

2018: Our year in review



2018 was an amazing year for Plumtree. We supported 920 families and held 30 workshops on preparing for the NDIS. Our award-winning Now & Next program launched overseas.

Plumtree is your bridge to the NDIS

The National Disability Insurance Scheme (NDIS) rolled out across NSW in 2017. Plumtree has the resources and experience to guide you, step by step, for a smooth transition.

In 2017–2018, we held a range of workshops and services to help families prepare and transition to the scheme.

"The workshops brought so much information together in a digestible way, and the presenter was informed, patient and helpful. I would be lost without this."

NDIS workshops

The introductory workshop *NDIS: The Basics* explained the individualised funding model, discussed eligibility and the importance of focusing on outcomes for children and families.

6 Steps to NDIS: First Plan Ready helped parents gather relevant information about their child and family to present at their NDIS planning meeting. Families used an e-book developed by Plumtree to complete the six steps to being First Plan ready.

Kickstart Your Child's NDIS Plan focused on activating a child's plan and putting it into practice. Topics included choosing service providers, managing payments and strategies for getting the plan you want.

ECEI provider

Plumtree was an Early Childhood Early Intervention (ECEI) Transition Provider in the past year—the first point of call for families with children up to six years old who needed assistance.

After listening to their needs, Plumtree provided initial support if required, and recommended other services and supports available in the community. We linked families with other families and assisted them to plan the next steps. If their children were best supported by an NDIS Plan and funding package, Plumtree helped families to get started.



265
FAMILIES ATTENDED
NDIS WORKSHOPS

30
WORKSHOPS HELD
FOR FAMILIES

387
ECEI PLANS CREATED
FOR FAMILIES



Pictability Group Experience

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.

"In the past year we have supported many families to make their transition to the NDIS. On behalf of the board I welcome all the new families and thank the Plumtree team for making this extraordinary transition."
Nick Walter,
 Chair of Board

For more information see
www.plumtree.org.au

279
 FAMILIES REQUESTED ECEI
 SERVICE AND NDIS ACCESS

666
 FAMILIES SUPPORTED
 AS ECEI PARTNER

Family-centred practice

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

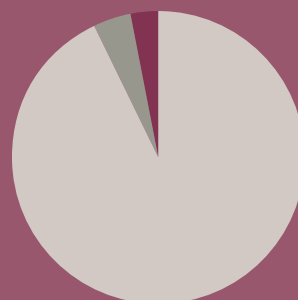
Once you have an NDIS plan you can start to break this down into achievable steps. You decide the goals that reflect your family's concerns and priorities. Plumtree has also developed Pictability, a new approach that helps families set a positive vision for their child and family. Visually based, it 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 94%**
- 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."

Now & Next



Plumtree's acclaimed, innovative program expands overseas and research continues to build evidence on the outcomes of the program.

The Now & Next program helps parents develop skills for setting goals and achieving positive outcomes for the entire family. 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 Industry Innovation Awards.

Going international and leading the sector

The empowering Now & Next experience is spreading across the world. In addition to presentations at two international disability conferences, the program launched in New Zealand in partnership with CCS Disability Action and the McKenzie Centre, Finland with KVPS and Canada with Kinsight in early 2018. It's been making an impact and accolades keep on coming.

Now & Next's peer network model has long been perceived by the disability sector as the way of the future, yet it has been a challenge to realise sustainably. To assess our impact, we commissioned the Centre of Community Child

Health at Murdoch Children's institute for an evaluation of the program. The report's findings were positive, and will help steer Now & Next's future direction.

Plumtree is a proud leader and advocate of peer workers in early childhood intervention. Thanks to a grant from the Innovative Workforce Fund, we completed a project that researched, documented and developed resources that help other ECI organisations tap into this vital workforce.

Originally developed with funding from NSW Ageing Disability and Home Care, Plumtree has since received additional funding from ADHC, FaCS and the NDIA to expand Now & Next throughout NSW.

103

PARTICIPANTS ATTENDED
THE PROGRAM IN 2018

27%

PARTICIPANTS
WERE FATHERS

59%

PARTICIPANTS WITH
DIVERSE BACKGROUND





Annual Now & Next conference inspires

"I love the idea that parents will be on board straight away, orientated to the fact that we have a shared responsibility to the children and they are main players," says Ruth, a team member at the McKenzie Centre. "This is not therapy being done to their children - it's a partnership."

