

CARINITY ANNUAL REPORT 2023-24





Above: Carinity Bunderra disability services client, Felicity Goulding, enjoys a visit to the Kalbar Sunflower Festival.

Front cover: Yoshiko Perry with her carer Wish Gurung at the Carinity Hilltop aged care community in Brisbane.

4	FOREWORD
6	OUR LOCATIONS
7	THE YEAR IN NUMBERS
8	AGED CARE
11	<i>FAMILY HISTORY CONTINUES</i>
12	RETIREMENT LIVING
13	CHILDREN & FAMILY SUPPORT
14	EDUCATION
16	<i>WHEELS TURN ON SCHOOL PROJECT</i>
17	YOUTH ACCOMMODATION
19	HOME CARE
20	CHURCH GRANTS
21	DISABILITY SUPPORT
23	<i>ARTISTS BRING COLOUR</i>
25	CHAPLAINCY
26	<i>SUPPORT INSIDE FOR 50 YEARS</i>
28	CARINITY 100 CLUB
31	MILESTONES
32	VOLUNTEERS & SUPPORTERS
34	IN THE COMMUNITY
35	<i>STUDENTS' CULTURAL SHOWCASE</i>
36	OUR PEOPLE
38	ABOUT US
40	<i>EXECUTIVE TEAM CARINITY COUNCIL</i>
43	CARINITY IN THE MEDIA

Carinity acknowledges the traditional custodians of country throughout Queensland and their connections to land, sea and community. We pay respect to their elders past and present and extend that respect to all Aboriginal and Torres Strait Islander peoples today.

FOREWORD



RICHARD WRAY
Carinity Council Chair

Carinity's journey began with a group of dedicated Baptists who established an aged care home in Brisbane.

Over the past 75 years, we've built on these faith-filled foundations, expanding our reach while continuing to have a positive impact on lives and communities.

Carinity began through the passion and vision of faithful Baptists. This pioneering group saw the potential to support the elderly in our community and raised the funds to purchase our first aged care home, Clifford House.

Over the years we have celebrated the impact that Carinity has had on the lives of countless individuals and communities. Today, Carinity is a diverse organisation with



KEVIN GRIFFITHS
Chief Executive Officer

a consistent mission: making a real difference in people's lives and their communities.

This past financial year marked significant growth for us, as we now support more people than ever through our education, disability, residential aged care, chaplaincy, and home care services across Queensland.

Our Carinity Education schools have seen an 18% increase in student numbers over the past year. We offer special assistance education to young people who didn't find success in mainstream schools. Our fifth school in Townsville, which we saved from closure in 2018, will see its first cohort of Year 12 students graduate in late-2024.

The opening of Sunflower House in Kalbar has expanded our services for people living

with disabilities. Carinity also reaffirmed its commitment to supporting people with a disability living in the Somerset Region, by purchasing the Our House property from the Queensland Government.

Carinity aged care communities have been home to over 1,000 seniors this past year, with an additional 350 seniors living in our five lifestyle retirement villages. To meet growing demand, we are finalising our plans to expand our popular Elim Estate retirement village in Ipswich. Our home care service also continues to expand, with the number of seniors who receive our in-home support increasing by 12% this year.

Our focus on multiplying mission has continued. Over the course of the year, we expanded our chaplaincy. Chaplaincy is a vital part of who we are, and chaplains are now present across aged care, schools and prisons. The Carinity Collaborative Community Projects grant program has continued to extend our impact through partnerships with local churches.

Despite our successes, we faced challenges, such as the closure of our Summit Cottages home in Mount Morgan due to nationwide staffing shortages and new nursing mandates. An inability to meet stringent new nursing mandates set by the Federal Government has led to the closure of several aged care homes in small rural towns.

While Carinity has grown and evolved significantly since our humble beginnings 75 years ago, what has not changed is the reason we exist: to make a real difference to the lives of the people we serve.

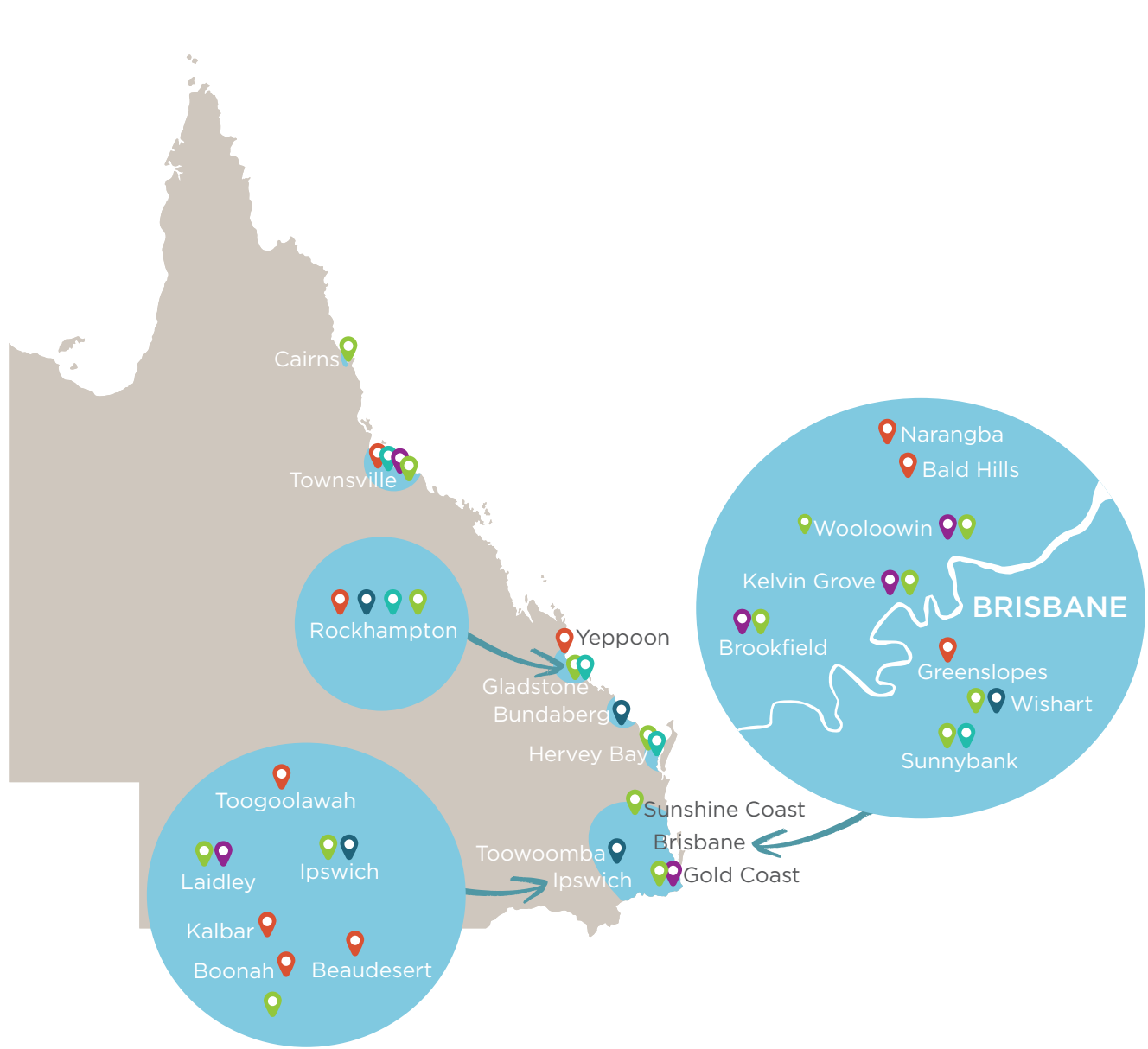
As we look to the future, we give thanks to God for his continued faithfulness and the privilege we have to serve. We are grateful for the employees and volunteers who chose to serve alongside us.

