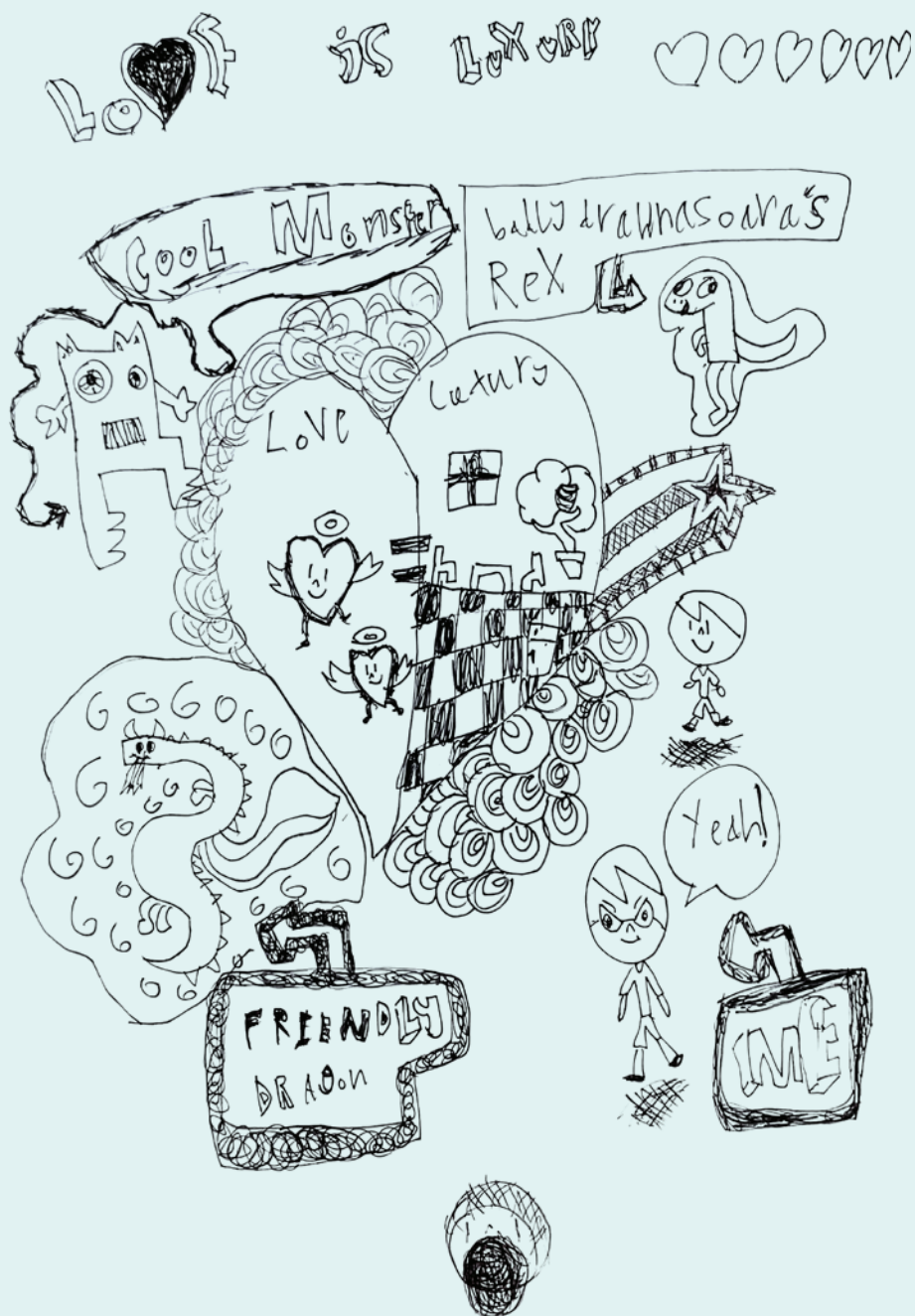




*Drawing by 8yo Charlotte,
the daughter of a woman we
walk alongside. Read more in
our Executive Director's Report
on page 34.*





KARINYA

An aboriginal word meaning 'peaceful home'

Karinya House 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, respects and seeks to learn from the diversity of Indigenous cultures, 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.

CONTACT

Karinya House Home for Mothers & Babies Inc.

PO Box 7239

Kaleen ACT 2617

Telephone: 02 6259 8998

Email: info@karinyahouse.asn.au

Web: www.karinyahouse.asn.au

Objects of Association are reproduced on our website and available upon request.

Australian Capital Territory Associations Incorporation Act 1991

INCORPORATED ASSOC. REG. NUMBER

A02875

PUBLIC OFFICER

Margaret O'Donovan

ACT REGISTERED CHARITY

Licence Number 19000250

ABN 19 764 870 539

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All quotes and photographs used in this report are used with consent. Stock Images are also used. Names have been changed to protect the anonymity of those who are supported by Karinya House. Images throughout this report may not relate to the stories and content with which they appear.

"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 almost 24 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. 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 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.

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.

Care and Compassion

Through care and compassion, we reflect to women 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 Delivery Outcomes

We are committed to delivering services and programs for women based on the following:

COMMITMENT 1:
Ensure equitable provision and availability of essential services to all women we work with.

Ensure equal access and support for women who meet the service criteria, celebrating and valuing their differences.

COMMITMENT 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.

COMMITMENT 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.

COMMITMENT 3:
Nurture the holistic wellbeing of individuals

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

COMMITMENT 5:
Promote a culture of ongoing learning

Recognise and value personal growth and learnings from life's experiences and promote ongoing personal and professional development.

A Strategic Vision

THE KARINYA HOUSE STRATEGIC PLAN 2021–25

Celebrating the Past and Planning for the Future

In October 2020 the Karinya House Committee and Executive staff came together to reflect on the Karinya journey and to consider the future opportunities and risks for the organisation. The culmination of these discussions is the *Karinya House Strategic Plan 2021–2025*.

The plan seeks to build on the strong foundation of Karinya House, celebrating and learning from our history with a view of shaping the future. At the core of this strong foundation and history is our collaboration across the community sector, government, corporate and philanthropic partners and individual donors.

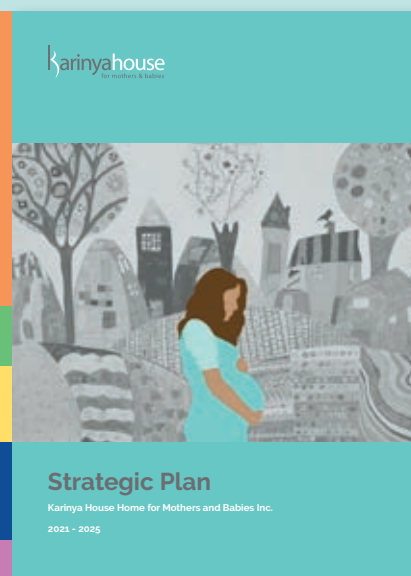
In determining what makes Karinya work and what makes Karinya stand apart from other services, the overarching element of care has been identified as the key factor instilled over the Karinya journey to date. Excellence in service delivery and governance, stems from this most basic premise, that all things we do each and every day, are founded in the ethics of care and compassion. It is this founding premise that has shaped the journey so far and will continue to shape the future of Karinya House.

The plan aims to position Karinya House to be able to continue providing targeted, individualised services and programs for women in the ACT and surrounding regions. It seeks to drive the organisation's efforts across four strategic priorities:

- Increase the financial sustainability of the organisation;
- Demonstrate the benefits of an early support model of practice within a framework of care and compassion;
- Develop the workforce capability and culture to deliver specialist supports to women with diverse and complex needs; and,
- Ensuring the Karinya House Committee contains the capacity and mix of capability to deliver the long-term strategic vision through sound governance.

We thank Chris Nightingale (Chris Nightingale Consulting) for his wonderful support in leading the Committee and Executive Staff Team in developing the strategic plan.

The *Karinya House Strategic Plan 2021–2025* is available on the Karinya House website: karinyahouse.asn.au/publications



Our Services

Care, Compassion, Time and Space

The Karinya House Practice Framework guides our approach to service delivery. It underpins the organisations commitment to co-develop a sense of hope and belonging to effect lasting positive change in the lives of the women and children we walk alongside.

HOUSING AFFORDABILITY

Karinya House has historically provided support to a diverse group of women, each facing their own personal set of circumstances. Seventy percent of women Karinya House supported in the 2020–21 financial year were either experiencing a period of homelessness or at risk of homelessness when referred to Karinya House.

The triggers for homelessness amongst women are well documented both in research and policy. Triggers often recited include an experience of sexual abuse, neglect, abandonment and/or family breakdown, experience of violence and bereavement. These life experiences are certainly known challenges for some of the women Karinya House walks alongside.

What is left unexamined however, in the listing of these 'biographic experiences' are the structural inequalities that underpin and shape these life experiences. It is the structural barriers around education, employment, access to affordable and flexible childcare, access to appropriate and timely health and legal support that all impact on the ongoing housing affordability crisis, including limited safe and accessible social/public housing for the women Karinya has walked alongside in the last twelve months.

The ongoing housing affordability crisis has seen a noticeable increase in referrals from women who have older children seeking accommodation at Karinya House. The Karinya Executive Staff Leadership Team have at times over the last twelve months, considered creative options for housing larger families or families with older children, however experience has shown that this is problematic regarding space and maintaining the confidentiality and safety of all residents and staff on site.



▲ Image: Anti-Poverty Week

▼ Images: Raise the Rate for Good, Everybody's Home



#humansofkarinya

Message from a woman who was previously a resident and is being supported in an outreach capacity currently...

"Thank you to every one of you. You are family and you mean so much to me through this hard journey. I am really grateful for the love and support you have shown and given to me and my son."

The lack of appropriate safe housing pathways for women is not only detrimental for the families impacted, but also the Karinya casework team, who increasingly experience frustration in not being able to support women into the next phase of their journey due to lack of safe sustainable housing.

Across this period only six women have been able to access safe and affordable public housing, meaning that many of the women Karinya supports continue to be in unsuitable and unsafe housing. Indeed, 66% percent of women are still in unsuitable housing when they choose to end their period of support with Karinya House. Many of these women have made life-changing choices and no longer need the intense support that Karinya House offers, they simply need a safe home, something that we all have a right to.

COLLABORATION AND PARTNERSHIPS

Karinya House is committed to a strengths-based practice framework that builds on a woman's strengths as well as their needs and recognises individual goals and preferences including those related to an individual's sense of identity. Karinya House recognises that strengths grow and needs change over time. Co-developed plans to support a woman reaching and refining her goals are an ongoing process of review and adaption.

One of the underpinning principles for the Karinya House practice framework is to avoid duplication of service delivery. Positive working partnerships, collaboration and referral pathways to other services is an important part of this element of Karinya House practice framework.

