



**the infants' home**  
CHILD & FAMILY SERVICES



# ANNUAL REPORT 2008

*each child every opportunity*

Child & Family Programs  
134 Years of Care, Education and Support

*"Staff genuinely care for the children and make effort to create relationships with the families." – Parent*

## Vision

A society in which each child is given the opportunity in early childhood to develop the abilities to meet life's challenges and opportunities.

## Role

We provide early intervention and other services for children (before they go to school), particularly vulnerable children and their families, in an environment in which the value and dignity of every child is recognised.

We promote the interests of children by providing advice to community organisations, the community sector and government.

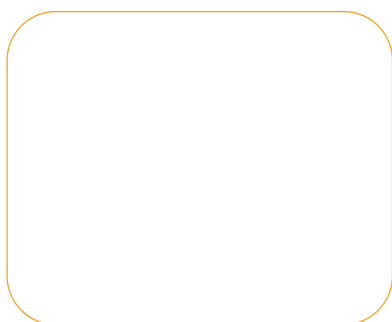
## Values

**Integrity:** Behaving fairly and ethically and communicating in an open and honest manner.

**Diversity:** Respecting and building on the strengths of differences in its various forms.

**Collaboration:** Promoting partnerships with children, families, communities, staff and carers.

**Innovation:** Discovering ways of achieving improved outcomes for children.





*"The Infants' Home staff have been just amazing – Robyn is a great Team Leader, Meryl and Katie – both excellent in their advice and co-ordination and service provision." – Parent*

*"The practical support I received has been huge and a fundamental element to the positive direction in my life and the girl's lives." – Parent*

## About Us

For 134 years, The Infants' Home Child & Family Services has dedicated itself to supporting children and families. Today, our resolve is just as strong. The Infants' Home continually evolves its services to meet the ever-changing needs of the children and families in our community.

The integrated delivery of universal child and family services based at one site provides the strong foundation for the delivery of a range of programs including the unique GoodStart early intervention programs.

The wide range of services for children aged 0–5 years and their families include:

- Early Parent Support Program for families with children aged from 0-2 years at Sydney Hope Family Cottage.
- Child Care at our Learning and Development Centres and Family Day Care.
- Parenting services through our EveryDayParenting program including; playgroups, parenting courses and Health and Early Childhood advisory service.
- Early intervention ChildcarePlus and GoodStart programs (FamiliesTogether, Steps to School) for children that are enrolled in our childcare programs who have additional needs arising from family circumstances, health problems, disabilities or delays.
- BUILDING BLOCKS® Program for children with autism and their parents.
- My Time Parent Support Group for parents with a child who has a disability.

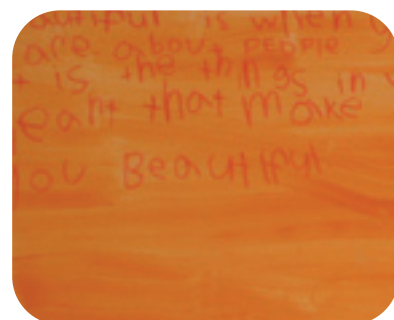
The Infants' Home Child & Family Services relies on government funding and the generosity of its benefactors to help provide these essential services for children and families in need.

Our supporters are rewarded by knowing they are helping give children the opportunity to develop the abilities they need to face life's challenges and opportunities.

## Family Stories

*Ayrton runs up to his favourite educator Thu Zar with a smile. This is a very different little boy to a year ago when we welcomed him at two years of age to the GoodStart early intervention program. He was living in a refuge with his mother when he was diagnosed with Autism Spectrum Disorder. He had delays in a number of developmental areas and his mother was very concerned about him. The early childhood educators implemented a range of strategies in collaboration with the occupational therapist, speech pathologist and special education teacher to assist Ayrton actively participate in all areas of the Learning and Development Program. His play with other children was assisted with visual aids and special communication techniques. Now that he is able to share with other children and understand daily routines his friendships with other children are developing. He is continuing to improve his skills and we look forward to assisting him over the next few years.*

*The settled child with a happy face tells a different picture to when Paige first visited us when she used to scream to get attention and knew no boundaries. She and her two siblings were fostered by Michelle. Paige was experiencing delays in language development and social skills arising from her previous family circumstances. She expressed her emotional problems through destroying things and temper tantrums. The GoodStart early intervention program provided a range of supports to Paige and Michelle. Special supports were developed to help Paige participate in the Learning and Development Program in Robinson House. Weekly art therapy helped her emotional development which Michelle believes was very effective as it provided Paige with "another way for her to express herself". She has seen a huge improvement in Paige, who now relates with others and feels safe and secure with those around her. Michelle says the teamwork with Robinson House staff is very helpful and supportive.*



*"I realise that the teachers are really instilling many good values in the children – this is evident in my child's behaviour. Keep up the good work!" – Parent*

*"Working at The Infants' Home for the past 9 years has given me the opportunity to develop my skills above and beyond my expectations." – Staff*

## President's Report

Last year The Infants' Home continued to be progressive and innovative in early intervention work for children and their families within the inner west. Our Learning and Development Services (LDC) continue to grow, providing care for 178 children a day. Within LDC we have integrated our "at risk" children and the outcomes of this step have been beneficial to all children whether "at risk" or mainstream and we continue to increase the quality of our early childhood education and the services we provide.

