



the infants' home  
CHILD & FAMILY SERVICES

The Infants' Home  
**ANNUAL REPORT**

**2013**

*each child, every opportunity*



# OUR VISION, ROLE AND VALUES



## VISION

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

## ROLE

We provide early intervention and other services for children before they go to school, particularly vulnerable children and their families. We do this 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 their various forms.

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

**Innovation** Discovering ways to achieve for children.

"[THE INFANTS' HOME] IS COMMITTED TO SUPPORTING ALL FAMILIES, INCLUDING THOSE IN THE MOST DIFFICULT OF CIRCUMSTANCES. INTEGRATED SERVICES CAN PROVIDE A RANGE OF PROFESSIONAL EXPERTISE TO FAMILIES IN A WAY THAT SUPPORTS FAMILY FUNCTIONING AND CHILDREN'S WELLBEING"

DR SANDIE WONG & DR FRANCES PRESS, CHARLES STURT UNIVERSITY

# ABOUT US

**The Infants' Home is an integrated service. We integrate early childhood education and care, early intervention and health services for children and families.**

In 2013 we provided services to over 2,200 children. One third of these services were for children and families at risk due to additional physical or emotional needs, or because they were living in vulnerable circumstances.

## STRONG CHILDREN STRONG FAMILIES STRONG NATION

For 139 years The Infants' Home has been a dynamic and innovative organisation, championing the rights of children, women and families, protecting children at risk, and guiding families as they build their strength, skills and confidence to create a more positive future for themselves.

Our fundamental purpose is to have a positive social impact on the communities in which we operate.

We achieve this by:

- Providing high quality, evidence-based services
- Focussing on disadvantaged children and families
- Addressing social justice and inequality
- Building partnerships for societal change.

## EACH CHILD, EVERY OPPORTUNITY

Since our inception in 1874, we have supported more than 180,000 children and families to build new futures by breaking the cycle of hardship, fear or hopelessness.

We have achieved this by providing physical and emotional environments that are socially just and equitable, free of any stigma, and that value the rights of all children and families.





# JACINTA'S STORY

## MOVING FORWARD, SLOWLY BUT SURELY

**"Things turn out the best for the people who make the best of the way things turn out" - John Wooden**

Jacinta and her parents are truly inspirational. They have taken the challenge they have been dealt and, realising they cannot change it, they have changed the way they and others think about it.

Jacinta was born with a condition known as osteogenesis imperfecta, commonly known as brittle bone disease. She has extremely fragile bones that break from the lightest of touches. There have been times when Jacinta has suffered as many as four fractures within a three-week period. The fractures are most common in her arms, although she has had others in her ribs.

Lauren and Joe were determined for Jacinta to enjoy everyday childhood experiences, despite the significant risks and challenges presented by her condition.

## A LEARNING CURVE FOR ALL

Simple, everyday activities that the educators and carers of most children take for granted, such as picking up a child, hugging them, changing their nappy and helping them dress, can cause injury to Jacinta's delicate bones. Jacinta's educators worked closely with therapists and the early childhood nurse at The Infants' Home, along with Jacinta's physiotherapist, occupational therapist, paediatrician and parents, to develop ways to support her inclusion in every aspect of the fun and learning in Murray House.

## A REAL PRACTICE OF INCLUSION

Lauren sums up The Infants' Home's genuine commitment to inclusion through the remarkable experience her family had with us soon after they enrolled.

Jacinta had sustained a particularly bad arm fracture that required a cast. Her physio advised Joe and Lauren they needed to keep the injury clean and dry, meaning Jacinta would have to avoid water and sand play with her friends, two of her favourite activities.

Jacinta's educators were concerned about how this would affect her inclusion, so they devised a workable solution. Joe and Lauren were deeply moved by the educators' dedication to ensuring their daughter had the same opportunities to play and learn as the other children.

## JACINTA'S JOURNEY CONTINUES

Jacinta is now two and half, and she continues to grow and thrive. She has recently begun pulling herself up to cruise around furniture at home and in childcare. With help from her family, educators and friends, Jacinta will continue to find her way to be a part of the group, and enjoy the simple delights of being a child.

THE OTHER CHILDREN ALSO NEEDED TO LEARN SOME AWARENESS OF HOW TO BE GENTLE WITH JACINTA. LAUREN SAYS THAT WHEN JACINTA COMES TO CHILDCARE THERE IS NOW A "POSSE OF SECURITY GUARDS" WHO SURROUND HER TO KEEP HER SAFE.



# OUR YEAR IN NUMBERS

**2,200**

*children accessed  
our services*

**50%** *of families were from a culturally diverse  
or Indigenous background*

**550** *volunteers supported The Infants' Home*

**3** *Service Hubs delivered our programs in the  
Inner West, Sydney South and Northern Beaches*

## EARLY CHILDHOOD EDUCATION AND CARE

**635**

*Children attended our  
early education and care  
centres*

**1,449**

*Children attended a Family  
Day Care service managed  
by The Infants' Home*

**80**

*Children received  
scholarships or fee  
subsidies for our  
Integrated Services*

## HEALTH CLINICS

**667**

*Sessions for children  
in our SpOT Early  
Intervention Clinic*

**183**

*Families supported by  
the Sydney Hope Family  
Cottage Postnatal Clinic*

**60**

*Four year old children had  
vision testing through our  
steps to school program*

## EARLY INTERVENTION

**502**

*Children attended our five  
community playgroups*

**54**

*Fathers attended our  
Father's and Children's  
playgroup*

**43**

*Women attended the  
Stepping Up program  
– emotional and social  
wellbeing*

**92**

*Families participated in  
our parent education  
programs*





## OUR HIGHLIGHTS

OUR PATRON SIR NICHOLAS SHEHADIE AC OBE AND FRIENDS CUT THE RIBBON TO OPEN THE NEW CENTRE.

### OFFICIAL OPENING OF OUR NEW CENTRE

With the opening of this facility we are now able to provide services for an additional 600 children and families each year, thus increasing our service capacity by 30 per cent, and enabling us to reach out to many more children and families who are living in vulnerable or disadvantaged circumstances. The completion of Stage One helps us to meet growing community needs and to bridge existing service gaps. It is the first definitive step toward our long term plan of building a social enterprise that is strong enough to achieve lasting social change. We would not have been able to achieve this milestone without the long term support of our many friends, donors, trusts and foundations, to whom we say thank you.

"IT IS WITH A LITTLE PRIDE AND A GREAT SENSE OF ACHIEVEMENT THAT WE CAN LOOK AROUND AND SEE HOW ALL THE YEARS OF PLANNING, ALL THE INVESTMENT, AND ALL THE EFFORT HAS CREATED A SPECIAL PLACE THAT WILL CATER FOR AN EXTRA 102 CHILDREN EACH DAY"

DENISE TAYLOR, PRESIDENT, THE INFANTS' HOME

### LAUNCH OF THE FEDERAL GOVERNMENT'S *HEALTHY KIDS CHECK* AND THE *GET SET 4 LIFE* GUIDE.

The Federal Government launched the Healthy Kids Check and Get Set 4 Life guide, which aim to improve the health and wellbeing of Australian children, at The Infants' Home in March. We were chosen for the launch in recognition of the innovative work we do in integrating health and education in our early childhood services.

### NURTURING CHILDREN'S CREATIVITY

About 300 people attended our 2013 Annual Art Show and Exhibition, which was themed Strong Roots: New Beginnings. This important community event is an occasion when we celebrate the creativity of the young children we work with, and recognise that it is equally important to nurture children's creativity as their numeracy and literacy skills.