Please visit our website for more information on Now & Next and how to register.

95%

PARTICIPANTS ACHIEVED
THEIR SHORT TERM GOAL

Now & Next has created an empowered and knowledgeable community with expertise to share. Last year, alumni held an inaugural Now & Next conference at Plumtree. Themed **"By Families, For Families,"** it was a tremendous success.

The second annual Now & Next conference moved to a bigger location and attracted over double the attendees. Themed **"Reach for the stars,"** the day-long event encouraged attendees to dream big.

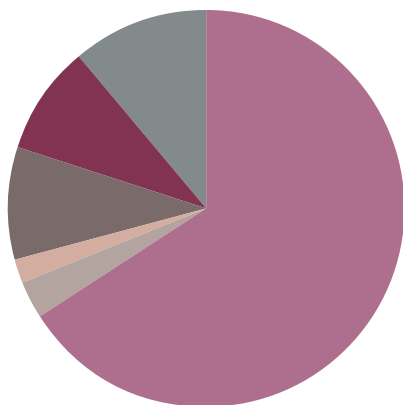
Renowned disability advocates and specialists from Australia and over the world gave inspiring presentations. They included Dr Pippa Murray from the UK, Dr Emma Goodall, Inclusion Europe's Jyrki Pinomaa and Stephanie Wacker from the McKenzie Centre, New Zealand.

Now & Next alumni gave insightful talks on topics from fostering children's self-advocacy skills to creating a good family life. A Q&A panel discussed building relationships with professionals and created a statement.

The day featured three young individuals with a disability who followed their dreams. Nathan Basha works at a Sydney radio station and advocates around the world. Using assessable technology, Christopher Hills runs a video production business. Abdul-Karim Bouchafaa's music and light show promotes inclusivity and great contributions by people with disabilities.

Feedback has been positive. **"Finally, I can see a generation of strong future family leaders stepping forward and stepping up—another amazing outcome for Now & Next!"**

Our year at a glance

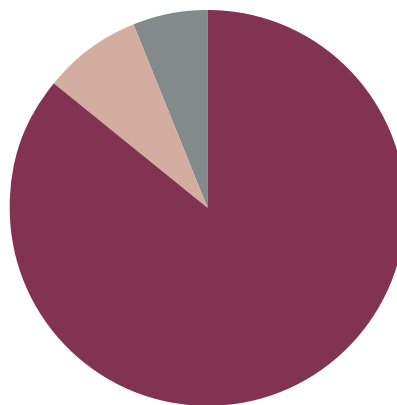


Income

In 2017–18 our income was a total of \$4,319,930 comprising:

- ADHC – 66%
- Community Services – 3%
- DEC ISP – 2%
- DEC ECEC Preschool – 9%
- FaHCSIA – 9%
- NDIS – 11%

Plumtree is a non-government, registered charity funded by the Department of Family and Community Services (ADHC and Community Services) Department of Education (DEC ISP) and FaHCSIA.



Expenditure

In 2017–18 our expenditure was \$4,133,750 comprising:

- Employee Costs – 86%
- Service Delivery Costs – 8%
- Administration + Occupancy Costs – 6%

Financial records for the 2017-18 period were audited by Chartered Accountants Meoli and Co and are available by request from Plumtree.



Staff

- 85** total staff
- 21** speech pathologists
- 13** occupational therapists
- 9** teachers
- 8** family workers
- 3** physiotherapists
- 9** teacher assistants
- 2** behaviour specialists
- 12** peer facilitators
- 2** therapy aides
- 4** office support staff
- 2** managers

Our passionate and culturally diverse team share a commitment to helping families achieve their goals. Plumtree staff speak 14 community languages.

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



Children

920 children and their families supported by Plumtree

31% increase in the past year

82% of these families received individual visits, mostly in their home.

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



Events

378 families attended an event

242 children attended one of our playgroups

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 many more.



Workshops

111 workshops and courses provided

1103 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 skills amongst all families and staff.

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

"We loved our weekend at The Shack and my children had so much fun at the beach nearby. Thank you for a relaxing and refreshing mini holiday, we really needed it!"

"Thank you for giving us these opportunities to learn and hear from parents and other experts. It's great to have my questions answered and to have a thought-provoking discussion. I feel like I have a place to start now."



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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