Collaborators include:

- **Child and Youth Protection Services (CYPS)** through, '**A Step Up for Our Kids**' program, **Mother and Baby Unit**. The work of Karinya House within this strategy is focused on strengthening mothers and mothers-to-be to ensure they can provide a safe start in life for their children and can grow in their parenting capacity. Regular liaison and monthly meetings with CYPS are focused on CYPS and Karinya House working together for the best outcomes for families.
- Karinya meets monthly with **Housing ACT** representatives to discuss housing allocations and related matters in respect of women being supported by Karinya House. These meetings provide an opportunity for direct advocacy and important insights into the current challenges regarding affordable housing in the ACT.
- Regular liaison, including 6 weekly service visits are held with **OneLink** to ensure referrals to and from Karinya House are appropriately responded to.
- **Maternal and Child Health (MACH)**. A MACH nurse visits women residing at Karinya each week. While a PEPS Nurse (also through MACH) can support a woman as long as required. The regular visits from MACH are facilitated by **Karinya's Health Professionals**. This includes ensuring there is clear understanding of roles and appropriate sharing of information to support women in their capacity as mothers. **Continuity of care** is supported by having the same MACH nurse visit women.

COLLABORATION AND PARTNERSHIPS continued

There are a myriad of other services with whom Karinya collaborates, depending on the specific circumstances of a woman, her strengths and needs.

The 2020–21 period saw a marked increase in women experiencing domestic and family violence. Karinya House welcomed access to the **Family Violence Safety Action Pilot** through **Victim Support ACT**. The Karinya team have found the staff employed within this pilot to be professional, knowledgeable and sensitive. The Pilot program has afforded women with compassionate and timely support in often traumatic circumstances.

At a sector level, Karinya House is represented at the following:

- Housing ACT Multi-Disciplinary Panel
- Joint Pathways
- Youth Housing and Homelessness Forum
- Homeless Sector Forum
- Humans Resources Network

"I have missed coming to Karinya and feeling part of something. COVID made me so isolated and just being able to come here again has lifted my spirits".

LITTLE STEPS

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 re-commenced in August 2020, having been paused due to COVID-19. During the 'COVID-19 pause' the program was re-developed into the 'Little Steps' Program, with input from women who regularly attended the group. The re-imagined program includes 4 distinct elements, Parenting Education and Support, Health and Nutrition, Physical and Mental Wellbeing and Creative Arts.

In line with COVID-19 precautions 'Little Steps' initially ran as a fortnightly program, moving to weekly sessions from October 2021. The move to weekly sessions was based on feedback from participants who indicated they were continuing to feel isolated and disconnected from social networks, due to the ongoing impact of COVID-19. The weekly sessions allowed for additional sessions focused on strengthening social connections in an informal and fun atmosphere, for example a picnic and walk at the lake and a dance lesson.

Across the 2020–21 Financial year 31 group sessions were held with 36 unique women and their children attending. Seventy percent of participants had an experience of mental ill health, while seventy-two percent had an experience of domestic and/or family violence. Having the opportunity to build positive social connections and 'replenish their resilience reserves' in a safe and welcoming space such as the 'Little Steps' program is especially important for these women. Many of them feel 'judged' or experience 'shame' in mainstream 'parenting programs'.

#humansofkarinya



"I first connected with Karinya House just over 16 years ago with my first child. Last year I reconnected as my mental health was concerning, and I was feeling so alone. My caseworker invited me to attend the Group program. I was so nervous but after a few weeks I started to feel more comfortable. Nichola and the volunteers helped me with my baby and introduced me to people and other service providers. Just as I started to feel more confident in socialising COVID-19 hit and the program was suspended. Staff at Karinya supported me through the pandemic while feeling extremely isolated at home with my children. Group was reintroduced in August and I couldn't wait to return. It's a space where I feel safe and part of something. I have attended most weeks and have been treated to so many things, including attending my first ever Christmas Party and Mother's Day Lunch! I can't thank Karinya enough for making me feel special and providing support, information and opportunity to help me on my journey."

THE NUMBERS — EVERY WOMAN COUNTS

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

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.

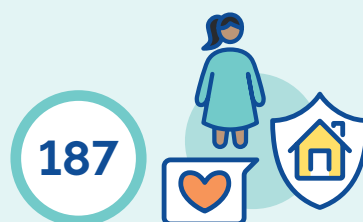
“How do we explain the lives of others without violating their reality?”
– Acker, Barry, Esseveld (1983)



5 women were supported to ensure they could **transport their children safely and independently** through either support obtaining their driver's licence, registering and insuring their vehicle or safely maintaining their car.



243 Children, including babies, in the care of the 187 women supported through Karinya House.



Women received full casework services during 2020–21.



The estimated total value of the broad range of financial assistance in the provision of short term or emergency accommodation, establishing or maintaining tenancy, accessing specialist services, education, training or employment services for women, school uniforms and supplies for older children, as well as over 100 gifts that were provided to families. The value also includes around **100 support packs** sourced through Roundabout Canberra.



Residential Days were provided across 2020–21 compared to 6,620 the prior year. COVID-19 did impact vacancy rates, with movements in and out of the 4-bedroom shared accommodation building limited due to management of risk.



Persons were supported in a short-term capacity and referred appropriately to other services.



Residential Days was the average length of accommodation periods provided during 2020–21. **An increase of 25%** over the 116-day average in the prior year, reflecting the impact of the housing crisis.

"Thank you for stopping and noticing me and giving me a chance. Thank you for giving me and my children a foundation for the future. I love you all very much. In all your unique ways, you have inspired me to be a better person."



Days was the average overall support period for the provision of full casework support for each woman over the 2020–21 financial year. This is a 25% decrease compared to the average support period in the prior year (114 days). This comparative decrease is offset by the increased average length of support periods for women in accommodation. Women supported in an outreach capacity generally will have shorter support periods. At any point in time caseloads for the Care Team are managed to ensure quality of care does not diminish due to excessive caseloads.



Total number of Food Hampers distributed to women and their families. This includes \$27,225 worth of food and gift cards donated by a number of **District 9705 Rotary Clubs** and \$18,000 worth of food donated through **OzHarvest**.



Women and Children were accommodated at Karinya House during 2020–21. This included 11 babies, 7 toddlers and 9 primary age children.



Babies were born during 2020–21 during the time their mother was engaged with Karinya House. All women were provided with support around their labour. Support could include labour planning, transport and/or a staff member being a birth partner. Note: many women supported by Karinya House are already parenting a newborn upon referral.



75%

of women achieved 50% or more of their case management plan goals upon exiting Karinya House.

70%

of women were homeless upon referral.

64%

of women identified issues of partner violence upon referral.

54%

of women referred to Karinya House identified mental health issues.

40%

of women identified issues of drugs and/or alcohol use upon referral.

22%

of women were of a culturally diverse background.

15%

of women identified as Aboriginal or Torres Strait Islander persons.

People at Karinya House

At the foundation of the Karinya House Strategic Plan 2021–2025 are our staff and volunteers. Karinya House highly values the compassion and care they exhibit and the professional skills and experience they share.

The strategic plan commits the organisation to continue to invest in the skills and capability of our staff and volunteers to ensure the highest professional standards and service is offered by Karinya House.

FAREWELL AND HELLO

The 2020–21 year was a period of change at Karinya House. At the end of October 2020, we wished our long serving and much-loved **midwife, Anne Brown, well in her retirement.** Anne had worked at Karinya House since April 2002 and contributed to the lives of close to 2,000 women over her years of service at Karinya. Anne received a Medal of Service Recognition from the Governor-General for her service *"significantly contributing to lifting up those around her and making the community better"*. Normally such a presentation would occur at Government House, however due to COVID-19 this medallion was presented to Anne at a small ceremony at Karinya, attended by staff and Committee Members, along with Anne and her husband Bob. Over Anne's 18 plus years, Bob also offered his gifts and talents to Karinya at various times.

Alexandra Ball was appointed to the role of **Senior Health Professional/Team Leader (midwife)** and started at

Karinya House in February 2021. In her application Alexandra stated: *"I grew up only ever wanting to be a midwife."* Alexandra's dedication to this goal is evidenced by Alexandra's qualifications in both counselling and Child and Family Health, and her particular interest in Perinatal and Infant Mental Health, early brain development, bonding and attachment and the importance of early intervention to ensure optimal maternal and child outcomes.

Alexandra is a member of the ACT branches of the Australian College of Midwives and the Australian Association for Infant Mental Health. She is also the elected ACT branch National Representative for the Australian Association for Infant Mental Health.

In May and June, we farewelled **Carolyn Burns** and **Kim O'Dea** who between them had a combined service of 27 years as Support Workers. Support Workers are critical to the work of Karinya House. Support Workers often forgo time with their own families to provide

consistent care, compassion, a listening ear and a helping hand to women every night, every weekend and every public holiday.

On reflecting on her time at Karinya House, Carolyn shared the thing she enjoyed most about her role at Karinya was caring for women and making a difference. Carolyn also reflected on how at nearly 70 years of age, Carolyn felt she could take on the role of 'granny' for many of the women at Karinya House.

During the year we also welcomed **Johanna O'Rourke** and **Alex Bailey** as Support Workers.

"I have really enjoyed working with all the wonderful staff at Karinya House. They are such talented, caring and special people."

– Kim O'Dea

"The role of Karinya House is to make the hard more bearable."
– Alexandra Ball



#humansofkarinya

*Overheard at the
Group Program during
November 2020...*

**"Thank you to Nichola
for having me at group,
it was my first time
and I really enjoyed
it. It made me feel
less lonely."**



WORKFORCE PLANNING

The *Karinya House Strategic Plan 2021–2025* recognises that the women Karinya walks alongside often face a range of compounding experiences including trauma related histories of domestic/ family violence, sexual assault, child protection involvement, homelessness, drug and alcohol misuse, mental health issues and breakdowns in social networks, whilst navigating a transition to motherhood.

In recent times, staff have identified that these complexities are intensifying which require additional intensive assistance and a more complex suite of services. This requires our staff to have additional **access to specialist skills and supports so they can continue to provide women with the high-quality individualised case support they need.**

In early 2021 a new **Performance Review and Development Plan framework** was introduced for all Karinya Staff in response to these requirements. As part of this

framework all positions descriptions were reviewed and updated to ensure they reflected the current and emerging requirements of roles. The new framework also aligned performance and development goals transparently and rigorously, to the specific requirements of position descriptions.

In June 2021, **Catherine O'Halloran** was appointed to the role of **Services Director**. This new role was in recognition of the increased complexity of the landscape caseworkers are required to navigate. The focus of the Services Director role is to support the Executive Director in ensuring the ethic and practice of care and compassion is maintained and continued to be developed as a hallmark of Karinya. Catherine, as a fierce advocate for both the women Karinya walks with and the care team, brings over 12 years of experience at Karinya House to the role.

