

# 2019 SMG CONFERENCE



## BREAKFAST CLUB



## THE WELLBEING CLASSROOM TRAINING



## BLUEPRINT TO BECOMING A MAN



## LONG TERM PCWS



# SCHOOLS MINISTRY GROUP 2019 ANNUAL REPORT

# Schools Ministry Group

Supporting School Communities Since 1991

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# STRATEGIC DIRECTIONS

## VISION

Young people and school communities discovering purpose, value and hope.

## MISSION

To enable South Australian young people and school communities the opportunity to respond positively to God, themselves and others in the light of what God has revealed in Jesus Christ.

## VALUES

- To partner with the local Christian church to build and develop a long-term commitment to supporting school communities
- To connect school students & their communities with positive role models
- To share Jesus and God's story for students to explore what that means through seminars

## PRIORITIES

### 1 FINANCIAL SUSTAINABILITY

We will develop investment strategies, reduce our expenses and diversify our income to support increased levels of independence, and future proof our position as a preferred provider of Chaplaincy services.

### 2 OPERATIONAL EXCELLENCE

We will continue to develop our policies, train and develop our workforce and diversify service delivery models to ensure excellence in all areas.

### 3 EVIDENCE BASED PRACTICES

We will collect and interpret data to inform practices and deliver efficient and effective services in all areas of Chaplaincy and support.

### 4 BRAND AWARENESS

We will build, develop and maintain an effective brand, to be recognised as the preferred provider of Chaplaincy services in SA.

### 5 STAKEHOLDER MANAGEMENT

We will continually foster new relationships, nurture existing relationships and strengthen and support church-based Support Groups.

# MESSAGE FROM THE CHAIR

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I'm delighted to be reporting on another year of achievement for Schools Ministry Group in all areas of our operations, thanks to the dedicated contributions of my fellow Directors and our dynamic staff. We are fortunate to maintain a highly diverse and qualified Board, added to during the year with the appointment of Graham Stephenson.

SMG has had a strong year, which ended with a flurry. Our CEO, Michael Chant was appointed In February 2019. I must commend the SMG team for working through the leadership transition so positively. Our committed SMG family has enabled another year of influential chaplaincy within more than 330 schools across the entire state of South Australia. We are proud of our PCWs, Wellbeing and creative ministries teams.



Mark Gower  
**SMG Chair**

We are also grateful for the ongoing support from our Community Support Groups. This significant involvement of churches in chaplaincy shows our various stakeholders how committed the Christian community is to providing Purpose, Value and Hope to school children and school communities.

Feedback from our respective stakeholders continues to encourage SMG to keep up our outstanding service. While we attempt to measure and track the impact of our services across the South Australian community, personal stories provided through the school communities are the real measure of impact and benefit. Using Albert Einstein's words "Not everything that can be counted counts, and not everything that counts can be counted." And adding to this, SMG aims to be there when it counts.

Throughout the year we continue to build momentum toward making SMG financially sustainable beyond our current funding sources. We will continue to balance our commitment to service our current stakeholders with our desire to grow our base with new and innovative services. In November 2019, the state Government reversed an earlier decision to fund less schools, which has resulted in additional funding for all Schools across the state. This is the first time in more than a decade that the South Australian Government has contributed funds directly to Chaplaincy.

Once again, I express my sincere appreciation to my fellow Directors for their time, energy and dedication during the past year and for the insights and expertise they each bring to directing SMG. As Directors we are fortunate indeed to have such a skilled and committed staff, led by Michael, undertaking the management oversight of our varied programs. I warmly acknowledge and thank each staff member for their contributions to SMG, because it really is an inspiring team working energetically and co-operatively to achieve the strategic vision we have for SMG.

Mark Gower  
Chairman of Directors

# MESSAGE FROM THE CEO

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2019 was my first year as Chief Executive officer at Schools Ministry Group. I'm so grateful to the Lord for this opportunity to serve in this amazing organisation. SMG has an exciting ministry in making a practical difference in the lives of so many children throughout the state.

