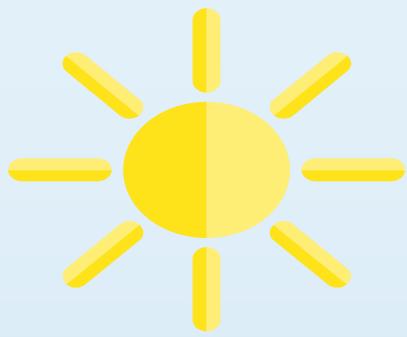


Power grows where attention flows



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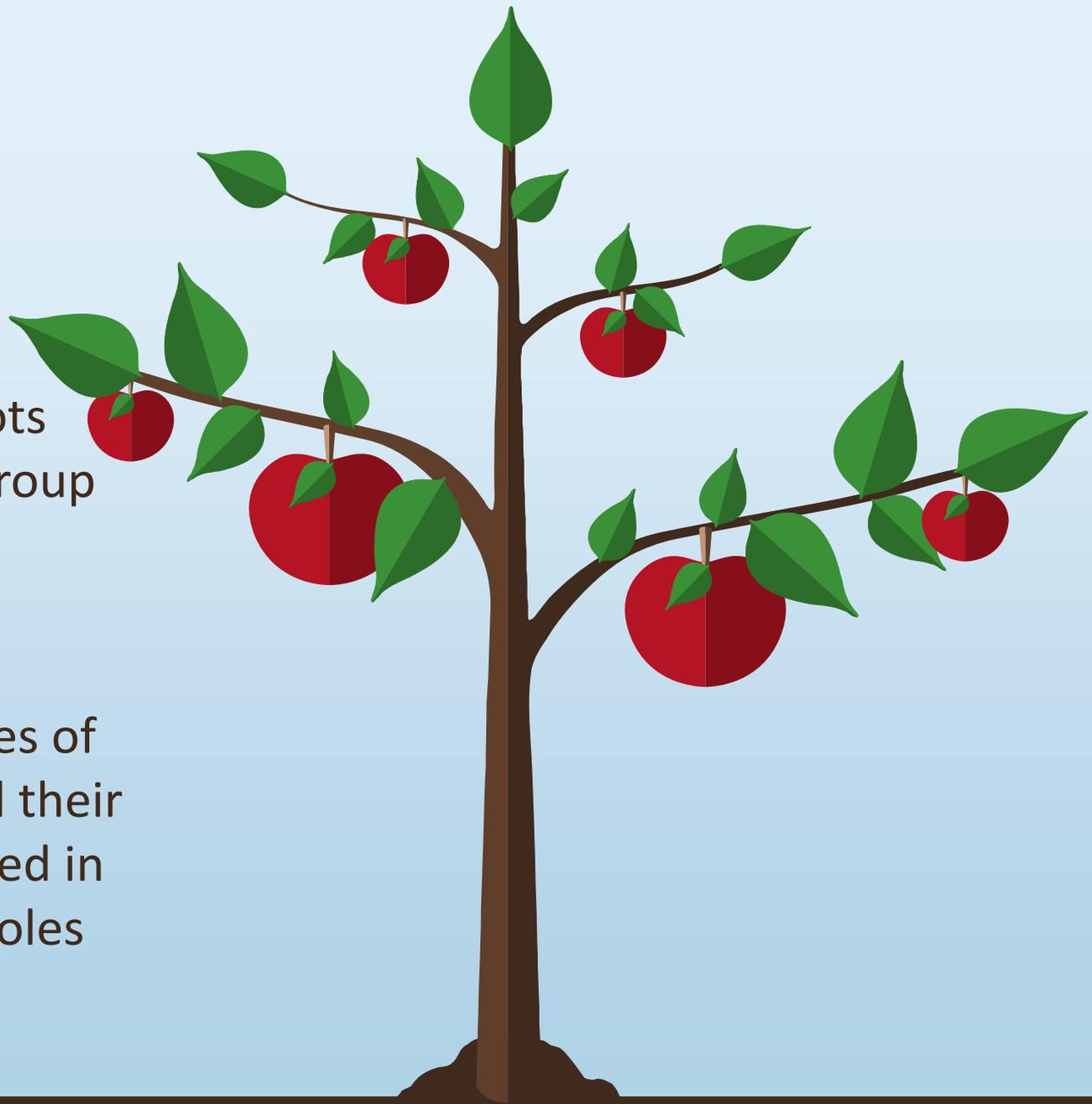


Key Question

How does a grassroots systemic advocacy group progress to being a formal entity

AND

ensure that the voices of lived experience and their expertise is embedded in formal governance roles and progresses?





