



2023-24
Annual Report



Acknowledgement of...

Lived Experience

We acknowledge the individual and collective expertise of those with a living or lived experience of mental health challenges. We recognise their vital contribution at all levels and value the courage of those who share their unique perspective to support learning and growing together to achieve better outcomes for all.

Country

We acknowledge and pay respect to the Traditional Custodians and Elders of the lands on which our services are provided and of the people we serve, and recognise the significant importance of their cultural heritage, values, beliefs, and leadership, and how these contribute to positive health and wellbeing.

We also acknowledge the valuable contributions made by other stakeholders who identify as Aboriginal and/or Torres Strait Islander in co-designing services that are culturally appropriate for individuals, families, and communities.

Yaankga! (Thank you)

Diversity

We acknowledge and deeply value the contributions of diverse communities.

We particularly acknowledge members of the LGBTIQ+ community and those from culturally and linguistically diverse (CaLD) backgrounds and recognise the rich contribution they make to our organisation.



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About Richmond Wellbeing

Supporting the mental health and wellbeing of Western Australians for nearly 50 years.

As there is no one path to mental health wellness, Richmond Wellbeing takes a person-centred approach to recovery, guided by the voice of lived experiences, ensuring all our services are tailored to meet each individual's needs.

Our outreach, supported accommodation and NDIS services are recovery-orientated, which means those with lived experience of mental health challenges and/or recovery and their families/carers are at the heart of what we do.

From Board Chair and CEO

Over the past year, Richmond Wellbeing has embarked on a journey of reflection and transformation, culminating in the launch of our 2024-28 Strategic Plan. Developed through extensive consultation and sector analysis, this plan is not just a roadmap for the future; it is an affirmation of our deep commitment to the mental health and wellbeing of our community.

Our new values, crafted in consultation with our dedicated workforce, are the foundations upon which our strategic vision rests. These values are unique to Richmond Wellbeing, reflecting our identity and the culture we have nurtured over the years. They guide us in our mission to provide exceptional mental health services across the spectrum of acuity, severity, and complexity.

The year 2023-24 has been marked by significant achievements, including transitioning the pilot Momentum Queens Park youth service, delivered in partnership with other providers, to an ongoing service. Positive mental health and wellbeing outcomes for young people with complex needs have demonstrated this. With disproportionate rates of suicide and low help-seeking behaviours among men, we were proud to progress one of our advocacy focus areas through the 2024 Men's Wellbeing Awards and Conference, delivered in partnership with Men's Talk. The events brought together thought leaders, clinicians, community members, and mental health service providers to advance positive action on men's mental health. The HeART and Soul Project and Exhibition, spanning from October to February, showcased the creative talents of our consumers and staff, culminating in two remarkable exhibitions.

Another highlight of the year was the successful completion of several compliance audits and accreditations, which attested to the quality and safety of our services and the expertise of our staff. We welcomed visits from the Office of the Chief Psychiatrist to our supported accommodation services, Quality Innovation Performance (QIP) for organisation-wide accreditation, Rainbow Tick for LGBTIQ+ inclusion, LARU for licencing of our residential services, and NDIS for registration of our disability support services. In all cases, we met or exceeded the required standards,

demonstrating our alignment with best practice and continuous improvement in the mental health sector. We are proud of these achievements, which reflect our dedication to excellence and accountability.

As we look to the future, we are energised by the implementation and rollout of our new Strategic Plan. Foundational plans like the Aboriginal Engagement, Lived Experience Strategy, and LGBTIQ+ plans are set to unfold in the coming year, alongside the development of the Karratha Step Up/Step Down service.

We sincerely thank our employees, and members of the Board whose outstanding work continues to shape the landscape of mental health services. Your dedication and the voice of lived experience are the driving forces behind our impactful work.

Together, we are ready to face the challenges ahead, galvanised by our shared values and the collective strength of our community.



Susan Milos Interim Board Chair
Adrian Munro Chief Executive Officer

From our Elders

Working Together, Walking Together, Making the Change Together

In July 2023, with the NAIDOC theme of 'For our Elders' we had the opportunity, as Richmond Wellbeing's Aboriginal Elders, to reflect on the journey we have been on together for more than a decade in deepening our connection with Aboriginal culture and community. The Truth Telling yarning meetings with the Board, held in 2023, also set a tone of talking from the koort (heart) as we seek the path forward.