VALE MYRNA STINZIANI

4 January 1936 – 8 January 2021

Myrna Stinziani was a member of the Karinya House Founding Group who raised the seed funding to commence Karinya. Myrna served as Committee Secretary for many years as well as a long-term Public Officer. Myrna was a regular visitor to Karinya and would often drop in donations as she also worked for St Vincent de Paul.

Myrna was an active member of the Karinya association until last year; the 2020 Annual General Meeting (AGM) was the only one of the AGM's that Myrna did not attend.

Myrna Stinziani made an extraordinary contribution to Karinya from the earliest days and is remembered fondly.



MENTAL HEALTH WORKER



In December 2020 Karinya House was awarded a COVID-19 emergency grant from the **James N. Kirby Foundation** for funding an additional onsite case-aid support person, and to pilot a **Mental Health Worker** role to build the capacity of staff in responding to the expressed mental health needs of the women we work with. **Kate Moran** was welcomed and appointed on a six-month contract, which at the time of writing this report has concluded. The pilot project demonstrated that the Karinya House Practice Framework does have a strong trauma-informed therapeutic foundation. Women have provided feedback to the Mental Health Worker that they **feel well supported by the Karinya House caseworkers in terms of managing their mental health.**

Several of the women reported that the reason they were willing to access mental health support via Karinya House was due to the **strong existing relationship with the casework team.** The most common reasons women sought support from the Mental Health Worker have been related to a 'history of trauma' or 'family/domestic violence'. This is consistent with research that indicates that trauma and family violence are common amongst women experiencing a period of homelessness. The Karinya House Executive Staff Leadership Team will continue to use the learnings from the pilot in broader workforce planning discussions to ensure the funding from the James N. Kirby Foundation has a long-term sustainable impact.



KARINYA VOLUNTEERS

The work of Karinya House is supported by a wonderful group of diverse and dedicated volunteers. Being a volunteer at Karinya House is no easy feat with several checks, clearances and orientation days to navigate before being undertaking a single shift.

Often, we receive requests from individuals who want to volunteer to 'hold a baby', and while our wonderful 'Group' volunteers do indeed provide care and attention to little ones, so their mums can enjoy the Little Steps Program, there are many other roles undertaken by our volunteers.

From tendering to our garden to preparing units and cottages before the arrival of a new member of the Karinya village, to collecting

the mail and running errands to helping with the filing, to providing transport, assisting with fundraising and being a Committee member, the common characteristics across the volunteer team is care, compassion, flexibility and a good sense of humour.

Another characteristic is long term dedication. In July 2020, we celebrated Vicki Sawyer's 10 years of volunteer service with Karinya. An inspiring commitment.

COVID-19 once again limited the opportunities for volunteers to undertake their duties, but their sense of care and commitment was evident in the many messages of support received by the staff team from the volunteers.

IMPACT OF COVID-19

The culture of Karinya House is one of strong relationships, collegiality and respect for the gifts and talents that each staff member and volunteer shares. Despite the challenges of COVID-19 the flexibility, innovation and compassion across the staff and volunteer team continued to shine in 2020 and 2021.

Following almost six months of working in a split team arrangement the staff team came back together as one in early November. Prior to coming back together the staff team held a day reflecting on the impact of COVID-19. The themes coming out of this day, echoed the themes that emerged from the July 2020 staff survey. They were related to COVID-19 creating a sense of dislocation and isolation. This was along with the personal cost to staff in terms of partners and family members having to make personal adjustments to accommodate alternate modes of working. The extra precautions Karinya House had in place regarding travel also had an impact on family members.

OUR VOLUNTEERS

(excluding Committee and Staff listed elsewhere)

Bernadette Bryant
Sandra Cassidy
Frances Corkhill
Heather Evert
Doreen Ford
Claire Frazer
Wayne Goodman
James Hall
Greg Heywood
Louise Heywood
Ben (Linda) Logan
Sam Longley
Elizabeth Masters
Stacy Morgan
Phoebe O'Halloran
Zoe O'Halloran
Johanna O'Rourke
Marcella Rice
Nailah Rokic
Vicki Sawyer
Nicole Short
Kevin Stone
Alana Thorne
Amanda Toms

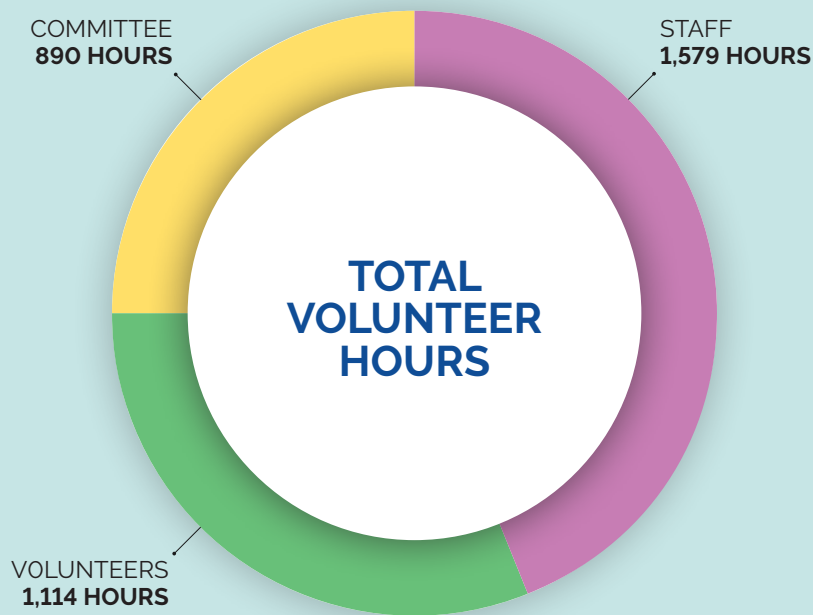


Karinya's committee, staff and volunteers have made significant contributions to the total voluntary hours provided to the organisation throughout the financial year and we remain grateful to all the team. General volunteers were placed on hold during COVID-19, and this is reflected in a decrease in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

#humansofkarinya

After handing out a Christmas Hamper...

"You've really made me and the boys feel so special and loved. Thank you for all you have done for us. We are going to have such a nice Christmas."



VOLUNTEER HOURS

3,582	2021
5,312	2020

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

\$214,920	2021
\$318,720	2020



PATRON

Her Excellency
Mrs Linda Hurley



THE COMMITTEE

Sarah Kelly
PRESIDENT

Esther Bogaart
VICE-PRESIDENT
(Appointed 16 November 2020, previously Committee Member)

John Lewis
TREASURER
(Appointed 16 November 2020, previously Committee Member)

Rosemary Lee
SECRETARY

Marie-Louise Corkhill
COMMITTEE MEMBER

Margaret O'Donovan
COMMITTEE MEMBER
& PUBLIC OFFICER

Dave Burnet
COMMITTEE MEMBER

Cassandra Keller
COMMITTEE MEMBER
(Previously Vice-President through to 16 November 2020)

Kathleen Buckley
COMMITTEE MEMBER
*(On leave January–June 2021,
previously Treasurer through to 16 November 2020)*

Kate Harkins
COMMITTEE MEMBER
(Appointed 16 November 2020)

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

OUR STAFF

Marie-Louise Corkhill
EXECUTIVE DIRECTOR

Belinda Munn
EXECUTIVE OFFICER

Catherine O'Halloran
SERVICES DIRECTOR
*(From June 2021, previously
Senior Caseworker & Team Leader)*

Ana Moran
SENIOR CASEWORKER

Elissa Gaffney
CASEWORKER &
VOLUNTEER COORDINATOR

Jane Quinlan
CASEWORKER

Kimberley Castles
CASEWORKER &
HEALTH PROFESSIONAL
(Until February 2021)

Luisa Lopes
SENIOR CASEWORKER &
PROPERTY MANAGER

Nichola Crisp
CASEWORKER &
GROUPS COORDINATOR

Sonya Love
CASEWORKER

Anne Brown
SENIOR HEALTH PROFESSIONAL
& TEAM LEADER
(retired 30 October 2020)

Alexandra Ball
SENIOR HEALTH PROFESSIONAL
& TEAM LEADER
(Commenced 1 February 2021)

Cath Williams
SENIOR HEALTH PROFESSIONAL

Kate Moran
MENTAL HEALTH WORKER
(Commenced 27 April 2021)

Alex Bailey
SUPPORT WORKER
(Commenced 1 February 2021)

Bonnie Steer
SUPPORT WORKER

Carolyn Burns
SUPPORT WORKER
(Retired 14 April 2021)

Christine Hosking
SUPPORT WORKER

Kathryn Miller
SUPPORT WORKER

Kim O'Dea
SUPPORT WORKER
(Resigned 21 May 2021)

Johanna O'Rourke
SUPPORT WORKER
(Commenced 21 November 2020)

Millie Ensor
SUPPORT WORKER

Nailah Rokic
SUPPORT WORKER
(Resigned 13 November 2020)

Nerida Warren
SUPPORT WORKER

Jo Saccasan
FINANCE & BUSINESS MANAGER

Sarah Kirkpatrick
FINANCE &
ADMINISTRATION OFFICER

Karen Kirk
ADMINISTRATIVE ASSISTANT



32,240

**Paid Employee Hours
during 2020-21**
(32,447 Hours in the prior year)



Corporate Management and Governance

The Karinya House Annual General Meeting (AGM) was held on Monday, 16 November 2020. The AGM was an opportunity for all Association Members to reflect on challenges of the year and to acknowledge the support for Karinya House from the community which had remained constant and strong. The AGM reflected the relief brought by the tangible value of the services of Karinya House by the community in which we live.

The Committee met seven times across the reporting period, in addition to the AGM with all but one meeting being able to be held face to face.

A focus of the Committee across the second half of the 2020–21 financial year has been the implementation of the *Karinya House Strategic Plan 2021–2025*, which has been developed from a Strategic Planning Day held in October 2020. The Strategic Planning Day was facilitated by Chris Nightingale, from **Chris Nightingale Associates** and attended by all members of the Committee as well as Executive staff.

The purpose of the day was to reflect on the history of Karinya House and to plan for the next five years. The planning day included discussions about opportunities and risks for Karinya House in the coming years, evolving government policy and funding settings and reviewing the overall vision and purpose of the organisation.

At the end of the day the Committee re-confirmed the focus of Karinya House being to support women who are pregnant or new mothers, with the core purpose of providing tailored casework, recognising the unique circumstances of each women. The strategic plan is supported by a yearly implementation plan, with progress reported against the implementation plan at each Committee Meeting.

The Karinya House Executive Staff Leadership Team provides an opportunity to harness the professional experience and judgement of senior team members in order to contribute to the development of organisational operational and strategic priorities. The Executive Staff Leadership Team has focused on leading the development and operational implementation of the Workforce Plan component of the *Karinya House Strategic Plan 2021–2025*. This includes looking at aspects of operational sustainability in the long term. The Team also lead the ongoing response to COVID-19.