"OUR ART SHOW IS ONE OF THE SIGNATURE EVENTS OF OUR YEAR AND IT IS A WONDERFUL DAY... WE ARE ALWAYS AMAZED AT THE CHILDREN'S WILLINGNESS TO ENGAGE WITH NEW IDEAS, AND THEIR PASSION FOR EXPLORING DIFFERENT WAYS OF DOING THINGS. IT IS INSPIRATIONAL"

ANITA KUMAR,  
CEO, THE INFANTS' HOME





## A SPECIAL GIFT FROM TWO CHILDREN TO MANY OTHERS

Rowan Howes, aged 10 and his sister Freya, aged 5 made a special visit to The Infants' Home in July to present CEO Anita Kumar with a cheque donation of \$500. Rowan and Freya represent Kids in Philanthropy, and they raised the money through a stall selling books, clothes, toys, and baked goods they made with their mum, Ingrid. These funds were used by The Infants' Home to purchase special educational equipment for our children.



ROWAN AND FREYA FROM KIDS IN PHILANTHROPY: GROWING THE CULTURE OF GIVING.

## THE GARDEN GURUS – OUR CHILDREN GET HANDS ON IN THE GARDEN

The Infants' Home Family Day Care Sydney Wide received a Coles Junior Landcare Grant to carry out the 'Creating a Fruity Food Forest' permaculture project in Randwick. This exciting project involved children in helping to plant, care for, maintain, harvest and prepare vegetables and fruit, and gave them the opportunity to begin to learn about sustainable practices and the interconnection between people, plants and animals.

## OUR STARRING ROLE ON ABC'S PLAYSCHOOL

The Infant's Home featured in an episode of ABC TV's Play School program. The segment, filmed at our 2013 Art Show, explored multiculturalism in Australia, and depicted an educator doing henna tattoos with one of the children.

## STEPPING UP WORKSHOPS FOR WOMEN

Our highly successful Stepping UP series of creative and wellbeing workshops for women continued in 2013. Over the year 43 women participated in four Stepping UP workshops, which used art, writing and the performing arts to help woman to engage with their internal creativity, build their personal strength and to connect with other women. Wests Ashfield Leagues and Club Ashfield supported the program.

"THE PROGRAM WAS A WONDERFUL MIX OF ACTIVITIES AND OTHER WOMEN...HAPPY MUM COMES HOME AND SHARES HER JOY AND PEACEFULNESS WITH HER CHILDREN AND HUSBAND, THIS SURELY MUST MAKE A FULL CIRCLE RIGHT BACK TO GIVE POSITIVE RESULTS IN OUR COMMUNITY"

WORKSHOP PARTICIPANT



OUR STAFF WERE FILMED CREATING HENNA TATTOOS AT THE ANNUAL ART SHOW FOR ABC TV'S PLAY SCHOOL PROGRAM.

# MESSAGE FROM THE PRESIDENT

2013 was a momentous year for The Infants' Home; after more than ten years in the planning, we were thrilled to open our new Early Education and Care Centre in July. This is the first building erected on our site since the 1970s. This new centre, with its modern, purpose-built facilities that support our integrated services, will help us to ensure we continue to meet the needs of the children and families in our community, especially those who are vulnerable.

In 2013 we welcomed the children, families and educators from the former Pittwater Council family day care scheme to The Infants' Home Family Day Care Sydney Wide service. We now have three family day care service hubs, located in the Inner West, Randwick/South Sydney and the Northern Beaches, which provided education and care for 1,449 children in 2013. We look forward to continuing to deliver this high quality service for all our children and their families.

The achievements of the past 12 months would not have been possible without the many people who contribute to and support our work. On behalf of The Infants' Home, I want to say thank you to our families for entrusting us with the education and care of your children, and for your continued support, patience and encouragement as we have negotiated the successes and challenges of the past year.

I also wish to thank our donors, volunteers and partners for their ongoing support of our day-to-day work with children and families. Without your commitment we would not be able to provide our level and quality of services. In particular, I say a heartfelt thank you to the individuals and organisations who helped us to secure the funding required to build and open Stage One of our new Centre.

I would also like to acknowledge the many friends and visitors we had the privilege to welcome to The Infants' Home this year, including the guests and speakers who

helped to make the official opening of our new Centre a great success. In particular, we thank Her Excellency, Professor Marie Bashir, Governor of NSW, and Sir Nicholas Shehadie, Patron of The Infants' Home, for conducting the official opening, and Andy Davenport, for speaking so genuinely about what The Infants' Home means to his family, and to his son, Harry.

Finally, I thank our CEO, Anita Kumar, for her outstanding leadership and tireless efforts in working to achieve our vision; our Board for their commitment and strong governance; and our management and staff for their patience and support throughout a busy year of change, achievement and growth. Your unfailing commitment to providing each child every opportunity is greatly appreciated.

***Denise Taylor, President***





# MESSAGE FROM THE CEO

## CAPACITY BUILDING

Over the last four years, The Infants' Home services have expanded to a wider community, reaching many more children and families to address their needs, and to meet community gaps. In 2009, about 1200 children and families accessed our services. During 2013 we had the opportunity to work with over 2,200 children and their families.

Our commitment to advocating for the rights of children and our passion for providing each child every opportunity continues to be strong.

The new Early Education and Care Centre will further increase community access to our services, especially for children and families facing complex issues, or living in vulnerable circumstances. The Centre will also help us become financially sustainable over the long term, and will help realise our vision of being a social enterprise.

2013 also saw us successfully expand our Family Day Care services in the Northern beaches and open a new community playgroup at Croydon Park Public School. We extended our parent education program by having members of our professional team visit community playgroups to talk with parents and conduct Well Baby and Child Development sessions in community locations.

## SOCIAL IMPACT

The Infants' Home continued to pursue research and advocacy opportunities in 2013, such as our partnership with the University of New South Wales on the Changing

Life Trajectories project. This research project has examined effective delivery models for postnatal care for women experiencing disadvantage or isolation. We will complete this research in 2014, with a paper outlining its findings due for release later in the year.

In 2013, we also signed on for a two-year research project with Charles Sturt University. The aim of the project is to strengthen our integrated practice, with the goal of increasing our organisation's capacity to include and work effectively with vulnerable, marginalised and/or disadvantaged children and families.

## PARTNERSHIPS FOR SOCIETAL CHANGE

I want to say a special thank you to The Infants' Home Board for its considered guidance and support; to our donors for their generous contribution which makes our work in the community possible; and to the staff at The Infants' Home for their tireless dedication and passion to working with each other and with other services so we can continue to provide each child every opportunity.

Our team's professional, compassionate work with families ensures they never need to repeat their stories, and that they feel included and respected. Their commitment to working with other organisations to mentor and share skills and knowledge also helps The Infants' Home to continue to be a genuine leader in our endeavour to enact societal change so that all children and their families are included and valued.

*Anita Kumar, CEO*



# FINANCIAL REPORT



**The average utilisation rate across our early childhood education and care centres in 2013 was 92%. This figure reveals the growing need for our services. Additional childcare places created in our new early education centre were well met by community demand.**

Despite the operational challenges presented by the construction of a new building on site for almost 12 months, we were able to ensure uninterrupted service provision throughout the year. As always, we continue our focus on supporting children and families in vulnerable circumstances.

The 2013 core operational surplus was \$212,409 (against \$373,874 in 2012). Once again, The Infants' Home has committed some of these funds towards securing a sustainable future.

