

Sanctuary Aus Annual Report 2020 - 2021





Acknowledgement of Country

Sanctuary Aus wish to acknowledge the Aboriginal and Torres Strait Islander Community, Traditional Custodians of the land we meet and work in; the Ngunnawal and Ngambri Peoples.

We acknowledge and pay respect to their Elders, Past, Present and Emerging. We acknowledge their continuing culture and the contribution they make to the life of this city and this region.

Contents

Message from the Chair	5
Our Board	6
John Ignatius – In Memorium	8
Our Guiding Principles	9
Our Objectives	10
Treasurer’s Message	11
Our Programs	13
Disability Support	14
Families in Sync	16
Circles of Security [®]	17
Women’s Group	18
Empower Program	19
Cool Kids with ASD	20
Club Mojo	21
Auspicing	22
Our Generous Friends	23
Financial Considerations	24
Sanctuary Aus Therapists	25

Message from the Chair

Reflecting on another year that has tested the resilience of all Australians, I am struck by the important role that Sanctuary Aus and the broader not-for-profit sector plays in supporting the community through challenging times. The COVID-19 pandemic and economic downturn has continued to test the resilience of children and families and the sector has been required to quickly respond and adapt. The COVID-19 environment has made it harder for children and their families to access essential services, and indeed, it has changed the way these essential services are being delivered.

Sanctuary Aus has risen to the challenge by providing essential therapeutic services and supports to Canberra families in need. Our dedicated team of Behaviour Support Specialists has continued to provide positive behaviour support services and develop positive behaviour support plans for children and young people.

Sanctuary Aus has continued to deliver important child and family programs to support parents and carers to recognise, recover and build on their strengths in raising children. These include:

- ❖ **Circle of Security Parenting Program**, which is focused on supporting and strengthening parent-child relationships;
- ❖ **Sanctuary Disability Services**, including the development of Behaviour Management Plans as an National Disability Insurance Scheme (NDIS) Registered Provider;
- ❖ **Cool Kids with ASD**, an anxiety management program for children and young people;
- ❖ **Families in Sync**, a program to support family functioning and trauma recovery;
- ❖ **Women's Group**, a support group for women; and
- ❖ **Club Mojo**, a support group for 8 – 12 year olds.

The services we deliver are always essential, but recent events serve as a poignant reminder of just how essential services like these are. I want to thank our staff and volunteers for their tireless efforts in supporting children and families through these challenging times.

Throughout this year, Sanctuary Aus has continued to strengthen and mature its governance frameworks. The Board commenced a review of the entire suite of Sanctuary Aus' policies and procedures and has invested considerable time in finance and risk management. In addition, Sanctuary Aus successfully completed an NDIS Audit and has been implementing advice from the auditors on improving our services. I want to thank our Board members for their commitment to the sustainability and growth of the organisation.

I also want to acknowledge the immense contributions of the organisation's founding members, Kim Hefren-Webb and Sonja Flett, whose dedication to Sanctuary Aus has enabled it to flourish and make a genuine contribution to building a safer and healthier community for all.

Alex Lia

Chair of Sanctuary Aus

Alex Lia - Board Chair

Alex Lia is a lawyer specialising in public international law at the Attorney-General's Department. Alex is an experienced not-for-profit board director and a recipient of the Institute of Community Directors Australia's Future 500 Leaders Women's Governance Scholarship. In addition to tertiary qualifications in law, Alex holds a Diploma of Business (Governance) with a focus on not-for-profit governance.



Gabrielle Karov - Deputy Chair, Young People's Representative

Gabrielle has worked with Sanctuary, since its beginning in 2018. She is in the final stages of completing her undergraduate at the ANU. Gabrielle works in the communications field and has experience working in the community sector, particularly in disability support.

Annette Pilloni - Treasurer

Anette has over 30 years of professional experience in financial and management accounting roles in private, public and not for profit sectors. In more recent years Annette was responsible for Government policy development and implementation which included managing significant reform. Following her recent retirement, Annette joined the board of Sanctuary Aus and has returned to her first love - spreadsheets - and the role of Treasurer providing both practical support and strategic financial guidance to the Financial and Risk Management committee and the Sanctuary Aus Board.



Tanvi Javaprakash - Board Secretary

Tanvi has been working in the fields of women in domestic violence, refugee migrant clinics and disability aid, which she was drawn to from her passion for the community services.

