

Sanctuary Aus Annual Report 2019 – 2020

Vision: All children to
experience safe, healthy,
nourishing joyful childhoods.

Mission: Building Safer
Communities for Children.



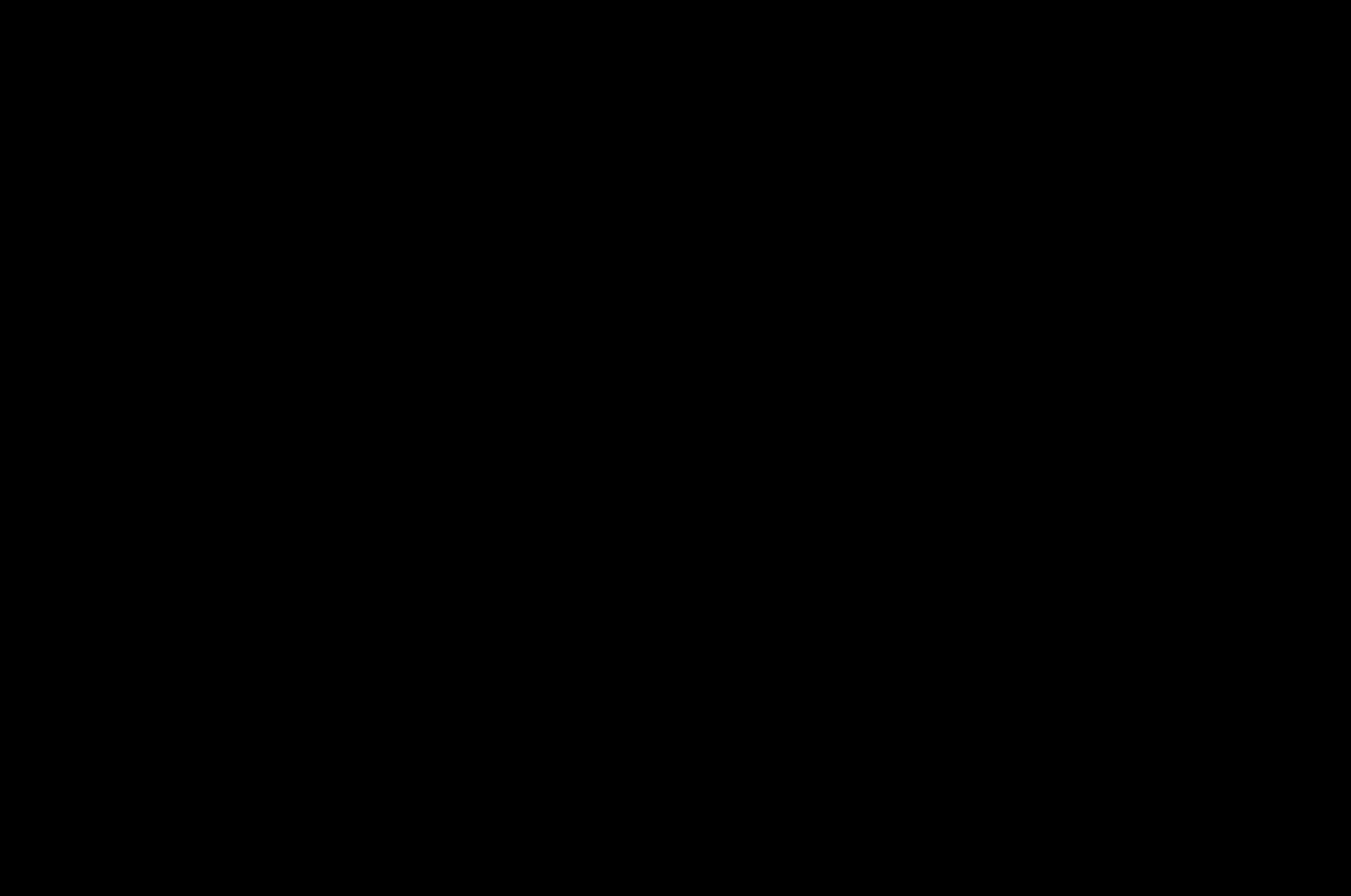


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"Our work today is based in the vibrant and wonderful city of Canberra, where the community both thrives and struggles."

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"We are welcoming all to participate in nurturing the diverse opportunities our community presents every day."

"Sanctuary Aus Limited is a Not for Profit Charity, Company Limited by Guarantee under a constitution."

