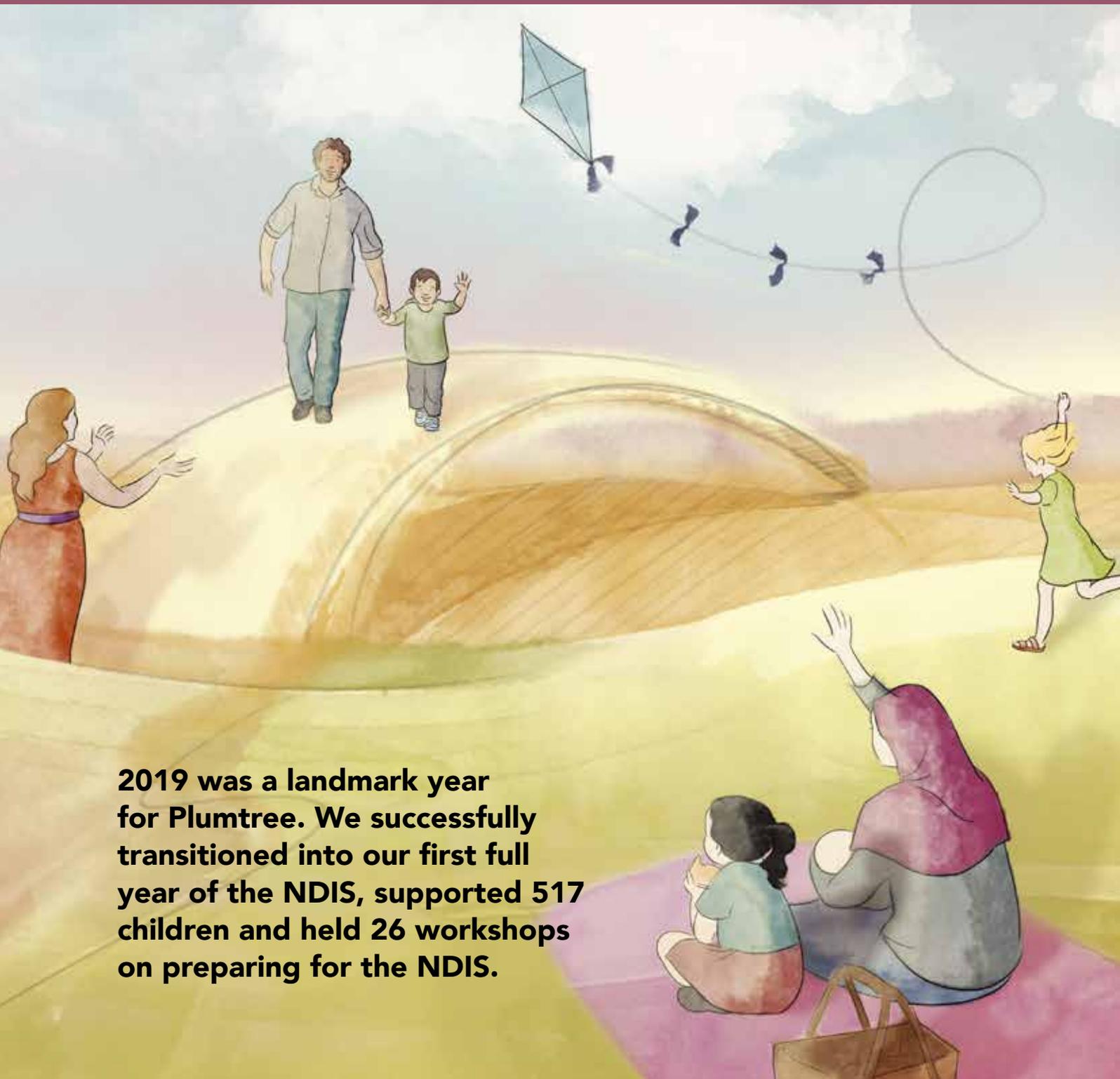




2019: Our year in review



2019 was a landmark year for Plumtree. We successfully transitioned into our first full year of the NDIS, supported 517 children and held 26 workshops on preparing for the NDIS.

Plumtree helps your family to thrive

Our therapy programs are part of a bigger picture. Plumtree's free services foster a community of support for you and your family to get things started and flourish.



Plumtree's free playgroups and workshops in 2018-2019 helped educate parents, connect them with each other and get things going for the future.

Connecting to the NDIS

The NDIS is new start in disability support and has completely rolled out across Australia. Plumtree's suite of NDIS workshops educated parents on getting prepared and joining the scheme. Topics included using an e-book developed in-house to gather information for the first planning meeting. Activating a plan, choosing service providers and strategies to get a great plan were explored. Making a child's funds go further via self-management, and discovering what's possible with the different management types were also covered.

"Thank you for being brave and making us think about something so sensitive in such a positive way."

Playing and learning

Our drop-in playgroups helped babies to preschool-aged children develop skills for socialising, following routines, having fun, and more. Playgroups were facilitated by a team comprising speech pathologists, physiotherapists and early childhood teachers.

