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2017 - 2018 Annual Report

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Our values

Grow's values underpin our approach, and how we work with each other, our Grow members, our partners, and the community.

Personal responsibility. We are accountable for our actions. We act ethically and always take responsibility for our actions. We deal with one another fairly and fully cooperate in all discussion and negotiations.

Personal value. We treat every person as valuable, our behaviours demonstrate respect and belief in diversity. We actively listen to each other, respect and embrace our diversity and use this to improve our decision making.

Mutual help. We work diligently with others to collaborate and share knowledge, skills and expertise. We work collaboratively in the planning, development and implementation of strategies that achieve our shared vision. We actively contribute to one shared vision for Grow.

Friendship. We work together, sharing challenges and solutions, with respect, curiosity and leadership. We trust each other to act in the best interests of Grow and implementation of strategies that achieve our shared vision.

Integrity. We are honest, truthful and diligent. We seek to understand truth and use facts in our decision making. We are transparent in our work, carefully providing others with a clear and documented view of our work and contribution. We welcome feedback and objectively reflect on how actions impact on development and capacity of others.

Discipline. We continuously aim to work to a high standard. We work hard and purposefully, knowing that, what we do today, will have an impact on our members, participants, staff and volunteers into the future. We inform ourselves and seek clarity where needed. We make a genuine contribution to Grow's continuous improvement.



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Board Chair Leonie Young

Welcome to Grow's 2017-2018 Annual Report. Over the past twelve months, we have celebrated the outstanding milestone of Grow's 60 years of continuous service in Australia's mental health sector, supporting people's recovery with a proven program of self-help and mutual support.

The successes of so many years, Grow's continuity and national regard are all made possible by the efforts of many thousands of people working together, across Australia. This was recognised by our peers and stakeholders over this past year with Grow winning national and state mental health awards.

With mental illness now expected to affect many more Australians throughout their lifetime, and suicide rates at a worrying ten-year high. Grow's programs of friendship, self-help and mutual support have never been more important. It is clear that much more needs to be done to reduce the numbers of suicides and we commit to increasing our efforts in Grow's life affirming programs. Thousands of personal testimonies on Grow's social engagement reflect the importance of offering vulnerable and unwell people the hand of friendship and support, building resilience and strength through participation. This will continue to be a driver for our efforts.

All programs, however strong, require review and adaptation to remain current, effective, sustainable, and to grow. The Board has embraced Grow's new strategic framework, 2018-2021, One Grow, with future growth in mind. We are currently reviewing our business processes to ensure our long term operating needs, staff operations and expansion of Grow programs can be met. With the roll out of the National Disability Insurance Scheme well underway, Grow looks forward to the opportunities this important initiative will bring to our members and families, to support their psychosocial and mental wellbeing.

Integral to all of Grow's work is raising awareness about mental illness and tackling the debilitating stigma that prevents people from seeking help. Huge numbers of people are now joining us on line each October to help stamp out stigma and celebrate Grow's annual Odd Socks Day. We particularly thank our patron, His Excellency General the Honourable Sir Peter Cosgrove, AK, MC (Retd), Australia's Governor General, and good sport, for his continuing patronage of Grow and wearing of odd socks for OSD. Thank you too to those good sport, odd sock wearing, parliamentarians from across political parties and governments, mental health services, corporate and public sector officials, growers, supporters, community members, our friends and families - all helping Grow to further stamp out stigma with OSD.

As we reflect on the milestones achieved this past and previous years, and in completing my term as Chair, I thank my fellow Board members, past and present, for their generous contributions to Grow of time, professionalism and expertise. I particularly thank Clare Guilfoyle, our hard working CEO, and the staff, members and volunteers for their unstinting efforts.

I am pleased we were joined by new Board members, Barbara Peach, Peter Barker and Jeremy Morse this past year and welcome incoming member, Dr Lesley van Schoubroeck. We farewelled Ian Rentsch and long term Board members Steve Bailey and Kathryn Harrison. Thank you all for your voluntary commitment, skills, wisdom and guidance to the Board and to Grow.

