Out Doors Inc.  
challenging approaches to better mental health

ANNUAL REPORT  
2019
Our Principles

Out Doors believes that a person at risk of poor mental health and other disabilities:

- is considered as someone with potential, abilities and a future;
- has the right to choose; and
- is involved in the planning of outdoor adventure activities.

Out Doors Inc. (Out Doors) is a not for profit, community managed mental health organisation that delivers a range of outdoor adventure and recreation programs to people at risk or experiencing mental health issues in Victoria.

Out Doors was founded in 1987 by people primarily working in mental health who believed recreation, play and outdoor adventure are valuable parts of a holistic approach to personal development and mental health. What makes Out Doors unique is that we use the medium of outdoor education, with an emphasis on action, challenge and healthy risk-taking, to deliver a diverse range of programs such as rafting, rock climbing and surfing, as well as creative programs like bush art & music. These programs support our view that people learn best by ‘doing’ and focus on a participant’s ability rather than illness or disability.

For 32 years, Out Doors has been developing programs that support participants to live independently, to keep physically and mentally active and develop formal and informal social relationships via the natural environment. Out Doors also has many years experience working with various cultural groups and communities who are at risk of poor mental health, and specialises in education and skill development in a social, practical and less structured environment. Our programs not only improve learning outcomes, but they also improve the overall wellbeing of people who are vulnerable and in need of support.
**OUR VISION**

is that Out Doors will be the pre-eminent provider of adventure programs that promote mental health and wellbeing.

**OUR MISSION**

is to provide challenging approaches to better mental health by assisting people to get out of their home and to participate in the life of their community.

**OUR VALUES**

underpin everything that we do, every day.

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**Respect**

Respecting the diversity of our participants, staff and leaders is fundamental to us. We operate with inclusiveness and empathy, we uphold standards of ethical behaviour, and we work with participants in their interests.

**Passion**

Our participants will be rewarded by their experience. We provide hope and encouragement to our participants to take up challenges and to reach their potential.

**Excellence**

We maintain high standards in everything we do, particularly the safety and wellbeing of our participants. We will innovate and constantly seek to improve our services.

**Integrity**

We will be accountable for delivering our mission, having regard to the highest ethical standards.

**Environmental Stewardship**

We are committed to practices that minimise impact on the environment. We acknowledge our responsibility for efficient use of resources to ensure environmental sustainability.
CHAIRPERSON & CEO MESSAGE

This has again been a year filled with uncertainty and challenge. At both State and Federal levels, funding has been unsettling for our staff, participants and carers. Despite this uncertainty, Out Doors continued to provide high quality services to participants and carers, and continued to make a difference in the lives of all involved. In this context, we would like to thank our dedicated staff who have worked tirelessly despite their concerns about the security of funding for their positions, and we also thank the participants and carers for supporting us through this process. The strong culture of Out Doors has played an integral part in the organisation being able to overcome these challenges.

Highlights 2018/2019

- **Programs**: Throughout the year we delivered a full suite of day-long and overnight recreational and adventure activities that included nature walks, bush-art sessions, bike riding, canoeing trips and overnight camping. With over 43,000 hours in the outdoor environment, participants continue to benefit from our therapeutic programs in nature.

- **Relocation**: Following an intense search for a suitable ‘home’, Out Doors relocated to Kensington. The two buildings provide sufficient space for participant meetings as well as housing our vehicles, equipment and staff.

- **Convention**: Healthy By Nature “Surviving and Thriving” 5-day conference at Neerim East was attended by 60 participants living with a mental health issue (age range from 16 to 92 years of age).

- **Quality Management**: Successfully maintained our quality standards and continued as a registered ISO OH&S and Quality Management organisation.

- **NDIS**: An increase of 53% in the number of participants with an NDIS plan enables us to provide over 12,300 hours of engagement in program activities.