Tanvi states "It has been a great privilege to be a part of the Sanctuary Aus family and to witness all the impactful work undertaken on a daily basis. I am grateful for being able to provide my services to Sanctuary Aus and I look forward to being a part of this home in the new year to come."

Kim Hefren-Webb - Founding Director and Executive Director, Therapeutic Services Sanctuary Aus

Kim holds a Bachelor of Social Work, post-graduate qualifications in Developmental Trauma and a range of industry-specific training, including Professional Supervision. Kim is a qualified Circle of Security facilitator and a Cool Kids facilitator - specialising in delivering this program to children with ASD. Kim has almost 25 years of experience providing therapeutic support, guidance and assessments for children, young people and families and is passionate about supporting children with disabilities.





Sonja Flett - Founding Director and Executive Director, Programs

Sonja has demonstrated experience providing leadership in organisations, specifically focusing on Domestic and Family Violence Services, Community Development, Community Education, and Intensive Family Support Services. Sonja enjoys facilitating self-development group programs for parents, women and children in a trauma informed manner and also has a passion and a skillful capacity working with the autism community, to remove barriers people with autism experience in the workplace and in day to day life.

Rachel Goodall

Rachel is a chartered accountant whose career has focused on both internal and external audit engagements. She holds a particular interest in Audit Quality and knowledge of the Australian Accounting Standards. She became part of the Sanctuary Aus Board to use her accounting expertise to help the Canberra community.



Courtney Miller

Courtney works full-time as an Insurance Adjuster with a national insurer, and is a carer for her much-loved 20-year-old brother, Ben. Courtney is also a very talented and respected young golfer who has won many competitions throughout ACT and NSW. Courtney was invited onto the Sanctuary Aus Board in 2018 due to her unique and important insight as a young carer.

Martin Sullivan

Born in Canberra (1958) and educated at Marcellin College, Randwick (Sydney), Chevalier College (Bowral) and Wollongong University. Martin is married with four children and six grand-children. Martin has over 30 years of experience providing project management, consultancies in IT, and including managing DXC Dandelion Project for people on the Autism spectrum in the Department of Home Affairs. Martin is the President of the ACT Junior Rugby League Association and a Delegate of Brumbies Rugby.





John Ignatius – In Memorium

In late 2018, John Ignatius joined Sanctuary Aus' Board to provide financial advice and oversight as we embarked on those first few months of organisational set up and growth. Having a person of his calibre put his precious time and efforts into the development and growth of Sanctuary was always so encouraging, especially in the early days.

John's insightful ways are within the constitution of Sanctuary Aus, he went over it carefully and provided thoughtful recommendations that continue to serve Sanctuary Aus today. John was humble in his approach and very overqualified for our little start up. He brought wisdom to our new experiences, gentle guidance to our growing processes, and reassuring affirmations as we achieved milestones and goals. John was kind and we all felt such joy in our hearts after meetings with John.

We have all missed John's presence as John faithfully served on the Board and FARM through to January 2021. The Wednesday before John died, he emailed apologising that he could not make the FARM meeting. He postponed as he "had to pop into the hospital for a little while but should be out by the following Wednesday for FARM". Unfortunately, John passed away from the long-term illness Sunday of January 17th, 2021, with his family by his side.

We are grateful for the wisdom and grace John shared with Sanctuary Aus in the last years of his life. Sanctuary Aus have elected to honour John's memory by providing an annual gift in John's name to support one family in our service, with the gift being commensurate to Sanctuary Aus' financial capacity each year. The family will be nominated by staff and selected by the Executive Director, Therapeutic Services.

Thank you John

Our Guiding Principles

Child Centred

The child is at the centre of all we do. We aim to recognise each child's unique perspectives and experiences, and encourage **appropriate** participation in all activities which affect the child.

Social Justice

No one will be discriminated against on the basis of education, religion, abilities, marital status, sexual orientation, health status or socio-economic status.

Respect

In all our interactions, we honor human dignity and rights, value people's potential, diversity and uniqueness, and validate their experience and perspective.

Self Determination

We do not assume that we know what is best for others, but support individuals and families to make informed choices in their lives.

Partnership

We work in collaboration with clients and the community, recognising their skills, strengths, resources, motivation, knowledge and qualities.

Professionalism

We work efficiently, effectively and appropriately, in accordance with professional and organisational standards.