Leonie Young MAICD
Chair, Grow Board





CEO Clare Guilfoyle

In 2017-18, our leadership in the mental health sector was recognised when we received the TheMHS national award for Peer Work, the Lived Experience and Leadership Award in NSW, and in our nomination as the Queensland finalist for the Jude Bugeja Peer Experience Award. Our leadership in the sector is growing every year.

We have adapted our Grow Program for young adults with three groups now operating in Victoria and more to follow. My thanks to our young adult members who worked with the Victorian staff to tailor the Group to better meet their needs.

This year we undertook research with the University of Queensland, Centre of Online Health, into the feasibility of Grow Groups operating via video conference in particular for people in rural and remote Australia. Areas where we know that stigma and distance can be barriers to accessing services. Those challenges are represented in the comments from members participating in the research evaluation:

"Having someone to talk with about problems, they're not actually underneath your feet or in the area, I think is good, knowing no matter how far away you are, how remote you are, someone cares - eGrow member in "scattered" QLD group.

At Grow, we know the impact of stigma first hand. When people come to a Grow Group, they speak about the sense of belonging they encounter which is in direct contrast to the experience of isolation created by their mental illness and the stigma of mental illness. Our Odd Socks Day campaign continues to gain momentum with our call to action to "STOMP OUT STIGMA" reaching over 500,000 people in 2017.

We also continue to develop our Get Growing Program, our early intervention program for young people in schools. We've had some outstanding success with our groups in South Australia, Queensland and the Northern Territory.

The not-for-profit sector is a tough environment right now and I couldn't do my job without the help from all our staff and wonderful volunteers. My thanks to our frontline staff who are working directly with our Groups and volunteers in making a genuine difference in people's lives.

My thanks to our managers and administration staff for their support and work in the states and territories and our hard working national office staff who juggle multiple responsibilities with distinction. Also to our Board members and Chairperson, Leonie for their dedication, their critical feedback and support. Finally my thanks to our wonderful volunteers, without whom, Grow would not be able to achieve the outcomes for people with a mental illness.

Clare Guilfoyle
CEO, Grow



THE GROW PROGRAM

Activism by Stephen, Organiser of Randwick Grow group in Sydney.

The Grow Group Program

Grow Groups are small, weekly meetings where people who are experiencing mental illness come together to support each other through their challenges.

All are welcome to attend a Grow program. All one needs is to recognise that they need help.

No diagnosis, referral, or eligibility test is required. The Groups are free to attend. Social activities are organised beyond Group sessions to further build supportive community networks.

Grow's program of personal growth is based on changing thinking and behaviour. It offers strategies on how to deal with an emotional crisis, manage feelings, think by reason, take responsibility for one's actions, realise personal worth, and improve relationships. Speaking the truth, and developing understanding, friendship, character, acceptance, confidence, control and love, underpins the Grow program.

First of all, I have, in the past, used activism to get away from my personal problems. I think that is not uncommon. You do meet some strange people involved in political activism, as well as some wonderful people. And I can name many. But, yes, there is a crossover. I remember the remarkable Australian journalist, Jill Jolliffe, who did so much during the East Timor struggle. She said she always gravitated towards stories of women suffering terrible stress. Women in terrible situations. Often in war zones. It was only late in her career that she realised this was because of her own early life. And her traumatic experiences as an adopted child.

An important element of the Grow Program is empowering our members to take charge of their recovery and support others. **Stephen**, author of this article, is the Organiser of the Randwick Grow Group in NSW and wrote this piece on Activism to share his experiences.

Perhaps people with difficult backgrounds, like Jill, can feel 'at home' in a situation that most people would not want to call to mind—not want to be part of. It feels deeply familiar. So there may be some of that in it.

