



2023: Our year in review



**In 2023, more families
across Australia
and internationally
benefitted from our
programs and resources.**

Your connection to community and support

As well as providing NDIS services, Plumtree welcomes, informs and connects families

During 2022–2023, over half of the families we supported in Australia with free education programs were from outside our base in Sydney

Families in control

We are passionate about nurturing communities and empowering families with new skills to thrive. Our popular Learning Together calendar included free workshops on preschool readiness, NDIS management and toilet training. Courses covered parenting and relationship skills. Webinars featuring guest speakers discussed topics such as navigating support and wellbeing for children with Autism.

Our face-to-face playgroups were successfully re-introduced. In a partnership with Inner West mobile playgroup Magic Yellow Bus, Plumtree team members provided support for families of children with developmental concerns in the community and promoted the value of early childhood education.

Plumtree Preschool

At Plumtree Preschool, children of all abilities and cultural backgrounds learned together and showed the value of inclusive communities. Our high staff-to-child ratio let us provide more individual support to extend each child's skills, curiosity and love of learning.

The preschool is now part of the Reconciliation Action Plan network, which strengthens connection with First Nations peoples and closes the gap in health, education and care.

Two preschool graduates with disabilities are volunteering with us, preparing visual resources and working with the preschool team, respectively. We are supporting their transition to paid work.



290

SESSIONS FOR
FREE PROGRAMS

47%

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 all will benefit with a clear 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 use Pictability, our visioning tool that identifies strengths and goals. Our NDIS team then works in partnership with families to achieve their goals and bring positive change.

A new program focusing on school transition and support at school, home and in the community will launch in 2023.

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

Our board

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

As we emerged from the pandemic, our face-to-face services resumed and demand for our playgroups has returned. The board welcomes the new families to our community and thanks the Plumtree team for the support they provided through a challenging period.

Nick Walter,
Chair of Board

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

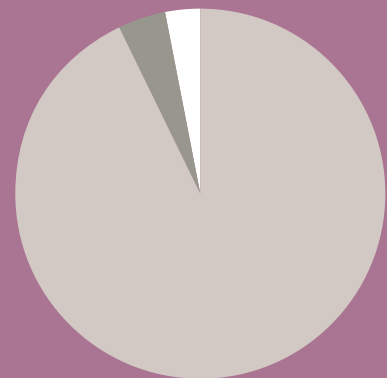
Pictability is an innovative approach for setting goals and a positive vision for children and families. Visually based, it identifies new possibilities through a fun, creative experience. You decide the goals that reflect your family's concerns and priorities.

"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."

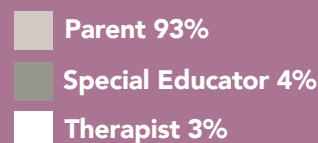
Sylvana Mahmic CEO Plumtree

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."

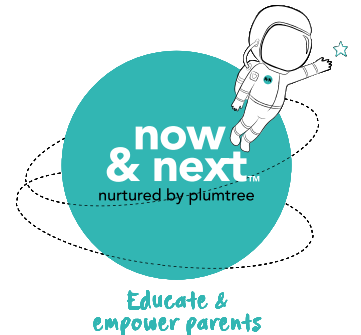
174 34%

NDIS PARTICIPANT
FAMILIES SUPPORTED

CALD FAMILIES IN
FREE PROGRAMS

Now & Next: by parents, for parents

Our evidence-based program continues to make an impact across Australia and overseas



Co-designed and run by trained parents with lived experience in raising a child with disability or delay, Now & Next fosters lasting positive outcomes for children and their families

Our accomplishments are being heard around the world. Now & Next was presented at five international conferences, including the 8th National Early Childhood Intervention Conference in Malaysia and the European Association of Service providers for Persons with Disabilities. Now & Next groups also launched in Singapore.

The Government-sponsored Now & Next program was extended to 2024. It enabled us to continue sharing life-changing skills to families of children with developmental concerns who were not connected to the NDIS. Our thanks to the Department of Social Services for funding the project.

Nurturing leadership

Completing Now & Next is just the beginning.

Parent Leadership training gave alumni the opportunity to further explore topics such as positive psychology, setting and achieving goals, using informal supports and partnering with professionals. Participants gained peer work skills for the future and 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.