Integrity

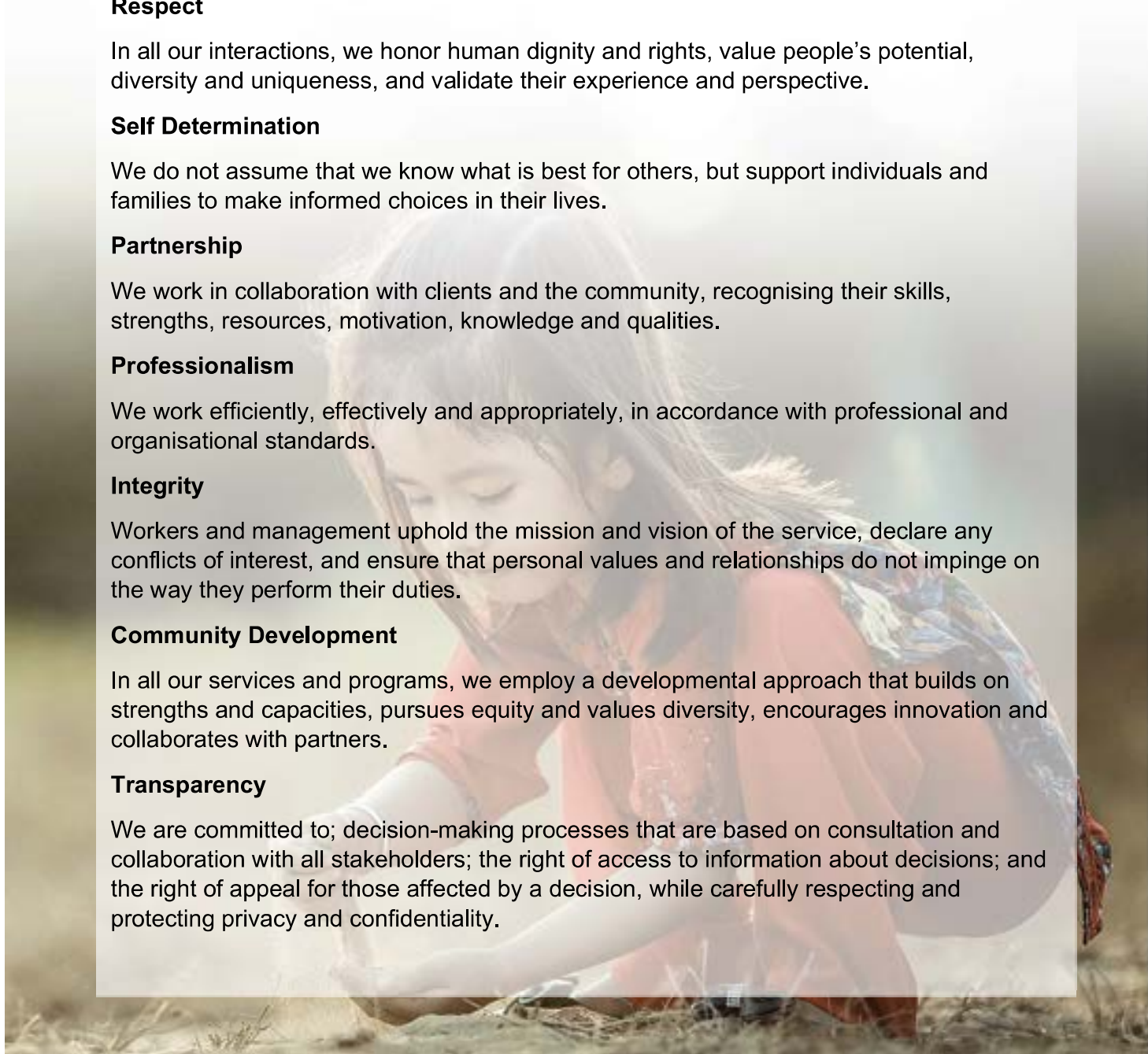
Workers and management uphold the mission and vision of the service, declare any conflicts of interest, and ensure that personal values and relationships do not impinge on the way they perform their duties.

Community Development

In all our services and programs, we employ a developmental approach that builds on strengths and capacities, pursues equity and values diversity, encourages innovation and collaborates with partners.

Transparency

We are committed to; decision-making processes that are based on consultation and collaboration with all stakeholders; the right of access to information about decisions; and the right of appeal for those affected by a decision, while carefully respecting and protecting privacy and confidentiality.