But, in essence, I believe that being an activist is being a citizen. If we take our caring and sharing place in the community, does that mean we can also see terrible unfairness inflicted in our name on our fellow human beings and do nothing about it? That did happen in much of Europe, where my father came from, in the last century. And it is the case here as well. One example is the treatment of Indigenous people. It would be bad enough if that was just in the past. But it isn't. I have just sent off a few pages from the Koori Mail, to a journalist in London, about the ill-treatment of children in a 'prison' called Banksia Hill in Western Australia. Then there is the Northern Territory 'intervention'. And the sky-high incarceration rates for Indigenous people all over Australia. Of course, it is not only those people who experience terrible unfairness. Even cruelty. We all know, to some extent, what it is like.

Another group that is scapegoated and persecuted is people who have come to Australia. Often from a war zone. Sometimes from places where Australia has followed the US into war. My particular concern, and I think about this a lot, is virtual and indefinite imprisonment of refugees on Manus Island and Nauru. I guess, as my father was a refugee, it is not a complete surprise that the terrible treatment of these people is shocking to me. But what shocks me more is that this does not



seem shocking to other people. In fact, most other people do not seem to be bothered by it at all.

So what is 'reasonable' under these circumstances? One does have to live something like a normal life and not burden other people too much with one's preoccupations. I phone someone at the ABC, someone I had written to, about the real lack of reporting on what was happening at Manus and Nauru, and the simple keeping of innocent people on prison islands without charge or trial. He told me I was 'absurd and obsessive'. I was taken aback. How did he know this? Had he been talking to my wife?

I wrote to a well-known dissident, Noam Chomsky, about the media blackout and comments. He emailed back. "Obsessive in the cause of what's right is a great compliment. Absurd is a comment on the commentator." I have a great deal of respect for Noam Chomsky. And I think he could be right. My advice to myself, and to those who find themselves in a similar situation, is Grow advice.

1. Keep in friendly touch with other minds. Sometimes it can be helpful if these friends share your preoccupations (or, being polite about it, 'concerns').
2. This is not Grow, but it's close to it. Try and do things collectively and co-operatively. 'Co-operate with help' is the closest, I think, Grow comes to it.
3. Take time to try and enjoy yourself.

In the middle of this, I had a call from a Grower. She asked me what I was writing about. She told me about someone she knew well. Someone who worked to help refugees—that was his living. And he lived with the idea of what a good person he was. But he was completely inadequate and hopeless with his own family. So there is a moral in there somewhere. What Grow says about friendships, about true friendships being equal relationships, is valuable—about friendship finding us or making us equal.

Grow Groups are led by recovered and trained 'Growers.' Over the course of each meeting, the group engages in a series of discussions, training interactions and readings that follow a structure and timetable to ensure everyone has an opportunity to share and participate.

The Grow program is complementary to clinical and other interventions. Many Growers have reported needing less clinical interventions and medication due to their participation in a Grow group, helping them to be more self-reliant.

General groups: In 2017-18 there were approximately 150 Grow Groups across Australia, including 22 specialised groups. Over 2,500 people regularly attended these groups.

Prison groups: Grow delivered a total of eight group programs in prisons in Victoria. Upon release from prison, participants are encouraged to join general Grow groups which support their integration into the wider community.

Carers groups: The Grow Better Together groups delivered in Victoria were designed to support the caregivers of people experiencing mental illness including online eGrow meetings.

Having gone way over the word limit, and taken a phone call, I am left with more questions than I started with. How about this? If you are exercised by injustice, and there are some terrible injustices done here—and that may be the case for some time to come—do still listen to those close to you. They may have a different perspective, but are more than worth taking seriously.

And, ideally, with the 'good works' you—we—do, try not to make them a cover or a patch-up job on your—our—own feelings of inadequacy. Try and remember always: **"Whatever my current physical, mental, social or spiritual condition, I am always a human person and equal in value to every other person. I am always valuable and my life has a purpose. I am a connecting link between persons and I have my unique place and my unique part in humanity"** (Personal value, BB p15).





Community Rehabilitation

The Grow Residential Rehabilitation Program is fast becoming one of Australia's most sought-after treatment services, specialising in dual diagnosis recovery.

