



2022: Our year in review



In 2022, a record number of new families experienced Plumtree's programs and our projects continued to produce valuable resources for the community.

Learning and thriving together

NDIS services are only a part of what we do—Plumtree empowers all families to flourish

Our free parent education programs during 2021–2022 set new attendance records

Families in control

We are passionate about nurturing communities and empowering families with new skills to thrive. Thanks to online delivery, 1,090 participants experienced our free workshops, courses, programs and playgroups in 2022—more than double compared to last year. Over half of these attendees were new to Plumtree.

Our workshops included preschool readiness, NDIS management and toilet training. Guest speakers gave talks on developmental parenting and family advocacy. Courses covered parenting and relationship skills. Our playgroups and some face-to-face programs were successfully re-introduced during the year.

Plumtree Preschool

At Plumtree Preschool, children of all abilities and cultural backgrounds learned together and began to understand the value of inclusive communities. Twenty-five places and a 1:4 staff-to-child ratio let us provide more individual support to extend a child's skills, love of learning and curiosity.

To create the best inclusive learning environment in our preschool, a behavioural therapist with a teaching degree joined the team to share expertise. Research on the wide-ranging benefits of this unique collaboration in an early childhood setting is being submitted for presentation at conferences.



392

SESSIONS FOR
FREE PROGRAMS

70%

NEW FAMILIES AT
FREE PROGRAMS

38

CHILDREN ENROLLED
IN PRESCHOOL



NDIS services

Every family of a child with a disability and delay begins at a different place, but they need a vision for the future.

A welcome visit connects new families at Plumtree to a peer worker with lived experience in raising a child with a disability. Together, they explore Pictability, a fun visioning tool we developed to immediately create goals for the entire family.

Our NDIS team then works in partnership with families to achieve their goals and bring positive change.

Our board

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

Congratulations to the team for finding new ways to support families during the pandemic and promote Plumtree's vision and values. The Plumtree Board is proud of your commitment and passion, and we thank you for your contribution across what was a difficult year.

Nick Walter,
Chair of Board

See our [Events](#) calendar to register and learn about our workshops, playgroups and events.

Your family at the centre

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

Planning plays a part

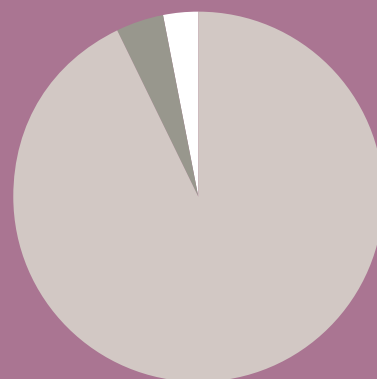
Pictability is an innovative approach for setting goals and a positive vision for children and families. Visually based, it identifies new possibilities through a fun, creative experience. You decide the goals that reflect your family's concerns and priorities.

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

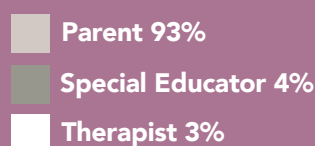
Sylvana Mahmic CEO Plumtree

You make the difference

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



TIME WITH YOUR CHILD (Mahoney 2011)



"Professionals are a resource. Most of a child's learning happens with their family and carers between therapy sessions."

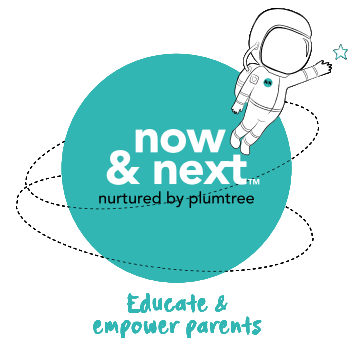
220 51%

NDIS PARTICIPANT
FAMILIES SUPPORTED

CALD FAMILIES IN
FREE PROGRAMS

Now & Next: growth and impact

Our innovative program transforms the lives of families with the NDIS and beyond



Evidence-based and run by trained parents with lived experience in raising a child with disability, Now & Next fosters lasting positive outcomes for all children and their families

The Now & Next program continues to show that peer workers and peer networks are a new resource for the future. In Australia, it expanded to support regional, rural and remote communities.

Our Government-sponsored Parents as Peer Leaders Program for families of children not connected to the NDIS ended in June 2022 and exceeded projections in attendance, peer leader and facilitator training.

It brought Now & Next skills to families of children with developmental concerns, no disability diagnosis, a diagnosis or other challenges. Our thanks to the Department of Social Services for funding the project.

Nurturing leadership

Now & Next continues to create a new generation of leaders. A total of 98 family leaders have been trained since 2015.

Our Parent Leadership Program gave Now & Next alumni deeper knowledge in areas including positive psychology, setting and achieving goals, using informal supports and partnering with professionals.

Graduates were ready with peer work skills for the future and gained more confidence in leading their child and family's journey.

Read our [growth and achievements](#) blog and download the Global Benchmark Analysis 2022 to learn more about the program's impact.



909

N&N PARTICIPANTS
SINCE 2015

368

SPONSORED N&N
PARTICIPANTS

53

2022 PARENT LEADERSHIP
PROGRAM GRADUATES

Sharing expertise with communities

Our collaborations with professionals and families deliver valuable insights and skills



Enhancing inclusive libraries

Our Libraries as Community Connectors project is a success. Interest continues after the pilots' conclusion, and more content is being added to our online course as enrolments grow. The online modules will provide library staff with inclusion training and mentoring now and into the future.