## SUCCESS IN FINANCING AND BUILDING CAPACITY

Stage One of our redevelopment project was completed in July 2013, which saw the opening of our New Early Learning and Care Centre. This project was completed thanks to major funding (in 2012 and 2013) of \$2.8M from The Department of Education, Employment and Workplace Relations (DEEWR); \$300,000 over 3 years from the James N. Kirby Foundation; \$105,000 through the NSW State Government's Community Building Partnership Program; and \$700,000 from the Estate of Eric Arthur Richardson. Additionally, we received support in 2013 from the Vincent Fairfax Family Foundation and Thyne Reid Foundation.

We are also grateful to our donors and supporters for their contributions towards this capacity-building project and to our services. Their vital assistance makes our work with young children and families possible.

## LOOKING AHEAD

Our 2014 budget will once again provide a prudent surplus, while we continue to depend on community and corporate financial support.

We thank our many donors and supporters for their contributions towards our major capital works project. We are deeply grateful for your generous financial assistance, which makes possible our vital work supporting young children and families.

Generating income from investments is another way in which we finance our services at The Infants' Home. In 2013, our investment income was \$152,695. The Infants' Home has an investment policy designed to build a portfolio that balances risk and return to ensure ongoing services.

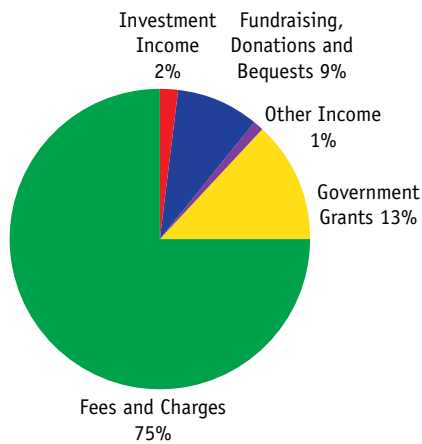
"VINCENT FAIRFAX FAMILY FOUNDATION PROUDLY SUPPORTS ORGANISATIONS THAT ACHIEVE STRONG SOCIAL AND EDUCATIONAL OUTCOMES AND BUILD BRIGHTER FUTURES FOR AUSTRALIANS. THE INFANTS' HOME IS AN EXCELLENT EXAMPLE OF SUCH AN ORGANISATION.

THE COMPLETION OF THE NEW EARLY LEARNING AND EDUCATION CENTRE HAS INCREASED THE CAPACITY OF THE INFANTS' HOME TO FULFIL THEIR MISSION OF GIVING EACH CHILD EVERY OPPORTUNITY"

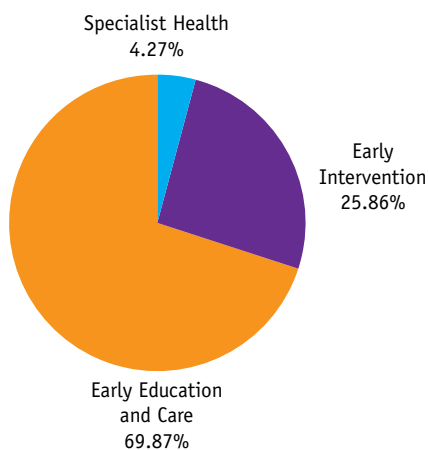
JENNY WHEATLEY, CEO, VINCENT FAIRFAX FAMILY FOUNDATION



## REVENUE EXCLUDING CAPITAL GRANTS



## EXPENDITURE



## THE INFANTS' HOME ASHFIELD FOR THE YEAR ENDED 31 DECEMBER 2013\*

### Financial results

#### Revenues

	2013	2012
Charges & Fees	\$5,184,538	\$4,290,607
Investment Income	\$152,695	\$216,897
Government Grants for operating activities	\$904,206	\$911,548
Donations for capacity building	\$291,000	-
Bequests, Donations & Other	\$397,883	\$338,195
	<b>\$6,930,322</b>	<b>\$5,757,247</b>

#### Expenses

Employee costs	\$5,437,769	\$4,542,186
Materials & Services	\$1,094,318	\$762,819
Depreciation & Impairment losses	\$185,826	\$78,368
	<b>\$6,717,913</b>	<b>\$5,383,373</b>

### Net operating result

	<b>\$212,409</b>	<b>\$373,874</b>
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### Grants and donations for capital project

Government Grants and donations for capital project	\$809,176	\$2,069,999
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### Summary of net assets

#### Assets

Cash & Investments	\$4,194,676	\$3,997,214
Receivables & other	\$302,869	\$276,435
Property & Equipment	\$9,360,415	\$4,243,124
	<b>\$13,857,960</b>	<b>\$8,516,773</b>

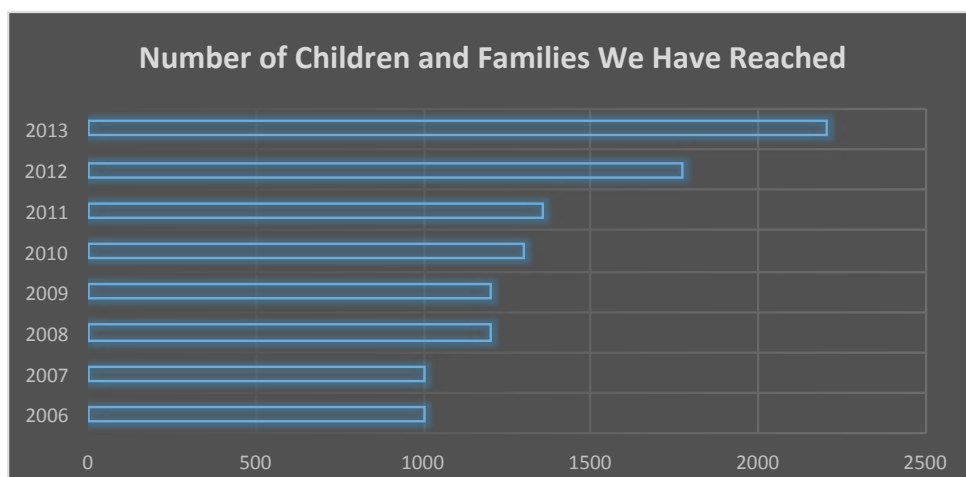
#### Liabilities

Payables	\$1,239,575	\$686,262
Provision for employee Leave	\$591,903	\$524,376
Interest bearing Bank Loans	\$3,500,000	-
	<b>\$5,331,478</b>	<b>\$1,210,638</b>

### NET ASSETS

	<b>\$8,526,482</b>	<b>\$7,306,135</b>
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\*Audited copies of these accounts are available on request.





# EARLY CHILDHOOD EDUCATION & CARE



## EARLY CHILDHOOD EDUCATION AND CARE (ECEC)

The ECEC program, consisting of 5 early learning and development centres, is a universal service; it is open to any family to enrol. However, in keeping with The Infants' Home's commitment to social justice, 30% of places are targeted for families facing challenging circumstances due to disability or vulnerability. The curriculum is informed by current best practices, and is underpinned by the Early Years Learning Framework. An embedded culture of inclusion and celebration of diversity characterises each of the ECEC programs.

## FAMILY DAY CARE

The Infants' Home family day care services grew significantly in 2013. The extension of our services across Sydney's four compass points resulted in a name change to Family Day Care Sydney Wide. We now manage family day care in the Inner West and surrounding suburbs, in South Sydney, east to Randwick and surrounding suburbs, and north from Mosman to Pittwater.

In 2013, 93 educators were registered with our services to provide accredited care for young children aged six weeks to 12 years. Our educators reflect the rich diversity in our community. In their own way, they provide a safe and stimulating environment for small groups of children in their homes. Over the course of the year, 1,449 children attended a family day care service managed by The Infants' Home's Family Day Care Sydney Wide service.

