



2015 annual review

create
FOUNDATION



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“To the young people who so generously give their time to allow us to be able to have insight into the system and how they perceive it, we remain indebted”

Jacqui Reed
Chief Executive Officer, CREATE Foundation



chairman's foreword

CREATE's new strategic plan was implemented in early 2015 after months of consultation, planning and development with children and young people, internal teams, Leadership Committee and the Board. The plan commits CREATE to deliver positive outcomes for children and young people. The team's determination to achieve this goal surpassed some of the setbacks that occurred during the year. New opportunities have arisen and new partnerships have been developed which stand us in good stead for the year ahead. On behalf of the CREATE Board I would like to thank our supporters and partners who have played a pivotal role in enabling CREATE to undertake the valuable work we do. I would also like to thank the CREATE Board and Leadership Committee members for their work in making this year a success; and extend my congratulations to the CREATE team for their dedication to improving the lives of children and young people in care.

Richard Hill
Chairman
CREATE Foundation



from the CEO

Organisations are often judged on their ability to be adaptable, proactive and open to opportunities. This year we have certainly demonstrated that we are firing well on all fronts! Our work with the Royal Commission into Institutional Responses to Child Sexual Abuse and the Senate Community Affairs References Committee inquiry into out-of-home care and Royal Commission into Child Protection Systems - South Australia Royal Commission, ensured that children and young people's voices were heard at the highest level. We reached out to embrace new opportunities and cemented exciting new partnerships with the backdrop of economic rationalisation in the human services area which saw a number of important services reduced and or defunded at commonwealth and state level. CREATE was not spared, and our contract for the highly acclaimed CREATE Your Future program that supports young people transitioning from care was not renewed in 3 states. As a consequence we saw our Newcastle office close.

This was a tough blow to children, young people and the CREATE team and we have pulled out all stops to explore new opportunities, which paid off late in the financial year. Our work across government led to an opportunity to expand the CREATE Your Future program to young people with disabilities across New South Wales. Additionally our Queensland team developed partnerships with Life Without Barriers to deliver transition from care services and we worked with government to develop an innovative mobile app for young care leavers, Sortli. Our commitment to diversity led us down the path of securing a Hey Grant in Victoria to develop useful resources supporting the mental health and wellbeing of Same Sex Attracted and Sex and Gender Diverse Young People. I was also fortunate to be awarded a Churchill Fellowship to look at success factors in transitioning from care, which has built on our previous work.

Our state teams have excelled in reaching their goals with the mighty Queensland and Western Australian teams sharing the CREATE Overall Performance Award this year.

This report highlights the amazing achievements reached across the states.

Our fundraising efforts have been fruitful and we owe a debt of gratitude to our major supporters: AMP Foundation, AMP Capital, Aon, PwC, King & Wood Mallesons and Carnival Cruise Line. Our thanks are also extended to the insurance, banking and finance industries who support us in many ways including our annual fundraiser Beat the Bosses. Steadfast Insurance have been our major sponsor for this event for many years and their continued support help us make the event a success.

Acknowledgement to the continued support of our Board, and to those actively involved in the fundraising committee and also our investment committee who have marshalled us into good shape moving into the future.

Leadership Committee members have worked hard this year to build organisational capacity, and strengthen our internal systems whilst focussing heavily on securing new streams of funding to ensure we are sustainable moving forward. I would like to extend my personal thanks to Pam, Jecelyn, Noelle, Steph and Amy for their continued support, professionalism and commitment to the organisation and the children and young people we serve. Special thanks go to my truly amazing Personal Assistant Hannah, she is one in a million!

To the young people who so generously give their time to allow us to be able to have insight into the system and how they perceive it, we remain indebted. We are committed to serving children and young people and advocating for change to ensure that they are provided with opportunities to reach their full potential and remain safe within a supportive system. We look back with pride on a year filled with achievements and eagerly anticipate the year ahead to continue to embrace opportunities and improve the system for the better!

