

Wayahead®

# ANNUAL

2023-2024

# REPORT



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## Acknowledgment



Wayahead acknowledges and actively supports the diverse communities we serve, including First Nations people, culturally diverse communities, people with disabilities, and people from the LGBTQ+ community.

Wayahead acknowledges the unique and individual experiences that people who have lived experience of mental health issues have and the lived experience of their carers, families, and kinship groups.

Wayahead is funded by  
NSW Ministry of Health.

Proudly funded by



Wayahead is an ACNC registered  
Australian Charity and QIP accredited.



# About Wayahead

## OUR VISION

We envision a future where there is an equitable society that understands and values the best possible wellbeing and mental health of communities.

## OUR PURPOSE

Wayahead improves the understanding of mental health and well-being in communities while reducing stigma and discrimination and increasing help-seeking behaviour.

## OUR PRINCIPLES

### Principles that underpin our work practice:

- Collaborating with others to create a movement of change.
- Delivering social impact for individuals and communities.
- Connecting, educating, and providing early intervention.
- Ensuring programs are evidence-based and informed by diverse lived experience.
- Remaining responsive to the changing needs of individuals and communities.
- Delivering to the highest standard and continuously improving.
- Striving to be creative and innovating new approaches.
- Dreaming big and creating a future where individuals and communities thrive.

## OUR VALUES

### Values that influence and drive our behaviours:

**Social Justice:** Advocating that all individuals should have equal access to high-quality mental health services, education, employment, and social participation.

**Diversity and Inclusion:** Respecting diverse backgrounds of people and being inclusive by recognising the range of experiences of mental health.

**Accountability:** Conducting all activities internally and externally, with integrity and ethical behaviour which includes being accountable for actions and decisions; and openly being transparent.

**Empathy:** Actively listening, showing empathy, and truly understanding the unique needs and challenges of people experiencing mental ill health.

**Elevating Lived Experience:** Acknowledging the insights, wisdom, and expertise that people with a lived experience of mental health issues bring to inform and guide our work.

# Wayahead's People



Wayahead employees

## Board Members

- **Dr Meg Smith OAM** President
- **Sharyn McGee** Chairperson
- **Ryan McGlaughlin** Deputy Chairperson
- **Anna Dawson** Deputy Chairperson
- **Donald Murray** Treasurer (Outgoing)
- **Stephen Bourne** Chair of the Anxiety Disorders Committee
- **David Harper** Board member
- **Jeremy Heathcote** Board member
- **Peter Doukas** Chair of the Finance, Audit and Risk Committee
- **Gabrielle Rutkauskaitė** Board member (Outgoing)
- **Jennifer Cains** Board member (Joined December 2023)
- **Diane Bunch** Board member (Joined December 2023)

## Employees

- **Sharon Grocott** CEO
- **Jacque Mitrovits** People & Culture Advisor
- **Alicia Brightwell** Head of Business Development, Communications and Marketing
- **Mary Tuisalega** Mental Health Promotion & Program Manager
- **Abby Henze** Mental Health Promotion Assistant & Small Steps Facilitator
- **Caryn Shipp** Events Co-ordinator (outgoing)
- **Monique Brunello** Small Steps Program Lead
- **Claire Scroope** Small Steps Casual Facilitator
- **Elizabeth Kirov** Small Steps Casual Facilitator
- **Rachel Flint** Support Group Coordinator
- **Emily Shaw** Casual Support Officer
- **Paul Leonard** Information Service Lead
- **Terri Marsh** Membership & Information Officer
- **Elizabeth Priestly** Support Officer
- **Edman Tam** Workplaces & Wellbeing Lead (outgoing)
- **Megan Goss** Program Officer Workplaces
- **Tina Pirola** HR & Office Administrator

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## Message from the Board

# Sharyn McGee



The 2023 /24 financial year has been another very busy year for Wayahead. The organisation has been very engaged in growing our programs and advocating for more resources and infrastructure to support people with mental health issues, their families, and allies, while aiming to improve mental health promotion and prevention activities.

**W**ayahead made numerous submissions and representation throughout the year including to the NSW Parliamentary Inquiry into and report on the equity, accessibility and appropriate delivery of outpatient and community mental health care in New South Wales and Review of the Mental Health Commission of NSW. Another highlight for the organisation was contributing to the Parliamentary Showcase in October at NSW Parliament House, featuring best practice in mental health services across the state.

The Board was very focused this financial year on finalising and monitoring the implementation of the strategic plan, improving our governance overall and strengthening our partnerships with NSW Health, other community managed NFP mental health organisations, and related organisations.

### Celebration of 90+ Years

In September at Parliament House, Wayahead celebrated the 90+ years of our organisation and more specifically, the 30+ anniversary of our Anxiety Programs. This was somewhat overdue, but we got there in the end with support from NSW Health and the Parliamentary Friends of Mental Health. We were privileged to have the Governor, Her Excellency the Honourable Margaret Beazley AC KC, attend as well as the Minister for Mental Health, the Hon Rose Jackson MLC, and other members of Parliament.

This event was a day to celebrate and reflect on the journey from the beginning of the worldwide mental health movement to the state of mental health promotion and services today. Wayahead began in

1932 as the NSW Council for Mental Hygiene (CMH) and, after WW2, was reborn in 1956 as the NSW Association for Mental Health (NSWAMH). In 1956, the inaugural meeting was attended by over 250 people made up of a who's who of leaders in the health and social sector. They were there to shake up the system, a system that was failing the most vulnerable as identified by Allan Stoller in the Report on Mental Health Facilities and Needs (1955).

At that time, the focus of concern was on mental illness and the treatment and care of people with mental illness in psychiatric hospitals with little emphasis on community and limited role for people with mental health conditions, except as patients. The system was slow to change and the focus on psychiatric care in hospitals continued until the beginning of the deinstitutionalisation movement in the 1960s/1970s. The NSWAMH has changed its name a few times since then, but our values have not.

We also celebrated 30+ years of our Anxiety Programs, which began in 1990 with our first support groups. Volunteers were, of course, the initiators and mainstay of those support groups and volunteers continue to be a vital part of the Wayahead team. Our Anxiety Programs include Anxiety Support Groups, Small Steps seminars (begun in 2000) and Community Anxiety Forums. Our Telephone Support Lines also contribute to our Anxiety Programs.

The Board is very grateful to all our volunteer committee members for their contributions especially to those who have been involved with Wayahead for a long time and have contributed extensively to the Anxiety Disorders Advisory Committee and to our Anxiety Programs more generally.



## Wayahead's 90th Birthday Anniversary Celebration Event

Honourable Emily Suuval, Chair of NSW Parliamentary Friends of Mental Health, delivered a compelling address at Wayahead's 90th Birthday Celebration Event at NSW Parliament on September 8, 2023. The event drew an impressive attendance of 85 guests and received positive feedback from key stakeholders, including Amy Wyndham, Director of Partnerships, Mental Health Branch, NSW Health.

Notably, the event marked the launch of the new Wayahead brand (logo), a significant milestone for the organisation. Additionally, NSW Health (Ministry) generously supported the event with a small grant. Furthermore, the launch of Wayahead's Strategic Plan (2024-2026) was a pivotal moment, setting the course for the organisation's future. The event also served as a platform to honour Wayahead's rich history, dedicated staff, and volunteers, recognising their invaluable contributions to mental health advocacy, education and support in the community.

## Mental Health Month

Mental Health Month in NSW is a key time for Wayahead, a focus for mental health campaigns across the state. Mental Health Month has run every October from 2010 onwards although the pandemic disrupted

normal on-site activities. It has varied over the years with different themes and slogans and has grown from one day, to one week, to one month, due to an increasing number of events held by organisations across NSW. Each month has led to greater engagement by organisations and communities.

Since 1994, Wayahead has also presented the Mental Health Matters Awards at the beginning of each Mental Health Month. These Awards, an essential part of Mental Health Month, recognises and celebrates the achievements of individuals and organisations who have worked to improve understanding, awareness, service provision, and the mental health of our communities in NSW over the previous year.

The Mental Health Matters Awards lunch is always inspiring because we hear about and celebrate the people and projects working to create communities and connections that support people going through difficult times.

Our Guest speaker and ambassador, Brent Draper, winner of Master Chef Australia 2023, spoke about the reasons for his withdrawal from series 13 of Master Chef Australia and how this experience helped him to focus on his, and others' mental health, and wellbeing. Both the Minister for Mental Health, the Hon Rose Jackson MLC and the NSW Mental Health Commissioner, Catherine Lourey, spoke at the Mental Health Matters Awards Lunch.

## Message from the Board Sharyn McGee



### Other Board Activities

In late 2023, the Board invited 2 long-standing volunteers and contributors to Wayahead's programs to become Honorary Life Members (one of the 4 classes of voting memberships Clause 5.1 in the Constitution). The Board wanted to recognise Jenny Learmont and Frank Flannery for their long and meritorious service to the goals, values, and programs of Wayahead which has benefitted from their expertise and commitment over many years. The Board intends to acknowledge our long-term members and volunteers more regularly, and where appropriate, to invite those with long and meritorious service to become Honorary Life Members.

The Board finalised the board review and its skills audit in September 2023. Through this process the Board was able to identify our immediate and long-term needs regarding necessary skills and training for the Board and began a more proactive approach to meeting those needs.

At our AGM we farewelled our treasurer, Don Murray, thanking him for his outstanding service and welcomed two new directors to the Board, Jennifer Cains, and Diane Bunch. In 2024, after identifying our priorities for the next three years, we began a series of strategy sessions to facilitate and strengthen our governance and long-term impact.

Towards the end of the financial year, the Board established a new advisory committee, the Finance, Audit and Risk Committee, to strengthen the management of our corporate governance responsibilities and practices, investment strategy, sustainability, financial management, auditing, and accreditation.

It ensures that Wayahead is compliant with legal and regulatory requirements, and implements a process to identify, monitor and manage risks. It is chaired by Peter Doukas.

**Alone we can do so little, together we can do so much. Helen Keller**

We could not do all of this without the hard work and dedication of our wonderful staff, our volunteers, and our Board members. The expectations and requirements asked of Board members, who are all volunteers, are significant, and we are grateful for their time and expertise.

Our staff and volunteers do a lot of work behind the scenes, which is invisible to many, but their work is essential for implementing our strategic plan and in positioning Wayahead for future growth and opportunities. The Board especially wants to thank and commend the staff involved for the smooth relocation of the office from Pymont to the CBD, which was a massive task.

Our CEO, Sharon Grocott, has been invaluable in strengthening our profile, networking with other community-managed mental health organisations, engaging with our rural and First Nations communities and strengthening our relationships with NSW Health, Government, and other key stakeholders.

Thank you all.

