



OUT DOORS INC.®

# ANNUAL REPORT 2023

The Path to Better Mental Health  
[www.outdoorsinc.org.au](http://www.outdoorsinc.org.au)  
(03) 9417 2111







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“ It was a challenging program with big walks every day. I'm glad I made it through and survived. ”

- participant comment

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Acknowledgments

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 participant's ability rather than illness or disability.

**For over 35 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 using the medium of the natural environment. Out Doors also has many years experience working with various cultural groups and communities who are at risk of developing a mental health condition, 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.







## about us

## 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 planning of outdoor adventure activities.

## Our Vision:

is that Out Doors Inc. 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 empowering people to get out the door and to participate in the life of their community.



## Our Values:

underpin everything that we do, every day.

### 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 ensure minimal impact on the environment. We acknowledge our responsibility for efficient use of resources to ensure environmental sustainability.



# Chairperson and CEO Message

Chairperson and CEO's report  
– Out Doors Inc. 2022-23

As 2022 came to a close and warmer weather prevailed, a brighter outlook also beckoned for all Out Doors Inc. activities and programs following the difficult years experienced during the COVID-19 pandemic. Hesitancy in enrollments was still apparent but intake numbers started increasing slowly and program delivery began well in 2023.

Our presence in the municipality of Brimbank was also being consolidated as Stage 1 saw increased awareness of Out Doors due to a weekly staff presence as well as by promotion in print, on radio, via email and on our website. **By year's end the number of views on our Out Doors website for all activities increased by 29% whilst our total reach via our social media channels increased by around 70% which was very pleasing.** Our online newsletter, Outdoors Ink, also significantly increased its readership which showed that the short participant contributions were popular and informative.

For the first quarter of 2023, our CEO, Ludita Trifa-Schmidt took a well-earned period of leave during which time a former Chair of Out Doors, Graeme Kelly, stepped in as interim CEO which worked seamlessly. **An additional carer's program was rolled out earlier this year in the West of Metro Melbourne, with the funding received from DFFH. We once again participated in the Disability Connection Expo** at the Convention Centre in Southbank with a display of Out Doors programs and with our ever popular make-your-own pedal power smoothies which were a hit with visitors and other stall holders. Networking with many other service providers at the expo is now a stepping stone to the development of future partnerships which are being pursued. Many other networking opportunities were pursued during the year, some of which are coming to fruition with the involvement of new cohorts of participants directed to Out Doors from partner organisations.

**We held a number of Mental Health First Aid courses during the year which have now become a regular program on our calendar of events.** As the year progressed, we delivered an increasing number of well-attended program activities that reached pre-COVID levels which was immensely satisfying. By mid-year, day activities had commenced in Brimbank which were well received.

The current service agreements that Out Doors has with the Department of Health and the Department of Families, Fairness and Housing, due to expire in June 2024, have pleasingly been **rolled over for a further three-year period which will enable several new programs to be implemented.**

Looking back, the past year has been a very rewarding one for Out Doors despite some bumps along the way which were well navigated as full program activities were resumed. As a small organisation, **Out Doors has a dedicated and highly professional staff whose passion and attention to detail is first class, enabling the organisation to run smoothly even under difficult circumstances.** We thank all staff sincerely for their tireless service and good humour. We also thank our Council whose unwavering dedication has been crucial in overseeing the smooth running of this valued community service provider throughout the year. We also thank our key partner in government – Department of Health and Department of Families, Fairness and Housing Victoria – as well as our other valued stakeholders during the year – Carers Victoria, Parks Victoria, Merri Community Health and The Local Brimbank for their support.



Allan Davey  
Chairperson



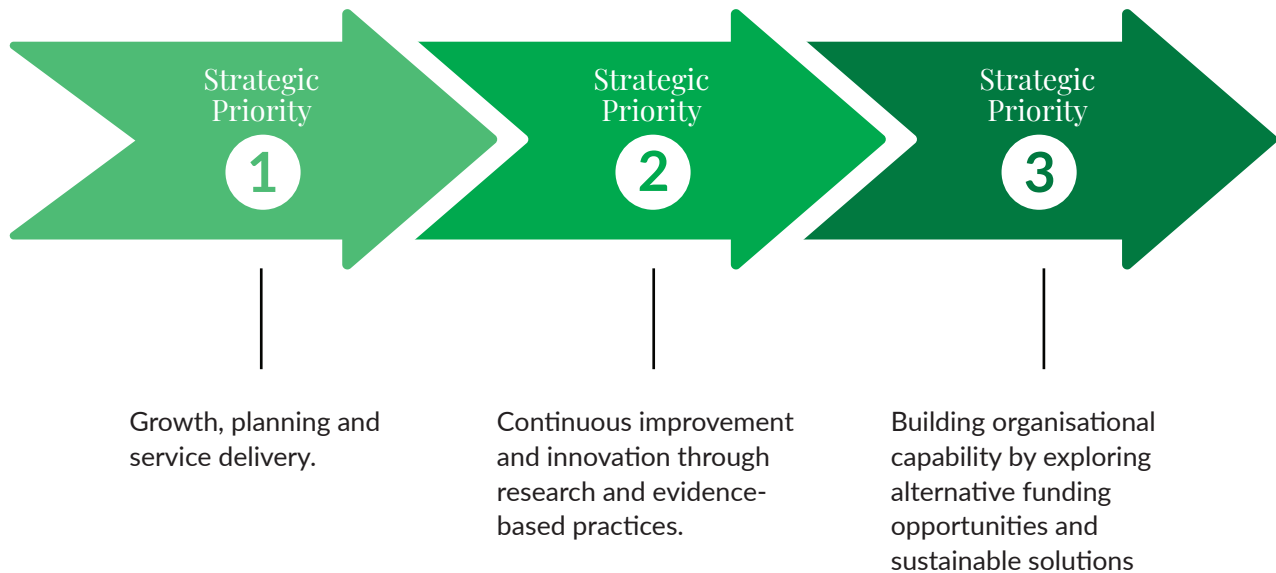
Ludita Trifa-Schmidt  
CEO



# strategic plan

2021 - 2024

This Strategic Plan 2021/2024 has been created to be responsive, contemporary and adaptable. Following the release of the report of the Royal Commission into Victoria's Mental Health System, the Victorian Government pledged its commitment to implement the recommendations set out over the next 10 years. Out Doors aims to provide relevant services at the right time in accessible locations.