This year, in partnership with Richmond Wellbeing, we have taken an important step forward in developing our new Aboriginal Reconciliation Plan. This new plan titled "Working Together, Walking Together, Making the Change Together", a phrase often used by Uncle Albert, embodies the spirit of collaboration and progress.

Our plan is anchored in the "7 Excellence Criteria" developed by Dr. Michael Wright. These guide the organisation to continue building meaningful

relationships with our Aboriginal community and culture. These criteria help shape the approach to be respectful, inclusive, and culturally secure.

We appreciate the contributions of Richmond Wellbeing's Aboriginal staff, and we would particularly like to acknowledge our Aboriginal Cultural Lead, Maudie Sketchley who has been instrumental over the last 12 months in the newly created role. We also extend our thanks to Garry Ryder for his work alongside Maudie from July 2023 to February 2024.

Looking ahead, we are optimistic that the Aboriginal Engagement Plan will make a meaningful impact, strengthening the organisation's cultural security and connections. It's a journey we look forward to, and we are committed to ensuring that every step we take contributes to 'making the change together'.



Richmond Wellbeing Elders (L-R): Aunty Irene & Uncle Albert McNamara, Aunty Sandra & Uncle Peter Wilkes

Our services

We proudly provide a range of supported accommodation and community-based mental health outreach services across Nyoongar boodjar and look forward to working on Ngarluma country soon.



Our impact

Supported Accommodation



231

residents stayed across our **10** residential sites across WA



135

Beds provided

PERTH METRO

19 Bassendean
21 Community Care Unit
10 Kelmscott

13 Momentum QP
56 Ngulla Mia
17 PaRK
10 Queens Park

REGIONAL WA

22 Bunbury CSRU
72 Bunbury SUSD
15 Busselton CSRU

OCCUPANCY RATES



100%
Bassendean

86%
Community Care Unit

82%
Kelmscott

76%
Momentum QP

82%
Bunbury CSRU

66%
Bunbury SUSD

83%
Ngulla Mia

82%
PaRK

80%
Queens Park

93%
Busselton CSRU

Community-Based Services



1,300

Consumers have accessed our services



72,375

Total service delivery hours

Albany Fellowship House* 40 955 hours	Commonwealth Psychosocial Support 264 12,853 hours	Hearing Voices Network* 79 1,914 hours	Individualised Community Living 15 3,219 hours	MH Connex 452 9,361 hours	Moorditj Djerpin Wirrin 93 1,649 hours	Recovery Outreach Service 24 1,632 hours	NDIS 377 40,790 hours
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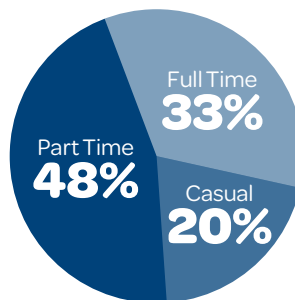
*Consumer numbers are lower due to changes in how interactions are recorded.

Our People



324

Employees including (219 Full Time equivalent)



Our Financials

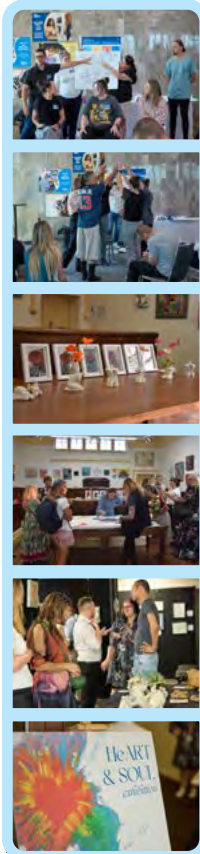
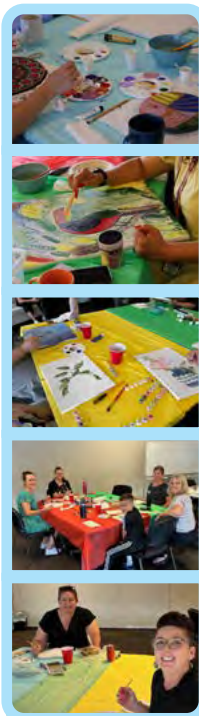