We look forward to seeing where God leads Carinity in the future and together we will continue to make a real difference in their lives.



Carinity Home Care lifestyle coordinators and corporate managers assembled at Carinity's head office in Brisbane.

OUR LOCATIONS



Residential Aged Care

Residential Aged Care & Retirement Living

Home Care Services

Education

Community Services

Chaplaincy

THE YEAR IN NUMBERS

4,093

Seniors who lived in our aged care and retirement communities or supported by home care services.

1,097

Seniors cared for in our **11** residential aged care communities.

2,620

People received care and support to remain living independently in their home.

376

Seniors living in our safe and secure retirement living lifestyle communities.

752

Young people received an education in Carinity's five schools.

73

Record number of Year 12 graduates at Carinity Education special assistance schools.

14,116

Hours of counselling provided to people for family violence, youth crisis and mental health issues.

75,820

Ministries supporting people in hospitals, prisons and Carinity schools and aged care communities.

49,385

Hours of care delivered to 85 people who live with a disability.

2,915

Nights of safe accommodation for 28 vulnerable young people.

44

Volunteer prison chaplains providing pastoral care and support to more than 4,000 people in prison.

8

New community outreach projects supporting the disadvantaged funded by Carinity.

1,092

Seniors helped with cleaning and domestic assistance in their home.

1,491

Employees currently working in 24 locations between Townsville and the Gold Coast.

245

Generous donors collectively gifted \$174,190 to support Carinity's services.

AGED CARE

This year Carinity's residential aged care communities were home to more than 1,000 seniors who are living with purpose.

Carinity aged care residents receive high-quality holistic care in modern facilities, and enjoy a sense of belonging in a welcoming and vibrant community.

With a goal to enrich the lives of seniors in our care, residents are empowered to find purpose every day. Far beyond simply being a 'nursing home', we create opportunities to learn, socialise and celebrate life.

We know the importance of enabling opportunities for residents to thrive. Regular activities on and off site keep our residents engaged and provide opportunities to create meaningful social connections with their peers.

Modern approaches to aged care are focused on maintaining each resident's right to live their life the way they choose. Technology is also contributing to significant improvements



We are highly impressed with the quality of care and support. The energy of all staff we have worked with, learnt with and talked with is very uplifting.

Marilyn Davis

Wife of Carinity Cedarbrook resident

in the experiences of our residents, monitoring their wellbeing and movement unobtrusively.

While Carinity's approach to care has evolved over time, the incredible dedication shown by the people who deliver care has stayed the same: a strong desire to give back to and honour our older generations.



Carinity's first aged care home, Clifford House, celebrates its 75th birthday in 2024. Clifford House has relocated twice since 1949.



Audrey Bond is living with purpose as a resident of the Carinity Kepnock Grove aged care community in Bundaberg.



Esme Jensen and Robyn Skipper hold a collaborative art piece which was created by Carinity Karinya Place aged care residents.



Carinity Shalom aged care resident John 'Cossie' Doyle is a former boxer and country musician who has also won a bravery award.



FAMILY HISTORY CONTINUES

Shirley Mutzelburg knows Carinity Karinya Place like the back of her hand.

Not only does she live in the Laidley aged care community, she used to work there – and also got married on the site!

Shirley's history at the seniors home goes back many decades. Her parents, Ted and Pearl Manttan, were Karinya Place residents who lived in the Herb Mutzelburg Wing in which Shirley now resides.

Shirley worked on Herb's farm in the 1960s, picking beetroots, onions and potatoes to earn income to help raise her young family. She later worked at Karinya Place, supporting local seniors in her roles as a nurse and later a diversional therapist.

"She has always been good at knitting, crocheting and tapestries. She took on organising roles for the annual Karinya fundraising fete for many years where large volumes of her craft handiwork would be donated and sold," Shirley's son Darryl Mutzelburg said.

In 1994, Shirley married her second husband, Donnie Mutzelburg, with the ceremony and reception held on-site at Karinya Place.

Janice Spreadborough, a support services team member who works in the Karinya Place laundry, recalls working alongside Shirley in the 1990s.

"We had a lot of fun, but Shirley was a very straight-laced lady – and the work had to be done. All of the residents' beds had to be schmick, made just perfectly," Janice said.

"When Shirley moved here and first saw me she grabbed me and gave me a big hug."

Other members of Shirley's family to have worked at Karinya Place include her daughter Karen, son Bradley, daughter-in-law Nerida, and her brother Kelly.

Shirley is one of numerous Karinya Place residents who have a close family connection to the seniors home. They include a relative of Olive Paroz, Matron of Karinya Place from 1971 to 1978 after whom a wing at the aged care community is named.

Above: Former work colleagues Janice Spreadborough and Shirley Mutzelburg reunited at the Carinity Karinya Place aged care community.

RETIREMENT LIVING

When moving into a seniors village, retirees value safety, location, affordability and social connection. These features – and more – are what Carinity retirement villages provide.

Regular surveys of residents who have transitioned to living in a Carinity lifestyle community reveal that was one of the best life decisions that they have made.

Residents enjoy being able to live independently amongst like-minded people with Christian values, in a place with programs to support active lifestyles.

In addition to being located close to amenities, our retirement villages provide well-designed living areas and the convenience of having home and garden maintenance looked after.

More than 300 people live in Carinity's five retirement communities located in five cities: Brisbane (Wishart Gardens), Bundaberg (Kepnock Grove), Ipswich



The best thing about my life here is that I have a wonderful community of neighbours and friends.

Jean Miller
Carinity Wishart Gardens resident

(Elim Estate), Rockhampton (Shalom) and Toowoomba (Brownesholme).