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- 2010 - 2021; unfunded
- Grassroots systemic advocacy group
- Volunteer run
- Steering Group – lived experience led (individuals & family members)

Families 4 Families WA

- 2011 to date
- Bi-monthly (have never missed a scheduled session even during COVID)
- Volunteer peer led and facilitated



Purpose

To improve responses to and experiences of individuals and families with experience of mental distress, alcohol and other drug challenges and possible criminal justice involvement (police, court, prison).

Values

To work in ways that are
Gracious, Resolute, Hopeful, Just and Informed



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Education & Development

- ♥ Lead the development, sharing and embedding of **new ideas and equitable approaches** through training, facilitation, consultancy and brokerage.
- ♥ Support the development of **robust, diverse and sustainable Lived Experience (Peer) workforces**.



Research

- ♥ Partner in research that has **meaningful involvement of people with lived/living experience** and from which they will **benefit**.
- ♥ Contribute to and help **create and lead new ways** of developing and promoting people's stories and experiences as a valid form of research and knowledge which supports evidence-informed outcomes.

Innovation

- ♥ Model, lead and partner in opportunities which are **deliberately developmental and disruptive** of existing systemic and cultural barriers.
- ♥ Continue to be actively committed to our own continued learning, including **reflective practices**.



Education & Development:

Since 2011: Families 4 Families WA education & wellbeing bi-monthly program

2019/20: Co-design and delivery of Treatment, Support & Discharge Planning resources and training in relation to the Mental Health Act 2014.

Research:

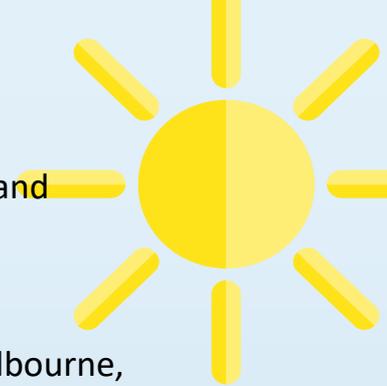
2020/21: Partnership with the Queensland Mental Health Research Centre, University of Melbourne, Murdoch Children's Research Institute re national consultations on National Forensic Mental Health Principles;

2018: Publication of Foundational Engagement resource (entirely developed by people with lived experience)

Innovation:

2020/2022: Partnering with the WA Association for Mental Health in the co-design and delivery of a Lived Experience Co-design Community of Practice;

2015/16: Co-production with Curtin University (School of Social Work) of 'Family Centred Practice in Mental Health Recovery' unit for Masters in Mental Health.

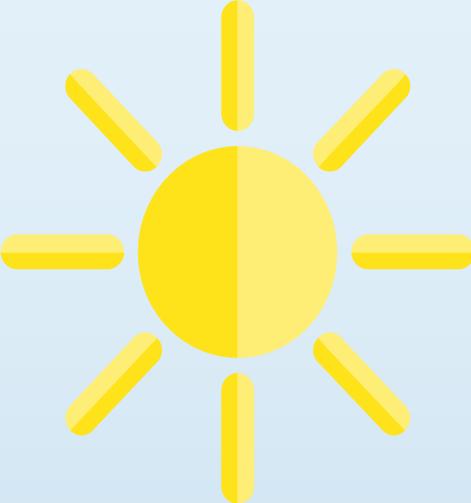


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MHM²

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Why change?

