2015
Uniting for good.
We are changing. On 25 November 2015, we changed our name from UnitingCare NSW.ACT to Uniting. While this report records our previous year, we have used Uniting. Uniting would like to acknowledge and thank all those people who courageously shared their stories and appeared in photographs for this report.
“Have I not commanded you? Be strong and courageous. Do not be afraid; do not be discouraged, for the Lord your God will be with you wherever you go.”

Joshua 1:9

Uniting is one of the community services ministries of the Uniting Church NSW and ACT Synod. We believe in taking real steps to make the world a better place. We work to inspire people, enliven communities and confront injustice.

Our not-for-profit services are in the areas of aged care, disability, early learning, community services, and chaplaincy and we get involved in social justice and advocacy issues that impact the people we serve. As an organisation we celebrate diversity and welcome all people regardless of lifestyle choices, ethnicity, faith, sexual orientation or gender identity.
Chairperson’s overview

Throughout its life, the Uniting Church has understood that the gospel calls us to work with those who are most marginalised; our foundation is that Christ invites us to serve humanity by creating an inclusive, connected and just world. And so it is in that context that I am pleased to bring to you the 2015 Annual Report for UnitingCare NSW.ACT (now Uniting).

There are many different numbers that can be used as part of an organisation’s Annual Report. They are important numbers and many of them can be found throughout this publication.

For Uniting, these numbers might include the annual income, the number of service sites, the number of staff, the number of volunteers, the number of people’s whose lives are supported. They might include the savings to the NSW, ACT and Australian economies by the early and preventative intervention offered in our services. They may also include the gaps between the level of support which is necessary for people to live a decent life and the level of support which is currently possible, or the number of people across NSW and ACT who are in need of further support but whose lives sadly remain in difficulty.

And while numbers are a necessary indicator of success for an organisation, they will never be sufficient.

Throughout this report, therefore, you will read both numbers and narrative. You will come across both statistics and stories. In the combination, I hope that you begin to gain a glimpse into the dedicated and determined work that Uniting has undertaken over the past 12 months, inspiring people, enlivening communities and confronting injustice.

Organisationally, and as part of the UnitingCare network, and the community sector as a whole, we are in a time not only of change, but of unprecedented change. These changes have meant, and will continue to require, Uniting to re-vision, re-think and re-focus so it can continue to carry the responsibility of expressing community service and advocacy on behalf of the Uniting Church across this Synod.

On behalf of the Board, my sincere thanks to the Executive Director, Peter Worland and the entire Executive team he leads. They are dedicated, wise and generous people who put into practice the values of being compassionate, respectful, bold and imaginative.

Personally, I also wish to place on record my thanks to all members of the Board. They each bring professionalism, insight, clarity and determination. It has been both a pleasure and an honour to chair this group of people once again.

Rev Gordon Ramsay
Chairperson
(left to right) Rev Gordon Ramsay, Peter Worland.
At Uniting, we want to leave the world a better place than the one we inherited. We want safer, fairer, brighter and better for all. We see injustice, vulnerability and disadvantage as well as hope in our community and so we are intentionally planning to do more with our resources. To do this, we will act as an organisation operating in the modern era but as we do, we will have in our heart the ancient prayer Christ taught us. When we pray ...your will be done on earth as it is in heaven ... we know what we must do to serve.

We know that we cannot do this alone, nor can we do this just by providing ‘care’ services. We want to mobilise our church community and our neighbours and friends in all communities so that together we can create an even stronger collective of people and relationships to support the people we serve. In doing so, we not only transform communities, we transform ourselves.

The last 18 months could be described as preparing for a new world while remaining grounded in our purpose to serve those people who are vulnerable and isolated in our communities.

The world in which we exist and operate is changing and it is affecting the way we need to position ourselves in the community and in the market.

As I mentioned in last year’s report, we needed to start operating as a ‘business’ to ensure our sustainability. For many of our services in aged care, disability and early learning there has been a significant shift in how funding is organised with the consumer not only having more say but actually holding the power to purchase services from whoever they prefer. We can no longer sit back and hope that people will come to us because we are a not for profit, faith-based provider of community services. The significant impact of the NDIS (National Disability Insurance Scheme), the ongoing deregulation of aged care and the increasing entry of for-profit and international competitors into our sector compels us to take action for the people we are here to serve.

As an organisation, we are responding. In November 2015 we launched our new purpose, values and vision under our new brand Uniting. We know that people don’t just connect to a brand itself, they connect to the idea that is behind it. While a significant step in our organisation’s history, it reminds us that we are at our best when we take courageous action: to inspire people, enliven communities and confront injustice. We do this as a community services ministry of the Uniting Church in whose Basis of Union we are reminded that Christ invites us to serve humanity by creating an inclusive, connected and just world.

During the year, the Board, Executive, Councils and key senior leaders of Uniting worked together as a unified team to create the first single-minded and focussed Strategic Plan which will guide us through our transition to become truly uniting. Our four key priority areas are:

Re-imagining our work with vulnerable and disadvantaged communities: so we are ready and able to respond, adapt and change to the needs, wants and desires of the people we are here to serve.

continued p6
### Our people

<table>
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<tr>
<th>Staff</th>
<th>7,968</th>
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<tbody>
<tr>
<td>Volunteers</td>
<td>3,000</td>
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<tr>
<td>Chaplains and Pastoral Carers</td>
<td>94</td>
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### Our clients

<table>
<thead>
<tr>
<th>2015</th>
<th>43,387</th>
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</thead>
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- Aged Care Homes
- Independent Living Units
- Burnside
- Early Learning
- Home and Community Care
- Disability Services
- Counselling and Mediation
Uniting for the Common Good: to support our Synod’s Mission Plan and strengthen relationships across the Uniting Church together.

Financial acumen that builds a strong, secure future: that gives us a solid base to move beyond traditional service delivery, and enables us to be even more innovative and imaginative in our use of resources.

Smart systems, innovative practice, exceptional people: to continue building a thriving organisation that pursues excellence, is agile and integrated.

We now have a clear and focussed direction for our future together. The success of that future depends on holding true to our foundation and our strengths while being open to embracing and driving change, innovation and growth with conviction and compassion. The capability, professionalism and dedication of the Board and senior management and their teams during these times of great change and challenge is to be acknowledged and applauded.

The vision to have Uniting as a strong and respected brand in the community will not succeed if we do not increase our efficiencies and create an environment that enables agility, responsiveness and innovation in service delivery. The very nature of our history and how we came together has meant there are areas of duplication, inconsistent practices and systems that do not support our needs for the future.

A Cost Optimisation Project to reduce our overheads was initiated during the year with a significant financial target to be achieved within the next two years. This will position us, particularly in aged care and disability to compete with international entrants in an ever increasing deregulated market. A Property Review is also underway to provide us with more effective ways of leveraging our balance sheet to support our ambitious business improvement agenda.

Being good stewards of our resources to ensure we are making the greatest impact for the people we serve has always been a priority. Our supporters and carers continue to partner with us to create the positive change we all want to see in the world. I want to thank every one of our generous donors, partners, volunteers and supporters who give us the inspiration and support to continue our work together.

Thanks to the Board and our Chairperson, Reverend Gordon Ramsay for the insightful and considered leadership and governance provided to Uniting.

To my Executive team who have demonstrated their commitment and dedication to challenging and improving who we are as an organisation and the role we play in service provision and social justice advocacy.

Most importantly, to our staff and volunteers of Uniting you inspire me every day as you demonstrate the true essence of who we are with your courageous actions both large and small.

At Uniting, we act to have an impact. And in the coming year, our impact will be even greater. We will shift from seeing our work as a series of transactions more to a web of rich and connected relationships. We will rethink how we look after our assets – people, physical and financial to better serve others. We will take an integrated approach to linking the how we design and deliver our services with the impact we have on people’s lives and the health and happiness of the communities in which they live and work.

An exciting, challenging and at times an unsettling future lies ahead for Uniting and I look forward to sharing it with you.

Peter Worland
Executive Director
Our Purpose

To inspire people, enliven communities & confront injustice.

Our Promise

Courageous Action

Our Pillars

Community & Innovation
Responsive to opportunities for growth and innovation.
Working in new, creative ways to better serve individuals and communities.
Strengthening communities of hope and happiness.
Synergy through diversity.

Better Together

Social Justice & Advocacy
We are the Uniting Church.
Speaking out with one voice.
Uniting to create impact and change.
Thought Leadership that challenges convention.
Action and change based on knowledge and experience.

Be the Change

Empowering People
Valuing all people for their unique gifts and strengths.
Serving people who are marginalised, disadvantaged and vulnerable.
People and relationships are at the centre of all that we do.
Enabling people to be who they truly are without judgement.

Be Yourself

Our Values

Imaginative
We challenge convention, explore new possibilities and dare to dream for a better future.

Respectful
We act with honesty and integrity, and open our hearts to all people without exception.

Compassionate
We are nurturing, generous and thoughtful in our words and deeds.

Bold
We face injustice head on and stand up for what is right and true with confidence and strength.

Our Foundation

Christ invites us to serve humanity by creating an inclusive, connected and just world.
Over $700,000 has been provided to 71 projects in the last year. These projects range from youth employment assistance programs to programs run to provide loans for older people on low incomes to purchase essential items.

The purpose of the Innovative Community Grants Fund is to strengthen missional links between Uniting and the wider Uniting Church through assistance to Presbyteries and local congregations.

The Fund aims to build stronger communities through funding initiatives that:

- Promote choices and opportunities, adding value to the lives of people within our communities
- Support people who are disadvantaged, vulnerable or isolated
- Improve older people’s health and wellbeing
- Support special needs groups including people with disability, from non-English speaking backgrounds or from Aboriginal and Torres Strait Islander communities
- Support the utilisation of Church facilities by the community.

These grants may address the needs of a range of target groups which reflect the diversity in communities and are administered by the Uniting Regional Councils.