	2022 (\$M)	2023 (\$M)	2024 (\$M)
Financial Turnover	33.7	31.8	33.5
Government Grants	32.3	30.2	31.6
Salaries	24.0	26.8	27.1
Total Assets	24.7	24.2	21.3
Total Liabilities	8.2	9.7	7.2

Community engagements and special events



JULY	AUGUST	SEPTEMBER	OCTOBER	NOVEMBER	DECEMBER
<p>NAIDOC, "For our Elders" activities</p> <p>KJX Careers Expo</p>	<p>Wear It Purple Day</p> <p>Mental Health First Aid Training</p>	<p>Suicide Prevention Day</p> <p>RUOK Day</p>	<p>Mental Health Week activities</p> <p>Launch of HeART and Soul</p> <p>Hearing Voices Network Conference in Paris</p> <p>Midland NAIDOC</p> <p>Aboriginal Staff Day</p>	<p>LGBTIQ+ Staff Day</p> <p>Dining for Diversity in the South West</p> <p>Perth PrideFEST</p> <p>South West Pride</p> <p>Annual General Meeting</p> <p>Marmun Mia-Mia</p>	<p>Wrap up of Queer Company – release of final animations</p> <p>Rainbow Tick re-accreditation achieved</p> <p>International Day of People with Disabilities</p> <p>Aboriginal Staff Day</p>



JANUARY

"Change the Date" - Public Holiday Substitution Opportunity

HeART and Soul Workshops

FEBRUARY

HeART and Soul Exhibitions and Choir Performance

2024-28 Strategic Plan Launch

Aboriginal Staff Day

MARCH

Trans Day of Visibility - Gender Diversity and Eating Disorder Workshops - Bunbury and Cannington

Harmony Day

Staff Strategic Plan and Values workshops

APRIL

Minister's visit to Momentum QP

MAY

IDAHOBIT

LGBTIQ+ Staff Day

Aboriginal Staff Day

JUNE

WA Men's Wellbeing Awards

WA Men's Wellbeing Conference

First External LGBTIQ+ Training - Foundation Housing staff

Mental Health Commission's Community Consultations in Karratha for Step Up/Step Down

Introducing our 2024-28 Strategic Plan

Richmond Wellbeing's 2024-28 Strategic Plan was shaped by extensive internal and external consultation. The plan outlines an inspiring path forward, building on our strong foundation of mental health service excellence established over the past five decades.

Our Strategic Plan is underpinned by the values created by our workforce, reflecting our organisation's identity and culture.

We 'live and breathe recovery', supporting people to achieve their goals and aspirations. We 'are brave and explore', embracing innovation and creativity in our work. We 'put people first', respecting the dignity and autonomy of everyone we work with. We are 'passionate about inclusion and belonging', which fosters a sense of community and diversity. We 'listen deeply and learn', constantly improving our knowledge and skills. These values guide our actions and decisions and shape our vision for the future.

As Richmond Wellbeing nears its 50th year, the 2024-28 Strategic Plan is a forward-looking blueprint that honours the organisation's history while preparing for future challenges and opportunities.

Our vision

A community where anyone can experience mental health recovery, wellbeing and have the opportunity to realise their aspirations.

Our purpose

We shape the future of mental wellbeing services and support mental wellbeing and recovery through the expertise, courage and passion of our people.

Our values - At Richmond Wellbeing we:

- Live and Breathe Recovery
- Are Brave and Explore
- Put People First
- Listen Deeply and Learn
- Are Inclusive and Promote Belonging

The plan is anchored by four key pillars, each representing a strategic focus area:

1. Leadership in Service Transformation

This pillar reflects our commitment to leading the way in providing transformative mental health services. We deliver these through the expertise, courage, and passion of our people.

2. Innovation and Service Gap Solutions

This pillar focuses on recognising the need for innovative service delivery to address significant unmet needs, especially for underserved populations.

3. Systemic Advocacy for Change

This pillar aims to drive systemic changes and amplify the voices of those with lived experience.

4. Sustainability and Resilience

This key pillar works to build a sustainable and resilient organisation that is both financially sound and environmentally conscious.

Strategic Plan launch

The launch of our Strategic Plan in February was a pivotal event that brought together more than 45 of our leaders to explore our vision, purpose, and values

Through interactive activities and immersive experiences, we reflected on each of the Strategic Plan's pillars and how they will positively impact the lives of our consumers and communities.