991

N&N PARTICIPANTS
SINCE 2015

438

SPONSORED N&N
PARTICIPANTS

98

FAMILY LEADERS
SINCE 2015

Sharing expertise with communities

Our collaborations with professionals and families deliver valuable insights and skills



Enhancing inclusive libraries

Libraries as Community Connectors provides online inclusion training for library staff and professionals to better welcome families. With the project refunded to 2024, the course was updated with new content and improvements from user feedback. Team members were invited to discuss the project in Victoria and a presentation was made at the Professionals and Researchers in Early Childhood Intervention Conference.

A [Stories of Change](#) video was produced with Elizabeth Khater, Children's Librarian from City of Canada Bay Libraries, on the course's positive impact on their services. More videos with other libraries are planned for the future.

Free parent resources

Parents make the biggest difference in their child's development and finding trusted resources can be a challenge. We refreshed our website with a new section that puts all of Plumtree's resources in one place.

They include eBooks that explore topics including support for developmental concerns and play for positive outcomes; videos; blogs and downloadable fact sheets. A wealth of material from our Family Conferences have also been collected. Held since 2017, insightful presentations by professionals and parents have discussed topics such as community inclusion, the role of families and building children's independence.

Promoting community participation

Peer-led and co-designed, Community & Me will inform organisations on enhancing their inclusive services.

The project's 2022 national survey for families of children with developmental delay or disability up to 14 years called for equal access and participation in community arts and recreation activities—see the [survey results](#) for more details. An ongoing PhotoVoice survey lets children share their experiences through taking photos of what they do or don't enjoy.

Following another national survey, resources will be developed from our data and piloted by organisations to assess their services for positive change.

278

ONLINE COURSE
PARTICIPANTS

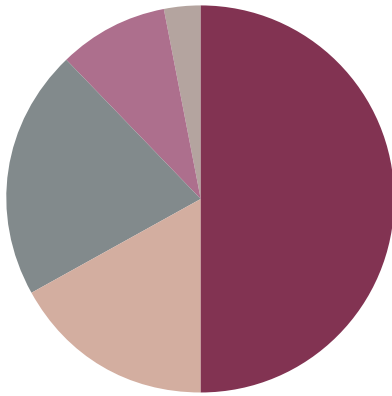
516

RESOURCE
PAGE VIEWS

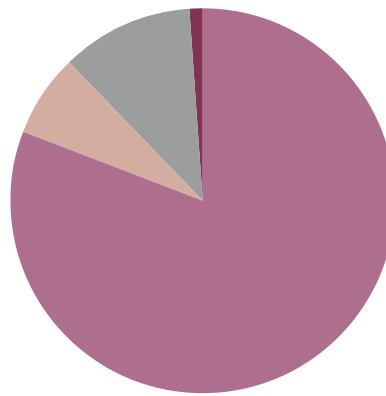
80

FAMILIES COMPLETED
SURVEY

Our year at a glance



Income



Expenditure



Staff

In 2022–2023 our income was a total of \$2,866,555 comprising:

- NDIS revenue – 50%
- ILC grant funding – 17%
- Preschool funding – 21%
- Start Strong Pathways – 9%
- Other grants & revenue – 3%

Plumtree is a non-government, registered charity.

In 2022–2023 our expenditure was \$3,114,476 comprising:

- Employee costs – 81%
- Service delivery costs – 7%
- Admin/occupancy costs – 11%
- Project expenses – 1%

Financials for the 2022–2023 period were audited by Chartered Accountants Meoli and Co and are available from Plumtree by request.

60 total staff

9 speech pathologists

8 occupational therapists

5 teachers

2 physiotherapists

13 educators

4 behaviour specialists

7 peer workers

2 therapy aides

1 office support staff

5 managers

4 project managers

Our passionate and culturally diverse team share a commitment to helping families achieve their goals.

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

751 children and their families supported at Plumtree

539 playgroup and program participants:

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

1,765 attendances*

290 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 independence, wellbeing for children with Autism

Let's Talk About...:

on relationship growth and sensory support

Explorers Play: a playgroup for babies and children under 3 years

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

NDIS planning: navigating transition to Local Area Coordinators

Magic Yellow Bus partnership: Plumtree team supporting families at Inner West mobile playgroup



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:

skills for lasting positive outcomes for the entire family

MyTime and MyTime Dads:

an informal gathering to unwind, socialise and share information

The above are just some examples of our programs. Learn more on our [Events](#) calendar.



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.



**Phone: 02 9572 8840
Fax: 02 9011 7077
Email: info@plumtree.org.au**

**Yabsley Ave Jarvie Park
Marrickville NSW 2204
Plumtree Children's Services
ABN 62 664 994 050 • CFN 11220.**