**Sharyn McGee**  
Wayahead Board Chair

## Message from our CEO

# Sharon Grocott



The 90th Birthday Anniversary Celebration Event was a significant milestone for Wayahead, marked by the launch of the new Strategic Plan 2024-2026. Building upon previous work and consultations conducted with stakeholders between 2022-2023, the new plan encompasses the following five key objectives:

**W**ayahead has maintained accreditation at the

Quality Improvement Performance (QIP) Mid-Cycle Review held in April 2024. As a result of the QIC and the need for organisations to prioritise cyber security and disaster recovery, a large project was undertaken which included a comprehensive clean-up of IT systems in collaboration with eNerds, including a review of SharePoint permissions and email licenses. Several cybersecurity measures have been implemented, such as domain name consolidation, Azure subscriptions transfer, multi-factor authentication (MFA) implementation, Office365 licensing review, email forward clean-up, Skykick backup for Outlook, and Barracuda Firewall transfer to eNerds management.

### The Disaster Recovery Plan

The Disaster Recovery Plan was developed in collaboration with eNerds. Phriendly Phishing training was rolled out to staff and volunteers, covering modules such as Basic S.C.A.M, Introduction to information security, Business email

### Strategic Priorities

OBJECTIVE 1

Become a highly recognisable brand and mental health promotion leader in prevention and stigma and discrimination reduction.

OBJECTIVE 2

Increase social impact through scaling and growth.

OBJECTIVE 3

Achieve sustainability through revenue and partnerships.

OBJECTIVE 4

Champion workplace wellbeing and enable people to thrive.

OBJECTIVE 5

Strengthen our employee value proposition through our lived experience framework.



compromise, and QR code scams. In collaboration with eNerds and SENDMARC, DMARC was implemented, a global security standard for email, to mitigate the risks of email impersonation and cyber-crimes. The implementation of DMARC was the final project as part of the cyber security audit implementation. Overall, the organisation has made significant progress in enhancing its IT infrastructure, cybersecurity measures, disaster recovery planning, and technology platform optimisation, demonstrating a proactive approach to ensuring the security and efficiency of its IT systems and operations.



Message from our CEO

## Sharon Grocott

### Wayahead relocation

The relocation from Pyrmont to a shared working space at Christies, 3 Spring Street, Sydney was a substantial undertaking. This move has not only facilitated a physical transition but has also resulted in a notable reduction in operating expenses for the organisation. The cost savings generated from this relocation have been strategically allocated towards enhancing staff employment expenditure, thereby optimising resources and fostering a more efficient and sustainable operational framework.

### Recommendations to improve outpatient and community mental health care

I was invited to attend the inquiry into the equity, accessibility and appropriate delivery of outpatient and community mental health care in New South Wales. On the 15th of February 2024, I met with the Committee at NSW Parliament to give evidence and discuss recommendations to improve outpatient and community mental health care.

I had previously made a personal submission, however, Hon Amanda Cohn, was also interested in hearing from my professional perspective at Wayahead. The experience was a great opportunity to advocate about the need for additional funding into community managed mental health services.

### Review of the Mental Health Commission of NSW

I joined an expert advisory group to conduct a Review of the Mental Health Commission of NSW and made a submission on behalf of Wayahead in June 2024. We have been building a positive relationship with NSW Health and attended the Program Council (NSW Health) at the directorate level in December 2023.

We have worked in partnership to develop logic models and theories of change for all the programs. This includes incorporating new indicators into evaluations. Wayahead successfully tendered and received a three-year funding contract with NSW Health in June 2024.



### Wayahead a member of the NSW Mental Health Alliance

Wayahead is a member of the NSW Mental Health Alliance consisting of:

- Australian College of Mental Health Nurses (ACMHN)
- Australian Medical Association NSW (AMA)
- Australian Psychological Society (APS)
- Australian Society for Psychological Medicine (ASPM)
- BEING - Mental Health Consumers (BEING)
- Black Dog Institute (BDI)
- Mental Health Carers NSW (MHCN)
- Mental Health Coordinating Council (MHCC)
- Royal Australian College of General Practitioners NSW (RACGP NSW)
- Royal Australian and New Zealand College of Psychiatrists (RANZCP)

Alliance members have built a positive relationship with the Mental Health Minister, the Hon. Rose Jackson. The Alliance is continuing to advocate for additional resources and improvements to the mental health system.

Message from our CEO

## Sharon Grocott



### Partnership with the NSW Parliamentary Friends of Mental Health

Wayahead has established a strong and collaborative partnership with the NSW Parliamentary Friends of Mental Health. The Co-Chairs of the Group, the Hon. Emily Suvaal, MP, and the Hon. Susan Carter, MP, have shown exceptional support and dedication towards enhancing mental health outcomes.

Notably, the NSW Parliamentary Friends of Mental Health extended an invitation to Wayahead to lead an event at the NSW Parliament on the 17th of October 2023. During this event, Hon. Rose Jackson, MLC, expressed her endorsement and emphasised her government's unwavering dedication to enhancing the mental health system.

### Hosting Professor Seonmee Hong from Hanshin University

Wayahead had the privilege of hosting Professor Seonmee Hong from Hanshin University, Department of Social Welfare in Korea, on January 30, 2024. The field trip was organised for Social Workers in South Korea with the aim of enhancing their understanding of Australian mental health promotion and services.

Dr. Hong, a dedicated social worker from Hanshin University, led a group of eight social workers, including herself, to engage with representatives from Wayahead. The meeting served as an opportunity for the Korean delegation to delve into the mental health landscape in Australia and explore the vital role of social work in addressing mental health challenges.

The attendees from Korea represented a diverse array of services, including community centres such as Ewha Woman's University Welfare Centre, centres for the elderly like Hyoneungwon Centre, Gwill Mental

Care Facility, Songguk Club House for individuals with Schizophrenia, Busan Park Psychiatric Hospital, Taiwah Foundation House (a drop-in center), and Daedeok Welfare Centre.

This exchange of knowledge and experiences between the Korean social workers and Wayahead aimed to foster collaboration and mutual learning in the field of mental health support and services.

### Growth and sustainability

Wayahead has identified expanding income as a key priority for its growth and sustainability. By diversifying funding sources and increasing financial resources, Wayahead aims to enhance its capacity to deliver mental health programs and new initiatives to the community.

This strategic focus aligns with the organisation's commitment to addressing the evolving needs of the community affected by mental health challenges and ensuring the long-term viability of its operations.

### Mental health promotion

Wayahead will continue to enhance mental health and make a meaningful social impact, by demonstrating a strong commitment to promoting mental health awareness and wellbeing in the community.

Through mental health promotion initiatives like Mental Health Month, Wayahead encourages individuals to prioritise their mental health and offers educational resources for the wider community. The importance of reducing stigma and discrimination surrounding mental health issues and encouraging help seeking is critical.

**Sharon Grocott**

Wayahead CEO

# People and Culture



## A summary of key People and Culture activities undertaken is provided:

- **Jeremy Heathcote** presented on the history of NAIDOC week, local landmarks, and Aboriginal history in the Sydney CBD and surrounding areas. Staff were invited to ask questions about the Voice, and staff attended the Babana Aboriginal Men's Group Health and Wellbeing tour to Cockatoo Island for further cultural learning.
- Staff attended **Mental Health First Aid (MHFA)** training, generously provided by Jen Cains from the Board.
- **Mary Tuisalega** commenced in the Health Promotions Program Lead role, bringing extensive experience in suicide prevention, school-based health services, early intervention, and cultural services.
- Staff were offered **salary packaging** with Community Business Bureau (CCB). WHEREFIT membership was offered to staff. WHEREFIT membership provides employees with a fitness and wellbeing journey with over 2,500 unique corporate offers at up to 50% off at leading brands including HelloFresh, Anytime Fitness, Adidas, Adore Beauty, F45, Speedo, UFC Gyms, ICONIC Sport, Studio Pilates and more.
- The staff co-designed a **Wellbeing Strategy**. Work is continuing to strengthen workplace wellbeing as a priority in the Strategic Plan.
- A **'thank you' morning tea** was hosted during Volunteer Week, and efforts are being made to increase volunteer engagement as a priority in the Strategic Plan.
- Support was provided for individuals to obtain **scholarships** for various programs and initiatives. This included **Paul Leonard** receiving a scholarship to the University of New South Wales (UNSW) Tackling Stigma Conference and Tina Pirola receiving a scholarship for the Cert IV in Peer Work through the Mental Health Co-ordinating Council (MHCC).
- A review of the **Employee Assistance Program (EAP)** contract was undertaken, resulting in the appointment of new provider ACCESS, and EAP being offered to all volunteers.
- A **staff work-plan template** was rolled out through Monday.com to align with the Strategic Plan and a new performance development system is being implemented.
- Work commenced on **Respect@Work** with the Sexual Harassment policy being reviewed in line with new legislation. A survey was conducted to gather staff feedback and develop an action plan for improvement in culture, processes, policies and training.
- The **governance policies** were reviewed and a Board governance manual developed to strengthen governance.



Accessing mental health services can be a challenging and overwhelming experience for many individuals. The Information Service helps people find available mental health services through access to our Wayahead Directory and Information Phone Lines.



**C**omprehensive Wayahead Directory features a wide range of mental health and wellbeing services, including low cost, no cost, or funded services, and it is available to everyone to search online. Navigating the multitude of available services to find the most suitable support can be particularly daunting, especially for those reaching out for the first time. To address this, our knowledgeable staff are readily available on our phone lines to provide guidance and to support individuals through the process of seeking help.

Our online presence and digital engagement have been instrumental in reaching and assisting the community, with the directory garnering an impressive **488,097** page views this year. This high level of engagement underscores the directory's significance as a resource for individuals seeking information and assistance.

Throughout the year we attended many events to promote the Wayahead and our Information Directory and partnered with several organisations to continue to support communities across NSW. Some of the highlights include:

- **Presentations at Warringah Mall library** for Mental Health Month and Carers Week with Carer Gateway, Head to Health Hub Liverpool, Northern Beaches Community College with Carer Gateway
- Stall at **One Door Mental Health Symposium**
- Meeting with other organisations about collaborations such as, **CRUFAD, ARAFMI Central Coast, and Raising Minds**
- Continuing partnerships with **Official Visitor Program (OVP)** and **Mental Health Carers NSW (MHCN)**

The Official Visitors Program (OVP) serves a crucial role in maintaining humanity in mental health and advocating for patients to ensure the appropriate resolution of issues within the mental health system.

We have partnered with the Official Visitor Program for the last 20 years, taking calls throughout NSW to help callers get in touch with the Official Visitor in a timely manner.

Since 2020, we have operated the Carer Connection Line in NSW in partnership with Mental Health Carers NSW (MHCN), with our existing phone staff and infrastructure able to scale with the volume of callers. The Carer Connection Line shares similarities with our other information lines, aiming to assist callers in connecting with services. However, it specifically supports the needs of mental health carers, providing targeted support and guidance tailored to their unique challenges.

We successfully achieved all Key Performance Indicator (KPI) targets and surpassed the results from the previous year. However, there was a notable decrease in page views reported in Google Analytics with the transition to GA4, impacting the directory page views and fact sheet views. It is important to note that many sites have seen a drop of 40%-60% in page views after migrating to GA4. Considering this trend, it is highly likely we would have exceeded the numbers from the previous year's statistics.