Board Committees have played an active role this year. The Board has moved from a Board of Management to a Board of Governance. The Board has reviewed the terms of reference for the appointment of new Board members and in line with today's thinking the Board is focusing on key areas of knowledge that will benefit the future direction of The Home. The Board continues to progress with the Strategic Plan and is starting to formulate a new Strategic Plan for commencement in 2010.

Last year the Board received resignations from Ms Tonia Godhard AM 2003 – 2008, Ms Ruth Medd, Treasurer 2002 – 2008, Ms Linda Latham 2005 – 2008, Mr Keith Rodwell 2006 – 2008 and Mr Joseph Saad 2008. The Infants' Home welcomed to the Board Ms. Mary Verschuer, Ms. Debbie Niulala and Mr Anthony Kutra all of whom bring a variety of important skills that will benefit the progress of The Infants' Home. To all Board members I thank you for your support this year, my thanks to those members who retired and a warm welcome to our new members. I look forward to another year of working with you.

The Board is grateful for the continued assistance of the Honorary Architect, Solicitors, Auditors and Medical Officer. A special thank you to the Advisory Panel INRES, Mr Rod Hawthorne and Mr Chris Morley for their dedication to helping us achieve our goals for the redevelopment of the site and for their support in our future planning.

The Board thanks Ms Jennifer Evans our CEO for her role this year and congratulates her on the award of a Churchill Fellowship. Jennifer undertook her study tour in the latter part of 2008. Dr Wendy Foote stepped into the role of Acting CEO during the time Jennifer was overseas and the Board expresses its thanks for her leadership during that period.

The Infants' Home has received grants from several philanthropic trusts and foundations. All these grants help with special intervention work and help us to maintain continuity of service in areas such as Sydney Hope Family Cottage and Art Therapy.

To all our friends in the corporate world, thank you for your time given as volunteers, whether it is gardening, painting or IT. We appreciate the time and effort you all give. Without this support our life here would be more difficult. We also thank our private donors and supporters for their generosity once again this year.

As we are all aware the latter part of 2008 and now into 2009 the financial world has gone through a disastrous roller coaster ride. The Finance Committee continues to oversee the financial performance and with good advice from our financial advisors the Board is looking towards a break even budget for the year 2009.

During the year the Board participated in three strategic workshops focusing on Family Day Care services, marketing and service directions. The advisory role of Ms Fran Press, Senior Lecturer, Charles Sturt University is greatly appreciated.

The Hon. Anthony Albanese MP Federal Member for Grayndler and Leader of The House, The Hon. Maxine McKew MP Member for Bennelong and The Hon. Virginia Judge MP Member for Strathfield, Mr Ted Cassidy Mayor of Ashfield and Councillor Mr Lyle Kennedy visited during the year.

The Fundraising Trivia Night run by the Parent Committee was a great success. At the invitation of Captain Braddon Wheeler a fundraising cocktail party was held aboard HMAS Sydney. Dr Wendy Foote and I attended the remembrance ceremony for HMAS Sydney II at the Cenotaph in November and met with members of the friends of HMAS Sydney Association.

The Board thanks all staff for their dedication to provide each child every opportunity. We thank you for your strength and commitment you have for each child in our care. Our thanks to Meryl Burn RN (Health and Early Childhood Consultant) who has been with us for over 28 years and our dedicated and hardworking leadership team.

As we move on to our next year I hope that we will see more stability within a world wracked by wars and financial burdens, to be able to look ahead to a positive future, a future where we will see less violence, a world in which the rights of children are observed and the rights of humanity dignified.

The Board looks forward to a new and challenging year, a year which will see The Infants' Home moving forward in specialist childcare and early intervention services, in the fulfillment of our vision "A society in which each child is given the opportunity in early childhood to develop the abilities to meet life's challenges and opportunities".

Thank you  
Gillian Hirstman





*"Staff are always extremely helpful and professional." – Parent*

*"They know how to make my baby laugh and be happy!" – Parent*

## CEO's Report

During 2008 The Infants' Home supported children and their families, contributed to the formulation of state and national policies on early childhood services and child protection and gained international recognition of its programs.

### Leadership in Services for Young Children

The innovative and trustworthy history of The Infants' Home in supporting young children and their families stood out in a year that brought great promise for improved services for young children while being confronted with the challenges from past policies. The new Federal Government's policy platform for the early years promises significant reform and prioritisation for our young children. The sector's long held concerns of relying on market forces to determine services for our youngest children was realised with the collapse of ABC Learning. These events were framed by The Well Being of Young Australian's report by the Australian Research Alliance for Children and Youth (ARACY) indicating that the health and well being of our children is not keeping pace with that of many developed countries.

We contributed to the development of the Federal Government's policy framework focusing on the importance of the early years and the role of early childhood and parenting services in helping to provide each child with every opportunity. The Infants' Home has been selected as a pilot site for the new Early Years Learning Framework in 2009. The 2020 Summit commenced with the Government announcing its support for parent and child centres where families can access a range of services in an integrated manner in one place. Our work with families already operates in this model and we were pleased to welcome The Hon. Maxine McKew, Parliamentary Secretary for Early Childhood Education and Child Care; The Hon. Anthony Albanese MP, Federal Member for Grayndler; and Professor Jennifer Bowes and staff from the Children and Families Research Centre Macquarie University, to observe our service delivery model.