Karinya House greatly values the support of the ACT Government and relevant Territory Ministers. Several times across the last 12 months Karinya has written to Ministers to share the experience 'on the ground' of the real impact that the housing crisis was having on women and children. Karinya was therefore pleased to host Minister Rachel Stephen-Smith at Karinya House on Tuesday 13 April 2021.

Ablaze Safety Solutions has provided Karinya House with a comprehensive suite of support and advice in relation to workplace health and safety since March 2009.

This has included providing first aid and tailored safety training to staff and volunteers on an annual basis, reviewing all incident reports every six months and undertaking an annual safety audit of the Karinya House complex. These services have been provided on a pro-bono basis.

The bi-annual safety audit by David McCooley from Ablaze Safety was held in September 2020. There were no major issues identified during the audit with David commenting in his report that: *"The general condition of the Property was excellent and WHS procedures remain proactive and approaching best practice."*

Across the reporting period the Karinya Executive Staff Leadership Team have continually reviewed and refined the Business Continuity Plan (BCP) in response to the ongoing learnings from COVID-19. Ablaze Safety Solutions have been a critical partner in this process. Each update to the BCP is communicated to all staff, volunteers and the ACT Community Services Directorate.

David McCooey informed Karinya House in mid-January that he has closed Ablaze Safety Solutions to pursue other interests. Since this time Karinya has transitioned to a new risk management framework in conjunction with our insurance provider, **Catholic Church Insurances**. The new framework will see increased capacity across the team for more regular and ongoing analysis of safety risks. In addition, and with reference to recommendations from David, Karinya House is also partnering with **Canberra First Aid** to provide annual first aid refresher courses for all staff and volunteers, as well as First Aid certification for new staff and volunteers as required. Again, both of these new contracted services have pro-bono terms.

Karinya acknowledges with appreciation the **ACT Government**, particularly the **Community Services Directorate**, the support of the **Federal Government**, and other community service organisations, who have relied upon and assisted each other during COVID-19.

#humansofkarinya

An expression of gratitude from one of our Senior Caseworkers, Catherine:

"When recently moving a woman from Karinya House into their own home, it struck me that the whole household was able to be set up with the goodwill of our community. From household goods, furniture and baby items, gift cards and groceries, she has started her new life off with a huge amount of community generosity."



Community Partnerships and Financial Management

The services we provide are highly valued by the community which is evidenced by the recurring annual funding support of donors (individuals and families), corporate and community partners, philanthropic bodies and the ACT Government.

Our ability to support women in need is underpinned by our ongoing financial sustainability.

– Karinya House Strategic Plan 2021–25

The 2020–21 Financial Results are evidence once again of the value of Karinya services to the Canberra Region community and beyond. For the 2020–21 financial year, donations from individuals and families, community, corporate and philanthropic organisations and fundraising totalled \$661,999, representing 29% of Total Operating Revenue. This was well above the budget of \$486,200 and reflects significant donations from unexpected sources, as well as some extraordinary generosity from a few long-time Friends of Karinya, who perhaps recognise the difficulties of these times, gifted Karinya House with additional donations in 2020–21.

We often say every donation matters and this is true as every donation adds up to the significant contribution to the running of Karinya House. The most critical cost at Karinya House is staffing. This is the primary cost we would need to vary if revenue shortfalls were incurred. Other infrastructure and service delivery costs are generally fixed in nature. Staffing comprises 81% of total operating costs of the organisation. ***Our key service provision is people intense.*** Karinya provides a care team for every woman who calls Karinya House for support. Of all staff employed, only 1 part-time staff member (the Finance and Business Manager) does not have any direct interaction with women being supported by Karinya House. The Karinya Staff Team is a valued asset. The average length of service of all staff employed as at the end of 30 June 2021 was close to 8 years. Given that 2 staff members, each with 19 years of service, retired during 2020–21, the average longevity of staff service at Karinya House can speak to the Karinya culture.

If donor revenue was significantly impacted in any one year, Karinya House would need to draw on its small reserve to retain all staff. In the current financial year, operational funding was supplemented by COVID-19 stimulus support. This ensured all staff could be retained. The better than budget result in donor revenue has supported a surplus result that will add to our reserves and support sustainability in the future should an area of operating revenue, such as donor revenue, be adversely impacted by decreased support or adverse external events.

It is important for Karinya House to develop strategies to build donor revenues on an annual basis, to **encourage investment** in the future of Karinya House, and ultimately **in the futures of women who we walk alongside and their children**. The Karinya Committee is developing these strategies.



One of the key actions identified in the *Karinya House Strategic Plan 2021–2025* to support future financial certainty, is the development of a business proposal to establish the Karinya House Endowment Fund. This project is expected to deliver a prospectus for interested supporters toward the end of 2021. We look forward to sharing this with you.

There are several other highlights in community partnerships and financial management which occurred throughout the year, presented here in chronological order.

Monarch Building Solutions provided \$19,000 of in-kind building work, part of which was a response to ensure physical spaces supported COVID-safe practices. In addition, in partnership with **Harvey Norman Commercial**, they continued to provide Home Starter Packs for women moving into their new homes.

Chris Nightingale Consulting undertook a second costing report using the 2019–20 financial and statistical data. The second costing report did provide sound testing of the veracity of the initial costing report. The impacts of COVID-19 impacted both costing reports to some extent. The work provided by Chris again included a generous pro-bono element. It will be essential to test the costing framework once we have a financial year that is not so significantly impacted by external events.

While in-kind contributions are being mentioned, it is important to note the contributions to Karinya House service delivery from **Roundabout Canberra**, the various **Rotary Clubs within District 9705** and **OzHarvest**. The combined value of in-kind contributions from these three service partners is valued in excess of \$45,000. This support means our care team can provide practical assistance that is so very critical to many of the individual care plans for women and their families.

Christine Waring has been a Friend of Karinya for many years. One of her millinery creations has always featured as part of the Annual Mother's Day Gala Dinner Auction, along with other hats being auctioned at various times across the year. In July 2020, a formal partnership between **Christine Waring Millinery** and Karinya House was announced. Christine has committed to supporting Karinya House on an ongoing basis, via donating 10% of all her sales to Karinya House and Roundabout Canberra.

Icon Water and the **Snow Foundation** provided annual funding support for the 2020–21 year. The Icon Water grant funds contribute to critical infrastructure costs. The Snow Foundation Grant funds contribute to the Karinya Group Program and the Caseworker/Group Coordinator position.

Unexpected philanthropic support came from the **Shaw and Partners Foundation**. During September 2020, Shaw and Partners celebrated 5 years of fundraising, raising over \$3 million for Australians. The Canberra Office selected Karinya House to receive a donation of \$25,000.

During September, the annual **Double Your Impact Appeal** was held (for the second time), inviting donors to have donations during the month of September doubled, with thanks to our matched giving corporate partners. The matched funding pool of \$45,000 came from **Chadwick Designs, CK Architecture, Corkhill Bros, Pat's Plumbing First Choice, Monarch Building Solutions, Riverview Projects (ACT), Sharwood Hampers, Successful Alliances** and **William Cole Funerals**. The month of September saw donations almost match this amount.

The **Mercy Walk for Women**, which was held online as a virtual event, had 110 participants register and commit to walking 23 kilometres over the month of September. Members of the "Yass Road Crew" from Boorowa, who are the event organising Committee, did in fact do the actual 23km Mercy Walk (Boorowa to Galong) in a COVID-safe manner in September.

In early October 2020, the **North Belconnen Community Association Inc (NBCA)** Board approved Karinya House and Roundabout Canberra to be their charity partners for 2020 and 2021. We thank CEO Tim Kapustin and the NBCA Board and Community for their support through this partnership.



We again extend our gratitude to the Board of the **James N. Kirby Foundation** who provided a grant of \$25,000 in October 2020 as part of their special 2020 COVID-19 Emergency Grant. Details of this grant are on page 16 of this report.

The **Farrar Gesini Dunn** Annual Charity Golf Day managed to sneak in between COVID-19 restrictions and was held in November 2020. The most successful event yet, raising over \$20,000. The desire for fresh air and social connection may have had an affect!

Over the last few months of 2020, the **Federal Department of Health** graduate program held the 2020 Great Grad Quiz. Karinya House was the nominated charity. Over 400 donations were received through this virtual fundraising event, raising more than \$10,000.

The **2020 Christmas Appeal** exceeded expectations with a total of \$23,397 in financial donations (against a target of \$20,000). In-kind support valued at \$17,590 was so generous with many of the women we were walking alongside being provided with hampers and gifts matched directly with sponsor families.

Sharon from **Sharwood Hampers** delivered the annual donation arising from sales of every Sharwood Hamper in January. This donation was over \$3,000, reflecting the growth of this local business. They really are the gifts that keeps on giving!

In February 2021, we had a wonderful contribution from Dr Loc Lam and her big hearted, little team over at **Braddon Dental Surgery**. The amazing Dr Lam and her team at Braddon Dental Surgery held a series of "charity days" throughout 2021. The entire takings of each day were donated to charities selected by the Braddon Dental Surgery Team. The Charity Day held for Karinya House, in February 2021 raised over \$4,000. Since this time Braddon Dental have also supported some women to access dental care.

In March 2021, Karinya House was thrilled to be chosen as one of four Canberra based charities for the 2021 **Master Builders ACT** Stathnairn Charity House. The architecturally designed house has a specific focus on women. The home has been designed by women, built by women and will be sold by women, to support women. The project is facilitating opportunities for women in construction through **Build Like a Girl** program. The net proceeds from the project, to be determined after the sale of the House by auction late in 2021, will be donated to four charities, of which Karinya House is one. We are pleased to stand alongside **Hands Across Canberra**, **Canberra City Care** and **Pegasus Riding for the Disabled**. One of the lovely aspects of the project is the bringing together of many existing Karinya House partners including **Riverview Projects (ACT)** (the Ginninderry Community Project) who are providing the land, **CK Architecture** who designed the home and **The RiotACT** as one of the project's media partners.

March 2021 also brought news from existing Karinya friends and partners, the **Capital Chemist Group**, through their Our Community Matters Program. The partnership with Karinya House was confirmed and increased in value. Karinya House was pleased to welcome Melita Flynn, Community Program Manager and Roger Tall, one of the original founders of the Capital Chemist Group to Karinya House to discuss and celebrate the partnership news. Roger, together with his wife Maxeme, are the founders of **The Tall Foundation**, and continuing annual support from the Foundation was also confirmed.

May 2021 saw the launch of the **Annual May Day Appeal**, including the Karinya House celebration of Mother's Day. Given the continuing uncertainty around COVID-19, the Annual Gala Dinner was again postponed (and will be held on 29 April 2022 — Save the Date!). The May Day Appeal response was heart-warming to say the least! The 2021 May Day Appeal raised \$70,568.

An unexpected contribution in May came from **The Allambee Club** in Yass. Karinya House was nominated as the Charity Partner for the 2021 Allambee Club Art Fair. A donation of \$9,500 ensued.