"OUR SON HAS BEEN AT THE INFANTS' HOME NOW FOR THREE YEARS AND HAS ABSOLUTELY BLOSSOMED IN YOUR CARE. WE WOULD PARTICULARLY LIKE TO ACKNOWLEDGE THE WONDERFUL CARE PROVIDED TO BY ALL THE STAFF AT JOHNSON HOUSE BABIES AND GORTON HOUSE. (THEY) HAVE BEEN OUTSTANDING IN THEIR PROFESSIONALISM, ADDRESSING (OUR SON'S) NEEDS WITH GENTLENESS, WISDOM AND RESPECT. THEY HAVE CREATED A STIMULATING AND LOVING SECOND HOME FOR HIM UNDER THEIR CARE, AND ARE EXTREMELY MOTIVATED IN THEIR WORK"

PARENT

"FROM THE VERY FIRST TIME I COMMUNICATED WITH YOUR ORGANISATION I HAVE BEEN INCREDIBLY IMPRESSED WITH THE QUALITY OF YOUR STAFF, THE CONSISTENCY OF COMMUNICATION, THE SYSTEMS AND PROCESSES YOU HAVE IN PLACE....IT'S CLEAR TO ME THAT THERE IS A GENUINE COMMITMENT TO EXCELLENCE AT THE INFANTS' HOME, AND AS BOTH A COMMUNICATIONS PROFESSIONAL AND A MUM I GREATLY APPRECIATE IT"

PARENT



# HEALTH CLINICS

The groundwork for all happiness is good health. As a part of our integrated services, The Infants' Home provides a range of clinical services, which the general community can also access.

## SPOT CHILDREN'S CLINIC

Specialists at The Infants' Home offer speech pathology, occupational therapy, art and play therapy, psychological services and family support to help children and their families with developmental delays and disability.

The clinical services are aimed at transferring skills and strategies to support the development of children in their own home. Families attend the clinical session with their children and when required, clinicians make home visits to support the outcomes.

In 2013, the SpOT Clinic expanded its services and provided 667 sessions for children and families in this 12 month period.

"I THINK WE ARE VERY LUCKY TO HAVE A LOCAL COMMUNITY SPEECH AND OCCUPATIONAL THERAPY SERVICE AVAILABLE WHICH CAN BE ACCESSED MUCH FASTER AND MORE EASILY THAN MANY ATTACHED TO MAJOR HOSPITALS"

SPOT CLINIC CLIENT

## SYDNEY HOPE FAMILY COTTAGE

This wellbeing centre for families provides postnatal support with feeding, settling and sleeping for infants aged from birth to 18 months.

In 2013, Sydney Hope Family Cottage supported 183 families in their own homes as well as through the Mums and Bubs Health and Wellbeing community workshops. It also referred families and children for additional services, such as mental health and paediatric assessments.

"KEEP UP THE AMAZING WORK. I'M REALLY LOVING MOTHERHOOD THANKS TO THE KNOWLEDGE & CONFIDENCE [THE NURSE] FROM HOPE COTTAGE GAVE ME RIGHT FROM THE FIRST FIVE MINUTES SHE ARRIVED. THE FIVE HOUR SESSION WAS WONDERFUL AS WE GOT TO WORK THROUGH A FEW SLEEP CYCLES. A MILLION THANK YOUS!"

PARENT

## GP CLINIC

In 2013, The Infants' Home GP clinic was organised by our resident Health and Early Childhood Consultant nurse and conducted weekly by Dr Eleanor Brumby.

The clinic provided easy access to immunisations, eyes tests, referrals and consultations without replacing the need for a family GP. We also advocate on behalf of parents or carers who have difficulty accessing appropriate health services.

Our GP Clinic treated a number of children with various health issues, provided flu vaccinations for staff, and conducted vision testing through our Steps to School program for 80 children.

"THE GP SERVICE GIVES A PARENT AND CHILD SOME PEACE OF MIND TO HAVE A DOCTOR ATTACHED TO AN ENVIRONMENT IN WHICH WE ALL FEEL SAFE AND FAMILIAR"

PARENT



# EARLY INTERVENTION



## EARLY INTERVENTION

The core of what we do is to provide early intervention and education to integrate young children and their families into a mainstream environment, especially those with complex needs or those living in vulnerable circumstances. With an emphasis on what is already working for families, we bring together a professional team of social workers, psychologists, therapists and other health professionals to ensure children have every opportunity to get the best start in life.

We support families facing issues such as domestic violence, relationship challenges, substance or gambling addiction, mental health, or a lack of housing, clothing or transport. This part of our early intervention work continues to evolve with our community's changing needs.

Our early intervention work in 2013 was supported by funding from Ashfield Council, Ashfield RSL Club, Burwood Council, Canada Bay Club, Club Ashfield, The Crawford Foundation, Herbalife Family Foundation and Wests Ashfield Leagues.

## PARENT EDUCATION

**96 families** attended parent education programs offered by The Infants' Home in 2013. These workshops help carers build knowledge and skills to achieve positive change in their children and families.

**43 women** attended Stepping UP – a series of writing, art and drama workshops for women looking to rediscover their passion for life through movement and creativity.

**12 women** attended In Charge of My Money – a course for women who wanted to learn more about managing their finances.

**8 Play and Learn** parenting information sessions were held at our community playgroups in Ashfield Park and Ashfield Public School.

These programs were supported by Ashfield RSL Club, Burwood Council, Families NSW Inner West Small Grant Scheme and Wests Ashfield Leagues.

"EARLY INTERVENTION: MY SON IS A LATE DEVELOPER AND [STAFF AT THE CENTRE] NOTICED THIS AND INFORMED US. WE WERE ABLE TO GET ASSISTANCE FROM THE SPOT CLINIC AND HE IS NOW WORKING WITH A LOCAL PHYSIOTHERAPIST"

SPOT CLINIC CLIENT



# PLAYGROUPS

## PLAYGROUPS

We offered a variety of general and specialist playgroups that encourage children to learn and develop skills through play. Through shared play, children learn to manage their emotions, gain confidence to try new experiences and make sense of the world around them.

The Infants' Home's playgroups are free services, making them accessible to a wide cross section of our community.

Throughout 2013, an average of 600 children and 500 parents and carers attended our community playgroups each week.

### Father's Playgroup

A fortnightly group for fathers, grandfathers, uncles, male carers and their children. 61 children and 54 fathers attended the playgroup throughout the year.

### Red Bug Playgroup

Held each week during school terms in Ashfield Park for parents, grandparents and carers of children aged 0 to 6 years. 170 children and 150 adults attended the playgroup throughout the year.

### Wangal Playgroup

Held each week during school terms at Ashfield Public School for parents, grandparents and carers of children aged 0 to 6 years. 180 children and 160 adults attended the playgroup throughout the year.

"THIS IS A VERY NICE AND WELL-ORGANISED PLAYGROUP. [MY CHILD] LIKES TO COME HERE"

WANGAL PLAYGROUP PARENT

### Gurung Playgroup

Held each week during school terms at Croydon Park Public School for parents, grandparents and carers of children aged 0 to 6 years. 49 children and 32 adults attended the playgroup throughout the year.

### MyTime

A peer support group for parents, grandparents and carers of young children with a disability, developmental delay or chronic medical conditions. 42 children and 35 adults attended the playgroup throughout the year.

The Infants' Home's Playgroups were supported by: Ashfield Council, Ashfield Public School, Burwood Council, Burwood RSL, Croydon Park Public School, the Federal Government Department of Families, Housing, Community Services and Indigenous Affairs, Sabemo Trust and Wests Ashfield Leagues.