We welcomed both NSW State and the Federal Governments commissioning reviews into the child protection systems. We were pleased to contribute to the development of the Federal Government National Child Protection Framework through seconding Dr Foote, Manager Child and Family Support Services, to assist with the nationwide consultations on the discussion paper 'Australia's children; safe and well'. The findings of the Special Commission of Inquiry into Child Protection Services in NSW by James Wood AO QC, strongly affirmed the important role of quality integrated child care and education services in prevention and early intervention for young children.

The award of a Sir Winston Churchill Memorial Trust Fellowship allowed me to undertake a two month international study program of early childhood and intervention services in USA, England and Italy. The tour highlighted the benefits of integrated early intervention services, the influence of both government and philanthropic funding to their sustainability and the important contribution of research to the continuing improvement of early childhood services.

### Making a Difference

Through our programs we have actively contributed to the wellbeing of over 1200 children helping them to be safe, healthy, emotionally engaged and active learners.

A common understanding of how children learn and what this means for the way we care, educate and provide therapy was explored and developed by staff. This reflective practice resulted in the development of a 'Children's Charter' to guide our work. The Charter acknowledges children as active partners in their learning and care experiences and the role of staff in facilitating their journey of discovery. This work was shared at the Centre for Equity and Innovation Early Childhood Intervention Conference in November.

The Family Day Care service continues to work with other providers and government to develop a model for a more sustainable future. An application to Westpac Foundation to support the engagement of a project officer to develop new strategies within a social enterprise framework was successful and will commence next year.

Funding from United Way was received under the new social enterprise agenda to support the development of a community clinic to support children with developmental needs and autism. Funding derived from the clinic will support sustained home visiting for infants.

Partnerships and collaborative practice with other organisations continues to be a high priority in delivery of our services. This year we were pleased to work closely with Communicare on a number of submissions for funding for new programs. We jointly conducted two parenting programs with a number of organisations, one for mothers living in temporary accommodation and one for Chinese speaking grandparents.

### Service Evaluation

The Infants' Home benefited from the ongoing guidance of external experts in its continuous improvement activities. We greatly appreciate the contribution of Fran Press, Senior Lecturer Charles Sturt University, Paul Bullen Consultant, Margaret Young, President Early Childhood Australia and Sue Richards CEO FamsNSW, throughout the year for their assistance in reviewing and planning programs and operations.

The successful Fathers Playgroup and RedBug Playgroup in the Park programs were shared with our colleagues in two presentations at the national Playgroup Australia conference in August.

The research project into Art Therapy in early intervention for young children commenced with a literature review undertaken by Catherine Keyzer. This was followed with a focus group to document current practice in early intervention programs throughout Sydney. The analysis of this information will be completed early next year. The preliminary findings were shared at a workshop with Dr Little from Dartington Hall UK. We are very grateful to a loyal Trust for funding this program.

The outcomes of the GoodStart early intervention program were shared with our partner agencies through a Practice Seminar held in October and a paper at the Australian Council of Welfare Agencies annual conference in September.

Jennifer Evans

### Recognition

This year we made an official statement in Recognition of the Aboriginal and Torres Strait Islander Peoples. We welcomed The Hon. Linda Burney to speak at the 133rd AGM in recognition of the Prime Minister Kevin Rudd's Apology to Indigenous Australians that was tabled in Federal Parliament.

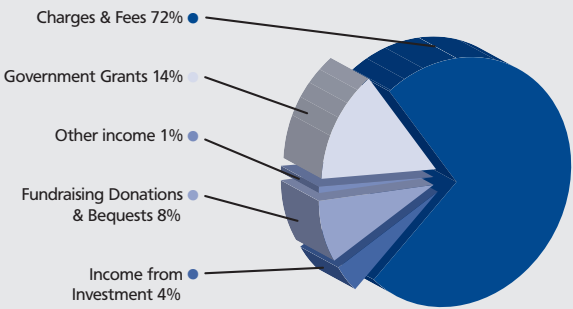
I would like to thank all staff for their commitment to children and their efforts to continuously improve and reflect on how best we can nurture their development. I greatly appreciate the efforts of the volunteers and supporters who help make the environment such a special place for children. I am grateful to the Directors, led by Gillian Hirstman, President, for their wise stewardship and efforts to strategically develop solid foundations for the future. We all look forward to celebrating 135 years of service to young children in 2009.



The first infant was welcomed at The Home on 3 June 1874 at 7.40pm.

"I just don't know how to say thank you for helping me raise my child—this is something you cannot put a price on." – Parent

PERCENTAGE OF REVENUE SOURCES



PERCENTAGE OF EXPENDITURE

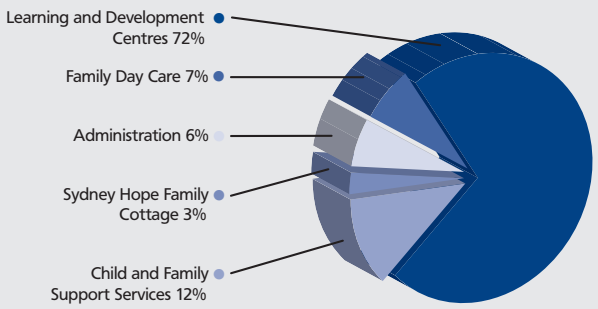


TABLE OF EXPENDITURE

Administration	\$282,977
Family Day Care	\$327,380
Learning and Development Centres	\$3,277,068
Child and Family Support Services	\$543,723
Sydney Hope Family Cottage	\$154,379

Finance Report

The Infants' Home has continued to provide services to children and their families in 2008 with the wonderful support of Foundations and Donors as well as funding from Local, State and Federal Governments.