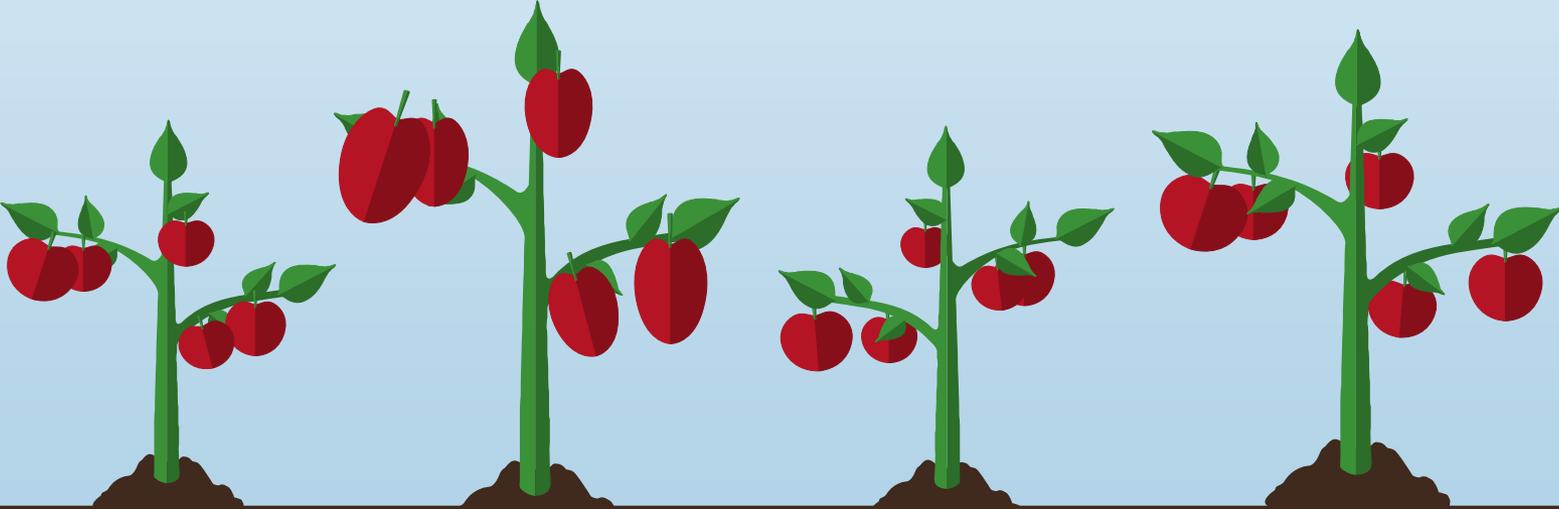


SUCCESSION
PLANNING

SUSTAINABILITY

GROWTH

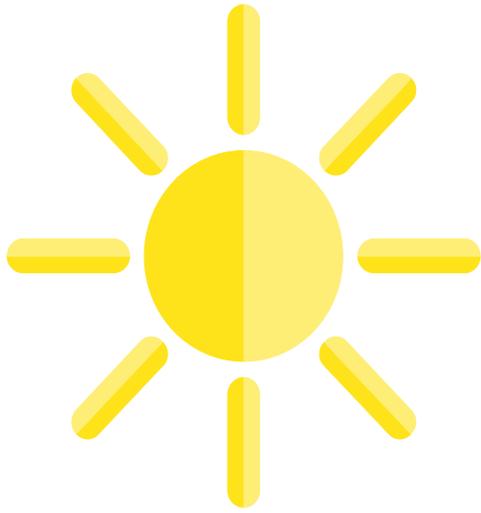
INNOVATION



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Broader landscape

Lived Experience needs to inform service design, development, delivery and evaluation *

Diversity on Boards is increasingly seen as important for the most effective governance of organizations.



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* Productivity Commission report; National Advice on Suicide Prevention to Prime Minister; National Lived Experience (Peer) Workforce Development Guidelines; WA Lived Experience (Peer) Workforces Framework

Steering Committee - pros, cons, benefits and downsides with MHM2 becoming a formal entity or staying unincorporated. **Note:** This took quite a while and involved lots of coffee, food and robust discussions.

Pay It Forward grant from ConnectGroups WA (peak body for self-help groups)
Independent consultant (Thanks, Kylie Hansen from Impact Seed)

Stalled when nearly there.
Explored and sought new information
Spoke with other Founders/Board Chairs who had taken similar journeys.

