue on receipt or entitlement to receive except for operational grants received in respect of future financial years which are recognised as income received in advance (liabilities, unearned revenue). Project (reciprocal) grants are recognised as revenue to the extent that the monies have been applied in accordance with the conditions of the grant. Project grants received prior to the year end but unexpended as at that date are recognised as unexpended project grants (liabilities, unearned revenue).

Other revenue — in both periods

Revenue from the rendering of services is recognised upon the delivery of the service to the customer.

Interest income is recognised on a proportional basis taking into account the interest rates applicable to the financial assets.

All other sources of income are recognised as income when the related goods or services have been provided and the income earned.

All revenue is stated net of the amount of goods and services tax (GST).

Karinya House Home for Mothers & Babies Incorporated

Notes to and forming part of the Financial Statements (continued)

FOR THE YEAR ENDED 30 JUNE 2020

Note 1: Summary of Significant Accounting Policies (continued)

(h) Goods and Services Tax

Revenues, expenses and assets are recognised net of the amount of GST, except where the amount of GST incurred is not recoverable from the Australian Taxation Office. In these circumstances the GST is recognised as part of the cost of acquisition of the asset or as part of an item of the expense. Receivables and payables in the statement of financial position are also shown inclusive of GST.

Cash flows are presented in the statement of cash flows on a gross basis, except for the GST component of investing and financing activities, which are disclosed as operating cash flows.

(i) Comparative Figures

Where required by Accounting Standards comparative figures have been adjusted to conform with changes in presentation for the current financial year.

(j) Going Concern

The financial report has been prepared on a going concern basis that assumes continuity of normal trading activities and the realisation of assets and settlement of liabilities in the normal course of business.

The COVID-19 outbreak has impacted the way of life in Australia. Karinya House implemented remote working arrangements and detailed operational plans to continue to provide our critical services in response to government requirements and to ensure the wellbeing and safety of all clients, employees and visitors.

Karinya House has determined that there are no going concern risks arising from the impact of the COVID-19 outbreak. Government stimulus has provided funding in the year where we have not been able to run a number of fundraising events. Major funding contracts have been extended to 30 June 2022. The Committee have determined that Karinya House remains in a healthy financial position.

(k) Financial Instruments

Initial recognition and measurement

Financial instruments (except for trade receivables) are initially measured at fair value plus transaction costs, except where the instrument is classified "at fair value through profit and loss", in which case transaction costs are expensed to profit or loss immediately.

Classification and subsequent measurement

Financial liabilities:

Financial liabilities are subsequently measured at:

- » amortised cost using the effective interest rate method; or
- » fair value through profit and loss."

Trade and other payables of the Association are measured at amortised cost.

Financial assets:

Financial assets are subsequently measured at:

- » amortised cost using the effective interest rate method;
- » fair value through other comprehensive income; or
- » fair value through profit and loss;

on the basis of the two primary criteria, being:

- » the contractual cashflow characteristics of the financial asset; and
- » the business model for managing the financial assets.

A financial asset is subsequently measured at amortised cost when it meets the following conditions:

- » the financial asset is managed solely to collect contractual cash flows; and
- » the contractual terms within the financial asset give rise to cash flows that are solely payments of principal and interest on the principal amount outstanding on specific dates.

Cash and cash equivalents and receivables of the Association are measured at amortised cost.

Karinya House Home for Mothers & Babies Incorporated

Notes to and forming part of the Financial Statements (continued)

FOR THE YEAR ENDED 30 JUNE 2020

Note 1: Summary of Significant Accounting Policies (continued)

(l) Leases — Karinya House as a lessee

At inception of a contract, the Association assesses if the contract contains or is a lease. If there is a lease present, a right-of-use asset and a corresponding lease liability is recognised by the Association where the Association is a lessee. However, all contracts that are classified as short-term leases (lease with remaining lease term of 12 months or less) and leases of low value assets are recognised as an operating expense on a straight-line basis over the term of the lease.

The lease liability is measured at the present value of the lease payments still to be paid at commencement date. The lease payments are discounted at the interest rate implicit in the lease.