Our Objectives

The objects of Sanctuary Aus are:

- ❖ To operate for the benefit of children, young people, individuals, families and communities:
- ❖ To support Canberra's children to embrace and build a positive concept of their future
- ❖ To support Canberra's children to nurture an understanding of their positive capacity to uniquely contribute to our community;
- ❖ To support children and young people to recover from any traumas in their earlier lives and to support any development opportunities that childhood presents;
- ❖ To increase the capacity of families to raise their children in a safe, healthy, nourishing and joyful family environment;
- ❖ To prevent the removal of children and young people from our client families, and placement of these children in Out of Home Care;
- ❖ To foster community growth and commitment to support those within the service capacity;
- ❖ To build relational proactive partnerships with the ACT community to enhance the experience of safety for children in Out of Home Care;
- ❖ To foster community growth and commitment to support those within the services capacity.



Treasurer's Message

Sanctuary Aus has continued to provide much needed support to the most vulnerable children and families in the ACT throughout the global COVID-19 pandemic. While it has been a challenging year, we were fortunate that Canberra was not impacted as broadly as the rest of the country during the 2020-21 financial year and Sanctuary Aus was able to expand our reach to the community during this time.

Sanctuary Aus is grateful for the support provided to us through the year by the Canberra Community, such as through:

- ❖ KPMG's continued support of Sanctuary Aus through developing a new website for Sanctuary Aus, an entire Social Media strategy and a personalised Sanctuary Aus Budgeting and Forecasting Tool;
- ❖ 180 Degrees Consulting ANU, who undertook a study in relation to Sanctuary Aus' long-term financial sustainability. 180 Degrees were linked to Sanctuary Aus and mentored by KPMG;
- ❖ Volunteering ACT, who provided small equipment grant funding, enabling us to supply our voluntary administrative support staff with new laptops.
- ❖ Grace Canberra, who provided free accommodation for client support groups and took a collection of spare change last Christmas to donate to Sanctuary Aus.
- ❖ GIVIT, an Australian charity who channel donations from the public, through community agencies to our most vulnerable families in need. GIVIT have supported many of our clients with clothing, gift vouchers, furniture, white goods and much more.

We also thank the Australian Government for providing the Cashflow Boost and JobKeeper Payments, without which Sanctuary Aus would have struggled to pay our therapeutic staff and continue to provide much needed assistance to our clients.

The demand for NDIS Services has continued to grow and has provided Sanctuary Aus with a reliable and consistent income stream. This has enabled us to go some way towards compensating one of our directors for her tireless work and enabled sufficient financial stability for Sanctuary Aus to engage permanent staff to commence in the 2021-22 financial year.

The additional Government support, along with the growth in NDIS fee revenue, has ensured Sanctuary Aus has continued to remain financially viable, generating an operating surplus of \$25,216 for the financial year. A comprehensive Financial Report is available at the Australian Charities and Not-for-profits Commission (ACNC) website.

During this financial year, Sanctuary Aus have been able to continue to provide pro-bono services to struggling families who cannot gain access to free programs and cannot afford private services. This has been afforded through the profit gained through providing Behaviour Support services through the NDIS. It is exciting to see Sanctuary Aus be able to use funding from areas they strongly shine in, to deliver services to families in such need.

During the 2020-21 financial year the Finance Audit and Risk Management (FARM) Committee worked together to strengthen internal processes and controls. This included a review of the application of GST, and development of a robust budget and forecasting process to ensure organisational growth was measured and financially sustainable.

I would like to thank Kim and Sonja for their tireless work and admire their passion and commitment to Sanctuary Aus and our clients.

Our Programs

This year, Sanctuary Aus' programs have grown significantly and our therapeutic services have been well received by the Canberra community. While our group work interventions have decreased, due to the impact of Covid—19 lockdown, our individual disability-support interventions have substantially grown throughout the year. As an essential service, our Disability Service therapists have responded strongly to the pandemic and its impact on our vulnerable clients. Isolation, home schooling and service-shutdowns or delays has taken a high toll on client and staff wellbeing.

Our referral pathways are becoming clearer, with the vast majority of our clients coming from repeat referrers, which is a credit to the quality of our service-provision and the talent, warmth and wisdom of our therapists. Our strongest referral points are from a range of paediatricians in Canberra, both public and private, and from other NDIS providers.

This year, Sanctuary Aus has supported 63 families and over 130 children and young people.