It is only with this support that we are able to provide a range of quality integrated services.

Financial Results

Over the last year, significant work has been done to move the operating position to a more sustainable level relative to the donations and income obtained from our capital base. In 2008 the result was a deficit of \$273,727 after a reduction of \$153,231 for the change in market value of investments. Some of this reduction would be expected to be recovered in the 2009 year. The result prior to the reduction was a deficit of \$120,496.

For 2009 a budget has been adopted which continues to rely on community and corporate financial support.

Investments

The budget and hence provision of services is also dependant on income from our investments. The current economic climate makes it more difficult to achieve the level of income required to support the budget whilst also maintaining capital security. A review of the Investment Policy is underway to guide investments now and into the future to provide a clear foundation for investments to balance both risk and return as well as capital preservation and growth.

Financial Future

The Infants' Home continues to build relationships with the community, corporate groups and foundations. A project to benefit from the Ashfield site is making significant progress and is expected to contribute to future sustainability of the organisation.

	No of children 08	No of children 07
Family Day Care	242	264
Long Day Care	462	451
GoodStart & Child Care Plus	102	120
Sydney Hope Family Cottage	240	202
Outreach playgroups	180	150
Clinic – early intervention & parenting programs	42	20
TOTAL	1268	1207



Summary of Financial Accounts

For the year ended 31 December 2008\*

INCOME STATEMENT	2008	2007
<b>Revenues</b>		
Charges & Fees	\$3,086,187	\$2,692,640
Investment Income	\$177,765	\$165,516
Government Grants	\$615,513	\$644,635
Bequests, Donations & Others	\$432,335	\$1,080,443
	<b>\$4,311,800</b>	<b>\$4,583,234</b>
<b>Expenses</b>		
Employee costs	\$3,684,303	\$3,249,927
Materials & Services	\$652,522	\$632,225
Depreciation	\$95,471	\$101,351
Impairment losses	\$153,231	-
	<b>\$4,585,527</b>	<b>\$3,983,503</b>
<b>SURPLUS (DEFICIT)</b>	<b>(\$273,727)</b>	<b>\$599,731</b>
<b>BALANCE SHEET</b>	<b>2008</b>	<b>2007</b>
<b>Assets</b>		
Cash & Investments	\$2,530,132	\$2,707,277
Receivables & others	\$190,123	\$199,879
Property & Equipment	\$687,427	\$727,229
	<b>\$3,407,682</b>	<b>\$3,634,385</b>
<b>Liabilities</b>		
Payables	\$568,712	\$541,823
Provision for Employee Leave	\$316,401	\$295,982
	<b>\$885,113</b>	<b>\$837,805</b>
<b>NET ASSETS</b>	<b>\$2,522,569</b>	<b>\$2,796,580</b>

\*Audited copies of these accounts are available on request



*Throughout its rich history The Home has reflected social change as it pioneered many initiatives that are now taken for granted.*

*"The staff just took Elizabeth out of my arms and introduced her to the group. This showed me that they were confident with her and made me feel that Lizzie would be ok."*  
– Parent

## Finance Report (Cont)

Thank you to the loyal supporters and friends of The Infants' Home

The Infants' Home would like to thank all its supporters - individuals, companies and foundations, for their generous support. Without the continuing support of the community, it would not be possible to provide services to those most vulnerable to give them the best possible advantage in life.

### Major Corporate Supporters

#### Herbalife Family Foundation

The Herbalife Family Foundation generously donated towards our Anaphylaxis Program in 2008. Their contribution helps The Home to care for children with food allergies. Volunteers from Herbalife Family Foundation also attended our annual family picnic and art show day. Their enthusiasm and assistance on the day was invaluable and enabled the event to run very successfully.

#### Macquarie Bank Foundation

2008 marked the final year of a 3 year grant from Macquarie Bank to assist The Infants' Home with our Steps to School Program. Thank you to Macquarie Bank for their continued support of The Infants' Home.

#### Westpac Foundation

The Infants' Home has been very fortunate to receive funding from Westpac for our Family Day Care Unit in 2009. We congratulate the Westpac Foundation on celebrating 10 years of service and thank them for their continued support.

#### United Way

United Way has been very supportive of The Infants' Home for many years and have donated a grant for our 'Changing Life Trajectories' Program in 2009. We thank them for their ongoing dedication and support of The Infants' Home.

#### Wests Ashfield Leagues

Wests Ashfield Leagues has been part of our family at The Infants' Home for many years, providing many grants and donations through the CDSE scheme. They continually attend and support all of our events. In 2008, Wests Ashfield Leagues donated a grant to establish a Chinese Grandparents Workshop, which was very successful. We graciously thank Wests Ashfield Leagues for their generosity and continued support of The Infants' Home.