# CHILDREN'S STORIES



## KATIE

Katie has cerebral palsy, which affects her arms and legs. She needs to use a walking frame to help her mobility. Her arms are affected by dystonia, a neurological disorder which causes involuntary movements and which impacts her fine motor skills, making tasks such as writing difficult. When she first came to The Infants' Home, Katie often felt sad and frustrated that she could not physically keep up with the other children. Her educators in our Johnson House centre focused on helping Katie to gain the confidence and independence to be an active participant in day-to-day life in the centre.

## LACHIE

Lachie has a condition known as agenesis of the corpus callosum, which prevents the two sides of his brain from 'talking' to each other, resulting in a global developmental delay. Both his parents work full time. The Infants' Home's allied health specialists work with Lachie in his childcare centre, which means that his parents do not have to travel to a lot of external appointments. Other children are encouraged to be involved in Lachie's therapy sessions so that these become a natural part of his play and interactions with other children.

## SAM

Sam was born with Down syndrome and has been at The Infants' Home since he was one. During that first year Sam was diagnosed with leukaemia as well as osteomyelitis (an infection in the bone) in his hip and he had to have a year away from The Infants' Home while he underwent treatment. Upon his return, Sam's immunity was very low and his mobility and motor skills had been further delayed due to treatment. His educators worked closely with his parents, his early intervention services and our early childhood nurse to manage Sam's health and his ongoing developmental needs upon his return.

"SABEMO TRUST HAS SUPPORTED THE INFANTS' HOME'S COMMUNITY PLAYGROUPS PROGRAM FOR A NUMBER OF YEARS. WE RECOGNISE THIS PROGRAM'S VALUE TO CHILDREN, PARENTS AND CARERS AS A MEANS OF BOTH PROMOTING CHILDREN'S LEARNING AND CREATING COHESIVE AND CONNECTED COMMUNITIES. WE HAVE BEEN PROUD TO ASSIST THE INFANTS' HOME TO CONTINUE TO DELIVER AND EXPAND THIS PROGRAM"

GABRIELLE VULETICH, CHAIR, SABEMO TRUST

# RESEARCH AND ADVOCACY

Each year The Infants' Home contributes to various forms of research designed to build the store of knowledge about early childhood education and care, early intervention and health services. In 2013 these projects included:

## CHANGING LIFE TRAJECTORIES

We continued our research with the University of New South Wales into postnatal service delivery models for new mothers experiencing social isolation or vulnerability. The Infants' Home's Health and Early Childhood Consultant, Meryl Burn, presented a paper on the Changing Life Trajectories project at the 2013 Child Aware Approaches conference in Melbourne, along with researchers Dr Wendy Foote and Robert Urquhart. We expect to publish a report about the research findings in 2014.

## NSW FAMILY CARE COTTAGES AGM

The Infants' Home was delighted to host the 2013 NSW Family Care Cottages AGM. Forty early childhood nurses, psychologists and social workers from hospitals, community health services and early childhood centres attended the AGM. The meeting gave participants a rare opportunity to network and improve communication to work collaboratively to improve and streamline services. The Infants' Home's speech and occupational therapists presented at the meeting.

## SECOND ART OF INTEGRATION PAPER RELEASED

The Infants' Home and Charles Sturt University (CSU) published a second report in *The Art of Integration* series, which aims to both record our journey and share our knowledge with others engaged in integrated service delivery for children and families.

The second paper, titled *The Art of Integration: Attracting and Retaining Staff in Integrated Early Childhood Services* presents the project's findings in strategic planning, recruitment, and retaining and sustaining staff. It concludes by drawing some implications for policy.

## INTEGRATED SERVICES SYMPOSIUM

Our Integrated Services Manager Lynn Farrell, Early Childhood Director Ana Franco, and Allied Health Director Sally Brown presented on The Infants' Home's work in integrating services at the Children Services Central Integrated Services Symposium. The Symposium brought together academics, practitioners and health professionals to share their experience, knowledge and research on integrated service delivery.

"[THE INFANTS' HOME'S] IS A DYNAMIC ORGANISATION, WORKING IN NEW AND INNOVATIVE WAYS, WITH CHILDREN AND FAMILIES WITH COMPLEX NEEDS. WHILST THIS MAKES IT AN EXCITING AND REWARDING PLACE TO WORK IT ALSO MAKES IT A VERY CHALLENGING ENVIRONMENT. THEREFORE, SEVERAL PRACTICES ARE GEARED TOWARDS RETAINING AND SUSTAINING STAFF"

DR SANDIE WONG & DR FRANCES PRESS, CHARLES STURT UNIVERSITY



# OUR ACHIEVEMENTS



## FAMILY DAY CARE EXPANSION

Pittwater Council outsourced the management of its family day care services to The Infants' Home in July 2013. The Infants' Home Family Day Care Sydney Wide now provides quality education and care for almost 1,500 children each year through its Inner West, Randwick/South Sydney and Northern Beaches Hubs.

"LULU IS A CARING EDUCATOR WHO CLEARLY HAS A PASSION FOR HER WORK. SHE IS THOROUGH AND HAS GOOD ATTENTION TO DETAIL AND CONSISTENCY"

FAMILY DAY CARE PARENT

## ROBINSON HOUSE RECEIVES 'EXCEEDS NQS' RATING

Robinson House received an 'Exceeds the National Quality Standard (NQS)' rating following their assessment and rating visit by the Australian Children's Education and Care Quality Authority (ACECQA). The Centre scored a rating of 'Exceeding NQS' for all seven of the NQS quality areas, which underpin the recently introduced system that aims to raise the quality benchmark in Australian children's services.

Our CEO, Anita Kumar, says such a wonderful achievement is only possible through the combined efforts of a diverse range of professionals in early childhood education and health.

"WE HAVE A WONDERFUL TEAM AT THE INFANTS' HOME WITH SUCH DIVERSE SKILLS. ANY ACHIEVEMENT WE MAKE AS AN ORGANISATION IS AN ACHIEVEMENT THAT EVERYONE WHO WORKS HERE CAN SHARE"

ANITA KUMAR, CEO, THE INFANTS' HOME



## NEW PLAYGROUP FOR THE INNER WEST

The Infants' Home worked with Croydon Park Public School to set up the Gurung Playgroup in its school hall. Our community playgroups play a critical role in helping families who are experiencing isolation, disadvantage or complex challenges in their lives to connect with other parents and to get help to access family support services and resources in our local community.

"WE LOVE COMING TO PLAYGROUP. I LIKE THAT IT'S UNSTRUCTURED, FREE PLAY. GREAT VARIETY OF ACTIVITIES"

PLAYGROUP PARENT

## NEW APPROACH TO PARENT EDUCATION

During 2013, we ran traditional parenting programs such as 'In Charge of My Money' for 12 participants, and Stepping Up Creative Wellbeing workshops for 43 women. However, with funding from Club Penguin, Burwood RSL Club, and Families NSW, we also facilitated the delivery of innovative parent information sessions that aimed to reach out to families by going to them in the community, instead of bringing them to us. We achieved this by having members of our professional team visit community playgroups to talk with parents and conduct Well Baby and Child Development sessions in community locations.

"IT REALLY OPENED MY EYES TO AVOIDING TRAPS AND TO MAKE MY MONEY WORK FOR ME"

PARTICIPANT, 'IN CHARGE OF MY MONEY'



# OUR SUPPORTERS

## CORPORATE VOLUNTEERS

Many individuals donated their time and energy to The Infants' Home through our corporate volunteering program in 2013. Some corporations and individual volunteers have been with us for many years and we are always grateful for their commitment and valuable support.