Jacqui Reed
Chief Executive Officer
CREATE Foundation

CREATE's new strategic plan 2015-2017

In July 2014 CREATE embarked on the development of our new three year Strategic Plan 2015-2017. The process spanned over a six month period and for initial input we went straight to those that matter the most to us – children and young people with a care experience. The planning was an inclusive journey with input and feedback from children and young people, staff, external stakeholders, Leadership Committee members and the Board that was carefully considered and what ultimately shaped our three year vision. We are proud of the final direction and believe it truly commits us to continuing to improving the lives of one of the most vulnerable groups of people in society.

VISION, MISSION AND CORE PRINCIPLES

vision

(WHAT WE HOPE FOR)

- All children and young people with a care experience reach their full potential

mission

(WHAT WE DO)

- Creating a better life for children and young people in care. To do this we;
- Connect children and young people to each other, CREATE and their Community *to*
- Empower children and young people to build self-confidence, self-esteem, and skills that enable them to have a voice and be heard *to*
- Change the care system, in consultation with children and young people, through advocacy to improve policies, practices and services, and increase community awareness

core principles

(WHAT WE VALUE)

- Children and young people are the centre of the work we do
- Our practise is inclusive and respectful of culture
- Our advocacy is independent, non-partisan and evidence based
- We believe that meaningful participation is essential for engaging children and young people
- Partnerships with government, NGO's and individuals are pivotal to success
- We are enthused by innovation, creativity and fun

CONNECT to EMPOWER to CHANGE

STRATEGIC PLAN GOALS 2015-2017



child protection landscape

As at 30 June 2014 there were

43,009

children and young people in out-of-home care representing a

6%

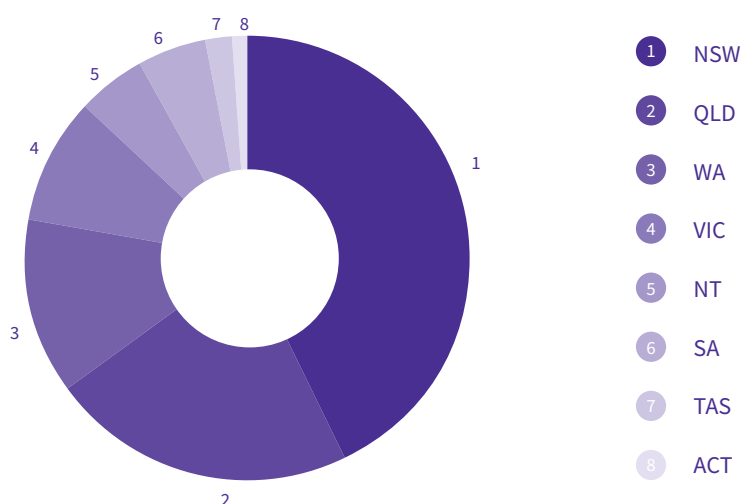
increase from 2013

Australian Institute of Health and Welfare 2015.
Child protection Australia: 2013-14.
Canberra: AIHW.

State / Territory	Number of Children				Rates per 1,000 children			
	Indigenous	Non Indigenous	Unknown	All Children	Indigenous	Non Indigenous	All children	Ratio Indigenous/ Non Indigenous
NSW	6,520	11,667	5	18,192	71.3	7.3	10.8	9.7
VIC	1,308	6,393	9	7,710	62.7	5.1	6.0	12.3
QLD	3,336	4,783	66	8,185	38.5	4.6	7.3	8.3
WA	1,882	1,800	41	3,723	50.8	3.3	6.3	15.5
SA	787	1,811	33	2,631	49.2	5.3	7.3	9.3
TAS	232	786	36	1,054	21.8	7.6	9.2	2.9
ACT	152	454	0	606	62.7	5.5	7.1	11.4
NT	774	133	1	908	29.0	3.6	14.3	8.1
Total	14,991	27,827	191	43,009	51.4	5.6	8.1	9.2

Australian Institute of Health and Welfare, Child Protection Australia, 2013-2014, table 5.4, pg 51.