<table>
<thead>
<tr>
<th>Area</th>
<th>Grants approved</th>
<th>$Amount</th>
</tr>
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<tbody>
<tr>
<td>North Coast</td>
<td>9</td>
<td>73,976</td>
</tr>
<tr>
<td>Sydney Central</td>
<td>8</td>
<td>158,390</td>
</tr>
<tr>
<td>Sydney North</td>
<td>8</td>
<td>137,856</td>
</tr>
<tr>
<td>South</td>
<td>11</td>
<td>134,500</td>
</tr>
<tr>
<td>West</td>
<td>17</td>
<td>111,300</td>
</tr>
<tr>
<td>Central Coast, Hunter and New England</td>
<td>18</td>
<td>119,622</td>
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<tr>
<td><strong>Total</strong></td>
<td><strong>71</strong></td>
<td><strong>$735,644</strong></td>
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</table>
Strong partnerships create an impact.
Partnerships that change lives

150 people from across our Church and Uniting came together for the Our Stories Our Mission forum. Stories were shared highlighting successful community events, disability activities, seniors’ activities, children and family programs, youth programs, activities for refugees and overseas volunteers’ experiences.

Community Services Forum inspires new partnerships

Our Stories Our Mission 2014 was a visionary event that gave an opportunity for people to explore the future through community service forums and has already led to new partnerships between communities, Uniting Church congregations and Uniting.

Held at Wesley Uniting Church in Castle Hill with over 150 attendees, representatives included 12 congregations, Parramatta Nepean Presbytery, the Moderator NSW and ACT Synod, Wesley Mission, some Uniting services and various community groups.

Thirty-eight stories were shared, highlighting successful community events and disability activities, seniors’ activities, children and family programs, youth programs, activities for refugees and overseas volunteers’ experiences.
Healthy Living reaches new communities

Uniting and Uniting Church congregations across NSW and the ACT have strengthened existing partnerships to support services for older people in local communities. Together, we are now providing Healthy Living for Seniors programs in Curtin, Seaforth and Boronia Park.

Leadership development

In early 2015 Uniting staff, along with leadership experts from Uniting Mission and Education and Sydney Presbytery, introduced a mentoring model for a group of Parish Mission ministers. Using mentoring and group learning sessions, the program teaches the ministers about the development and management of congregational-based community services.

The quarterly sessions have generated robust discussions among participants, particularly about opportunities and challenges related to growing regional missions.

Safe Shelter being provided in Queanbeyan

After noticing a need for flexible emergency shelter for the homeless, the Queanbeyan Uniting Church decided to act and are now offering their hall for overnight emergency shelter for homeless people up to three nights a week.

The project, known as Safe Shelter Queanbeyan, is in partnership with St Benedict’s Community Day Centre. Between January and April 2015, St Benedict’s provided 23 people with overnight emergency accommodation.

Through the Safe Shelter Queanbeyan partnership, this immediate community need can be met and many who were sleeping rough, now have a place to turn.

Guests and volunteers at the Safe Shelter, sleep on the floor with swags. The model builds on the positive experience of St Columba’s Uniting Church in Canberra, which began the ACT Safe Shelter in 2013.

The Community Development team at Uniting has supported the Queanbeyan Uniting Church during the planning and preparation phase of Safe Shelter project.

Successful launch of community art exhibition

Uniting Disability, in collaboration with the Uniting Church Campsie Drop In Centre and Canterbury City Community Centre, hosted a festive launch of a community art exhibition to showcase the works of people who visit the two centres.

The exhibition was officially opened by Brian Robson Mayor of the City of Canterbury, Robert Furolo MP Member for Lakemba, Anita Le Lay Director Uniting Disability and Gillian Whalley-Oka for Canterbury City Community Centre, with many of the artists that had contributed to the exhibition also present on the day, alongside friends, support workers and volunteers from both centres.

Artworks were available for sale at the event, with a number of popular items being snapped up early, and all money contributing to support future art programs at the centres.

Pastoral Care explores professional development

Members of the Pastoral Care team at Uniting undertook a program of Peer Reflective Practice groups for Pastoral Care teams. The program helped to enhance the professional development of the Pastoral Care team through its exploration of Pastoral Conversation. As a result of the success of the program, the Pastoral Care Peer Reflective Practice Group was nominated for a 2015 Better Practice Award.
“Salamander Bay is one of the most beautiful villages in Australia,” says John thoughtfully, “It’s a delight!”
Reverend John Mason is a resident of Uniting Salamander Bay, an independent living village in the Hunter region. A thriving village, many of the residents have lived there for over 20 years. The residents have formed strong friendships through the regular community activities. Many of the residents attend church together on Saturdays and take pride in tending to the gardens in the community.

Today, the gardens are in full bloom and the residents are happy, but it was not long ago that devastation struck the village.

In April 2014, the Hunter region battled the worst storm seen this century.

Cyclonic winds of up to 135km per hour lashed the coastal towns and torrential rain cut power to hundreds of thousands of homes. Entire homes were washed away in the floodwaters, and three people lost their lives.

Uniting Salamander Bay was hit hard by the disaster.

“It was a dramatic, difficult time for everyone,” says Rev. John. “It was a disaster zone.”

The State Emergency Service helped clean up the damage, which included fallen trees. One resident’s roof caved in, and the village was without power or phone lines for a week.

Luckily Rev. John’s courage and sense of community brought the village together during the traumatic time. Residents became fearful when their electricity was lost, but Rev. John ensured everyone had access to water for cooking. John was especially concerned for older residents, one of whom is 102 years old. The community used the village barbecue to boil water and cook, and everyone shared all the resources they had.

Ever modest, John is adamant that he did no more than should be expected in such an event. However, his determination to make other residents feel safe did not go unnoticed, and it brought the village together in a way that John now remembers fondly.

“It was a great time of neighbourliness,” recalls John.

Uniting staff brought food and gas bottles for the residents throughout the week, some of whom were unable to leave their homes.

“They brought great comfort to us,” says John.

The village has returned to normal now. Rev. John and many other residents are back gardening and helping to restore the village grounds.

“Everyone who comes here is taken by the beauty of the place,” John says proudly.

Uniting Salamander Bay is a thriving community, showcasing the resilience of our residents in the face of adversity.
For many years, Norman and Florence Price ran a successful cattle farming enterprise at Leppington south of Sydney. Norman was a mining engineer from New Zealand. Florence grew up in Ballina on the NSW north coast, the daughter of a very successful local businessman and alderman, William Wigmore. Florence travelled extensively and met her future husband while on an overseas cruise. After their marriage, they settled at ‘Emerald Hill’, a 1000-hectare farm near Camden. Florence had received a large inheritance from her father and by all accounts was a very intelligent and shrewd businesswoman.

Norman died in October 1954, and in the late 1950s, Florence gifted a large portion of the farm to the Presbyterian Church Property Trust. During the early 1960s, that land was used to operate a home for boys from broken homes. It was originally run by the Presbyterian Department of Social Services and later by Burnside Homes for Children.

Florence died in 1964, aged 82. She bequeathed several properties to Ballina Municipal Council in recognition of the fondness she felt for her ‘home town’. Burnside ceased operating the boys’ home program in 1986 and the property in Camden was transferred to the control of the Uniting Church Property Trust.

In 2009, the Uniting Church sold the land and the proceeds were vested in the Norman and Florence Price Memorial Trust.

Each year, income from the trust is used to fund projects by organisations that are part of a Uniting Church congregation, presbytery or mission group within the Synod of NSW and the ACT. To qualify for funding, projects must have poverty relief as an objective.

Grants totalling $56,182.20 were allocated to various projects during 2014-15.

**Funding recipients for 2014-15**

**Joshua’s Kitchen** ........................................ $5,000
Provides free weekly meal to 70 people
(Jannali Uniting Church)

**Corrimal Self Sustaining Garden** .................. $15,182.20
Constructs garden beds and a watering system
(Corrimal Region Uniting Church)

**Bread Hamper Ministry** ................................. $7,000
Provides cold storage for food bank
(Wagga Wagga Uniting Church)

**Garden Shelter** ........................................ $5,000
A safe place for homeless men to sleep one night per week. The grant goes towards purchase of mattresses and a new dishwasher (South Sydney Uniting Church)

**Tongan radio** ........................................... $7,000
Provision of information, referral and advice in Tongan on radio (Siaola Congregation, Tonga Parish)

**Mum’s Time** ........................................... $7,000
A playgroup for mothers of children with a disability
(South Newell Parish Finley)

**Jannawi Family Centre** ................................. $10,000
Family Support supplementing emergency relief for families (Lakemba Uniting Church)

**Total** $56,182.20
Better together.
We have come together with a renewed purpose, common values and a new brand that has already seen an increase in our awareness in the community.

We are Uniting. The launch of a single set of Values, Foundation, and Brand Promise is an opportunity like no other.

Our Brand is more than just a logo – Courageous Hearts

In late 2014, our new brand started to take shape in the form of our internal Courageous Hearts campaign.

The Uniting values were agreed: Imaginative. Bold. Respectful. Compassionate.

Courageous Hearts was created to share stories and experiences that celebrate our brave and bold spirit, highlighting the staff and volunteers that act courageously each day in their work for Uniting. The campaign served to highlight that through our courageous actions, we inspire people, enliven communities and confront injustice.
Since its inception, the intranet has consistently had around 2,400 unique visitors to the site in a 30 day period. It has between 1,100 and 1,500 visitors per day.

Launch of the Single Intranet

The vision of a single intranet was created from the need to bring our organisation’s staff information, news and activities together under the one Uniting. Its purpose is to provide a single, accessible platform for staff to access and interact with information on everything from news, policies, support services and people.

Staff were asked to share stories of courageous action or nominated someone who had demonstrated an act of courage in their work.

With over 200 stories gathered, the Courageous Hearts Travelling Roadshow began. The Roadshow spanned across all our services in New South Wales and the ACT, beginning its journey in Campbelltown and ending in Broken Hill.

The need for a new brand identity was borne from the fact that despite Uniting being one of the largest providers of aged care and community services in New South Wales and the ACT, research shows that there is very low awareness of the organisation and the great work it does.