“ Being mentally ill, going away helps alleviate the mind. Surrounding yourself in nature and having positive, fun & enriching experiences does wonders for mental health.”

- participant comment





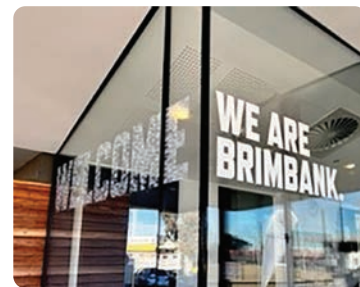
# STRATEGIC PRIORITY

1





## Growth Plan Stage 1: Brimbank



In the last financial year, the Brimbank Hub initiative commenced a range of services and programs. Notably, they secured a centralized office space at the St Albans Community Centre through a successful application.

A weekly presence at the hub became a valuable resource, granting access to services provided by Out Doors Inc., including walk-in opportunities, intake meetings, information sessions, and convenient pick-up and drop-off locations for participants. Moreover, the hub offered workspace for Out Doors staff, enabling them to engage directly with people in the west and Brimbank community stakeholders.

Over the course of the year, functional relationships have developed within the community, involving key collaborators such as Brimbank City Council, the Mental Health and Wellbeing Local, various Vietnamese community groups, Carers Victoria, and Merri Health, further enriching the hub's outreach and support efforts.

The Brimbank Hub has experienced both successes and challenges in its operations. On the positive side, there has been a significant level of interest from the community during networking engagements, highlighting a clear need for the services offered and an opportunity to address the gaps in support for individuals at risk or living with a mental health condition.



OUT DOORS INC.®  
**OUT DOORS INC.  
IS COMING TO BRIMBANK!**

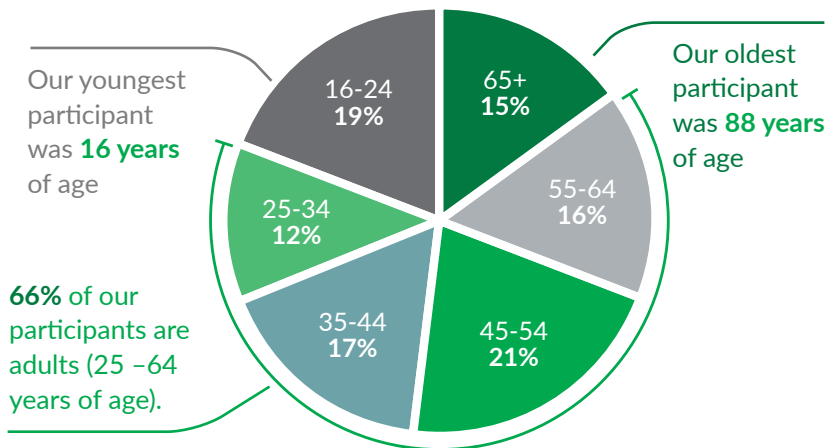
Access to carer funding has facilitated engagement with carers in the west, building trust within the carer community, which plays a crucial role in connecting with future NDIS participants. Moreover, the hub has actively sought feedback and reflected on its community interactions to tailor services to the specific needs of the Brimbank community. This has involved the development of appropriate marketing collateral, language interpreting, and cultural adjustments within the programs.

However, challenges persist, particularly in the saturated NDIS landscape of the west, where Plan Managers and NDIS Support Coordinators have been hesitant to embrace opportunities presented by Out Doors Inc. Additionally, the cultural diversity in the community has made it challenging to convert interest into actual registrations, with trust issues, language barriers, and other cultural factors playing a role in this process. The Brimbank Hub continues to address these challenges while building on its successes to better serve the community.

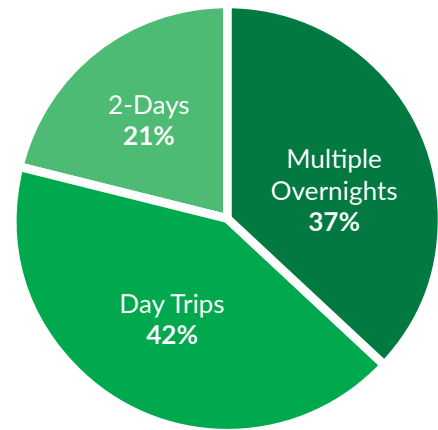
## Engagement with Participants: Program Highlights

### AGE

Out Doors programs cater for all ages and fitness levels.



### PROGRAM TYPE



**1,386** participations over  
**39,111** hours of activity time

## Support for Carers Program Funding in the West



The Support for Carers Program Funding in the West has led to significant achievements and collaborations. Over the year, partnerships have flourished with Brimbank City Council, Carers Victoria, and Merri Health, solidifying strong connections within the carer community serving Brimbank and the greater west. **Successful programs have included day trips to local natural environments such as Brimbank Park, Organ Pipes National Park, Horseshoe Bend Farm, Point Cook Marine Sanctuary, and Mount Macedon Recreational Park, providing enriching experiences for carers.** Carers in Brimbank also had the opportunity to participate in a three-day Mental Health First Aid course, funded by the Support for Carers Program, further enhancing their skills and knowledge.

As trust in Out Doors Inc. programs grew within the community, opportunities to engage community-based carer groups expanded. **Notably, future opportunities have emerged with CALD (Culturally and Linguistically Diverse) groups, including the Vietnamese, Chinese, and Somali communities, reflecting the Project Beyond commitment to inclusivity.** Importantly, feedback from attending carers and agencies has been instrumental in identifying and addressing barriers faced by this cohort. For instance, recognizing the limited time available to carers for respite, Out Doors Inc. adapted its programs to better accommodate their needs, ensuring that the Support for Carers Program Funding is used effectively and inclusively.



