



Therapeutic Engagement Support Services Association Incorporated

Annual Report 2022–23

Choose to be Kind



TESSA Inc. is proud to work on the Traditional lands for the Wurundjeri People of the Kulin Nation. We pay respect to Elders past, present and future, and recognise that sovereignty was never ceded.

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Chairperson report

It is truly heartening to write about our continued resilience and success through this reporting period. TESSA Inc. has achieved uninterrupted program delivery since 2019; a remarkable feat, especially considering the range of health and social challenges we, and the world, have faced post pandemic. Our ability to adapt and provide both face-to-face and online delivery models demonstrates our flexibility and commitment to reaching out and supporting as many school communities as possible.

This year, we noted the need to emphasize the importance of kindness through our CODE: 'Be strong, Be calm, Be kind and Try Hard'. To focus on 'Be Kind' not only benefits the students and communities we serve, but it also promotes self-care and wellbeing amongst our team, fostering a positive work environment.

Congratulations to TESSA Inc. on celebrating ten successful years delivering services to increasing numbers of schools and communities! This achievement is a testament to our organisation's dedication and commitment to our mission. It was wonderful to celebrate this milestone by inviting our many former staff, friends, and supporters to a special celebration in March 2023.

I would also like to acknowledge the dedication of program managers Clint Cassell and Rodrigo Castellanos and their teams. It is clear that TESSA Inc. has grown both in size, impact and renown as a direct result of our collective efforts.

Steve Golding's ongoing input and dedication are commendable, as are the contributions of board members, Jane Weston, our Company Secretary, Darek Lebek, our Child Safe officer, Trudy Thomson, director, Rodrigo Castellanos, Treasurer and Rich Horwood, our MAT representative. We farewell Pat Mannix and Rich Horwood and welcome Peter Paffenholz. I would like to thank Pat and Rich for their contributions and wish them both well.

Victoria Triggs, our CEO, plays a pivotal role in steering the organization's path and ensuring its continued success. Her leadership and support are invaluable.

Lastly, recognizing the contributions of all directors, staff members, and instructors highlights the collaborative spirit that characterises TESSA Inc. Your collective efforts are making a positive impact in schools and their communities. It is an honour to be part of such a dedicated team.

Here's to another successful year for TESSA Inc., and may our organisation continue to thrive and positively impact the lives of those we serve.

Natalie Deacon

Chairperson

Chief Executive Officer report

The 2022–23 financial year gave the opportunity to build upon the learnings that arose from ‘surviving’ the flow on impact of the pandemic. Sharpening our focus upon having a variety of delivery methodologies of face to face, interactive online or hybrid modes. Also, extending our knowledge and skills of trauma informed practices.

The TESSA Inc. 10th Anniversary was a significant milestone event which showcased the continuing growth and development of our programs and services. The outcomes for children, young people, their families and school/agency staff were highlighted. Our current and former, Directors and staff, were congratulated for their dedication to the Vision and Mission of TESSA Inc.

The co-developed 2022 and 2023 Business Improvement Plans were pursued by the Board of Directors and the Operations Team. Directors’ governance was focused upon our constitutional association purposes. The Strategic Plan Progress Report, Section three, indicates the collective achievements of the Board and staff teams aligned to our key improvement strategies.

Board portfolios are determined annually on a calendar year basis. I acknowledge the excellent stewardship of Natalie Deacon, Chairperson; Jane Weston, Company Secretary; Pat Mannix and Rodrigo Castellanos Treasurer/s; Rodrigo Castellanos, Communication Officer; Darek Lebek, Alternate Director and Peter Paffenholz, Director. Board members willingly contributed voluntarily to governance and in a hands-on capacity to meet the needs of TESSA Inc. as a small charity.

The Board thanks Felicity Cassell for her valued contribution as our Administrative Officer (part time) ensuring effective financial procedures. Jacinta Hewer, CINCH, is thanked for her oversight and important work as our bookkeeping service provider.

The successful outcomes from delivery of our core stream programs and services is evidenced in Section four. I highlight the inspirational leadership and commitment of our Operations Team members: Rodrigo Castellanos, MAT Life Skills Program Manager; Clint Cassell Professional Learning Manager; Natalie Deacon, Engagement Support Services Manager and Darek Lebek, Child Safe Officer for monitoring child safety matters at Federal and Victorian government levels.

The 2023 Annual General Meeting theme reflecting our value of Be Kind guides us all through actions and behaviours where we will:

- take time out for self and be forgiving
- learn from our mistakes
- treat others in the same ways we like to be treated (words and deeds)
- engage in acts of giving and assist those in need to have better lives
- make someone’s day special
- acknowledge the insights and contributions of others.

Collectively, we are focussed upon continuous improvement and ‘as one’ striving to make a lasting difference to the present and future of the children, young people, their families and communities we serve. This is our greatest strength enabling our outcomes to be far greater than our organisational size.

Directors, staff, members, volunteers and supporters of TESSA Inc. are sincerely thanked for their passion and commitment to our Vision, Mission and Values (the CODE). I am honoured to work with you all.

Victoria Triggs

Chief Executive Officer

Governance

The Therapeutic Engagement Support Services Association Incorporated (TESSA Inc.) is a not-for-profit organisation established on 12 April 2013, with a Board comprising seven Directors.

The TESSA Inc. Constitution, 25 November 2021, specifies the Board composition as one founding partner nominee (MAT Pty Ltd), and six elected member representatives. The Board may approve an Alternate Director. To provide continuity, only two or three of the elected positions fall vacant each year. Directors receive no remuneration for their services and pay the full membership fee annually.

The constitution designates Board Director portfolios of Chair, Vice-Chair, Secretary, Treasurer and Child Safe Officer.

TESSA Inc. is a registered charity under the Australian Charities and Not-for-profits Commission (ACNC) and is required to abide by the ACNC Governance Standards.

The purposes of the Association reflect the scope of programs and services provided by TESSA Inc. and support to members, staff, and volunteers.

Purposes

- To provide a framework for the creation and delivery of therapeutic engagement support programs and services in Victoria and beyond,
- To licence therapeutic engagement support programs and services that assist individuals and groups within the wider community to develop personal skills to improve the quality of their lives,
- To support members in the creation and delivery of new applications of therapeutic engagement support programs and services,
- To set and maintain standards for all therapeutic engagement support programs and services licenced and supported by the Association, and
- To promote the health and welfare of Association members, staff and volunteers.

Strategic focus

The Board and Program Managers co-developed the second TESSA Inc. Strategic Plan 2019–2022 with Goals:

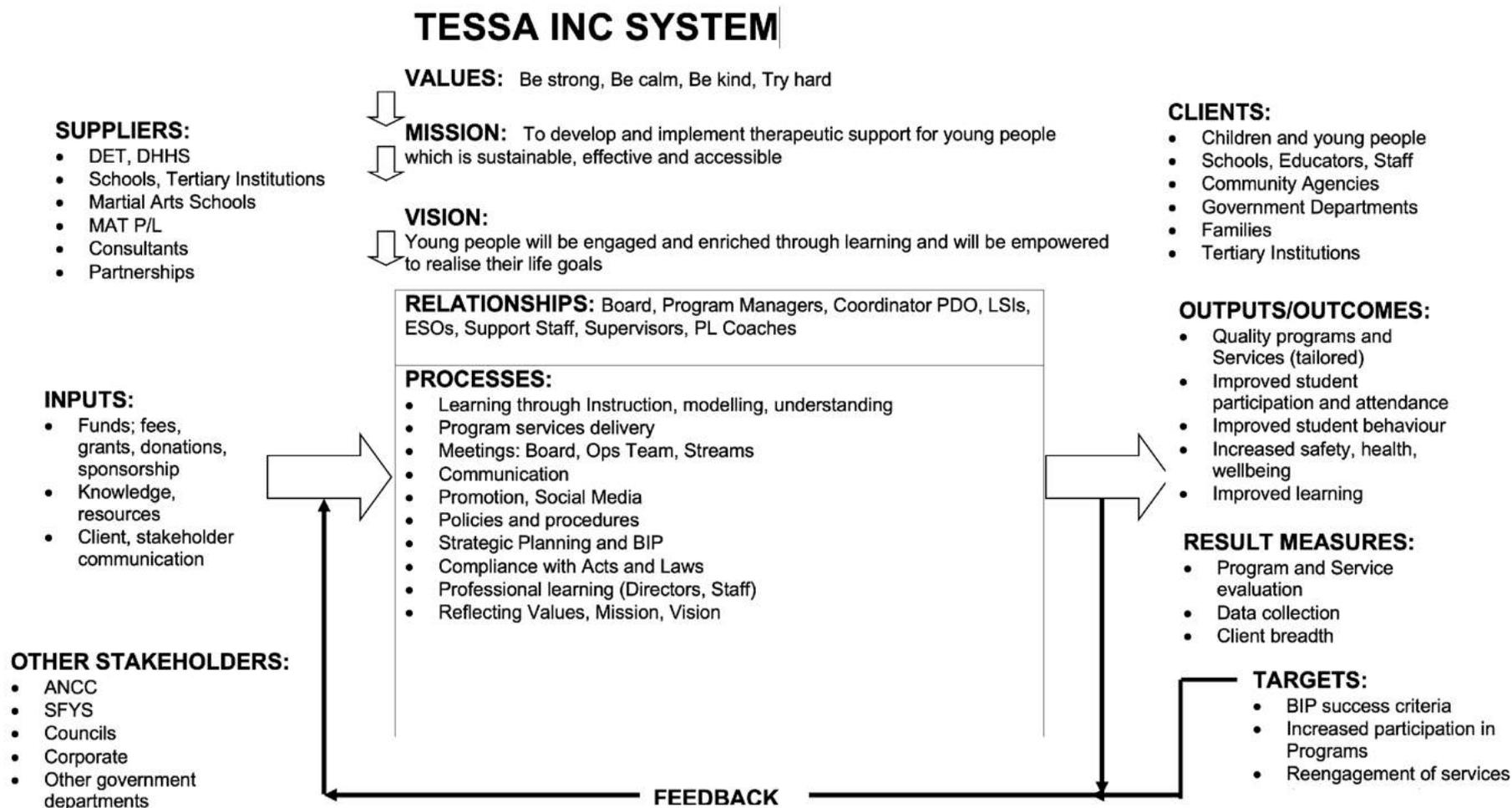
- to achieve a long-term sustainable organisation
- to fully encompass the potential of TESSA Inc. (Vision, Mission and Purpose).

This is used as the framework for the Business Improvement Plans, which translate the key improvement strategies into annual actions and measurable success criteria. The TESSA Inc. Strategic Plan 2019–2022 was extended into 2023, given the impact of COVID-19 restrictions.

The Board sustains the organisational focus upon achievement of our Vision and Mission, in accordance with our organisational Values of the Code.

Systems view

In January 2020, TESSA Inc. drew together the key elements of our strategic focus and developed a systems view document to further assist the organisation to understand and direct its efforts into the future. During the reporting period, the TESSA Inc. system view continues to guide our strategic focus, and it a tool regularly referred to in planning and reporting contexts.



Organisational structure



Vision

Young people will be engaged and enriched through learning and empowered to realise their life goals.

Mission

To develop and implement support services for young people, which are sustainable, effective and accessible.

Values

Be strong 力

Be calm 稳

Be kind 慈

Try hard 努

The Board oversees the Association's performance by meeting at least four times a year, with the quorum being a majority of Directors holding office being present.

The Board presents the Association's Annual Report at the Annual General Meeting, which is then publicly accessible via the TESSA Inc. website.

Child Safe Standards

As an organisation, TESSA Inc. is strongly committed to ensuring the safety and wellbeing of all the children and young people we work with. A new regulatory framework for Child Safe Standards was implemented in Victoria from 1 January 2023. TESSA Inc. was responsive in updating all documents and training staff with the new Child Safe Standards and relevant processes and procedures. The Child Safe Standards strongly reference the current Victorian Government Laws in this area. As a child-focussed organisation, TESSA Inc. ensures every child's safety in all interactions across the organisation.

TESSA Inc. Child Safe Officer, Darek Lebek has monitored, revised and, with the approval of the board, implemented changes to ensure compliance with the current Child Safe Standards documentation.

Keeping children safe, protecting the physical and emotional safety of all children and ensuring that every child is treated with respect and dignity is central to the culture promoted across TESSA Inc.

Board members

Natalie Deacon

Chairperson, Engagement Support Services Program Manager, Professional Learning Coach



With a background in community development, Natalie has completed a Diploma of Community Service.

Natalie works alongside TAFE colleges and Universities to facilitate and support adult learners requiring a placement experience. Natalie's other roles involve supporting all school staff directly and indirectly with training and onsite interventions.

Natalie is an experienced trainer and delivers the TESSA Inc. Managing Challenging Behaviour training to school staff and adult learners.

Natalie ran her own interior decorating business for over 20 years and chose a complete career shift after volunteering with a group of young people. She loves to inspire others to understand why our young people behave the way they do and the best interventions to support them.

Jane Weston

Company Secretary

Jane Weston is an experienced educator, writer, and project manager. She currently conducts both pro bono and paid work after a career in education and training, includes work as a teacher, policy maker, project manager and resource developer. Jane has managed a range of national and international education initiatives and has extensive experience in developing resources for teachers and school leaders in areas of considerable educational significance, including Indigenous education, Studies of Society and Environment, body image, values,



conflict resolution and peace education. Jane is currently an education consultant and writer. Jane co-wrote the 2014 publication 'Understanding and Addressing the Needs of Children and Young People Living With Fetal Alcohol Spectrum Disorders (FASD) - a resource for teachers'. In 2018, the resource was updated to reflect recent research into the role of trauma on the developing brain. The resource, Fetal alcohol spectrum disorder (FASD) and complex trauma: A resource for educators is accessed both in Australia and internationally.

Qualifications

- Most Significant Change evaluation methodology - Accredited Facilitator
- Graduate Diploma in Education (University of Melbourne)
- Graduate Diploma in Librarianship (University of NSW)
- Bachelor of Arts, Hons (La Trobe University)

Pat Mannix

Treasurer



Since 1997, Pat has managed a family-owned financial business. Paris Financial was established by his Father Noel in 1978. Pat has helped build the business up to a team of 65 members across three locations in Eastern Melbourne.

He was one of the inaugural TESSA Inc. Board members and has supported TESSA Inc. and the MAT program via administrative, tax and accounting services since inception.

Pat has sat on local boards, including St Thomas the Apostle Parish in Blackburn, and as Treasurer and President of the Blackburn Junior Football Club.

Pat has a passion for creating opportunity and fairness for young people, a core focus for TESSA Inc.

Qualifications

- Bachelor Business in Accounting
- CPA

Victoria Triggs GAICD

Chief Executive Officer



Victoria is an educational and leadership consultant, engaging in pro bono and paid employment to support school and community leaders in leadership development, governance, and strategic planning.

As Chief Executive Officer she leads the TESSA Inc. Operations Team, which meets fortnightly to oversee program and service delivery. She reports to the Board monthly on the progress of the TESSA Inc. Business Improvement Plan.

Victoria is employed as a consultant to National Curriculum Services. She conducts quality assurance of school review reports for Government and Catholic schools. She also conducts Victorian Regulations and Qualifications Authority registration reviews. Thereby contributing to the process for primary, secondary and specialist schools to examine student outcomes and develop directions for improvement.

Victoria is an appointed lay member of the Ethics Committee of the Australian Institute of Family Studies.

She was a regular presenter to Leadership Victoria Board Leadership and specialised leadership programs for business and community leaders.