Every public library in Australia received a copy of *Our Library*, our children's book in collaboration with acclaimed author Donna Rawlins. Submitted for awards, the book promotes inclusion in libraries in mainstream Australian children's literature.

Free parent resources

Parents make the biggest difference in their child's development and finding trusted resources can be a challenge if concerns arise.

Our Parents as Peer Leaders Program identified families of children waiting for services or who had no disability funding that needed reliable information to get started.

We co-designed two eBooks containing 16 videos in response: one introduces early childhood professionals and how they work with families. The other provides tips and strategies by the Plumtree team in areas including positive behaviour, movement skills and toilet training. These resources will benefit many new families to come.

Promoting community participation

Children thrive and learn about the world outside of home and school. Peer-led and co-designed, we launched *Community & Me* to enhance inclusion in the community and inform the government in this area.

We invited families of children with disability and delay to share their community participation insights and experiences in a National Survey to be published in 2023. A PhotoVoice survey enabled children to share their experiences through taking photos of what they do or don't enjoy. Resources developed using the information will be piloted by organisations to assess their services and bring positive change.

176

ONLINE COURSE
PARTICIPANTS

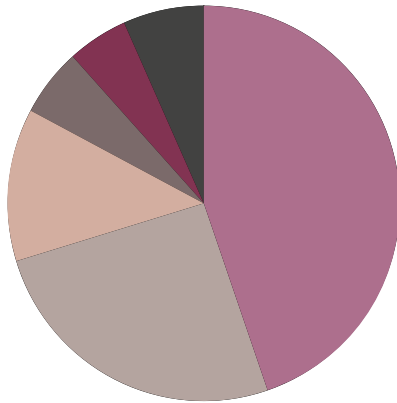
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LIBRARIES JOINED
PILOTS

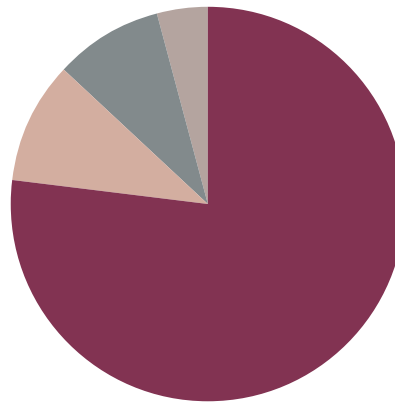
1K+

"OUR LIBRARY" BOOKS
DISTRIBUTED

Our year at a glance



Income



Expenditure



Staff

In 2021–2022 our income was a total of \$3,932,427 comprising:

- NDIS revenue – 42%
- ILC grant funding – 27%
- Preschool funding – 13%
- DEC grant funding – 6%
- Other funding & donations – 5%
- JobSaver support – 7%

Plumtree is a non-government, registered charity.

In 2021–2022 our expenditure was \$4,069,149 comprising:

- Employee costs – 77%
- Service delivery costs – 10%
- Admin/occupancy costs – 9%
- Project expenses – 4%

Financials for the 2021–2022 period were audited by Chartered Accountants Meoli and Co and are available from Plumtree by request.

69 total staff

9 speech pathologists

10 occupational therapists

6 teachers

4 physiotherapists

7 educators

7 behaviour specialists

8 peer workers

7 therapy aides

1 office support staff

6 managers

4 project managers

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

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



Service snapshot

854 children and their families supported at Plumtree

656 playgroup and program participants:

- » **Workshops & courses**
- » **Sponsored Now & Next**
- » **Peer groups**

2,892 attendances*

392 sessions

Programs and events were held online and face-to-face during the year.

*Some free programs, such as courses, Sponsored Now & Next and Music Together comprised multiple sessions.



Workshops & playgroups

Child development: toilet training, transition to school and communication

The Nest: preschool readiness and navigating early childhood education

Let's Talk About....: a peer support series to help families thrive

About Play: the benefits of play through blocks, puzzles and playdough

Music Together: a playgroup for communication, interaction and musical fun

NDIS planning: self-management for maximum flexibility and navigating plan



Courses & support groups

Circle of security: strengthening child-parent relationships

Tuning into kids: guiding children's emotional development

Cool little kids: understanding and managing children's anxieties

1-2-3 magic & emotion coaching: fostering calm, effective and happy parenting

Now & Next: empowering lasting positive change for the entire family

MyTime and MyTime Men: an informal gathering to unwind, socialise and share information

The above is only a sample of our suite of programs. Go to our [Events](#) calendar to view them and explore our [Resources](#) page for strategies and inspiration.



Plumtree is a not-for-profit, community-based organisation that helps families thrive.

Trusted for over 30 years, we provide therapies and support for children aged birth to 8 years with a disability or developmental delay and their families. Our free online and centre-based playgroups and parent educational programs support all families. At Plumtree Preschool, children of all abilities and cultural backgrounds learn together and begin to understand the value of inclusive communities.

Our award-winning, evidence-based programs and resources help families take control of their own learning and achieve positive outcomes.

Plumtree's passionate, culturally diverse team of specialists work from the heart in a caring environment where families feel respected and informed.

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



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