## strategic priority

1

### Agency Program

It is well documented that the carer role is demanding physically and emotionally. Caregiving is often a full-time or nearly full-time responsibility. This time commitment can impact the caregiver's ability to engage in personal or professional activities outside of the caregiving role. Caregivers may experience social isolation and feelings of loneliness, as the demands of caregiving can limit their ability to engage in social activities and maintain a robust support network. Out Doors Inc. in partnership with Merri Health and Uniting ran the Brisbane Ranges Getaway overnight program for carers in April 2023. Fourteen carers were confirmed to attend however, six attended the program.

The carers who attended the program appreciated the opportunity to get some respite and created a WhatsApp group to stay connected following the program.



“ As a carer for my husband, I cannot commit to long time being away from him but a short trip to socialise with others is mentally beneficial for me. ”  
- participant comment



## “Healthy Ageing Through Adventures” Seniors Program

Promoting healthy aging through adventure and recreational activities is an excellent way to encourage physical activity, social engagement, and mental stimulation among older adults at risk or with poor mental health.

Our senior programs offer a variety of adventure activities that cater to different fitness levels and abilities. This ensures that all participants can engage at their own pace and comfort level.

The programs foster social interaction and encourages group participation. Group activities promote camaraderie, reduce isolation, and provide a support system for participants to share their journey with other like minded participants.



# Connecting Through Nature Project

The project was funded by Parks Victoria through their Volunteer Innovation Fund. Out Doors in partnership with local community members and environment-based community groups, delivered a combination of specialised recreation, mental health and wellbeing programs. The aim of the project was to improve social connections and promote mental health, as well as to develop a suite of resources to help build connection, and capacity in, local environmental community groups.

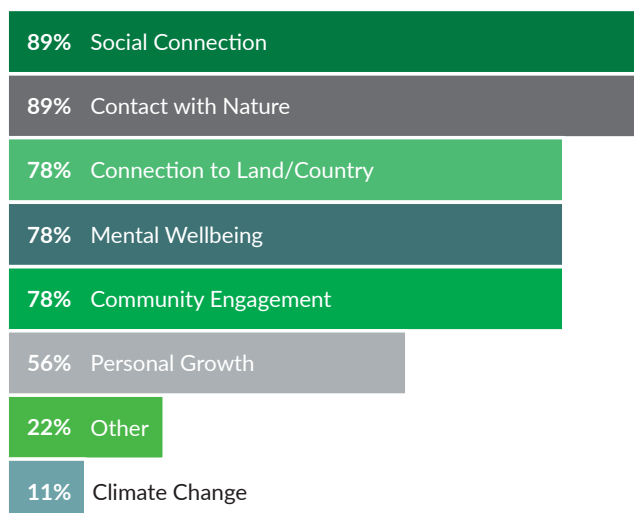
Participants were asked to complete a short survey pre and post project. The survey explored participant motivation for attending the project, current barriers to volunteering, likelihood of volunteering post project and benefits of participating in the project. A total of 34 surveys were completed.

These findings confirm the project achieved its aim to work in partnership with local community members and environment-based community groups, to improve social connections and promote mental health by engaging community members with their local outdoor environments.

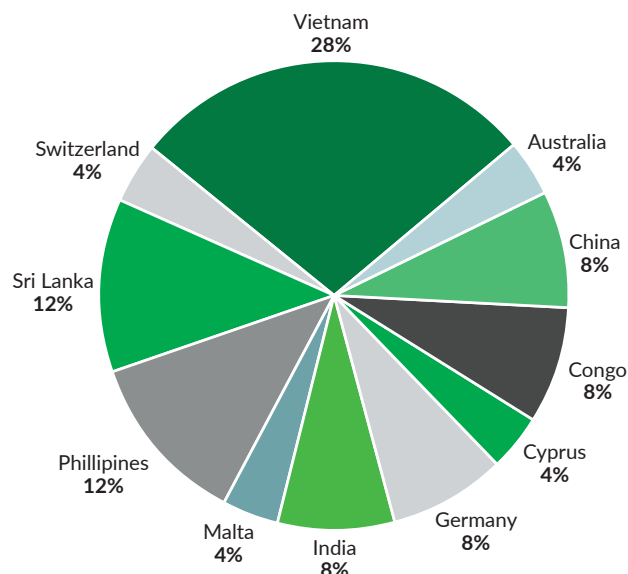


“ Getting outdoors & socialising - mission accomplished ”  
- participant comment

## BENEFITS OF ATTENDING THE PROGRAM



## COUNTRY OF BIRTH





## Youth Program

“ I would like to become fitter and more active through outdoor activities. I feel like this trip has been part of that journey. ”

- participant comment



Out Doors has actively supported the Toolangi Adventure Sports Camp (TASC) since 2013.

This year, we ran day adventure programs during each of their school holiday camps including bushwalking, rafting, amazing race and other adventure activities.

TASC draws its participants from housing estates in the City of Yarra. The participants range in age from 14-18, and come from culturally and linguistically diverse backgrounds.



TASC is run in conjunction with Blue Light, Sports Without Borders and the City of Yarra Youth Services. TASC provides a 4 day camp experience that focuses on honing individual soccer skills, the spirit of competition, and team building and in the concept of 'giving back' within their community.