“I liked how the staff were encouraging with us, they made me feel very comfortable around people, I had a chat and a good laugh. With support I was able to discipline my mind and body for physical activity”. Out Doors participant.
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Participant and service provider feedback consistently highlighted the excellent contribution that staff make through their professional skills, dedication and inspirational approach. Staff from the Victorian Department of Health and Commonwealth Department of Health and Human Services (DHHS) and Department of Social Services (DSS) continued to be very supportive as have the donors, sponsors, service providers and participants who have worked with us throughout the year. Our thanks also to Maddocks who have continued to provide pro-bono legal guidance and advice.

This year we farewelled Summah Francis, Warwick Noles, Fern Steinfort & Jean Dind & we welcomed to the staff team Rob Saxton & Natalie Hebrard.

At the Council, we welcomed Rahul Chauhan, Jonathan Kneebone and Caryl Hertz. We farewelled Dr. James Campbell to whom we thank for his support and expertise in the area of neuropsychology.

Finally, we thank our staff for their excellent and professional contribution and Council members for their support and guidance over the year. Council members have again provided valuable leadership through their voluntary and valued contribution to Out Doors’ success this year. Our successes are only possible through the joint contribution of dedicated staff, carers, participants, Council and our supporters.

We look forward to another year of excitement and progress as we begin planning for our second year’s implementation of the Strategic Plan.

Allan Davey
Chairperson

Iudita Trifa-Schmidt
CEO
Strategic Plan 2018-2020

Out Doors Inc is an organisation run by people who are passionate about making a difference in the lives of people living with mental illness. Below is an overview of the key priorities we set for this year and the outcomes we achieved.

We are committed to continuing to provide positive mental health outcomes through every program we run. The objectives set by this plan have been designed to ensure that we remain focused on our Mission to do just this.

As such, the Strategic Plan has been developed to ensure ongoing service innovation across our community, to drive the continual improvement of our performance, to build the capability of our workforce, and to focus our efforts on delivering the services and quality required by our community and our participants in a constantly changing service environment.

Strategic Priority 1

PRODUCT PLANNING AND SERVICE DELIVERY

- HEALTHY BY NATURE convention attended by 60 participants run over 5 days.
- Increase of 53% in NDIS participation.

![Gender Chart]

Very even gender split between male and female participants.

![Program Activity Days]

44% of the trips were low challenge activities.
56% are aged between 25-64 Years.
Strategic Plan Continued...

Program and Participant Information

44% of the trips were low challenge activities.

56% are aged between 25-64 Years

42% of the trips were 5 day trips.
Strategic Plan 2018-2020 Cont....

STATEGIC PRIORITY 2

Continuous Improvement and Innovation

- ISO Mid Cycle successfully completed
- Attended 6 Conferences promoting a positive mental health

Training Programs

As a Gold Skilled Workplace, Out Doors continued to deliver Mental Health First Aid (MHFA) courses to public. In 2018/2019, there were 6 MHFA courses offered and 56 participants became MHF Aiders. The MHFA Courses we deliver focus on increasing the mental health literacy of employees and people in the community.

Accreditation

Post Certification annual review by Global Mark PTY LTD determined that Out Doors has demonstrated it has the capability to systematically meet the requirements of the International Organization for Standardization (ISO) in the area of Quality Management Systems (ISO 9001:2016) and Workplace Health and Safety Management System (ISO 4801:2001) for all activities of the organisation.

Accreditation enables our continuous improvement of services. It consists of self-assessment, external review and implementation of quality improvement. Accreditation occurs every three years for most standards, with a mid-cycle review in between to check that the organisation is continuing to meet standards.

“161 clients from the identified target group successfully engaged in program and its activities”

The content was highly informative. Daniel was very sensitive to the complex experiences we all had with mental health disorders. I really appreciated his respectful approach. MHFA should be a mandatory in every workplace.

“100% of participants stated that they felt good or very good after participating in our programs.”

The camp was a therapeutic victory.”

Luke, Out Doors Inc Participant
Strategic Plan Continued.

STATEGIC PRIORITY 3

Capacity Building

- Invested in NDIS systems and processes
- Relocated Out Doors to new premises in Kensington
- Invested in Marketing initiatives and ongoing support
- Investment in staff with expertise in outdoor education and mental health who are passionate and reflect the values of our culture
- Implemented cloud based accounting systems to comply with ATO requirements.