Of the children in our program during the 2020/21 year:

- 20% of all children/young people are Indigenous Australians;
- 33% of all children/young people have parents born outside of Australia;
- 67% of participants within the Disability Services program have Autism;
- 45% of our total client population have Autism.

Sanctuary Aus are proud to support such diversity of abilities and cultures within our programs.

Sanctuary Aus have a model of service delivery whereby income is earned from several programs, including Disability Support, Circle of Security and various group programs. All surplus income earned from this is used to provide Families in Sync – a free family support program for those who cannot afford to pay for such services.

It is also most important to note that even within our programs that earn income, such as Disability Services, pro bono work tends to be provided to the family, in addition to the NDIS fees charged to the individual participant. This is in recognition that to meet the needs of the child, the family around the child must also be nurtured and developed to provide a holistic and trauma-responsive service.

Disability Support

Sanctuary Aus' Disability Support program has flourished this year, with 30 clients having worked with us throughout the year. Our primary focus within the Disability Support program is in providing Behaviour Support Services with children and young people in their own home. Often our services involve the school, through regular meetings with teachers or specialist staff, and/or the delivery of services within the school environment.



The children/young people in the program had the following diagnosed disability or delay:

- ❖ 67% have Autism Spectrum Disorder, with others on the wait list for an ASD assessment;
- ❖ 28% have Attention Deficit Disorder;
- ❖ 28% have Anxiety;
- ❖ 28% have a diagnosed Developmental Delay in two or more areas (eg: speech, learning),
- ❖ 14% have an Intellectual Disability;
- ❖ 7% have rare genetic disorders, with no formal disability name;

In addition to the child's actual disability, it is a common theme for our clients to:

- ❖ display social-skills deficits (100%);
- ❖ display emotional regulation difficulties (78%);
- ❖ display aggression towards others or themselves (76%);
- ❖ have a history of refusing or resisting school attendance (48%);
- ❖ have experienced Family Violence (48%);
- ❖ have experienced some form of significant grief and loss (28%),
- ❖ be in Foster Care, Kinship Care or Residential Care (14%).



For many children in our program, some of these themes are a component of their disability. For example, a component of ASD is to have challenges with emotions and social awareness. However, when considering the high level of family violence, grief and loss, and out-of-home care for this group, there is a need for treatment to have both a disability and a trauma lens.

Sanctuary Aus therapists use a range of techniques and tools to suit the individuals within the program. This includes the provision of Behaviour Support Plans, where a holistic assessment of the child's capacity, development, relationships, behaviours, skills and education is undertaken and a range of recommendation made, delivered and/or managed.

The following case studies will give you an idea of Sanctuary Aus' Disability Service practice.

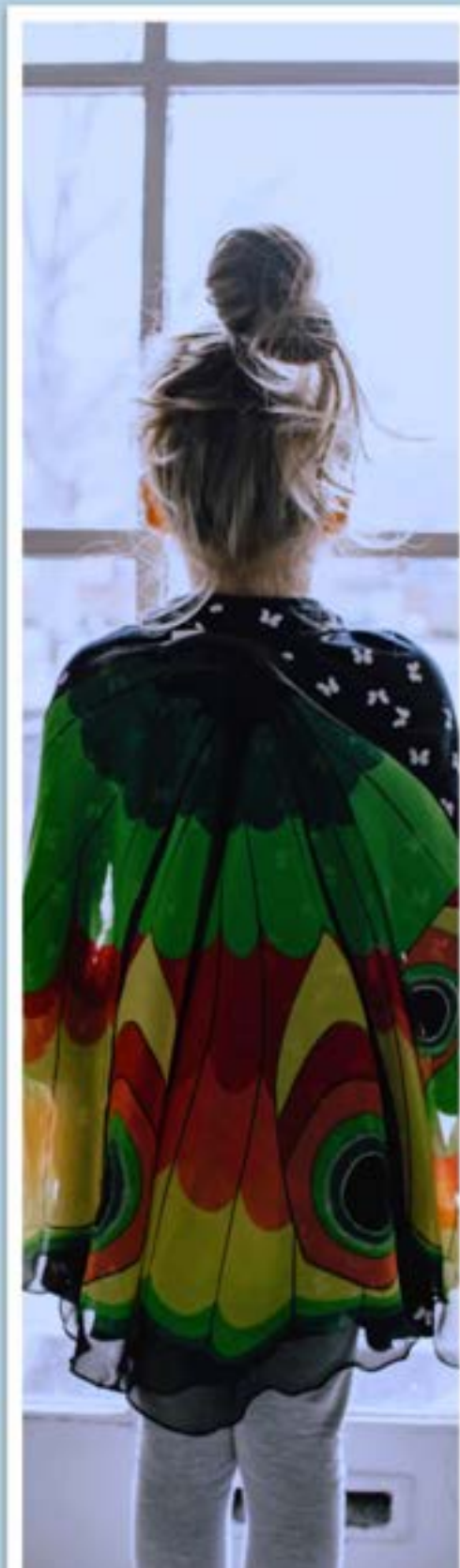
A 6 year-old girl in our program was placed in foster care with a wonderful "forever family", who provided this girl with structure, love, acceptance and encouragement. However, she continued to struggle with managing her emotions, her relationships and her levels of energy and attention. Her Sanctuary Aus therapist worked with this child from a position of unconditional acceptance: providing consistent and explicit training in social skills, emotional intelligence and regulation skills. This child has shown significant improvement in managing her behaviours, though still has a way to go. The family are currently overjoyed as their daughter has