SPORTS  
WITHOUT BORDERS  
we're all on the same team

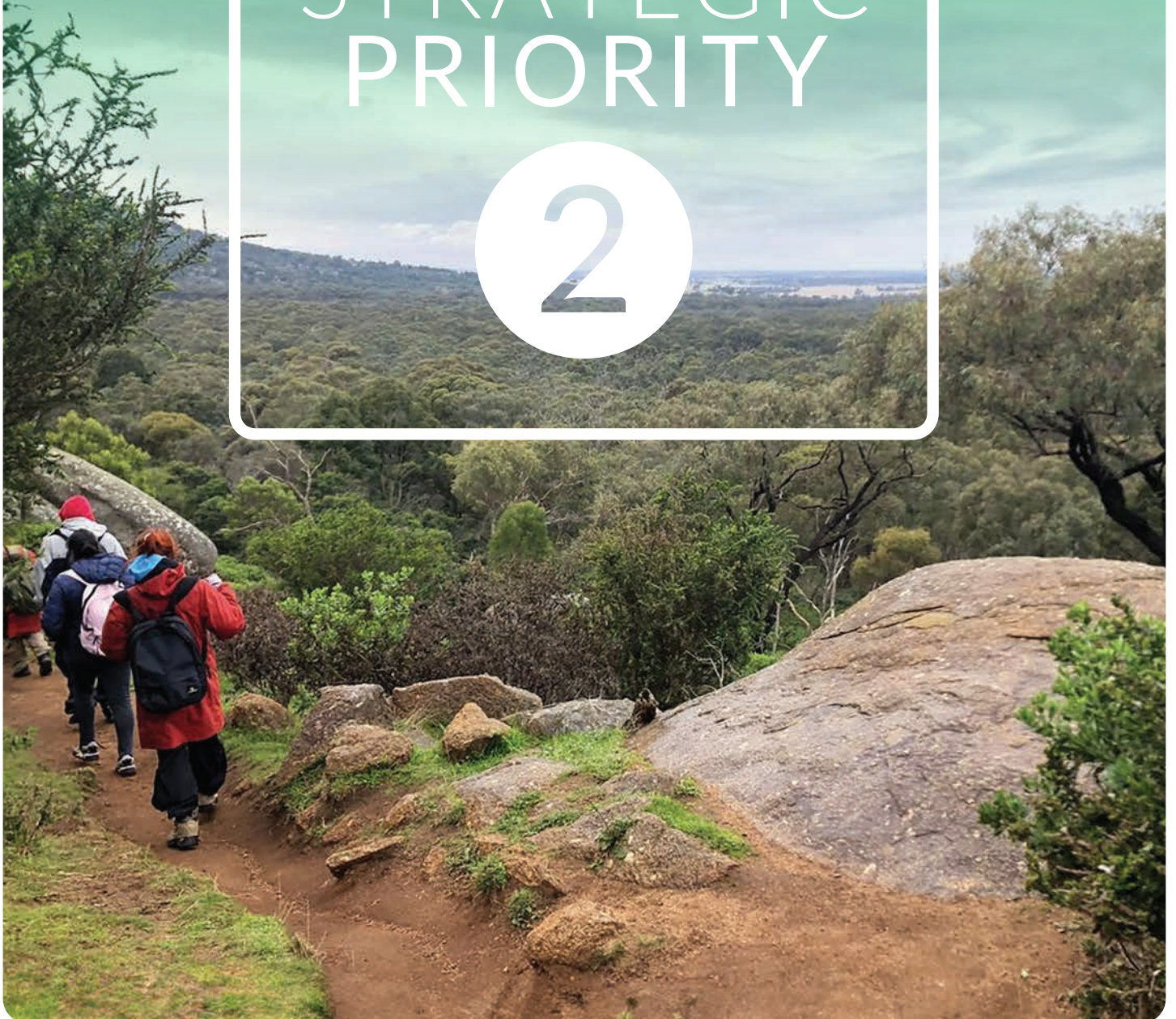






# STRATEGIC PRIORITY

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## Participant Evaluation

Participants completed a total of 505 surveys across thirty-two overnight programs from July 2022 – June 2023.

Participants reported an increase in the average rating across all outcome areas: from pre to post respectively.

social  
competence  
**+6.41 %**

self-  
efficacy  
**+8.39 %**

physical  
activity  
**+6.04 %**

mental  
wellbeing  
**+8.40 %**

Participants reported feeling confident in all outcome areas at the pre-program stage and the average rating slightly increased post program. This indicated that participants attending programs at Out Doors Inc. is a safe space for them to achieve their goals.

These findings are supported by the comments provided by participants when asked to expand on their rating with a brief explanation. **Some of the common themes that emerged from this data is that program attendance has supported them:**

**Build social competence:** provide opportunities for social interaction - practice talking to people and accepting different personalities.

**Develop Independent Living Skills:** Food preparation/ cooking skills and cleaning.

**Increase in Self-Efficacy:** Managing challenging situations away from day to day supports, completing all activities on programs.

**Positive impact on mental and physical wellbeing:** Less stressed, less anxious, opportunities for physical activity.

### WEEKDAY PROGRAM

Goals for the program - "Things I would like to achieve or work on"

17.27% Mental Wellbeing

17% Physical Activity

16.26% Nature Contact/Outdoor Adventure

14.45% Social Connection

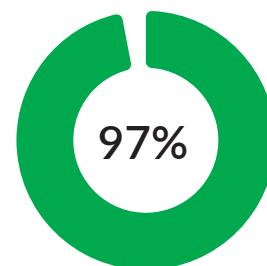
13.87% Social Skills

12.01% Personal Growth

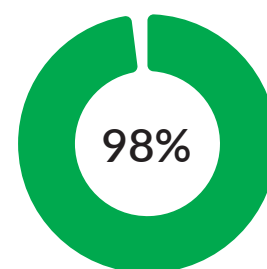
8.18% Independent Living Skills

0.96% Other

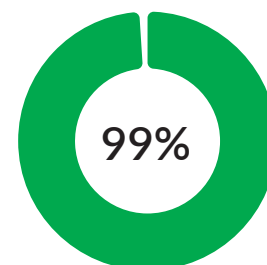
Participants also reported high satisfaction with all areas of Out Doors services:



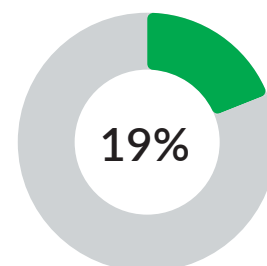
97% of respondents stated that they strongly agreed and agreed that the venue of the activity was appropriate.



98% of respondents stated that they strongly agreed and agreed that they were happy with how the program was run.



99% of respondents stated that they strongly agreed and agreed that staff were supportive of them



19% of respondents stated that they strongly agreed and agreed that the program can be improved.

## strategic priority

2

# 35 Year Anniversary and AGM



Out Doors Inc. celebrated its 35-Year Anniversary with a vibrant end-of-year party and AGM at the Flemington & Kensington Bowls Club in December 2022.