NSW Health (Ministry) KPI Targets for financial year	FY22-23	FY23-24
Calls answered: <b>750</b>	903	1,038
Calls referred to appropriate services: <b>400</b>	806	858
Page views of searchable directory: <b>200,000</b>	652,918	488,097
Updates per year to the directory: <b>2,900</b>	6,531	7,442
Fact sheet downloads: <b>25,000</b>	62,584	57,335

## Impact

We take a person-focused approach to callers and take the time to actively listen to their needs and concerns. We offer information such as guidance on how to access rebated sessions with a psychologist through the Better Access Initiative. Additionally, we inform carers about how they can get free support through Carer Gateway.

Our team assists callers in navigating the diverse range of services on our directory, whether they are seeking face-to-face support or online/phone-based assistance. We are committed to identifying services that are available to people at no cost, or low cost to ensure accessibility.

We actively engage with and invite services such as Dokotela, who provide free online psychiatry services to several Local Health Districts in Sydney. Moreover, organisations like Rural Health Connect offers bulk billed online psychology sessions aimed at people in rural and regional areas.

We often encourage callers to call back if they get stuck or want to see if there are any other options so that they do not feel like they must go it alone.

## Feedback

The feedback Wayahead has received from other organisations including Head to Health Hubs in Penrith and Canterbury has been very positive.

**It is great to have our directory as an option because of the number of relevant listings they can direct their clients to.**

Additionally, individuals reaching out to Wayahead have expressed gratitude for being presented with new and valuable options that they may not have been aware of previously. They have also highlighted the assistance provided by Wayahead in gaining a better understanding of the next steps to take in their mental health journey. People quite often tell us how much they appreciate being able to be listened to and not moved on in a rush.

Even if it is not a stated purpose of the phone lines our team is often able to have a chat with callers about their situation beyond just referring them to another service. Many staff have their own lived experience of mental health issues and sometimes share those experiences where appropriate. Callers report this being a very beneficial thing to know they are speaking to someone who has gone through similar experiences before.



**Wayahead Workplaces is a peer-to-peer network that connects, educates, and supports business leaders and professionals with the shared goal of creating happier, healthier workplaces.**



**W**e foster collaboration across the sector, offering a platform to share ideas and strategies, and the opportunity to learn with and from peers.

Throughout 2023-24, we successfully hosted four Quarterly Members' Meetings, engaging both in-person and virtual attendees through our continued hybrid event model.

We partnered with sector leaders from organisations including Medibank, Relationships Australia NSW, and Ipsos Australia, as well as from within our network, exploring a diverse range of topics, from supporting employees through divorce and separation, to communicating through organisational change, wellbeing through movement, and the evolving needs of the ageing workforce.

Throughout October 2023, Wayahead Workplaces, in partnership with SafeWork NSW, collaborated with workplace mental health leaders to deliver free and

**The series reached over 1,500 attendees, with additional engagement through nearly 1,600 views of recorded sessions.**

accessible resources, centred around 2023's Mental Health Month theme, 'We All Have a Role to Play'.

The aim was to educate and empower workers, and this was achieved through five weekly webinars that explored common psychosocial risks, and the roles and responsibilities of themselves, their peers, their managers, and their employers in supporting mental health in the workplace.

We continued to host the NSW Workplace Mental Health Network, meeting throughout the year to improve sector communication and partnerships across key government and non-government organisations (NGOs).

### During Mental Health Month in 2023

- We delivered five webinars reaching **1,510** attendees, with an additional **1,567** views of recorded sessions.
- The initiative welcomed endorsing partners including Uprise, Financial Advice Matters, and NoMoss

I really enjoyed this webinar, and it has provided me with a whole new view on my workplace

- This was a new direction for the program, being an initiative aimed at employees, rather than employers. The goal of the initiative was to increase mental health and psychosocial risk literacy and empower positive action, by exploring the roles and responsibilities of employees, peers, managers, and employers/organisations in supporting workplace mental health.

87%

Attendees improved their **understanding** of mental health risks in the workplace

69%

Attendees improved their **confidence** in seeking support in the workplace

75%

Attendees improved their **knowledge** of support outside of their workplace

## Partnerships

Partnerships established through our network have enabled Northern Sydney Local Health District’s Health, Safety, and Wellbeing Department to deliver a number of staff wellbeing initiatives. “Bouncing Forward: Strong Minds for a healthier workplace” was launched in 2023, in partnership with Macquarie University.

The project engaged Psychology Masters students to deliver workshops building wellbeing skills and knowledge for their staff, including front-line workers. Their feedback has reflected the significant value that these partnerships bring to their workplace.

The benefits include not only engaging with strongly research-informed and evidence-based services, but also cost-effectiveness, citing that a limited budget means that these free services are a win-win for all parties.

“As a result of Workplaces, we partnered with Macquarie University and the University of Queensland to implement free staff wellbeing initiatives, benefitting the wellbeing of their staff with evidence-based interventions, that were free.”

At our May 2024 Quarterly Members’ Meeting, Renee Carrol and Dr Vincent Oxenham from Northern Sydney Local Health District presented a case study to Wayahead Workplaces Members. The insightful presentation highlighted the challenges of the healthcare sector, delving into the content, structure, delivery, and evaluation of the program. Moreover, it effectively showcased how the partnership was leveraged to address both the needs of staff, while navigating budget constraints.

Feedback from this session was overwhelmingly positive, with members expressing the value of hearing real-world implementation from a fellow member.

**The session from the health service was EXCELLENT. Practical, simple, evidence based.**

## July 2023 – June 2024

Event	Speakers	Registrations
Aug 2023	<ul style="list-style-type: none"> <li>• <b>Cost of Separation and Divorce on the Workplace</b> – Elisabeth Shaw, Relationships Australia NSW</li> <li>• <b>Working Mums: The relationship between mental health, career outcomes, and workforce optimisation</b> – Jessica Wong Saunderson, Cathy Ngo, Samantha Sutherland, and Aubrey Mazinyi</li> </ul>	26 in-person 17 online <b>43 total</b>
Nov 2023	<ul style="list-style-type: none"> <li>• <b>Promoting Mental Health through physical activity across workplace contexts</b> – Dr Rhiannon White</li> <li>• <b>The Medibank MOVEMENT</b> – Megan Bowen, Brenda Myburgh, and Lizzie Williamson</li> </ul>	24 in-person 15 online <b>39 total</b>
Feb 2024	<ul style="list-style-type: none"> <li>• <b>Mental Health Stigma Reduction: Bridging the knowledge/action divide</b> – Edman Tam</li> </ul>	17 in-person 13 online <b>30 total</b>
May 2024	<ul style="list-style-type: none"> <li>• <b>Burnout: An Employer’s Responsibility</b> – Jennifer Cains</li> <li>• <b>Organisational Change: Connecting with emotions in managing psychosocial hazards</b> – Desleigh White</li> <li>• <b>Bouncing Forward: Strong minds for a healthier workplace</b> – Renee Carroll and Dr Vincent Oxenham</li> </ul>	21 in-person 15 online <b>36 total</b>





The Anxiety Support Groups provide a welcoming and inclusive environment for individuals living with anxiety, as well as their friends and family.

**T**hese groups provide a platform for people to share their experiences, learn from each other and form bonds in a safe, non-judgemental environment.

The support groups recognise the transformative nature of connectedness, which can lead to a decrease in isolation experienced by people living with anxiety.

The groups are run face-to-face and online and are facilitated by trained volunteers. Participant feedback is actively encouraged, and participants may have the opportunity to be mentored for facilitator roles.

In the financial year (2023-2024)

**1,998** Attendees at **35** Anxiety Support groups.

This number represents an increase on previous years and a return to attendance numbers similar to those pre-COVID.

83%

of participants surveyed intend to **act on knowledge** gained from the group

98%

of participants surveyed reported they feel more **connected** to others who understand after attending a meeting

## Partnerships

The Anxiety Support Groups have significantly expanded their impact and reach through partnerships with like-minded organisations that share our goals.

Our notable Western Sydney University (WSU) partnership resulted in a new group at Doonside and an additional WSU online group. The partnership has led to an increase in volunteer recruitment and the ability to fill many volunteer vacancies and relaunch groups, which had previously closed.

Exodus Foundation has partnered with Wayahead over the last 5 years to bring an Anxiety Support Group to the Ashfield community. This year we partnered with Exodus Foundation to launch a Women's SMART recovery group to complement the Anxiety Support groups. This group has proved to be a successful initiative and increased the support the program lends to people living with anxiety who often experience challenges with substance dependencies and/or problematic behaviours.

New groups included Doonside Women's SMART and OCD Darlinghurst. Springwood and Men's Online group was re-launched.

The support groups continue to foster a community of encouragement and understanding, where group participants find solace knowing others share similar journeys, thereby increasing motivation to stay committed to their recovery goals.

## Connecting with volunteers

Wayahead implemented a Biannual Volunteer Survey to gather valuable insights aimed at enhancing the volunteer program, improving the volunteer experience, and maximising the impact of the organisation's work. Additionally, two facilitator meetings were conducted to ensure clarity, consistency, and a sense of belonging among the volunteer training, fostering connections among volunteers and the Support Group team. Notably, approximately 80 individuals participated in volunteer training, reflecting a strong commitment to equipping volunteers with the necessary skills and knowledge for their roles within the organisation.

## Promotion

The Anxiety Support Group team promoted the groups and raised awareness of Anxiety Disorders in the community at the Marrickville Farmers Market, Strathfield Council Seniors Week Event and Camden Mental Health Expo.

## Feedback from participants

"Social anxiety keeps me at home isolated, so having access to a group allows me to interact with others face to face, makes me realise I am not alone."

*"It was kind and relaxed, the facilitators were inviting and pleasant."*

*"Without the group I would be far worse off. It helps my anxiety immensely."*

**I now feel less alone and isolated in my journey.**

## Feedback from facilitators

*"It is rewarding watching our participants connect, support and uplift one another."*

**I enjoy supporting others by listening and offering a safe space to share.**

## Case Study

## Anxiety Support Groups Facilitator Tim Gentle

### Challenges

My mental health story starts as a child who suffered a sexual abuse incident as a child, which to a child was likely a predisposition to have anxiety as others in my family have it as well.

As I lived as a child growing up in the 90s, I was classed as incredibly shy which we know now it was Anxiety, which all came to a head at the age of 16 as I suffered horrendous psychological abuse by two adults in my life that were in a position of power one was my friend's father who was also my cricket coach and his friend. Looking back, we can only assume they were most likely on the sociopath/psychopath spectrum, that abuse over years was designed to grind me down.

With thousands of interactions as you can imagine I was suffering severe complex post-traumatic stress disorder (CPTSD) which came to a head when I was 17, I isolated myself a lot. This culminating at the age of 19 with a sexual assault, after all of this from the age of 19 I isolated myself for 20 years in which I barely left the house and was tormented by my memories I had two hospitalizations for trauma induced psychosis. Looking back, I do not know how I am still alive. After my last psychosis in 2017, I started seeing a psychiatrist for weekly psychotherapy and without a doubt he saved my life.