Four of the villages are co-located with Carinity aged care communities, making the transition to higher care in future years more convenient. The fifth retirement village, Elim Estate, is located just 2km from our Colthup Manor aged care community.



Surveys reveal that 96% of residents feel safe and secure living in their Carinity retirement village.

CHILDREN & FAMILY SUPPORT

Everyone deserves to live their best life, regardless of circumstances. Carinity supports families, children and adolescents experiencing challenges.

For youth and families experiencing challenging times, we run a number of counselling programs, including specialist support for complex trauma and the legacy of domestic and family violence.

With more people being impacted by mental illness, homelessness and domestic and family violence, demand for Carinity's therapeutic support services is increasing.

This year Carinity Talera, a Brisbane child-counselling clinic, delivered a 40% increase in hours supporting young people working through issues such as domestic violence and abuse.

Providing long-term therapeutic intervention to Rockhampton youth, Carinity Wamboona supported an average of 24 young people each month, with 87% developing improved safety protection and life skills.



I'm grateful to have had the support at a time when I was very low. It's very important to have someone help you through your battles.

Breanna Packer
Former Carinity Wamboona client

Supporting children, adolescents and families to create more positive futures, Carinity Narangba experienced an increase in the number of counselling sessions provided this year.

Carinity's biggest desire for people receiving counselling is that they can lead full and productive lives, without ongoing difficulties.



Around 18% of Carinity Talera clients are children receiving support for issues relating to domestic violence.



Carinity Wishart Gardens retirement village residents, Basil and Del Wood, donated a piano and organ to the aged care community located near their home.



Janine Haddon, Sharyn Tengbom, Kylie Evans and Amy Gomersall at the Carinity Wamboona youth counselling centre in Rockhampton.

EDUCATION

Carinity schools help to bring purpose, a sense of direction, and hope for a better future into young peoples' lives.

Our special assistance schools, in Brisbane, Gladstone, Hervey Bay and Rockhampton, provide alternative education for young people who have faced barriers to learning or have not found success in mainstream schools.

The schools achieve positive outcomes by using an education model that builds capability in learning, behaviour change, work and education pathways, social inclusion, wellbeing management, and life skills.

In addition, Carinity Education Shalom in Townsville provides inclusive schooling for students. With a high proportion of students being from Aboriginal and Torres Strait Islander backgrounds, these cultures are honoured and celebrated.

All Carinity schools provide individualised support in a Christian setting. We provide



I thrive on developing each student's strengths, interests, skills, abilities and knowledge to inspire and support their learning experience.

Nichola Smith

Carinity Education Glendyne teacher

flexible learning in a small class environment where staff and support workers are available to provide ready access to assistance.

Our unique approach to teaching ensures students can learn and thrive in a supportive environment, while meeting the cultural, emotional and spiritual needs each of individual.



A total of 73 students graduated from Year 12 at a Carinity school in 2023, a 22% increase from 2022.



As part of their hospitality studies, Carinity Education Southside students including Elisha and Catarina showcased their culinary and waitressing skills at a pop-up retro diner at the school.



Carinity Education Shalom in Townsville provides a culturally safe and supportive learning environment for students primarily from Aboriginal and Torres Strait Islander backgrounds.

YOUTH ACCOMMODATION

Carinity provides a safe haven for young people facing difficulty – and supports them to get their lives back on track.

Our youth programs provide secure housing in a home-like environment, access to education and training, and encouragement to help young people get their lives back on track.

Located in northern Brisbane, Carinity Orana provides crisis accommodation and emergency housing for homeless young people, and those at risk of homelessness, who are aged between 16 and 19 years.

Carinity Orana has supported young people for more than 40 years and is receiving an increasing number of referrals as rates of homelessness and costs of living rise.

Youth workers provide emotional and practical support, recreational activities and new social networks as residents transition to permanent accommodation.

“ We support young people who are doing it tough and help them to change the direction of their life for the better.

Dave McNair
Carinity Orana Program Manager

Carinity On Track celebrated 20 years supporting central Queensland youth in 2024. It houses young people aged from 12 to 17 years, many of whom are in the child safety system and have experienced trauma from domestic violence and drug or alcohol abuse in their home.



Carinity Orana and Carinity On Track collectively provided 2,915 nights of safe accommodation for 28 vulnerable young people.



WHEELS TURN ON SCHOOL PROJECT

Before enrolling at Carinity Education Glendyne, Scott Buckle had struggled with his schooling.

Now the teenager is thriving and enjoying learning – but it’s an activity outside the classroom that gets him really excited about going to school.

Scott is one of the keen participants of the Hervey Bay school’s new RC Rock Crawlers project.

RC crawlers are radio-controlled vehicles designed to scale steep inclines and climb over rocks, which hobby enthusiast and Carinity Education Glendyne Principal, Dale Hansen, introduced to the school.

After a local rock crawler club donated a track to the school, students and staff commenced building their own track components.

Scott’s mother, Paula Buckle, said participating in RC Rock Crawler activities

has given her son a “personal feeling of self-worth he has never had before”.

“Scott’s attitude to school has completely changed for the better since being at Glendyne and the RC activities on a Friday is his absolute favourite,” Paula said.

“He feels valued in that he is able to bring his creativity to life and continue to plan and work on new additions.

“He has always had issues with fine motor tasks but seeing how he manoeuvres the cars round the track is just incredible. It is helping him so much in terms of his confidence.”

Supervising teacher Philip Reymers said the project has also been a “good activity to manage negative student behaviours”.

RC Rock Crawlers is developing into an important part of Glendyne’s curriculum, with hopes students could soon compete in inter-school competitions.

Above: Harlan Fowler, Dale Hansen, Scott Buckle and Philip Reymers with some of Carinity Education Glendyne’s RC Rock Crawler vehicles.



Alyssa Wood-Brady is a former resident of the Carinity Orana, which supports young people who are homeless or at risk of homelessness.

HOME CARE

Carinity assists more than 2,600 Queensland seniors to safely live independently in their own home.

Celebrating 30 years, Carinity Home Care supports seniors living in Brisbane, Bundaberg, Caboolture-Bribie Island, Gold Coast, Hervey Bay, Ipswich, Logan, Redlands, Rockhampton, Sunshine Coast, Toowoomba and Townsville.

We provide in-home care, NDIS-sponsored support for people living with a disability, and transitional care for people who have recently exited hospital.

Carinity also supports former defence force personnel and their families through a new partnership with the Department of Veterans' Affairs which commenced in December.

The support that Carinity Home Care provides enables clients to stay connected in their community, while living in a home that continues to provide the familiarity and comfort they love.

“Carinity beats all the other home care services hands down. The support workers I have are fantastic, they are well trained and provide exceptional care.”

Frith Dawson
Carinity Home Care client

Services include personal and nursing care, domestic assistance, help with shopping, and transport to medical appointments.