Chart 1 - Number of Aboriginal and Torres Strait Islander children in care per state/territory



The overrepresentation of Aboriginal and Torres Strait Islander children and young people in out-of-home care continues. As at 30 June 2014, there were 14,991 Aboriginal and Torres Strait Islander children in out-of-home care. The rate per 1,000 of Indigenous children in care was 51.4 compared to non-Indigenous children in care at 5.6 children per 1,000. Nationally the rate of Indigenous children in out-of-home care is 9 times the rate for non-Indigenous children (see chart 1). Although, since the 2013-14 report the ratio of Indigenous to non-Indigenous children and young people in care has fallen slightly from 10.6 to 9.2 in this year's data.

i. Australian Institute of Health and Welfare (2015), 2013-2014, Child protection Australia, Children receiving child protection services, pg 1-8., figure 5.3, table A28 AIHW, Canberra Australian Institute of Health and Welfare (2014) 2012-2013, Child protection Australia Children receiving child protection services AIHW Canberra, CREATE Foundation (2014) Annual Review , Sydney

policy & advocacy

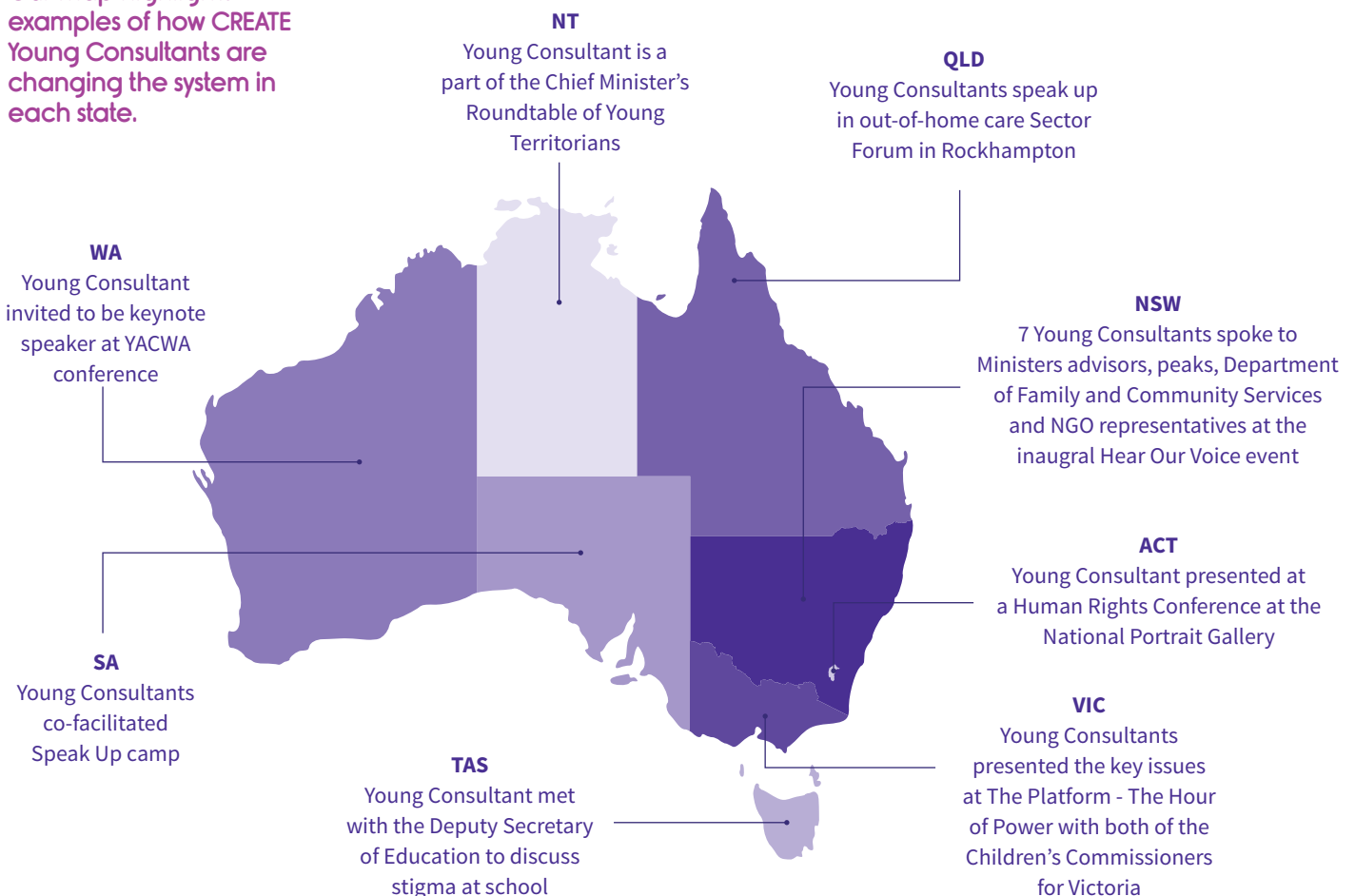
Policy and advocacy are the CHANGE part of CREATE's mission to CONNECT to EMPOWER to CHANGE. It's been another busy year in the policy and advocacy space with CREATE actively engaged in Senate Committee inquiries, the shaping of the Third Action Plan under the National Framework for Protecting Australia's Children, informing the Royal Commission into Institutional Responses to Child Sexual Abuse and participating in other state based processes to improve out-of-home care systems. Our positions and responses are based upon the information and experiences children and young people with a care experience share with us through our research reports, think tanks and consultations.