The long-term residential program utilises an array of, holistic evidence-based treatment options, with Grow program ideologies and philosophies embedded in our approach.

The residential program has been running for over 30 years, but it's what we have been achieving in recent years that is putting us at the forefront of recovery in Australia. In the past twelve months, we have surpassed numerous program records and are constantly exploring innovative ways to improve and develop on the service that we provide.

According to a recent resident survey, over 95% of residents that completed at least 12 weeks of our program, stated that their quality of life had greatly improved. Our program participants find success in their recovery from mental illness and addiction for a vast array of reasons, however, for the most part, the program's success comes down to several major factors.

Firstly, we are holistic in our approach towards care and realise that people enter our care with varying degrees of motivation and commitment towards recovery. It is for this reason that everyone who enters our program is treated as an individual, ensuring all treatment planning are tailored to meet their requirements. This is done by taking a step-based approach towards care and

continually assessing and adjusting levels of care based on program milestones.

Our treatment methods are evidence-based and supported by industry experts and our qualified staff. These methods include the following:

- *Cognitive behavioral therapy*
- *Acceptance and Commitment Therapy*
- *Contingency Management/ motivational incentives!*
- *Specialist medical and psychological support for addiction and mental illness*
- *Solution focused therapy*
- *Group therapy*
- *Therapeutic community principles and approach*
- *Mindfulness-based cognitive therapy*
- *Educational groups*
- *Animal assisted therapy*
- *Art therapy*
- *Relapse prevention skills*
- *Goal setting*
- *Parenting groups*
- *Stress reduction skills*
- *Yoga*
- *Peer support*

We adopt and utilise the twelve step principles that have helped millions of people worldwide to recover from addiction.





Program Successes

In the last year, over 35% of ex-residents stated that they had commenced permanent work or education after leaving the program.

In the last year, over 85% of residents stated that the program had helped to re-build broken relationships.

In the last year, over 50% of ex-residents stated that they no longer use drug/ or alcohol.

In the last year, approximately 90% of ex residents stated that they had not been admitted into hospital for any physiological / substance abuse issue, with 80% stating this was an issue in the past.

In the last year, over 90% of residents believed that their quality of life had greatly improved since joining the program.

Resident testimony: Infamous Australian Rapper, "The Bandit"

My name is Mathew White, I am a 32-year old, proud Aboriginal man. I had suffered from addiction and mental health issues since I was 14 years of age.

I successfully completed 6 months of the Grow residential program, which changed my life forever. Since leaving the program I have enrolled in TAFE and am now studying to become something that I like to refer to as " a soldier for the cause" in mental health.

I now want to give back, and teach the younger generation, life skills on how to become the best that they can be, by educating them on mental health issues and helping them with coping strategies. Grow has taught me to be wise, it showed me to believe in myself and others.

I will always be there whenever Grow calls, to show my massive appreciation for the life changing experience that the program has given me.

It's an honour to have been a part of them program, I'm truly a better man today.



Mathew White delivering his testimony at Grow's 60th Birthday



There is no doubt that eGrow is a growthful experience. We all know that the Grow experience is about self-activation and self-empowerment. What you put in is what you get out.

Well, the eGrow experience is the same. The more effort you put in, the more you get out of it. To be a part of the eGrow experience, you have to grow through your (possible) fears of technology. Yes, there are technology challenges to being in an eGrow group. But as with a face-to-face Grow group, it is our sharing of difficulties, laughing about the difficulties and embracing the difficulties that makes eGrow such a rewarding, growing experience.

In an eGrow group, we have human bonding through the way we meet—video conferencing or telephone conferencing. There has to be more respect shown to give everyone a chance to talk. In fact, the technology means we can't talk over each other or have a chat in the background. In part, because of this, I believe we are learning about caring and sharing, and helping others to help ourselves as much as you would in any face-to-face group. In our eGrow group, we are learning about mental health together. We are sharing our trials and triumphs, and celebrating our shared humanity.