Victoria held key educational leadership roles as a secondary school principal and as a Regional Director of Education.

Victoria engages in professional learning through the Australian Institute of Company Directors, Department of Education and Training, Catholic Education Victoria and Our Community. Most recently focussed upon the revised Child Safe Standards, 2022.

Qualifications

- Protecting Children – Mandatory Reporting
- Cranlana Executive Ethics Program
- Accidental Company Secretary, Governance Institute of Australia
- Graduate Australian Institute of Company Directors Course
- Graduate Diploma Educational Administration, University of Melbourne
- Leadership Victoria Fellow
- Bachelor Science Education, University of Melbourne

Rodrigo Castellanos

Co-Treasurer, Communications Officer, MAT Life Skills Program Manager

Rodrigo has over 15 years' experience in project management, sustainability, and environmental markets. In 2010 Rodrigo cofounded RAMP Carbon Pty Ltd while leading the development of a series of major environmental and social programs in Latin America



and Africa such as distribution off-grid lighting technologies, avoided deforestation and ecological restoration projects and energy efficiency solutions for commercial buildings.

Prior to founding RAMP, Rodrigo worked as the Head of Latin America for Cool nrg, developing a successful carbon finance business model in Mexico, and overseeing the development and implementation of 10 the world’s largest energy efficient programs for households.

In 2005 Rodrigo joined as Director of Research the corporate social responsibility ratings agency RepuTex in Melbourne, Australia focusing on Risk Assessment and Carbon Finance. Prior to this he worked in the Citigroup Private Bank in New York and Mexico City. Rodrigo has been training in the Japanese martial art of Aikido for 25 years and is currently the head instructor at Sangen Melbourne Aikikai.

In February 2017 Rodrigo was employed as the inaugural MAT Life Skills Program Manager for TESSA Inc.

Rodrigo has completed the Play by the Rules (PBTR)-Child Protection professional development program.

Qualifications

Bachelor of Economics (BEc)

Trudy Thomson



Trudy Thomson is a former teacher and Victorian Secondary School Principal. She has leadership and teaching experience in four international settings including Zimbabwe, the Philippines, China and Kazakhstan. Currently, she is an accredited school reviewer, assisting primary and secondary schools in examining student outcomes and developing directions for school improvement. In October 2016, Trudy volunteered and delivered

a Case Study about TESSA’s employment and positive impact with Essex Heights Primary School in 2016.

Her qualifications include:

- Masters in Policy (International) Melbourne University 2012
- Leadership Victoria Fellow 2001
- Bachelor of Science Education Latrobe University 1984
- Diploma of Education, Monash University 1977
- Bachelor of Science Monash University 1976

Darek Lebek

Child Safe Officer, Alternate Director

Darek has extensive teaching and coaching experience with men, women, and children of all ages. He began studying Martial Arts in 1986 and currently holds the rank of 6th degree Black Belt. Darek has been running a karate school since 2003. He was introduced to



meditation and personal development in his early teenage years and the exploration of mind and personal development quickly became one of his passions.

Professionally Darek has worked in the Building and Construction sector as a Project Manager and Site Manager where he has been involved in the delivery of several high-profile projects world-wide for prominent clients including Microsoft, McDonalds, Westfield to name a few.

He has taken part in many National and International Tournaments and has travelled many times to Japan, USA and other parts of the world to compete but also to participate as a referee and a guest.

Some of his martial arts highlights include:

- 1998 Winner – First Place, Kata, World Seido Karate Tournament, New Zealand
- 2006 Winner – Best Team, World Seido Karate Tournament, New York
- 2013 Winner – Australian SOGO (Grand Champion) Title, Australian Seido Championship, Sydney

His life mottos are ‘Life is a path of continuous learning’ and ‘If you fall down 7 times, get up 8 times.’

Qualifications

- Diploma in Building and Construction
- Diploma in Project Management

Darek has completed the Play by the Rules (PBTR)- Child Protection professional development program.

Peter Paffenholz

Co-opted Director, April 2023



An accomplished CIO and Project professional with 25 years of experience developing and delivering medium to large programs and strategies. Peter has proven success in driving transformational change through strategy development, program management and relationship building.

He has spent the last 6 years developing his knowledge and skills in the highly regulated Financial Services Industry.

As an all-rounder, Peter has had success in roles ranging from Chief Information Officer, Program Manager, Project Director, IT Operations, Service Delivery and Senior Consultant. Peter specializes in IT Operations, IT Strategy and Program Management. He is passionate about being able to make a difference to an organisation, its customers, staff, and culture.

Strategic Plan progress report

The Therapeutic Engagement Support Services Association Incorporated (TESSA Inc.) Strategic Plan 2019–2022 was extended into 2023, given the impact of COVID-19 restrictions.

The Directors and staff have continued their focus on the two important goals:

- To achieve a long-term sustainable organisation.
- To fully encompass the potential of TESSA Inc. (Vision, Mission, and Purpose)

Key improvement strategies (KPIs) were pursued via actions identified in the Business Improvement Plans of 2022 and 2023. The following is an indication of our progress to date against the KPIs.

Build staff capacity and pathways

Mandatory Reporting Online Training, a free course was sourced by Natalie Deacon. All TESSA Inc. personnel (Directors and staff) completed the course as demonstrated in their certificate of achievement. This is an important annual strategy to demonstrate our commitment to implementing the updated Child Safe Standards.

The CEO and Operations Team established a Mental Health and Wellbeing folder to share and access resources including research papers (international, Australian), Departmental Frameworks, activities and stimulus materials. The entries include a brief description and associated weblinks for detailed follow-up. The Program Managers utilise this resource to support professional learning to build their staff knowledge and skills. This also assists in alignment of TESSA Inc. programs and services to Department of Education and Department of Families, Fairness and Housing frameworks.

Additionally, seminar series, such as (school) Student and Staff Wellbeing (8 sessions) and Mental Health and Wellbeing Global Summit webinar were provided to build Program Managers local and international perspectives.

Natalie Deacon has created a successful pathway for Engagement Support Tertiary Placement students into becoming trained and accredited Engagement Support Officers. Some also chose to be trained as members of the Professional Learning Team.

A recurring consequence of training and accrediting our Education Support Services staff is their gaining permanent employment with the Department of Education. TESSA Inc. is proud of creating this pathway to permanence. A key future direction will be to progressively provide ongoing employment (part time) to our sub-contractor staff, across the three streams to assist retention.

Increase Board diversity

Co-option of new Directors, leading to appointment at the subsequent Annual General Meeting, utilised the Director matrix. The intent being to strengthen Board diversity gender, ethnicity, experience, and skills.

Completion of Insync Board Effectiveness Survey, contributing to international Not-for-Profit benchmarking, and TESSA Inc. Director discussion of opportunities for improvement.

A key focus of sustaining diversity of Board thinking is upskilling Director knowledge, to broaden their capacity for outside comfort zone perspectives. Thus, supporting debate and reasoned input to consensus decision making.

Director knowledge development included distribution of webinar links and professional reading for example: CBA Webinar Cyber Update: Keeping safe online.

Develop a viable funding model

The fee-for-service model, with costs to clients being kept to a minimum affordable level, has enabled continued delivery of our programs.

TESSA Inc. supports schools, agencies, and families to access external funding sources, such as the School Focused Youth Service and the National Disability Insurance Scheme. Capacity to build TESSA Inc. reserves requires continual submission for a Government tender, Departmental contract, philanthropic and Municipal grant applications.

The CEO and Clint Cassell successfully submitted a Department of Education and Training (Department) tender to collaboratively develop a new Protective Intervention and Restraint Curriculum. New Modules were submitted in December 2022 and a final overall Curriculum Framework was provided in February 2023.

The existing contract to deliver Protective Intervention Training, (PIT) led by Clint Cassell, was further extended to 20 November 2023, as the sole Departmental provider. Thus, TESSA Inc. continues to deliver essential and valued service to support the mental wellbeing and safety of school and agency staff. Modules are delivered via face-to-face, interactive online or hybrid methodologies. Follow up consultancy support is also offered.