Also in May, the **Calleo Indigenous Foundation** confirmed funding for the engagement of a Caseworker, Indigenous Identified, for the 2021–22 year.

Late in 2020–21, Karinya House welcomed **Beyond Bank** as a Community Partner as well as a valued service provider. Together with the provision of banking services. Karinya House is now part of the Beyond Bank Community Reward Program. Any Karinya supporters who bank with Beyond Bank, and have a Community Reward Account with Beyond Bank, can nominate Karinya House as your chosen cause. The more you save the more you earn and the more Beyond Bank will donate to us at no cost to you.

Throughout 2020–21, the **Canberra Southern Cross Club** continued to provide Community Reward funding, pro bono support and special grant funding when they were able.

The year finished as always with the June 2021 **End of Financial Year Appeal**. We take a gentle approach to this appeal, recognising both our major appeal occurring in May each year, as well as acknowledging that some folk simply like to make their annual donations of choice in June each year. The Appeal raised \$27,356 adding to a year that every day gave us pause to thank our Friends and Partners.

The end of the financial year saw many of our corporate partners finalise their annual donation to Karinya House. Many have already been mentioned within this report. We would also like to acknowledge and thank: **William Cole Funerals, Michaela Arnott Foundation, Lidia Perin Foundation, Doc Ross Foundation, Pandora's Pre-Loved Clothing (St Philips Anglican Church), Your City Physio, Wilde and Woollard**, for their financial contributions throughout 2020–21.

#humansofkarinya

A new mum on her first
Mother's Day...

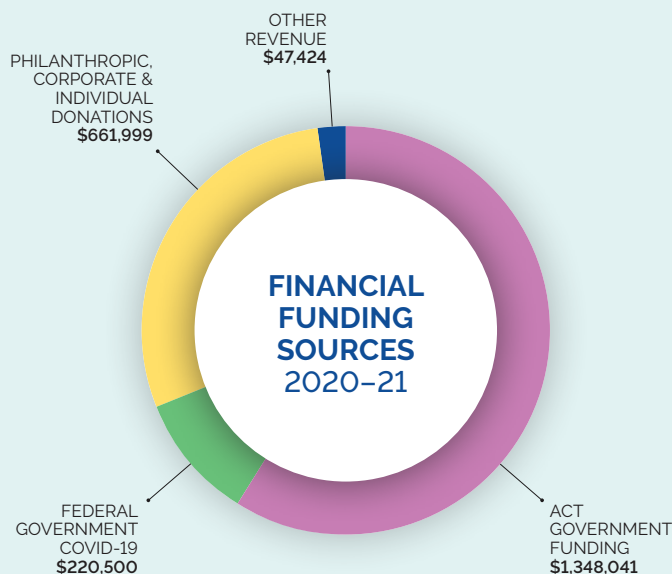
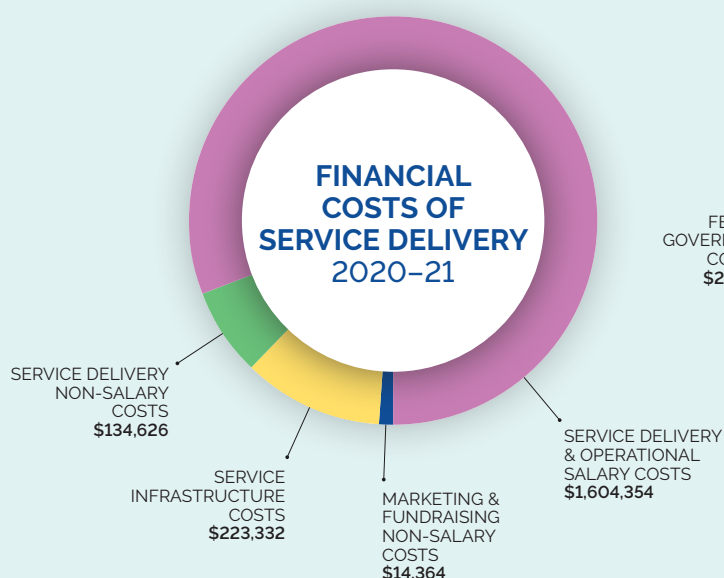
"Thank you so much.
Karinya always makes
me feel really special
on holidays with
their gifts, I really
appreciate it."



Our school partners, **St Clare's College, St Edmund's College** and **St Francis Xavier College**, showed fabulous resilience during a challenging school year and all school communities supported fundraising events for Karinya House. **Canberra Montessori School** continue to offer toddler program placements, when required.

Donations from so many individuals and families across the Region and beyond, were received by Karinya House. There are too many donors now to list each one. We are still small enough though that we do know our donors and when we see their names in the in-box, they always bring a smile and a little note of thanks in our hearts.

In finalising this report, a word of acknowledgement for the wonderful partnership of the **ACT Government** in the services of Karinya House for women in our community. The ACT Government, through the Community Services Directorate, Child and Family Services, *A Step up for our Kids Policy*, and Housing ACT, Specialist Homelessness Funding, provided 59% of 2020–21 annual operating funding. We value these partnerships immensely, and particularly acknowledge the working relationship we enjoy with our contract managers and colleagues in service. Thank you for working with us to support women in our community who are pregnant or parenting. Acknowledging with us every woman who is pregnant or parenting should be surrounded by the support she needs.



estimated annual value of in-kind donations from individuals and organisations



average annual financial donation from corporate, philanthropic and community organisations



average annual financial donation from individuals



individual financial donors during 2020-21 contributing 3,575 donations



financial and in-kind donations from corporate, philanthropic and community organisations



individual in-kind donors during 2020-21

GOVERNMENT FUNDING PARTNER



MAJOR FUNDING PARTNERS



Mercy Walk
for Women



CORKHILL BROS

Doc Ross Family
Foundation



The
Michaela
Arnott Foundation

The Lidia Perin
Foundation



Deloitte.



Riotact



CORPORATE & COMMUNITY PARTNERS



BURLEY
STRENGTH



Debby
Harrington
Personal Stylist



Stephanie
CORKHILL HYLES



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

President's Report

I feel more than ever in my time with Karinya House, a timely relevance of who we are and what we are doing for women. The national conversation and debate has turned to the issue of women experiencing abuse and inequality in many stages of their lives. Karinya House is part of that story. It has been a part of this story for 23 years. But our role is more vital and necessary than ever before. Some issues that have always been with us but now have come to the forefront as a national crisis. Karinya House, now more than ever I believe, is an integral and vital part of the story that witnesses this local and national crisis.

Karinya has been there for thousands of women that are in a situation of no return, wishing to move forward with their lives, feeling hopeless; and more profoundly, for women who are pregnant and with other children. Society needs us. Our community needs us. Women and children need us. More than ever in the beautiful history that is Karinya House, I see and appreciate the vitality of the work we do and the support we provide.

Karinya House Home for Mothers and Babies Inc. (Karinya House) is proud of its long history providing valuable support services for women in need, during and after their pregnancy. The *Karinya House Strategic Plan 2021-2025* seeks to build on our history and unique practice knowledge which provide a solid foundation for our future direction. It will position us to continue providing targeted,

individualised services and programs for women in the ACT and surrounding regions. The plan seeks to drive our organisation's efforts to: ensure our long-term financial sustainability, continuously improve the valuable services and supports we provide, and respond to the increasingly complex needs of the women we walk alongside.

We would like to thank our community, corporate and government funding partners, our members and our network of volunteers for their valuable contributions and ongoing support. Without you it would not be possible for Karinya House to support the women in our community who we are privileged to stand with. At the foundation of this strategic plan is our staff. We highly value the compassion and care they exhibit and the professional skills and experience they share. We will continue to invest in their skills and capability, to ensure the highest professional standards and service is offered by Karinya House. The Committee is proud to present this strategic plan for the next five years and we will remain responsive to the needs of the Association and the community it seeks to serve. We will demonstrate leadership and flexibility to achieve our goals. This Plan is a dynamic document and will be reviewed and refined regularly so it continues to serve as a functional management tool, for balancing a coordinated approach to community and organisational planning with

the most effective and efficient use of resources possible.

In response to the prevalent and increasingly complex needs of the women we support, the *Karinya House Strategic Plan 2021-2025* will guide our thinking and provide strategic direction for the organisation.

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



"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."

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 2020 and this continued into 2021. This 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 Caseworkers Catherine O'Halloran and Ana Bailie, and the rest of the Senior Executive Staff Team for managing this unexpected crisis with such capability, compassion and resilience. I thank Catherine O'Halloran for expressing an interest in the interim development role of Services Director as part of the emerging workforce plan and congratulate her on her appointment to this role in June 2021. The workforce plan, from the viewpoint of sustainability into the future, recognises the growth of Karinya House over these past 24 years, and includes a focus to ensure the Executive Staff Team is one that supports each of these leadership roles, now and into the future, with the prime focus being to safeguard the 'pedagogy of care' that underpins Karinya services.

The Karinya Care Team — Caseworkers and Health Professionals, with Support Workers are an inspiring cohort of women. They rose to the challenges of 2020-21, and support for women remained paramount throughout. I also acknowledge with immense gratitude, the commitment of the three part-time members 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 focus their time to support the women we walk alongside.

Finally, I thank my Committee colleagues for their commitment to Karinya House over the 2020-21 financial year. The 2020 Annual General Meeting (AGM) saw a change in the Committee Executive and I thank Esther Bogaart for stepping up to Committee Vice-President. I also thank John Lewis for stepping in as Committee Treasurer to support long time Treasurer, Kathleen Buckley to take some leave from the Committee. We were fortunate as both Cassandra Keller (former Vice-President) and Kathleen also reconfirmed as Committee Members for the year. We welcomed Kate Harkins to the Committee following the AGM and Kate's insights have been welcomed at Committee meetings since. The Committee meetings this year have been fruitful on many levels. And I look forward with confidence as the 2021-22 year unfolds.

My warmest regards.

Sarah Kelly
PRESIDENT

Charlotte's drawing.
A larger version can be
seen on the inside cover.



Executive Director's Report

Love is a Luxury: As is often the case, amid times of uncertainty, complexities and stress, a simple image speaks an honest truth.

About the time we heard of the ACT's lockdown in August 2021, and all it has entailed, I received a beautiful and inspiring message from one of the children Karinya walks alongside. The old adage 'out of the mouths of babes' is indeed appropriate in this case.

As you would appreciate, the women we journey with experience barriers and challenges that many of us would not experience. In facing recent hardships, a young girl, Charlotte, reminded her mother so eloquently that **'Love is a Luxury'**. Her mother, as one can imagine, was quite overcome by her eight-year old's insight and wisdom. What an inspiring girl!

I asked Charlotte if I could share her quote with our Karinya family and if she could also draw a picture. With her permission I have duplicated this artwork above, inspired by the Children's author Tom Gates.

Thank you Charlotte, for your inspiration and reminder that at any time, let alone in this chaotic and stressful time, 'Love is a Luxury.'