Thirty-nine participants attended the event, which buzzed with enthusiasm and camaraderie. Participants indulged in an array of activities ranging from initiative games and spirited sessions of lawn-bowls to an engaging interactive art project and lively oversized lawn games.

The day was beautifully punctuated with bouts of laughter, delicious food, and deep social connections. This milestone celebration underscored the community spirit and unity that has been the hallmark of Out Doors Inc. for the past 35 years.



“ Out Doors Inc is the best. So many highlights including caving, canoeing, seeing koalas, seals, & gannets in their natural habitats.

AMAZING!!! ”

- participant comment



strategic  
priority

2

## Melbourne Disability Connection Expo



Our team had the opportunity to engage directly with the public amidst an expansive audience at the 2023 Melbourne Disability Connection Expo.

Our team forged meaningful connections, especially with numerous independent Support Coordinators and Occupational Therapists. These interactions not only paved the way for immediate action, evidenced by six direct intake bookings post-expo but also spotlighted our outreach potential, with many professionals taking away our brochures to introduce our services to their participants.

Our attendance at the expo amplified our brand visibility and resonance within the community.

6

direct intake  
bookings



“ Feeling more confident about taking up small challenges ”

- participant comment





Out Doors Ink, the Participant's Newsletter had another successful year and the team continued to receive positive feedback from subscribers both within and outside the organisation.

This newsletter offers a distinctive insight into the organisation through the lens of its participants. It underscores the advantages of delving into nature-centric activities for mental wellbeing.

The dedicated team behind Out Doors Ink remains passionately involved and delivered four newsletters over the course of the 2022/2023 financial year.



## Participant Stories: "The Italian Ladies Friendship Group"

MARCH 30, 2023 | UNCATEGORIZED

In February the Italian Ladies Friendship Group spent five days in Balnarring with Out Doors Inc. Each person comes from a different walk in life yet all came along to enjoy a breath of fresh air and share their passions of dancing, cooking, music, exploring, and more!...

[READ MORE >](#)



## Participant Stories: "How to Grow Snow Peas"

JULY 12, 2023 | OUTDOORS, PARTICIPANT STORIES

Learn how to grow snow peas in your garden and then use them in a tasty stir-fry dish that John has shared with us!...

[READ MORE >](#)



## Participant Stories: "Benefits of Attending Out Doors Trips"

MARCH 29, 2023 | OUTDOORS, PARTICIPANT STORIES

Learn how Out Doors challenges Caz to push herself, while also providing opportunities to have fun, laugh, and make new friends....

[READ MORE >](#)



## "Participant Stories: A Retreat with a (Oliver) Twist"

JULY 12, 2023 | PARTICIPANT STORIES

This immersive program in Central Victoria offered a rare opportunity for participants to slow down, embrace their surroundings, and engage in creative practices such as writing, resulting in beautiful reflections and collaborative Haiku poems inspired by the picturesque environment and frosty mornings....



## Participant Stories: "How to Grow Coriander"

MARCH 29, 2023 | OUTDOORS, PARTICIPANT STORIES

Learn how to grow and enjoy the many health benefits of coriander, an annual herb with leaves, stems, and seeds used in cooking....

[READ MORE >](#)



## Participant Stories: "Cycling Yarra Ranges"

DECEMBER 6, 2022 | OUTDOORS, PARTICIPANT STORIES

In early November a group of participants had the opportunity for another great trip, this time bike riding in the Yarra Ranges....

[READ MORE >](#)



## Participant Stories: "The Three Gorges Walks and Drumming Holiday"

JULY 12, 2023 | OUTDOORS, PARTICIPANT STORIES

The recent Drumming Holiday and Three Gorges Walking trip created an incredible Out Doors program in the scenic Brisbane Ranges, where I had the privilege of joining a group of enthusiastic participants for a delightful week of bushwalking....

[READ MORE >](#)



## Participant Stories: "Goldfields Getaway"

SEPTEMBER 12, 2022 | OUTDOORS, PARTICIPANT STORIES

Earlier in the year I explored some of the old Goldfield's tracks with Out Doors. It was a lovely trip filled with trekking, fantastic staff, great food and tremendous company....

[READ MORE >](#)



# strategic priority

2

## Mental Health First Aid

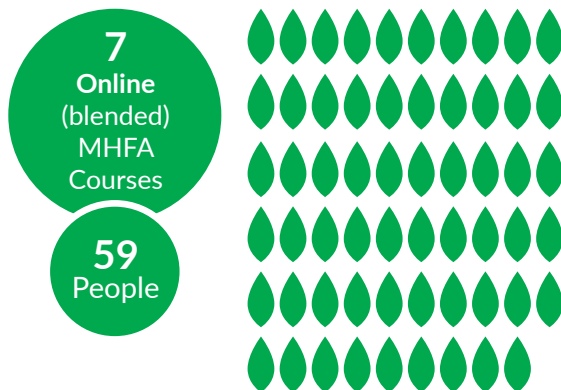


We have had a successful year providing MHFA training to both to the Out Doors and wider communities.

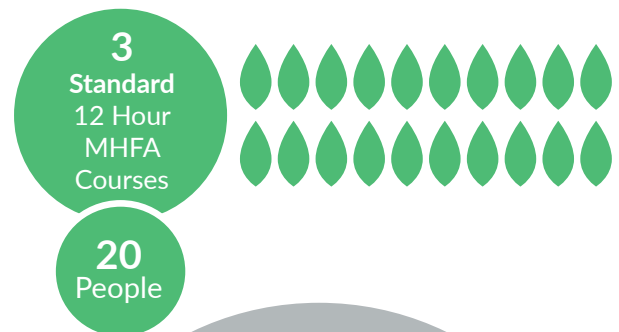
We piloted a new Out Doors program that included the 12 hour MHFA training as part of a 5 day holiday. Having received very positive feedback from our participants means we will offer it again in the next calendar.



For 2022-23 FY, we ran  
7 online (blended) MHFA courses  
with a total of 59 individuals



For 2022-23 FY, we ran  
3 standard 12 hour MHFA courses  
to a total of 20 individuals.