“"It’s very important to take time and be guided to rest in nature. It revitalised me and I feel recharged. It was beautiful, restful and nature is amazing. Dan, Out Doors Inc Participant"”

“"The camp was a therapeutic victory” Luke, Out Doors Inc Participant"”

94% of our senior participants came from a culturally and linguistically diverse background

100% of participants stated that they felt good or very good after participating in our programs.
On the 10-14th December, 2018 we held our ‘Healthy By Nature’ Convention at the picturesque Forest Edge, Neerim East. It was a 5 day event designed to equip our participants with ongoing skills and strategies to apply in their lives post convention. It provided an invigorating, and adventurous environment to promote overall holistic prosperity.

The convention provided the perfect setting and opportunity to showcase our practical and innovative approaches to mental health with our participants.

Keynote presentations from Betty Kitchener, Former CEO of Mental Health First Aid Australia, our very own Maureen Carey, Program Co-ordinator and Therapeutic Arts Practitioner and Gwenda Cannard, Director of Life Minded. Over the 5 days our participants had the opportunity to experience first hand through practical workshops and outdoor activities such as Tai Chi, meditation, bushwalking, ziplining and even swing dancing. The benefits that our combined programs of recreation, play and outdoor adventure have in creating a holistic approach to personal development and increased mental health.

“I loved this workshop!! It gave us the opportunity to create Art with natures elements, and connect more closely outside in nature through art expression.”

“It revitalised me and I feel recharged” Susanne, Out Doors Inc Participant.
2018 Convention
HEALTHY BY NATURE
“Surviving and Thriving”

I really appreciated the presenters cheery disposition and humour. Excellent ability to connect the Tai Chi practice to how we can apply it in our lives post convention. Out Doors Inc. Participant.

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Out Doors has been a registered NDIS Provider since 2016. The number of participants in this funding stream has grown significantly in the last year, from 30 participants in 2017/18 to 64 in 2018/19.

Participants have confirmed that program attendance has significantly supported them to maintain their mental health, increase social capacity by engaging with others and having an outdoor adventure which has heightened self-esteem and boosted their physical health. They have communicated that Out Doors programs and the Out Doors community continue to have positive effects on their well-being and mental health and regular participation helps them to maintain their health and wellbeing.

Participants also described how whilst on program they have gained insight and have been able to develop strategies to support their wellbeing and social participation as well as supporting a pathway toward finding rest and wellbeing whilst on programs.

Participants have provided very positive feedback in relation to the program helping them to meet their NDIS plan goals. Below is a snapshot:

“Feeling relaxed and less stressed. Overall better mental health. Socially awesome. Being around other women gave me a sense of safety and comfort. I learnt how to surf on boards and enjoyed being able to play on a sports raft in the ocean.”

“Mental health is getting stronger. I have achieved an improvement in controlling stress levels, emotions and concentration. Gained more insight into my mental health condition. Mood was stable, stress came and went and didn’t linger.”

Out Doors Inc. is a National Disability Insurance Scheme (NDIS) Provider, Registration Number: 4050002688
“It was such a good break from normal life, I was challenged and I returned feeling rejuvenated, inspired and felt better inside. Thank you Out Doors Inc” Out Doors Inc. participant.
PROGRAM HIGHLIGHTS

Seniors

Out Doors Inc is passionate about continuing to support and invest in the seniors living in our community through our Senior Program.

The objective of this program is to support the development and enhancement of the National Positive Ageing Agenda that promotes healthy active ageing and aims to enable older Australians to live more connected and engaged lives in retirement. The programs are designed to provide high quality, accessible and socially inclusive programs that support the mental health and well being of people aged over 65 living in the North West Metropolitan Region of Melbourne.

This year the seniors enjoyed activities like bushwalking, team games, sightseeing, dancing, swimming and canoeing. An exceptionally high level of participant satisfaction was achieved. Most reported they do not normally access these types of activities in their daily life, they had clear mental and physical health benefits and increased connection with a range of people with diverse backgrounds.

Our seniors also had an opportunity to attend the convention. They were very enthusiastic about joining other OD participants and actively engaged in all activities of the convention. Seniors particularly enjoyed the mix of ages and experiences sharing stories and learnings.