The last year has reflected the ongoing challenges of the pandemic, and again highlighted the adaptability and resourcefulness of our Karinya Team in creating and envisaging 'the new normal'. It is critical for the 'new normal' to be

built on Karinya's vision and practice, that has shaped our organisation for nearly 25 years.

"Karinya House is a place where welcome, sanctuary and community is provided to women during and after their pregnancy."

"Each woman is recognised for her unique story and individual case planning nurtures her holistic wellbeing."

"Women are supported to develop their own pathway in finding their way forward"

In such a short report, to encapsulate the complexities and extensive realities of 2020–21 is impossible. I am relying on the wisdom of our young friend in keeping my message simple, succinct, and mentioning a few highlights.

First and foremost, my thoughts turn to the Karinya Staff Team. You remain an inspiration and I thank you for your kindness, resilience and patience in navigating another challenging year.

I thank the Karinya Committee for their commitment, reassurance and guidance, under the compassionate leadership of Karinya's Committee President, Sarah Kelly.

There has been a renewed focus on our strategic planning for 2021–25. I continue to be grateful to Chris Nightingale and more recently Shelley Thomson (another of our Corporate Partners) for their professional direction, insight,

and generosity in supporting the strategic planning endeavours of our Association, including our navigation of the Commissioning for Social Impact process currently underway. This involves our two major funding contracts with the ACT Government, Community Services Directorate.

The development of the new strategic plan, the related Workforce Plan, commissioning preparation and governance of the Association have been central to Karinya's endeavours and I thank the Committee and the Executive Staff Leadership Team for their commitment to this work.

As part of the development of the Workforce Plan and related matters of future sustainability, I am pleased to congratulate Senior Caseworker and Team Leader, Catherine O'Halloran, who has been appointed 'Services Director' (Interim) as of 21 June 2021. Catherine brings the wealth of her 12 years of service for Karinya House and is focused on assuring the quality of Karinya's casework services remains paramount. In working closely with Catherine for many years, I have been inspired by her compassion for the women we walk alongside and her support for the Karinya team.

Senior Caseworker Ana Bailie is also a valued member of the Karinya House Executive Staff Team and her insights, commitment and leadership throughout 2020–21 are greatly appreciated. Since the financial year end, we have farewelled Ana, as she has stepped into an extended period



"It is critical for the 'new normal' to be built on Karinya's vision and practice, that has shaped our organisation for nearly 25 years."

of parental leave. We congratulate Ana and her Husband on the birth of their first child.

I also acknowledge Karinya's Executive Officer Belinda Munn who has been key to steering Karinya's strategic endeavours across the breadth of corporate governance of the Association. Karinya is also indebted to Jo Saccasan, our Finance and Business Manager for her many years of business counsel including oversight of our information technology systems and digital communications, which have been so important in these recent times.

I also acknowledge the valued commitment of Luisa Lopes, Senior Caseworker and Property Manager. Luisa contributes to the Executive, lending the benefit of her extensive years of experience with Karinya House. I thank Luisa for her continued commitment to services to women in our community.

I take this opportunity to again thank Anne Brown, Karinya's Senior Midwife who retired after 18 years of commitment and service. As part of Anne's farewell, Anne received a medal of Service Recognition from the Governor General for her service in 'significantly contributing to lifting up those around her and making the community better'. Alexandra Ball commenced work as Karinya's new Senior Health Professional in February. Alexandra has a strong understanding of working with women and has contributed greatly to the team and supporting women

and children in these six months. I welcome Alexandra also to the Executive Staff Leadership Team.

Other staff changes this financial year included the resignation of two of our long-term support workers, Carolyn Burns and Kim O'Dea, who have worked in this role for 19 and 8 years respectively. In farewelling these amazing women from our staff team, I noted the generous commitment they have made to Karinya and the thousands of women we have walked with.

During this period, we have welcomed Johanna O'Rourke and Alex Bailey to the support worker team. Johanna continued in her valued Karinya volunteer role. Kate Moran joined the team on a fixed term contract to provide insights around support for women experiencing issues of mental health.

The Karinya volunteers have been welcomed whenever possible at Karinya, and I thank them for their continued commitment, service and understanding during the 2020-21 year, as impacted by COVID-19. I also congratulate and thank Vicki Sawyer, who reached a milestone of 10 years of volunteer service with Karinya House. Vicki and all our volunteers are greatly valued and appreciated.

We had occasion to celebrate and reflect upon the life of one of Karinya's much loved Founders, Myrna Stinziani, who worked tirelessly in roles from fundraising to Committee Secretary and Public

Officer. Myrna was indeed a woman of care, compassion and great generosity and we remember her with much fondness.

All our funding partners are acknowledged within the Annual Report. I thank each one of you. Given the year we have had, there are a few mentions I would make.

We thank our long-term community partner, the **Canberra Southern Cross Club**, who despite the challenges of the times, continued to reach out and provide in-kind and financial support.

To the **Snow Foundation**, who have supported us for over 15 years, thank you for continuing to recognise with us the unique and valued story of each woman we walk alongside.

Monarch Building Solutions, working in an industry also impacted significantly during these times, increased their financial support, continued to provide the valued gift of Home Starter Packages for women setting up new homes and took the time to provide in-kind and much needed building work at Karinya to assist with the COVID-19 challenges we faced.

Our long-term partnerships with **CK Architecture** and **Riverview Projects (ACT)** were again highlighted when Karinya was advised that we had been chosen with three other charities to benefit from the 2021 Master Builders Association Charity House being currently constructed at Strathnairn. What a delight this is

as the MBA 2021 Charity House will be a home designed by women, built by women and sold by women to support women through Karinya House.

As noted on page 22 of the Annual Report, **Ablaze Solutions** has provided Karinya House with a comprehensive suite of support and advice in relation to workplace health and safety since March 2009. We thank Kay Mercieca and David McCooey for their long-term partnership. Their pro-bono support over these nearly twelve years is beyond measure. Thank you, Kay and David, for your immense generosity and professional support and care.

To our **ACT Government** Partners, thank you for your strong support, guidance and commitment to Karinya. We value working in partnership with you and particularly acknowledge your support throughout these challenging times.

Most importantly dear friends, donors, partners and supporters, thank you for your belief in Karinya's vision and your continued generosity. The simple insightful message of 'Love is Luxury' gives us all hope!

Our joint mission, to provide a peaceful home and a future of peace and joy for women and children on their journey, is shared and celebrated.

Marie-Louise Corkhill
EXECUTIVE DIRECTOR

Treasurer's Report

It was with some trepidation that I took on the role of Treasurer in the continuing midst of a pandemic. However, my concerns were dispelled by the excellent foundation left by the outgoing Treasurer, Kathleen Buckley and the effort and dedication of the Karinya House staff, particularly those that oversee and manage the finances.

The last 12 months has seen a continuation of the challenges presented in 2020 through the pandemic. However, 2021 has also seen a continuation of the incredible support provided by Individuals, Governments, Corporate partners and Community supporters.

Given the uncertainties in the current environment and the significant proportion of annual operating funds linked to donor revenue, it is challenging to plan and budget. We do set the targets for this uncertain area of budget revenues to conservatively support a small surplus each financial year. The budget for non-government revenue for 2020–21 was set lower than prior year actuals, to allow for the impact of COVID-19. Therefore, it is very pleasing to report that for FY 2021, Karinya House made a surplus of \$301,288.

The key reasons behind this amazing result are:

- Closely managed finances by Jo Saccasan (Finance and Business Manager), Sarah Kirkpatrick (Finance and Administration Officer) and the Karinya Executive, led by Marie-Louise Corkhill, ensuring all costs were well managed and by year end were \$44,500 below budget.
- Donations and Grants from Individuals, Community and Corporate Partners and Philanthropic Trusts and Foundations were \$175,800 above budget.
- ACT and Federal Government Funding was \$51,000 above budget. The ACT Government provided additional rent relief from October to December 2020, the benefit of which was reflected as income. Above budget jobkeeper contributions were received from the Federal Government.

This strong financial position has allowed Karinya to continue to fully support the workforce plan, with our people and their wealth of professional experience and corporate knowledge being the Association's most valued asset. It is our people who fulfil Karinya's Vision and for this we are very thankful for all the support provided by our community across its spectrum.



"It is our people who fulfil Karinya's Vision and for this we are very thankful for all the support provided by our community across its spectrum."

This windfall surplus allows Karinya House to now look with purpose to one of the key actions identified in the *Karinya House Strategic Plan 2021–2025*. This action is to establish The Karinya House Endowment Fund to support the financial sustainability of the Association and allow for continuing development and innovation within our service and practice framework.

I am also pleased to report that the auditor has provided a clear opinion on the 2020–21 Annual Financial Statements, with no limitation or qualification.

Given this wonderful result, it is appropriate to thank those people and organisations who have assisted Karinya, with their expertise and guidance, often with pro bono support. Chris Nightingale, of **Chris Nightingale Consulting**, together with his colleague, Mark Lewington updated our Costing Study Report in April. The initial report was instrumental in assisting us and policy makers understand the true costs of operating Karinya services. One of the results of this work saw increased funding applied to a key funding contract with the ACT Government. This additional funding started on 1 January 2021 and is most welcome.

We extend our gratitude to **Successful Alliances**, our contracted bookkeeping service. Karen Groves and the team at Successful Alliances provide service excellence. As a major funding partner also, their support is invaluable. This year is the first year of our engagement with **RSM Canberra**. We thank Ged Stenhouse, Margaret Taylor and Carly Liang for the provision of audit services.

Our financial management systems are well supported by our long-term services partners, **F1 Solutions** who have again provided fabulous IT support throughout 2020–21. **Deloitte Digital** (formerly the team of Soda Strategic) have continued to support the development of our CRM system, Salesforce. They also developed the new Karinya House website which interfaces with the CRM. As well as managing our donor and other revenue records, this system is our main communication portal with our community of support. We thank Deloitte for continuing the pro-bono service agreement that was in place with Soda Strategic prior to their acquisition.

Hand in hand with the Karinya House website, our marketing presence through digital communication channels has again been well supported by **180 Degree Marketing** and we thank them also for their support. All service agreements with these valued partners are on a pro-bono basis. Given the value we place on good governance, these relationships are greatly appreciated.

As the new Treasurer, I would particularly like to thank Jo Saccasan, Finance & Business Manager, who has assisted me greatly in getting up to speed. Her expertise and dedication are hugely appreciated.

In closing, may I finally extend the gratitude of Karinya House to you, our community. You continue to stand alongside with us.

John Lewis
TREASURER

Karinya House Home for Mothers & Babies Incorporated

Financial Report

For the year ended 30 June 2021



Karinya House Home for Mothers & Babies Incorporated**Committee Report****For the year ended 30 June 2021**

Your Committee Members submit the financial report for Karinya House Home for Mothers and Babies Incorporated for the financial year ended 30 June 2021.