“ Highly effective and  
useful class. I can easily  
use this information to  
assist friends, family, and  
coworkers ”  
- participant comment

# strategic priority

2

## Social Media

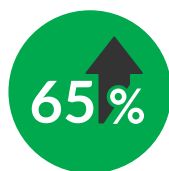
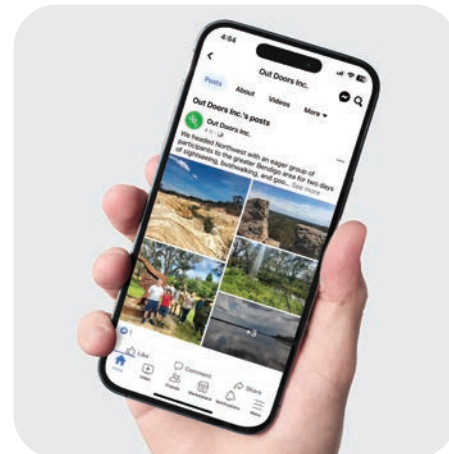


OutDoorsIncAustralia



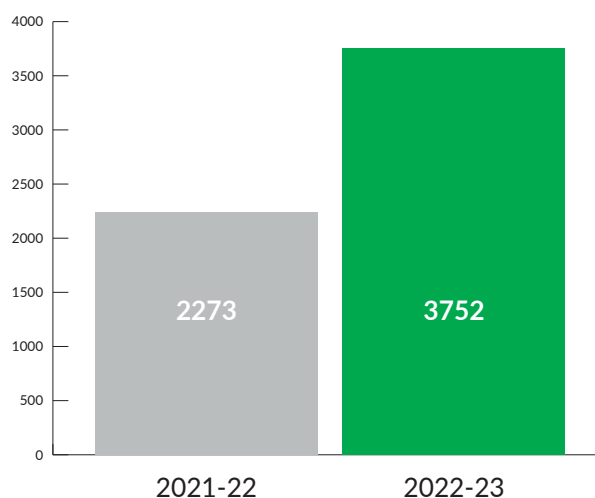
@outdoorsinc\_au

A total of 155 social media posts were published across our platforms in the 2022/2023 financial year. We leveraged the strengths of Instagram®, Facebook®, Twitter® and LinkedIn® to maximise our reach and engagement.



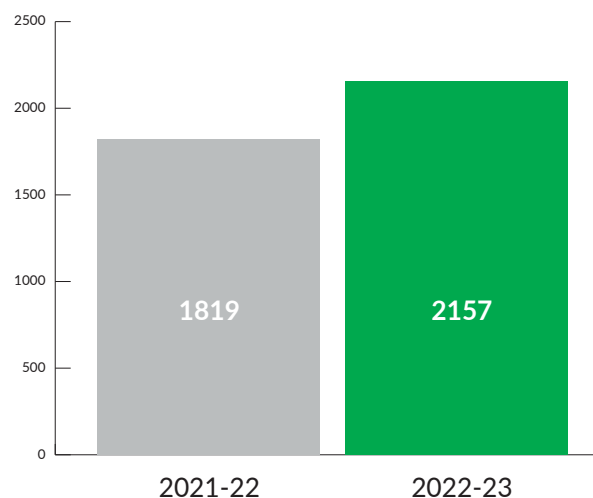
### MONTHLY REACH & ENGAGEMENT

There was a notable 65% increase in monthly reach and engagement across all channels, with the figures rising from an average of 2,273 per month in the previous year to 3,752 in 2022/2023.



### AUDIENCE GROWTH

Our total subscriber and follower count rose by 19%, with a comparison showing an increase from 1,819 in July 2022 to 2,157 in July 2023.



“ Yes, achieved social connection and had a connection to nature which had a positive impact on my mental health. ”  
- participant comment



## Quality, Risk and Compliance

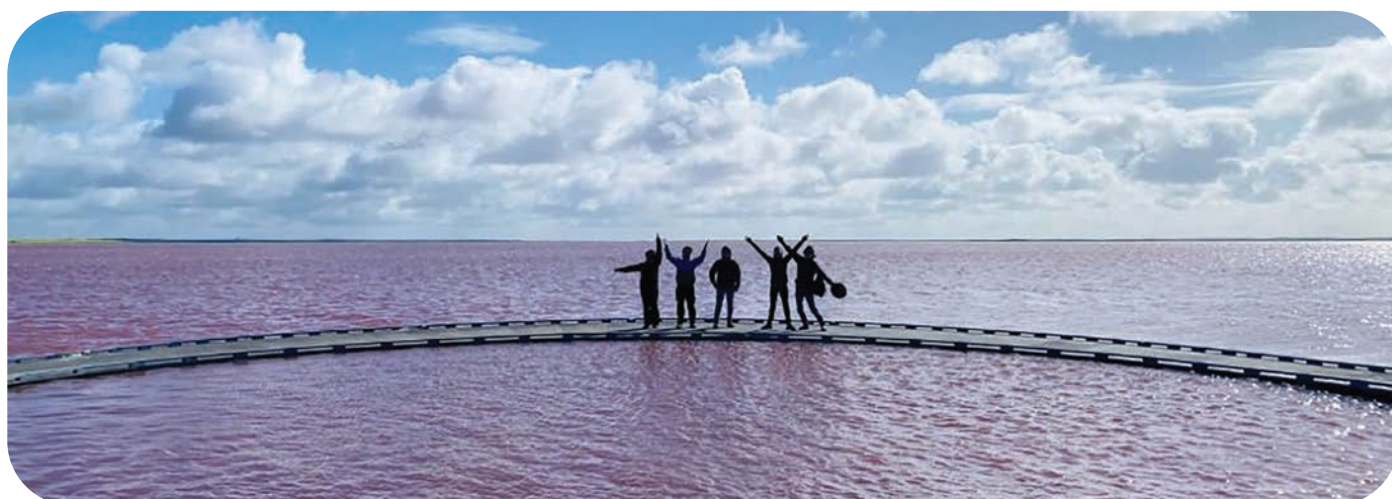
Out Doors has a strong focus on risk management, safety and quality. As a NDIS Registered Provider, we comply with NDIS Practice Standards and Quality Indicators. An independent audit against these standards was completed in December 2022. To support a culture of safety, quality and continuous improvement, we voluntarily comply with the international standards for quality management (ISO:9001) and occupational health & safety (ISO:45001). Independent audits against the ISO standards occurred in July 2022.