### Impact

In 2021 my parents decided to move to the Central Coast and I followed them, in June 2022 my first step into the world after 20 years of torment and isolation I took a big leap and went to a support group in Newcastle, the experience was wonderful I was incredibly anxious but the facilitator was a pro and



my anxiety dissipated and I was able to contribute my first session, I went to the groups for the rest of the year and it was amazing, I went from barely having spoken to anyone besides family in 2 years to able to contribute in conversations.

### Feedback

Anxiety support groups are needed in a much larger capacity as so many people are isolated, and the groups are a way to connect in a much more anxiety friendly environment. Without the groups, I would not be where I am as I had the freedom to jump in headfirst or hold back and become social at my own pace with people who understand what anxiety is like.



Since 2012, Wayahead has facilitated Anxiety Forums across NSW, from metropolitan to rural areas, aiming to provide education on symptoms, causes, treatments, and services related to anxiety disorders.



**W**ith anxiety affecting 1 in 4 Australians, forums like these play a crucial role in reducing stigma, promoting early intervention, and fostering a supportive community environment.

In FY23-24, Wayahead's Anxiety Forums reached a wide audience spanning metropolitan, regional, and rural communities in New South Wales, thereby contributing to the mental health education of hundreds of participants.

A notable addition to the forums was the introduction of the "Meet the Services" segment, enhancing community awareness by connecting attendees directly with local mental health service providers.

The Northern Rivers Forum in Ballina fostered strong partnerships with organisations including Headspace Lismore, Open Minds, Interrelate, and Lives Lived Well, collectively aiming to reduce stigma and improve access to services.

A major milestone achieved was the successful engagement of over 50% of health professionals at the forums, thereby fostering a culture of knowledge-sharing within the sector. These efforts underscore Wayahead's impact in providing communities with the tools to address anxiety, encourage early intervention, and build local networks for ongoing support.

## Anxiety Disorders Advisory Committee (ADAC)

The ADAC reference group plays a pivotal role in offering guidance and expertise on contemporary practices and research.

This group serves as a valuable professional and clinical resource, providing essential support for program development, the creation of new resources, educational initiatives, evaluation frameworks, and the establishment of an evidence base for programs.

The ADAC reference group is composed of esteemed Board Members, including Stephen Bourne (Chair), Sharyn McGee, and Dr. Meg Smith. Additionally, the group's staff members, such as Rachel Flint, Paul Leonard, Emily Shaw, Monique Brunello, Mary Tuisalega, and Sharon Grocott, actively participate.

Furthermore, the group benefits from the expertise of distinguished individuals such as Professor Ron Rapee, Dr. Mike Millard, Alison Mahoney, Elizabeth Mason, and Jenny Learmont, who contribute their valuable insights and knowledge.

Examples of ADAC's contribution includes reviewing the Small Steps program and codeveloping new fact sheets (e.g., Medications fact sheet).



## Case Study

## Northern Rivers Forum: “Let’s Talk About Anxiety”

The Northern Rivers Forum titled “Let’s Talk About Anxiety” was delivered at the Ballina Byron Islander Resort and Conference Centre. Approximately **50** attendees participated in this event, with **74 reservations** made through Eventbrite. The forum aimed to raise awareness about anxiety, educate the community, and highlight available local resources.

The event’s promotion was most effective via email, with word of mouth, social media, and newsletters also contributing to awareness.

Before attending our forums, individuals often encounter significant hurdles in accessing mental health support services. Many struggle to navigate organisations, often requiring further assistance after exhausting Medicare-covered visits. Negative experiences with mental health professionals and services, overwhelmed services, and financial constraints contribute to these challenges. These barriers highlight the systemic difficulties individuals face in accessing mental health support before participating in forums.

Attendees included a mix of **health professionals (50%), consumers (40%), carers (8%),** and others. The primary reason for attendance was to gather information on anxiety-related issues, with **60%** of professionals noting this as a key motivation. The forum also fostered a sense of community, with participants indicating a **high likelihood (75%)** of seeking help for themselves or others in the future.

The forum provided valuable information and resources while restoring trust in mental health services. Through interactive sessions and supportive discussions, attendees experienced hope and empowerment. Additionally, the forum facilitated connections with mental health professionals and community organisations, bridging the gap to necessary support.

Feedback indicated that participants found the event beneficial, with **60% rating it as “very beneficial”** and **40% as “somewhat beneficial.”** Attendees particularly appreciated the talks from speakers including Allison Li, who shared inspirational stories and insights into lived experiences. Many attendees valued learning about local support services, empowering them to disseminate information about accessible resources within their communities.

### Feedback from participants

- *“Allison Li’s talk was very inspiring.”*
- *“Monique’s talk and the lived experience speakers were most informative and inspiring”.*
- *“The keynote was excellent.”*
- *“It was great to find out about what services are available for my community to access” - Mayor of Ballina.*
- *“Hearing about lived experience from Alison and Alex Li was very powerful and appreciated.”*
- *“I was very happy to be at this event as I always need new tools.”*

## I didn’t realise there were so many services available.

Overall, the “Let’s Talk About Anxiety” forum was successful in providing valuable information, inspiration, and community connections. The positive reception underscores the importance of such forums in fostering mental health awareness and support within local communities.

This case study demonstrates how our forums play a pivotal role in transforming individuals’ mental health journeys, guiding them from initial struggles to empowered steps toward recovery and well-being.



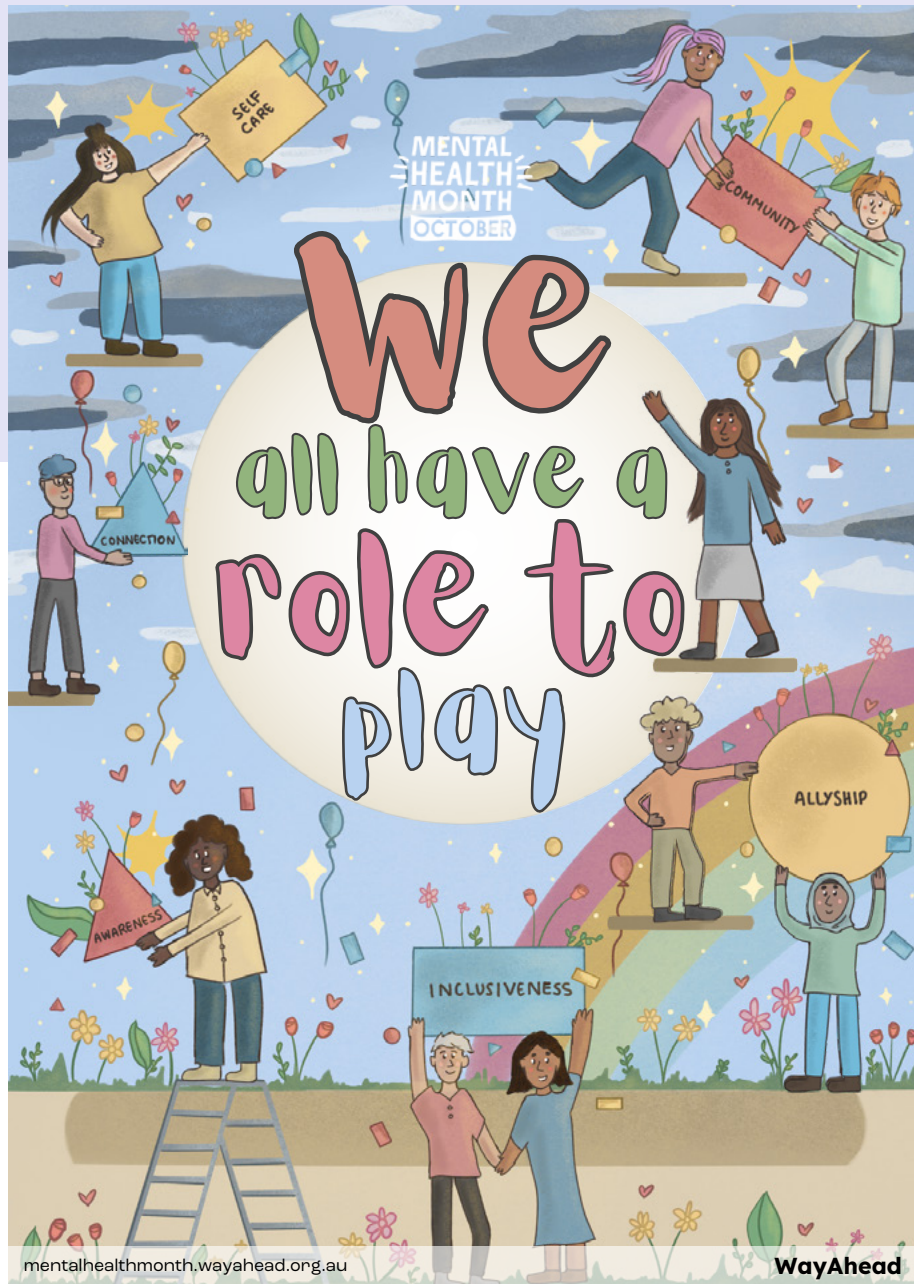
Our consumers have identified several challenges as barriers to mental health awareness and support, including stigma, limited awareness about available resources, access barriers such as geographical, financial, and cultural factors, and concerns about misinformation surrounding mental health.



## Mental Health Month We All Have a Role to Play

In response, we've implemented strategic initiatives to address these challenges. We combat stigma through campaigns like Mental Health Month, engaging participants across platforms and sharing resources.

Additionally, we enhance awareness through our website and social media, offering valuable information and resources. To overcome access barriers, we actively participate in events, distributing resources and organising interactive activities. Through listening to feedback and engaging with consumers, we continuously strive to improve and foster a supportive environment for mental health awareness and support.



## Wayahead Mental Health Promotion



In 2023, Wayahead supported various initiatives that focused on mental health education, provided over

# \$35,000

in grants for community projects

The Mental Health Month (MHM) campaign plays a crucial role in raising awareness about mental health and advocating for well-being across New South Wales. In 2023, Wayahead supported various initiatives that focused on mental health education, provided over \$35,000 in grants for community projects, and participated in various events to promote mental health and hosted the Mental Health Matters Awards ceremony, which recognised various individuals and organisations dedicated to improving mental health in their communities.

This year's theme was titled "We All Have a Role to Play". During the month of October, Wayahead executed an awareness campaign via social media and traditional media channels. The campaign successfully utilised digital outreach to foster community and encourage conversations about mental health, with positive feedback from an online survey.

The positive feedback from our consumers reflects the effectiveness of our initiatives. They appreciated

the clarity and creativity of our campaigns, finding them instrumental in promoting mental health awareness. Events like the NSW Department of Education & University of Wollongong Event were praised for their engagement and inclusivity, while our online platforms received acclaim for their user-friendly interface.

Additionally, the resources we provided including posters, flyers, and downloadable materials, were well-received and deemed valuable in enhancing understanding of mental health issues. This feedback encourages us to persist in our efforts to promote mental health awareness and support.

### Mental Health Matters Awards

The Mental Health Matters Awards luncheon was hosted at the Hyatt Regency, bringing together around 300 attendees from various organisations across NSW to celebrate the outstanding contributions of individuals and teams in promoting mental health awareness and service provision.