Increase range and reach of TESSA Inc. therapeutic programs and services

Post COVID-19 lockdowns saw a strong return to face-to-face delivery across our three core service streams. Interactive online and hybrid delivery continued, enabling a greater coverage of regional schools and agencies. Also, providing flexibility for schools in relation to timing and numbers of participants. Evaluations demonstrate the positive impact and outcomes.

A collaboration between the CEO, Rodrigo Castellanos Life Skills Manager and Darius Wingate- Pearse lead Instructor in NSW secured funding for the Hunter Regional Primary School COVID Life Skills Recovery Project. The NSW Government provided a grant total of \$49,971.58, which was complemented by TESSA Inc. management and materials. The 150 Life Skills sessions were delivered to 315 students in 7 schools from 20 July to 15 December 2022. The aim being to assist Year 6 students achieve the level of social and emotional development to successfully transition from primary school to high school. The focus being upon resilience, emotional regulation, mindfulness, and respectful relationships, as capabilities critical in recovery from critical incidents.

Feedback was sought from school staff and most importantly from student participants whose voices show the outcomes; examples are:



A second application in June 2023 to the NSW Government for Student Wellbeing project funding was unsuccessful.

TESSA Inc. became the sole provider for delivery of the Department's Protective Intervention Training (PIT) during Term 4, 2022. In order to cater for the higher demand from schools, a Cluster Model was trialled for Geelong schools in Term 2 2023. Evaluations from participants and Departmental staff showed this was a resounding success. This approach will be continued in 2024 to extend our coverage across other regional centres.

Build TESSA Inc. profile, brand, and marketing

Networking and building relationships involved cooperative projects, such as the Monash University Occupational Therapy tertiary student's evaluation of TESSA Inc. MAT Life Skills program. This was led by Rodrigo Castellanos and Kristy Pope. Deliverables were:

- Evaluation questions aligned to the Victorian Curriculum Personal and Social Capabilities, for secondary schools
- Pre and Post program surveys for primary schools
- Alignment of new evaluation questions to MAT Life Skills Program exercises and activities.

The CEO completed the Cranlana Executive Ethics Course, in September 2022 and established a connection to a Federal parliamentarian. This led to a submission for support being personally recommended to the relevant Federal Ministers. The submission was subsequently presented by two Directors to their Local Members of Parliament, which gained a hearing, however no substantial outcomes since.

The CEO as a Graduate of the Australian Institute of Company Directions (AICD) Corporate Governance course completed the 2022 Not for Profit Governance and Performance survey.

Advance commitment to TESSA Inc. as a whole organisation

The long term and enduring commitment to TESSA Inc. was clearly evident at our 10th Anniversary event, March 2023. Fifty-one attendees of past and present Directors, former and current staff, and family and friends attended. Aunty Zeta conducted an Aboriginal Welcome to Country Ceremony. Participants learnt about TESSA Inc. history, services development, achievements, and impacts. Connections were re-established and newly formed.

Messages of acknowledgement included:

Sincere thanks for the invitation! I feel honoured and privileged to be invited to the 10th anniversary celebration of TESSA Inc. Please pass on my regards to everyone in the team. Let them know that TESSA Inc. holds a special place in my heart. This is where I built the very foundation of my professional career in Australia. It is the place that offered me lifelong friendships with some of the remarkable people who work selflessly to create a positive impact within the communities around us! TESSA Inc. is special and so are its people! Wishing you and your team a very successful and fulfilling journey ahead.

Moazam Shah (former Director)

Congratulations on your 10th anniversary TESSA Inc. We at Box Hill Institute in the Diploma of Community Services value TESSA Inc.'s Student Placement Program. Many of our students have completed their placements at TESSA Inc. with excellent outcomes. Several students provided feedback saying they learned so much during their placements and value the experience they gained while on placement. Some has gone into employment in the Wellbeing Teams of schools and others mentioned they grew in confidence and was able to gain employment after doing their placement with TESSA Inc. Thank You TESSA for providing our students with the opportunities to do their placements with you. We appreciate what you do a lot.

Anna Elliot

The joint Board and Operations Team strategic planning workshop 4 February 2023, commenced with evaluation of the 2022 Business Improvement Plan (BIP). This led to the 2023 Business Improvement Plan development, retaining effective actions as strengths, and identifying new strategies for continuous improvement. To enable a sustained focus, each Director and Program Manager identified actions aligned to the KPIs that they took responsibility to implement.

A standard Agenda item for the Board and the Operations Team ensures monitoring and reporting on BIP implementation at monthly intervals.



TESSA Inc. Board and Operations Team strategic planning workshop 4 February 2023- Natalie Deacon, Jane Weston, Trudy Thomson, Rodrigo Castellanos, Victoria Triggs and Clint Cassell (remote online participation)

Attendance at Board Meetings for the 2022–23 financial year, demonstrates the commitment of all Directors, as volunteers, to TESSA Inc. Vision, Mission and Purposes.

There were 5 meetings held between July and December 2022 (excluding the AGM): four Directors attended 5/5; one attended 4/5; two attended 2/5 and one attended 1/5. Non-attendance was predominantly based on apologies.

There were 5 meetings between February and June 2023: two Directors attended 5/5; one Director attended 2/2; one Director attended 1/1; three Directors attended 4/5; one Director attended 3/5; and one attended 2/5. Non-attendance was predominantly due to approved leave.

Victoria Triggs

Chief Executive Officer

Therapeutic Engagement Support Services and Programs

Engagement Support Services

The Education Support Services Program returned to on-site program delivery during the reporting period. Program staff were once again able to meet and host the Managing Challenging Behaviors training for our newest placement students. At Boronia West PS in April, you can see the passion on my face talking about the “escalation cycle”!!

It was brilliant to reconnect with past and present ESO’s and other school and broader community members at the TESSA Inc. 10-year anniversary celebration at Karralyka on Saturday, 18 March 2023. It was clear that many brought great memories of the lasting impact our organisation had not just on students and schools, but also on the communities we serve.



Rowan Jones, Natalie Deacon, Clint Cassell, Jay Garduce, Rebecca Konstantinou, and Tamara Small at the TESSA Inc. 10-year anniversary celebration at Karralyka Centre, Ringwood

Engagement Support Officer (ESO) program

	2022		2023	
	Term 3	Term 4	Term 1	Term 2
ESO shifts delivered to schools:	61	87	17	35
Number of schools using ESO Support:	3	5	2	3

The ESO program returned to face-to-face delivery in schools during the reporting period. The return was welcomed in many schools, although it was unfortunate that there were many schools on a waitlist due to the challenges of returning to the classroom after lockdowns in 2022. It was crucial to support students during and coming out of such challenging times.

We acknowledge the contributions of Briana Calf, Dominique Ziino, Jalena Illic Khaiyath, Taryn Guilfoyle, and Jara Larter. These ESO's worked to deliver the TESSA Inc. mission of supporting vulnerable young people in our schools across Victoria. Congratulations to Briana, Jara, and Taryn for securing permanent employment with the Department of Education, a testament to their skill and dedication.

We welcomed Rowan Jones, trained in Lifeskills, ESO and Protective Intervention Training (PIT). Rowan is TESSA Inc.'s first contractor to work across all our service areas. In addition, we welcomed new ESO's Katie Collins and Fleur Oelofs. Katie also trained in PIT.

Schools supported during the period included Milgate PS, Lilydale Heights SC, Yarra Glen PS, Caulfield Junior College, Southern Autistic School, Clarinda PS, Croydon Hills PS, Surrey Hills PS and Auburn South PS.

Engagement Support Officers prepared sessional reports as feedback to the school to assist in supporting their students.