Lease payments included in the measurement of the lease liability are as follows:

- » fixed lease payments less any lease incentives
- » variable lease payments rate, initially measured using the index or rate at the commencement date
- » the amount expected to be payable by the lessee under residual value guarantees
- » the exercise price of purchase options, if lessee is reasonably certain to exercise the options
- » lease payments under extension options if lessee is reasonably certain to exercise the options
- » payments for terminating the lease, if the lease term reflects the exercise of an option to terminate the lease.

The right-of-use assets comprise the initial measurement of the corresponding lease liability as mentioned above, any lease payments made at or before the commencement date as well as any initial direct costs. The subsequent measurement of the right-of-use assets is at cost less accumulated depreciation and impairment losses.

Right-of-use assets are depreciated over the lease term or useful life of the underlying asset whichever is the shortest.

Where a lease transfers ownership of the underlying asset or the cost of the right-of-use asset reflects that the Association anticipates exercising a purchase option, the specific asset is depreciated over the useful life of the underlying asset.

(m) Critical Accounting Estimates & Judgements

The Committee evaluate estimates and judgements incorporated into the financial report based on historical knowledge and best available current information. Estimates assume a reasonable expectation of future events and are based on current trends and economic data, obtained both externally and within the Association.

Key estimates — Impairment

The Association assesses impairment at each reporting date by evaluating conditions specific to the Association that may lead to impairment of assets. Should an impairment indicator exist, the determination of the recoverable amount of the asset may require incorporation of a number of key estimates. No impairment indicators were present at 30 June 2020."

Key judgement — Performance obligations under AASB 15

To identify a performance obligation under AASB 15, the agreement must be sufficiently specific to be able to determine when the obligation is satisfied. Management exercises judgement to determine whether the agreement is sufficiently specific by taking into account any conditions specified in the arrangement, explicit or implicit, regarding the promised goods or services. In making this assessment, management includes the nature/ type, cost/ value, quantity and the period of transfer related to the goods or services agreed.

Karinya House Home for Mothers & Babies Incorporated

Notes to and forming part of the Financial Statements (continued)

FOR THE YEAR ENDED 30 JUNE 2020

	2020	2019
	\$	\$
Note 2: Revenue and other income		
Community and Corporate Partnership Donations	572,984	546,690
Corporate Contractual Income (disclosed above in 2019)	130,000	-
Fundraising Income	14,317	98,649
Interest Received	7,600	10,252
Membership Fees	1,257	1,069
ACT Government Funding	1,053,072	1,002,680
Commonwealth Government Funding	290,550	-
Fee for Service	27	73
Service User Contributions	37,449	37,648
Staff Contributions	1,667	2,350
Miscellaneous Income	6,652	10,684
Net Gain from Sale of Assets	1,267	-
Total Revenue from ordinary activities	\$2,116,842	\$1,710,095
Note 3: Employee expenses		
Gross Wages	1,297,676	1,162,828
Accrued Leave Expense	30,112	21,036
Travel Allowance	656	1,176
First Aid Allowance	8,937	8,729
Long Service Leave Scheme	15,503	13,841
Superannuation	121,668	109,094
Workers Compensation Insurance	21,035	21,132
Staff Training	7,192	8,883
Staff Welfare	9,096	6,839
	\$1,511,875	\$1,353,558
Note 4: Depreciation		
Furniture & Equipment	2,222	2,088
Office Equipment	735	9,330
Motor Vehicle	10,156	14,516
Right of Use Assets	65,164	-
	\$78,277	\$25,934

Karinya House Home for Mothers & Babies Incorporated

Notes to and forming part of the Financial Statements (continued)