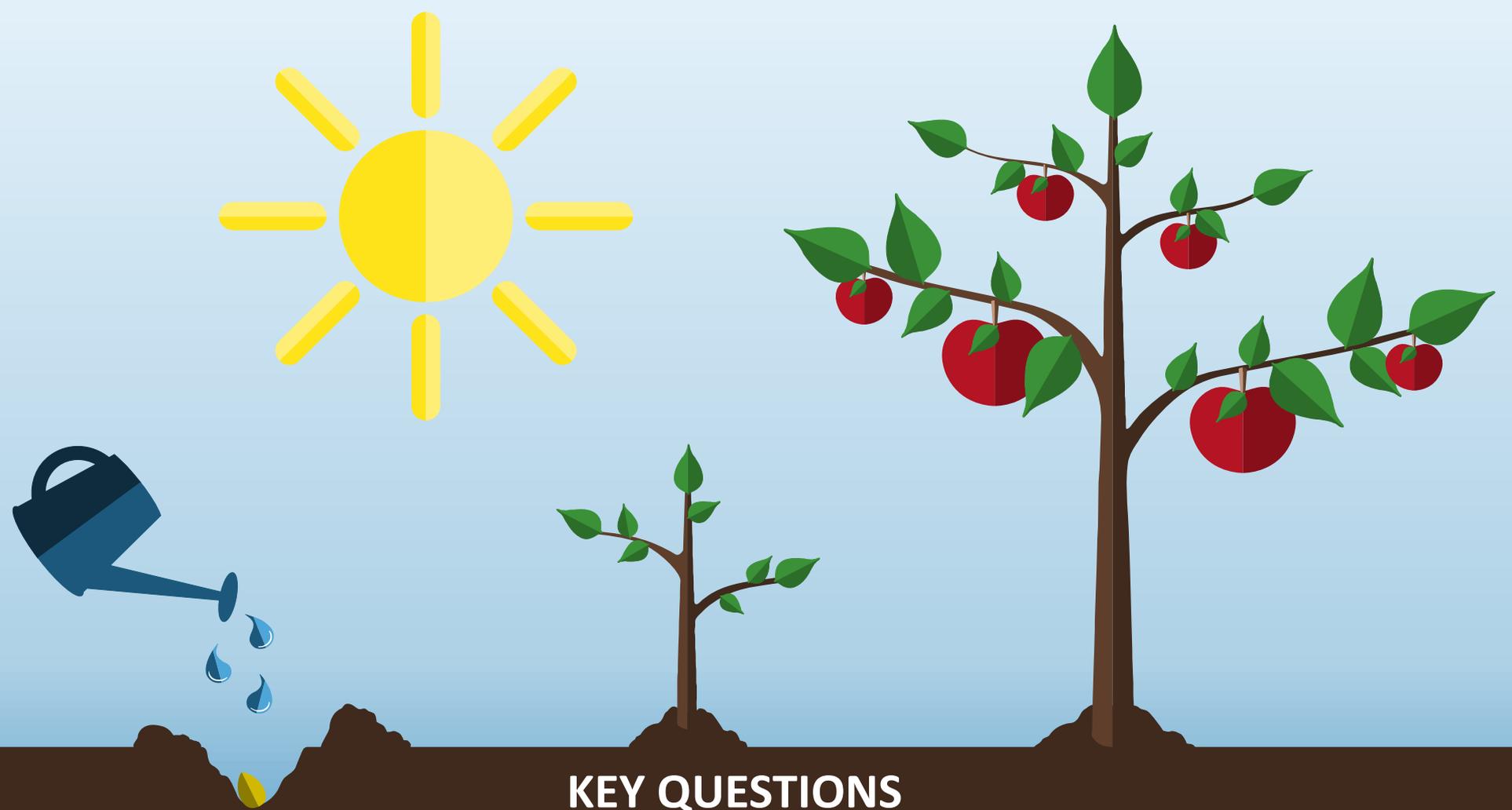
We came to **agreement** to move ahead.
Objects and Values (unchanged)
Approached **3 allies** to become Board Directors
4 Lived Experience Steering Committee members