Children and young people are central to everything we do at CREATE and an important element of the inclusion of young people is them being able to speak directly to decision makers and other stakeholders. CREATE's Young Consultants are instrumental in delivering the messages for improving the out-of-home care system. Our Young Consultants are young people who have completed at least 1 of our 3 levels of CREATE's Speak Up program (SUP).

Over the past year our Young Consultants have had the opportunity to:

- Present and facilitate sessions at forums and conferences – National Foster Carers, ACWA (Association of Children's Welfare Agencies), ACT Human Rights Conference, Child Aware Conference, Northern Territory Council of Social Services, YACWA (Youth Affairs Council of Western Australia), and CREATE's first policy forum;
- MC for the launch of the National Children's Commissioner's report;
- Share their experiences and perspectives at case worker training;
- Participate in the national consultations on the National Framework;
- Meet with State Ministers, Children's Commissioners, Deputy Secretaries and other decision makers;
- Present evidence at the Royal Commission into Institutional Responses to Child Sexual Abuse; and
- Appear before the Senate Committee into out-of-home care.

Our map highlights examples of how CREATE Young Consultants are changing the system in each state.



participation portal

To help illustrate how children and young people can participate and engage with CREATE programs and services our 'CREATE Foundation Participation Portal' was developed. The portal demonstrates the entry points for children and young people to interact with CREATE and forms a pathway for CREATE to utilise their voices to influence change within the care system.



Through all these
programs and
services together we
create a better life for
children and young
people in care

connect

Connecting children and young people to each other, CREATE and their community

clubCREATE is the gateway that connects children and young people with a care experience together and facilitates their access to CREATE's programs and services. It is CREATE's key connection mechanism and is available nationally for children and young people aged 0 to 25. Through clubCREATE they are able to connect to CREATE through our magazines, website, social media, events and activities which provides opportunity to meet other children and young people in care and engage with their community.



clubCREATE

MEMBERSHIP INCREASE

CREATE has continued to see more children and young people connecting with our clubCREATE program with a 6% increase in new memberships comprising of 2,943 new members across Australia in 2015. CREATE work tirelessly to connect with and advocate for Aboriginal and Torres Strait Islander children and young people, and are proud that this year 36% of all new memberships were from children and young people with an Indigenous background. Currently, clubCREATE members with an Indigenous background account for 27% of all clubCREATE memberships. To ensure that CREATE remains culturally relevant, we continue to form and build relationships with advisors from Indigenous communities.