Our Strategic Plan reflects Richmond Wellbeing's commitment to recovery and excellence in service delivery. Our values are the guiding principles that shape our culture and drive our performance.

The leaders' launch was followed by a series of workshops for staff to engage with all facets of the plan and embrace our newly reframed values.

Feedback from the launch and the workshops was overwhelmingly positive. People are excited and energised by the plan and our values, and eager to put them into practice. We are confident that our Strategic Plan will help us deliver excellence and make a positive difference in the sector.



At Richmond Wellbeing we:

Live and breathe recovery

Richmond Wellbeing recognises the importance of listening deeply to the voices of lived experience, valuing their individual and collective expertise to help shape the way we design and deliver our services and supports. It is from this belief that our Consumer and Family Reference Group (CaFRG) was formed.

The members of this group bring their lived experience of mental health challenges and recovery including one such member, Trevor Rees.

Trevor (pronouns he/him) has been a member of the CaFRG for four years, sharing his valuable insights and expertise, helping us improve our recovery-oriented practice while supporting the co-design of our programs with consumers.

As part of his role with the CaFRG, Trevor has also joined our Lived Experience Engagement Plan (LEEP) Steering Committee. The committee explores strategies for enhancing Richmond Wellbeing's Lived Experience (Peer) Workforce. Within this space, Trevor champions the voice of consumers ensuring it is heard and respected, and in doing so, reinforces our commitment to meaningful and authentic engagement.

The Consumer and Family Reference Group (CaFRG) has been instrumental in the progression of several key initiatives, such as the Strategic Plan and the Lived Experience Engagement Plan. They have provided extensive advice and guidance to inform our service delivery practice, policy, and procedures, ensuring the voice of lived experience is central to all that we do.

Our ENRICH (LGBTIQ+) Committee has also enjoyed Trevor's contributions in raising awareness and promoting inclusion of queer people within our services and the wider community, as well as providing peer support and advocacy for those who face stigma and discrimination.

Trevor's passion and dedication to living and breathing recovery is evident, as he embodies the principles of recovery, using his personal experience to inspire hope, empowerment, and self-determination in others, and by collaborating with us to create a culture of respect, diversity, and co-production.



"Being part of the CaFRG has given me a sense of purpose, belonging and awareness. I feel my Lived Experience expertise is valued and respected in safe spaces such as meetings. It has also helped me to learn new skills, connect with peers, and access opportunities for personal and professional growth."

At Richmond Wellbeing we: Put people first

At Richmond Wellbeing, we 'put people first'. This means we respect and value the dignity, diversity and aspirations of every person we support. We listen to their needs and preferences and tailor our services to suit them. We also recognise and celebrate their achievements, no matter how big or small. "G"'s story illustrates how 'we put people first' in our work.

"G" was a participant in our Hearing Voices Network (HVN) program, which supports people who experience auditory hallucinations. He had a long history of mental health challenges and was also a carer for his father. He tried to cope with his voices by using alcohol, but this only made things worse. He lost contact with his son, became homeless, and ended up in hospital.

When he was referred to our Living Well Community Care Unit (CCU) in Orelia, he was ready to start a new chapter in his life. He moved into a supportive environment where he could access clinical and psychosocial care. He also joined Richmond Wellbeing's Waikiki Hearing Voices group, where he met other people who understood his experiences and helped him develop new skills and strategies.

"G" made remarkable progress in his recovery journey. He stopped drinking, regained his confidence and self-esteem, and reconnected with his family. He was able to move out of CCU and into independent living through the Individualised Community Living Strategy (ICLS) program. He continued to attend the Hearing Voices group weekly, not only as a recipient of support, but also as a source of support for others.

Unfortunately, "G" faced a major loss when his father passed away before they could reconcile. This was a very difficult time for him, but he did not give up on his goals. He used the skills he learned from the group and the support he received from our staff to cope with his grief and continue his recovery.

"G" is an inspiring example of how putting people first can make a difference in people's lives. He showed us that recovery is possible and that everyone has the potential to achieve their dreams. We are proud to have been part of his journey and we wish him all the best for his future.