Engagement Support Officer Placement (ESOP) program

	2021		2022		TOTAL	2022		2023		TOTAL
	Term 3	Term 4	Term 1	Term 2		Term 3	Term 4	Term 1	Term 2	
ESO shifts delivered	46	92	68	38	244	61	87	17	35	200
Schools using ESO Support:	3	3	4	3		3	5	2	3	
ESOP shifts delivered	20	116	107	57	300	239	271	113	57	680
Schools using ESOP Support:	4	4	4	4		7	7	5	4	

	2021		2022	
	Term 3	Term 4	Term 1	Term 2
Placement shifts delivered to schools:	20	116	107	57
Number of schools using ESOP Support:	2	4	4	4

Number of onsite placement students during 2021–22:	300
Number of placement students going on to do ESO work during 2021–22:	6

It was fantastic to hear about the successes from the TESSA Inc. placement programs during the reporting period. Collaborating with educational institutions like Swinburne University, Box Hill TAFE, Holmesglen TAFE, and Latrobe University demonstrated a strong collective commitment to providing students with practical learning experiences as well as benefiting host schools.

The willingness of host schools to participate in the program was a highlight, once again demonstrating the high regard our programs generate. Schools regularly provided positive feedback about the support that placement students provided. The program delivery model achieved a win-win loop, with students gaining real-world experience and schools receiving much needed assistance.

Placement students not only attended the required 3-day MCB training but also some returned for repeat sessions throughout the year is a testament to the quality of the program and the positive experiences students had. It speaks to the value of continuous learning and improvement.

We celebrate TESSA Inc.'s commitment to fostering learning and collaboration within the education sector. It was clear that during the reporting period, the program made a positive impact on both students and host schools.

Schools supported during the reporting period included:

Kent Park PS, Mount Waverley Heights PS, Camelot Rise PS, Wedge Park PS, Highvale PS, Croydon Hills PS, Harkaway PS and Wheelers Hill PS.

The ESOP placement program received excellent feedback:

Hi Nat,

Just wanted to let you know how impressed we have been with Rowan. He was given a quick briefing on some of our students that he may want to focus on, and he quickly earned their respect and worked alongside them. Without being told he was able to identify other students that need extra support. He has been a fantastic support too in helping during times when a student is very elevated. He has truly been amazing. We will miss him, and the students will too.

*Kind regards,
Melanie Andrews Harkaway Primary School*

We at Box Hill Institute in the Diploma of Community Services value TESSA Inc.'s Student Placement Program. Many of our students have completed their placements at TESSA Inc. with excellent outcomes. Several students provided feedback saying they learned so much during their placements and value the experience they gained while on placement. Some has gone into employment in the Wellbeing Teams of schools and others mentioned they grew in confidence and was able to gain employment after doing their placement with TESSA Inc. Thank You TESSA Inc. for providing our students with the opportunities to do their placements with you.

We appreciate what you do a lot.

Kind Regards,
Anna Elliot Industry Engagement Coordinator – Diploma of Community Services Faculty of Health, Community and Life Sciences

Life Skills Program

	T3 2021	T4 2021	T1 2022	T2 2022	Total	T3 2022	T4 2022	T1 2023	T2 2023	Total
Students	165	915	600	765	2,445	990	1,155	645	1,080	3,870
Schools	10	52	23	36	121	37	38	25	41	141
Sessions	77	427	240	306	1050	396	462	301	432	1,591
Hours	92	512	288	367	1260	475	554	361	518	1,909
Programs	11	61	40	51	163	66	77	43	71	258

During the reporting period, Life Skills programs were successfully implemented in a range of settings by our Life Skills instructors. Term 3, 2022 saw 66 programs across 50 schools delivered. It was an extremely busy term with some notable highlights in terms of our teams, both in Victoria and interstate.

In NSW, our new program partners, **Darius Wingate-Pearse and Leisa Graham** delivered 10 programs in 8 schools across NSW and supported one another extremely well as lead and assistant instructors. Feedback from schools in NSW included:

Supporting students to link their emotions with reactions in their bodies has been life-changing for some. The power of controlling breathing to manage emotions and strengthen resolve was also successfully explored by all participants.

Our Lady of Lourdes PS, NSW

In Victoria, **David Stone** delivered programs with **Darek Lebek** as a mentor. This model proved to be successful in supporting and guiding new instructors in the first few programs that they delivered. The feedback from schools was also very positive, including:

The Life Skills Program is unique because of its integration of physical learning and movement with the principles of self-management. The martial arts and self-defence are a point of interest that draws students who would refuse other programs. When students see how they can exceed their own expectations for themselves in their performance, it is more vivid and powerful than any words could have conveyed to them.

Salesian College

Term 4, 2022 emerged as a significant period for TESSA Inc. and the Life Skills team. We delivered the largest number of programs ever delivered in one term, a total of 77 programs across metropolitan and regional Victoria and the Hunter Region of NSW. Our new staff member, **Stuart McClelland** completed his training during Term 3, 2022 and delivered programs whilst being mentored and supported by **Irena Krol**.

School Focused Youth Services (SFYS) continued to be a key source of funding for programs in Victoria and they have confirmed their strong intention of continue supporting our program into the future.

Self-funded programs such as Brookside College, Kooweerup SC, Koonung SC, Mooroolbark College and Hester Hornbrook Academy also provided very positive feedback and TESSA Inc. strengthened our long-term relationship with those schools for the years ahead.

The CORE Program, successfully delivered at Hester Hornbrook Academy and led by **Evan Dowling**, has big plans for 2023.

“The CORE program has been an amazing addition to the work conducted at HHA. Evan has found a way to work with our complex cohort across multiple regions to engage and re-engage our young people with physical movement-based activities to reconnect with themselves in a safe environment. Evan has been incredibly adaptable, and client focused. Thank you so much for all you do!”

Jess Chomley, Youth Worker, Hester Hornbrook Academy

The Academy plans an expansion of campuses in metropolitan Melbourne and expressed interest in including CORE in all those campuses. In light of this positive response, Evan worked to consolidate activities, equipment and the format of CORE offerings. This was completed in Term 1, 2023 and provides a very solid foundation for the recruitment of new instructors and the expansion of the program.

Our team in NSW have done a great job delivering their programs and securing school funded programs for next year. The continued to seek alternative forms of funding from government grants and corporate donations.

A total of 26,303 students were empowered with Life Skills taught in TESSA Inc. programs. This is a milestone worth celebrating and we look forward to reaching over 30,000 students in 2023 to celebrate our 10-year anniversary.

Term 1 2023 began solidly with over 40 programs delivered. Four new Life Skills instructors were trained. **Taylor Pettinari** in NSW, **Rowan Jones** in Victoria and **Monique Taylor** and **Miltos Teale** in Adelaide. This is very exciting as Rowan provided much needed support in Victoria especially with programs in the west of the state. Taylor will join Darius and Leisa to strengthen the NSW team and Miltos and Monique will commence operations in South

Australia. These four new instructors brought a burst of youthful energy to the team and created better balance between youth and experience.

The positive work achieved at Warrandyte PS with a student with significant ODD was a significant outcome in Term 1, 2023. Further work was requested by the school to engage Education Support Officer (ESO) support and Professional Learning support. The student responded very well to the Life Skills sessions and after attending the sessions showed remarkable self-control. It is planned that he will carry this learning to the day-to-day activities at school and home.

Term 2, 2023 saw 72 programs successfully delivered. This was a significant increase in programs in comparison to same period in 2022 when we delivered 53 programs.

In Victoria, SFYS continued TESSA Inc. program funding. Many of these programs included students with complex needs that required modified programs. Specifically, shorter programs (e.g. 30 mins) and with smaller groups (max 4-6 students) worked really well with complex needs interventions.