To communicate the organisation’s work and reach more people, we launched a new brand and a new name. The new name, Uniting, and distinctive new brand will help communicate the organisation’s work, reach more people and speak up for the many vulnerable and disadvantaged it stands beside every day.

Leadership Forums

In February 2015 Uniting held the first of a series of Leadership Forums. With more than 100 leaders from across the organisation coming together for the first time, the Forums were an opportunity to shape the collective future and focus on the organisation’s strategic imperatives.
“Excuse me we can’t talk now, we want to dance.”
“We all had depression and now it’s going away. You can’t laugh at home by yourself, it’s good to come here and share laughs with others.” – Milaha
On a busy Thursday morning in Sydney’s west, a group of more than 30 women meet at the local community centre in Auburn. It’s loud, it’s buzzing and everyone is speaking Turkish.

They are between 50 and 65 years of age, social and energetic. Everywhere you turn someone is doing something different. Some play gin rummy and others enjoy painting. A group chat loudly and laugh, as some sit doing word searches quietly, happy to be amongst it all.

Milaha has lived in Australia for 35 years. A local Auburn resident, she talks of Turkey with fondness. “I love my country and I used to go back every year! The trip is long, 19 hours,” she says.

Quiet and reflective, Milaha takes in everything around her. She loves being a part of the Uniting Healthy Living for Seniors community group. “This is a great place for socialising, although some people here are too young! We all had depression and now it’s going away. You can’t laugh at home by yourself, it’s good to come here and share laughs with others,” she says.

Milaha is an active woman who loves bowling and table tennis. “I also love swimming and learning new things. I fill my days with new things all the time,” she smiles.

“I also come to the centre on Tuesdays, which is Tamil group,” she adds. “They are a group of people from Sri Lanka. I speak to them in English, and I really enjoy going along to their group.”

Milaha says the Tamil group is interesting, completely different to the Turkish group she attends on Thursdays. “They are so quiet and polite. Not like us, we are so loud. This is the loud chatter group, and we don’t like to follow rules!” She laughs. “I learn other things with the Tamil group and I like having different friends from around the world.”

Milaha lives on her own, although her family is close by, she says the Healthy Living for Seniors program is great because it keeps away “loneliness”. Other members of the group agree and all want to contribute, with anecdotes of what life without the group is like. That is, until the Turkish music begins. Milaha and her friends scurry passed with, “Excuse me, we can’t talk now, we want to dance!”

Milaha
Just to know that they trust you.
Just to know that they trust you.

Taekwondo in Toongabbie
“I like helping people, and I don’t know why I do. But I’ve always been someone who defends someone that seems to be down.”
– Michael
Some people just discover what they were meant to do through their everyday work. A natural coach and leader, Michael has been a taekwondo instructor for over 15 years. He teaches in Toongabbie in Sydney’s western suburbs.

“When I left school I got into motor trimming, and then into martial arts, the teaching side of martial arts became a bigger call. People came with different problems, and I seemed to have ideas, and be able to lend assistance. As the years went on I discovered the Accidental Counsellor course. I thought that would be a good way to help people,” Michael says.

Michael enrolled in the Accidental Counsellor course through the Uniting Institute of Education (UIE). The UIE provides nationally recognised qualifications in counselling, mediation and community services. It also delivers professional development across a range of industries from education, health and community services to law enforcement, financial, and the business sectors.

“That led to the first counselling course which I’ve now done and I’m now doing Diploma of Counselling, and it just keep growing, it keeps getting better and better,” Michael explains.

“To get into the diploma of counselling I needed over 200 hours, which my martial arts wouldn’t cover. As a result I ended up with Lifeline, and that in itself has been an amazing journey. I’m now a fully qualified crisis support counsellor. What an eye opening experience, I work with Lifeline every fortnight,” he smiles.

An extremely energetic and earnest man, Michael gives the impression that life with all its challenges can be an amazing ride if we have the right support. It’s easy to see how his strength and positivity can become a tool of resilience for anyone he chats to.

“In my martial arts class the ages vary from 5 years to 60 years. I predominantly get a lot of teenagers and the HSC is a very stressful time for them. Sometimes they don’t want to take their problems home to mum and dad, sometimes they want to talk to someone they feel won’t judge them. The counselling course through UIE focuses on being non-judgemental and listen to what the person is saying. And it is an incredible experience to know that they trust you,” he says.

Michael says emphatically, “I like helping people, and I don’t know why I do. But I’ve always been someone who defends someone that seems to be down. And I’ll take their side and help them up. And I hate seeing people stepped over.”

“I’ve now started my own counselling practice and it’s going quite well. Now through taekwondo, the students know and so are able to seek help if they need it.”
Uniting is a strong advocate for people who are living with disadvantage, vulnerability and disability. As well as providing services we practice research, advocacy and lobbying as a significant purpose in social justice.

Submissions


Department of Social Services, Review of Australia’s Welfare System (the McClure Review), August 2014.

Productivity Commission, Inquiry into Early Childhood Education and Care, September 2014.

Council of Australian Governments, Review of the Regulation Impact Statement for proposed changes to the National Quality Framework (Children’s Services), November 2014.

NSW Family and Community Services, Submission on the Social Housing Discussion Paper, February 2015.

NSW Parliament Legislative Council General Purpose Standing Committee 3, Registered nurses in NSW nursing homes, 23 July 2015.

Senate Enquiry Means Testing in Consumer Directed Care (CDC), June 2015, Submission made as part of UnitingCare Australia network.

Commissioned research

Centre for Disability Studies, University of Sydney, Supporting students with Autism Spectrum Disorder and challenging behaviour within school settings, July 2014.

Tuned in Consulting, UnitingCare Burnside Child and Family Program Review, September 2014.

J. Brown, University of New South Wales, Young people and Apprehended Violence Orders: Apprehended Violence Order Breaches, Domestic Violence related Assault and Court Appearances in NSW, April 2015.


External peer reviewed publications


Research grants

Australian Research Council Linkage Grant with University of Melbourne, University of NSW and twelve partners including Australian and state government departments, statistical agencies and UnitingCare Children, Young People and Families: The Kids in Communities Study: national investigation of community level effects on children’s developmental outcomes, 2014-17 ($568,000).

Australian Research Council Linkage Grant with University of NSW, NSW Family and Community Services and Mission Australia: Young people and adversity: Stories of resourcing and resourcefulness, 2015-17 ($216,000).

Other grants

National Rental Affordability Scheme: Commonwealth Government (75%) NSW Government (25%) to UnitingCare Ageing NSW.ACT ($1.2 million).
Valuing all people.
The Social Benefit Bond (SBB) program with Newpin has made a significant impact. 66 children have been restored to their families in two years and 42 have been prevented from going into Out of Home Care.

The environment in which we operate is changing and we must respond while maintaining our deep and fundamental commitment to who we are and what we stand.

Families restored
The Social Benefit Bond (SBB) has again made an impact this year. 66 children have been restored to their families in two years and 42 have been prevented from going into Out of Home Care.

This impact continued with the opening of the Wyong Newpin, the first Newpin under SBB with a strong restoration of children focus. The service has already seen children restored to their families and Uniting is excited to announce that we have approval to open two further Newpin’s in Ingleburn and Newcastle.

The successful Breaking New Ground: Newpin Social Innovation Conference in April 2015 was opened by the Premier, the Hon. Mike Baird, and attended by interstate and influential investors and sector leaders.
Uniting Early Learning continues to grow

The past year has seen Early Learning continued its transition from locally managed to directly managed services.

Uniting Airlie preschool officially opened its doors in 2014 and welcomed families from the local area. Located in the historic grounds of our North Parramatta campus, the preschool offers inclusive learning for the diverse local community.

Early Learning was also visited by the recently elected New South Wales Children’s Advocate, Andrew Johnson.

Home and Community Care

Our new Community Care operating model completed roll out in March 2015. With all services now using our centralised customer service business centre and sharing standard operating processes, we are poised to respond to client needs like never before. These changes have also prepared Uniting for the introduction of the Government’s Consumer Directed Care approach to all Home Care Packages from 1 July.

Ground breaking Trauma Clinic

Uniting Counselling and Mediation Unifam commenced a carefully controlled pilot to work with parents from separated families dealing with high conflict. This clinic applies a trauma lens when working with parents, taking into account the prevalence of Post Traumatic Stress Disorder in clients. The clinic directly addresses the underlying trauma issues in their and aims to reduce and eventually eliminate the parental conflict, and alleviate the distress that is hindering their progress in moving on from the relationship.

Following the success of the pilot this has been carefully rolled out to two other sites. The trauma clinic is now moving into work with women affected by domestic violence.

New services for families with children with disability

A new government funding focus on working with families with children with disability in the community has meant we can now provide these supports in a wide range of locations. The success of Jaanimili in securing Aboriginal Ability Links tenders has strengthened our work within Aboriginal communities.

Growing our reach with new homelessness services

Uniting rolled out the Specialist Homelessness Services reform across Orana Far West and South Western Sydney. This reform introduced new services and practice models in both areas well establishing a new service on the Central Coast. Uniting is now reaching large numbers of people who are at risk of homelessness. We are also playing an active role in the homelessness space, leading the Homelessness Interagency, running the Brokerage service on the Central Coast and influencing processes at a local level in each of the regions.
It doesn’t matter who you are or where you’re going. Acceptance and a welcoming attitude is a valued asset. How did Alma become such a gem?

“\textit{I found out my niece was a lesbian, and my sister never told me. I wanted to know why. I asked her, and she said ‘I thought you wouldn’t like it’ and I said she’s my niece, she’s still my niece, she’s not changed at all!’}"

Alma has lived at Uniting Elanora aged care in Shellharbour for 18 months. Originally from England, she made Australia her home at a very young age, living in Padstow in Sydney. A very busy and active life with her children, Alma was always a social person. Having family connections so far away, close friends become just like family.

Alma is what we call an LGBTI ally. Someone who respects and cares for the rights of the Lesbian, Gay, Bisexual, Transgender and Intersex community, without identifying as LGBTI.
“My mother used to say don’t judge anybody, no one is better than you, as good as you, but not better. Whether it’s the King of England, a lawyer or a pauper,” Alma says.