Out Doors has implemented a dynamic risk management framework that ensures key risks are identified, managed and communicated across the organisation.

Out Doors is committed to ensuring high quality service delivery and upholding the rights, safety, dignity, privacy, and confidentiality of people with mental health concerns.

All incidents and near misses are reported through our online incident management platform, investigated, and resolved. Relevant incidents are then linked to relevant risks in our risk register to help inform risk review and management.

Out Doors is committed to best practice compliance with legislation, standards and guidelines. Any compliance breaches that occur are recorded and actioned in our corrective action register. Corrective actions, along with our risk, safety and quality activities are used to inform continuous improvement of operations and service delivery.

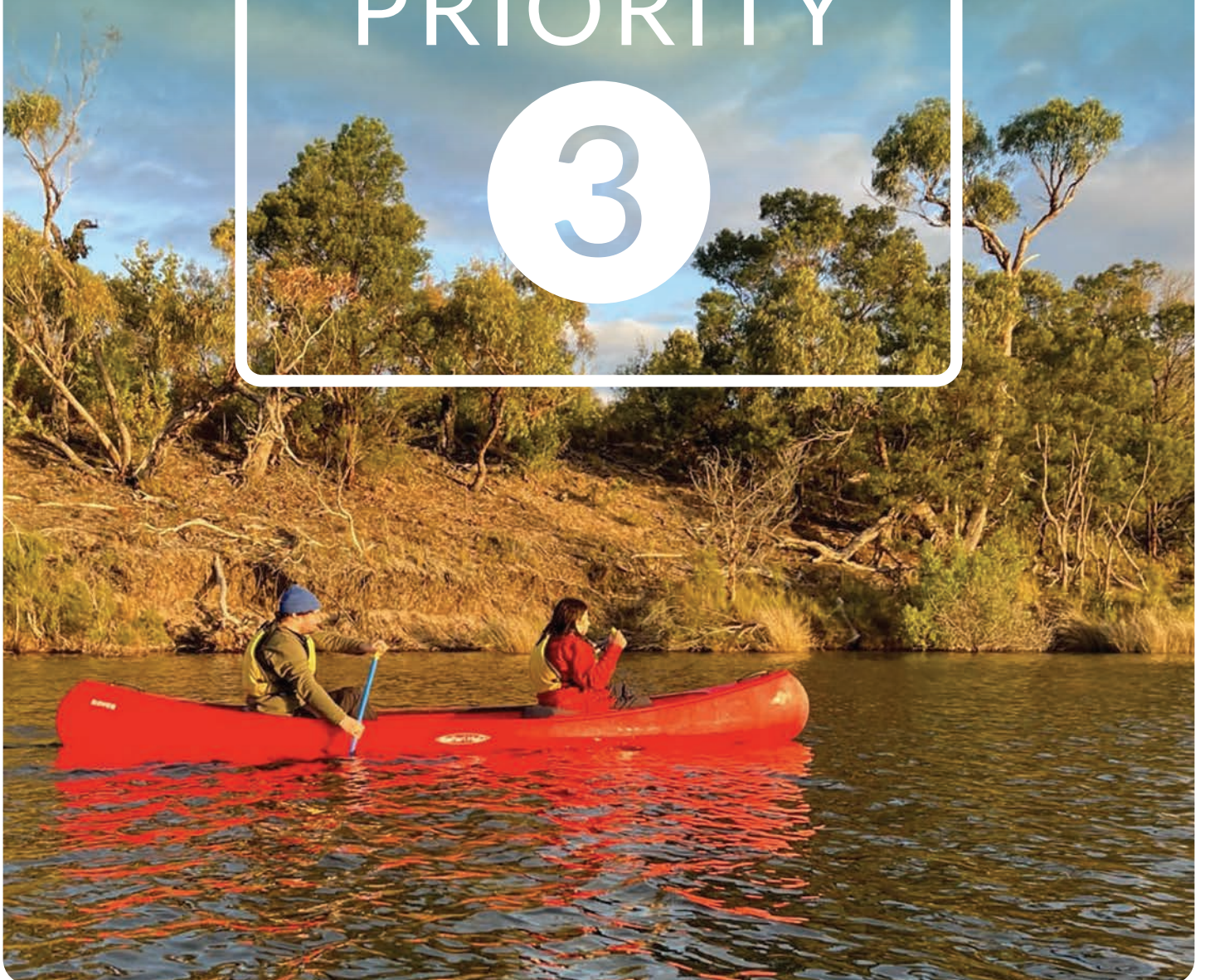




OUT DOORS INC.®

# STRATEGIC PRIORITY

3





## Strategic Priority 3



As a not-for-profit organisation, Out Door is continuously exploring alternative funding opportunities and sustainable solutions.

The growth plan and strategic approach to expansion of Out Doors services has provided an opportunity for many participants to access our services in their local area. Building organisational capability through alternative funding and sustainable solutions is an ongoing process. It requires creativity, strategic thinking, and a willingness to explore new avenues. There is a need to keep an open mind, be persistent, and be adaptable to the evolving funding landscape.



In 2022/2023 financial year, Out Doors has made a small surplus after a large loss during the Covid-19 lockdowns indicating a positive turn in financial performance and is a sign of resilience and recovery.

Out Doors is using this success as a foundation for continued growth and positive impact thus investing in the reach of the organisation to other locations for greater participant engagement.



“ I wanted to socialise more and get out of my comfort zone which I think I achieved on Out Doors programs. ”

- participant comment

## strategic priority

3

# Council Self Assessment



The Council of Out Doors conducts a self-assessment survey bi-annually. Conducting the anonymous survey of 40 statements across 4 sections is an effective way to gather feedback, assess performance, and identify areas for improvement within the organisation's governance structure.

“ The Council could be more active in lending the expertise outside of the meetings and engage with the community. ”  
- council member comment

### SECTION 1: The Council of Out Doors

Council policies are updated annually, CEO reports provided to Council a week prior to the meeting, the size of the Council is 10 as per Constitution, Council members are recruited based on skills as identified in the skills matrix.