"The trip made a big difference in my life. Thank you Out Doors Inc."

- 161 clients from the identified target group successfully engaged in the program and its activities.
- 94% of clients came from a culturally and linguistically diverse background.
- 8582 hours of recreational services were delivered (on average of 53.3 hours per participant) in different regions across Victoria, including Blairgowrie, Echuca, Hepburn Springs, Gippsland and outer metropolitan areas of Melbourne.
- There was a 100% participation rate in the recreational and outdoor activities in the programs.
- When participants were asked to indicate how they felt before the program, 21% stated they felt good or very good. 55% felt neither good nor bad 24% stated that they did not feel good.
- After the programs, 100% of participants stated that they felt good or very good.
- These responses demonstrate that our programs have made a difference to the lives of these participants.
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"I learnt some amazing new skills, met new people and connected with nature on the bush walk". Senior Program participant.
PROGRAM HIGHLIGHTS

Youth Programs

Out Doors continued to support the Toolangi Adventure Sports Camp (TASC), an initiative between Victoria Police, Sports Without Borders, City of Yarra and Special Olympics. TASC takes place during each school holidays and draws its participants from the housing estates in the City of Yarra. The participants range in age from 14-18, and come from cultural and linguistic diverse backgrounds.

Out Doors run day adventure programs during each of their school holiday camps including outdoor adventure activities, like bushwalking, sports rafting, the amazing race and canoeing.

Agency Programs

A number of agency programs were conducted during the year both within Metro Melbourne and Regional Victoria.

The camps provided participants with the opportunity to enjoy being in nature and undertake a range of outdoor activities such as bushwalking, fishing, stand up paddle boarding, sports rafting and swimming. Participants enjoyed the challenges of the camp, trying new things and having fun with other people. Participants were very eager to challenge themselves both physically and mentally.
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“I enjoyed the accommodation, the spectacular scenery, walks and the company. I feel much more positive and this will carry with me upon my return home. I will walk and exercise more when I get home.” Out Doors Inc. Participant

“The trip has made a big difference in my life”. Out Doors Inc. Participant.
PROGRAM HIGHLIGHTS

Carers

The weekend programs are designed to provide respite for carers over 65 years of age in the North-West metropolitan region of Melbourne. Out Doors’ carers have always expressed their satisfaction and gratitude for the services we provide to the people they care for and the respite they receive. Participants enjoyed weekends to Tyabb, Portarlington, Toolang, Queenscliff, Balnarring and Warburton. During the year they took the opportunity to explore the environment, beaches, nearby towns as well as cooking and socialising with other participants. These weekend programs provided much needed respite for carers of people living with a dual diagnosis (intellectual disability and mental illness).
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Participants enjoyed weekends and day trips to Serendip Sanctuary, Maritime Museum, Pt. Lonsdale Lighthouse, Collingwood Children's Farm, Truginina Park, Ceres, Studley Park Boathouse, Botanic Gardens, Masons Falls, Queenscliff, Arthurs Seat, Mornington Peninsula and Toolangi. These day and weekend programs provided much-needed respite for their carers of people living with a dual diagnosis (intellectual disability and mental health issue).

The participants were involved in many and varied activities including ten pin bowling, visits to markets, bushwalking, arts crafts and even a surprise day of discovery and fun.

“I loved listening to the waves. It’s something I’ve never done before”. Out Doors Inc. Participant.
2018-19 was a financial year with a modest surplus.

- Generated income of $1.6M
- Operating surplus of $44.3K
- Updated systems to increase the quality, efficiency and effectiveness of our service
- Invested in operational and organisational systems to support roll out of NDIS
- Increased the number of programs from 35,788 to 43,350 hours to accommodate for participants’ transition to NDIS