COMMITTEE MEMBERS

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

Sarah Kelly
Esther Bogaart
John Lewis
Margaret O'Donovan
Dave Burnet
Marie-Louise Corkhill

Cassandra Keller
Kathleen Buckley
Kate Harkins (Appointed 16/11/2020)
Tony Greenwell (Appointed 2/8/2021)
Rosemary Lee (Resigned 2/8/2021)

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 \$301,288 (2020: \$233,258).

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



Sarah Kelly



John Lewis

Dated this 13 October 2021

Karinya House Home for Mothers & Babies Incorporated
Statement by Members of the Committee
For the year ended 30 June 2021

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 2021 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



John Lewis

Dated this 13 October 2021

**RSM Australia Pty Ltd**

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AUDITOR'S INDEPENDENCE DECLARATION

As lead auditor for the audit of the financial report of Karinya House Home for Mothers and Babies Incorporated for the year ended 30 June 2021, I declare that, to the best of my knowledge and belief, there have been no contraventions of:

- (i) the auditor independence requirements of the *Australian Charities and Not-for-profits Commission Act 2012* in relation to the audit; and
- (ii) any applicable code of professional conduct in relation to the audit.

RSM AUSTRALIA PTY LTD

GED STENHOUSE
Director

Canberra, Australian Capital Territory
Dated: 13 October 2021

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RSM Australia Pty Ltd ACN 009 321 377 atf Birdanco Practice Trust ABN 65 319 382 479 trading as RSM

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INDEPENDENT AUDITOR'S REPORT**TO THE MEMBERS OF****KARINYA HOUSE HOME FOR MOTHERS AND BABIES INCORPORATED****Qualified 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 2021, the statement of comprehensive income, the statement of changes in equity and the statement of cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies, and the declaration by those charged with governance.

In our opinion, the accompanying financial report of Karinya House Home for Mothers and Babies Incorporated has been prepared in accordance with Division 60 of the *Australian Charities and Not-for-profits Commission Act 2012*, including:

- (a) giving a true and fair view of the registered Association's financial position as at 30 June 2021 and of its financial performance and cash flows for the year ended on that date; and
- (b) complying with Australian Accounting Standards – Reduced Disclosure Requirements and Division 60 of the *Australian Charities and Not-for-profits Commission Regulation 2013*.

Basis for Opinion

We conducted our audit in accordance with Australian Auditing Standards. Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Report* section of our report. We are independent of Karinya House Home for Mothers and Babies Incorporated 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 qualified opinion.

Other Information

Those charged with governance are responsible for the other information. The other information comprises the information included in Karinya House Home for Mothers and Babies Incorporated's annual report for the year ended 30 June 2021 but does not include the financial report and the 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.

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

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

Responsibilities of Management and Those Charged with Governance for the Financial Report

Management 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-profit Commission Act 2012*, and for such internal control as management 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, management is responsible for assessing Karinya House Home for Mothers and Babies Incorporated's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate Karinya House Home for Mothers and Babies Incorporated 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.

A further description of our responsibilities for the audit of the financial report is located at the Auditing and Assurance Standards Board website at: http://www.auasb.gov.au/auditors_responsibilities/ar4.pdf. This description forms part of our auditor's report.

RSM Australia Pty Ltd

GED STENHOUSE
Director

Canberra, Australian Capital Territory
Dated: 13 October 2021

Karinya House Home for Mothers & Babies Incorporated
Statement of Profit and Loss and Other Comprehensive Income
For the year ended 30 June 2021

	Note	2021 \$	2020 \$
Revenue and other income	2	2,277,964	2,116,842
Employee expenses	3	(1,604,354)	(1,511,875)
Depreciation	4	(76,930)	(78,277)
Other expenses	5	<u>(295,392)</u>	<u>(293,432)</u>
Net surplus/(deficit) for the year		<u>301,288</u>	<u>233,258</u>
Total comprehensive income for the year		<u>301,288</u>	<u>233,258</u>

The accompanying notes form part of these financial statements.

Karinya House Home for Mothers & Babies Incorporated
Statement of Financial Position
As at 30 June 2021

	Note	2021 \$	2020 \$
CURRENT ASSETS			
Cash and cash equivalents	6	1,299,566	875,202
Receivables	7	-	33,408
Other	8	53,814	133,402
TOTAL CURRENT ASSETS		<u>1,353,380</u>	<u>1,042,012</u>
NON-CURRENT ASSETS			
Property, Plant and Equipment	9	50,167	103,566
TOTAL NON-CURRENT ASSETS		<u>50,167</u>	<u>103,566</u>
TOTAL ASSETS		<u>1,403,547</u>	<u>1,145,578</u>
CURRENT LIABILITIES			
Payables	10	129,396	106,537
Provisions	11	134,988	170,977
Unearned Revenue	13	50,000	15,219
Lease liabilities	14	9,852	64,970
TOTAL CURRENT LIABILITIES		<u>324,236</u>	<u>357,703</u>
NON-CURRENT LIABILITIES			
Lease liabilities	14	-	9,852
TOTAL NON-CURRENT LIABILITIES		<u>-</u>	<u>9,852</u>
TOTAL LIABILITIES		<u>324,236</u>	<u>367,555</u>
NET ASSETS		<u>1,079,311</u>	<u>778,023</u>
EQUITY			
Retained surplus		<u>1,079,311</u>	<u>778,023</u>
TOTAL EQUITY		<u>1,079,311</u>	<u>778,023</u>

The accompanying notes form part of these financial statements.

Karinya House Home for Mothers & Babies Incorporated
Statement of Changes in Equity
For the year ended 30 June 2021

Note	2021 \$	2020 \$
Retained Earnings at the beginning of the year	778,023	547,919
Adoption of AASB 16 at 1 July 2019	-	(3,154)
Surplus attributable to members	<u>301,288</u>	<u>233,258</u>
Retained Earnings at the end of the year	<u><u>1,079,311</u></u>	<u><u>778,023</u></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 2021

	Note	2021 \$	2020 \$
Cash flows from operating activities			
Operating Receipts		742,351	687,748
Grant Receipts		1,348,041	1,053,072
Government Stimulus Payments		220,500	239,000
Operating Payments		(1,802,329)	(1,805,947)
Interest expense on Lease Liabilities		(2,728)	(4,674)
Interest Received		<u>4,572</u>	<u>7,600</u>
Net cash provided by/(used) in operating activities		<u>510,407</u>	<u>176,799</u>
Cash flows from investing activities			
Payment for property, plant & equipment		<u>(23,530)</u>	<u>(3,974)</u>
Net cash (used) in investing activities		<u>(23,530)</u>	<u>(3,974)</u>
Cash Flows from financing activities			
Repayment of Lease Liability		<u>(62,513)</u>	<u>(65,269)</u>
Net cash (used) in financing activities		<u>(62,513)</u>	<u>(65,269)</u>
Net increase/(decrease) in cash held		424,364	107,592
Cash at the beginning of the financial year		<u>875,202</u>	<u>767,611</u>
Cash at the end of the financial year	6	<u><u>1,299,566</u></u>	<u><u>875,202</u></u>

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 2021

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.

New or amended Accounting Standards and Interpretations adopted

The Incorporated Association has adopted all of the new or amended Accounting Standards and Interpretations issued by the Australian Accounting Standards Board ('AASB') that are mandatory for the current reporting period.

Any new or amended Accounting Standards or Interpretations that are not yet mandatory have not been early adopted.

(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.

(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.

Karinya House Home for Mothers & Babies Incorporated
Notes to and forming part of the Financial Statements (Continued)
For the year ended 30 June 2021

Note 1: Summary of Significant Accounting Policies (continued)

(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.

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 2020-2021**) 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 2020-21 financial year the leasing arrangement included both a discount of 33.3% of the estimated market rate for the leased housing (January 2021 to June 2021) as well as full relief from rental payments (July 2020 to December 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 \$150,800 and for the rent relief concession is \$37,700 for 2020-21.

In June 2021, by way of email, with Deed of Contract Variation pending, the Association was informed that the Housing ACT funding contract with the ACT Government will be extended to 30 June 2023. The other major contract is current through 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.

Karinya House Home for Mothers & Babies Incorporated
Notes to and forming part of the Financial Statements (Continued)
For the year ended 30 June 2021

Note 1: Summary of Significant Accounting Policies (continued)

(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.

Other revenue

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).

(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 and 30 June 2023 respectively. The Committee have determined that Karinya House remains in a healthy financial position.

Karinya House Home for Mothers & Babies Incorporated
Notes to and forming part of the Financial Statements (Continued)
For the year ended 30 June 2021

Note 1: Summary of Significant Accounting Policies (continued)

(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.

(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.

Karinya House Home for Mothers & Babies Incorporated
Notes to and forming part of the Financial Statements (Continued)
For the year ended 30 June 2021

Note 1: Summary of Significant Accounting Policies (continued)

(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 2021.

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 2021

Note 2: Revenue and other income	2021	2020
	\$	\$
Community and Corporate Partnership Donations	556,767	572,984
Corporate Contractual Income	105,000	130,000
Fundraising Income	232	14,317
Interest Received	4,572	7,600
Membership Fees	1,089	1,257
ACT Government Contractual Funding	1,348,041	1,053,072
Commonwealth Government Funding	220,500	290,550
Fee for Service	100	27
Service User Contributions	27,463	37,449
Staff Contributions	3,274	1,667
Miscellaneous Income	10,926	6,652
Net Gain from Sale of Assets	-	1,267
Total Revenue from ordinary activities	\$ 2,277,964	\$ 2,116,842
Note 3: Employee expenses		
Gross Wages	1,442,889	1,297,676
Accrued Leave Expense	(36,908)	30,112
Travel Allowance	588	656
First Aid Allowance	8,664	8,937
Long Service Leave Scheme	16,600	15,503
Superannuation	130,824	121,668
Workers Compensation Insurance	20,893	21,035
Staff Training	11,693	7,192
Staff Welfare	9,111	9,097
	\$ 1,604,354	\$ 1,511,876
Note 4: Depreciation		
Furniture & Equipment	2,222	2,222
Office Equipment	7,266	735
Motor Vehicle	4,928	10,156
Right of Use Assets	62,514	65,164
	\$ 76,930	\$ 78,277
Note 5: Other expenses		
Administrative expenses	71,202	75,786
Insurances	10,978	11,174
Fundraising expenses	14,364	28,723
Motor vehicle expenses	19,387	19,437
Service user expenses	26,850	28,678
Property and equipment expenses	146,464	122,932
Right of Use Lease Interest	2,728	4,674
Volunteer costs	3,419	2,027
	\$ 295,392	\$ 293,431

Karinya House Home for Mothers & Babies Incorporated
Notes to and forming part of the Financial Statements (Continued)
For the year ended 30 June 2021