Walter de Ruyter, Service Manager at Uniting Elanora organised for a rainbow path to be created at the service, involving local preschool children, residents, staff and volunteers. The creation of the path was used to show the service’s support for diversity and the LGBTI community.

“You just have to be who you are,” says Alma. “I had the accident and lost my leg,” she says. One very calm morning walking along with her husband, Alma was struck by a truck, causing her devastating injuries. She lost her leg, but her strength and resilience didn’t waver for a moment.

Alma and her husband moved to Kiama after the accident, where she made many friends. “I loved Kiama, we had millionaire views from our caravan, where the grandkids loved coming to stay,” she remembers.

Alma became a traveller and had a lot of fun at her swimming club. After nearly 30 years in aqua aerobics, she still meets up with her friends in Kiama, and they visit Alma at Uniting Elanora.

“Since my accident I feel I’ve made more friends, or so I believe. Sometimes challenges bring you closer to people,” she explains.

Alma loves chatting to people, whoever they are, without judgement. “I don’t care if people don’t like me, I like me,” she says.

“You have to be good to everybody, we should stop all this nonsense. We’re too politically incorrect these days. We should just stretch out our hands and say, how do you do?”
Relaxed and ready to listen.
An active and happy child, Christina attends Uniting Frederick Street Preschool in Bexley. Christina has autism, which means she can sometimes find attachments to new routines difficult and interactions with other children directly, can be seldom.

Christina’s mother Nadea sits in the sun and thinks back to when Christina first started at preschool. “She did have separation anxiety at the beginning. But she’s been here a year now – and she absolutely loves her carers!”

The Uniting Frederick Street Preschool has a long history of inclusion, with other children also requiring exceptional care to cater for special needs. The preschool is also rich in diversity, reflecting the multiculturalism in the local area. There are 26 different cultures represented in the 80 children who attend.

Christina’s background is Lebanese, and although she doesn’t speak, she is completely bilingual understanding instructions and conversations in both Arabic and English. Her family is very close. She has two older brothers aged 10 and 11.

Carer, Helle says, “Christina is so excited, she is a bubbly little girl who loves her rugby ball and takes it wherever she goes. She loves playing with her two older brothers. Since coming here she paints, plays with water and is quite compliant in group activities, more so than she was before.”

During story time Christina takes her chair and sits down ready to listen. The carer reads out a book about herbs and explains their use. Christina is attentive, but then looks away.

Even though her attention shifts quite a few times during the story, she remains seated, understanding that it is what’s expected at that time.

The staff are extremely dedicated to their work, and in particular each child they care for. “Some staff have been here for over 20 years,” says Helle.

“Christina pays attention to things she wants to. She goes along with the routine now more than she used to. She would have to be held or hugged by a carer. But now she understands and likes it.

She’s very happy to play on the trampoline and likes being around the other children,” Helle explains.

The centre has a few children with special needs and it is remarkable to see how everything just hums together naturally. It’s not an easy task for these very dedicated carers, but the results are fantastic. A group of fabulous parents also work in partnership with the preschool. It really is a beautiful cosmopolitan mix of people. As it should be.

“She absolutely loves her carers!”
Chinese Parents Network connects families

In late 2014, Uniting Harris Community Centre became involved in a partnership with Ageing, Disability and Home Care (ADHC) Rosebery to develop a network for Chinese parents who had children with special needs.

This resulted from consultations between the two partners that revealed many Chinese parents in the local area needed more information about community and disability services.

The Chinese Parents Network Ultimo was launched and aims to educate parents about community and disability services. The Network includes how to access these services, and how to obtain information about other support services and resources, as well as encouraging information exchange and networking.

Parents attending have children ranging from babies, toddlers and young children to teenagers and young adults. The network has helped parents to make new connections and many are having greater contact with each other outside of the meetings. It has recently been registered with Carers NSW under the Together Program.

The Big Move 2015 saw 3,500 people participating in various community events at Lismore, Newcastle, Wollongong, Orange, Canberra, Shellharbour, Nowra and Sydney.

The Big Move raises awareness for dementia

The Big Move, Uniting’s Dance Against Dementia, was held on March 9, 2015 across New South Wales and the ACT and celebrated in 1950s style. The Big Move is pioneering the cause to encourage people to undertake physical activity as a way of reducing the risk of dementia. It showcased Uniting’s commitment to promoting health and wellbeing for our people.

The Sydney event, held at St Mary’s Cathedral Forecourt, was featured on Channel 10 both in advertising and in a post-event interview. NBN Television covered the Newcastle event in the evening news, and the Northern Star featured Uniting’s Big Move event in Goonellabah, rounding off unprecedented news coverage.

It seems the BIG MOVE movement is growing and this year for the first time non Uniting organisations joined in and hosted their own BIG MOVES. City Cross Driving School, S & J Kelly Catering, Northern Rivers Care Connections, Summit Care Wallsend and Summit Care Baulkham Hills also danced up a storm. We also had 10 residents from BaptistCare attend our event in Newcastle.

Aboriginal service delivery principles launched

The new Aboriginal Service Delivery Principles (ASDP) were launched at North Parramatta in May 2015. These principles offer opportunities to continually improve service delivery and relationships by providing guidance and strategies on how to best work with Aboriginal people, families and communities.

Confronting domestic violence

During 2015 staff from our Central Coast Brighter Futures program started using the evidence based Practice Framework for Supporting Families Experiencing Domestic Violence. The Central Coast has one of the highest rates of domestic violence in NSW. The Practice Framework takes a harm reduction approach supported by research and has been jointly developed with the Parenting Research Centre. The work in the Central Coast was supported by the Uniting Jump to Confront fundraising campaign.
Uniting to create impact and change.
In partnership with ACON, Uniting has facilitated LGBTI cultural competency training, with over 800 staff completing the course so far.

We are proud to be an employer that attracts a special kind of person; who is often willing to go over and above for the people we serve.

Marching in support of our LGBTI community

For the first time in history, Uniting marched in the Sydney Gay and Lesbian Mardi Gras in 2015, to show support for Lesbian, Gay, Bisexual, Transexual and Intersex (LGBTI) communities and staff, as well as clients and residents in our care. Our banner read, “We love that you love being you. Celebrating and welcoming diversity”. Social media networks, Facebook and Instagram particularly, displayed comments from past and present staff members proud to be connected with Uniting.
As an inclusive faith-based organisation we enable people to be who they truly are without judgement, and seek to celebrate the uniqueness and diversity of all people. Uniting wanted to show support for our LGBTI ageing clients, who are perhaps the most vulnerable within the community.

Many members of the LGBTI ageing community may have spent much of their life subject to legalised discrimination, and many try to hide their sexuality upon going into aged care. This is why we needed to take action.

Uniting has worked hard to be recognised as LGBTI inclusive, winning the Pride in Diversity Workplace Inclusion Award in 2013. We have also been recognised by the Commonwealth Government in 2014 by being selected as a provider of LGBTI-specific home care packages. Over 800 Uniting staff have also completed LGBTI cultural competence training in partnership with ACON.

Carol Penning INSPIRED CARE Awards

The fourth Carol Penning INSPIRED CARE Awards were held at Doltone House, Hyde Park in September 2014. The awards provide an opportunity for Uniting ageing staff to reflect on the achievements of their colleagues and appreciate individuals and teams who live and breathe person-centred care. This year there were four categories: inspiring leader, team, delivery of care, and a new category, volunteer.

The winner in each staff award category received $10,000 to advance their professional development.

The winners:

Leadership: Jan Williams, Service Manager, Uniting Mingaletta Port Macquarie
Team: Uniting Caroona Bonalbo Service Team
Delivery: Hannah Buckland, Leisure Lifestyle Team Leader, Uniting Annesley House Leichhardt
Volunteer: Chwee Kiat (Ricky) Chua, volunteer, Uniting Healthy Living for Seniors Beverly Hills

Uniting sweeps the Better Practice Awards

Six Uniting aged care services received 2014 Better Practice Awards for excellence and innovation in Residential Aged Care in 2014, highlighting commitment to empower and enrich the lives of clients, families and carers. Uniting was among only 37 initiatives awarded nationally by the Commonwealth Government’s Australian Aged Care Quality Agency.

Our winning programs:

Bucket List
Uniting Starrett Lodge Hamlyn Terrace’s Bucket List Program gives clients the opportunity to live life to the full and experience something that they’ve always wanted to.

Family Friendship Group
This support program at Uniting Garden Suburb provides a welcoming place for family members of residents to share their feelings and build support for each other during an emotional period as loved ones enter full time care.

Nurse Liaison
As participants in a local clinical care program, Uniting Salamander Bay works alongside a medical practice liaison nurse to ensure that a resident’s General Practitioner is fully informed about current health care, medication and personal treatment, subsequently reducing hospital admissions.

Falls Prevention Expo program
“Footloose” at Uniting The Marion Leichhardt, brings together staff, residents and allied health services to educate residents how to avoid spontaneous falls, and was instrumental in producing a significant reduction in falls and injuries.

The Inspired Voices Choir
Uniting Caroona Goonellabah heightens residents’ passion for song and life with residents performing beautiful music for community enjoyment.

The Cultural Diversity in Leisure and Lifestyle program
Uniting Mayflower Westmead celebrates the wide range of cultural backgrounds of residents and staff.

Reconciling for a better future

The Reconciliation Action Plan (RAP) for aged care was established in 2014 and seeks to enhance our services and ways of working to better meet the needs of Aboriginal and Torres Strait Islanders. The RAP aims to achieve practical outcomes to support progress in the areas of relationships, respect and opportunities. The RAP is the result of extensive consultation Aboriginal and Torres Strait Islander staff, colleagues and other stakeholders.
Partnership with Open Universities helping our people grow
At Uniting, we understand that a good quality education has the power to change lives, which is why we launched a partnership with Open Universities Australia in August 2014.