Some people may find it strange that we can do this by video or on the phone, but for how many elderly people is the phone their whole lifeline? Grow's 12th step calls have been a part of Grow for 61 years. Our pioneers in the Australian bush championed the School of the Air, that had hand wound generators, to keep in contact by radio. They knew that to isolate was unhealthy. They valued the sound of the human voice almost as much as the physical presence of another.

Grow is a community of people helping each other to deal with our loneliness, isolation and mental illnesses. Ideally, if you can get to a face-to-face group, then you will have the

eGrow Online mental health Grow group.

The virtual Group System e-Grow continues to be developed in QLD, in collaboration with The University of Queensland's Centre for Online Health and funded by the Queensland Mental Health Commission. It has also been introduced in Victoria and specifically with Carers in the region.

physical presence of other humans. The value of this is enormous. But for those who can't get to a face-to-face Grow group, our eGrow groups can give everyone the opportunity to experience the life changing resources of the Grow program.

In the eGrow scattered group, we practice all of the Grow program and the group method. From choosing a different member to lead the meeting each week, the housekeeping and the opening routine. The first group interaction, the middle routine and the second group interaction are followed by group issues and forward planning before going on to the closing routine. Our Recorder, Kerrie, does the attendance and evaluation sheets, and the meeting closes after about 2 hours. Just like at any other Grow meeting.

We work at it, we persevere, we share, we challenge, and we laugh and cry and live our humanity together.

Clifton
Organiser of the QLD eGrow Scattered Group





Get Growing

Youth Programs

Our Get Growing programs are delivered in partnerships with schools and are proving to be very successful by targeting teenagers and younger children who are experiencing difficulties or bullying, or are at risk of, or currently engaging in, self-harm.

Given that 50% of adult mental illness emerges by the age of 15, this is a critical area of preventative work. The target age is 10 - 18 and runs over a 10-week course for up to 10 participants.

Get Growing develops skills in self-reflection, problem solving, and encourages personal responsibility and resilience, empowering youth with timeless and practical life-enhancing skills and friendships.

Working with young people in the Get Growing Program has already been an incredibly rewarding experience but it does come with its share of challenges.

What makes our Get Growing Program great is that we have an opportunity to support young people who really need it, to learn and more importantly, practice the skills necessary for good mental health.

Each week, I am amazed by the progress of our youngest Growers as they integrate their new

knowledge and skills into their everyday lives. To have a positive effect in the lives of young people, who are facing significant challenges, is something that really means a lot to me.

We all know just how easy it is for young people to fall through the cracks but thankfully, there's a pivotal difference that even just one supportive adult can make in the lives of young people at risk. In light of this, we've recently begun to collaborate with other youth services, taking the Get Growing Program beyond the classroom, in order to reach some of our most vulnerable young people.

The year ahead will be an exciting one for the Get Growing Program. We have already got strong interest, including many firm bookings, for Get Growing programs in Schools in 2019. We have also developed plans around other innovative ways to reach as many young people as possible.

The incredible strength and resilience in every young Grower will propel us forward. Their stories and more importantly, their progress, are not only inspirational but also form the foundation of our future in Grow and in our Community.

Genevieve Everett
Youth Project Officer - South Australia

GET Growing



specialised wellness programs





Performance: Finance

In its 61st year, Grow has continued to look to the future. Our new Strategic Plan outlines areas of future investment to ensure Grow's infrastructure provides us with the best possible platform for outstanding performance.

In 2017-18 Grow is investing in a business process review to ensure our structure also provides the organization with the best possible platform for outstanding performance and support to our participants. The investment in new infrastructure also included a review of our human resource services and our financial services and processes. In 2017-18, we did some foundation work in our fundraising program and we believe we will benefit from the work we've done in the new financial year, building our case for support and better connecting with our supporters and members.

In terms of business development, we continue to research new methods to utilise Grow's Program of personal development and peer support to best meet the specific needs of Australian communities. In 2017, we established Groups that meet via video

conference, with a focus on people in rural and remote Australia. Research into our eGrow program is with the Centre of Online Health, the University of Queensland, with evaluated findings being presented in late 2018.