The event featured ambassadors Brent Draper, the 2023 MasterChef winner, and James Carson, who served as the MC and shared his personal mental health journey during a Q&A session. Keynote speakers included Minister Hon. Rose Jackson MLC and NSW Commissioner Catherine Lourey.

The awards benefited from generous sponsorships, including Asuria for the Aboriginal Social and Emotional Wellbeing Award and ACON for the Mental Health Matters Rainbow Inclusion Award, alongside valuable contributions from Out There Branding, XYZ Media and volunteer photographer Max Truong, all of which were vital to the event's success.

## 2023 MENTAL HEALTH MATTERS AWARD WINNERS

**Mental Health Matters  
Rainbow Inclusion Award**  
Outloud's – Muslim Peers Project

**Leadership through  
Lived Experience Award**  
One Vision Production & MPOWER

**Aboriginal Social and  
Emotional Wellbeing Award**  
The Kalypi Paaka Mirika healing program

**Mental Health Matters  
Community Initiative Award**  
Soul & Wellbeing Encounters

**Mental Health Matters  
Youth Award**  
Getting on track in Time (Got It!)

**Wayahead Workplaces  
Wellbeing Award**  
Recovery 2gether (R2G)

**Outstanding Achievement in  
Mental Health Promotion Award**  
My Drought Story

**Mental Health Matters  
Media and the Arts Award**  
Admissions + MAD Poetry

**Commissioner's Community  
Champion Award**  
Nanna's Touch Community Connections  
Lithgow Inc

### MHM Grants

This year, we received **170** grant applications for Mental Health Month across five categories and awarded **39** grants, providing **\$35,000** for related events and activities.

Our team participated in various initiatives, including attending the Black-Tie Gala for the Number 8 Prison Project, which supports formerly incarcerated Pasifika individuals, and the One Door Wellness Walk, where we provided resources to promote mental health awareness.

### MHM Social Media

The Mental Health Month website attracted **20,202** users, with **17,779** being new visitors who spent an average of **44** seconds on the site, resulting in **44,000** page views and high user engagement, as indicated by 848 downloaded files.

Traffic sources included **10,019** direct visits, **4,735** from organic searches, and **1,700** via email, with popular pages focusing on mental health resources and events.

Social media efforts also showed significant growth, with a **485.7%** increase in posts, reaching **4,200** people and generating **10,000** impressions across **41** published items on Facebook, Instagram, and LinkedIn.

Overall, these efforts demonstrated effective user engagement and a strong impact across both the website and social media platforms.

Social media efforts also showed significant growth, with a

**485.7%**  
increase in posts  
reaching  
**4.2k** people



## Mental Health Month Media Coverage

Pure Public Relations supported Wayahead's Mental Health Month 2023, the Mental Health Matters Awards, and helped in raising awareness of mental health through widespread media coverage.

Total # of stories placed

30

Total # of clippings (including syndications)

102

Total estimated reach

5,435,846

Estimated \$ ad value

\$352,466<sub>AUD</sub>

## Living Library

A partnership with the Southwest Sydney Local Health District resulted in the Living Library Launch on October 11th at Lurnea Community Hub. The collection tells the story about mental health and wellbeing from a range of perspectives. There are 30 stories as part of the collection. They are predominantly in English. There are stories in Arabic, Spanish and Vietnamese. There are also four Aboriginal videos. A five-minute video, promoting highlights of selected videos were screened at the launch and the link to the online host of the resources is available through the Wayahead website, <https://wayahead.org.au/living-library/>

The audience for the launch included 60 people with members of the local South Western community, project members, key stakeholders and partners attending. Wayahead's CEO, Sharon Grocott spoke at the event. The launch included speakers, such as the South Western Sydney Local Health District (SWLHD) Chief Executive, health promotion staff from the SWLHD, and a panel of speakers including consumers, peers' workers, and carers.

## Parliamentary Friends of Mental Health – Wayahead Event

On the 17th October, Wayahead ran an event at NSW Parliament to celebrate Mental Health Month, following an invitation from The Minister of Mental Health Hon Rose Jackson, Emily Suvaal MLC and Susan Carter MLC – Co-Chairs of the NSW Parliamentary Friends of Mental Health. Both attended the event along with approximately 100+ Local Members of Parliament and staffers.

## Hon Robyn Preston (Shadow Mental Health Minister) – Mental Health Awareness Event

Wayahead was additionally invited to attend an event in the Jubilee Room at NSW Parliament on the 18th of October with the aim of raising awareness of MPs and staff of mental health services. Several staff and MPs visited during their lunch break including Hon Rose Jackson. Services invited included BEING, Black Dog Institute, Hope4U Suicide in the Hawkesbury, and Bipolar Australia.

## MHM Campaign Feedback and Reach

We conducted a survey to evaluate the impact of this year's Mental Health Month, engaging 390 participants through platforms like LinkedIn, Facebook, Instagram, and Google, as well as Wayahead members and attendees of the Mental Health Matters Awards event.

The survey included questions on awareness of Mental Health Month, knowledge of Wayahead's involvement, exposure to media coverage, and understanding of this year's theme, alongside interactions with various accessible resources.

Feedback revealed mixed levels of commitment to enhancing understanding, with many expressing a desire for more downloadable resources, focus on lived experiences, and year-round engagement. Participants praised the quality and relevance of MHM materials, highlighting effective visuals like posters and social media content, although some preferred hard copies. Overall, the feedback indicates a positive impact on mental health awareness and underscores the importance of inclusivity and innovation in future campaigns.



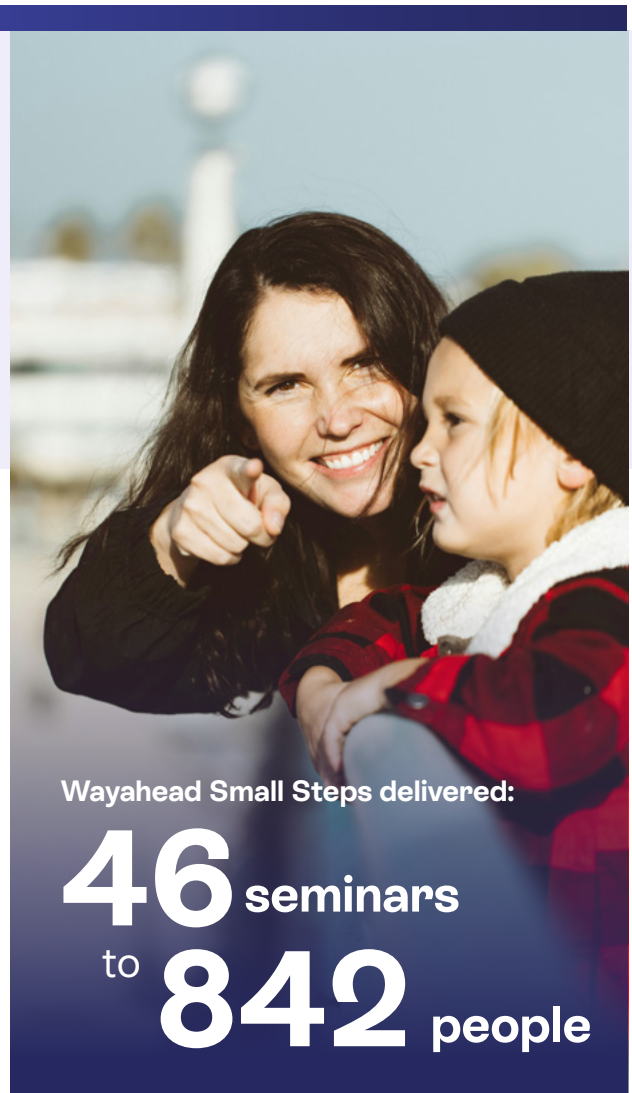
The Small Steps program provides educational workshops for teachers and practical education seminars to parents. We design and offer these to all NSW schools and this financial year have delivered to school communities including Public, Catholic and Independent Schools.

**O**ur new seminars: Starting 'Big' School and Transition to High School are now offered, along with our original Small Steps Childhood Anxiety Seminar. These new offerings have gained popularity with 7 held.

Other highlights include delivering Small Steps seminars to the Port Stephens and Newcastle Learning Support networks and the John Hunter Hospital School team. We also developed an online feedback form which is assisting us to implement a continual improvement approach to our seminars and workshops. Going forward we will be able to better analyse themes arising from feedback received.

During this financial year we noticed a trend in the number of schools booking more than one seminar or workshop with 12 schools booking more than one seminar for their school community.

We continued working with the NSW School Links Coordinators, the team throughout NSW who assist schools by sharing information and resources. The School Links coordinators have been instrumental in informing schools about the Small Steps program. Catholic schools enjoyed a boost to their Wellbeing funding this financial year and this resulted in a boost to Small Steps seminar bookings.



Wayahead Small Steps delivered:

**46** seminars  
to **842** people

**98%**  
of attendees reported their **intention to act** on the new knowledge received.

**58%**  
increase in their **knowledge of childhood anxiety** as a result of attending a workshop or seminar.



Our impact is often on individual parents and teachers as is demonstrated by feedback we receive from them. We ask teachers and parents **to share the most useful knowledge** they learned in the seminar. Here are some of their comments:

## Teachers

*'Breaking the goal down into small steps collaboratively and keeping it visual to the young person. I will put this into practice not only as a teacher but also as a parent.'*

*'User friendly & proactive tips'*

*'Encouraged to know that our school is proactive and using these strategies in the classroom on a daily basis'*

*'It's not one big solution or step that can help but a series of small incremental steps.'*

*'Strategies on handling anxiety and understanding how our behaviour can affect children.'*

*'Co-regulation! Our role as teachers with these kids are so valuable and we need to help them to self-regulate! We are their biggest support system because we spend so long with them!!!!'*

*'That anxiety is manageable, and strategies are readily available for all our students.'*

## Parents

*'The small steps process is a really helpful model that I will implement with my child for their anxiety.'*

*'The small steps process, I didn't realise I could do these steps, I'll put these in practice.'*

*'I wish I had all this information when my daughter was younger. It's just fantastic what you do to help families'*

*'To talk more about moments when I am feeling anxious and how I feel it in my body. Discuss emotions openly – bought an emotion wheel which I hope we can use together and that anxiety is actually normal. How we learn to deal with it is what I would like to focus on too. So much I got out of the seminar, actually!'*

*'A tip I learnt is to listen to the problems my 6-year-old daughter tells me, rather than solve her problem. I will be more proactive. It was also comforting hearing other people's experiences and question in the end. I am now much more aware of signs of childhood anxiety.'*

*'Strategies, or coping mechanisms were great. Also, as I wrote in the chat, I found that for recent immigrants, stress is inevitable in their family environments and may unconsciously be passed on to kids. Hence, I found the session helpful from a more general standpoint of managing stress in young families.'*

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# Key Research & Other Partnerships

## Macquarie University

### Advancing Childhood Anxiety Treatment with Intensive Exposure Therapy



We have partnered with Macquarie University on a project entitled Advancing Childhood Anxiety Treatment with Intensive Exposure Therapy, led by Macquarie University's Dr Ella Oar.