HeART & Soul Project and Exhibition

The HeART & Soul Project and Exhibition is a unique initiative by Richmond Wellbeing designed to promote mental health recovery through creative expression. It was created to support Richmond Wellbeing consumers, especially those who face greater challenges during the festive season.

The project involved a series of workshops, led by professional artists, where participants were encouraged to explore their emotions and experiences through painting, pottery, and poetry.

With over 50 participants, including residents, consumers, carers, family members, and staff, the project was a great success. It also nurtured a sense of community and belonging, as participants shared their stories and supported each other on their recovery journeys.

The project culminated in two exhibitions, one in Perth and one in Busselton, where over 300 artworks were displayed. The exhibitions showcased the talent and resilience of participants, as well as raising awareness and understanding of mental health.

The exhibitions also featured the debut performance of the Richmond Wellbeing Community Choir, which added another dimension of creativity and joy to the event.

The HeART & Soul Project and Exhibition is an example of how we embrace the recovery approach in our service delivery, recognising the importance of holistic wellbeing, empowerment, and personal growth for people living with mental health challenges. The project has received positive feedback from both participants and visitors, and we have committed to making it an annual event.



At Richmond Wellbeing we: Are brave and explore

Momentum QP

Youth Mental Health and Alcohol and Other Drug (AOD) Homelessness Service in Queens Park supports young people experiencing mental health challenges, with or without co-occurring AOD issues, to be brave and explore the transition from homelessness and move to independent living by supporting them on their recovery journey.

With the pilot program commencing in February 2022, this unique service aims to fill a crucial gap in the system, focusing on young people with complex needs who are at risk of slipping through the cracks. Together with our partners, Anglicare WA, Cyrenian House and Bentley Health Service, we have explored new ways of working with and supporting young people.

Momentum QP can support up to eight young people at a time in its supported accommodation program, which lasts up to 12 months. During this period, young people receive intensive support from a multidisciplinary team, helping them work towards building a meaningful life beyond distress. The individualised recovery programs are offered in a residential setting, using a culturally informed and person-centred approach.

The work is embedded in person-driven practice principles, providing psychosocial support to enable personal recovery.

During her visit to Momentum QP in May 2024, WA Mental Health Minister Amber-Jade Sanderson affirmed the continuation of the service. She also noted that the pilot program had successfully laid the groundwork for expanding services for young people using the same model.

"We focus on young people with complex needs who are at risk of slipping through the cracks."



WA Men's Wellbeing Conference

The second WA Men's Wellbeing Conference was a resounding success, bringing together over 250 delegates from various sectors to discuss improving men's mental wellbeing during Men's Health Week. Co-presented by Richmond Wellbeing and Men's Talk, the conference revolved around the theme "Nurturing Men's Mental Wellbeing," emphasising holistic and proactive mental health support.

Renowned keynote speakers including Hon. Pierre Shuai Yang MLC, Dr. Nathan Gibson, Dr. Bruce Robinson and Mechelle Turvey, shed light on fatherhood, leadership, community engagement, and mental health care. The event featured panel discussions and breakout sessions on emotional health, stress management, relationship dynamics, self-care, and dismantling mental health stigma.

Key priorities identified included recognising diversity in maleness and masculinity, breaking down the stigma around men's mental wellbeing, supporting healthy role-modelling and fathering, and normalising mental health discussions in all environments.

The conference received positive feedback for its relevance, diversity, and quality of presentations. It highlighted the importance of inclusive representation and empowering men to express vulnerabilities. It also highlighted the crucial role of fathers as positive influences and the need for supportive spaces for mental health conversations.

We extend our gratitude to all speakers, sponsors, partners, and participants for their contributions. The 2024 WA Men's Wellbeing Conference was a valuable event showcasing the collective efforts to promote men's mental wellbeing.



WA Men's Wellbeing Awards

The inaugural WA Men's Wellbeing Awards, co-hosted by Richmond Wellbeing and Men's Talk, celebrated individuals and organisations making significant contributions to men's mental health and wellbeing. The ceremony honoured ten winners and 22 finalists from various sectors.

The awards aimed to highlight efforts in improving men's mental health, addressing the higher suicide rates among men and their lower tendency to seek help. The event showcased inspiring stories from the winners

and finalists, emphasising the community's active role in reducing mental health stigma.