Well designed, early intervention practice today has a remarkable ripple effect on tomorrows world. This was the first line of last year's annual report, and it is still true as ever today. The past year has had remarkable challenges no one could have ever expected. However, despite the changing environment, the fervent yearning to improve children's outcomes in the strongest way possible, is still at the core of all Sanctuary Aus does.

Experiencing our first birthday was a significant milestone, which reinforced the magnitude of what we have achieved together as a community, of standing up a robust organisation, especially when we won our first grant! The initial annual planning day occurred which created momentum to mature further.

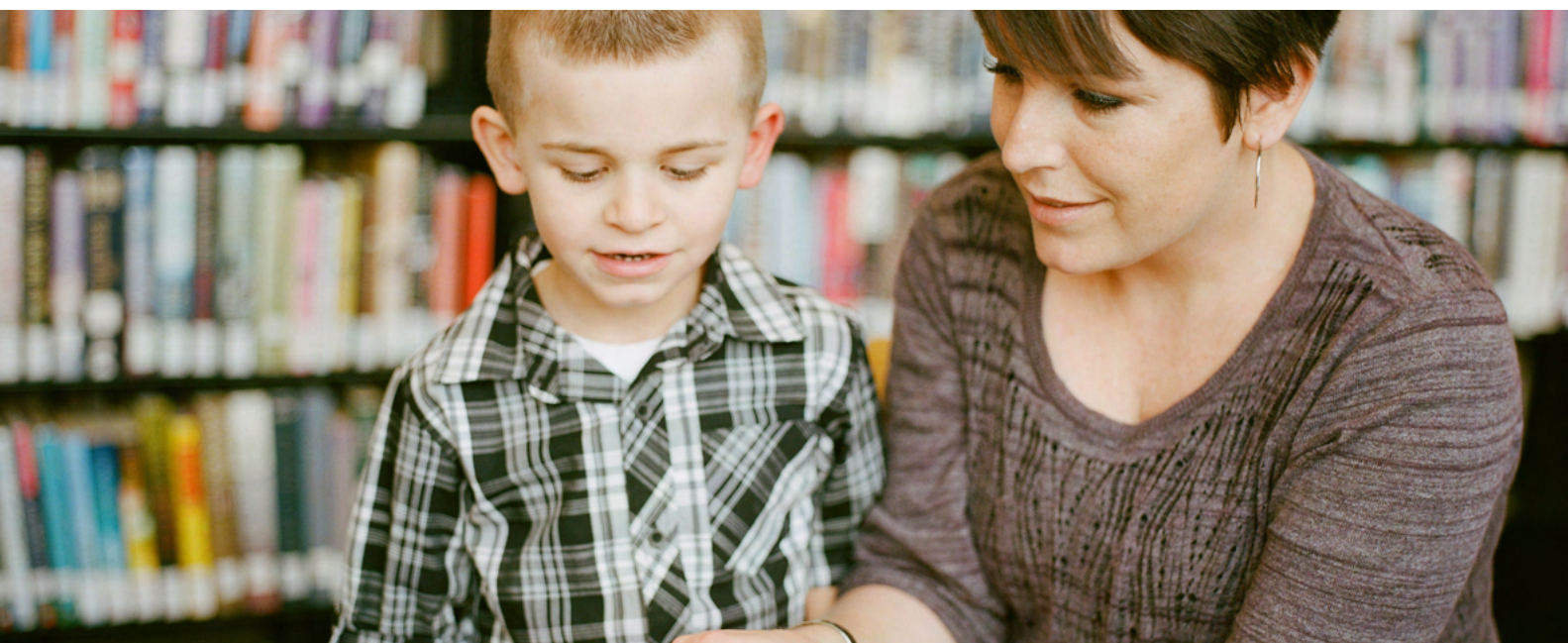
We work to lead with realistic optimism and decided when society was presented with the COVID 19 pandemic, to utilise the lock down time to strengthen inner workings of the organisation and find new ways to support clients with social distancing measures practiced. During this time Sanctuary Aus transitioned all ICT to Office365, was supported by KPMG to have a brand-new website and refined its programs. We are more mindful, intentional and safe that we have ever been before in our community contacts; this has reinforced to our community that we actively care for them and are here no matter the challenges.

We wish to say a big thank you to Dawn Casey and Liam Jordan for their enormous contribution of time and efforts as Sanctuary Aus was being established. Their service on the Board and in volunteering roles was invaluable.