Wayahead's Monique Brunello is involved in the project and contributes to project development, project oversight and interpretation of study findings through her contributions to the Project Advisory Committee.

Monique has been assisting with recruitment of participants in the study, by advertising the study on our website, directory, during our educational workshops and programs, in newsletters, social media, and other activities as appropriate.

Wayahead will be assisting with disseminating the study findings through various formats as appropriate for the study outcomes (e.g. factsheets for mental health providers, information on our website, social media posts, and webinars to inform practitioners of the findings).

## Charles Sturt University

Wayahead has established a formal partnership with the Faculty of Arts and Education at Charles Sturt University, specifically in the Humanities and Social Sciences department.

This collaboration focuses on providing support to Social Work and Master of Social Work students during their student placements. These placements typically involve an average of 500 hours, allowing students to actively engage in various research projects at Wayahead.

Through this partnership, students gain valuable hands-on experience and contribute to the organisation's initiatives, fostering a mutually beneficial relationship between Wayahead and Charles Sturt University's Faculty of Arts and Education.



### Australian Institute of Family Studies Critical Friends Network



Our CEO is a member of the Australian Institute of Family Studies Critical Friends Network (AIFS). The network meets periodically and provides valuable access to resources and research to inform service design.

**The network considers evidence-based practice with a focus on priority practice topics including:**

- emotional wellbeing (in mental health and wellbeing)
- social wellbeing/connection (in mental health and wellbeing)
- cultural safety in practice (Aboriginal and Torres Strait Islander families)

**The network supports AIFS by offering a range of cross-sector and expert perspectives that can:**

- inform the topic selection for new resources
- provide insight into key issues and challenges different sector perspectives (family, aged care, mental health, youth).
- provide feedback on AIFS resources
- help understand how the wider sector can be supported to use evidence in their practice.

AIFS continues to conduct rigorous evidence reviews on practice topics, to produce coordinated sets of resources including practice papers, practice guides, resource sheets, short articles and webinars. It is a great network for learning about emerging practice and research in mental health and wellbeing.

### Macquarie University Public Relations

Wayahead partnered with Macquarie University Public Relations with students completing projects in a range of areas.

This included developing a brand strategy to build the profile of the new Wayahead brand and devising a campaign for the delivery of Anxiety Forums to diverse communities across NSW.



# Financial Report

For the year ended 30th June 2024

**MENTAL HEALTH ASSOCIATION NSW LIMITED**  
A.B.N. 11 326 005 224

**STATEMENT OF FINANCIAL POSITION**  
**AS AT 30TH JUNE 2024**

	Notes	2024 \$	2023 \$
<b>Current assets</b>			
Cash assets	5	924,549	1,073,030
Receivables	6	36,238	39,259
Other	7	38,460	48,930
<b>Total current assets</b>		<u>999,247</u>	<u>1,161,219</u>
<b>Non-current assets</b>			
Property, plant and equipment	8	1,741	4,317
Right-of-use assets	9	-	166,565
<b>Total non-current assets</b>		<u>1,741</u>	<u>170,882</u>
<b>Total assets</b>		<u>1,000,988</u>	<u>1,332,101</u>
<b>Current liabilities</b>			
Payables	10	199,378	262,104
Contract liabilities	11	49,007	19,010
Provisions	12(a)	110,920	92,795
Lease liabilities		-	212,125
<b>Total current liabilities</b>		<u>359,305</u>	<u>586,034</u>
<b>Non-current liabilities</b>			
Provisions	12(b)	15,887	10,432
Lease liabilities		-	-
<b>Total non-current liabilities</b>		<u>15,887</u>	<u>10,432</u>
<b>Total liabilities</b>		<u>375,192</u>	<u>596,466</u>
<b>Net assets</b>		<u>625,796</u>	<u>735,635</u>
<b>Members Funds</b>			
Retained funds	16	625,796	735,635
<b>Total Members Funds</b>		<u>625,796</u>	<u>735,635</u>

*The Statement of Financial Position should be read in conjunction with the notes to the financial statements.*

**MENTAL HEALTH ASSOCIATION NSW LIMITED**  
**A.B.N. 11 326 005 224****STATEMENT OF PROFIT OR LOSS AND OTHER COMPREHENSIVE INCOME**  
**FOR THE FINANCIAL YEAR ENDED 30TH JUNE 2024**

	Notes	2024 \$	2023 \$
Revenue from ordinary activities	2	2,050,532	2,077,930
Expenses from ordinary activities:			
Depreciation and amortisation	3	(169,141)	(262,703)
Interest expense	3	(2,736)	(15,688)
Employee benefit expenses		(1,340,485)	(1,239,504)
Professional and consultancy fees		(81,698)	(63,546)
Contracting costs		(109,806)	(115,377)
Occupancy expenses	3	(55,603)	-
Other expenses from ordinary activities		<u>(400,902)</u>	<u>(388,197)</u>
<b>Surplus / (deficit) from ordinary activities before income tax expense</b>		(109,839)	(7,085)
Income tax revenue / (expense) relating to ordinary activities	4	<u>-</u>	<u>-</u>
<b>Surplus / (deficit) from ordinary activities after related income tax expense</b>		<u>(109,839)</u>	<u>(7,085)</u>
Other comprehensive income		<u>-</u>	<u>-</u>
<b>Total comprehensive income attributable to the members of the entity</b>		<u>(109,839)</u>	<u>(7,085)</u>

*The Statement of Profit or Loss and Other Comprehensive Income should be read in conjunction with the notes to the financial statements.*

**MENTAL HEALTH ASSOCIATION NSW LIMITED**  
A.B.N. 11 326 005 224**STATEMENT OF CHANGES IN MEMBERS' FUNDS**  
**FOR THE FINANCIAL YEAR ENDED 30TH JUNE 2024**

	<b>Retained funds</b>
	<u>\$</u>
<b>Changes in members' funds</b>	
Balance at 1 July 2022	742,720
<b>Surplus/(deficit) for the year</b>	(7,085)
Other comprehensive income	<u>-</u>
<b>Balance at 30 June 2023</b>	735,635
<b>Surplus/(deficit) for the year</b>	(109,839)
Other comprehensive income	<u>-</u>
<b>Balance at 30 June 2024</b>	<u><u>625,796</u></u>

*The Statement of Changes in Members' Funds should be read in conjunction with the notes to the financial statements.*



**MENTAL HEALTH ASSOCIATION NSW LIMITED**  
**A.B.N. 11 326 005 224****STATEMENT OF CASH FLOWS**  
**FOR THE FINANCIAL YEAR ENDED 30TH JUNE 2024**

	Notes	2024 \$ Inflows (Outflows)	2023 \$ Inflows (Outflows)
<b>Cash flows from operating activities</b>			
Interest received		6,154	920
Interest paid		(2,736)	(15,688)
Receipts from government grants		2,026,875	1,923,866
Membership fees		16,250	26,585
Other receipts		231,180	349,593
Payments to suppliers and employees		(2,214,079)	(2,083,820)
<b>Net cash provided by / (used in) operating activities</b>	15(b)	<u>63,644</u>	<u>201,456</u>
<b>Cash flow from investing activities</b>			
Payments for property, plant and equipment		-	(22,185)
Proceeds from the sale of property, plant and equipment		-	-
<b>Net cash provided by / (used in) investing activities</b>		<u>-</u>	<u>(22,185)</u>
<b>Cash flow from financing activities</b>			
Lease repayments		(212,125)	(262,788)
<b>Net cash provided by / (used in) financing activities</b>		<u>(212,125)</u>	<u>(262,788)</u>
Net increase / (decrease) in cash held		(148,481)	(83,517)
Cash at the beginning of the financial year		1,073,030	1,156,547
<b>Cash at the end of the financial year</b>	15(a)	<u>924,549</u>	<u>1,073,030</u>

*The Statement of Cash Flows should be read in conjunction with the notes to the financial statements.*

**MENTAL HEALTH ASSOCIATION NSW LIMITED**  
**A.B.N. 11 326 005 224**

**NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS**  
**FOR THE FINANCIAL YEAR ENDED 30TH JUNE 2024**

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**Note 1 - Statement of material accounting policies**

**Financial Reporting Framework**

The financial statements are special purpose financial statements prepared for use by the board of the company and have been prepared to meet the requirements of the Australian Charities and Not-for-profits Commission Act 2012 (ACNC Act). The Board members have determined that the company is not a reporting entity as there are no users dependent on general purpose financial statements.

**Statement of Compliance**

The financial statements have been prepared in accordance with the mandatory Australian Accounting Standards applicable to entities reporting under the Australian Charities and Not-for-profits Commission Act 2012, the basis of accounting specified by all Australian Accounting Standards and Interpretations, and the disclosure requirements of Accounting Standards AASB 101: Presentation of Financial Statements, AASB 107: Cash Flow Statements, AASB 108: Accounting Policies, Changes in Accounting Estimates and Errors, AASB 1048: Interpretation of Standards and AASB 1054: Australian Additional Disclosures.

The company has concluded that the requirements set out in AASB 10 and AASB 128 are not applicable as the initial assessment on its interests in other entities indicate that it does not have any subsidiaries, associates or joint ventures. Hence, the financial statements comply with all the recognition and measurement requirements in Australian Accounting Standards.

**Basis of Preparation**

The financial statements are prepared on an accruals basis and are based on historic costs and do not take into account changing money values or, except where specifically stated, current valuations of non-current assets.

The following specific accounting policies, which are consistent with the previous period unless otherwise stated, have been adopted in the preparation of the financial statements.

**Accounting Policies**

**(a) Current investments**

Investments are brought to account at cost or at Board members' valuation. The carrying amount of investments is reviewed annually by the Board to ensure it is not in excess of the recoverable amount of these investments. The recoverable amount is assessed from the investments' current market value. The gains or losses, whether realised or unrealised, are included in net profit.

**(b) Plant and equipment**

Plant and equipment is brought to account at cost or at an independent Board's valuation.

The depreciable amount of all plant and equipment is depreciated on a straight line basis over the useful lives of the assets of the Company commencing from the time the asset is held ready for use.

The carrying amount of plant and equipment is reviewed annually by the Board to ensure it is not in excess of the recoverable amount from these assets.

The recoverable amount is assessed on the basis of the expected net cash flows which will be received from the assets employment and subsequent disposal. The expected net cash flows have not been discounted to their present values in determining recoverable amounts.

**MENTAL HEALTH ASSOCIATION NSW LIMITED**  
**A.B.N. 11 326 005 224**

**NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS**  
**FOR THE FINANCIAL YEAR ENDED 30TH JUNE 2024**

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**Note 1 - Statement of material accounting policies (continued)**

**(c) Inventories**

Inventories are measured at the lower of cost and net realisable value.

**(d) Employee entitlements**

Provision is made for the company's liability for employee entitlements arising from services rendered by employees to balance date. Employee entitlements expected to be settled within one year, together with entitlements arising from wages and salaries, annual leave and long service leave which will be settled after one year, have been measured at their nominal amount.

Contributions are made by the company to employee superannuation funds and are charged as expenses when incurred.