The partnership gives all Uniting residents, clients, employees, contractors and volunteers access to valuable courses either free of charge or at a discounted price.

Graduate nurse development
This year, 11 Uniting staff joined the Graduate Nurse Transition program. This program supports their transition to becoming a Registered Nurse in aged care, and aims to fully equip them with the right skills, knowledge and professional development opportunities to succeed as an aged care specialist.

Uniting finalists in the 2015 3rd Eldercare Innovation Awards
Uniting Quong Tart and Uniting Abrina Ashfield residential aged care services in Sydney were finalists in the 2015 3rd Eldercare Innovation Awards.

The awards aim to recognise Asia Pacific’s care organisations which have gone the extra mile to improve health, quality of life and independence for older people in care.

Quong Tart’s program provides 24-hour holistic care services for couples and individuals in a Chinese living style which allows residents to age gracefully in a culturally compatible and homely environment. All staff are multilingual, speaking Cantonese, Mandarin and English, and the kitchen prepares all Chinese meals on site daily, creating comfort and belonging through common language and Chinese cuisine.

Daily activities include cultural bingo, a day spa, art, music, pet and doll therapies, bus outings, community group visits, garden walk, horticulture, festive events and an annual seniors’ ball. It enhances residents’ cognitive, dexterity and socialisation skills, active living and quality of life.

Most residents are aged over 85 and some are more than 100 years of age.

Care teams are in constant contact with residents’ doctors and allied health teams to ensure high quality individualised care. Uniting, Abrina has been nominated for the Best Active Ageing Program Award for their ‘Live in the Moment’ exercise class. The class is conducted weekly and encourages those seniors at risk of falls, those living with Parkinson’s Disease or post-stroke to learn gentle tai-chi movements which help improve joint flexibility, muscular strength and endurance, restoring visualmotor coordination and balance, and increasing their confidence on foot.

Believing that life is for living, the philosophy of the program is ‘to live in the moment or you lose it’. The workouts are matched to favourite, easy to follow tunes, and are social and entertaining, contributing to a feeling of togetherness which the residents look forward to each week.

Awards

• Principal Researcher, Dr Natalie Scerra, was awarded the Uniting Jane Woodruff Fellowship to study the Strengthening Families Affected by Incarceration (SFAI) program in Hawaii. This is one of the only programs in the world where families are helped to maintain bonds through mentoring, parenting classes and parent-child programs and child development is supported.

• Uniting is a Pride in Diversity member and winner of Pride in Diversity’s LGBTI Workplace Inclusion within the Not-for-Profit/Charity category. Winners of the 2015 AWEI awards as one of Australia’s top 20 LGBTI employers.
The Phone Links pilot program began in 2015. Phone Links is a program in which people from aged care and disability services are called once a week by corporate volunteers. Uniting has established a corporate partnership for the program with development giant Lend Lease. Volunteers have commented that Phone Links enables participants to feel connected to a world other than their own, and the program has been so successful that it is due to be expanded widely in 2016.

The Home Visiting program, where volunteers visit the home of a client who may need some assistance or company, was also launched. The program works with people who may be feeling lonely. There are plans to develop the Home Visiting program further in 2016.

They say that when people love what they do...
A welcoming smile permanently on her face, it’s easy to see Rosemary loves chatting to the residents at Uniting Wesley at Belrose – and making them feel right at home. Softly spoken with a warm, gentle approach, Rosemary also has an incredible drive to make things happen. Which makes for a great recipe for the perfect volunteer.

“Staff are very busy and don’t have the time to stop and chat all day. But we’re here to help make life a little more special,” says Rosemary.

Since 1993, she has organised volunteers to run an annual garage sale, assisted with running the coffee shop and organised Easter, Mother’s Day and Christmas events. Over the years she has also helped raise over $160,000.

“Being a Leo, I’m a fabulous organiser and it’s good to be able to give. The residents love going to the coffee shop, it’s a great meeting place for them. The residents get coffee and desserts at a special price. For the coffee shop stock I go to Coles and get specials, that’s the only way to save money,” Rosemary explains.
But it’s not all task orientated (as fantastic as that is). It is not always easy for a decision to be made to enter into aged care and it can affect the person as well as their loved ones. Rosemary has had several relatives enter into care at Uniting Wesley Gardens. She has always shown great compassion and helped many people through difficult times. Rosemary often takes residents who don’t have families close by on shopping trips, so that they are able to buy clothes.

“Lots of families live far away and don’t see their loved ones often. I feel the residents do miss them, and we try to be there for them, even if it is something simple like going shopping for clothes,” says Rosemary.

Rosemary has a reputation for making everyone feel special and is well loved both by residents and staff. She has been nominated for numerous awards, including the Carol Penning Awards in 2015.

“I don’t need accolades, it’s just what I do. You can inspire people, and we always need volunteers,” she says.

It’s people like Rosemary that show through their actions what Uniting stands for. She’s compassionate, respectful, bold and definitely imaginative. Rosemary is someone all volunteers aspire to be.
We arrive at a gate and on the other side is the fantastic yellow plane he flies. Adam has a pilot’s licence and is in the process of obtaining his Flying Instructor rating with the dream of starting his own flying school in the Dubbo area. He has been flying since he was 15 years old.

Adam is an exceptional practitioner and young Aboriginal leader in the Orana Far West community. He is also part of Jaanimili the Aboriginal Services and Development unit in Uniting. The unit was born out of the 2007 ‘Dreaming as One’ internal review of Aboriginal staff recruitment, retention and service delivery, which highlighted the importance of Aboriginal leadership and participation in all layers of the organisation.

“I’ve also worked in a Uniting family restoration program,” he says. Family restoration helps children at risk of entering the foster care system to stay with their parents through early intervention and counselling. Adam has helped within the tight network that is the Aboriginal community.

He sometimes sees families he has worked with previously and they seem grateful. “But it’s not about me. It’s about doing something good for the community.”

Now Adam helps people by finding short term accommodation for homeless youth and those at risk of becoming homeless.

“There’s not a lot of accommodation in Dubbo. Lots of people are homeless and so many are couch surfing. The government departments can’t keep up with the need for housing.”

Adam’s dedication to the community is heartening, it’s so evident he wants to help make life easier for people wherever he can.

“I really want to start my own flying school for Aboriginal students. It’s something positive for young people.”

“I wanted to get into the air force as a young fella, but then ended up having kids. So I didn’t pursue that path, but I fly as often as I can with Wings out West, as often as time and finances permit.”

Adam has two children aged six and five, and hopes to one day pass on the love of flying to them as well.

Adam’s instructor and mentor, is Dan Compton, founder of Wings out West has 30 years flying experience. “Dan was in the air force for 12 years and then was a flying doctor. He motivates me and has helped me along the way and I want to do that for others. Even at work, the managers have been very supportive of me, especially with the flying hours. They’re flexible – and they call me the Uniting pilot!”

Adam’s passion and dedication are so strong, not to mention his emphasis on unity, especially the importance of the community and family connections. It’s not surprising he was nominated for Youth Worker of the Year in the 2015 NSW Youth Work Awards.
“But it’s not about me. It’s about doing something good for the community.”
– Adam Wiseman
Conference presentations

Linda Mondy, ‘The first social benefit bond in Australia - a new policy setting to improve outcomes for children in foster care’, European Scientific Association on Residential and Family Care for Children and Adolescents Conference, Copenhagen, Denmark, September 2014.


Kristen Briggs and Rossana Creighton, ‘Group facilitation on Leaving Care Planning’, Metro Central Leaving Care and After Care Practice Forum, Bankstown Sports Club, April 2015.

Rossana Creighton, ‘Overview of the ACE Program’, Southern Leaving Care and After Care Practice Forum, CareSouth – 2 Matilda Way Berkeley, December 2014.


R. Hollywood and E. Waterford, ‘TILA TALES: Once upon a time there was an allowance for young people leaving care’, ACWA Conference, Sydney, August 2014.


Shaping our future.
We must foster innovative thinking and action, and reward risk taking. To be sustainable, Uniting must continue to enter new markets and provide services where they are needed.

Increasing our reach
Uniting expanded its Home and Community Care reach with funding for 331 new Home Care Packages in Inverell, Gunnedah, the Southern Tablelands and Griffith. In line with our focus on diversity and inclusivity, importantly, some of the packages were to support the needs of Culturally and Linguistically Diverse (CALD), Lesbian, Gay, Bisexual, Transgender and Intersex (LGBTI), and the financially disadvantaged older people.

New accommodation options for seniors
Our newest Independent Living villages, Uniting Bramley Beecroft and Uniting Petalura Katoomba were completed. These villages offer affordable accommodation under the National Rental Affordability scheme, which is a Federal Government initiative designed to address housing affordability.

We also welcomed residents to the recently refurbished Uniting Caroona Woodburn.

Nurturing our future
Youth on Track, an early intervention scheme targeting young people at risk of involvement in criminal
behaviour, opened a new service in Kempsey. Increased funding in the youth area has meant that Uniting can now provide comprehensive services to this long-neglected age group.

We officially opened the Maranguka Community Hub and Western Family Referral Service (FRS) in Bourke on 29th May 2015. The Maranguka initiative is all about helping Aboriginal kids stay out of trouble and away from prison. It’s spearheaded by the Bourke Tribal Council, which comprises leaders from 21 different language groups.

**A driving force in empowering young people**

Uniting Church congregations in Wellington and Dubbo and Uniting engaged with local community members to help them complete the mandatory requirements for a provisional drivers’ licence.

The learner driver mentoring program “120 Countdown”, gained momentum with seven learner drivers from Wellington and three from Dubbo now benefiting from the program. Working with volunteer mentors, the participants are on their way to completing the mandatory 120 driving hours required to apply for a provisional drivers licence.

The Uniting team has been assisting 120 Countdown to raise funds for the program, with $5500 raised to date.

More than just a driving program, 120 Countdown is empowering young local people for the future.

**Making a difference**

Uniting ran two major fundraising initiatives during the year, supporting life changing programs.