February 2021:

Company Limited by Guarantee registration (ASIC - Australian Securities & Investments Commission)

Registered Charity (DGR status) (Australian Charities and Not-for-profits Commission)

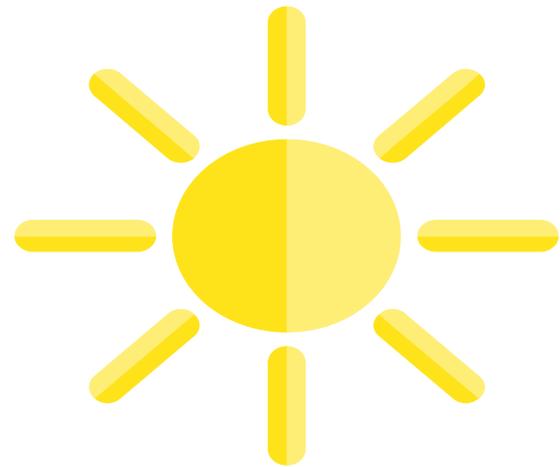




KEY QUESTIONS

How to maintain values-focus

How to ensure power stays with Lived Experience at a Board level and embed values and ways of privileging lived experience expertise in future?



“Power is the ability to influence or control.

Individuals have power.

Groups and organisations have power.

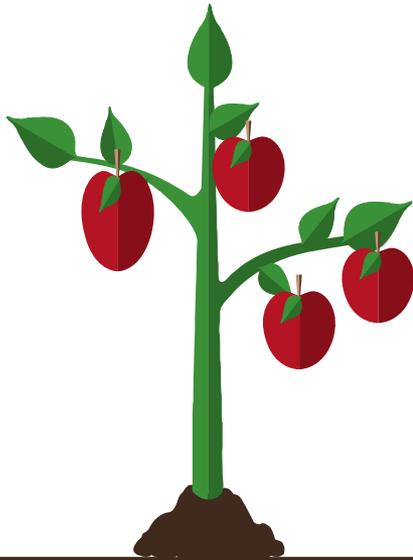
Power is not absolute, it is dynamic and relational.

Power is exercised in social, political and economic relations, which means it shapes almost everything.

When power differentials are unacknowledged and unaddressed, individuals, groups or organisations with the most power will have the greatest influence, regardless of the quality of their ideas or skills”.

Co-production: Putting Principles into Practice in mental health contexts

2018 © Cath Roper, Flick Grey & Emma Cadogan

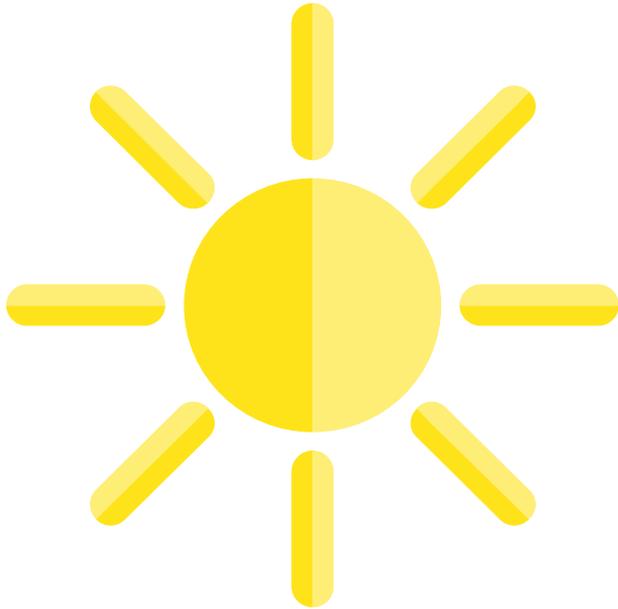


Individuals, family members and significant others with mental health, alcohol and other drug and criminal justice experiences are likely to have experienced imbalances or lack of power.