Summary income statement

<table>
<thead>
<tr>
<th></th>
<th>2019</th>
</tr>
</thead>
<tbody>
<tr>
<td>Revenues from ordinary activities</td>
<td>$1,601,075</td>
</tr>
<tr>
<td>Administrative expenses</td>
<td>-$45,283</td>
</tr>
<tr>
<td>Motor Vehicles</td>
<td>-$25,309</td>
</tr>
<tr>
<td>Employee benefits expense</td>
<td>-$1,129,766</td>
</tr>
<tr>
<td>Depreciation expense</td>
<td>-$86,085</td>
</tr>
<tr>
<td>Occupancy expenses</td>
<td>-$117,680</td>
</tr>
<tr>
<td>Direct program expenses</td>
<td>-$124,126</td>
</tr>
<tr>
<td>Other operating expenses</td>
<td>-$28,483</td>
</tr>
<tr>
<td>Surplus from ordinary activities</td>
<td>$44,344</td>
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</tbody>
</table>

Statement of cash flows

<table>
<thead>
<tr>
<th></th>
<th>2019</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cash flows from operating activities</td>
<td>$33,735</td>
</tr>
<tr>
<td>Receipts from grants etc</td>
<td>$1,590,724</td>
</tr>
<tr>
<td>Payments to suppliers and employees</td>
<td>-$1,556,989</td>
</tr>
<tr>
<td>Net Cash provided by (used in) operating activities</td>
<td>$33,735</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th></th>
<th>2019</th>
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</thead>
<tbody>
<tr>
<td>Cash flows from investing activities</td>
<td>$22,551</td>
</tr>
<tr>
<td>Payments for property, plant and equipment</td>
<td>-$5,731</td>
</tr>
<tr>
<td>Interest received</td>
<td>$28,282</td>
</tr>
<tr>
<td>Net Cash provided by (used in) investing activities</td>
<td>$22,551</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th></th>
<th>2019</th>
</tr>
</thead>
<tbody>
<tr>
<td>Net increase (decrease) in cash held</td>
<td>$56,286</td>
</tr>
<tr>
<td>Cash at the beginning of the financial period</td>
<td>$1,462,616</td>
</tr>
<tr>
<td>Cash at the end of the financial period</td>
<td>$1,518,902</td>
</tr>
</tbody>
</table>
**OUR FINANCIAL PERFORMANCE**

The financial information is provided by the Directors of Out Doors Inc. and is extracted from the audited results for the year ended 30 June 2019. The full financial report can be found at www.outdoorsinc.org.au.

<table>
<thead>
<tr>
<th>Balance sheet</th>
<th>2019</th>
</tr>
</thead>
<tbody>
<tr>
<td>Year ended 30 June 2019</td>
<td>$</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Current Assets</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Cash assets</td>
<td>1,518,903</td>
</tr>
<tr>
<td>Receivables</td>
<td>30,459</td>
</tr>
<tr>
<td>Prepaid Expenses</td>
<td>45,656</td>
</tr>
<tr>
<td><strong>TOTAL CURRENT ASSETS</strong></td>
<td><strong>1,595,018</strong></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Non-Current Assets</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Property, plant and equipment</td>
<td>92,997</td>
</tr>
<tr>
<td><strong>Total Non-Current Assets</strong></td>
<td><strong>92,997</strong></td>
</tr>
</tbody>
</table>

| **TOTAL ASSETS** | **1,688,015** |

<table>
<thead>
<tr>
<th>Current Liabilities</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Payables</td>
<td>40,541</td>
</tr>
<tr>
<td>Provisions</td>
<td>524,271</td>
</tr>
<tr>
<td>Accruals</td>
<td>189,782</td>
</tr>
<tr>
<td><strong>Total Current Liabilities</strong></td>
<td><strong>754,594</strong></td>
</tr>
</tbody>
</table>

| **TOTAL LIABILITIES** | **754,594** |

| **NET ASSETS** | **933,422** |

<table>
<thead>
<tr>
<th>EQUITY</th>
<th></th>
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</thead>
<tbody>
<tr>
<td>Retained Surpluses</td>
<td>660,629</td>
</tr>
<tr>
<td>Equipment Reserve</td>
<td>228,449</td>
</tr>
<tr>
<td>Net Income</td>
<td>44,344</td>
</tr>
<tr>
<td><strong>TOTAL EQUITY</strong></td>
<td><strong>933,422</strong></td>
</tr>
</tbody>
</table>