FOR THE YEAR ENDED 30 JUNE 2020

	2020	2019
	\$	\$
Note 5: Other expenses		
Administrative expenses	75,786	59,595
Insurances	11,174	9,516
Fundraising expenses	28,723	77,382
Motor vehicle expenses	19,437	21,294
Service user expenses	28,678	38,976
Property and equipment expenses	122,932	200,467
Right of Use Lease Interest	4,674	-
Volunteer costs	2,027	2,283
	<u>\$293,431</u>	<u>\$409,513</u>
Note 6: Cash		
Cash on Hand	800	800
Cash at Bank	624,402	515,350
Cash on Investment	250,000	250,000
Cash to Bank	-	1,461
	<u>\$875,202</u>	<u>\$767,611</u>
Note 7: Receivables		
Receivables	33,408	22,020
	<u>\$33,408</u>	<u>\$22,020</u>
Note 8: Other Assets		
Accrued Income	113,897	1,318
Prepayments	19,505	11,524
	<u>\$133,402</u>	<u>\$12,842</u>

Karinya House Home for Mothers & Babies Incorporated

Notes to and forming part of the Financial Statements (continued)

FOR THE YEAR ENDED 30 JUNE 2020

	2020 \$	2019 \$
Note 9: Property, Plant and Equipment		
Furniture and Equipment	13,535	13,535
Less: Accumulated Depreciation	(10,464)	(8,242)
	\$3,071	\$5,293
Office Equipment	30,665	28,809
Less: Accumulated Depreciation	(25,941)	(27,324)
	\$4,724	\$1,485
Motor Vehicle	104,025	104,025
Less: Accumulated Depreciation	(93,927)	(83,771)
	\$10,098	\$20,254
Artworks at Fair Value	13,900	13,900
	\$13,900	\$13,900
Right Of Use Assets	304,483	-
Less: Accumulated Depreciation	(232,710)	-
	\$71,773	\$ -
Total Property, Plant and Equipment	\$103,566	\$40,932

(a) Movements in carrying amounts

Movement in the carrying amounts of furniture, plant and equipment between the beginning and the end of the current financial year

	Furniture & Equipment	Office Equipment	Motor Vehicle	Artworks	Right of Use Assets	Total
Opening written down value at 1 July 2019	5,293	1,485	20,254	13,900	-	40,932
Recognised on initial application of AASB 16	-	-	-	-	136,937	136,937
Additions	-	3,974	-	-	-	3,974
Depreciation expense	(2,222)	(735)	(10,156)	-	(65,164)	(78,277)
Depreciation written back on disposal	-	2,117	-	-	-	2,117
Disposals	-	(2,117)	-	-	-	(2,117)
Gross value as at 30 June 2020	\$3,071	\$4,724	\$10,098	\$13,900	\$71,773	\$103,566

Karinya House Home for Mothers & Babies Incorporated

Notes to and forming part of the Financial Statements (continued)

FOR THE YEAR ENDED 30 JUNE 2020

Note 9: Property, Plant and Equipment (continued)*(b) Recognition of Right of Use Asset at 1 July 2019*

Operating Lease commitments as at 1st July 2019	42,460
Operating lease commitments discounted based on the weighted average incremental borrowing rate of 6.32% (AASB 16)	161,984
Accumulated Depreciation as at 1st July 2019	(167,546)
Right of use Assets (AASB 16)	36,898
Lease Liabilities Current	(22,338)
Lease Liabilities — non Current	(17,714)
Total Lease Liabilities	(40,052)
Reduction in Opening retained earnings as at 1st of July 2019	3,154

2020**2019****\$****\$****Note 10: Payables**

CURRENT

Creditors	2,356	2,635
Credit Card	1,196	942
Accrued Expenses	19,080	5,201
GST Payable	20,732	19,452
PAYG Payable	18,212	17,540
Residential Bonds	580	825
Accrued Wages and On-costs	41,887	28,996
Long Service Leave Authority Levy	-	3,357
Employee Salary Sacrifice	-	(146)
M&E Accounts	2,494	564
	\$106,537	\$79,366

Karinya House Home for Mothers & Babies Incorporated

Notes to and forming part of the Financial Statements (continued)

FOR THE YEAR ENDED 30 JUNE 2020

	2020	2019
	\$	\$
Note 11: Provisions		
CURRENT		
Annual Leave	157,356	127,539
Long Service Leave	13,621	13,346
TOTAL CURRENT	\$170,977	\$140,885

Provision for employee benefits represents amounts accrued for annual leave and long service leave.