	2021 \$	2020 \$
Note 6: Cash		
Cash on Hand	800	800
Cash at Bank	548,766	624,402
Cash on Investment	750,000	250,000
Cash to bank	-	-
	<u>\$ 1,299,566</u>	<u>\$ 875,202</u>
Note 7: Receivables		
Receivables	-	33,408
	<u>\$ -</u>	<u>\$ 33,408</u>
Note 8: Other Assets		
Accrued Income	3,621	113,897
Prepayments	50,193	19,505
	<u>\$ 53,814</u>	<u>\$ 133,402</u>
Note 9: Property, Plant and Equipment		
Furniture & Equipment	13,535	13,535
Less: Accumulated Depreciation	(12,686)	(10,464)
	<u>\$ 849</u>	<u>\$ 3,071</u>
Office Equipment	47,209	30,665
Less: Accumulated Depreciation	(26,221)	(25,941)
	<u>\$ 20,988</u>	<u>\$ 4,724</u>
Motor Vehicle	104,025	104,025
Less: Accumulated Depreciation	(98,854)	(93,927)
	<u>\$ 5,171</u>	<u>\$ 10,098</u>
Artworks at Fair Value	13,900	13,900
	<u>\$ 13,900</u>	<u>\$ 13,900</u>
Right Of Use Assets	30,332	304,483
Less: Accumulated Depreciation	(21,073)	(232,710)
	<u>\$ 9,259</u>	<u>\$ 71,773</u>
Total Property, Plant and Equipment	<u>\$ 50,167</u>	<u>\$ 103,566</u>

(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 2020	3,071	4,724	10,098	13,900	71,773	103,566
Additions	-	23,530	-	-	-	23,530
Depreciation expense	(2,222)	(7,266)	(4,927)	-	(62,514)	(76,929)
Depreciation written back on disposal	-	6,986	-	-	-	6,986
Disposals	-	(6,986)	-	-	-	(6,986)
Gross value as at 30 June 2021	<u>\$ 849</u>	<u>\$ 20,988</u>	<u>\$ 5,171</u>	<u>\$ 13,900</u>	<u>\$ 9,259</u>	<u>\$ 50,167</u>

The Right Of Use Assets comprise the Association's property (leased from 1 July 2019 to 30 June 2021) and two equipment leases (from 14 May 2019 to 14 April 2022 and 26 August 2019 to 26 April 2022).

Karinya House Home for Mothers & Babies Incorporated
Notes to and forming part of the Financial Statements (Continued)
For the year ended 30 June 2021

	2021	2020
	\$	\$
Note 10: Payables		
CURRENT		
Creditors	8,216	2,356
Credit Card	588	1,196
Accrued Expenses	14,816	19,080
GST Payable	29,511	20,732
PAYG Payable	19,106	18,212
Superannuation Payable	405	
Residential Bonds	-	580
Accrued Wages and On-costs	51,202	41,887
Long Service Leave Authority Levy	4,003	-
Employee Salary Sacrifice	-	-
M&E Accounts	1,549	2,494
	<u><u>\$ 129,396</u></u>	<u><u>\$ 106,537</u></u>

Note 11: Provisions		
CURRENT		
Annual Leave	128,922	157,356
Long Service Leave	6,066	13,621
TOTAL CURRENT	<u><u>\$ 134,988</u></u>	<u><u>\$ 170,977</u></u>

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)	128,922	157,356
Long Service Leave (note 11)	6,066	13,621
Employee Payables (note 10)	76,265	62,593
	<u><u>\$ 211,253</u></u>	<u><u>\$ 233,570</u></u>
Number of employees at year end	<u><u>24</u></u>	<u><u>24</u></u>
Aggregate employee benefits liability	<u><u>\$ 211,253</u></u>	<u><u>\$ 233,570</u></u>

Karinya House Home for Mothers & Babies Incorporated
Notes to and forming part of the Financial Statements (Continued)
For the year ended 30 June 2021

	2021	2020
	\$	\$
Note 13: Unearned Revenue		
Contract Liabilities	50,000	15,000
Association Membership Fees in Advance	-	219
	<u>\$ 50,000</u>	<u>\$ 15,219</u>

Note 14: Lease Liabilities

Current ROU Lease Liability	9,852	64,970
Non Current ROU Lease Liability	-	9,852
	<u>\$ 9,852</u>	<u>\$ 74,822</u>

Current property leases expired in June 2021. There are no new lease contracts signed as at 30 June 2021. Once signed lease contracts are received, leases will be recognised per AASB 16 lease accounting standard.

The Association received rent relief on the property lease for the period July to December 2020 (see Note 1(f) for further discussion).

(a) Future Minimum Lease Payments

Lease payments	10,104	77,802
Finance charges	(252)	(2,980)
Net present value	<u>\$ 9,852</u>	<u>\$ 74,822</u>

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

Note 15: Key Management Personnel

Short-term employee benefits	111,354	114,029
Post-employment benefits	10,340	10,810
Other long term employee benefits	(6,773)	1,337
Total Compensation - Short-term benefits	<u>\$ 114,921</u>	<u>\$ 126,176</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.

Income in advance - Calleo Grant	30,000	-
Income - Donations	29,841	-
Other Expenses	(8,696)	(4,299)
Total - Related Parties Transactions	<u>\$ 51,145</u>	<u>\$ (4,299)</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 2021

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 2021.

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.

	2021	2020
	\$	\$
Financial Assets		
Cash and cash equivalents	1,299,566	875,202
Receivables at amortised cost	-	33,408
Total Financial Assets	<u><u>\$ 1,299,566</u></u>	<u><u>\$ 908,610</u></u>
Financial Liabilities		
Payables at amortised cost	80,779	67,593
Lease liabilities	9,852	74,822
Total Financial Liabilities	<u><u>\$ 90,631</u></u>	<u><u>\$ 142,415</u></u>

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 14.

Future minimum lease payments under operating leases comprise:

Within one year	9,852	64,970
In more than one year but less than five years	-	9,852
	<u><u>\$ 9,852</u></u>	<u><u>\$ 74,821</u></u>

**RSM Australia Pty Ltd**

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AUDITOR'S DISCLAIMER

The additional financial data presented in the following page is in accordance with the books and records of the Karinya House Home for Mothers and Babies Incorporated which have been subjected to the auditing procedures applied in our audit of the Karinya House Home for Mothers and Babies Incorporated for the year ended 30 June 2021. It will be appreciated that our audit did not cover all details of the additional financial data. Accordingly, we do not express an opinion on such financial data and no warranty of accuracy or reliability is given. Neither the firm nor any member or employee of the firm undertakes responsibility in any way whatsoever to any person, (other than to the Karinya House Home for Mothers and Babies Incorporated), in respect of such data, including any errors or omissions therein however caused.

A handwritten signature in black ink that reads 'RSM'.

RSM AUSTRALIA PTY LTD

A handwritten signature in black ink that reads 'G Stenhouse'.

GED STENHOUSE
Director

Canberra, Australian Capital Territory
Dated: 13 October 2021

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RSM Australia Pty Ltd ACN 009 321 377 atf Birdanco Practice Trust ABN 65 319 382 479 trading as RSM

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Karinya House Home for Mothers & Babies Incorporated
Income and Expenditure Statement
For the year ended 30 June 2021

	2021 \$	2020 \$
Income		
Community and Corporate Partnership Donations	556,767	572,984
Corporate Contractual Income	105,000	130,000
Fundraising Income	232	14,317
Interest Received	4,572	7,600
Membership Fees	1,089	1,257
ACT Government Funding	1,348,041	1,053,072
Commonwealth Government Funding	220,500	290,550
Fee for Service	100	27
Net Gain/(Loss) from Sale of Assets	-	1,267
Service User Contributions	27,463	37,449
Staff Contributions	3,274	1,667
Miscellaneous Income	10,926	6,653
Total Income	\$ 2,277,964	\$ 2,116,843
Expenses		
Administrative Expenses		
Administrative Expenses	8,960	8,100
Audit Fees	17,650	23,000
Accounting Services	26,114	23,353
Bank & eCommerce Fees	6,950	6,343
Legal Fees	-	209
Memberships/Subscriptions	4,428	6,176
Miscellaneous Expenses	-	68
Postage & Freight	2,199	2,588
Printing & Stationery	4,901	5,950
Total Administrative Expenses	\$ 71,202	\$ 75,787
Insurances		
Directors Liability	2,445	2,385
Public Liability	4,006	4,160
Professional Indemnity	2,636	2,710
Composite Risks Property	1,077	1,050
Statutory Liability Insurance	814	870
Total Insurances	\$ 10,978	\$ 11,175
Fundraising and Marketing Expenses		
Fundraising Event Expenses	107	10,336
Marketing & eMedia	14,257	18,387
Total Fundraising Expenses	\$ 14,364	\$ 28,723
Motor Vehicle Expenses		
Petrol	5,010	5,836
Repairs & Maintenance	5,484	5,091
Insurance	3,910	3,360
Registration	4,956	5,117
Parking	27	32
Total Motor Vehicle Expenses	\$ 19,387	\$ 19,436

Unaudited – refer to auditor's disclaimer

Karinya House Home for Mothers & Babies Incorporated
Income and Expenditure Statement
For the year ended 30 June 2021

	2021 \$	2020 \$
Service User Expenses		
Service User Support	9,991	9,528
Service User Programs	3,186	2,207
Service User Food & Household	12,723	14,443
Covid 19	950	2,500
Total Service User Expenses	\$ 26,850	\$ 28,678
Property and Equipment Expenses		
IT Comms Infrastructure Expenses	50,910	27,625
Depreciation	14,416	13,113
Electricity & Gas	20,009	23,236
Equipment Replacement	15,982	3,666
Project Development & Maintenance	38,531	47,085
Repairs & Maintenance	2,823	3,142
Telephone	10,830	11,956
Waste Management	7,379	6,222
Leases		
Equipment Lease Depreciation	10,217	12,504
Equipment Lease Interest	894	1,508
Property Lease Depreciation	52,297	52,660
Property Lease Interest	1,834	3,166
Total Property and Equipment Expenses	\$ 226,122	\$ 205,883
Volunteer Costs		
Volunteer Expenses	2,668	1,295
Voluntary Workers Insurance	751	732
Total Volunteer Costs	\$ 3,419	\$ 2,027
Staffing Costs		
Gross Wages	1,442,889	1,297,676
Accrued Leave Expense	(36,908)	30,112
Travel Allowance	588	656
First Aid Allowance	8,664	8,937
Long Service Leave Scheme	16,600	15,503
Superannuation GC	130,824	121,668
Workers Compensation Ins	20,893	21,035
Staff Training and Recruitment	11,693	7,192
Staff Welfare	9,111	9,097
Total Staffing Costs	\$ 1,604,354	\$ 1,511,876
Total Expenses	\$ 1,976,676	\$ 1,883,585
Net Surplus / (Deficit)	\$ 301,288	\$ 233,258

Unaudited – refer to auditor's disclaimer

Thank you