In addition, our Carinity Clean enterprise provided professional household cleaning services to almost 1,500 Queensland seniors.

 **The number of seniors who received in-home support from Carinity increased by 12% this year.**



Carinity Home Care client, Linda, has built a strong relationship with her regular carer, Lexi.



Bronwyn Dagnall from Carinity Home Care visits Ron McAllister at his retirement villa in Brisbane.

CHURCH GRANTS

With the support of Carinity's Collaborative Community Projects funding scheme, Queensland Baptist churches are supporting vulnerable people in their communities.

The latest round of funding saw \$188,000 allocated to support eight church projects designed to relieve and mitigate disadvantage, promote connectivity for vulnerable people, and increase the strength of local neighbourhoods.

Churches allocated funding this year were:

Annerley Baptist Church, Brisbane

Ashgrove Baptist Church, Brisbane

Bridgeman Downs Community Church, Brisbane

Coolum Beach Baptist Church, Sunshine Coast

Crosslife Baptist Church, Gold Coast

Northreach Baptist Church, Townsville

Shalom Family, Townsville

Toowoomba Community Baptist Church, Toowoomba



We are really excited about the possibilities this project will bring in helping us extend God's compassion and mercy to those in need.

Jimmy Hill

CrossLife Baptist Church

The projects range from food relief programs and support for the homelessness, to a chaplain to support problem gamblers and a program to develop young Indigenous cultural leaders.

This year's Collaborative Community Projects funding is on top of \$312,000 approved in previous grants to support ongoing projects.



Annerley Baptist Church uses its funding to support up to 70 homeless and socially isolated people each week via its community lunch.

DISABILITY SUPPORT

Carinity offers more services than ever to support people who live with disability.

We assist people with disability to develop skills, live independently, access counselling, and enjoy respite. Social activities enable service users to develop friendships and feel empowered to establish meaningful links to their community.

Opening Sunflower House in Kalbar increased the number of Carinity services designed to meet the needs of people with intellectual, physical, sensory and psychosocial disabilities.

Sunflower House offers around-the-clock respite, short-term accommodation, and other supports for people living with a disability.

In addition, Carinity Illoura launched new programs supporting Beaudesert people with disability. For the previous 31 years the service had exclusively offered counselling services.

Illoura and Sunflower House brings the number of disability support outlets in the Scenic Rim



I don't call it a home away from home; I call it a paradise away from home.

Shane Smith

Carinity Our House client

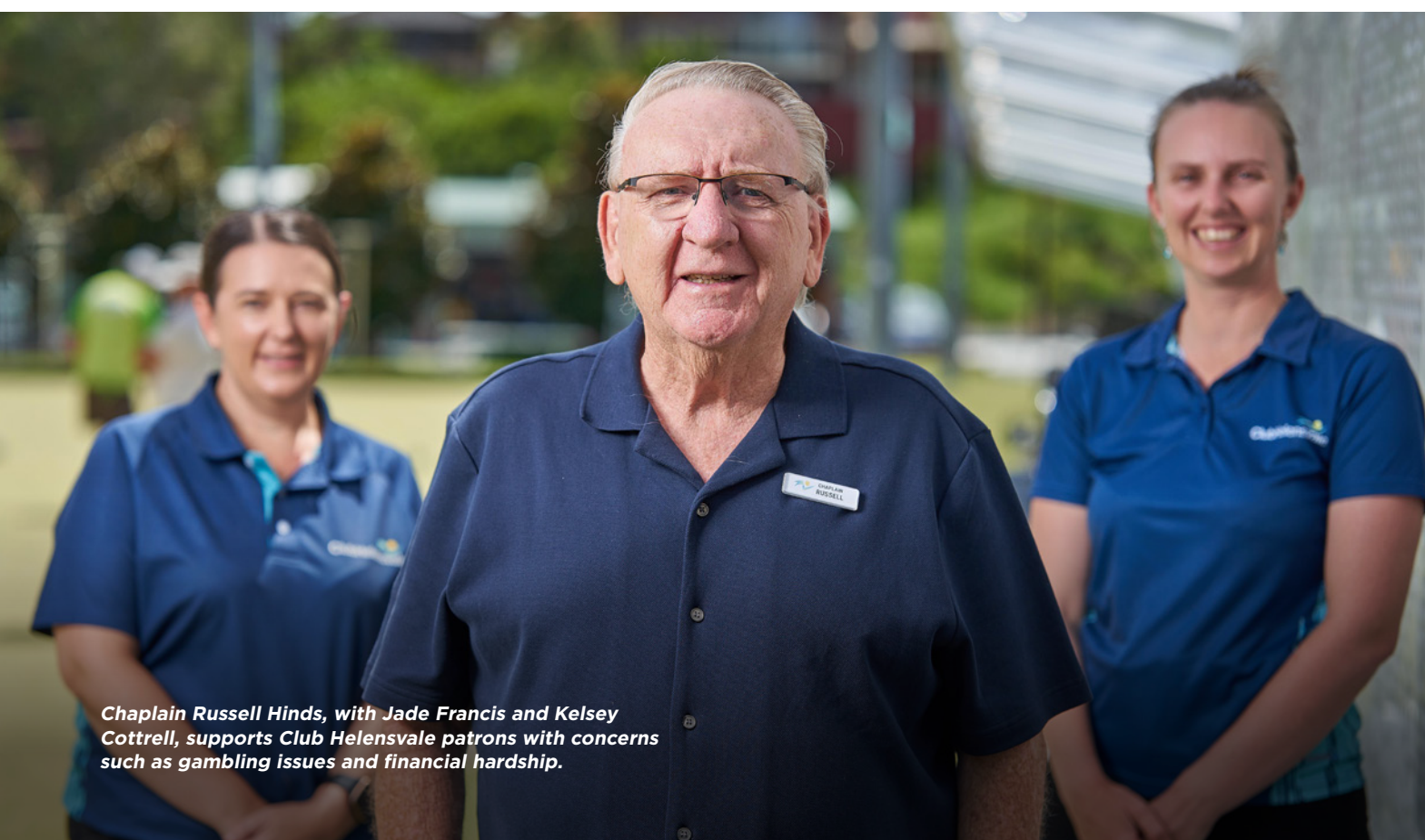
region to three. The existing Bunderra service, based in Boonah, has operated since 2006.

Bunderra and sister service Our House, in Toogoolawah, provide life-skills development, respite, and in-home and on-site personal care.

This year Carinity reaffirmed its commitment to supporting people in the Somerset Region who live with disability by purchasing the Our House property from the Queensland Government.



Our House and Bunderra collectively provided 5,725 hours of respite to people with a disability, including overnight stays.



Chaplain Russell Hinds, with Jade Francis and Kelsey Cottrell, supports Club Helensvale patrons with concerns such as gambling issues and financial hardship.