The current portion for this provision includes the total amount accrued for annual leave entitlements and the amounts accrued for long service leave entitlements that have vested due to employees having completed the required period of service up to 30 June 2010. Based on past experience, the Association does not expect the full amount of annual leave or long service leave balances classified as current liabilities to be settled within the next 12 months. However, these amounts must be classified as current liabilities since the Association does not have an unconditional right to defer the settlement of these amounts in the event employees wish to use their entitlement.

Following the implementation of the ACT Leave Authority for Long Service Leave, Karinya House provides a levy rated amount based on earnings for all employees to the ACT Leave Authority each quarter, covering LSL entitlements for all employees. Employees claim their LSL directly from the Authority, and are able to either claim their entitlement upon resignation from Karinya House or choose to retain their entitlement when moving to another similarly eligible employer within the ACT.

In calculating the present value of future cash flows in respect of long service leave, the probability of long service leave vesting is based upon historical data. The measurement and recognition criteria for employee benefits have been discussed in Note 1(e).

Note 12: Employee Benefits

CURRENT		
Annual Leave (note 11)	157,356	127,539
Long Service Leave (note 11)	13,621	13,346
Employee Payables (note 10)	62,593	50,457
	\$233,570	\$191,342
Number of employees at year end	24	23
Aggregate employee benefits liability	\$233,570	\$191,342

Note 13: Unearned Revenue

Income in Advance	-	60,000
Contract Liabilities	15,000	15,000
Association Membership Fees in Advance	219	236
	\$15,219	\$75,236

Karinya House Home for Mothers & Babies Incorporated

Notes to and forming part of the Financial Statements (continued)

FOR THE YEAR ENDED 30 JUNE 2020

	2020	2019
	\$	\$
Note 14: Lease Liabilities		
Current ROU Lease Liability	64,970	-
Non Current ROU Lease Liability	9,852	-
	<u>\$74,822</u>	<u>\$-</u>

Note: the Association received rent relief on the property lease for the period April to June 2020 (see Note 1(f) for further discussion). This relief has been factored into the lease liability above.

(a) Future Minimum Lease Payments

Lease payments	77,802
Finance charges	(2,980)
Net present value	<u>\$74,822</u>

Represented in current and non-current Lease Liabilities as above.

Note 15: Key Management Personnel

Short-term employee benefits	114,029	114,276
Post-employment benefits	10,810	10,747
Other long term employee benefits	1,337	1,358
Total Compensation — Short-term benefits	<u>\$126,176</u>	<u>\$126,381</u>

Note 16: Related Parties

No Committee member received any remuneration from the Association during the year other than reimbursement for expenses incurred and as disclosed in Note 15. Any services provided by or to Committee members or parties related to them were under normal commercial terms and conditions.

Other Expenses	4,299	-
Total — Related Parties Transactions	<u>\$4,299</u>	<u>\$ -</u>

Note 17: Association Details

The Association provides supported accommodation, transitional housing and outreach services for pregnant and parenting women and their children in the ACT and surrounding region.

Karinya House Home for Mothers & Babies Incorporated

Notes to and forming part of the Financial Statements (continued)

FOR THE YEAR ENDED 30 JUNE 2020

	2020	2019
	\$	\$

Note 18: Financial Instruments

The Association's principal financial instruments comprise cash at bank, receivables and accounts payable. These financial instruments arise from the operations of the Association. The Association does not have any derivative instruments at 30 June 2020.

Financial Risk Exposures and Management

The main risks arising from the Association's financial instruments are credit risk, interest rate risk and liquidity risk. The policies for managing each of these risks are summarised below.

Credit Risk

Credit risk arises from exposure to customers as well as through deposits with financial institutions. The Association's exposure to credit risk arises from default of the counter party, with a maximum exposure equal to the carrying amount of these instruments.