Finally, we would like to share our enthusiasm and optimism going into 2020- 2021 and beyond is strong, as we build together with our growing community and actively pursue Sanctuary Aus' vision for all children to experience safe, healthy, nourishing joyful childhoods,

Kim and Sonja

Sanctuary Aus Founding Directors



Cale Woods - Chair

Cale is an experienced corporate and commercial lawyer at Ashurst, specializing in matters concerning corporate governance, competitive tender processes, commercial contract and regulatory compliance. Cale primarily advises the Commonwealth Government on the design and implementation of major projects and also regularly works with Not-For-Profit organisations to help them develop best practice governance frameworks, procedures and practices.



John Ignatius – Deputy Chair, Finance and Risk Management (FARM) committee member

John has held senior executive positions in the Australia Government, including as head of the Budget Policy and Coordination Division, the Social Policy Division in the Department of Finance. He has extensive experience in advising Cabinet and Cabinet Committees on policy and budget issues, policy reforms, organisational management and financial management. John is now an independent consultant in the fields of public policy, public financial management, governance, program reviews, social policy and national budgeting.

Sebastian Wojtkiewicz – Treasurer, Financial and Risk Management (FARM) committee member

Sebastian has over 11 years of professional experience in external audit, internal audit, mergers and acquisitions, financial due diligence, strategy and management. After working for over 10 years at PricewaterhouseCoopers, he joined BellchambersBarrett where he now leads and is responsible for building up the BellchambersBarrett consulting business. He has extensive experience in financial management, financial modeling, procurement, strategy and organisational design. Sebastian leverages his private sector experience to deliver commercially-minded advice to his government clients.



Gabrielle Karov – Secretary, Young Peoples Representative

Gabrielle works within Sanctuary Aus as a volunteer and board member. On the Board, Gabrielle fulfils the role of Board Secretary and Young Peoples Representative. Gabrielle is currently studying a double undergraduate degree in Arts (International Communication) and Visual Arts (Print Making and Drawing). She believes art should be accessible to all and enjoys being able to study within two vastly different disciplines. Gabrielle has contributed to Sanctuary Aus since its' beginning and also holds part time jobs in retail and Disability Support.

Martin Sullivan – Member

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 grandchildren. He has over 30 years' experience providing project management, consultancies in IT, and including managing DXC Dandelion Program for people on the autism spectrum in the Department of Home Affairs. Martin is a Life Member of the ACT Junior Rugby Union (ACTJRU), and is the incumbent President of the ACT JRU and a delegate of Brumbies Rugby.



Kathy Devitt – Member

Kathy has lived for the majority of her life in Canberra and has been an active participant in the local community. Kathy has worked in both the Public and Community Sectors in a variety of roles. In 2018, she retired from paid employment to enable her to have some more time to pursue activities that she is interested in and now spends her time traveling, catching up with her friends and family, spending time with her eight grandchildren and supporting Sanctuary Aus.

Courtney Miller – Member – Young Carers Voice

Courtney is a vibrant young Canberran woman with a busy schedule. Courtney is working full time within a local Insurance firm while being a Young Carer for her much loved 19-year-old brother, Ben. Courtney is also a very talented and respected young golfer who often modestly brings home multiple trophies for golfing competitions throughout ACT and NSW. Sanctuary Aus invited Courtney to the Board in 2018, not only because she is a bright upcoming leader in the ACT Community but because she has a unique and important perspective as a Young Carer.



Sanctuary Aus Guiding Principles:

In all its' operations Sanctuary Aus will embody the following principles:

Child Centred – The child will be at the centre of all we do. We will 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 will honor human dignity and rights, value people's potential, diversity and uniqueness, and validate their experience and perspective.

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

Partnership – we will work in collaboration with clients and the community, recognising their skills, strengths, resources, motivation, knowledge and qualities.

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.

Professionalism – we will work efficiently, effectively and appropriately, in accordance with professional and organisational standards.

Integrity – workers and management will 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.