The success of the awards was made possible by the support of numerous sponsors and partners, including Bendigo Community Bank North Perth, HESTA, Edith Cowan University (ECU), Dentons, Roshana Care, Sonshine FM (98five), Rendezvous Hotel Perth Scarborough, and Stellar Systems, all of whom share the vision of creating a mentally healthy community.



At Richmond Wellbeing we:

Are inclusive and promote belonging

At Richmond Wellbeing, we go above and beyond to foster an environment where inclusion and belonging are not just values we speak of, but principles we live by. This commitment is exemplified by our dedicated Bassendean Recovery Support Worker, Melissa Addison Edgar. As a passionate advocate for LGBTIQ+ rights and an active contributor to our Aboriginal engagement initiatives, Melissa's efforts have been instrumental in creating a culture of acceptance and belonging.

Melissa's role as the LGBTIQ+ Lead at Bassendean has been a beacon of hope for many residents, offering them a safe space to be their authentic selves. Her dedication to ensuring access to a wide array of events and activities both within Richmond Wellbeing and the broader community, has had a profound impact on the lives of those she serves.

Melissa's unwavering commitment to inclusion and belonging has not only fostered a welcoming environment but has also facilitated life-changing connections within our community. Her work is an outstanding example of how our core values translate into meaningful action and positive change.

One resident's story stands out as a testament to the difference Melissa has made.

"The biggest moment in my coming out was telling a real-life person for the first time. I had to choose the person carefully because their reaction would determine whether I would tell anyone else. I decided to tell Melissa first as she's the LGBTIQ+ Lead at Bassendean and also someone I really trust. She took it so well. I felt seen and accepted. Richmond Wellbeing is very inclusive, and they hold events for the big days on the LGBTIQ+ calendar and participate in the Parade and Fair Day. It was at one of these events at the Cannington Head Office with Melissa that I met my future partner, so I would say it had a big impact on my life!"



Inclusion and Belonging

Staff connection and rich diversity at Richmond Wellbeing

This year, Richmond Wellbeing maintained its commitment to fostering inclusion and belonging, which have become integral to our organisation. The scope for our LGBTIQ+ Lead role was expanded to include the broader elements of inclusion and belonging, working closely with the Aboriginal Cultural Lead, Lived Experience Engagement Lead, and the Recovery Practice Lead. This role supports various diversity consultation forums within the organisation, including ENRICH (our LGBTIQ+ group) and Culturally and Linguistically Diverse (CaLD) people.

We achieved our third Rainbow Tick Accreditation this year and deepened our ENRICH LGBTIQ+ focus. The ENRICH team, supported by 18 LGBTIQ+ Leads working across our supported accommodation and community outreach services, consulted extensively to develop a new ENRICH plan aligned with Richmond Wellbeing's 2024-28 Strategic Plan pillars. We look forward to launching the plan in the coming year. Our LGBTIQ+ Inclusive Practice training was updated with emerging research, videos, facts, statistics, and additional activities based on relevant scenarios. This training has also been provided to partner organisations, building a network of inclusive practices.

Richmond Wellbeing continued to lead the Rainbow Tick Community of Practice across the community services

sector in both the Perth metropolitan area and the South West. The presence of inclusion allies, connections, and support across all facets of diversity is essential to ensure safe, accessible services and create positive workplaces.

Throughout the year, Richmond Wellbeing has acknowledged and celebrated key diversity and inclusion dates, taking the opportunity to increase our knowledge and skills. These dates included, among many - Harmony Day, International Day Against Homophobia, Biphobia, Interphobia and Transphobia (IDAHOBIT), National Reconciliation Week, NAIDOC Week, R U OK Day, Mental Health Week and Pride Month. By recognising these important dates, we continued to foster a culture of learning and respect ensuring our people are well informed and sensitive to the diverse needs of our community.

At Richmond Wellbeing, inclusion is more than a value—it's our essence. Nearly two-thirds of our staff identify as having lived experience, one in five are neurodivergent, over 10% identify as LGBTIQ+, 5% are Aboriginal or Torres Strait Islander, and many come from diverse cultural backgrounds. Embracing and celebrating this diversity fosters a supportive environment for all.