Having volunteers complete tasks for The Infants' Home saves us up to \$100,000 each year – money we are able to redirect to helping children and families.

About 550 volunteers worked with us on 55 different days throughout 2013 to help maintain our equipment and beautiful grounds, create resources for children, support events, and contribute to a clean and pleasant environment for staff, children and families.

The organisations that helped us this past year include:

BT Financial Group

Crown Castle

Ernst & Young

Deloitte

GE

Goldman Sachs

Healthworks

Herbalife

HMAS Sydney

Infosys

NAB/MLC

PNB Paribas

PwC

United Way

Westpac

"MY TEAM AND I HAVE SUPPORTED THE INFANTS' HOME FOR 4 YEARS, DITCHING THE SUIT AND TIE FOR 'REAL WORK ATTIRE' TO MOW THE LAWNS, PAINT FENCES, SHIFT MOUNTAINS OF ROCKS AND EVEN PUT OUT ONE HOT FIERY BBQ!

THE INFANTS' HOME IS A PLACE THAT ALLOWS ME, OUR TEAM AND OUR BROADER NAB GROUP TO GIVE BACK AND SUPPORT THOSE THAT SUPPORT OTHERS. I GET AN ABSOLUTE KICK OUT OF HEARING THAT BY US SPENDING A DAY OUT OF THE OFFICE AND IN THEIR BACKYARD, THE INFANTS' HOME CAN BETTER UTILISE OUR SUPPORT TO GIVE BACK TO THE YOUNG CHILDREN THEY SO PASSIONATELY CARE FOR"

PAUL SHEEHAN, MLC CORPORATE VOLUNTEER

"MAKING A DIFFERENCE TO PEOPLE'S LIVES IS INTEGRAL TO OUR COMMUNITY PHILOSOPHY, AND SUPPORTING THE INFANTS' HOME WITH THEIR MANY PROGRAMS IS AN IMPORTANT PART OF THAT INVOLVEMENT. ANITA AND HER TEAM ARE TO BE APPLAUDED FOR THEIR DEDICATION AND POSITIVE IMPACT ON THE LIVES OF YOUNG FAMILIES IN THE LOCAL AREA AND WESTS ASHFIELD LEAGUES ARE PROUD TO BE PARTNERED WITH SUCH A COMMENDABLE COMMUNITY ORGANISATION "

SIMON COOK, CEO, WESTS ASHFIELD LEAGUES CLUB

## BENEFACTORS – CHILD AND FAMILY PROGRAMS

These are the organisations, which funded our work with children and families in vulnerable circumstances

Program	Benefactor
Supported Community Playgroups	Sabemo Trust
Financial Literacy Course for Vulnerable Women	Burwood Council
Play & Learn: Parenting Information sessions at Community Playgroups	Families NSW Inner West Small Grant Scheme
Children's Play Equipment for Community Playgroups	Ashfield Council
Headstart on Health	Herbalife
Transition to School Program for Vulnerable Children	The Crawford Foundation
Scholarships for Vulnerable Children	Canada Bay Club
Creating a Fruity Food Forest - Permaculture Project	Coles Junior Landcare
Bilingual Worker for Community Playgroups	Wests Ashfield Leagues
Transport Scholarships for Vulnerable Children	Wests Ashfield Leagues Club Ashfield
	Ashfield RSL Club
Bringing Up Great Kids' Parenting Program	Wests Ashfield Leagues
	Ashfield RSL Club
2 x iPads for Family Day Care Coordination Unit	Wests Ashfield Leagues Club Ashfield
Mums & Bubs Health and Wellbeing Community Clinics	Burwood RSL
White Ribbon Day Campaign	Burwood RSL
Gurung Playgroup at Croydon Park PS	Burwood RSL



VOLUNTEERS FROM  
WESTPAC LEND THE  
INFANTS' HOME A HAND

## SPECIAL DONORS AND FRIENDS

The Infants' Home acknowledges the generous support this past year of the following donors and friends.

Ingrid Allan	Anne Harris
Michael Allan	Rod and Sally Hawthorne
Val Appleroth	Rowan and Freya Howes
Betty Benjamin	Xiao Huang
George and Shirley Bird	Catherine Hunter
William Bonnitcha	Sreedevi Koduri
Sonia Bustillo	Anita Kumar
Anne-Marie Byrne	Paul Leahy
Brenda Cahill	Evelyn Lochtie
Cathryn Callaghan	Flora MacDonald
Jonathan Campton	Lina Marrone
John Carpenter	Lesley McCarthy
E Close	Mary McCullagh
Kathleen Collins	Melissa McMillan
Theo Collins	Barbara Osborne
Jenny Craigie	Rona Rodwell
Ann Crowley	Kay Russell
Andy Davenport	Lesley Shanley
Edwin Davis-Raiss	Loan Shen
Dorothy Dawson	Graham Stanford
Susan Devenish-Mears	J Talbot
Jennifer Evans	Tina Tsen
Lorraine Evans	Jim Turnbull
Tonia Godhard	Janice Webster
Neville Good	Robert White
Chris Grundy	

## COMMUNITY AND CORPORATE DONORS

We also thank those community groups and organisations that generously supported our work in 2013 through fundraising activities and donations:

Aussie Farmers Direct  
 Black Horse Foundation  
 BT Financial  
 Charliesierra  
 CWA Western Suburbs  
 Club Ashfield  
 Doc Ross Family Foundation  
 GE  
 Goldman Sachs  
 HMAS Sydney  
 Herbalife  
 Infosys  
 Jardine Lloyd Thomas  
 Luna Park  
 Massey Park Golf Club  
 Rotary Club of Drummoyne  
 Rotary Club of Five Dock  
 Rotary Club of Strathfield  
 Sabre Travel Network  
 Sydney Living Hope Community Church  
 Westpac  
 Wests Ashfield Leagues Club  
 Women's Australian Travel League (WATL)



# OUR BOARD

The Infants' Home is governed by a voluntary, independent Board of Directors, with combined expertise in commercial and not-for-profit management. Our Board is committed to our values of: integrity, diversity, collaboration and innovation

## Denise Taylor – President

M.Ed, Dip Tch, Cert Tch, Grad Dip Sch Lib, FAICD, FAIM

Denise is an experienced Chief Executive Officer with a background in quality assurance, education and government sectors. She has leadership, management and governance experience gained from a range of board memberships, management of a government regulatory authority, and management of independent and state schools. Member since 2010. Meetings attended 7/9.

## Mary Verschuier

MBA, MScSoc, BappSc, GAICD

Mary has over 20 years senior management experience, most recently leading businesses in Asia and Australia. She is currently Managing Director of Schenck Process Australia, a major supplier to the Australian mining industry. Member since 2008. Meetings attended 9/9.

## Debbie Niulala

CA, BBS (Accounting), GAICD

Debbie is a qualified chartered accountant and lead senior manager within the risk division of Lloyds International. She has over 10 years consulting experience in Australia and overseas. Debbie's expertise also spans consultancy and strategic risk management for higher and further education institutions. Member since 2008. Meetings attended 8/9.

## Anthony Kutra

B.Ec (Hons), MBA, FAICD, FAIM

Anthony has held various senior management and director positions in Australia and overseas, covering the global mining services, and engineering services industries. Anthony is Chair of the Advisory Council for Catholic Care Broken Bay. Member since 2008. Meetings attended 8/9.