been able to take her new skills and make some stable and long-term friendships.

Another therapist worked with a 10 year-old boy who was refusing to go to school, to leave the home, or to be separated from his parents. It became clear that his parent's anxiety for their child's safety was extreme and this created an extreme fear response for the boy. The therapist worked with both the parents and the child to address the behaviours. This beautiful boy now loves going to school and is able to catch the bus on his own.

~

Families In Sync



Families in Sync is designed to provide whole-family support to families who are struggling. Families can access therapeutic services to develop their parenting skills and strategies, to support the relationships within the whole family and to access trauma-recovery therapy that recognises and responds to the results of trauma. The service recognises and responds to the multitude of factors that can impact on a family's wellbeing, such as disadvantage, dependency, disability and isolation.

Families in sync is Sanctuary Aus' pro-bono family support program. We are always overwhelmed by interest in this program and would love to support all families who need our services. Families in Sync is funded almost entirely through Sanctuary Aus' surplus income earned through the paying services and we are very proud of the work we provide to struggling families.

Families in Sync is also able to be accessed by privately funded families, or via funding from external services and we hope to increase on this area of fee-for-service in the coming years to increase our capacity to further support more families.

The Families in Sync program has intensively supported thirteen children and young people, from nine different families, most receiving long-term support throughout the year. Of these children:

- ❖ 77% had been exposed to Domestic Violence;
- ❖ 77% of children displayed emotional regulation challenges;
- ❖ 38% were experiencing some form of loss and grief;
- ❖ 38% of children were diagnosed with anxiety;
- ❖ 27% had other diagnosed mental health challenges.

The following de-identified case study provides an example of an intervention with a family using the Families in Sync program:

Michelle is an 8-year-old girl who was displaying violent and aggressive behaviour in the family home, particularly towards her younger brother who had an Intellectual Disability and Autism. The Sanctuary Aus therapist was able to spend time getting to know the family and how they related to each other. The therapist was able to support the parents to recognise Michelle's attachment-seeking strategies and build their capacity to meet these, while still meeting their son's higher needs. Once Michelle was having her needs met, she was able to use more positive behaviours when she wanted attention.

Circles of Security®



The Circle of Security® Parenting Program is an 8-week course based on decades of research about how secure parent-child relationships can be supported and strengthened. Circle of Security® provides parents and carers with the tools needed to increase their attachment to children of all ages.

Circle of Security training and certification has remained popular this year, despite the effects of the Covid-19 lockdown. Sanctuary Aus has trained 10 people, from 9 families with a total of 21 children between them all. This has been in a combination of face-to-face visits when possible and video-calls during the lockdown period. Our facilitator is becoming quite experienced in presenting training with shared screens and video.

Sanctuary Aus specialise in providing Circle of Security® training in a flexible way to meet local families where they are most comfortable. For example:

- in the family home after the children are settled,
- during the day,
- at a workplace, during lunchtime,
- on the weekends.

Sanctuary Aus charge fees for providing Circle of Security training for the first two participants only. The family are invited to ask their support networks to join us for the Circle of Security training, at no additional charge, to increase the family's natural supports.

"This course has totally changed my parenting. I used to tell my boys to stop being such sissies when they hurt themselves. Now, when they are upset I sit down next to them and talk to them about their feelings".