Each year, 27,000 Australians in NSW are impacted by domestic violence. That means on average 518 every week, 74 every day or 3 every hour are experiencing physical, emotional, verbal, economic or sexual abuse.

The first initiative confronted the issue of domestic violence. The courageous actions of over 40 participants raised an outstanding $26,519.82 for our programs that support families affected by domestic violence.

The second initiative, the MOVEability Challenge, raised much needed funds to support young people who may be in crisis, at risk or are currently homeless.

On any given night, around Australia, 105,000 people don’t have a place to call home. 42% of the homelessness population is under the age of 25.

MOVEability challenged participants to be active for the 31 days of May. By setting a kilometre target and nominating a fundraising target, supporters made a difference to young people who access Uniting homelessness services.

**MOVEability Challenge**

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A vital role the Uniting Centre for Research, Innovation and Advocacy (CRIA) is to facilitate and support the work of the Social Justice Forum. The Forum brings together representatives from the Uniting Church Synod of NSW.ACT and Uniting to recommend strategies and implement campaigns that bring about social change and support those most in need.

Forum campaigns, including ‘Give Hope’ for people seeking asylum work to build our advocacy capacity. These campaigns are grounded in the belief that social justice is integral to Christian discipleship.

In 2014-15, affordable housing was a key area of focus for the Social Justice Forum. The aim was to consider how the Uniting Church and Uniting services should respond to the social dislocation and rise in homelessness caused by sharp increases in rent, housing prices and lengthy social housing waiting lists.

In just five months, in partnership with Sydney Alliance, 57 Table Talk discussions involving more than 400 congregation members and Uniting staff were conducted in areas including Dubbo, Gosford, Lismore, Lithgow, Corrimal, Canberra and Sydney. Participants expressed deep concern about the difficulties in securing appropriate accommodation experienced by Aboriginal and Torres Strait Islander people, vulnerable young people, women and children fleeing domestic violence, older people living in poverty with limited assets, and people with disability and/or mental illness.

The groups agreed that access to affordable and decent housing was a basic right and responding to this need was fundamental to our calling as Christians.

As a large property holder, the Uniting Church and Uniting have a moral responsibility to consider how we could use such resources in the service of mission. Lobbying government to increase the supply of social and affordable housing through direct investment, taxation reform and the exploration of innovative solutions was seen as a primary response. However, in the face of system failure and given the role of unaffordable housing in driving social inequality, it was also seen to be the role of the Uniting Church and Uniting to lead the development of practical solutions. It is in this space that CRIA plays a key role.

CRIA set out a number of practical and innovative reform options in a major submission to the NSW Legislative Council Inquiry into Social, Public and Affordable Housing. In partnership with Uniting colleagues, Social Ventures Australia and St George Community Housing, CRIA has developed an innovative practice and funding model for a Youth Foyer. Proposals have been submitted to the NSW Government’s Social Impact Investment round and the Premier’s Innovation Initiative. If successful, the Youth Foyer will provide accommodation and tailored support to assist young people experiencing or at risk of homelessness to realise education, training and employment outcomes.
In just five months, in partnership with Sydney Alliance, 57 Table Talk discussions involving more than 400 congregation members and Uniting staff were conducted.
“Come on in. Would you like a cup of tea?” asks Helen. Amongst her beautiful vintage furniture in a cozy setting, Helen and her son Nathan chat like we’ve all been friends forever.

“I was living in a shed on a cane field for nine years,” she says. “It wasn’t sanitary,” adds Nathan. “There were rats everywhere, eating through mum’s boxes, clothes and everything.”

Helen lived in an isolated leaky shed, 11km away from Woodburn, northern New South Wales. She had issues with mould and hygiene in the shed. Nathan couldn’t bear to see his mother live that way and started making enquiries into affordable rent available in the area. “We spoke to a woman named Katherine,” said Nathan.

Helen said, “Katherine is in Sydney and she called us when we were on our way to visit family in Brisbane. She called to say we had a home to move into. I was crying! I couldn’t believe it. It was like we’d won lotto.”

Helen keeps a beautiful home, it’s a welcoming lovely place that reflects both Helen and Nathan’s warmth. They have made every effort to get to know their neighbours and forge new friendships.

Nathan who is 39, makes life easier for the older residents living nearby. He takes the bins out and brings them in for everyone.

Helen used to work at Uniting Narla Village in Newcastle over 15 years ago. “Isn’t it funny now it’s Uniting helping me with my home,” she says thoughtfully.

Helen and Nathan are overwhelmed with gratitude. They didn’t want to bring many of their old possessions to their new home and have gradually collected furniture and furnished the home beautifully.

What they did bring with them was a determination to make the most of this opportunity and a beautiful supportive relationship with each other. Helen and Nathan have taken this move to start fresh. They have even started having social barbecues with the neighbours!
“Isn’t it funny now it’s Uniting helping me with my home.”
– Helen
Uniting Board
as at November 2015

Rev Gordon Ramsay
Chairperson

Gillian Coutts
Deputy Chairperson

Jonathon Rea

Oliver Greeves
Deputy Chairperson

Anne Carroll

Raymond McMinn

Arthur Psaltis

Tony Stephenson

Jane Thornton

Jacki Watts

Rev Dr Andrew Williams

Dr Andrew John Young

Bronwyn Pike

Heather Watson
**Rev Gordon Ramsay** Chair

Gordon is the Executive Minister at Kippax Uniting Church and UnitingCare Kippax in the ACT, where he has been in placement since 1997. He holds a Bachelor of Theology, Bachelor of Law and Bachelor of Arts.

Gordon is a former Chairperson of the Canberra Region Presbytery and was nominated for President-Elect at the 2015 Uniting Church Assembly. He has served on the General Committee of the ACT Council of Social Service, was a member of the ACT Community Inclusion Board, an ACT Community Inclusion Advocate, and a Community Champion of the Canberra ‘2030 Time to Talk’ process. Gordon chaired the ACT Targeted Assistance Strategy panel to examine the range of ACT Government programs and policies designed to assist lower income CanbERRRANS.

Gordon is currently a member of the ACT Better Services task force, offering strategic advice on the implementation of a whole-of-government approach to human services. He was a finalist in the ACT Local Hero Category of the Australian of the Year awards for 2015.

**Gillian Coutts** Deputy Chair

Gillian is an accomplished change and business management professional. Gillian started her career with Shell Australia Limited and moved on to executive leadership roles in Sales and Operations at David Jones and Pacific Brands. She now consults in change management and leadership development.

Gillian is also partner in The Potential Project Australia, which has a vision for bringing mindfulness based contemplative practices to organisational life in order to improve employee wellbeing, capacity and wisdom, and to create a more sustainable world.

Gillian is a graduate of the Australian Institute of Company Directors, and her community work includes supporting women post-breast cancer, following her own treatment and recovery. Gillian lives in Sydney with her husband, 5-year old son, and 15- and 19-year old stepsons.

**Oliver Greeves** Deputy Chair

Oliver is a Board Director with over 30 years’ experience with boards in Asia, Australia and the United States. He has served as an independent non-executive director on six boards of directors, executive director on 11 boards, and as an independent trustee of three church councils.

Oliver was a board member of The Korea Society, a large and strategically important membership organisation based in New York, and was also a founding board member of Sydney-based CPX (Centre for Public Christianity), a membership organisation focusing on issues of public interest. He served as founding Chairman of MetLife India, a joint venture between MetLife and several large Indian companies.

Oliver is a banker with over 30 years’ senior experience with J.P. Morgan Chase and with MetLife Inc., serving as Regional Director Asia-Pacific with both companies. He lived for several years in Malaysia, South Korea and Hong Kong. He is also very familiar with the United States having lived for twenty years in New York City.

Since leaving the financial industry 10 years ago, Oliver has worked with several US assisted living companies considering opportunities in Australia and Asia. He has consulted with groups in Hong Kong about the development of models of aged care for Hong Kong and China and has experience in Australia in development and operations in retirement villages. More recently, he has been consulting in aged care and community care in the area of leadership development.

Oliver is a partner in Pharos, a Sydney-based leadership company. He is a graduate of the Australian Institute of Company Directors and has a PhD in Economics from the University of Bristol in the UK.

**Anne Carroll**

Anne is a Registered Nurse with extensive experience as a senior manager in private hospitals. She holds a postgraduate degree in Public Health with a major in Health Services Management.

Anne has chaired the University of Technology Academic Advisory Committees for the Enrolled Nurses/Graduate Entry Accelerated Course (2010), Bachelor of Nursing/Bachelor of Arts in International Studies Curriculum Review (2009), and Bachelor of Nursing Curriculum Review (2009). She is a member of the College of Nursing. Anne is also on the Board of Directors (Treasurer) of Family Drug Support. Anne has been on Uniting (formerly UnitingCare) Boards since 2009.

**Raymond McMinn**

Raymond is a proud Aboriginal man, descendant of both the Dharug and Murri Nations. He was raised in Redfern and is an Elder and founder of the Aboriginal Community at Mingaletta. Raymond passionately believes in the importance of Aboriginal education and is dedicated to building awareness of the issues Aboriginal people face today. He has spoken at many regional and state conferences on Aboriginal education and community. Raymond’s last position before he retired was as the Aboriginal Community Liaison Officer for the Department of Education and Training in the Northern Sydney region.

He served 28 years in the Navy, including seven years on submarines and is acknowledged as the first Indigenous submariner. Raymond also served 10 years as a Senior Fire Officer, held various senior management positions, and served on the Minister’s Aboriginal Education Review team for the most important Aboriginal Educational Review several years ago. Raymond is currently retired but still active in his community, and has assisted, in conjunction with Uniting Burnside, in developing the ‘Sharing the Dream’ parenting program.