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Constitution

Ordinary Members – 2 votes

(individuals, family members, significant others)

Other membership categories – 1 or 0

Board Composition

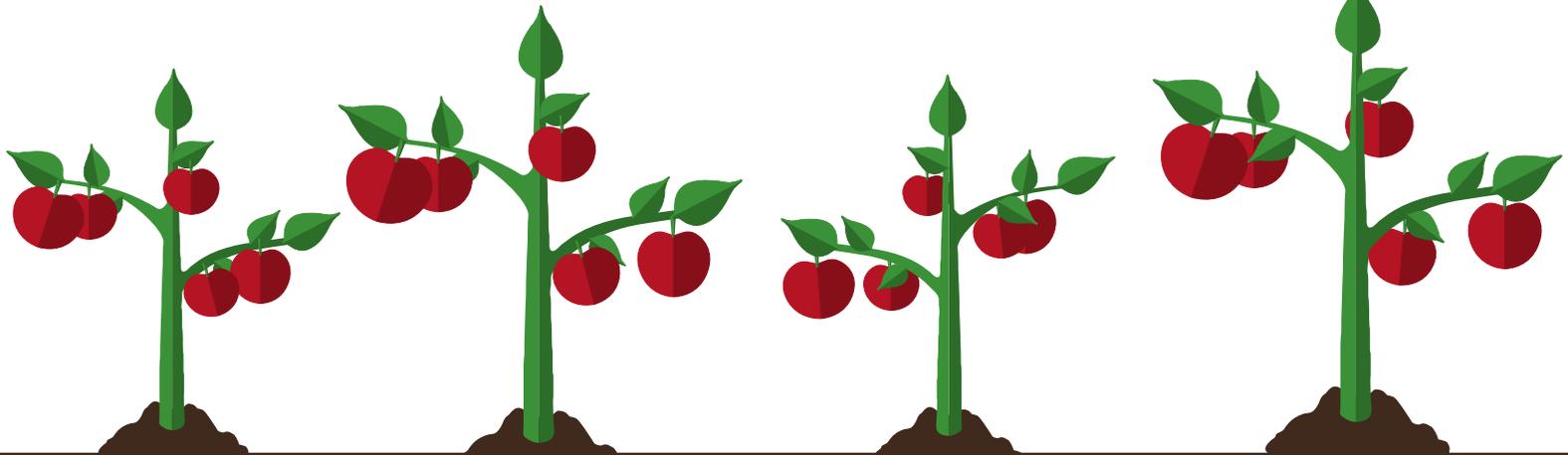
7 Directors - 4 must be Ordinary Members

Max 2 terms of 3 years

(encouraging renewal)

**Sound & Transparent
Governance Processes**

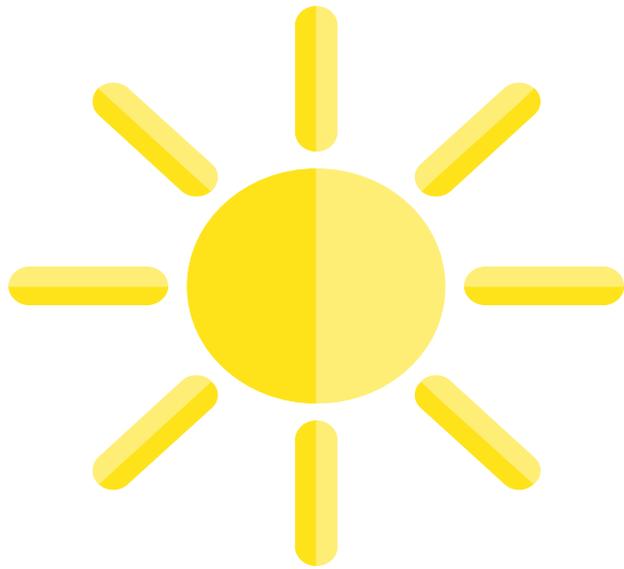
**Ongoing learning
and development**



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Tech tools

- Slack
- Loomio (decision-making tool)

Sound and Transparent Governance

Meeting ASIC and ACNC reporting and compliance

2 years of Audited Accounts

Financial Advisory – Dyson Advisory Group

Monthly Board meetings:

- Agendas & Minutes
- Check-in: **Relational not transactional**
- **Governance as a Standing Item** - ACNC Governance Standards on monthly agenda. Video shown. Discussion.
- **Values** on agenda – reflection at end.
- Chairperson's Report (reasonably detailed, written)
- Treasurer's Report (written) plus financial reports

Financial Information

- All Directors have full read-access on bank accounts
- Payments to Directors (for project or other work) are identified each month to the Board).