The Association does not have any significant credit risk exposure to any single counterparty or any Company of counterparties having similar characteristics, due to major funding being received from Government Grants and Government contracts. The credit risk on liquid funds and derivative financial instruments is limited because the counterparties are banks with high credit-ratings assigned by international credit-rating agencies. There are potential Forex and Sovereign risks related to some overseas contracts. However they have not been material to date. The Association continues to monitor these so they can act should the need arise.

Interest Rate Risk

The Association's exposure to market risk for changes in interest rates relates primarily to its holdings of cash and cash equivalents and term deposits.

The Association's policy is to manage its interest income through regularly reviewing the interest rate being received on cash and cash equivalents and comparing this return to the market.

Liquidity Risk management

The Association has no external funding or facilities in place. The Association manages its cash balance to ensure that it has sufficient cash and cash equivalent holdings to meet all short, medium and long term requirements.

Financial Assets

Cash and cash equivalents	875,202	767,611
Receivables at amortised cost	33,408	22,020
Total Financial Assets	\$908,610	\$789,631

Financial Liabilities

Payables — at amortised cost	67,593	42,374
Leave Liabilities	74,822	-
Total Financial Liabilities	\$142,415	\$42,374

Note 19: Commitments

The Association has entered into a number of operating leases on certain infrastructure and items of equipment. The leases have various terms and conditions none of which are individually significant to the Association.

With the adoption of AASB 16, the operating leases previously disclosed as commitments have been disclosed as right of use assets and lease liabilities in the Statement of Financial Position. See Note 9(b) and Note 14.

Future minimum lease payments under operating leases comprise:

Within one year	-	70,573
In more than one year but less than five years	-	77,802
	\$ -	\$148,374



INDEPENDENT REVIEW REPORT

TO THE MEMBERS OF KARINYA HOUSE HOME FOR MOTHERS & BABIES INCORPORATED

ABN 19 764 870 539

Statement

Based on our review, which is not an audit, nothing has come to our attention that causes us to believe that the income and expenditure statement of Karinya House Home for Mothers and Babies Incorporated (the association) for the year ended 30 June 2020 does not present fairly the financial performance of the association for the year then ended in accordance with the accounting policies adopted in the financial report of the association.

Scope of Review

We have reviewed the income and expenditure statement of the association for the year ended 30 June 2020. The management of the association are responsible for the preparation and presentation of the income and expenditure statement and the information contained therein. We have performed a review of the income and expenditure statement in order to state whether, on the basis of the procedures described, anything has come to our attention that would indicate that it is not presented fairly in accordance with the accounting policies adopted in the financial report of the association.

The income and expenditure statement has been prepared for distribution to the members of the association. We disclaim any assumption of responsibility for any reliance on this review report or on the income and expenditure statement to which it relates to any person other than the members of the association.

Our review has been conducted in accordance with Australian Auditing Standards applicable to review engagements. A review is limited primarily to inquiries of association personnel and analytical procedures and limited sample testing applied to the financial data. These procedures do not provide all the evidence that would be required in an audit, thus the level of assurance provided is less than given in an audit. We have not performed an audit on the detailed income and expenditure statement and, accordingly, we do not express an audit opinion.

A handwritten signature in black ink, appearing to read "Eric Hummer".

Eric Hummer
Audit Director
ehummer@synergygroup.net.au
0407 486 637

29 October 2020

Synergy Group Audit Pty Ltd

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PO Box 3789 Kingston ACT 2600 ABN 45 104 227 063 AUTHORISED AUDIT COMPANY NO. 301280

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Karinya House Home for Mothers & Babies Incorporated