NSW program growth also contributed significantly to both TESSA Inc. growth and positive outcomes during the reporting period. A pleasing aspect of the NSW programs was that all programs were self-funded, thus not requiring a search for external grants. Schools were very impressed and thankful when we proactively offered flexible formats rather than remaining only with our standard program offering. This flexibility was discussed with Life Skills instructors, and they were encouraged to be proactive, adjusting any part of our program to better meet the therapeutic needs of individual students. Our reputation in schools was enhanced by this ability and willingness to be responsive to individual needs.

We also welcomed a new Queensland instructor-in-training **Lalita Yagnik**. Lalita will commence training in Term 3 2023. The CORE program also welcomed a new instructor, **Joey Lai**. He will also begin working in the new financial year assisting Evan at Hester Hornbook Academy Programs.

The MAT program was able to uniquely combine life lessons into the activities and instructions. These lessons were well retained by the students as they were practical life lessons that feed into their academic life. We would recommend this program to other schools as well as run the program again at our school as we have seen great success with our students, and they expressed high levels of engagement.

Buckley Park College, VIC

Provided our high-risk female students with the opportunity to come together and learn skills around managing emotions and responses to conflict, through action and discussion/education. I would recommend this program as I feel it allowed the students to come together (purpose) to build upon new skills and foster connections.

Wantirna College VIC

The MAT program was able to engage our students in learning important techniques and lessons to empower them as they navigate the transition to high school. Our students were able to take the mantra of Be strong, Be calm, Be kind, Try hard beyond the experience and use it to demonstrate resilience and positive behaviours each and every day. We would highly recommend this program.

Lalor Gardens Primary School, VIC

The MAT Program was highly effective in engaging many of our at-risk students. It was the first time I have seen these same students engage this fully in an extracurricular program.

Copperfield College, VIC

The program has been outstanding. The key messages and activities used to reinforce the learning have been expertly delivered. The code has been embedded across all learning areas and environments and we often reflect and connect with ideas discussed/explored in personal anecdotes, stories, and attitudes to learning.

Hamilton Public School, NSW

The mix of physical activities and positive theoretical teachings used throughout the program create a unique experience for the students. The program has helped build resilience and help students with their self-regulation skills. The consensus of all the teachers, staff and students of Holy Cross Primary is that we would highly recommend the Life Skills Program to other schools.

Holy Cross PS, NSW

The Life Skills program combines physical activity and Life Skills/life lessons more than any other program I have seen. It allows students to recognise their body language and use skills such as physical activity and breathing for self-regulation.

San Clement Mayfield PS, NSW

TESSA Inc. Professional Learning

Professional Learning session delivered to schools

	2022		2023	
	Term 3	Term 4	Term 1	Term 2
Onsite Professional Learning sessions delivered to schools	44	95	72	78
Online Professional Learning sessions delivered to schools	71	72	58	56
Professional learning consult sessions delivered to schools	3	3	-	-
Managing Challenging Behaviour 3-day training run by TESSA Inc.	1	1	1	1

The 2022- 23 reporting period delivered a year of notable progress and a successful consolidation of hybrid online training methods.

The year saw continued strong demand from schools needing to train new staff, many of whom were inexperienced in working with students with challenging behaviours and critical incidents and student behaviours of concern. Additionally, there was a strong need to support staff wellbeing and understanding in this space. In partnership with the Department of Education, the TESSA Inc. Professional Learning programs and expertise played an important role in addressing growing needs in the area of staff and student safety and wellbeing.

The reporting period saw further training and growth of the professional learning team. **Jay Garduce** continued making his mark as a very capable trainer. Jay has now worked with a large number of groups, experiencing a variety of challenges in schools and successfully guiding and supporting these groups with his informed, relevant and empowering approach. **Cameron Cosstick** continued to support program delivery, primarily online.

New team members **Katie Collins** and **Rowan Jones** completed their training in Term 1 2023, and began work as trainers in Term 2, 2023 with guidance and support from Professional Learning program manager **Clint Cassell**. While new to the space, both trainers demonstrated capability and competence in the program. Katie and Rowan continued to build their knowledge and skills by participating in Engagement Support work in schools under the guidance of program manager Natalie Deacon.

Whilst onsite training has made a strong return, online delivery continued to be in demand for a variety of reasons, including:

- regional school training outreach was otherwise out of range from a logistics perspective
- high demand from schools; online delivery being more efficient when onsite trainers were unavailable
- schools have continued to express a preference for online delivery.

Following the challenges of the COVID-19 pandemic and the need to pivot to new delivery and support models, TESSA Inc. Professional Learning established a well-developed and polished online delivery program. Using a ‘remote delivery to a live room’ style of interaction

and engagement focussed delivery, the online program was continually well received with strong reported outcomes – often surprising school staff with its outcomes being better than expected.

Alongside a stronger focus on full-day trainings for staff (whether onsite or online), we saw significantly less demand for coaching/consultation sessions. Part of the reason for this was the need for giving as many school staff as possible a ‘base layer’ of training – compared to delivering ongoing tailored mentoring programs to only individuals or small staff teams at a time.

TESSA Inc. became the sole preferred provider of this training by the Department of Education (as of mid-term 4, 2022). This, as well as an overwhelming level of demand from schools, saw the implementation of a ‘**Schools Cluster approach**’ in term 2, 2023. The first of these cluster training approaches were conducted in Geelong, and took the form of the full professional learning team being engaged for a week, with schools in the local areas contributing their key staff, or staff in need; from leadership and wellbeing teams, to education support workers and teaching staff. This approach was deemed a success, with full sessions across the week and consistently strong feedback. Participants reported they felt heard, supported and most importantly were able to gain clarity, skills, and strategies that they felt would help them with dealing with challenging circumstances and behaviours.

Feedback received from schools and agencies:

Onsite sessions:

Very helpful.

Really enjoyed all the modules. Jay as very engaging and made the modules enjoyable.

An excellent presenter, very engaging.

Very engaging – had a brilliant time.

Interesting and engaging presenter.

Very practical.

Thank you for everything.

Online sessions:

Thank you. Today has been great, you’ve given us lots to think about and lots of practical advice/ strategies. It was really engaging.

I felt this as extremely relevant, and we were kept engaged through the whole course.

Informative, very engaging, and valuable information.

Thank you for sharing your experience and expertise.

I felt like I got a lot out of our day. You were engaging and a wealth of knowledge.

Enjoying hearing your stories as it’s good to hear from someone with frontline experience.

Thank you.

Special feature

TESSA Inc. 10th Anniversary Celebration

TESSA Inc., established in 2013, celebrated its 10th anniversary during the reporting period. Past and present staff, contributors and supporters were invited to a celebration on Saturday, 18 March 2023 at Karralyka Function Centre in Ringwood East. Respected Yorta Yorta Elder, Aunty Zeta Thomson welcomed guests to country and reflected on the lands on which we gathered.

Clint Cassell led a 'speed dating' session where participants introduced themselves and shared their connection to TESSA Inc. A feature of the event was a carousel of photo images of TESSA Inc. through the years, led by Rodrigo Castellanos. Stephen Golding, TESSA Inc. founding member led all in demonstrating the CODE. Program Managers conducted Circle briefings for participants to find out more about the three Core Services Streams.

Stephen Golding proposed a toast to the future of TESSA Inc. and Natalie Deacon, Chairperson raised thanks to conclude the formal proceedings.

Guests then mingled, enjoyed light refreshments, and animated chatter. It was wonderful to see principals, teachers, former staff, current and former Directors and supporters enthusiastically reminiscing and sharing experiences and outcomes from across the TESSA Inc. programs.

A feature of the event was a carousel of photo images of TESSA Inc. through the years. The event was a great success. It gave us all a chance to gather together and take some time to really acknowledge how far we have come as an organisation and to re-engage with old friends and forge new relationships.





Participants at the event provided feedback that well sums up the tone of the event:

TESSA Inc! An amazing, inspiring group of people with drive, HEART and an endless strive to better our young people's lives. THANK YOU! Congrats on 10 years.