Strategic Planning

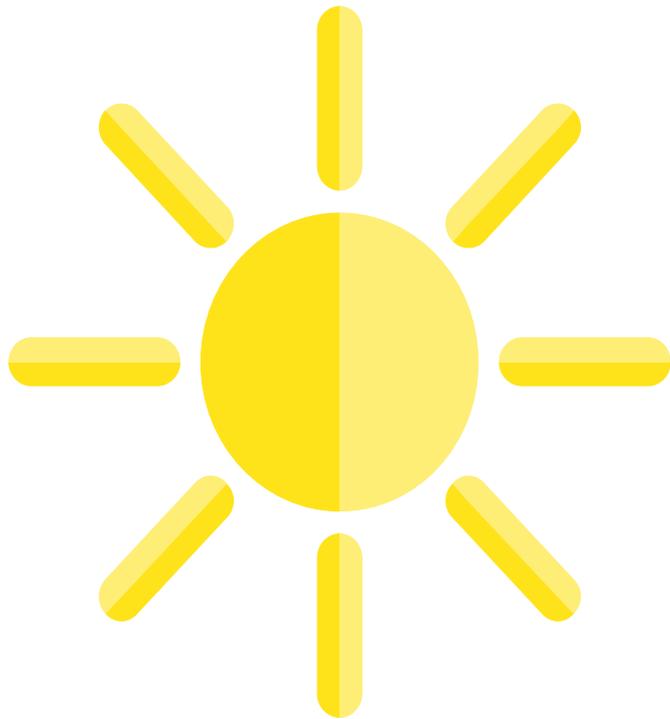
- All Board members involved
- Partnering with WAUC to develop 3 main strategies:
 - Income Generation
 - Communications
 - Diversity & Inclusion

Pro bono assistance
(major thanks!)

 **NORTON ROSE
FULBRIGHT**

SQUIRE 
PATTON BOGGS

 **WAUC**



Board Directors require particular skills & understandings before coming onboard.

Ongoing learning and development

AICD two-day *Governance Foundations for Not for Profit Directors*
LE Directors are sponsored to complete.

Lived Experience (Peer) Workforces Framework
(including Organisational Readiness).