Income and Expenditure Statement

FOR THE YEAR ENDED 30 JUNE 2020

	2020	2019
	\$	\$
Income		
Community and Corporate Partnership Donations	702,984	546,690
Fundraising Income	14,317	98,649
Interest Received	7,600	10,252
Membership Fees	1,257	1,069
ACT Government Funding	1,053,072	1,002,680
Commonwealth Government Funding	290,550	-
Fee for Service	27	73
Net Gain/(Loss) from Sale of Assets	1,267	-
Service User Contributions	37,449	37,648
Staff Contributions	1,667	2,350
Miscellaneous Income	6,652	10,684
Total Income	\$2,116,842	\$1,710,095
Expenses		
Administrative Expenses		
Administrative Expenses	8,100	9,006
Audit Fees	23,000	7,950
Accounting Services	23,353	19,228
Bank & eCommerce Fees	6,343	6,083
Legal Fees	209	-
Memberships/Subscriptions	6,176	5,226
Miscellaneous Expenses	67	(5)
Postage and Freight	2,588	3,151
Printing and Stationery	5,950	8,956
Total Administrative Expenses	\$75,786	\$59,595
Insurances		
Directors Liability	2,385	2,058
Public Liability	4,160	3,550
Professional Indemnity	2,709	2,219
Composite Risks Property	1,050	1,022
Statutory Liability Insurance	870	667
Total Insurances	\$11,174	\$9,516
Fundraising Expenses		
Fundraising Event Expenses	10,336	45,081
Fundraising Merchandise Expenses	-	6,659
Marketing and eMedia	18,387	25,642
Total Fundraising Expenses	\$28,723	\$77,382
Motor Vehicle Expenses		
Petrol	5,836	7,799
Repairs and Maintenance	5,091	5,479
Insurance	3,360	3,662
Registration	5,117	3,965
Parking	33	389
Total Motor Vehicle Expenses	\$19,437	\$21,294

Karinya House Home for Mothers & Babies Incorporated

Income and Expenditure Statement (continued)

FOR THE YEAR ENDED 30 JUNE 2020

	2020 \$	2019 \$
Service User Expenses		
Service User Support	9,528	15,704
Service User Programs	2,207	4,949
Service User Food and Household	14,443	18,323
COVID-19	2,500	
Total Service User Expenses	\$28,678	\$38,976
Property and Equipment Expenses		
IT Comms Infrastructure Expenses	27,625	29,185
Depreciation	13,113	25,934
Equipment Leasing	-	23,421
Electricity & Gas	23,236	21,723
Equipment Replacement	3,666	4,679
Rent Housing ACT	-	71,100
Project Development and Maintenance	47,085	28,309
Repairs & Maintenance	3,142	3,055
Telephone	11,956	13,447
Waste Management	6,222	5,548
Leases		
Equipment Lease Depreciation	12,504	-
Equipment Lease Interest	1,508	-
Property Lease Depreciation	52,660	-
Property Lease Interest	3,166	-
Total Property and Equipment Expenses	\$205,883	\$226,401
Volunteer Costs		
Volunteer Expenses	1,295	1,587
Voluntary Workers Insurance	732	696
Total Volunteer Costs	\$2,027	\$2,283
Staffing Costs		
Gross Wages	1,297,676	1,162,828
Accrued Leave Expense	30,112	21,036
Travel Allowance	656	1,176
First Aid Allowance	8,937	8,729
Long Service Leave Scheme	15,503	13,841
Paid Parental Leave	-	-
Superannuation GC	121,668	109,094
Workers Compensation Insurance	21,035	21,132
Staff Training and Recruitment	7,192	8,883
Staff Welfare	9,096	6,839
Total Staffing Costs	\$1,511,875	\$1,353,558
Total Expenses	\$1,883,583	\$1,789,005
Net Surplus / (Deficit)	\$233,259	\$(78,910)

Karinya caps, cups and other fun things— Have you got yours?

KeepCups

12oz

8oz

Karinya Caps

(Black or White)

Karinya Singlets

(Limited Sizes)

Men and Women's

(Racing back for Women)

Karinya Drink Bottles

Teal, Blue, White or

Gunmetal Grey

Karinya Christmas Cards

Pack of 10

If you are looking for a **KeepCup** or a **Drink Bottle**, or maybe some fabulous **Christmas Cards** please let us know. All items listed here are available and help spread the Karinya Word. We think they look great and are great quality.

We thank our Corporate Partners, **Paddywack Promotional Products**, long time Friends, for their ongoing support.

Give us a call on 02 6259 8998 or send an email to info@karinyahouse.asn.au




Pic via Instagram @3degreescoffee

karinyahouse.asn.au
02 6259 8998

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 Instagram

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