**(e) Taxation**

The activities of the company are exempt from income tax.

**(f) Revenue recognition**

The company is first required to determine whether amounts received are accounted for revenue as per AASB 15: Revenue from Contracts with Customers or Income as per AASB 1058: Income for Not-for-Profit Entities.

Funding arrangements which are enforceable and contain sufficiently specific performance obligations are recognised as revenue under AASB 15. Otherwise, such arrangements are accounted for under AASB 1058, where upon initial recognition of an asset, the entity is required to consider whether any other financial statement elements should be recognised (eg financial liabilities representing payable amounts), with any difference being recognised immediately in profit or loss as income.

Revenue is measured at the fair value of the consideration received or receivable. The company recognises revenue when the amount of revenue can be reliably measured, it is probable that future economic benefits will flow to the entity and specific criteria have been met for each of the company's activities as described below. All revenue is stated net of the amount of goods and services tax (GST).

***Grants, donations and bequests***

**Contributed assets**

If the company receives assets from the government and other parties for nil or nominal consideration in order to further its objectives, these assets would be recognised in accordance with the recognition requirement of other applicable standards (AASB 9, AASB 16, AASB 116 and AASB 138).

On initial recognition of an asset, the company recognises related amounts (being contribution from owners, lease liabilities, financial instruments, revenue or contract liabilities arising from a contract with a customer).

The company recognises income immediately in profit and loss and the difference between the initial carrying amount and the asset and the related amount.

**MENTAL HEALTH ASSOCIATION NSW LIMITED**  
A.B.N. 11 326 005 224

**NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS  
FOR THE FINANCIAL YEAR ENDED 30TH JUNE 2024**

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**Note 1 - Statement of material accounting policies (continued)**

Operating grants and donations

When the company receives operating grant revenue or donations, it assesses whether the contract is enforceable and has sufficient specific performance obligations in accordance with AASB 15. When both these conditions are satisfied the company identifies each performance obligation relating to the grant, recognises a contract liability for these obligations and recognises revenue as it satisfies its performance obligations.

Where the contract is not enforceable or does not have sufficiently specific performance obligations the company either recognises the asset received in accordance with the requirements of other applicable accounting standards, recognises related amounts or recognises income immediately in profit and loss as the difference between the initial carrying amount of the asset and the related amount.

If a contract liability is recognised as a related amount above, the company recognises income in profit and loss when or as it satisfies its obligations under the contract.

Revenue is measured at the fair value of the consideration received or receivable. Amounts disclosed as revenue are net of taxes paid. Revenue is recognised for other items as follows:

- (i) Interest revenue is recognised using the effective interest method, which for floating rate financial assets is the rate inherent in the instrument.
- (ii) Other revenue is recognised when the right to receive the revenue has been established.

**(g) Receivables**

Trade receivables and other debtors are recognised at fair value less provision for doubtful debts. Trade receivables are due for settlement based on normal terms of credit from the date of invoice.

Collectability of trade receivables is reviewed on an ongoing basis. Debts which are known to be uncollectible are written off. A provision for doubtful receivables is established when there is objective evidence that the company will not be able to collect all amounts due according to the original terms of receivables. The amount of the provision is the difference between the carrying amount of the asset and the total of estimated future cash flows. The amount of the provision is recognised in the statement of profit or loss and other comprehensive income.

The application of AASB 9 has resulted in the need to review the lifetime expected credit loss when assessing any provision for doubtful debts.

**(h) Leases**

Leases are recognised under Accounting Standard AASB 16: Leases. Applicable leases whether finance or operating in nature are to be recognised on the statement of financial position as liabilities with corresponding right-of-use assets. These leases are measured at their net present values and include future lease payments under an option where that option is reasonably expected to be taken up. The leases are amortised on a straight-line basis over the term of the lease. For operating leases that do not need to meet the requirements under this standard being leases that are less than 12 months or of minor values, and where substantially all the risks and benefits remain with the lessor, these are recognised as expenses over the term of the lease.

The lease liabilities are measured at the present value of the remaining lease payment. The company's incremental borrowing rate as at 1 July 2019 was used to discount the lease payments.

**MENTAL HEALTH ASSOCIATION NSW LIMITED**  
A.B.N. 11 326 005 224

**NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS**  
**FOR THE FINANCIAL YEAR ENDED 30TH JUNE 2024**

---

**Note 1 - Statement of material accounting policies (continued)**

**(i) Cash and cash equivalents**

Cash and cash equivalents include cash on hand, deposits held at call with banks, other short-term highly liquid investments with original maturities of three months or less, and bank overdrafts.

**(j) Financial instruments**

**Initial recognition and measurement**

Financial assets and financial liabilities are recognised when the entity becomes party to the contractual provisions to the instrument. For financial assets, this is equivalent to the date that the company commits itself either purchase or sell the asset (trade date accounting is adopted).

Financial instruments are initially measured at fair value plus transaction costs except where the instrument is classified "at fair value through profit or loss", in which case transaction costs are expensed to profit or loss immediately.

Trade receivables are initially measured at transaction price if the trade receivables do not contain significant financing components.

**Classification and subsequent measurement**

Financial instruments are subsequently measured at fair value, amortised cost using the effective interest method, or cost. Where available, quoted prices in an active market are used to determine fair value. In other circumstances, valuation techniques are adopted.

Amortised cost is calculated as the amount at which the financial asset or financial liability is measured at initial recognition less principal repayments and any reduction for impairment, and adjusted for any cumulative amortisation of the difference between the initial amount and the maturity amount calculated using the effective interest method.

The effective interest method is used to allocate interest income or interest expense over the relevant period and is equivalent to the rate that exactly discounts estimated future cash payments or receipts (including fees, transaction costs and other premiums or discounts) through the expected life (or when this cannot be reliably predicted, the contractual term) of the financial instrument to the net carrying amount of the financial asset or financial liability. Revisions to expected future net cash flows will necessitate an adjustment to the carrying amount with a consequential recognition of an income or expense item in profit or loss.

Fair value is determined based on current bid prices for all quoted investments. Valuation techniques are applied to determine the fair value for all unlisted securities, including recent arm's length transactions, reference to similar instruments and option pricing models.

As per AASB 9 an expected credit loss model is applied, and not an incurred credit loss model as per the previous applicable standard (AASB 139). To reflect changes in credit risk, this expected credit loss model requires the company to account for expected credit losses since initial recognition.

AASB 9 also determines that a loss allowance for expected credit loss be recognised on debt investments subsequently measured at amortised cost or at fair value through other comprehensive income, lease receivables, contract assets, loan commitments and financial guarantee contracts as the impairment provision would apply to them.

**MENTAL HEALTH ASSOCIATION NSW LIMITED**  
**A.B.N. 11 326 005 224**

**NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS**  
**FOR THE FINANCIAL YEAR ENDED 30TH JUNE 2024**

---

**Note 1 - Statement of material accounting policies (continued)**

In the case of financial assets carried at amortised cost, loss events may include: indications that the debtors or a group of debtors are experiencing financial difficulty default or delinquency in interest or principal payments; indications that they will enter bankruptcy or other financial reorganisation; and changes in arrears or economic conditions that correlate with defaults.

If the credit risk on a financial instrument did not show significant change since initial recognition, an expected credit loss amount equal to the 12 month expected credit loss is used. However, a loss allowance is recognised at an amount equal to the lifetime expected credit loss if the credit risk on that financial instrument has increased significantly since initial recognition, or if the instrument is an acquired credit-impaired financial asset.

The company has adopted the simple approach under AASB 9 in relation to trade receivables, as the loss allowance is measured at the lifetime expected credit loss.

The company reviewed and assessed the existing financial assets held. It was determined that there was no significant change in credit risk from the date they were initially recognised and no adjustment was required.

***Derecognition***

Financial assets are derecognised where the contractual rights to receipt of cash flows expire or the asset is transferred to another party whereby the entity no longer has any significant continuing involvement in the risks and benefits associated with the asset. Financial liabilities are derecognised where the related obligations are discharged, cancelled or have expired. The difference between the carrying amount of the financial liability, which is extinguished or transferred to another party, and the fair value of consideration paid, including the transfer of non-cash assets or liabilities assumed, is recognised in profit or loss.

**(k) Trade and other payables**

Trade and other payables represent liabilities for goods and services received by the company during the reporting period that remain unpaid at the end of the reporting period. The balance is recognised as a current liability with amounts normally paid within 30 days of recognition of the liability.

**(l) Goods and services tax**

Revenues, expenses and assets are recognised net of the amount of goods and services tax (GST), except:

- (i) where the amount of GST incurred is not recoverable from the taxation authority, it is recognised as part of the cost of acquisition of an asset or as part of an item of expense; or
- (ii) for receivables and payables which are recognised inclusive of GST.

The net amount of GST recoverable from, or payable to, the taxation authority is included as part of receivables or payables.

**(m) Provisions**

Provisions are recognised when the company has a legal or constructive obligation, as a result of past events, for which it is probable that an outflow of economic benefits will result and that outflow can be reliably measured. Provisions recognised represent the best estimate of the amounts required to settle the obligation at the end of the reporting period.

**MENTAL HEALTH ASSOCIATION NSW LIMITED**  
A.B.N. 11 326 005 224

**NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS  
FOR THE FINANCIAL YEAR ENDED 30TH JUNE 2024**

**Note 1 - Statement of material accounting policies (continued)**

**(n) Comparative Figures**

Where necessary, comparative figures have been adjusted to conform to changes in presentation in the current year.

**(o) Critical Accounting Estimates and Judgements**

Management evaluate estimates and judgements incorporated into the financial statements based on historical knowledge and best available current information. Estimates assume a reasonable expectation of future events and are based on current trends and economic data, obtained both externally and within the company.

Key estimates include assessing impairment at year end of financial instruments and reviewing the effective life of plant and equipment.

Key judgements include identifying performance obligations under AASB 15 with management exercising judgement to determine whether the promise is sufficiently specific in satisfying the obligation. Identifying leases terms and options to extend and the likelihood of the lease being terminated or being extended.

**(p) New and Amended Accounting Policies**

The company has considered all new and amended accounting standards effective from 1 July, 2023 none of which have any material impact on the financial statements.