Carinity Our House disability service clients travelled from Toogoolawah to Brisbane to enjoy a visit to Southbank Parklands.



Boonah artist and Carinity disability service user, Rachael Brook, with her mother Ann, at the opening of Carinity Sunflower House in Kalbar.



ARTISTS BRINGS COLOUR

When Carinity was seeking artwork for a new disability support service in Kalbar, we didn't need to look too far.

Two talented artists – and Carinity disability support service users – were thrilled to supply beautiful artwork for Carinity Sunflower House, which offers short-term respite accommodation for people with a disability.

Original paintings by Corrie Young (from Carinity Our House in Toogoolawah) and Rachael Brook (from Carinity Bunderra in Boonah) adorn the walls at Sunflower House.

A self-taught artist who is vision impaired, Corrie supplied a botanical artwork that prompted him to reflect on how far his painting has evolved since his first art activity at Carinity Our House five years ago.

With a philosophy of 'background first, foreground later', Corrie loves painting trees, bushes and landscapes – some real, others imagined my him.

Corrie has done well over 50 paintings, some of which he sold at local church fetes. One of his works has won best in show at the Toogoolawah Show.

Rachael, who has Cerebral Palsy, is an award-winning artist who paints with her mouth.

Befitting the Sunflower House name, Rachael created artworks featuring yellow sunflowers, which are a hallmark of the Kalbar district.

Her two artworks – one a painting and one mixed media piece – were created over the period of about four months.

Rachael is a previous finalist for the Portia Geach Memorial Award, Australia's most prestigious art prize for portraiture by women artists.

"Painting allows me to express my thoughts, feelings and my quirky imagination," Rachael said.

"Art is what I am. It makes me happy to add a bit of colour to Sunflower House."

Above: Corrie Young is an award-winning self-taught artist who took up painting after enjoying an art activity at Carinity Our House in Toogoolawah.



Graham Hembrow and David Angell cut a cake celebrating 50 years of the Inside Out Prison Chaplaincy ministry.

CHAPLAINCY

Carinity chaplains provide compassionate spiritual care, support, encouragement and a listening ear to people in need.

Around 70 paid and volunteer pastoral carers support people in aged care communities, schools, hospitals and correctional centres.

Carinity chaplains provide devotional and worship service, regularly contribute to funerals and memorial services, and provide referrals for people to make contact with other services or organisations.

As well as supporting the elderly, students, hospital patients and prisoners, our pastoral carers can also extend their assistance to family members, carers, and staff upon request.

Last year, aged care residents collectively requested one-on-one support from Carinity chaplains an average of 1,600 times a month, while our hospital chaplains provided spiritual care to patients on almost 1,500 occasions.

Our school chaplains ministered to students, their families, teachers and staff 3,600 times,

“The chaplain was there for me and helped me feel more at home. I’m so glad the chaplains are here to listen when I need it.”

Gisella Schmidt
Carinity Fairfield Grange resident

Carinity also has a presence in prisons. With almost 50 volunteer chaplains, our Inside Out Prison Chaplaincy ministry boasts the largest pool of prison chaplains of all Queensland faith-based organisations.

The service supports people in prison to explore their relationship with God and encourages them to be transformed from the inside out.

 Our chaplains provided 75,820 ministry interactions in hospitals, prisons and Carinity schools and aged care communities.



Carinity hospital chaplains Christine Pilt, Lynne Williams, Noelene Kidd and Carol Lewins.



SUPPORT INSIDE FOR 50 YEARS

It takes a special sort of person to enter a prison – by choice – to support convicted criminals. Inside Out Prison Chaplaincy has been supporting people in Queensland correctional centres for 50 years.

The ministry began through the efforts of Rev. Ray Euston. After many years visiting prisons, he wrote to Reg Jarrott, Director of Evangelism at the Baptist Union of Queensland.

Rev. Euston wrote that he “did not relish the freelance flavour” of his independent prison visits. His vision was an integrated and fully coordinated state-wide prison chaplaincy system.

This came to fruition in 1973, when the Baptist Union of Queensland began

a full-time chaplaincy program under Rev. Euston’s leadership. He formalised the ministry of voluntary workers in Brisbane jails and provincial prisons.

This arrangement continued until the end of 1978, when the Baptist Union was no longer able to support a full-time chaplain. A desire to continue prison chaplaincy fulltime saw the chaplains set up Prisons Mission Association Queensland, an independent and non-denominational organisation.

One of its founding members, David Urquhart, served as a volunteer chaplain visiting prisons in Woodford and Maryborough in the 1970s and 1980s.

David said prison chaplains “help a group of people that the rest of society has rejected”.

Above: David Urquhart, Patty Overend and John Walker were founding members of Prisons Mission Association Queensland, now called Inside Out Prison Chaplaincy.



“Having a discussion with an inmate about spiritual things is enormously rewarding,” David said.

“When you sit down and talk to a guy who beat a person to death, but now talks about the love of Christ – and you can see the change in his life – you cannot do anything but be thankful to God.”

Prisons Mission Association Queensland was rebranded as Correctional Centres Chaplaincy, then Inside Out Chaplaincy. In 2016, Inside Out returned to its Baptist roots by joining Carinity.

It immediately brought the number of Carinity chaplains working multi-denominationally in hospitals, schools, aged care communities, and correctional centres to over 50.

Inside Out Prison Chaplaincy recently held its 50th anniversary celebration in Brisbane in November, attended by guests from as far away as Cairns.

The event included presentations from past and current chaplains and coordinators, as well as former prisoners whose lives have been transformed thanks to prison chaplains.

Above: Volunteer prison chaplains Suzanne and Margaret, who live at opposite ends of Queensland, were reunited at the Inside Out Prison Chaplaincy celebration in Brisbane.

CARINITY 100 CLUB

Carinity's most exclusive club celebrates seniors in our care who are aged 100 years and older.

Carinity is delighted to honour our centenarians by inducting them into our 100 Club. The centenarians are presented with a Carinity 100 Club certificate and have their name added to a special honour board on centenarians which is displayed at each site.

During the past 12 months there have been 15 centenarians living in nine Carinity aged care communities located in Brisbane, Rockhampton, Laidley, Highfields and the Gold Coast.

The ages of these centenarians, born between 1916 and 1924, range from 100 to 107 years.

This year we also welcomed into the Carinity 100 Club three home care clients and one Carinity Clean client.

New Carinity 100 Club inductees this year included Beatrice Tessier, a former school teacher and the first woman elected to Douglas Shire Council in far north Queensland, and Xavier Jacobs, a bilingual former cinema owner, violinist and gymnastics instructor.