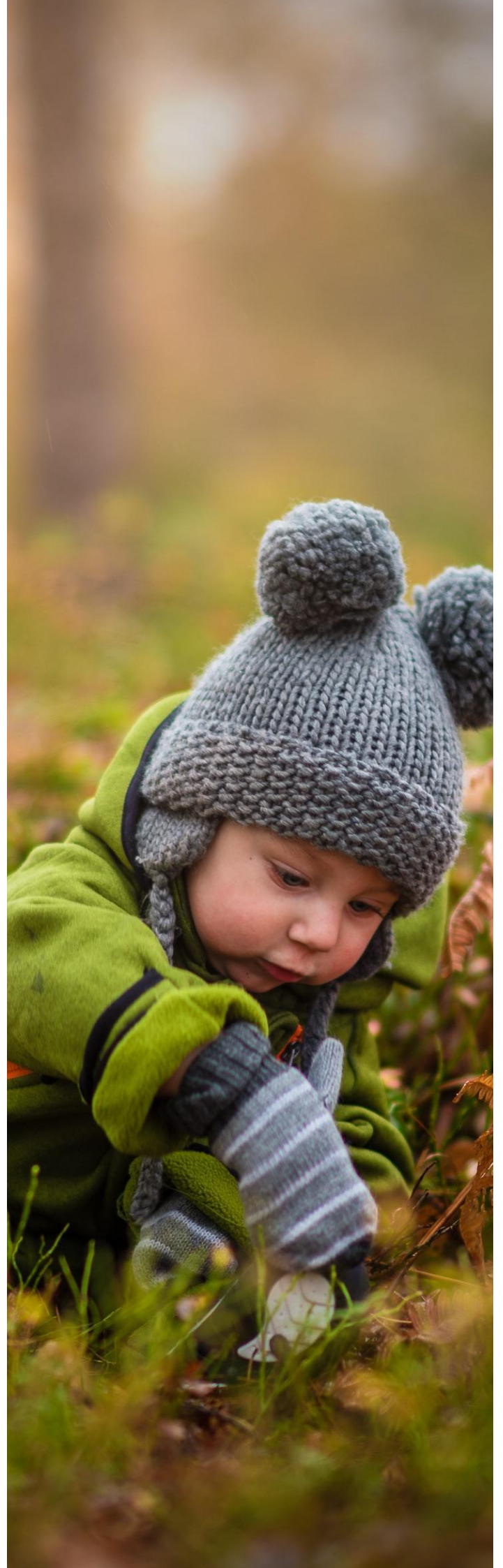
Community Development – in all our services and programs, we will employ a developmental approach that builds on strengths and capacities, pursues equity and values diversity, encourages innovation and collaborates with partners.



Sanctuary Aus 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;



The 2019-20 financial year has been the most challenging year that Canberra has had to face in the last decade. Bushfires polluted our air, forced us to stay inside and made it very difficult to get away from Canberra to relax and unwind. The unprecedented hail storm that resulted in tens of thousands of cars being damaged or written off putting a financial strain on our community and impacting our ability to travel while our cars were being repaired or replaced. To top this all off, the global COVID-19 pandemic forced us back into our homes, isolating the majority of our population and putting significant financial pressure on everyone. All of this has created the perfect storm causing a significant increase in the fear, anxiety, stress and depression in our community, particularly for children and families.

It is times like these that organisations such as Sanctuary Aus, who provides support to the most vulnerable children and families are so important to the welfare of our community. I want to personally thank the founders, Sonja Flett and Kim Hefren-Webb, the generous volunteers, the Sanctuary employees and the Board for their continued contributions to the community in these challenging times.

Sanctuary Aus has remained financially viable during these challenging times, generating an operating surplus for the full year. This has been in part due to the support of the Federal Government through its JobKeeper program, but also due to the hard work by Sonja and Kim to raise awareness of Sanctuary Aus through their presence in the community and the strong reputation that they have developed by delivering the highest quality services to Sanctuary Aus clients. The Board of Directors and the FARM committee is working closely with Sonja and Kim to ensure that sound financial decisions are made to effectively balance financial viability with driving growth in the organisation.

As Sanctuary has continued to grow throughout the year, it has been able to recruit paid employees and expand its reach in the community as a result. However, Sanctuary Aus is now entering into the most challenging stage of a typical business lifecycle - the transition from the start up stage into the growth stage. As the organisation's income increases, so does its cost base through the recruitment of paid employees and it will be critical to ensure sustainable growth over the next couple of years. A critical mass is key to ensuring it can provide more support in our community as possible.

I am optimistic for the year ahead, and within two years it will continue to grow, develop and support more people in our community.

Yours sincerely,

Sebastian Wojtkiewicz
Treasurer



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Sanctuary Aus Programs

Sanctuary Aus programs provide holistic services working from a strength-based perspective to support parents and carers to recognize, recover and building on their existing strengths in raising their children.