Over the course of the year we have seen some changes in the Support Centre. After many years of service we've seen retirements and staff departures, and also new people joining the team. We had some practical changes reorganising offices and workspaces in the Support Centre.

At the end of the year we were very excited to secure South Australian state government funding for Chaplaincy. This is the first time in more than a decade that our state government has contributed direct funding. We are very grateful for this and hope that it will continue in the future. Of course, through the Education Department, we have received a great deal of support over the years as it has facilitated the placement of Pastoral Care Workers in schools right across the state.

I have greatly enjoyed getting to know the various stakeholders who support the work and ministry of SMG, such as bankers, politicians, and other supporters. It has also been exciting to see the way that individuals, companies, and philanthropists continue to support the work and ministry of SMG with their financial donations. Let me record a special note of thanks to the Support Groups in churches right across the state - volunteers and committee members who give of their time to ensure that the right people are in the right place to make the right impact.

I also want to acknowledge the work of the Board as they patiently and carefully guide the work and ministry of Schools Ministry Group - their time is valuable, and well spent.

I'm excited to see what the future holds as we enter into next year and the years beyond.

In His Service

Michael Chant  
Chief Executive Officer



Michael Chant  
**SMG CEO**

# OPERATIONAL EXCELLENCE

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## PRINCIPAL CHAPLAINCY SERVICES

In 2019, at the request of the South Australian Primary Principals Association (SAPPA), SMG was invited to trial Principal Chaplaincy Services to a control group of 12 participants in 2 locations: an area of Yorke Peninsula - with Principals of small schools, and a cohort of leaders of low Supplemental Education Services (SES) schools in the southern metro area. One senior, experienced Chaplain or PCW was provided to 6 Principals. The goal of the trial was 'For Principals to have access to the range of networks and supports that assist them to flourish with optimal health and wellbeing.'

The aim of the project was to increase positive relationships for Principals and to enhance connections. The Principal Chaplain was not engaged for performance and development, but to invest in the Principal and their role, and to work from a strengths perspective. The service was also to be confidential in nature.

The results were phenomenal. In short, there was positive improvement to mental wellbeing as self-reported by Principals in the trial.

The Warwick-Edinburgh Mental Wellbeing Scale (WEMWS) was the tool used to survey and measure the outcomes of the Principal Chaplaincy Trial. Fourteen questions are in the WEMWS and two additional statements were added for the purpose of this trial. The additional questions were 'I've asked for help when I've needed it' and 'I've been feeling well connected to others in my role as Principal.'

Responses to both statements showed an increased wellbeing measure. While 80% of Principals responded rarely/some of the time to 'I've been feeling well connected to others in my role as Principal' before the trial, this drastically changed to only 40% after the trial.

SMG is looking to expand Chaplaincy to Principals within SAPPA (given that the need is real, and a solution is present), building on the success of this unique service to Principals with the control groups. Furthermore, there is every reason to believe that this model will work equally well with Principals outside the scope of SAPPA. The Chaplaincy to Principals program would be extraordinarily helpful for Principals in communities who are remote or affected by natural disasters and critical incidents.



Above: Pilot Chaplaincy Services to Principals Pastoral Care Workers, Ann Nadge and David Woodrooffe with Peter Skurray, GM Chaplaincy Services (centre) at the 2019 SMG Conference. Both Pastoral Care Workers have the relevant Chaplaincy Qualifications and experience in Senior Leadership and Educator roles at Primary and High Schools.



Above: Reynella Primary Student and Julie Mullins, SMG Pastoral Care Worker

## THE WELLBEING CLASSROOM

The Wellbeing Classroom seeks to develop a 'real sense of safety' by developing the social and emotional literacy of children using the Kimochis® tools, establishing and growing pro social behaviours utilising Play is the Way and other guided play resources. It aims to change the classroom environment and design by embedding key principles and the healthy mind platter resources, and through enabling the whole family and wider community to learn with their children.

The model also provides ongoing in situ professional development to the classroom teacher, to enable them to grow in empathy and understanding of the story of each child within their class. Thus, allowing children to have the best possible conditions to engage their 'social engagement systems.'