"My 2-year-old was sick last week. At night, he woke up crying every 20 minutes and I got no sleep. Instead of getting angry, I took him to bed with me and comforted him every time he woke. I kept my cool all night and understood how miserable he was. Circle of Security has taught me what my children need from me."

Women's Group

The Sanctuary Aus Women's Group meet 7-9pm, each Thursday night during school terms for any women in the ACT. The group has now been running for 3 years and some of the women who attended our very first night still come along each week. Covid-19 has taken its toll on the Women's Group, but we are rebuilding slowly.

The women determine the range of topics to cover. Some of the topics this year included Using Natural Oils for Cleaning, Making Kokedamas, Managing Anxiety and Fears, the Power of Self-Talk, the Benefits of Magnesium, Mindfulness and more. We also decided to include a meal in our monthly schedule, so once a month we enjoy a meal together.

"It's my escape for the week. No kids, no work. Just my time."

"I love the topics and activities, but I know others just like to chat casually. I like that we fit in everyone's needs".



Empower Program

In August 2019, Sanctuary Aus accepted a Women's Safety Grant from the ACT Government's Community Service Directorate and partnered with Harrison School to run a group for young mothers, as an early intervention pilot program, which included such topics as self-esteem, financial management, safe relationships, boundary-setting and more. Unfortunately, due to the impact of Covid-19, this program was unable to be run.

During the first Covid-19 lock-down period, the Community Services Directorate offered us the opportunity to vary the delivery of the grant, while still delivering a program intending to increase women's safety – particularly in relation to domestic violence. In the second half of 2020, with the easing of COVID-19 restrictions, Sanctuary therapist Jemima accepted the opportunity to create and run a therapeutic group for young women, with the goal of increasing their resilience, self-esteem and safety within relationships. Joined by fellow therapist Alex and Gabrielle from the Sanctuary Aus Board, the three talented women created a beautiful program environment for the 11 young women attending.

We surveyed the young women before the program commenced and after the program on a range of measures relating to their confidence, self-esteem, self-compassion, their communication skills, and skills in relationships such as using boundaries and consent. We are pleased to report that we saw a 20% increase, on average, in the young women's:

- ❖ Confidence;
- ❖ Self-esteem;
- ❖ Ability to be self-compassionate;
- ❖ Confidence relating to navigating relationships safely, and;
- ❖ Improvement in their communication skills

“I'm so impressed with my daughter's engagement with the Empower Program. Her 100% attendance is testimony to its impact on her. She emerged from each session more confident than the week before.”

“This program run by Jemima, Alex and Gaby, has been the intervention that finally got my socially isolated and very anxious teenager to connect with peers in a positive setting. She is now articulating positive views about relationships and personal rights. I am so grateful.”

Cool Kids with ASD

Autism and Anxiety often go hand-in-hand. The Cool Kids with Autism program teaches children aged 8 – 11 years to successfully manage their anxiety. Cool Kids is a world-renowned program that uses CBT (Cognitive Behavioural Therapy) and other therapeutic processes to teach young people how to better manage their anxieties.

Parents/carers are supported to help their children on this journey. The Cool Kids with ASD program is recommended for young people with mild to moderate ASD who also experience anxiety and who are capable of reflecting on their behaviours.

As with all other group-work this year, Covid-19 has stopped us from running most of our planned Cool Kids groups. We hope to be able to run more Cool Kids ASD groups next year.



Club Mojo

Club Mojo is a 5-week group for children aged 8 – 12 years old who want to build their skills in managing emotions or improve their self-esteem. The group is designed with a peer support, psycho-educational, trauma informed framework and extensively utilises arts and crafts, games and movement to engage with topics. The main intentions of Club Mojo are to teach children about emotions, how they can recognise these emotions in their body and how to manage when those emotions are overwhelming. The participants also explore their strengths and the skills needed to develop better friendships.



Auspicing

In line with our focus on community, Sanctuary Aus welcomes negotiation with therapeutic workers who wish to join Sanctuary Aus on a partnership basis. Sanctuary Aus provide auspice arrangements with therapists, enabling them to benefit from Sanctuary Aus, in such areas as:

- ❖ Insurance, financial management and structures;
- ❖ NDIS approval and oversight
- ❖ Supervision and management structures
- ❖ Group advertising and referral services
- ❖ Access to a supportive team environment, breaking the isolation of working independently.