## Chris Grundy

BCom, FCA, FCIS, GAICD

Chris has 25 years experience in commerce, and has held leading roles in general management, finance, operations, sales and marketing and investor relations in Australia and abroad. His experience also encompasses working as CEO in private enterprise and CFO and Company Secretary for an ASX top 200 Company. Member since 2009. Meetings attended 8/9.

## Susan Turner

BBus, CPA

Working in the financial sector, Susan has extensive experience with companies such as Macquarie Bank, Zurich and Legal & General. She is currently the Deputy CFO at Westpac Banking Corporation in the Group Finance area and heads the Finance Strategy and Transformation Team. Member since 2011, resigned in 2013. Meetings attended 1/3.

## Leah Fricke

MBA, LLB (HONS), BA, FCIS, MAICD

Leah is a professional non-executive director with a background in legal and governance issues. She has broad commercial experience and sits on a number of business and non-profit boards. Her expertise includes 15 years as a company secretary and in-house lawyer in a range of industries. In addition to working as a Director, Leah teaches corporate governance. Member since April 2012. Meetings attended 5/9

## Carolyn Swindell

M.A, MAICD

Carolyn is an experienced marketing and public relations professional. She is the principal consultant of Charliesierra, which specialises in strategic communication to support organisations and Boards. Her experience includes a career in both corporate and community organisations as well as being a political advisor. Member since April 2012. Meetings attended 7/9

## Our Advisers and Consultants

**Architects:** David Burke and Michael Bullen of Brewster Murray Pty Ltd

**Property:** Rod Hawthorne and Chris Morley of INRES

**Auditors:** James Winter of Grant Thornton Audit Pty Ltd

**Solicitor:** John Gray of ClarkeKann Lawyers

**Philanthropy:** Gavin Thomson

**Visiting Medical Officer:** Dr Eleanor Brumby

# OUR LEADERSHIP TEAM

## Anita Kumar

### *Chief Executive Officer*

Bach. Eng (Elec. Com), MM, MAICD

Anita has a strong business background and has been involved with The Infants' Home for over a decade in many diverse roles. She is passionate about growing the organisation and developing quality services that support the wellbeing of children and their families.

## Lynn Farrell

### *Integrated 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 and has produced and delivered training locally, nationally and internationally.

## Catherine Hunter

### *Family Day Care Manager*

Diploma of Children's Services

Catherine has over 30 years experience in children's services, including long day care, in-home care, migrant centre children's services and hospital crèche. She has also worked with women and children who have additional needs, in a women's refuge and in family day care settings.

## John Shen

### *Finance Manager*

BEng, AdvDip(Acc), MAcc, MBA, CPA

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

## Joan Wilson

### *Human Resources Manager*

Diploma of Teaching (Primary), Diploma of Personnel Administration

Joan has substantial senior human resources management experience in retail, service, blue collar and children's services organisations. She also taught human resources at TAFE for many years.

AT THE 2013 'VISIONS OF EXCELLENCE IN FAMILY DAY CARE' SYMPOSIUM, FAMILY DAY CARE MANAGER CATHERINE HUNTER (PICTURED BELOW, BACK ROW, SECOND FROM RIGHT) RECEIVED HER 25-YEAR SERVICE AWARD. THIS AWARD IS A TESTAMENT TO CATHERINE'S LONG-TERM DEDICATION TO THE DELIVERY OF QUALITY FAMILY DAY CARE SERVICES.





# OUR STAFF



## PROFESSIONAL TEAM

Alice Berry	Emily Cheng	Larrissa Collins*	Narelle Deeney	Suley Ramirez
Alicia Paciocco	Emma Stanton	Lata Chandra	Natasha Newton	Susie Zicat
Allison Bligh	Enza McNaught*	Leila Ebrahimi	Nicky Roditis	Sreedevi Koduri
Amanda Dargham	Frances Hanna	Le Thanh Mai	Nicole Azzopardi	Stephanie Robles
Anne-Marie Byrne	Gavin Thomson	Lesley McCarthy	Nicole Edwards	Ting Ting Guan
Amy Jones	Guo Fen Xu	Lesley Shanley	Nicole Porteous	Thi My Truong
Ana Franco	Harjit Kaur Mangat	Li Xia Chen	Paromita Sen	Thu Zar Bo
Angelica Fernandez	Jae Young Kim	Lina Marrone	Patricia Da Silva	Tristan Page
Anita Kumar	Janna Mowa	Ling Kane	Pensri Rowe	Vasuki Manjunathan
Asima Khan	Jenny Gilchrist	Lisa Riviera	Priya Christian	Vicki Huang*
Barbara Millist	Jenny Piccin	Lucinda Georgiou	Priyanka Rana	Vincent Chen
Blathnaid Davies	Jenny Zhao	Lynn Farrell	Renita Lee	Vinsensia Christanto
Catherine Hunter	Jessica Sung	Madhu Kumari	Robyn Huber	Wendy Le
Catherine Mitchell	Jing Sun	Mariam Christodoulos	Robyn Jurd	Yenfe Law
Catherine Xu	Joan Wilson	Mariana Raukawa	Roshan Rajgopal	Ying Yu
Cathy Fauth	Jodi Jonsson	Mate Borovac	Rosie Parsons	Zoe Cheung
Cihan Bibinoglu*	John Shen	Melissa Woolfrey	Saima Rashid	* resigned in 2013
Christie Higgins	Justine Tarrant	Meryl Burn	Sally Brown	
Dalia Azzi	Karen Dashwood	Miriam Berger	Sally McLoughlin	
Deepa Dasgupta	Karnika Bhattacharya	Nahida Ali	Shameem Begaum	
Deepa Levi	Kellie Whitefield	Nancy Ngeow*	Sonia Bustillo	

## CASUAL STAFF

Anna Gao	Darren Horrigan	Lucia Gelinova	Rebecca D'Apice	Yoshie Sassage
Angela Owens	Fouzia Amer	Mei Ling Day To	Sofia Tjandramulya	XueFen Tan
Arti Pawar	Kate Frost	Michelle Stojic	Tina Tsen	
Aruna Ayyadurai	Komal Patel	Nada Gannon	Tom Morris	
Bev Speer	Lyn Bestic	Philomena Halder	Vicki Li	
Carlos Delmond	Leone Wong	Qingling Wang	Yi Deng	

## AWARDS - EARLY CHILDHOOD EDUCATION CENTRES

### 5 years

Alice Berry

### 10 years

Asima Khan

Frances Hanna

## AWARDS - FAMILY DAY CARE SERVICES

### 5 years

Jayne Babin

Clare Jones

Amanda Joyce

Alicia Mackey

Carmelina Petrini

Sylvana Jambrak

Mawarni Lo

### 10 years

Chaya Biswas

Nayan Rahman

### 15 years

Suzanne Beckman

Maria Rodrigues

### 20 years

Fahmida Khaled

Cheryl Sulas

Sanitina Ilardo

Therese Kassab

Alka Mehta

### 30 years

Helen McLaughlin

## STAFF EXCELLENCE AWARDS

### Leadership

Mariana Raukawa

### Meritorious service

Vinsensia Christanto

### Quality

Randwick/South Sydney  
Family Day Care Hub

### Team

Rigby House

During 2013, we had six staff undertaking tertiary studies, and two of these completed their studies and attained their qualification during the year.

Staff participated in 897 hours of professional learning and development.

50 new staff members were recruited during 2013, many of whom joined us to help staff the new Education and Care Centre.