The Wellbeing Classroom is designed as a 'targeted universal' model of early prevention support. Each of the strategies utilised are selected as they offer the most appropriate evidence informed support to children who experience chronic stress or trauma, but also provide significant benefit to all children. The professional development of educators and the involvement of families and the wider community are the key to the success of this model.

# 2019 SMG SNAPSHOT

**263**

Pastoral Care Workers

**330**

Schools

**2**

PCW work an average of 2 days per week

## TOP 5 ISSUES<sup>#</sup>

PCWs help students with

1. Friendship
2. Bullying
3. Mental Health
4. Family Breakdown
5. Grief and Loss



A conversation can make the difference. A formal conversation requires a pastoral resolution, referral or follow-up. An informal conversation, though significant, requires no further action.

Each week PCWs have

**4.079<sup>#</sup>**

Informal conversations with Students and

**2.876<sup>#</sup>**

Informal conversations with staff and care givers



In response to the devastating 2019-2020 South Australian Bushfires:\*

**31**

Pastoral Care Workers deployed in recovery and relief centres to assist families

**728**

extra hours of pastoral support provided to communities



Life Matters, Sacred Stone, Hope Downloaded, Christmas and Easter shows were conducted by the SMG team across SA.

**286**

Interactive seminars and workshops conducted

**24,500**

engaged and encouraged to discover their life's purpose, value and hope



Developed based on evidence, The Wellbeing Classroom facilitates the development of positive wellbeing among children and their families.

**9**

Schools implemented the framework

**789**

Students were supported with social and emotional learning tools

# data collected by McCrindle Research during the 2019 National Chaplaincy Survey \*End of Term 1 2020



# BRAND AWARENESS



**300,000**  
monthly listeners



**27,000**  
people tune into 1079 LIFE on  
Fridays between 12 PM and 3 PM



**27%**  
of people in Adelaide listen to  
1079 LIFE at some time in a month

SMG began a partnership with the family friendly and popular radio station, 1079 Life, taking the afternoon show on the road within some of the schools where chaplaincy has added purpose, value and hope.

This special broadcast is tailored and it gives business the chance to be a part of something unique.

Scott Curtis of 1079 LIFE talks with Principals, Staff, Pastoral Care Workers, Parents and Students to have the community featured and their voices heard. Schools are centralised community hubs and SMG gives businesses the opportunity to speak of their investment in the future of South Australia while Adelaidians tune in to listen.

The Friday afternoon spots enables SMG to increase its profile with schools and businesses, strengthen existing partnerships and create new ones and adds another level of value to students and the wider school community.



# FINANCIAL SUSTAINABILITY

The 2019 financial performance of Schools Ministry Group (SMG) was sound and in line with expectations. The financial year, which runs from January through to December, saw an Operating Surplus of \$144K, 154% growth from previous year.

Revenue increased by 0.6% with the main source of income continuing to be Federal Government National School Chaplaincy Program (NSCP) funding, for the provision of chaplaincy services to schools. \$5.33M was received in 2019 for this. SMG continues to develop and implement strategies to grow sustainable income streams from the other areas of services offered.

Expenses decreased by 0.6% with the majority of savings achieved as a result of changes to staffing structures and deliberate measures at addressing various other cost items. A request for a rent review during the period resulted in a 15% decrease in rental expense. Investment in new vehicles and hardware contributed to a 42% growth in depreciation costs.

SMG continues to have a strong balance sheet with a growth in Net Assets of 5.3%. The 2019 closing cash position is shown below. The resulting position enables SMG to continue to pay its liabilities as and when they fall due.