At Richmond Wellbeing we: Listen deeply and learn

Maudie Sketchley, our Aboriginal Cultural Lead, embodies Richmond Wellbeing's core value of 'listen deeply and learn' throughout every aspect of her work. Maudie has been in her role for 12 months and over that time she has demonstrated a genuine commitment to listening to and learning from a range of people, including Aboriginal staff, non-Aboriginal staff, Elders, Aboriginal consumers and the community.

Maudie has used the culturally appropriate method of 'yarning' to engage with people and build trusting relationships. She has shown respect and openness to different perspectives and experiences, using her own cultural background as an Aboriginal Mental Health Practitioner in Mooritj Djerpin Wirrin to inform her practice. Through yarning, Maudie has deepened her understanding of the needs, strengths, challenges and aspirations of the Aboriginal people we serve, as well as the barriers and opportunities for improving our service delivery.

Maudie believes that "yarning is a powerful tool for healing and empowerment". She elaborates that "it allows us to connect with our ancestors, our culture, our spirituality

and ourselves. It also helps us to share our stories, our feelings, our dreams and our struggles with others who can listen, understand and support us. Yarning is not just talking; it is a way of being and relating that honours our identity and dignity as Aboriginal people."

In developing the Working Together, Walking Together Aboriginal plan, which outlines our vision, goals and strategies for advancing the health and wellbeing of Aboriginal people in our region, Maudie has applied her learning. She has also shared her knowledge and insights with other staff through training, mentoring and advocacy. She has been a positive role model and a leader for cultural change within our organisation.

Maudie has grown enormously in the last 12 months, both personally and professionally. She has shown courage, resilience and dedication in her role, and has made a significant contribution to our mission and values. We are proud to have Maudie as part of our team and we look forward to supporting her ongoing development and achievements.





Our Leadership (Board and SLT)

Our Board 2023-24



Tim Marney
Board Chair



John O'Connor
Chair of Finance Committee



Helen Reid
Chair of Governance Committee



Susan Milos
Interim Chair (as of July 2024)



James Curtis



Matthew O'Shea

Our Senior Leadership Team 2023-24



Adrian Munro
Chief Executive
Officer



Shelley Micale
Chief People &
Brand Officer



Ian Moore
Chief Operating
Officer



Blanche Foy
Chief Financial
Officer
Joined Dec 2023



Maryanne Wilson
Chief Financial
Officer
Departed Dec 2023

We acknowledge the hard work of the Board and Senior Leadership Team members who departed this year.

Tim Marney, who played a key role in developing our 2024-28 Strategic Plan, stepped down as Board Chair after two years at the end of this reporting period. He is leaving the Board at the AGM in November 2024 due to a range of commitments and we thank him for his service.

In December 2023, we farewelled Maryanne Wilson from her role as Chief Financial Officer as she entered semi-retirement. Maryanne was a fierce advocate for LGBTIQ+ inclusion and led Richmond Wellbeing's progressive and innovative ENRICH team.

Our partners, funders and communities

Mental health is complex and supporting people who experience mental distress is far from straightforward. Often, a variety of supports and services are needed to support someone through their mental health recovery. At Richmond Wellbeing, we are thankful for and proud to work with a range of people, funders, communities and organisations including:

- Aegis Aged Care
- Anglicare WA
- Bendigo Community Bank North Perth
- Bentley Health Service
- Casson Homes
- Carers WA
- Community Employers WA
- CCI WA
- Champion Centre Armadale
- Consumers of Mental Health WA
- Crowe
- Curtin University
- Cyrenian House
- Dentons
- Department of Communities
- Department of Health WA
- East Metro Health
- Edith Cowan University
- HESTA Super Fund
- Hope Community Services
- Ishar Multicultural Womens Health Centre
- Kinship Connections
- Licensing and Accreditation Regulatory Unit
- Lifeline WA
- Marr Mooditj Training
- Men's Talk
- Mental Health Advocacy Service
- Mental Health Commission
- Moorditj Koort Aboriginal Corporation
- National Disability Insurance Agency
- North Metropolitan Health Centre
- Office of the Chief Psychiatrist
- Pride WA
- Rendezvous Hotel Perth
- Roshana Care Group
- Sonshine FM
- South Metro Health Service
- South-West Inclusion Network
- Stellar Systems
- Uniting WA
- WA Association of Mental Health
- WA County Health Service
- WA Mental Health Commission
- WA Primary Health Alliance
- WA Network of Alcohol and other Drug Agencies





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