Grow also provides mutual help Groups in prisons, for carers and focused groups for young people (under 30). Grow is using its experience with consumer led recovery to develop early intervention programs for use in schools and the broader community. In 2017-18 we provided 24 Get Growing Programs in Northern Territory, Queensland, New South Wales and South Australia.

We continue to invest in our members and residents, creating a caring community and providing important training and opportunities to lead and participate in Grow. In return our members provide us with their significant support, sharing their experience of recovery and providing us with over 46800 hours of volunteering.



400 volunteers



46,800 hours of volunteering



\$1,000,000 value





Who Funded Grow?

Grow is predominantly funded by Commonwealth, State and Territory governments and through private and community sources. Revenue from both government and the private sector increased in 2017-18FY from the previous fiscal year.

Our Major Funders

ACT

ACT Government Health Directorate

New South Wales

Northern NSW Local Health District

South Western Sydney Local Health District

Southern NSW Local Health District

Western Sydney Local Health District

Northern Territory

Department of Health

Queensland

Queensland Department of Health
Queensland Mental Health Commission

South Australia

South Australian Department of Health

Tasmania

Tasmanian Department of Health and Human Services

Victoria

Federal Department of Social Services

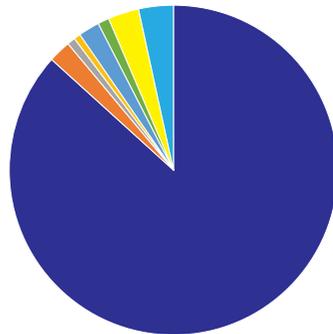
Victorian Department of Health and Human Services

Western Australia

Mental Health Commission, WA

Sales Revenue	FY 17-18	FY 16-17
Major Grants	\$5,088,040	\$4,964,481
Project Grants	\$129,308	\$39,633
Other Grants	\$46,603	\$13,594
Fundraising	\$38,411	\$37,344
Donations	\$122,133	\$145,739
Other Interest	\$65,496	\$76,004
Other Income	\$178,132	\$259,674
Board and Lodging Income	\$200,752	\$280,471
Total Revenue	\$5,868,875	\$5,816,162

Revenue 17 - 18



- Major Grants
- Project Grants
- Other Grants
- Fundraising
- Donations
- Other Interest
- Other Income
- Board and Lodging Income





Performance: Summary 2017-18



96%
of Growers would
recommend Grow to others



Over 150
Grow groups helped over
5,000 people

Of Grow members who have, or are,
receiving professional help for their
mental illness:



44% felt that Grow
helped them
co-operate with
professional help



41% felt Grow
helped them
reduce the need for
professional help

Of Grow members who have been
hospitalised for their mental illness at
some point:



60% reported
significantly less need for
hospitalisation



44% said they no
longer needed
hospitalisation

Of Grow members who had
considered suicide:



54% felt Grow had
helped them overcome
suicidal thoughts



55% felt Grow had
helped them stop
suicide attempts



ISO9001 Quality Systems

ISO9001 Quality Maintained





Odd Socks Day 2017

Odd Socks Day is Grow's major awareness raising campaign that kicks off Mental Health Week. It's a fun and light-hearted approach to supporting mental wellbeing, raising awareness about the issues surrounding mental illness and "stomping out stigma" which is the greatest barrier to people seeking help. We have started a nation-wide conversation about mental health and learning that we can all make a difference.

On 6 October 2017, Grow delivered its fourth annual, Odd Socks Day, as the lead in to Mental Health Week. This allowed the campaign to harness the focus on the mental health sector and use this momentum to promote Grow as a leading force in this.

In addition to reaching over 500,000 Australians, Grow introduced some unique new approaches.



Mitch Dowd: Early this year we were contacted by Myers retailer Mitch Dowd regarding getting involved with Odd Socks Day 2017.