Sanctuary Aus' first Auspice Agreement was with Jemima Beaumont: Sacred Space Arts Therapy, and this has continued to be an excellent avenue for specialised client support.

Jemima is a registered Creative Arts Therapist (ANZACATA), who has completed a Masters in Therapeutic Arts Practice at the MIECAT Institute in Melbourne. Jemima holds this qualification, along with a Bachelor of Arts in Psychology and Sociology from the Australian National University. Jemima uses multiple creative processes, such as visual arts-making modes, movement and dance, literary forms, voice and music, to make sense of lived experiences, in the hope to improve overall wellbeing. This approach enables exploration of experiences to support healing and growth, to develop self-awareness and acceptance and to find healthier and more adaptive ways of being in the world.

Want to talk further? Get in touch with us through sanctuaryaus.org.au



Our Generous Friends

Sanctuary Aus would like to publicly thank the following organisations, groups and individuals for their generosity in providing donations of time, funds, practical resources, pro bono specialist skill sets, referrals and support to Sanctuary Aus during the 2020 - 2021 financial year.

Our organisation has benefitted and grown through the generosity of:

ashurst

KPMG



180Degrees
CONSULTING



GIVIT
goods for good causes

Connecting Up

Thank you - Volunteers

Sanctuary Aus knows volunteering is at the heart of community. We welcome people from all backgrounds to bring their diverse skills, time, resources and contribute. Sanctuary Aus would not be where we are today without our generous team of volunteers.

So, we give our biggest thanks and gratitude to:

1. Our amazing Board of Directors who keep on giving their time and intelligence to Sanctuary Aus.
2. The most enthusiastic admin team who spent many a morning helping make sure our documentation was in line.
3. The ongoing energetic fund-raising crew, students and IT support!
4. Delightful Dayle for opening your home to our Women's Group every week.



Financial Considerations

Sanctuary Aus Limited has met all the financial requirements for management and reporting to the Australian Tax Office (ATO) and Australian Charities and Not for Profits Commission (ACNC). Sanctuary Aus Limited has had all financial statements prepared in accordance with Australian Financial Standards. The Directors of Sanctuary Aus Limited are satisfied with the performance and operations of the company in 2020 – 2021 financial year. The Directors have reasonable grounds to believe the company can pay its liabilities as and when they become due and payable.

Sanctuary Aus Limited has again experienced incredible generosity in 2020 – 2021 through volunteerism, Pro Bono support and fundraising opportunities. KPMG have provided brilliant wisdom and practical support which must be noted as exceptionally thoughtful and benevolent. The goodwill and kindness of our community has empowered Sanctuary Aus to move into the next year with a good surplus and enthusiasm for the continual fulfilment of our vision: to build safer communities for children.

Sanctuary Aus Therapists

Sanctuary Aus have the support of many wonderful therapists, both within and external to our organisation. We have chosen two of our wonderful staff to highlight in this year's Annual Report.

Alex Tapp

Alex gained her BA English Literature and Modern History (Macquarie University) and then in 2001 gained qualification in Public Relations and Marketing. Alex's career has always had a strong 'people' focus and she has enjoyed roles in Recruitment and Human Resources in both private and government sectors. In 2019, Alex furthered her education: gaining qualifications in Community Services. Alex came to Sanctuary Aus to volunteer as a student and due to the promise that she displayed in this role, was offered and accepted a Client Support role with Sanctuary. In her role, Alex has successfully supported clients in our Families in Sync program and has now begun to work in the Disability Services Program, providing behaviour management services with guidance from more senior staff in the same role. Alex has provisional authority as a Behaviour Support Worker and is working towards gaining full accreditation by the end of this year.

Jemima Beaumont-Robberds

In 2006 Jemima completed a BA in Psychology and Sociology from the Australian National University. Jemima has been working with children, young people and families, in both Case Management and therapeutic roles for almost two decades. In 2018 Jemima completed a Masters in Therapeutic Arts Practice at the MIECAT institute and this has added significantly to Jemima's practice. In addition to working at Sanctuary Aus, Jemima has her own private practice, called Sacred Space Arts Therapy, where she provides creative therapies.

Jemima joined Sanctuary Aus' Therapeutic Team in 2020 and has enjoyed working with a range of young people and their parents and family. Jemima also developed the Empower Program that was operated with financial from the ACT Women's Safety grant. Jemima's experience, creativity and passion are always a joy to experience in her work with clients.