### Special Donors, Friends and Foundations

• Estate of the Late Ruth Bongers • James N Kirby Foundation • Perpetual Limited  
• Trust Company Limited • Goldman Sachs JB Were Foundation • Inger Rice Foundation • Ashfield Council • Mr & Mrs J E Cordukes • Deutsche Bank • Mrs V Appleroth • Kambala Old Girls Union • G E Commercial Finance  
• Inner West Small Grants Scheme • Mrs B Osborne • Ashfield Bowling Club • Ms V Tam • Women's Australian Travel League Inc • Mr R J White • Ms J Weiley • Lions Club of Burwood • Inner Wheel Club of Balmain • Christian Brothers College Burwood • Ms R Boyd • Ashfield Benevolent Society • E Davis-Raiss • Ms Millie Haw • Mr M Wight • The Welfare Fund Inc • Mr & Mrs Craigie • George Lombard Consultancy Pty Ltd • Mrs A E Crowley • Mr & Mrs Booth • Marion Young • Jean Saxon • Anonymous donors and Foundations

Thank you all for your continuing support and entrusting The Infants' Home to continue to provide quality programs for children and their families.

**Ingrid Postema**  
Treasurer

### Regular Supporters – Gifts in Kind

We thank the following for the gifts that they have provided in kind.

Bunnings Hardware Ashfield  
Colliers International  
Dymocks  
French Stationery Company  
Jardine Lloyd Thompson Pty Limited  
JBA Urban Planning Consultants Pty Ltd  
Qantas  
Rotary Club of Five Dock  
Rotary Club of Haberfield  
Still Moving Design  
Taylor Graphics  
Wests Ashfield Leagues  
Wests Sports Club Croydon

### The Infants' Home programs are regularly supported by Government funding from:

- Department of Community Services (NSW)
- Department of Education and Training (NSW)
- Department of Families, Housing, Community Services and Indigenous Affairs
- Ashfield Council
- SFRS Inner West Small Grant Scheme
- Department of Education, Employment and Workplace Relations



*"I think one of the greatest advantages The Infants' Home has is that it has many staff who have worked for the organisation for a number of years. This creates a consistent and knowledgeable service." – Parent*

*"I found leaving my daughter hard, however, I was greatly reassured that she was being left at such a wonderful place. Thank you." – Parent*

## Child & Family Services

The Infants' Home Child & Family Services provided care, support, education and health services to over 1200 children in 2008, including 500 children with additional needs due to family circumstances, disabilities, health or developmental concerns.

### Childcare & Education Programs

The Infants' Home Child & Family Services has five on-site Learning and Development Centres within the beautiful grounds in Ashfield. They provided childcare for 178 children a day, 462 throughout the year. The Family Day Care scheme provided an additional 120 places of child care per day for 242 children throughout the year.

Support programs for children enrolled in these programs with additional needs were provided to 102 children through the Childcare Plus and GoodStart Programs.

### The GoodStart Early Intervention Programs

The GoodStart Programs, "Families Together" and "Steps to School" supported children and families with a range of complex needs. These integrated programs provided an inclusive childcare experience, case management, practical support, and a range of specialist support services to 76 children. A "team around the child" was formed in partnership with the parents and multidisciplinary staff to deliver comprehensive integrated programs for each child.

- Case Management:
  - Facilitating access to a range of State and Federal Government benefits and programs including childcare, child protection, disability and health support programs
  - linkages with other agencies
- Inclusive childcare education experiences
  - development of individual integrated care and education plans
  - specialised staff training and support
- Specialised support services including
  - speech pathology, occupational therapy, art therapy, family work, special education, nursing and medical
  - parent education and support programs
- Practical support
  - financial assistance through scholarships for quality childcare and specialist support services
  - transport assistance
  - Clothing, strollers etc
  - Play and learning equipment

### ChildCare Plus Program

Additional services were provided to 26 children attending the various child care programs when they needed assistance in a particular area of development. These services include speech pathology, occupational therapy and health services.

### BUILDINGBLOCKS®

This internationally researched program was provided in partnership with ASPECT. It is an intensive small group year long program that supported six children with autism and their parents this year.

### My Time Playgroup

This program supported families with children who have a disability. It provided the opportunity for five parents to come together and share their experiences and learn from each other. It is part of a national program and was funded by Playgroup NSW.

### Infant Feeding, Sleeping & Settling Clinic

During 2008, Sydney Hope Family Cottage day stay and home visiting service for families with children aged 0-2 years helped 240 families. The team of highly qualified child and family health nurses provided feeding, sleeping, settling and behavioural guidance to help families learn new skills. It also referred families and children for additional services such as mental health and paediatric assessments.

### EveryDayParenting® Program

This program supported parents in their important role of parenting and was delivered by staff from across the organisation. It addressed needs for parenting information and knowledge, socialisation and assistance with access to services. Some of the programs specifically target parents that are likely to experience additional challenges. This year the parent programs included:

- Red Bug supported playgroup
- Father's playgroup
- A parenting program for Chinese speaking grandparents
- Information sessions on transition to school and communication development
- Early childhood information and advisory service
- Family Art show & Picnic
- Carols by Twilight.