Support additional development options

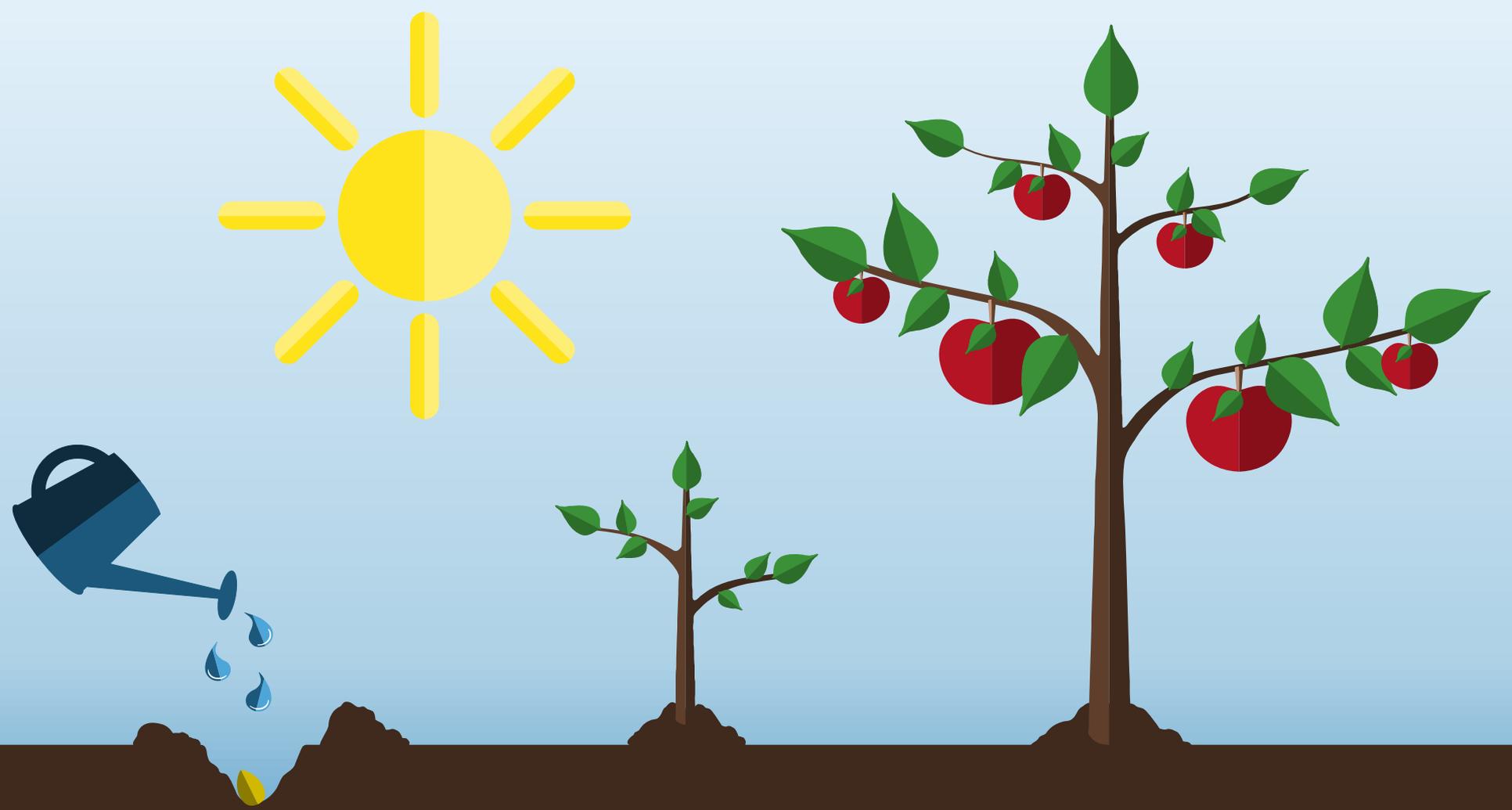
Congrats to Virginia Catterall, MHM2 Treasurer
Awarded AICD and Australian Network on Disabilities scholarship for
Disability Leadership Program
5 Day Company Director course

Sharing and discussion of relevant contemporary information

Frederic Laloux: *Reinventing Organisations*
Dr Brene Brown: *Dare to Lead*
Podcasts, books, clips

Planning a Critical Friends Network

Currently developing a Diversity Strategy in order to embed
Deliberate Diversity (this will identify development needs, training
and resources to ensure cultural security at a Board level).



Wendy Cream, MHM2 Director





Learnings

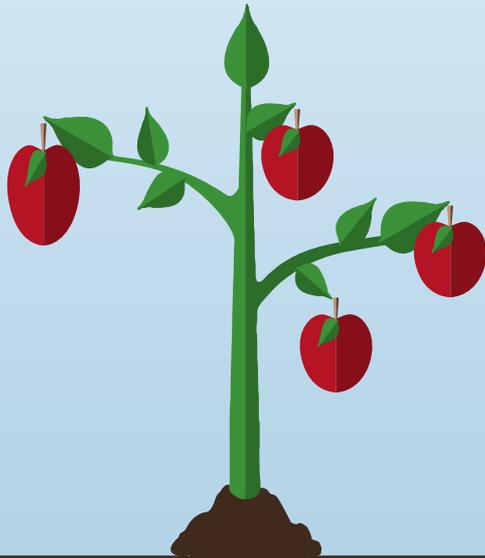
Get the right people on board - shared values & purpose, commitment to sound governance, willingness to engage in challenge and reflection. Invest time and energy in developing robust relationships.

Clear is kind (thanks Brene Brown)

Pay attention to the tensions – don't ignore or avoid them; Practise curiosity, appreciative enquiry, deep listening, critical reflection.

Be conscious to power flows and leadership styles which emerge

Be open to and invest in ongoing learning and development



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Questions, comments....