Our other free workshops included social skills development, toilet training, transition to school and empowering talks for parents of children with autism. Workshops were also held in other languages. Our playgroups and workshops helped parents build communities, and provided opportunities to discuss matters and explore Plumtree programs with our skilled, passionate staff.

Creating a vision

Developed by Plumtree, Pictability is a new tool to create a vision and plan positive outcomes for the entire family. A gamified experience that puts the family in charge, it is completely different to the planning process for joining the NDIS. Workshop attendees received a Pictability pack and learned to prioritise three goals and identify practical steps towards achieving them through a fun, visual experience.

"When we were first asked to think of a vision for our child, we didn't know what it meant or where to start. Pictability was ingenious and helped us with visioning and setting goals in a very natural way."

Our Board

Plumtree is supported by a dedicated board with diverse experience, united by their commitment to children and families.

Congratulations to the team for their focus on innovation and best practice during the first full year of the NDIS. Plumtree is committed to helping families thrive. We thank them for continuing to work with us.
Nick Walter,
Chair of Board

For more information see www.plumtree.org.au

Your family at the centre

We know that each family is unique, and parents know their child's needs and abilities best. Plumtree works in partnership with families to provide the right supports and positive outcomes. Family-centred practice is the gold standard in early childhood intervention services.

Planning plays a part

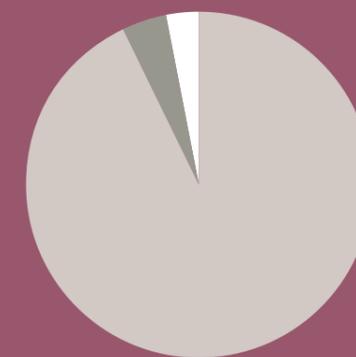
You decide the goals that reflect your family's concerns and priorities. Pictability is a new approach that helps parents set goals and a positive vision for their child and family. Visually based, it identifies new possibilities through a fun, creative experience.

"Not having a set of goals is like going for a drive but not knowing your destination – you want to know where you are going."

Sylvana Mahmic CEO Plumtree

You make the difference

Families spend the most time with their child and can make a big difference during everyday activities and routines. Children also thrive in natural learning environments, such as the home and childcare, where they are a part of the community.



TIME WITH YOUR CHILD (Mahoney 2011)

- Parent 93%
- Special Educator 4%
- Therapist 3%

"Plumtree helped me to trust my own knowledge about Lin's needs. I realised that I didn't need to spend lots of money to make a difference ... I could do a lot myself."



165
FAMILIES ATTENDED
NDIS WORKSHOPS

26
NDIS WORKSHOPS HELD
FOR FAMILIES

114
CHILDREN ATTENDED
PLAYGROUPS

526
PICTABILITY SESSIONS
DELIVERED

66
PICTABILITY FACILITATORS
TRAINED

Families empowering families

Plumtree is more than a service provider. Our parent-led Now & Next network supports families and advocates changing attitudes toward disability.



Commencing in 2015, the Now & Next program helps parents achieve positive outcomes and empower other families. A first of its kind in Australia and developed in-house, the evidence-based program won the 2017 ECIA NSW/ACT Excellence Award and was a finalist in the NSW Disability Innovation Awards.

The peer network model has long been perceived by the disability sector as the way of the future, and we're proud of Now & Next's success. Now running in Australia, New Zealand and Canada, the program's alumni total 400 members, with 116 new participants during 2019. At Plumtree, Now & Next is also a pathway for parent employment as peer workers.

Our peer workers are being heard at disability conferences overseas such as International Initiative for Disability Leadership (IIDL) Sweden. When the 2019 International Society on Early Intervention Conference was held in Sydney for the first time, we were proud to have peer worker Stacey Touma invited to speak about Now & Next and her experience in family-centred early intervention.

The Now & Next network is blossoming to create more impact. Plumtree has received NDIS funding to establish and support two new parent-led organisations, Reframing Disability and Reframing Autism.

They champion peers to pioneer change and advocate an outlook embraced by contemporary society: autism and disability are not deficits. Parents, families and children who have a disability should be respected, accepted and empowered. Activities and resources are being planned for the near future.

Since Now & Next, our life changed in a far better way, not because my kids stopped being demanding or autism got easy, but because I started seeing things from a different angle."

95%

PARTICIPANTS ACHIEVED THEIR SHORT TERM GOAL

26%

PARTICIPANTS WERE FATHERS

56%

PARTICIPANTS WITH DIVERSE BACKGROUND



Sharing expertise with professionals

Plumtree's professional training helps organisations deliver innovative family-centred early childhood intervention (ECI) services.



Building capacity

A new system needs new support methods. Funded by ECIA NSW, our professional development project provided member organisations free training in Plumtree's suite of acclaimed, evidence-based programs.

Many parents don't realise the most significant impact on the child is the family. In addition to therapy, professionals can help families increase personal agency, well-being and resilience that lead to positive outcomes. Workshops on our award-winning Pictability visioning experience, helping families achieve goals, and the value of peer workers and networks in ECI organisations help make this happen.