Since 2015, Out Doors Inc. has delivered over **165,500 program hours** to **3,500 participants** at risk or living with a mental health issue in Victoria.
“It was great to see everyone being co-supportive amongst the attendees. The shared experiences and acceptance of one another’s journeys and illnesses gave a positive push for all.” Out Doors Inc participant.
OUR TEAM

Board / Council
Allan Davey Chairperson
Laurence Alvis Deputy Chairperson
James Campbell Secretary to Dec 2018
Jonathan Kneeborne Secretary from Dec 2018
John Marshall Treasurer
Rahul Chauhan from Dec 2018
Carole Hatherly
Caryl Hertz from Dec 2018
Olga Shegoleva
Darryl Flukes

Sessional Staff
Outdoor Program Workers
Oliver Butt
Maureen Fallon
Sien Hendrickx
Carel Pluis
Mikaela Foxworthy
Amanda Owen
Andrew Pearson
Melanie Wilson

Staff
Ludita Trifa -Schmidt Chief Executive Officer
Jennifer Norris State Manager Corporate & Community Services
Meng Ng Quality Manager
Emily Serle Marketing Coordinator to Aug 2018
Fern Steinfort Administration Officer to March 2019
Natalie Hebrard Administration Officer from April 2019
Jeny Gosal Finance Officer
Sophia Tzouravou Health Promotion Coordinator

Outdoor Program Coordinators
Maureen Carey
Jean Dind to Sept 2018
David Weeks
Christophe Perrot
Jennifer Rees to June 2019
Warwick Noles to Nov 2018
Rob Saxton from April 2019

Inclusion and Community Liaison Coordinator
Summah Francis to Aug 2018
Daniel Dobber from Jan 2019

Mentors / Ambassadors
Chris Couper
Carole Hatherly
ACKNOWLEDGEMENTS

Out Doors’ achievements are made possible because of the commitment, dedication, generosity and efforts of many individuals and organisations.

Out Doors’ Council and staff wish to acknowledge and thank our many supporters for their contributions over the last 12 months.

Supporters
Out Doors would like to thank the following organisations for their support:

- Wise Employment
- City of Yarra
- Deakin University
- St. Vincent’s Hospital
- Sports Without Borders
- Within Australia
- MIND Australia
- Mental Health First Aid Australia

Partnerships
Out Doors partners with many health and community service organisations to support our participants. Out Doors thanks these organisations for their collaboration.

Donors
Thank you to all Out Doors donors who generously contributed funds to support our programs and initiatives. We appreciate your ongoing commitment to supporting people at risk or living with a mental health issue.

A special thank you to those who have allowed Out Doors to use their photos in this publication.

Participants
Out Doors would like to thank the people it has had the privilege to work with over the past 12 months in supporting them through their journey in recovery.

Families, carers and friends
Many people provide input into Out Doors’ consultative and support processes and we thank them for their contributions.

Government
Out Doors receives funding from the Victorian Department of Health and Human Services and the Federal Department of Social Services. Out Doors acknowledges the importance of their funding and thanks them for their commitment to supporting people with mental health issues.
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- City of Yarra
- Deakin University
- St. Vincent’s Hospital
- Sports Without Borders
- Within Australia
- MIND Australia
- Mental Health First Aid Australia

Participants

Out Doors would like to thank the people it has had the privilege to work with over the past 12 months in supporting them through their journey in recovery.

Families, carers and friends

Many people provide input into Out Doors' consultative and support processes and we thank them for their contributions.

Partnerships

Out Doors partners with many health and community service organisations to support our participants. Out Doors thanks these organisations for their collaboration.

Donors

Thank you to all Out Doors donors who generously contributed funds to support our programs and initiatives. We appreciate your ongoing commitment to supporting people at risk or living with a mental health issue.

A special thank you to those who have allowed Out Doors to use their photos in this publication.

“My personal goals were achieved, the better days are yet to come”. Out Doors Inc participant.
“The camp rejuvenated my love of the environment” Out Doors Inc Participant
“I found out what my limits were and I completed all the activities. [I’m feeling] very fulfilled and relaxed”
Out Doors Inc Participant