Raymond served on the Children, Young People and Families Board for two years before being nominated for the one unified Board and feels privileged to be serving on the new Board during this time of historic change, to assist in the reorganisation of, in Raymond’s words, “this wonderful and true organisation.”
Organisational structure
as at November 2015

NSW and ACT Synod

Uniting Board

Peter Worland
Executive Director
Uniting

Sandra Black
Director Marketing and Communication

Kym Clark
Director Group Services (to Jan 2016)

Doug Taylor
Director Strategic Engagement

Chris Grover
Chief Financial Officer

Claerwen Little
Director Communities

Rick Morrell
Director Mission

Jill Reich
Director People, Learning and Culture (from Nov 2015; Elaine Griffin prior to Nov 2015)

Steve Teulan
Director Ageing
Arthur Psaltis

Arthur is the Managing Director of PsaltGroup SCA which is providing strategic corporate advice to a range of corporate, government and charitable organisations, with a focus on optimising business strategies.

Prior to PsaltGroup SCA, Arthur was head of NAB Group’s Strategy for the Equity Markets; a groupwide initiative to optimise the customer value proposition. Arthur has 25 years’ experience in financial services, most recently at NAB, Westpac and Macquarie. His experience includes advising corporates on real estate capital market transactions, including capital raising, acquisitions, joint ventures, funds management and divestments.

Arthur’s experience spans leading advisory teams on initial public offers, corporate finance, and merger and acquisition transactions, business recovery, and reconstruction advice. His corporate finance experience covers capital raisings in Asia, Europe and Australia, with strategic financial advice in the sale and acquisition of a number of asset classes. A Fellow member of the Institute of Chartered Accountants in Australia, Arthur holds a Bachelor of Commerce from the University of New South Wales, majoring in Accounting, Finance and Information Systems.

Tony Stephenson

Tony is Director of O’Connell Advisory, a management consulting and management service company.

With over 20 years within the health and aged care sectors, Tony’s experience includes working for private equity companies, and for-profit, not-for-profit and church-based organisations. He is a chartered accountant and has held consulting, senior management and board of director roles. Tony has previously been on the board for companies operating private and public hospitals, aged care and health insurance services.

Jane Thornton

Jane is the Chairperson of the War Memorial Hospital Board and the Uniting Financial Performance, Risk and Audit Committee. Jane graduated as a Master of Business Administration and has 30 years’ experience in a range of senior executive roles with global IT companies and S&P/ASX50 Australian corporations, primarily driving change with a focus on market analysis and strategy development, business growth with accountability for overall profit, management consulting, software development, major systems integration projects, and strategic sourcing.

Jacki Watts

Jacki is an Elder of the Inverell Uniting Church as well as serving in the position of Church Council Secretary, a member of the New England North West Presbytery Pastoral Relations Committee and a member of the NSW and ACT Synod Standing Committee. She has completed the Australian Institute of Company Directors course. Jacki is currently serving in NSW Local Government in a second term as a Councillor with Inverell Shire Council. She chairs the Economic and Community Services committee, is a member of the Civil and Environmental committee and the ISC Risk and Audit committee. She is a member of the Inverell Liquor Consultative Committee along with serving on the Delungra District Development Committee.

Jacki has been a member of the Uniting Church in Australia since its inception and is very committed to the ongoing work of Uniting. She feels honoured to be serving on this Board and brings a deep knowledge of the different councils of the Church. She has recently been elected to the Assembly Standing Committee.

Jacki is a long standing member of the Inverell View Club, an organisation sponsored by The Smith Family and is committed to supporting their work helping disadvantaged Australian children to get the most out of their education.

Rev Dr Andrew Williams

The Uniting Church Synod of New South Wales and the ACT appointed the Rev. Dr Andrew Williams as its General Secretary in April 2010. The General Secretary is appointed by the Synod to provide leadership to the Church by actively engaging in strategic thinking about the life, direction, vision and mission of the Church.

Dr Williams has been ordained 31 years. He has worked in three different parts of Australia as a minister of the Uniting Church. His first appointment was in a parish in Adelaide, where he was mainly responsible for the youth congregation but also for beginning a new congregation in a housing development area. In the Northern Synod (Darwin) he was Secretary for the Board of Church and Community — the social justice role in that Synod. That work led him into new areas, particularly work with Indigenous people and overseas mission.

After eight years as the Secretary for World Mission and multicultural ministry with the Synod of New South Wales he spent eight years based in London working with the Council for World Mission (the former London Missionary Society) as the Executive Secretary for Personnel and Training.

Dr Williams’ Uniting Church experience also includes being a member of the standing committee of three synods, a member of the national Assembly’s Social Justice Committee, World Mission Committee and Commission on Women and Men. He worked on the policy drafting group for guidelines on clergy sexual misconduct and also helped with the 1992 redrafted version (inclusive language) of the Uniting Church’s Basis of Union.

Ecumenically, Dr Williams was on the National Council of Churches in Australia’s committee on refugees, on the Churches Together in Britain and Ireland’s Commission on Mission and the World Alliance of Reformed Churches’ Mission in Unity Steering Committee.
Ongoing or Completed in 2014/15

Assessing the effectiveness of an innovative, technology-enabled, integrated community care services model for older Australians. Lead organisation: Australian Institute of Health Innovation, Macquarie University. Partner organisation: Uniting

Keeping my place in the community: achieving successful ageing-in-place for people with intellectual and developmental disabilities. Lead organisations: (1) School of Rural Medicine, University of New England; (2) Centre for Disability Studies, University of Sydney. Partner organisations: Uniting; Ability Options Limited; Endeavour Foundation; The Ascent Group Australia Ltd

Developing Clinical Practice Placement Programs in Aged Care. Lead organisation: (1) School of Health and Human Services, Southern Cross University. Partner organisations: Uniting; St Andrew’s Aged Care; University Centre Rural Health (North Coast), University of Sydney Australian Government Department of Health.

Community Ageing in Place: Advancing Better Living for Elders with Cognitive Impairment (CAPABLE-C). Lead organisations: (1) Sydney Nursing School, University of Sydney; (2) Department of Community-Public Health, John Hopkins University; (3) Ageing, Work & Health Research Unit, University of Sydney; (4) School of Public Health, University of Sydney; (5) Brain & Mind Research Institute, Sydney Medical School, University of Sydney; (6) Faculty of Health Sciences, University of Sydney; (7) Centre for Healthy Brain Ageing, UNSW. Partner organisations: Baptist Care; The Whiddon Group; Aged & Community Services NSW & ACT; Alzheimer’s Australia NSW.

Evaluation of the integration of carer knowledge to improve inpatient care for dementia patients. Lead organisation: Patient Based Care, Clinical Excellence Commission.

The Social Orientation of Care in Aged Living (SOCIAL) Study. Lead organisation: (1) Dementia Collaborative Research Centre, Faculty of Medicine, University of NSW. Partner organisations: Australian Institute of Health Innovation and Centre for Clinical Governance Research, Macquarie University

Factors contributing to admission to psychiatric inpatient units from residential care. Lead organisations: (1) Uniting; (2) Specialist Mental Health Services for Older People, Sydney Local Health District

Choices in Community Aged Care. Lead organisation: (1) UnitingCare Life Assist/Deakin University Research Partnership. Partner organisations: Uniting; Deakin University; Fronditha Care; UnitingCare Gippsland, Australian Government, Department of Social Services under the Encouraging Better Practice in Aged Care Program

The effects of natural scene video displays on health and wellbeing of residents in the aged care setting: a feasibility study. Lead organisations: (1) Sydney Nursing School, University of Sydney; (2) College of Fine Arts, UNSW; (3) Brain and Mind Research Institute, University of Sydney

Assessing Health Literacy in a population of complementary medicine users. Lead organisations: (1) National Institute of Complementary Medicine, University of Western Sydney; (2) School of Nursing & Midwifery, University of Western Sydney.

Is art therapy more than the sum of its parts: Does art therapy reduce anxiety, reduce depression and improve the quality of life of aged care residents more than discussion groups. Lead organisation: University of New England, School of Behavioural, Cognitive and Social Sciences.
Dr Williams’ primary theological education was in South Australia, where he received a BTh from Flinders University. He has an MTh (Hons) from Sydney with a thesis on “The Concept of Partnership in the Uniting Church’s Understanding of Mission”. He completed a ThD from Birmingham University where his thesis was a case study approach to issues of personnel sharing in mission.

Dr Andrew John Young

Andrew has been the Chief Executive Officer of the Centre for Social Impact since early 2012. He is dedicated to improving the effectiveness of social impact across the social purpose, government and corporate sectors. He brings a systems approach and believes that the keys to improving social impact include an outcomes focus, evidence & measurement, collaboration and leadership development.

After completing a PhD at the University of Adelaide in 1995, Andrew worked as a strategy consultant with Andersen Consulting, providing strategy, business and marketing advice to large Australian and global companies. Seeking to use his skills for social outcomes, he took up a role as head of marketing for The Smith Family in 2000.

Andrew was appointed Chief Executive Officer of youth cancer charity CanTeen in 2004, winning Equity Trustees’ Not-for-Profit CEO First Year Achiever Award in 2005.

Bronwyn Pike

Bronwyn spent her early years in South Australia and Malaysia and studied Humanities and Education at Adelaide University. Following an early career as a Secondary School Teacher in Adelaide and Darwin she worked in the Human Services Sector and was Director of Justice and Social Responsibility for the Victorian Uniting Church. She had responsibility for a broad range of health and welfare services delivered by over 100 UnitingCare agencies and policy development, education and advocacy.

In 1999 Bronwyn was elected to the Victorian Parliament as the member for Melbourne and as a Minister in the Victorian Government. As the longest serving female minister in Victoria’s history she held portfolios of Housing, Aged Care, Community Services, Health and Education.

In 2012 Bronwyn was appointed as chair of the South Australian Urban Renewal Authority, chair of the Centre for Urban Research Advisory Committee and recently chair of Western Health and a board director for Uniting NSW/ACT. Bronwyn is also the president elect for the Australian College of Educators. She has a strong interest and expertise in public policy and works as a consultant to improve the quality and strategic focus of service delivery. Her extensive experience with Government, non-Government, business and academic sectors across a range of policy areas provides a strong foundation for her work. Bronwyn is currently working with Telstra Health as part of the senior leadership team developing the new EHealth business for Australia’s largest telecommunications company.

Bronwyn lives in North Melbourne, Victoria.