Aimy McAninly, former Chairperson

I wouldn't be where I am today without Steve and TESSA Inc. Much Love

Tee Tablia (Tee) Macnab, former Staff Member

Thank you so much for all you have done for the staff and students of Boronia West. Your work is very much appreciated.

Jennie Brown, Principal and 2022 AGM presenter

Thank you for your continued effort and Dedication and for my many lessons.

Alan Ross (Pommy Al), former Director and Community Officer

So lovely to see all the amazing people that transformed my life with me.

Vashti Thompson, former MAT Program student

Congratulations to an Amazing team. Thank you for all these years of support. Loved seeing it all grow so beautifully.

Tans Martial Arts, Supplier

Congratulations on 10 amazing years TESSA Inc. Keep up the fantastic work!

Felicity Cassell, Administration Officer (Queensland)

How amazing is this! Thank you so much for all your efforts over the years.

Guy Rhynsburger, Senior Life Skills Instructor

Thank you for a wonderful journey. Keep up the amazing work with young people and schools.

Trudy Thomson, Director TESSA Inc.

Thank you for inviting us to join in the 10th Anniversary Celebrations for TESSA Inc.

Words can scarcely do justice to the sense of excitement and unity of purpose that pervaded the gathering. Volunteers and paid therapists alike are all fired with the conviction that the job is worth doing and that uplifting results are being achieved. Congratulations.

Val and Bill Golding, Parents Founding Partner MAT Pty Ltd



Therapeutic Engagement Support Services Association Incorporated

ABN 19 730 722 494

Financial Statements

For the year ended 30 June 2023

Paris Financial

5/2-6 Albert St, Blackburn VIC 3130

L2/128 Jolimont Rd, East Melbourne VIC 3002

Phone: 03 8393 1000

Email: admin@parisfinancial.com.au



Therapeutic Engagement Support Services Association Incorporated
ABN 19 730 722 494

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ABN 19 730 722 494

Committee's Report

For the year ended 30 June 2023

Your committee members submit the financial accounts of the Therapeutic Engagement Support Services Association Incorporated for the financial year ended 30 June 2023.

Committee Members

The names of committee members at the date of this report are:

Position	Director
Chairperson Elected Director	Natalie Deacon
Treasurer Elected Director	Rodrigo Castellanos
Secretary Elected Director	Jane Weston
Chief Executive Officer Elected Executive Director	Victoria Triggs
Co-chairperson Elected Director	Trudy Thomson
MAT Pty Ltd Nominee	Stephen Golding
Co-opted Director	Peter Paffenholz
Co-opted Director	Agapi Boubolas
Alternate Director Child Safe Officer	Darek Lebek

Principal Activities

The principal activities of the association during the financial year were to provide programs and services in three core streams:

- MAT Life Skills Programs
- Engagement Support Services
- Professional Learning

Significant Changes

Growth of delivery across all core streams.

Completion of NSW Government Grant: Hunter Valley COVID Recovery Project

Signed in accordance with a resolution of the Members of the Committee on:



Date 8th November 2023



Date 8 November 2023

Therapeutic Engagement Support Services Association Incorporated

ABN 19 730 722 494

Detailed Profit and Loss Statement

For the year ended 30 June 2023

	2023	2022
	\$	\$
Income		
Membership Fees	5,280	5,292
ESS Service Income	85,909	82,163
LS Program Income	506,287	218,104
PL Service Income	340,920	215,303
Grants		55,500
Donation	4,912	4
Total income	<u>943,307</u>	<u>576,367</u>
Expenses		
Audit Fee	3,450	3,300
Marketing Expenses		50
Bank Fees And Charges	56	33
Opex - IT Expenses	3,843	1,595
Opex - Office Supplies	120	522
Opex-Insurance	7,050	7,114
Opex - Book Keeping & Accounting	8,526	7,690
Opex - Business Meetings	4,356	593
Opex - Travel & Accommodation	411	236
ESS Costs	34,900	41,482
LSL Expense	3,975	2,788
Instructor Cost LS	315,093	137,040
Program Costs LS	42,077	1,624
Life Skills Program Manager	131,224	91,975
MAT Admin Fees_Life Skills	20,602	6,973
PL Trainer/Coach Cost	55,775	53,492
PL Costs	7,508	672
Professional Services	190	408
Professional Development		73
PL Manager	92,650	88,000
Administration Officer	9,555	12,050
ESS Manager	38,845	36,215
Project Development Officer		41,620
Project Development Costs		3,574
Total expenses	<u>780,206</u>	<u>539,120</u>

The accompanying notes form part of these financial statements.

Therapeutic Engagement Support Services Association Incorporated

ABN 19 730 722 494

Detailed Profit and Loss Statement

For the year ended 30 June 2023

	2023	2022
	\$	\$
Profit from ordinary activities before income tax	163,101	37,247
Income tax revenue relating to ordinary activities		
Net profit attributable to the association	163,101	37,247
Total changes in equity of the association	163,101	37,247
Opening retained profits	230,962	193,715
Net profit attributable to the association	163,101	37,247
Closing retained profits	394,063	230,962

The accompanying notes form part of these financial statements.

Therapeutic Engagement Support Services Association Incorporated

ABN 19 730 722 494

Detailed Balance Sheet as at 30 June 2023

	Note	2023	2022
		\$	\$
Current Assets			
Cash Assets			
Cash at bank - CBA Business Trans #2713		388,047	208,865
Cash at bank - CBA Online Saver #4461		3,267	3,274
		<u>391,314</u>	<u>212,139</u>
Receivables			
Trade debtors		49,325	60,816
		<u>49,325</u>	<u>60,816</u>
Total Current Assets		<u>440,639</u>	<u>272,956</u>
Non-Current Assets			
Property, Plant and Equipment			
Plant & equipment - at cost		1,086	1,086
Less: Accumulated depreciation		(1,086)	(1,086)
		<u> </u>	<u> </u>
Total Non-Current Assets		<u> </u>	<u> </u>
Total Assets		<u>440,639</u>	<u>272,956</u>

The accompanying notes form part of these financial statements.

Therapeutic Engagement Support Services Association Incorporated

ABN 19 730 722 494

Detailed Balance Sheet as at 30 June 2023

	Note	2023 \$	2022 \$
Current Liabilities			
Payables			
Unsecured:			
Trade creditors		6,839	7,643
		<u>6,839</u>	<u>7,643</u>
Current Tax Liabilities			
GST payable control account		31,190	22,632
Input tax credit adjustment control a/c		(8)	(8)
ATO integrated client account		(9,152)	
Amounts withheld from salary and wages		3,940	3,120
		<u>25,970</u>	<u>25,744</u>
Provisions			
Superannuation Payable		7,003	5,819
LSL Provision		6,764	2,788
		<u>13,767</u>	<u>8,607</u>
Total Current Liabilities		<u>46,576</u>	<u>41,994</u>
Total Liabilities		<u>46,576</u>	<u>41,994</u>
Net Assets		<u>394,063</u>	<u>230,962</u>
Members' Funds			
Accumulated surplus (deficit)		394,063	230,962
Total Members' Funds		<u>394,063</u>	<u>230,962</u>

The accompanying notes form part of these financial statements.

Therapeutic Engagement Support Services Association Incorporated

Statement of Cash Flows

For the Year Ended 30 June 2023

	Note	2023 \$	2022 \$
CASH FLOWS FROM OPERATING ACTIVITIES:			
Receipts from customers		954,799	551,850
Payments to suppliers and employees		(775,624)	(543,955)
Interest received		-	-
Net cash provided by/(used in) operating activities	4	179,175	7,895
Net increase/(decrease) in cash and cash equivalents held		179,175	7,895
Cash and cash equivalents at beginning of year		212,139	204,244
Cash and cash equivalents at end of financial year		391,314	212,139

Therapeutic Engagement Support Services Association Incorporated

ABN 19 730 722 494

Notes to the Financial Statements

For the year ended 30 June 2023

Note 1: Summary of Significant Accounting Policies

The financial statements cover Therapeutic Engagement Support Services Association as an individual entity. Therapeutic Engagement Support Services Association is an Association incorporated in Victoria under the Associations Incorporation Reform Act 2012 ('the Act').