*"The care provided by staff continues to be excellent, our children are well looked after, stimulated and loved by the floor staff."*  
– Parent

*"Very supportive and helpful staff, excellent philosophy of care and general good leadership."* – Parent



#### Young Artists In Action

On 12 November children from The Infants' Home presented their artwork to Deutsche Bank in Sydney. Earlier in the year Deutsche Bank purchased 12 large canvases and requested that the children complete some artwork on them to hang in their meeting rooms in their city office. Children from Johnson House and Robinson House painted these canvases over a period of 6 months. Caroline Brewin, Head of Derivatives Client Service, Asia Pacific spoke highly about the relationship between The Infants' Home and they made a donation of \$2,500.00.

## Community Involvement

### Family Events

#### Family Picnic Day/Art Show

The family picnic day which included a children's Art Exhibition, was a great success with over 500 people attending the day. The Art Exhibition displayed children's masterpieces and we celebrated The Infants' Home 134th birthday.

#### Carols by Twilight

The Carols by Twilight in early December was enjoyed by the children and families. With a story teller, sausage sizzle and Santa making a special appearance, the evening was very successful. Special thank you to Wests Ashfield Leagues who sponsored our BBQ once again.

#### HMAS Sydney Cocktail Party

Captain Braddon Wheeler generously hosted a special evening for guests of The Infants' Home. Guests were welcomed with fine cuisine and cocktails followed by a tour of the ship and ending with a traditional sunset ceremony. HMAS Sydney have been long and generous supporters of The Infants' Home having hosted many functions onboard the ship.

#### Trivia Night

The enthusiastic parent committee coordinated the Trivia night, which was supported by Wests Sports Club at Croydon. With lots of laughter and a bit of competition everyone had a very enjoyable evening.

#### Volunteers

The corporate volunteer program continued in 2008 with many groups making a huge contribution to help maintain the buildings and grounds. Groups included; Herbalife Family Foundation, Westpac, United Way, PriceWaterHouse Coopers, GE, GoldmanSachs JBWere and Deutsche Bank. We greatly appreciate the support and assistance provided by our partners and look forward to continuing these relationships.

#### Pearl Gillott

February 2008, The Home was saddened by the passing of Pearl Gillott a wonderful and tireless supporter. Pearl dedicated 37 years of service as a staff member and a volunteer. She was responsible for providing health care for children who attended the residential services and in some cases, their mothers. When the foster care program was introduced, in times of crisis, when no foster care could be found, Pearl would care for children in her home until a place could be found. In the domestic violence refuge program, she taught mothers a great deal about parenting and caring for children. She was actively involved in The Home's change from residential care to long day care and was a passionate advocate for providing integrated services for children with disabilities. On retiring she took over running the opportunity shop for The Home until her last days. Pearl's long term commitment to the children and families of The Home will be greatly missed.



Redbug Playgroup in the Park



Jennifer Evans, CEO, Sir Nicholas Shehadie AC, OBE, Patron of The Infants' Home and Gillian Hirstman, President at the Sir Winston Churchill Memorial Trust Fellowship awards ceremony.



The Hon. Linda Burney, guest speaker at The Infants' Home 133rd AGM.



The Hon. Anthony Albanese MP with staff and children at a visit to The Infants' Home.



The Hon. Maxine McKew MP and Ms Meryl Burn, Health and Early Childhood Consultant.



Herbalife Family Foundation volunteers help prepare and assist at the family day picnic and art show event.



Guests and crew onboard HMAS Sydney for The Infants' Home cocktail party.

*“Throughout my time at The Infants’ Home there was never a dull moment. The Infants’ Home was an exciting place to work, filled with caring and supporting people.” – Staff*

*“The carers and the service they provide are so professional and carers are so dedicated to looking after and teaching the children.” – Staff*

4766 hours – University and  
TAFE Students

485 hours – School Students –  
work experience and  
community service

10 Staff involved in Tertiary  
Studies

2083 hours – Staff Professional  
Development



## Professional Team

We gratefully appreciate the dedication, skills and efforts of our professional team to achieve positive outcomes for children and families.

### CEO

Jennifer Evans

### Secretariat

Enza McNaught  
Helen Pitcher

### Business and Finance

Anita Kumar  
Emily Guterres  
Evangelia Paravalos\*  
John Shen  
Lina Marrone  
Nicole Azzopardi  
Priyanka Rana  
Sonia Bustillo  
Stella Li

### Kitchen/Maintenance

Carlos Delmond  
Elaine Smith  
Errol Talliard  
Fatima Vasconcelos  
Michael Phillips\*

### Family Day Care

Catherine Hunter  
Catherine Mitchell  
Karina Phillips  
Penelope Savage\*

### Child and Family Support Services

Alice Berry  
Anna Rueda\*  
Elysia Munson\*  
Helen Cormier  
Katherine Helby  
Lesley Shanley

Lucinda Mora\*

Mary Cohen\*

Meryl Burn

Sharon Donaldson

Sheree Tyrrell\*

Wendy Foote

### Learning and Development Centres

Amy Jones  
Andi Salamon  
Ann Elliott  
Antonella Petrone  
Asima Khan  
Bradley Buckland  
Bridget Mulligan  
Chun Ru Li\*