NEW INDUCTEES INTO THE CARINITY 100 CLUB THIS YEAR WERE:

Emily "Cherry" Bushell - Hilltop

Valerie Davies - Carinity Clean

Nessie Hall - Carinity Home Care Toowoomba

Xavier Jacobs - Brookfield Green

Mary Roberts - Carinity Home Care Bundaberg

Noreen Rossall - Carinity Home Care Rockhampton

Beatrice Tessier - Cedarbrook



Carinity 100 Club member, Valentino Pozzetti, met Brisbane Lord Mayor, Adrian Schinner, at a special luncheon for centenarians held at Brisbane City Hall.



Beatrice Tessier celebrated her 100th birthday at the Carinity Cedarbrook aged care community in September.

MILESTONES

Carinity is approaching its landmark 75th anniversary in 2024 – but celebrations have started early with a number of our services marking major milestones.

Carinity Wahroonga in Rockhampton celebrated 30 years of providing free psychological therapy to help young people through issues such as anxiety, depression, grief, bullying and trauma.

From humble beginnings in the Ipswich and West Moreton region in 1994, Carinity Home Care has grown to support thousands of seniors across Queensland over the past 30 years.

Carinity Shalom aged care in Rockhampton marked 20 years with a function attended by 180 residents, family members, current and former staff and volunteers, and local politicians.

Carinity Education Glendyne, our school in Hervey Bay, marked 25 years of educating young people who had not found success in mainstream schools. Glendyne started as a vocational learning centre.

“ I acutely know that my life has been enriched by sharing time with our seniors.

Donna Hinchliffe
Carinity Shalom Diversional Therapist

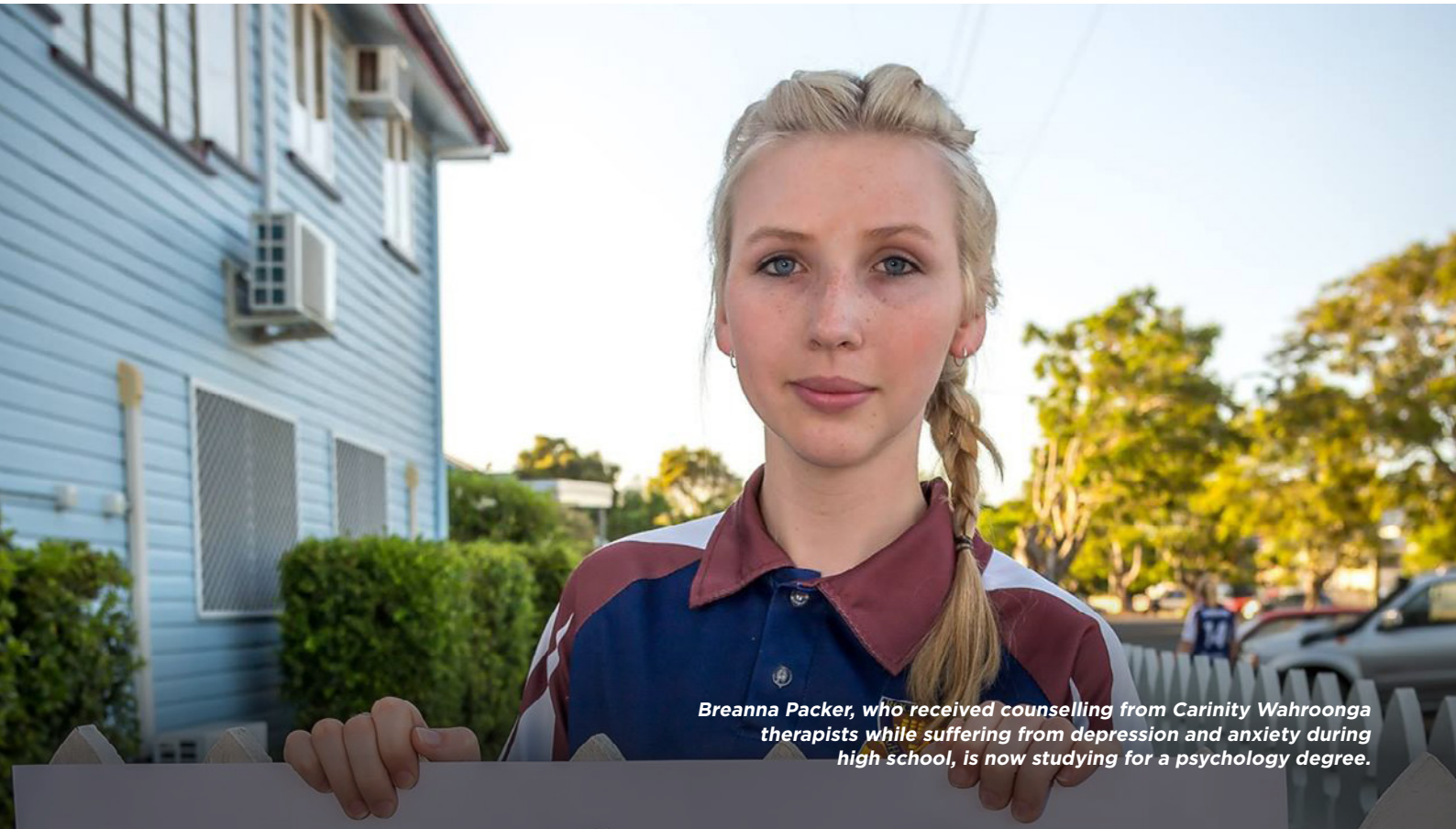
Established 20 years ago, Carinity On Track in Yeppoon provides a home-like environment to young people aged from 12 to 17 years who are in the child safety system. Initially it was a family counselling centre.

We also celebrated 50 years of Inside Out Prison Chaplaincy offering pastoral care and support to people inside Queensland correctional centres.

👍 Over its 25 years, enrolments at Carinity Education Glendyne have risen from five students to 133.



Carinity Shalom resident, Nola Thomas, and Residential Manager, Joseph Lionheart, cut a cake celebrating 20 years of the Rockhampton aged care community.



Breanna Packer, who received counselling from Carinity Wahroonga therapists while suffering from depression and anxiety during high school, is now studying for a psychology degree.

VOLUNTEERS & SUPPORTERS

The unsung heroes of Carinity are our dedicated volunteers and passionate supporters.

Working across 20 Carinity services, our selfless volunteers have an immeasurably positive impact on the lives of the elderly and vulnerable.

These committed people, many of whom have supported Carinity for more than 20 years, provide invaluable assistance to our staff who deliver aged care, education, community support, and disability and youth services.

Sometimes they themselves are Carinity service users. Two Wishart Gardens retirement village residents play the organ and piano at chapel services at the adjacent aged care community.

Our pool of volunteers also includes around 50 chaplains from our Inside Out Prison Chaplaincy mission who support people in correctional centres, as well as one dozen hospital chaplains.

Carinity's donors also have a significant impact on the lives of people in need, including



You see the smile on the residents' faces and the enjoyment they get from having a visitor.