### SECTION 2: Roles and Responsibilities

Constitution, Governance Policy (includes PD), Strategic Plan, Induction Process, Council recruitment process, subcommittees reporting to Council meetings, CEO monitoring and Council meeting documentation sent out in advance.

### SECTION 3: Governance

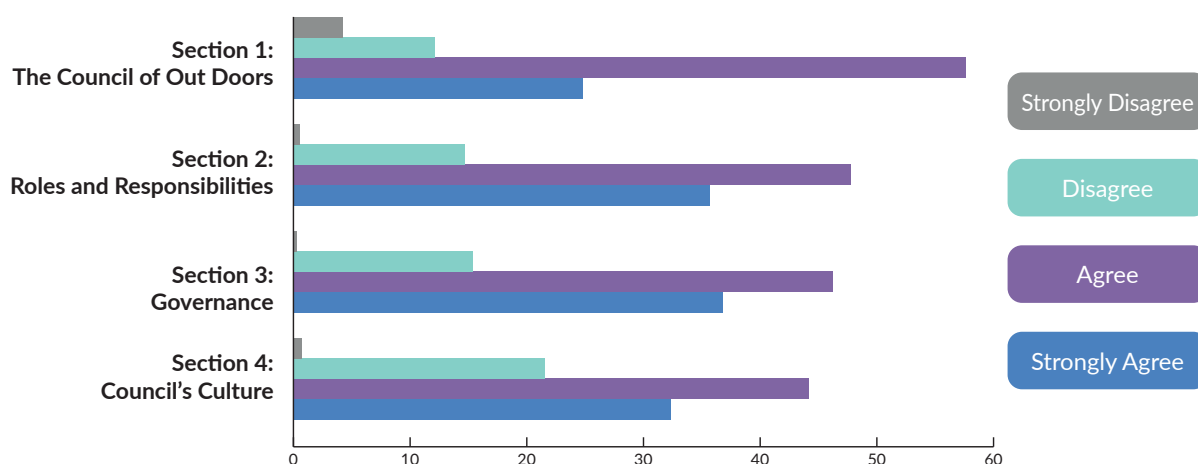
Training encouraged (circulation of courses, workshops, article, as relevant), fundraising/community engagement templates available, Council policies including compliance, legislative requirements and incident reporting (quarterly reports at Council meetings), risk framework/appetite/register in place.

### SECTION 4: Council's culture

Succession plan in place including key positions matrix, recruitment process in place (advertisement template, PD, short listing template, interview question template, referee checks template) but no defined Council culture. At operational level, Culture is defined through UGRs (unwritten ground rules).

## COUNCIL SELF-ASSESSMENT SURVEY 2022

Overall, **82%** of Council members agreed or strongly agreed that the Council is performing well however, there is room for improvement (**18%**).





## Staff Satisfaction Survey 2022



Conducting an annual satisfaction survey with permanent staff is an important practice for organisations to gather feedback, assess employee morale, and identify areas for improvement. The survey was divided into 4 sections with several questions in each section:

- 1 Communication
- 2 Management and leadership
- 3 My work and workplace
- 4 Strategic Direction

“ Out Doors has grown from strength to strength despite changes to government policy and funding. Leadership of this organisation is outstanding and this has kept Out Doors on the map despite its size and predictions from those outside that it will disappear. ”

- staff comment

### SURVEY RESULTS

SECTION	DISAGREE %	AGREE %	STRONGLY AGREE %
1 Communication	2	57	42
2 Management & Leadership	3	56	41
3 My Job & My Work Place	5	45	50
4 Strategic Directions	1	53	46
Overall Satisfaction	3	53	44



97%

Whilst, Covid-19 has impacted on the organisation's operation and the staff had to undergo a number of change management processes to ensure that Out Doors remained relevant, **97% of staff are satisfied with the work environment and understand the direction of the organisation.**



# our team



## BOARD / COUNCIL

Allan Davey	Chairperson
Caryl Hertz	Deputy Chairperson
Jonathan Kneebone	Secretary to Dec 2022
Nathan Schram	Secretary from Dec 2022
John Marshall	Treasurer
Rahul Chauhan	
Carole Hatherly	
Darryl Flukes	
Chris Harrison	

## STAFF

Iudita Trifa-Schmidt	Chief Executive Officer
Jennifer Norris	Chief Operations Officer to Dec 2022
Lisa Johnson	Program Manager
Meng Ng	Quality Manager to Oct 2021
Liz McMillan	Administration Officer
Jeny Gosal	Senior Finance and Fleet Management
Sophia Tzougravou	Health Promotion Coordinator
Calum Leckenby	Marketing Coordinator
Simon Morrison	Risk and Compliance Manager
Alexander Ward	Program Worker from Sep 2022
Benjamin Wilkinson	Program Coordinator
Cristan Orellana	Program Coordinator
David Weeks	Program Coordinator
Maureen Carey	Program Coordinator
Pei Ting Tham	Program Coordinator
Jordan Sloan	Inclusion and Community Liaison Coordinator from Sep 2022
Asher French	Program Coordinator to Aug 2022
Christophe Perrot	Program Coordinator to Aug 2022
Samuel Robb	Inclusion and Community Liaison Coordinator to Oct 2022
Belinda Yates	Program Coordinator to May 2023
Emma Renkema	Program Coordinator to June 2023

## SESSIONAL STAFF

Chris Couper
Carel Pluis
Gavin Jesson
Jack Gamble
Madeline Northover
Mitchell Barnes
Rob Saxton
Sofia Rodrigues-Berry





# 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.

## Government

Out Doors receives funding from the Victorian Department of Families, Fairness and Housing and Department of Health. We acknowledge the importance of their funding and thank them for their commitment to supporting people with mental health. Park Victoria through the Volunteer Innovation Fund has supported Wyndham community members to connect with environmental volunteering.

## 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.

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



## 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, referrals and engagement with our programs.

## 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.



**Australian Government**  
**Department of Social Services**









## CONTACT US



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