The functional and presentation currency of Therapeutic Engagement Support Services Association (TESSA) is Australian dollars.

Comparatives are consistent with prior years, unless otherwise stated.

Basis of Preparation

The financial statements are general purpose financial statements that have been prepared in accordance with the Australian Accounting Standards - Simplified Disclosures and the Act.

The adoption of Simplified Disclosures has not led to any restatement of figures in the current or prior year. The financial statements have been prepared on an accruals basis and are based on historical costs modified, where applicable, by the measurement at fair value of selected non-current assets, financial assets and financial liabilities.

Significant accounting policies adopted in the preparation of these financial statements are presented below and are consistent with prior reporting periods unless otherwise stated.

The financial statements have been rounded to the nearest one dollar.

(a) Cash and Cash Equivalents

Cash and cash equivalents include cash on hand, deposits held at call with banks, and other short-term highly liquid investments with original maturities of three months or less.

(b) Revenue and Other Income

Revenue is measured when the entity receipts the funds.

Interest revenue is recognised using the effective interest rate method, which for floating rate financial assets is the rate inherent in the instrument.

Training income and donation income is recognised when the entity obtains control over the funds, which is generally at the time of receipt.

All revenue is stated net of the amount of goods and services tax (GST).

(c) Goods and Services Tax (GST)

Revenues, expenses and assets are recognised net of the amount of GST, except where the amount of GST incurred is not recoverable from the Tax Office. In these circumstances, the GST is recognised as part of the cost of acquisition of the asset or as part of an item of the expense. GST asset and/or liability is included in the Financial Report and recognised at the end of the financial year.

(d) Income Tax

The association is exempt from income tax under Section 50-5 of the Income Tax Assessment Act 1997.

Therapeutic Engagement Support Services Association Incorporated

ABN 19 730 722 494

Notes to the Financial Statements

For the year ended 30 June 2023

Note 2: Contingent Liabilities

There are no contingent liabilities.

Note 3: Events Subsequent to Reporting Date

There are no subsequent events after the reporting date.

Note 4: Cash Flow Information

	2023	2022
Operating Profit	163,101	37,246
Add back non-cash items	-	-
Changes in operating assets and liabilities		
Decrease/(Increase) in trade and other receivables	11,492	(24,517)
Increase /(Decrease) in trade and other payables	606	(7,622)
Increase in employee benefits	3,976	2,788
	<hr/> 179,175	<hr/> 7,895

Note 5: Related Party Transaction

Accounting and bookkeeping fees – Paris Financial	\$7,690
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(Pat Mannix is a director of Paris Financial, and was a director of TESSA in the prior year.)

Therapeutic Engagement Support Services Association Incorporated

ABN 19 730 722 494

Statement by Members of the Committee

For the year ended 30 June 2023

The Committee has determined that the association is not a reporting entity and that this special purpose financial report should be prepared in accordance with the accounting policies outlined in Note 1 to the financial statements and the Associations Incorporations Reform Act 2012.

In the opinion of the Committee the Detailed Profit and Loss Statement, Detailed Balance Sheet, and Notes to the financial Statements:

1. Presents fairly the financial position of Therapeutic Engagement Support Services Association Incorporated as at 30 June 2023 and its performance for the year ended on that date.
2. At the date of this statement, there are reasonable grounds to believe that the association will be able to pay its debts as and when they fall due.

The Committee is responsible for the reliability, accuracy and completeness of the accounting records and the disclosure of all material and relevant information.

This statement is made in accordance with a resolution of the Committee and is signed for and behalf of the Committee by:

V. Triggs

Date 8th November 2023

[Signature]

Date 8 November 2023

LDB Audit Services Pty Ltd t/as
Postan Miller and Associates
ACN 123 774 569 ABN 59 123 774 569
Suite 32, Level 3
25 Claremont Street
South Yarra, Vic 3141

Telephone: 03 9006 0880
www.LDB.com.au



Therapeutic Engagement Support Services Association

Independent Audit Report to the members of Therapeutic Engagement Support Services Association

Report on the Audit of the Financial Report

Opinion

We have audited the financial report of Therapeutic Engagement Support Services Association (the Association), which comprises the balance sheet as at 30 June 2023, the profit and loss statement, the statement of changes in equity and the statement of cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies, and the statement by members of the committee.

In our opinion, the accompanying financial report presents fairly, in all material respects, including:

- (i) giving a true and fair view of the Association's financial position as at 30 June 2023 and of its financial performance and its cash flows for the year ended; and
- (ii) complying with the Associations Incorporation Reform Act 2012.

Basis for Opinion

We conducted our audit in accordance with Australian Auditing Standards. Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Report* section of our report. We are independent of the Association in accordance with the auditor independence requirements of the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 *Code of Ethics for Professional Accountants (including Independence Standards)* (the Code) that are relevant to our audit of the financial report in Australia. We have also fulfilled our other ethical responsibilities in accordance with the Code.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Responsibilities of Management and Those Charged with Governance

Management is responsible for the preparation and fair presentation of the financial report in accordance with the Associations Incorporation Reform Act 2012, and for such internal control as management determines is necessary to enable the preparation of the financial report is free from material misstatement, whether due to fraud or error.

In preparing the financial report, management is responsible for assessing the Association's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Association or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Association's financial reporting process.

LDB Audit Services Pty Ltd t/as
Postan Miller and Associates
ACN 123 774 569 ABN 59 123 774 569
Suite 32, Level 3
25 Claremont Street
South Yarra, Vic 3141

Telephone: 03 9006 0880
www.LDB.com.au



Auditor's Responsibilities for the Audit of the Financial Report

Our objectives are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with the Australian Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this financial report.

LDB Audit Services Pty Ltd

LDB Audit Services Pty Ltd
1-3 Albert Street
BLACKBURN VIC 3130

A handwritten signature in black ink, appearing to read "Hilton Miller".

HILTON MILLER
DIRECTOR

Dated: 8 November 2023

Acknowledgements

The Therapeutic Engagement Support Services Association Inc. acknowledges the following organisations and individuals in appreciation of their valuable support for the 2022–23 financial year.

Founding organisation

MAT Program Pty Ltd

Government

Department of Education, Victoria
Employee Health Safety and Wellbeing
Division Strategy Team; Complex Matters
Team
NSW Government Department of Regional
NSW
Department of Families, Fairness and
Housing, Victoria
Bayside City Council
Australian Commission for Children and
Young People

Education networks

School Focused Youth Service

Community agencies

Uniting Care Connections
Eastern Health
Kildonan Strengthening Family Services
Hearspace Frankston
YSAS Box Hill
Monash Health
City of Greater Dandenong Family Services
Berry Street Child and Family Services

Host schools

Boronia West Primary School
Harkaway Primary School
Kent Park Primary School
Wheelers Hill Primary School
Orchard Grove Primary School
Highvale Primary School

Partnership

MetaSkill Consulting Pty Ltd
- David Davenport

Pro bono

Paris Financial - Board support
Tamara Small - Volunteer
Lan Wang – Annual Report

Tertiary institutes/courses

RMIT Youth Services
Box Hill Institute Youth Services, and
Community Services
Holmesglen TAFE
Monash University

Martial arts

Melways Fitness
Mindfulness in Motion
Newcastle Aikido.
SANGEN Melbourne Aikikai
Seido Karate Bayside
Tran Martial Arts supplies

Administrative support

Felicity Cassell, TESSA Inc.
Jacinta Hewer, CINCH Bookkeeping
Services

TESSA Inc., 19 Yarraford Avenue, Alphington Victoria 3078
E. triggs.v@tessainc.org.au | P. 0400 202 149 | www.tessainc.org.au