Darryl Tippet

Carinity Clifford House aged care volunteer

correctional centre prisoners, hospital patients, school students, aged care residents, and those receiving counselling or housing support.

This year almost 250 donors graciously gifted more than \$174,000 to Carinity – a 22% increase on total donations from the previous year. More than one-quarter of these financial contributors were first-time donors.



This year 245 donors – of which 28% were first-time donors – supported Carinity's fundraising.



Broderick Skinner volunteers for Carinity Connections, a community outreach supporting Boonah people struggling with garden maintenance at home.



Matt Holm volunteers at Carinity Fassifern Community Centre, cooking and baking in the kitchen and helping cater for events held there.

IN THE COMMUNITY

Carinity people are having a positive impact in the wider community by giving back to others.

Carinity Fassifern Community Centre launched Carinity Connections. The outreach helps alleviate social isolation in the community and supports vulnerable people and the elderly struggling with garden maintenance at their home.

Carinity school students volunteer to do good deeds for others. Their community interactions include working at animal shelters, cleaning up beaches, assisting in aged care homes, and packing food hampers for people in need.

Community spirit is alive and well in Carinity retirement villages and aged care communities with residents hosting events to raise money for charities such as the Cancer Council.

Carinity Crew sees Carinity Education Rockhampton students and staff provide free lawnmowing and garden maintenance services to community members.

In partnership with Fassifern Suicide Prevention Network, Carinity Fassifern Community Centre staff members supported the Blue Tractor initiative designed to spark conversations about mental health.

Carinity school staff and students support blood cancer patients and the Leukaemia Foundation by raising money during the World's Greatest Shave.



Becoming more engaged in their community provides a sense of value for Carinity disability support service users.



Carinity Fassifern Community Centre partnered with Scenic Rim community groups for an initiative that is generating discussions about mental health.



STUDENTS' CULTURAL SHOWCASE

Carinity Education Shalom students enjoy remarkable opportunities to share their rich cultural heritage through dance.

Students performed at the 2024 NRL All Stars match, a rugby league game contested by players from and representing Indigenous Australian and New Zealand Maori cultures.

In the lead-up to the event, a dozen Shalom students received an exclusive invitation to participate in the player signing gathering and media event.

There they had the thrilling opportunity to perform a dance alongside fellow Indigenous Australians and NRL icons such as Josh Addo-Carr and Latrell Mitchell.

Under the guidance of school pastor Andy Bollom and visiting Indigenous elders, the students dedicated weeks to perfecting the choreography for their performances.

The experience culminated with the televised football game, with students emerging as true stars radiating pride in their cultural heritage.

"After the kids left the stadium grass in their final performance, there was plenty of tears and shouts of joy," Andy said.

"You could see that the students not only believe in themselves, but they were proud of themselves."

Student Ashley summed up the sentiment: "It felt amazing. It was really cool to show 16,000 people my culture. It made me feel really proud to be an Aboriginal Australian."

This year Shalom dancers have also performed at NAIDOC Week celebrations in Townsville, Proserpine and the Whitsundays, as well as at local Christmas events, and at a youth conference in Sydney.

Above: Carinity Education Shalom students performed at the NRL All Stars match in Townsville.

OUR PEOPLE

Carinity's team of almost 1,500 employees is dedicated to making a real difference to Queenslanders in need.

Across our services, which are peppered between Townsville and the Gold Coast, 80% of staff are female and 53% work in regional areas.

While many things change in the aged care sector, the incredible dedication shown by more than 1,000 Carinity employees remains the same: staff going above and beyond to provide residents with high-quality care.

More employees than ever are working to support young people across six Carinity Education school campuses. Amongst our 220 school employees are teachers, youth workers, chaplains and support staff.

One in seven Carinity staff members work to support seniors to live independently in their own homes. A further 100 employees are involved in providing counselling to young



What resonates deeply with me about my profession is the continuous learning it offers, where every day unfolds with fresh challenges and experiences.

Mylene Mayo

Carinity Fairfield Grange registered nurse

people and families experiencing difficulties, or support people with a disability.

Employees are presented with staff service awards every five years of work for Carinity.



Three-quarters of all people employed by Carinity work to support Queensland seniors.

Rosemary Butterfield has worked on the floor and behind the scenes with Carinity Aged Care for 30 years.

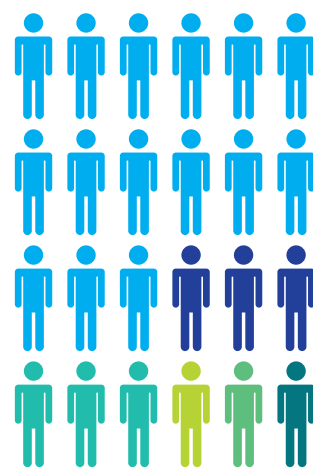


Carinity Hilltop aged care Clinical Nurse Consultant Muna Tamang, enjoys spending time with residents such as Lorna Wing and learning about their life experiences.

ABOUT US

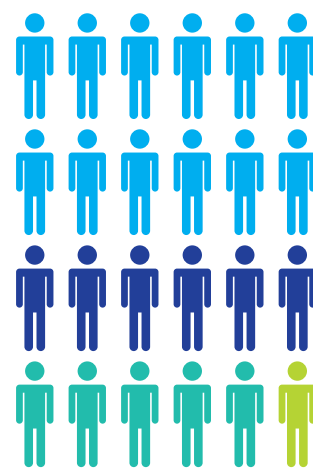
Breakdown of staff numbers across our services.

CARINITY



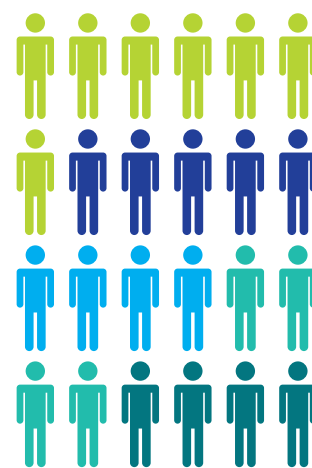
- Aged Care / Retirement
- Home Care
- Education
- Youth & Families
- Disability
- Head Office

COMMUNITY SERVICES



- Disability support
- Youth accommodation
- Youth & family counselling
- Community centres