	2024 \$	2023 \$
<b>Note 2 - Revenue</b>		
Membership fees	14,773	24,168
Publication / Promotional sales	23,314	22,449
Donations and bequests	4,200	8,576
Grants received	1,816,531	1,765,190
Interest received	6,154	920
Other income	<u>185,560</u>	<u>256,627</u>
	<u>2,050,532</u>	<u>2,077,930</u>

**Note 3 - Surplus / (deficit) from ordinary activities**

**Net gains and expenses**

Profit from ordinary activities before income tax expense includes the following specific net gains and expenses:

<b>Expenses</b>		
Audit fees	10,600	10,200
Depreciation	169,141	262,703
Interest expense	2,736	15,688
Rental expense	<u>55,603</u>	<u>-</u>

**MENTAL HEALTH ASSOCIATION NSW LIMITED**  
A.B.N. 11 326 005 224**NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS**  
**FOR THE FINANCIAL YEAR ENDED 30TH JUNE 2024**

	2024 \$	2023 \$
<b>Note 4 - Income tax</b>		
As indicated in Note 1, the company is exempt from income tax.		
<b>Note 5 - Current assets - Cash assets</b>		
Cash at bank - Head office (Westpac bank)	606,038	715,701
Cash at bank - Head office (Bendigo bank)	219,626	258,444
Term Deposit - Rental bond	<u>98,885</u>	<u>98,885</u>
	<u>924,549</u>	<u>1,073,030</u>
<b>Note 6 - Current assets - Receivables</b>		
Accrued income	-	9,027
Security deposit	13,875	400
Sundry debtors	2,624	2,656
Trade debtors	19,739	27,176
Less: Provision for doubtful debts	<u>-</u>	<u>-</u>
	<u>36,238</u>	<u>39,259</u>
<b>Note 7 - Current assets - Other</b>		
Prepayments	<u>38,460</u>	<u>48,930</u>
	<u>38,460</u>	<u>48,930</u>
<b>Note 8 - Non-current assets - Property, plant and equipment</b>		
Plant and equipment - at cost	74,361	74,361
Less: accumulated depreciation	<u>(73,094)</u>	<u>(71,285)</u>
	1,267	3,076
Office furniture and equipment - at cost	83,719	83,719
Less: accumulated depreciation	<u>(83,245)</u>	<u>(82,478)</u>
	474	1,241
	<u>1,741</u>	<u>4,317</u>



**MENTAL HEALTH ASSOCIATION NSW LIMITED**  
**A.B.N. 11 326 005 224****NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS**  
**FOR THE FINANCIAL YEAR ENDED 30TH JUNE 2024**

	2024 \$	2023 \$
<b>Note 9 - Non-current assets - Right-of-use assets</b>		
The company's lease relates to leased premises which is recognised under AASB 16 in the statement of financial position.		
Leased buildings	-	1,016,383
Accumulated amortisation	-	(849,818)
Net carrying amount	<u>-</u>	<u>166,565</u>
<b>Movements</b>		
Balance at the beginning of the period	166,565	423,494
Additions	-	-
Depreciation charge	<u>(166,565)</u>	<u>(256,929)</u>
Closing net book	<u>-</u>	<u>166,565</u>
AASB 16 related amounts recognised in the statement of profit or loss		
Amortisation charge on right-of-use assets	166,565	256,929
Interest expense on lease liabilities	2,736	15,688
<b>Note 10 - Current liabilities - Payables</b>		
Income received in advance	2,273	25,585
Trade creditors	20,895	60,718
Sundry creditors & Accruals	170,515	121,802
Rental bonds	<u>5,695</u>	<u>53,999</u>
	<u>199,378</u>	<u>262,104</u>
<b>Note 11 - Current liabilities - Contract liabilities</b>		
Grants in advance	<u>49,007</u>	<u>19,010</u>
	<u>49,007</u>	<u>19,010</u>
<b>Note 12 - Provisions</b>		
<b>(a) Current</b>		
Provision for annual leave	81,401	61,437
Provision for long service leave	<u>29,519</u>	<u>31,358</u>
	<u>110,920</u>	<u>92,795</u>
<b>(b) Non-current</b>		
Provision for long service leave	<u>15,887</u>	<u>10,432</u>
	<u>15,887</u>	<u>10,432</u>

**MENTAL HEALTH ASSOCIATION NSW LIMITED**  
A.B.N. 11 326 005 224**NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS**  
**FOR THE FINANCIAL YEAR ENDED 30TH JUNE 2024****Note 13 - Segment reporting**

Mental Health Association NSW Limited is a non-government organisation actively involved in promoting the understanding of Mental Health problems in the community in New South Wales.

**Note 14 - Economic dependency**

The company's continuing operations are based on the understanding that there will be future government grants to cover ongoing commitments.

2024	2023
\$	\$

**Note 15 - Statement of Cash Flows****(a) Reconciliation of cash**

Cash at the end of the financial year as shown in the statement of cash flows is reconciled to the related items in the statement of financial position as follows:

Cash at bank	825,664	974,145
Deposits at call	<u>98,885</u>	<u>98,885</u>
	<u>924,549</u>	<u>1,073,030</u>

**(b) Reconciliation of cash provided by / (used) in operating activities**

Operating surplus / deficit	(109,839)	(7,085)
Non-cash flows in operating surplus		
Depreciation and amortisation	169,141	262,703
(Profit) / loss on disposal of fixed assets	-	-
Changes in assets and liabilities		
(Increase) / decrease in receivables	3,021	12,640
(Increase) / decrease in prepayments	10,470	(21,683)
Increase / (decrease) in payables	(40,866)	(3,871)
Increase / (decrease) in contract liabilities	29,997	(14,239)
Increase / (decrease) in provisions	<u>23,580</u>	<u>(27,009)</u>
	<u>85,504</u>	<u>201,456</u>

The Company has no credit stand-by or financing facilities in place.

There were no non-cash financing or investing activities during the period.

**MENTAL HEALTH ASSOCIATION NSW LIMITED**  
A.B.N. 11 326 005 224**NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS**  
**FOR THE FINANCIAL YEAR ENDED 30TH JUNE 2024**

	2024	2023
	\$	\$
<b>Note 16 - Retained funds</b>		
Movements in retained funds are summarised as follows:		
Retained funds at the beginning of the financial year	735,635	742,720
Current year surplus / (deficit)	<u>(109,839)</u>	<u>(7,085)</u>
Retained funds at the end of the financial year	<u>625,796</u>	<u>735,635</u>

**Note 17 - Related party transactions****(a) Key management personnel compensation**

Any persons having authority and responsibility for planning, directing and controlling the activities of the entity, directly or indirectly, including any director (whether executive or otherwise) of that entity is considered key management personnel.

The totals of remuneration paid to key management personnel of the company during the year are as follows:

	2024	2023
	\$	\$
Key management personnel compensation	<u>199,792</u>	<u>249,555</u>

**(b) Other related party transactions**

There were no other related party transactions in the period.

**Note 18 - Events subsequent to balance date**

No matters or circumstances have arisen since the end of the financial year which significantly affected or may significantly affect the operations of the company in financial years subsequent to the financial year ended 30 June 2024.

**MENTAL HEALTH ASSOCIATION NSW LIMITED**  
**A.B.N. 11 326 005 224**

## DIRECTORS' DECLARATION

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The directors have determined that the Company is not a reporting entity and that this special purpose financial report should be prepared in accordance with the accounting policies outlined in Note 1 to the financial statements.

In the opinion of the Directors the financial report:

1. Presents a true and fair view of the financial position of Mental Health Association NSW Limited as at 30 June 2024 and its performance for the year ended on that date.
2. The financial statements and notes satisfy the requirements of the Australian Charities and Not-for-profits Commission Act 2012 (ACNC Act).
3. At the date of this statement, there are reasonable grounds to believe that Mental Health Association NSW Limited will be able to pay its debts as and when they fall due.

This declaration is made in accordance with a resolution of the Directors and is signed in accordance with subsection 60.15(2) of the Australian Charities and Not-for-profits Commission Regulation 2022.



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**Peter Doukas**  
Director



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**Hakmana Dayananda**  
Director

SYDNEY,  
29 November 2024



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MENTAL HEALTH ASSOCIATION NSW LIMITED  
A.B.N. 11 326 005 224

**AUDITOR'S INDEPENDENCE DECLARATION UNDER SECTION 60-40  
OF THE AUSTRALIAN CHARITIES AND NOT-FOR-PROFITS COMMISSION ACT 2012  
TO THE BOARD MEMBERS OF MENTAL HEALTH ASSOCIATION NSW LIMITED**

I declare that, to the best of my knowledge and belief, during the year ended 30 June 2024 there have been:

- (a) no contraventions of the auditor independence requirements of section 60-40 of the ACNC Act in relation to the audit; and.
- (b) no contraventions of any applicable code of professional conduct in relation to the audit.

*Thomas Davis & Co.*

THOMAS DAVIS & CO.

*J. G. Ryan*

J. G. Ryan

Partner

Chartered Accountants

Sydney  
29 November 2024

A member of



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**INDEPENDENT AUDITOR'S REPORT**

**TO THE MEMBERS OF MENTAL HEALTH ASSOCIATION NSW LIMITED**  
**ABN 11 326 005 224**

**Opinion**

We have audited the financial report of Mental Health Association NSW Limited, which comprises the statement of financial position as at 30 June 2024, the statement of profit or loss and other comprehensive income, statement of changes in members' funds and statement of cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies, and the Directors' declaration.

In our opinion, the financial report of Mental Health Association NSW Limited has been prepared in accordance with Division 60 of the Australian Charities and Not-for-profits Commission Act 2012, including;

- (a) giving a true and fair view of Mental Health Association NSW Limited financial position as at 30 June, 2024 and of its financial performance for the year then ended; and
- (b) complying with Australian Accounting Standards to the extent described in Note 1 and the Australian Charities and Not-for-profits Commission Regulation 2022.

**Basis for Opinion**

We conducted our audit in accordance with Australian Auditing Standards. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Report section of our report. We are independent of the company in accordance with the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110: Code of Ethics for Professional Accountants (the Code) that are relevant to our audit of the financial report in Australia. We have also fulfilled our other ethical responsibilities in accordance with the Code.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

**Emphasis of Matter - Basis of Accounting and Restriction on Distribution and Use**

We draw attention to Note 1 to the financial report, which describes the basis of accounting. The financial report has been prepared for the purpose of fulfilling Mental Health Association NSW Limited financial reporting responsibilities under the Australian Charities and Not-for-profits Commission Act 2012. As a result, the financial report may not be suitable for another purpose. Our opinion is not modified in respect of this matter.

**Responsibilities of the Directors for the Financial Report**

The Directors of the company are responsible for the preparation of the financial report that gives a true and fair view and have determined that the basis of preparation described in Note 1 to the financial report is appropriate to meet the needs of the requirements of the Australian Charities and Not-for-profits Commission Act 2012 and is appropriate to meet the needs of the members. The Directors' responsibility also includes such internal control as the Directors determine is necessary to enable the preparation of a financial report that gives a true and fair view and is free from material misstatement, whether due to fraud or error.

In preparing the financial report, the Directors are responsible for assessing the company's ability to continue as a going concern, disclosing, as applicable, matters relating to going concern and using the going concern basis of accounting unless the Directors either intend to liquidate the company or to cease operations, or have no realistic alternative but to do so.

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## Auditor's Responsibilities for the Audit of the Financial Report

Our objectives are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes in our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Australian Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this financial report.

As part of an audit in accordance with Australian Auditing Standards, we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the company's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the Directors.
- Conclude on the appropriateness of the Directors' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial report or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the company to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial report, including the disclosures, and whether the financial report represents the underlying transactions and events in a manner that achieves fair presentation.

We communicate with the Directors regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.



THOMAS DAVIS & CO.



J G RYAN

PARTNER

Chartered Accountants

SYDNEY,  
29 November 2024

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ANNUAL  
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REPORT

Thank you

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