Heather Watson

Heather is a Partner with McCullough Robertson, Lawyers and leads the firm’s Social Infrastructure group, a part of its Corporate practice. She has broad experience across the non-profit sector, having acted for and been a member of many community and charitable organisations. Her particular industry expertise includes aged care, health and community services, affordable housing and indigenous communities.

Heather recently completed a maximum term of nine years as a board member of UnitingCare Queensland (including the last seven years as its Chair) and currently holds the following additional directorships: Community Services Industry Alliance Ltd (Chair); Australian Regional and Remote Community Services (a subsidiary of UnitingCare Qld and operating aged care, health and community services in the Northern Territory); National Affordable Housing Consortium Ltd; and McCullough Robertson Foundation Ltd.
The result for 2015 reflects increased service delivery activity, investment in new and redeveloped buildings and activities to support better common processes and practices.

During the year:

- Total revenue increased by 6.6% to $694.4 million
- Total expenditure increased by 6.5% to $675.5 million
- Capital expenditure on new and redeveloped buildings and activities to support better common processes and practices totalled $88 million

<table>
<thead>
<tr>
<th>Income Statement</th>
<th>Year ended 30 June 2015 $'000</th>
<th>Year ended 30 June 2014 $'000</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Income</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Government subsidies, grants and program funding</td>
<td>480,681</td>
<td>444,276</td>
</tr>
<tr>
<td>Resident fees, client fees and charges</td>
<td>161,867</td>
<td>155,864</td>
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<tr>
<td>Other revenue</td>
<td>51,870</td>
<td>51,374</td>
</tr>
<tr>
<td><strong>Total revenue</strong></td>
<td>694,418</td>
<td>651,514</td>
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</table>

<table>
<thead>
<tr>
<th>Expenses</th>
<th>Year ended 30 June 2015 $'000</th>
<th>Year ended 30 June 2014 $'000</th>
</tr>
</thead>
<tbody>
<tr>
<td>Wages, salaries and related expenses</td>
<td>428,500</td>
<td>395,259</td>
</tr>
<tr>
<td>Depreciation and amortisation expenses</td>
<td>57,109</td>
<td>53,966</td>
</tr>
<tr>
<td>Property costs</td>
<td>46,335</td>
<td>43,902</td>
</tr>
<tr>
<td>Program costs and consumables</td>
<td>101,250</td>
<td>85,551</td>
</tr>
<tr>
<td>Other expenses</td>
<td>42,278</td>
<td>55,675</td>
</tr>
<tr>
<td><strong>Total expenses</strong></td>
<td>675,472</td>
<td>634,353</td>
</tr>
</tbody>
</table>

**Total net surplus** | 18,946 | 17,161 |
Total revenue increased by 6.6% to $694.4 million

Income:
- Government subsidies, grants and program funding: 69%
- Resident fees, client fees and charges: 23%
- Other revenue: 8%

Total expenditure increased by 6.5% to $675.5 million

Expenses:
- Wages, salaries and related expenses: 63%
- Depreciation and amortisation expenses: 9%
- Property costs: 7%
- Program costs and consumables: 15%
- Other expenses: 6%
<table>
<thead>
<tr>
<th></th>
<th>Year ended 30 June 2015</th>
<th>Year ended 30 June 2014</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>$'000</td>
<td>$'000</td>
</tr>
<tr>
<td><strong>Assets</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Property, plant and equipment</td>
<td>858,492</td>
<td>827,887</td>
</tr>
<tr>
<td>Financial assets, including cash and investments</td>
<td>610,561</td>
<td>545,892</td>
</tr>
<tr>
<td>Intangible assets</td>
<td>16,720</td>
<td>16,837</td>
</tr>
<tr>
<td>Trade and other receivables</td>
<td>38,825</td>
<td>64,808</td>
</tr>
<tr>
<td><strong>Total Assets</strong></td>
<td>1,524,598</td>
<td>1,455,424</td>
</tr>
<tr>
<td><strong>Liabilities</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Refundable loans to residents in our services</td>
<td>711,587</td>
<td>672,582</td>
</tr>
<tr>
<td>Employee benefits</td>
<td>83,285</td>
<td>75,103</td>
</tr>
<tr>
<td>Trade and other payables</td>
<td>59,063</td>
<td>56,288</td>
</tr>
<tr>
<td>Other</td>
<td>7,811</td>
<td>7,545</td>
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<tr>
<td><strong>Total Liabilities</strong></td>
<td>861,746</td>
<td>811,518</td>
</tr>
<tr>
<td><strong>Total equity</strong></td>
<td>662,852</td>
<td>643,906</td>
</tr>
</tbody>
</table>
Uniting locations

Aged Care Homes
Independent Living Units
Burnside
Early Learning
Home and Community Care
Disability Services
Counselling and Mediation
The Uniting MOVEability Challenge in 2015 raised funds for Doorways for Youth, a program that supports young people in crisis, who are homeless or at risk of being so. MOVEability challenged participants to be active for the month of May. Whether through walking, running, cycling or swimming, participants set a kilometre and fundraising target and got moving.

As a cycling enthusiast, the idea of raising money by collecting kilometres wasn’t too daunting for Andrew. After doubling his fundraising goal of $2000 in 2014’s challenge, Andrew decided to set his target at $5000 in 2015.

Trips from his home in Cheltenham into his Sydney office helped rack up the kilometres to reach his target of 500km.

By the end of the month, Andrew was the challenge’s number one individual fundraiser, raising over $6100 for the Doorways for Youth program.

He also completed the second highest individual kilometres travelled, at 522.86km.

Generous donations from the Church community, work colleagues, family and friends tipped him over the line and gave him the motivation to push through.

“I’ve had some very good people support me,” he said.

The MOVEability Challenge 2015 had 69 participants who gathered 400 individual donations. Altogether, $23,335.37 was raised to support the service.

Reverend Dr Andrew Williams knows that on any given night around Australia, 105,000 people don’t have a place to call home. Over 42 per cent of these people are under the age of 25. So he took part in the Uniting MOVEability challenge again in its second year.
We couldn’t do it without you.

The important work of Uniting is supported by generous individuals, businesses and groups.

We thank you.
Companies and organisations

Advantage Salary Packaging
Amway Australia
Australia Post
Australian Seniors Insurance Agency
Bayton
Bunnings Thornleigh
Casio Electronic Musical Instruments
CaterCare
Chatswood Toyota
Clayton Utz
Computershare Ermington Deloitte
DKM Blue
Eftpos Payments Australia Limited
Evandale Pty Ltd
Health Care Imaging Merrylands Hunt & Hunt Lawyers
IAG
Jetts Neutral Bay
Koala Lane LDCC
KPMG
NRMA Insurance
Ogilvy PR
Peter Andonovski & Associates Solicitors
Randstad
Share Gift Australia
Staples
Suncorp Group
SWT Group
Symbion Diagnostic Imaging
Westpac Pacific Banking
Concord
Westpac Pacific Banking Kent Street
The Good Guys
The Trust Company Limited

Bequests

Late Annie Dorothy Douglas
Late Beryl Turnbull
Late Catherine Wheatley
Late Eileen Dillon
Late Frank Eldridge
Late George Frederick Rodda
Late Greta Savage
Late Ken Becher
Late Kenneth Jenner
Late James Dailly
Late Lloyd Temple
Late Margaret Hungerford
Late Marjorie Eileen Merrington
Late Rex Smart
Late Rita Thelma Smith
Late Ronald Armour

Clubs

Lions Club of Wellington
Moorebank Sports Club
Oatlands Golf Club Associates
The Rotary Club of West Pennant Hills
The Rotary Club of Belrose

Special groups

Bernard Austin Lodge
Cheltenham High School
Cumberland High School
Darling House Aged Care
Garden Suburb Aged Care
Greystanes UC Childcare Centre
Knox Grammar
Hawkesbury Village
Laurieton Haven Craft
Mayflower Village
Mckay House/Albas Lodge
Mental Health Project
MLC Burwood
Rotary Club of Belrose
Rotary Club of Thornleigh
Rotary Club of Wellington
Rotary Club of West Pennant Hills
St Johns College
War Memorial Hospital

Uniting church groups

Kincumber Uniting Church Op Shop
Terramurra UC Thursday F’ship
Central Blue Mountains
Hazelbrook Fellowship
Gloucester UC Adult Fellowship
Bellingen Uniting Church Adult Fellowship
St Columbas Uniting Church Womens Fellowship
North Ryde Community Church
Yamba-Iluka Uniting Church

Foundations

The Alan Elder Trust
The John and Gabriele Critoph Trust Fund
The William Rubensohn Foundation
The Regal Foundation
The Trust Company
Property Industry Foundation
Baxter Charitable Foundation
The Walter and Eliza Hall Trust

Major gifts

JM Algar
J Andrews
PM Andrews
K Becher
R Brand
H Brewer
H Brian
L Burgess
J Burnie
B Burns
B&S Byles
PF Calphy
C Carr
PH Cary
RMJ Chenoweth
J Connell
J Connolly
AK&JE Cooper
R Cumming
D Culey
M Day
M Dibdin
D Dong
A Douglas
R Fry
C Gailey
Rev M Gledhill
P&D Grover
J Habib
D Henderson
Rev H Herbert
J Jackson
S Jackson
K&J Kay
TB Lee
M Macarthur
G Mottau
J Mueller
D Noble
D Norman
E J Palmer
I Parkinson
A Pearson
H Presgrave
M Pry
M Ralston
JJ Rourke
P Schwebel
B South
A Spencer
V Stoney
J Thomas
A Udy
M Wall
C Williams
H Williams
A Wyburn

Uniting churches

Belrose
Carlingford
Cawdor
Chatham
Deniliquin
Dungog
East Maitland
Eastwood
Forestville
Kincumber Op Shop
Lane Cove
Mirimijani Village
Mortdale
Nyangai
Oatley
Parkes
Roseville
St Luke’s – Belmont
St Margaret’s
St Ninian’s
Toukley
Windsor
Yamba-Iluka