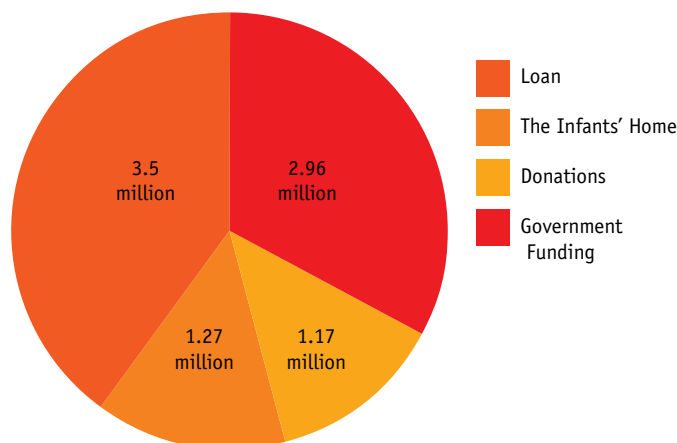
Our staff turnover for 2013 was well below industry average at just 10%.

**In 2013 we supported practical learning experiences for 46 students studying in a range of disciplines including teaching, allied health, nursing and accounting.**



# SOCIAL INVESTMENT

## SOURCE OF FUNDS 2003 - 2013



**The future of The Infants' Home centres on our ability to build a true social enterprise – a financially sustainable organisation, which can grow its capacity whilst continuing to guide families towards outcomes that demonstrate positive and lasting social change.**

The completion of Stage One of our new Early Education and Care Centre was a landmark in our journey towards this goal and in addressing the current gap in services for children and families, especially those with additional needs.

Our new Early Education and Care Centre has allowed us to extend our best practice approach based on four core principles:

1. **Shifting the base line:** To ensure high quality early childhood education and care, regardless of socio-economic background, additional needs, or family circumstance.
2. **Focusing on vulnerable children and families:** Providing non-stigmatising physical and emotional environments that are socially just and equitable, and that value the rights of all children and families.
3. **Addressing social injustice and inequality:** Integrated services help address complex issues in a coordinated manner to improve educational and social outcomes for children and families.
4. **Building partnerships for societal change:** We grow strong roots to our programs through strategic partnerships in research, and in knowledge and information sharing to broaden our social impact.

The cost of Stage One of The Infants' Home's new Early Education and Care Centre is \$9 million. To date, we have generated or received \$5.5 million from contributors to our capital campaign.

We thank our generous social investors: government, corporations, foundations and individuals, for their financial and in-kind contributions in 2012 and 2013 that were integral to this success.

## MAJOR FUNDERS 2012 - 2013

Department of Education Employment and Workplace Relations (DEEWR)

The Infants' Home

Estate of Eric Arthur Richardson

James N. Kirby Foundation

Community Building Partnerships

Vincent Fairfax Family Foundation

Thyne Reid Foundation

## INDIVIDUAL DONORS

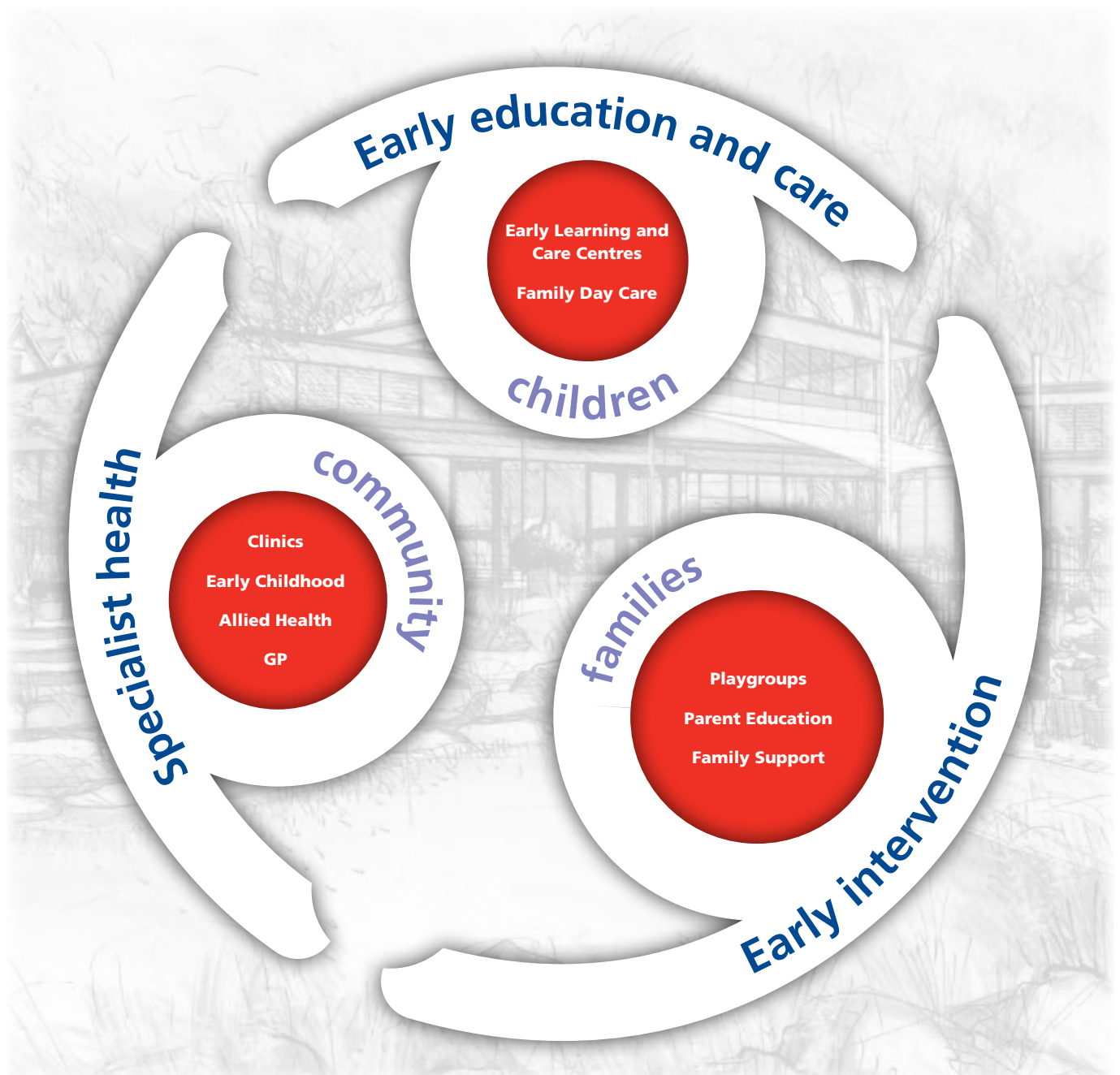
In 2013, a group of friends of The Infants' Home also made generous contributions towards the cost of our new early education and care centre. Those people include:

Kieran Buckley	Barbara Osborne
Angela Chang	Kathleen Pigram
John and Julia Cordukes	Alisa Pijper
A Hertzberg	Christopher Reynolds
Rod and Sally Hawthorne	Estate of Eric Richardson
Roselyn Hevron	Bruce Stracey
Estate of Gillian Hirstman	Denise Taylor
Rebecca Hosking	Susan Turner
Anita Kumar	Michael Wight
Marie Lewis	Craig and Amanda Whitfield
Debbie Niulala	

# OUR INTEGRATED MODEL

The Infants' Home's model of integrated service delivery is driven by our commitment to social justice and children's rights, and our recognition that some children and families need additional support.

THE INFANTS' HOME IS THE ONLY INTEGRATED SERVICE OF ITS KIND IN SYDNEY





# SPECIAL MOMENTS FROM 2013



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

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ABN 71 174 918 661

[www.theinfantshome.org.au](http://www.theinfantshome.org.au)