- Mitch Dowd engaged the promotional tool Tribal to gain the support and reach of Instagram Influencers (users with over 3,000 followers)
- Contacted the Mushroom Group and got photos and messages of support from high profile Australians such as Mikey Robins.
- During October, all purchases of Mitch Dowd 'odd' socks in Myers and Mitch Dowd's online store will result in a \$1 donation to Grow

Streaming: A partnership was developed with popular youtuber Ben (over 600,000 followers) and produced videos aimed at his young and isolated audience.

- He was very interested in getting involved and wanted to not only make a youtube video but do a livestream where his donations went to Grow.
- The video is approaching 50,000 views where he speaks candidly to his young audience about mental health and in his first livestream raised over \$1,000 as well as donating \$500 himself.





Photos from the Community



West Hoxton resident Darren reading his testimony of recovery



WA Branch Training Weekend



QLD Carwash during Odd Socks Day 2017



CEO Clare, Chairperson Leonie Young and Dame Marie Bashir at the theMHS Awards



VIC Young Adults game night



SA Community Excursion





Board of Directors

Chairperson Leonie Young

has had a 25 year national leadership career in the public and not-for-profit sectors in Australia, including implementing and leading Australia-wide health, mental health and primary care reform strategies as a successful CEO, Board Director, NGO leader, State Manager and public sector executive. Leonie's former role as CEO of Beyond Blue provides exceptional insight into the mental health sector.



Treasurer Peter Barker

is a senior finance executive with significant domestic and international experience. He is the Chief



Financial Officer & Company Secretary of multi-national engineering, scientific and international development company Cardno Ltd.



Steve Bailey

is a registered psychologist, currently working at Macquarie University and who has been working with people with dual diagnosis for more than 25 years.

Steve was appointed to the Board in October 2010 as our Residential Rehabilitation member. Steve finishes his term at the end of 2018.



John MacIsaac

is a consulting engineer in the mining sector. John has participated in the Grow community since 2006.

John was appointed to the Board in August 2011 as our Victorian member. John is also Deputy Chair.



Ian Sloan

has 25 years' experience in business and technology working with government, private business and other, not for profit organisations.



Steve Ryan

is a professional and successful Board member, senior executive and educator with over forty years' experience in strategic leadership, governance, and service delivery.



Barbara Peach

has worked in most Grow State Branches, training Fieldworkers, Managers/ Program Coordinators as well as filling in for Managers. Barbara brings to the Board an extensive

knowledge and deep understanding of authentic Grow Program and philosophy.



Jeremy Morse

is a Business Performance Analyst at Anglicare Southern Qld. He was Financial Accountant & Analyst for Anglicare Tasmania, and during the NDIS trial period, he oversaw

the transition of contracts into funding under the NDIS.

Our thanks to Kathryn Harrison and Ian Rentsch for their time on the board.



Grow Strategy and Strategic Plan 2018-2021



VISION

Growing an inclusive Australian community that values all people, their mental health and wellbeing.

GROW MISSION

We aim to provide proven programs across Australia to achieve and maintain mental health and wellbeing in a range of settings, supporting people and creating a better future for all.

GROW VALUES

Personal responsibility
Personal Value
Mutual help
Friendship
Integrity
Discipline



Strategic Priority One:

Ensure Vibrant, Contemporary, Grow Program

OUTCOME: Grow teams, groups and programs will operate at full capacity, are vibrant communities and offer quality programs that enable recovery

Strategic Priority Two:

Establish New Generation Grow Programs (Get Growing)

OUTCOME: There is diversity in funding with income from new programs and fundraising totaling 25% of income



Strategic Priority Three:

Extend our reach and influence

OUTCOME: Grow is considered a leader in the mental health sector.



Strategic Priority Four:

Engage and Extend our Workforce

OUTCOME: Staff satisfaction aligns with high performing, diverse organisations



Strategic Priority Five:

Efficient and Sustainable Organisation.

OUTCOME: Grow will turn over an operating surplus of at least 5% annually.





State Branches

Toll Free Information Line

1800 558 268
(weekdays, 9am to 5pm local time)

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