Sanctuary Aus staff have a wide range of specialist skills and qualifications. The team utilise creative and cognitive therapies, developmental trauma interventions, holistic assessment, skills training and group work as a catalyst for positive growth for each referral.

Sanctuary Aus' Programs are designed to support children and young people to live safe, happy and healthy lives. We provide therapeutic services to children, young people, parents, whole families under four main categories:

1. Families in Sync program;
2. Circles of Security training;
3. SA Disabilities; and
4. Group Work.

Some Statistics

During 2019-20, Sanctuary Aus worked with:



Families In Sync Program

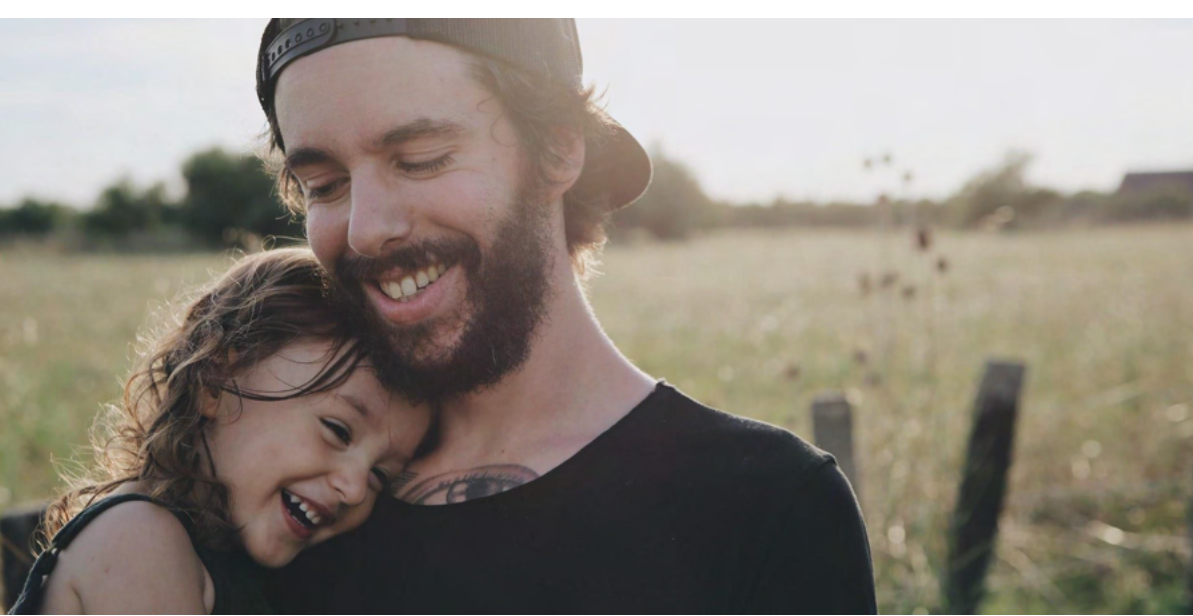
Sanctuary Aus' Families In Sync program has an open referral pathway for intensive family support, being referred by Onelink, Child and Youth Protection Services, Belconnen Community Service and other community service providers. Several families Sanctuary Aus have worked with in 2019-2020 self-referred into the program.

Families in Sync Case Stories:

We worked with two grandparents who were raising their grandchildren, aged 2 & 3, who were having huge problems sleeping. The grandparents were exhausted. We joined them every evening, from dinner time to get the children in a good bedtime routine and helped the grandparents to return the toddlers to bed each time they got up. This was a very successful intervention. The whole family now sleep well.

We supported a young mum who had an Ice addiction, who had been in an abusive relationship for many years. Our client had rock-bottom self-esteem, especially as a parent to her little boy, aged 18-months. Sanctuary Aus provided the therapeutic input to help our client increase her capacity and esteem as a parent, to access support for her addiction issues and build a safe, healthy environment for herself and her son. Our client has been successful in maintaining her boundaries with her son's father and in learning to seek and maintain healthier relationships.





Circle of Security® Parenting Training

Circle of Security training and certification has remained popular and we have still serviced 8 families and 17 children, despite COVID shutting down this delivery for 6 months.

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.

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

Sanctuary Aus deliver Circle of Security conveniently, 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.

Disability Services

In mid May 2019, Sanctuary Aus received approval from the ACT Human Service Register and shortly afterward was officially registered as an NDIS Provider. This registration has provided an excellent opportunity to serve Canberra's families.