<b>CASH AND CASH EQUIVALENTS</b>	<b>2018</b>	<b>2019</b>
Cash on hand	450	200
Cash at bank	3,903,582	4,083,031
Cash at bank - Community Services Debit cards	232,953	50,857
Debit cards	16,114	10,441
Debit cards - Community Services	1,791	0
	<b>4,154,890</b>	<b>4,144,529</b>

## 2019 ACTUALS

### INCOME

Government Funding	5,330,023
Alternative Chaplaincy Programs	20,409
PBR Income	727,233
<b>Total Gross Chaplaincy Income</b>	<b>6,077,664</b>

Other income	549,340
Donations	136,830
Education Services	122,478
Wellbeing Services	497,028

<b>TOTAL INCOME</b>	<b>7,383,341</b>
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### EXPENDITURE

Chaplaincy costs	4,870,210
Education Services costs	184,451
Wellbeing Services costs	461,989
People and Administration costs	1,722,522

<b>TOTAL EXPENDITURE</b>	<b>7,239,173</b>
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SURPLUS (DEFICIT)	144,168
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### NET TRANSFERS TO SMG RESERVES

Critical Incident Reserve	(18,335)
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<b>NET OPERATING SURPLUS (DEFICIT) after RESERVES</b>	<b>125,833</b>
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The 2019 financials have been audited by LBH Accountants Pty Ltd. I am pleased to report that they have found that SMG's accounting and administrative control systems are, once again, being well managed. The auditors have also commended Brian Earl, General Manager, Corporate Services on his diligence and good administration. I too would like to take the opportunity to extend my appreciation to Brian for his diligent service to SMG.

2019 was the start (year 1) of a new 3 year cycle of NSCP funding, leaving a further 2 years of guaranteed Federal government funding i.e. 2020 and 2021. After much effort on the parts of many, in late 2019, a further \$944K was secured from the State government for 2020. This leaves SMG in a sound financial position to continue to provide the vital services it currently delivers and further grow the business in line with its strategic plan.

Marianne Idiculas  
Treasurer

# SMG DISTINCTIVES

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## WHEN YOU CHOOSE SMG AS YOUR SERVICE PROVIDER

### YOU ARE ACCESSING AN ESTABLISHED, TRUSTED AND PROACTIVE STATE-WIDE SUPPORT SYSTEM

- 29 years of service experience in SA government schools in 65% of schools
- 90+ Support Groups state-wide official partners with SMG
- Networked with 50+ organisations and providers

### YOU RECEIVE ABOVE THE MINIMUM REQUIRED NSCP HOURS OF SERVICE

- on average 25% more than the minimum required

### YOU CAN ACCESS ADDITIONAL HOURS OF SERVICE FOR CRITICAL INCIDENT SUPPORT

beyond NSCP and unique to SMG

- **IMMEDIATELY AVAILABLE** to your SMG PCW to expand their service to you. Many schools have found this funding essential in a time of need

### ACCESS ADDITIONAL HOURS OF SERVICE CONTRIBUTED FROM OUR LOCAL SUPPORT GROUPS

(varies according to the local group's fundraising capacity)

### YOU RECEIVE ON CALL AND REGULAR PERSONALISED SUPPORT IN MANAGING YOUR PCW VIA A DEDICATED SMG REGIONAL MANAGER

- Facilitates recruitment, reviews and pastoral care of your PCW
- Quick response face to face and online consultations to you
- Full administrative and payroll services

### YOU BENEFIT FROM AN EFFECTIVE AND EFFICIENT RECRUITMENT PROCESS

- Minimum 6 week process from advertising to start in school
- Our average PCW length of service is 5-7 years

### ADDITIONAL LOCAL SMG PCWS AVAILABLE ON CALL in times of critical need

### TEMPORARY SMG PCWS AVAILABLE in any times of transition or extended leave

### COMPREHENSIVE ORIENTATION AND IN-SERVICE TRAINING FOR PCWS without equal in SA

- 3 day Orientation training
- Cyber-bullying awareness training
- Disaster and Recovery Ministry training - SMG PCWs are trained to officially serve as a Disaster and Recovery Ministry Chaplain in Relief and Recovery Centres when state disasters are declared
- 'The Wellbeing Classroom' training (social, emotional and trauma informed practice) – unlocks their potential to proactively support your wellbeing strategy for classrooms
- Annual state conference for training and networking

**PLUS A RANGE OF OTHER SERVICES AVAILABLE TO YOU...  
...BE A PART OF A UNIQUE SOUTH AUSTRALIAN STORY**



purpose | value | hope

Schools Ministry Group

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ABN 99 713 472 424



**Charter  
of Rights**  
for Children and Young People in Care