EDUCATION

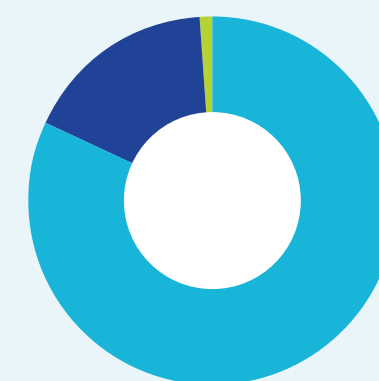


- Shalom
- Southside
- Glendyne
- Gladstone
- Rockhampton

AGED CARE STAFF ROLES



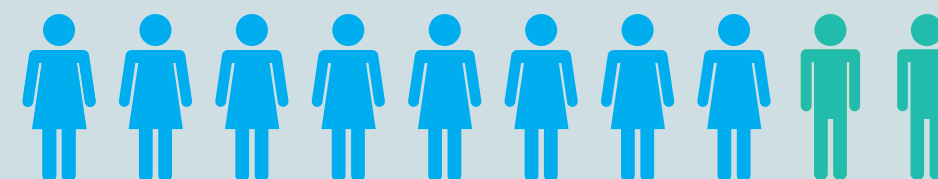
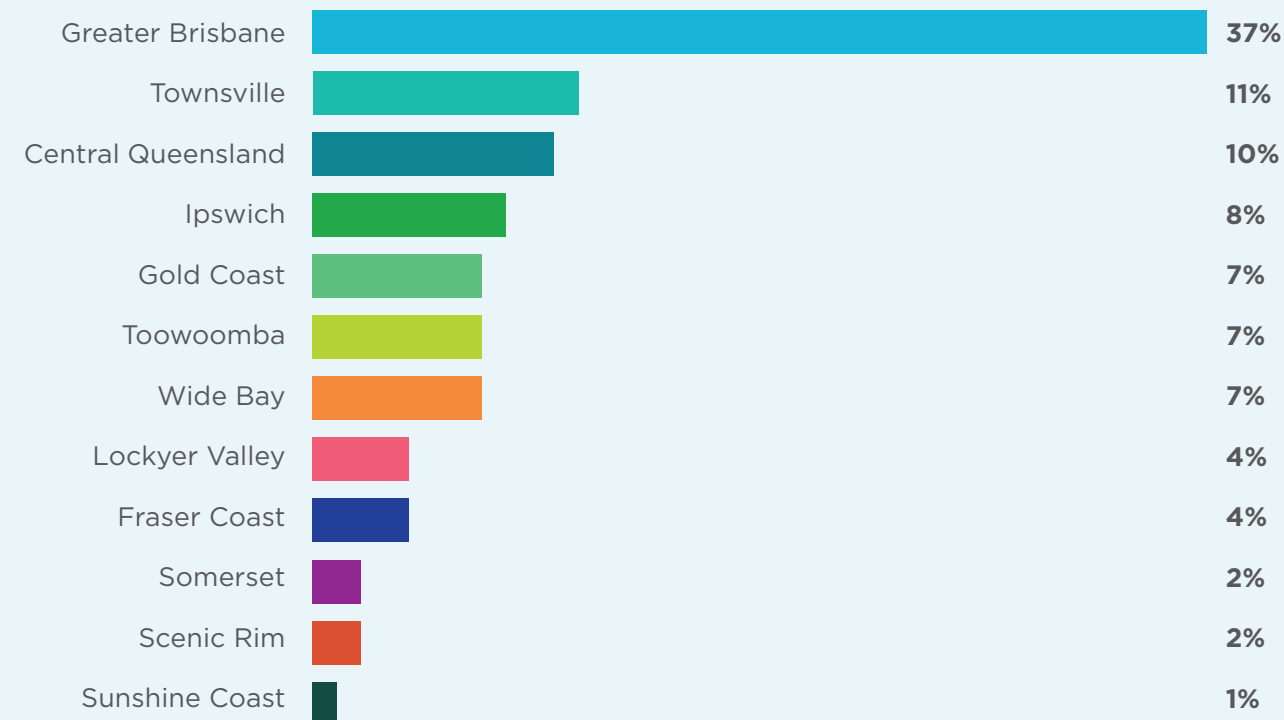
- Personal Carer
- Assistant in Nursing/Clinical Nurse
- Support Services
- Management / Administration / Other
- Hospitality
- Grounds / Maintenance



SENIOR SUPPORT

- Aged Care
- Home Care
- Retirement

LOCATION OF STAFF



80% of Carinity employees are women

EXECUTIVE TEAM



Kevin Griffiths
Chief Executive Officer



Kane Singh
Executive Manager
Aged Care



Christine Hill
Executive Manager
Educational Services



Shane Gujjari
Executive Manager
Finance & Administration



Dan Lyons
Director of Missional
Culture and Leadership



Margaret Darwin
Executive Manager
Human Resources



Peter Lamberth
Executive Manager
Business & Development



Simon Hartfiel
Chief Information Officer

CARINITY COUNCIL



Richard Wray
Chair



Stewart Pieper
Member



Fran Mayer
Member



Peter Strimaitis
Member



Robert Howells
Member



Lisa Stay
Member



David Newton
Member



Carinity employees embraced a new Indigenous polo shirt with a design created by a Carinity Education Southside graduate.

CARINITY IN THE MEDIA

The wider community learns about the work Carinity does – and our fantastic people – via the media.

This year more than 500 items about Carinity were published in print and online media; broadcast on radio, television and podcasts; and shared on social media.

Stuart Todd’s journey from *MasterChef New Zealand* kitchen to teaching at Carinity Education Shalom was shared on 11 newspaper websites, with an estimated potential readership of 2.7 million people.

The RC Crawlers project at Carinity Education Glendyne appeared on seven WIN News television news bulletins around Queensland.

Other popular media stories included the opening of a multi-million dollar building project at Carinity Education Shalom in Townsville, a Carinity Cedarbrook resident and World War II prisoner of war, and the 50th anniversary of Inside Out Prison Chaplaincy.

Amongst the popular media outlets to share Carinity stories were 7 News, 9 News, ABC and

4BC radio, Vision Christian Media, Australian Radio Network and *The Australian*, *The Courier-Mail*, *Gold Coast Bulletin*, *Koori Mail* and *National Indigenous Times* newspapers.

Carinity also features regularly in regional publications and numerous national Australian seniors, retiree, aged care and education news publications.

Carinity shares news with residents and clients, their family, our supporters and the wider community via popular social media platforms such as Facebook, Instagram, X (formerly Twitter) and LinkedIn.

A Facebook post about scenes from hit Netflix series *Boy Swallows Universe* being filmed at the Carinity Brookfield Green aged care community generated a record 43,000 views.



The number of people following Carinity on social media increased 14% this year.



The life story of Carinity Brookfield Green aged care resident and centenarian, Xavier Jacobs, featured in several seniors and aged care publications.



A story on how therapy dog, Tarmac, is supporting Carinity Education Southside students was featured in The Australian newspaper.



Carinity Education Gladstone unveiled a new mural at the school – devised and created by students – which reflects on the issue of bullying.

Call **07 3550 3737**

Email **info@carinity.org.au**

Visit **carinity.org.au**

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AN OUTREACH OF  **QUEENSLAND BAPTISTS**