Deepa Dasgupta  
Domenico Garzarella

Emily Cheng

Frances Hanna

Gladys Caceres

Guo Fen Xu

Janis Watts

Jenny Piccin

Jessica Lim

Julie Garrett\*

Kusum Sablok\*

Lata Chandra

Lesley McCarthy

Louise Fahy

Lynn Farrell

Malliga Luther

Mariam Christodoulos

Nancy Ngeow

Natasha Zaitsev\*

Nicole Edwards

Paromita Sen

Rebecca Volmershausen\*

Robyn Huber

Sabita Koneru

Sabrina Dai

Shameem Begaum

Silvana Megna

Silvia De Sousa Populo\*

Sreedevi Koduri

Thi My Truong

Thu Zar Bo

Tristan Page

Vasuki Manjunathan

Viji Sriram

Xia Jin

### Casual Staff

Angela Velazquez

Anna Song

Aruna Ayyadurai

Cihan Bibinoglu

Elias Ramirez

Fouzia Amer

Mei Ling Day To

Michele Stojic

Mona Younes

Natasha Humphrey

Philomena Aditi Haldar

Yan (Crystal) Sui

Yi Deng

### Volunteers

Sheren Hanna

Hollye Portier

Ping Ye

\*staff resigned during the year

## Awards

### Staff Service Awards

#### 5 years

- Asima Khan
- Michael Phillips
- Silvana Megna

#### 10 years

- Fatima Vasconcelos
- Helen Cormier
- Sonia Bustillo

#### 20 Years

- Rebecca Volmershausen

### FDC Carers Service Award

#### 10 years

- Shahana Bari
- Wai Ming Tai

#### 15 years

- Cheryl Sulas
- Fahmida Khaled

#### 25 years

- Helen McLaughlin

### Staff Excellence Awards

#### Team

- Child & Family Support  
Services Team

#### Quality

- Leslie McCarthy

#### Leadership

- Sharon Donaldson

#### Meritorious Service

- Bridget Mulligan



*“Privileged to work with a committed  
and flexible team.” – Staff*



*Sydney Hope Family Cottage "Thank you for providing such a valuable and worthwhile service to parents. Your services were well organised, all information provided in advance was clear and useful and I was made to feel welcome on the day."*  
– Parent

*"Small family group and environment, feels like an extended family."* – Parent

## Board Directors

An independent voluntary board



**Gillian Hirstman – President**

Gillian was an active member of the Wahroonga Auxiliary from 1997 until it closed in 2007. She joined the Board of Management in 2000 and was nominated as President in 2005. Gillian has vast experience in community fundraising, supporting charities throughout her life. She has extensive experience in administration and business operation, having run a successful family business for a number of years. Gillian has a passion for supporting young children and their families, which she has been committed to since childhood. Member since 2000. Meetings Attended: 11 of 12.



**Ian Showman – Vice President**

Ian has over 40 years in the Financial Services Industry both domestically and internationally. In that time he has held several specialist roles including management positions in Human Resources. Currently Ian consults to the Financial Services Industry. Member since 2005. Meetings attended: 8 of 9.



**Anthea Jackson – BSoc Stud, MSW Vice President**

Anthea is the Manager of UnitingCare Burnside's Family Services in Macarthur in South Western Sydney, which consists of two multifaceted Family Centres and an intensive child protection service. Anthea is a trained social worker with a Masters Degree and over 25 years experience working in early intervention and child protection services in both the government and non government sector. She has a particular passion for developing responsive services to meet the needs of marginalised and disadvantaged families. Member since 2005. Meetings attended: 8 of 12.



**Ingrid Postema CPA, BComm (Accounting), Master Coach, Master NLP, RN Vice Treasurer**

Ingrid runs her own business, Concept Connect, corporate advisory, consulting and coaching services. She has 19 years experience as a Finance Manager, Executive Manager, Consultant and Business Owner in the corporate and government sectors and has been an Honorary Treasurer and Consultant to other not-for-profit organisations. Ingrid brings a wide range of business, finance, accounting, legal, management and people skills back to the service of children in need. Member since 2005. Meetings attended: 9 of 12.



**Jacqueline Weiley MBus (Mktg), BA Director**

Jacqueline is a marketing consultant presently working with the Eye Foundation. Prior to this she was the Marketing and Communications Director at Opportunity International Australia, a not-for-profit organisation involved in poverty alleviation in developing countries through the provision of microfinance services to the poor. Before moving into the not-for-profit sector, Jacqueline held a variety of senior marketing positions within the financial services industry across funds management, financial planning and banking. Member since 2006. Meetings attended: 12 of 12.



**Graham Paterson**

Graham has worked for Westpac for many years. He has headed up Westpac for Tasmania and South Australia. His current position with Westpac is Head of Corporate Responsibility & Sustainability People & Performance. As part of this role he has undertaken projects with indigenous rural communities in the Far North Queensland. He has presented papers on this work and attended international conferences on work with indigenous communities. Member since 2007. Meetings attended: 11 of 12.



**Mary Verschuer – MBA, MScSoc, BAppSc**

Mary runs her own company Sustainable Business Strategy working with organisations to embrace the principles of sustainable development within their business and coaching their senior leaders. She has over 10 years experience as a senior business manager and prior to that a number of years in sales and marketing management. Previous board experience includes charities, industry research and training bodies and overseas affiliates. Mary is able to develop interesting insights because of the wide variety of roles and industries she has been involved with. This adds to her skills and experience in management from both a people and business perspective, and sales and marketing to bring value to our Board. Member since 2008. Meetings attended: 3 of 3.