Sanctuary Aus is approved to deliver NDIS Services in the following categories:

- Behaviour Support
- Development-Life Skills
- Therapeutic Supports
- Early Childhood Supports
- Group/Centre Activities

Sanctuary Aus specialises in:

- Providing therapeutic counselling and therapies to children, parents and families;
- Teaching children and young people emotional and social skills;
- Supporting children and young people to better manage their behaviours;
- Supporting young children to increase their development;
- Supporting a child's emotional, social and behavioural needs;
- Comprehensive assessments of a child's strengths, needs and challenges.

We work in a range of settings, including the family home, the school or other place where the family is comfortable.

Providing Trauma Informed Behaviour Management Support and Assessment is proven to be a niche service in the ACT. The demand is very high and the program results have been very well received by all stakeholders involved, including the NDIA.

NDIS Disability Service Case Stories



We are currently working with a young couple and their 3 year-old daughter who has a general developmental delay. Our therapist has used a play therapy approach to work with the child, who has come so far in the past 12 months. Her language has increased substantially, as has her fine and gross motor skills. However, her emotional regulation has decreased, due to her continuing struggle to communicate her needs, which the parents find stressful. Our therapist is currently working to increase the parents' understanding of child development needs and is providing gentle yet effective strategies for managing their daughter's behavioural challenges.

Sanctuary Aus is currently working via telephone/video with an Aboriginal family in a remote NT community to care for their children and their deceased brother's 3 children. There are many challenges for this family, including the remote location, lack of local services, a developmental delay for their son, grief reactions for their brother's children and for themselves. Our therapist is doing a great job to support the parents and to work with the children's school to ensure they have the capacity to meet the children's needs.

Women's Group meet 7-9pm, each Thursday night during school terms for any women in the ACT. Prior to COVID, 10 – 14 women were in regular attendance. The participants determine the range of topics to cover. Some of those were self-esteem, creating a calm home with Feng Shui, baking cakes, grief and loss, parenting, learning to crochet, autism, low cost meal preparation, budgeting, how to make bath bombs, board games and germinating seeds. The peer support environment has been enjoyable, strengthening, educative and therapeutic for women of all ages and backgrounds. Many friendships have been made from the group and sometimes the women get together to help each other outside of the group, when one of the women needs 'many hands make light work' assistance. During COVID lockdown, the group persevered with video conferencing and our numbers fell to a regular 5-6 participants. We are looking forward to being able to meet regularly and safely face to face again.

"I like the positive vibes, it's a non-judgmental environment and fun. We laugh!"

"I like the camaraderie and feeling of equality, where it is therapeutic but not obvious, until you realise later you are feeling good! I also like how everyone has a wealth of knowledge of skills and knowledge and are willing to share."

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. Some of the topics explored were literacy about feelings and emotions and what to do when those feelings are overwhelming. The participants also explored their strengths and the skills needed to develop better friendships. The course facilitated in late 2019, had 100% attendance at every session and was very well received by the children.

Cool Kids Anxiety Management Group (for Children with Autism)

Autism and Anxiety often go hand-in-hand. The Cool Kids with Autism program teaches children aged 7 – 12 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. We are looking

Auspice Opportunities with Sanctuary Aus

In line with its' 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 supporting services, 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, as 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



Sanctuary Aus would like to
 thank their generousity in providing
 resources, sets, referra



ons, groups and individuals for
 resources, pro bono specialist skill
 our first year.

We were not able to nurture as many volunteer opportunities this year due to COVID19. However, despite those challenges we have had amazing, talented and hardworking volunteers who continued to support Sanctuary Aus's activities in a very safe, social distanced manner. Thank you to you all!!

Sanctuary Aus would not be where we are today without our generous team of volunteers.

Massive thanks have to go 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.*
5. *The very capable Shaun for putting our shed together - we admit we were quite lost putting that together!*

"We are welcoming all to participate in nurturing the diverse opportunities our community presents every day".

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 2019 – 2020 financial year. The Directors have reasonable grounds to believe the company can pay it's liabilities as and when they become due and payable.

Sanctuary Aus Limited has again experienced incredible generosity in 2019 – 2020 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 2020 – 2021 with a good surplus and enthusiasm for the continual fulfilment of our vision: to build safer communities for children.



'It takes a village to raise a child' is an old proverb reminding us all, that an entire community of people must interact with children for them to experience the fullness of life, learn about the world from diverse safe perspectives, and grow in a healthy environment. The village look out for the children and provides support and resilience for the carers.