Advocating peer workers in ECI

With lived experience in raising a child with disability, peer workers are a valuable ECI organisation resource. Plumtree has trained and employed 21 peer workers since 2015 for paid work including running workshops and courses, research and planning with families.

We believe this is the future. An Innovative Workforce Fund grant enabled us to research and develop resources that support ECI organisations to do the same. The project drew from peer worker experience and evidence in the mental health sector and at Plumtree. Download resources at: plumtree.org.au/research-on-peer-work-in-eci

Global attention

In addition to sharing six papers of our work at the 2019 International Society on Early Intervention Conference, Plumtree hosted overseas ECI professionals in a two-day pre-conference visit. Our programs and capabilities were presented along with discussion panels. Lea Ann Christenson, Associate Professor from Towson University, USA says about Pictability:

"This is a wonderful tool for parents and myself. Using this method with parents helps them to advocate for themselves and their children, with concrete ways that make them feel empowered."

414

PROFESSIONALS ATTENDED ECIA TRAINING

38

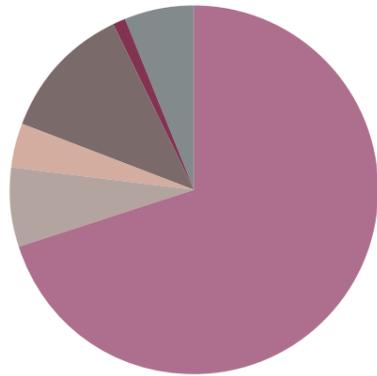
ECIA TRAINING EVENTS

36

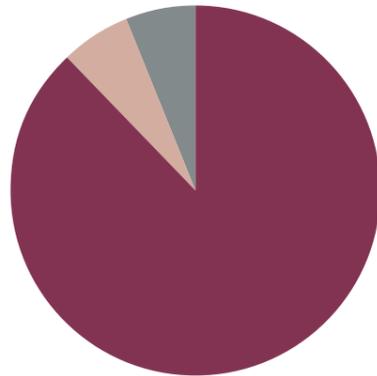
ISEI PRE-CONFERENCE INTERNATIONAL GUESTS

Our year at a glance

Plumtree would like to thank all our volunteers, supporters, champions and donors, who help us be the best we can be, every day.



Income



Expenditure



Staff



Children



Events



Workshops

In 2018–19 our income was a total of \$3,762,358 comprising:

- NDIS – 70%
- Community Services – 7%
- ADHC – 4%
- DEC ECEC Preschool – 12%
- FaHCSIA – 1%
- Other – 6%

Plumtree is a non-government, registered charity. This was our first full year of operation under the NDIS.

In 2018–19 our expenditure was \$3,760,959 comprising:

- Employee Costs – 88%
- Service Delivery Costs – 6%
- Administration & Occupancy Costs – 6%

Financial records for the 2018-19 period were audited by Chartered Accountants Meoli and Co and are available by request from Plumtree.

- 86** total staff
- 22** speech pathologists
- 15** occupational therapists
- 5** teachers
- 3** family workers
- 3** physiotherapists
- 8** teacher assistants
- 3** behaviour specialists
- 15** peer facilitators
- 5** therapy aides
- 5** office support staff
- 2** managers

Our passionate and culturally diverse team share a commitment to helping families achieve their goals. Plumtree staff speak 17 languages.

- 517** children and their families supported by Plumtree
- 279** NDIS
- 114** Playgroups
- 57** Plumtree Preschool
- 55** The Nest
- 12** Other

All staff members keep the needs of the whole family at the centre of their practice and siblings are welcome in our program.

We are a family
When you come to Plumtree you become a part of our community, meet other families, learn together and build new friendships.

388 families attended an event

Our annual family activities include: Mother's Day Photo Shoot, Father's Day Drumming workshop, Naidoc Week celebration, End of Year Party, The Shack weekends, Sibs Fun Days and more.

"We're back from our holiday, it was so fun. My son was so happy and he started communicating with us in a way he never did before. He liked to do new things and explore. Thank you so much for giving us this opportunity."

66 free workshops and courses provided

738 participants attended a workshop or course

Families are the key decision makers for their child throughout the early years and schooling. We create opportunities to share knowledge and skill amongst all families and staff.

"Thank you so much. It is such a privilege to share in this wonderful day of building our knowledge & experience together. I'm especially grateful to be able to come along with my family."



Plumtree is a not-for-profit organisation that provides support for children aged birth to 8 years old with a developmental delay or disability. Our vision is a society where children with developmental delay and their families are supported to have a full life in the community.

At Plumtree, we believe that every child has a right to participate in family and community life. Our purpose is to empower families to make this happen.

Our passionate, culturally diverse team of specialists work from the heart in a caring environment where families no longer feel isolated, but instead feel respected and informed.

We offer a range of tailored, family and community focussed services including Education, Therapy, Information and Training.

We also create innovative, research based approaches and resources to assist families to take control of their own learning to achieve positive outcomes.

Visit our webpage and join the Plumtree mailing list or Facebook page to find out about our services, workshops and events www.plumtree.org.au



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