**Debbie Niulala – CA, BBS (Accountancy), IIA member**

Debbie is head of the internal audit department for Halifax Bank of Scotland Australia (HBOSA). She has over 10 years of consulting experience following a career with Deloitte based largely in the United Kingdom, although begun in New Zealand. Her experience has involved primarily the financial services sector, although she has provided consultancy and strategic risk management services to a number of higher and further education institutions (UK universities and colleges). Debbie brings a wide range of management expertise and professional skills to the organisation. Member since 2008. Meetings attended: 2 of 3.



**Anthony Kutra – B.Ec (Hons), MBA**

Anthony has held various senior management and director positions with Australian and overseas entities, most recently being the Group Executive Strategy and Business Development at Dyno Nobel Limited. He has over 20 years experience in corporate and business development, covering the global mining services, chemical, mining and oil and gas industries. Anthony is a member of the Australian Institute of Company Directors. Member since 2008. Meetings attended: 1 of 1.

### Sub Committees

#### FINANCE COMMITTEE

Ruth Medd (Chair), Gillian Hirstman, Ingrid Postema, Tonia Godhard AM

#### GOVERNANCE COMMITTEE

Anthea Jackson (Chair), Gillian Hirstman, Ian Showman, Ingrid Postema

#### PROPERTY REDEVELOPMENT COMMITTEE

Ian Showman (Chair), Gillian Hirstman, Ingrid Postema

### Honorary Members

#### HONORARY ARCHITECT

Brewster Murray Pty. Ltd

#### HONORARY AUDITORS

BDO Chartered Accountants and Advisors

#### HONORARY SOLICITOR

Gray and Perkins Lawyers

#### HONORARY VISITING MEDICAL OFFICER

Dr E Brumby

### Patron

Sir Nicholas Shehadie AC OBE

*"The Hope Family Cottage is an invaluable service. It gave us the confidence we needed to look after our baby. Highly recommend this service." – Parent*

## Leadership Team



**Jennifer Evans – Chief Executive Officer**  
**Bach.App.Sc. (Sp.Path), B.A, MM.**

Jennifer has extensive experience in leading programs in the health, community, disability and children's services sectors. She is passionate about the development of quality services that support the well being of young children and their families. She strongly advocates for inclusive, universal programs and specialist services that provide each child with solid foundations.



**Lynn Farrell – Learning and Development Services Manager**  
**BEd (Early Childhood), Dip M/craft. Cert IV Workplace Assessment & Training**

Lynn is an early childhood teacher with a mothercraft background. She has been involved in Children's Services since 1986 as a teacher, director and in senior management roles. She has produced and delivered training and workshops locally, nationally and internationally. Her recent project involved establishing a Kindergarten in Shenyang, China where she developed the curriculum and delivered training to culturally diverse staff on its implementation.



**Wendy Foote – Child and Family Support Services Manager**  
**Bach.Soc.Stud. (Hons), MSW, PhD.**

Wendy has worked in the health, child protection and legal services as a social worker, family therapist, trainer, mediator and researcher. Her PhD research was exploring professional and judicial decision making in complex child protection cases in the Family Court. She has an interest in child protection assessment, child advocacy and team building.



**Catherine Hunter – Family Day Care Manager**

Catherine Hunter has over 25 years experience in community, disabilities and children services sectors. She is passionate about Family Day Care and has strengthened the service through a range of initiatives including the support of attaining higher qualification of carers and developing stronger partnerships in the children services sector.



**Anita Kumar – Human Resource Co-ordinator**  
**Bach.Eng (Elec. Com), MM**

Anita has a strong business background and a passion for being involved with diverse roles within the organisation to foster its growth. She recently completed a Masters in Management (Community Management). Anita's recent projects include strengthening corporate relationships, supporting the property re-development and providing sound strategic HR advice.



**John Shen – Finance Manager**  
**BEng, AdvDip(Acc), PGD(Acc), MAcc, CPA, MBA**

John has an extensive accounting and financial experience both in the commercial and non-profit sectors. He has effectively implemented the principles, processes and practices that underpin the delivery of sound financial management in a complex accounting environment at The Infants' Home.





*Dear Ms Evans,*

*I would like to congratulate you and all those from The Infants' Home on a wonderful day. My daughter, Claudia attends Robinson House. We came to the Art Exhibition on Saturday with several friends and their toddler children (from outside The Infants' Home) and I would like to tell you how hugely impressed we all were with the event.*

*It was fantastic, run well on the day and beautifully put together.*

*It was terrific to see all the art works so well displayed. It was clear the staff had put a huge amount of work in (with the children) in the lead up to the exhibition and this commitment carried over into the day itself. When we approached the Robinson area, staff were quick to point out the pieces my daughter had made or contributed to. I was aware that staff from all houses were equally as familiar with their students and ready to speak with parents.*

*The art area was also a great idea and of course, added to the theme.*

*I was very proud of The Infants' Home and I'm sure you are too. Please pass on my thanks and congratulations to all staff, resident artists and volunteers who contributed to making it such a stand out event.*

*Best regards,  
Michelle*



**the infants' home**  
CHILD & FAMILY SERVICES

*each child every opportunity*

17 Henry Street, Ashfield NSW 2131  
Phone: 9799 4844  
Fax: 9799 4122

Web: [www.theinfantshome.org.au](http://www.theinfantshome.org.au)  
Email: [mail@theinfantshome.org.au](mailto:mail@theinfantshome.org.au)  
ABN: 71 174 918 661