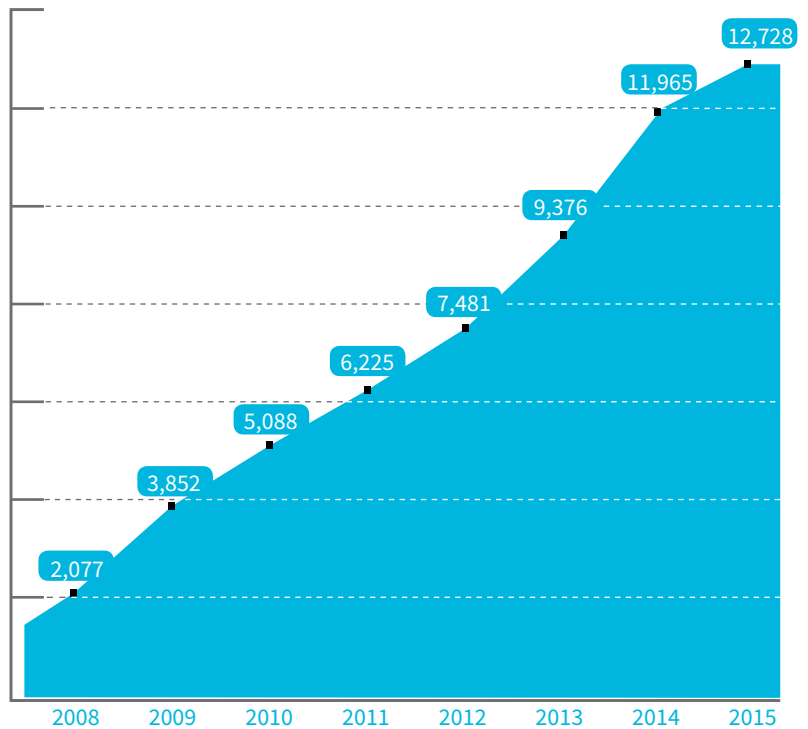
36%

of all new memberships were from children and young people with an Indigenous background

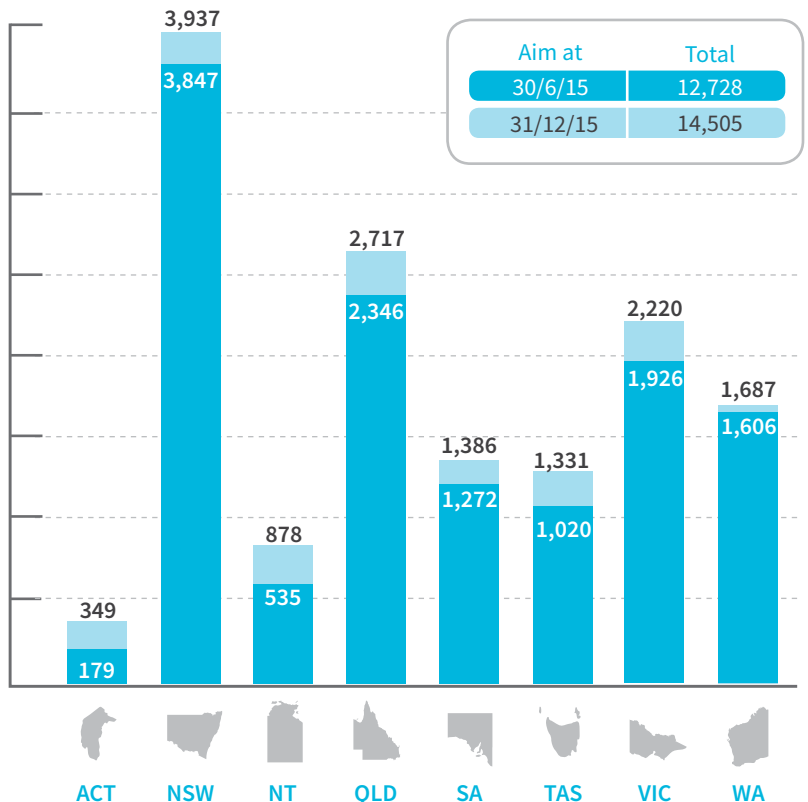
JOINING clubCREATE

When joining clubCREATE, children and young people receive a Welcome Pack. This pack contains a clubCREATE membership card, sticker, wrist band, information about CREATE and our programs, as well as an issue of the latest clubCREATE magazine. With the aim of reducing their sense of isolation, children and young people who have recently entered care will also receive an Entering Care Kit. This is a backpack containing age appropriate stationery, books and toys. All clubCREATE members are also sent a hand-written personalised birthday card in their birthday month each year. These birthday cards contain colourful and encouraging messages to ensure they feel valued and remembered on their special day.

Net growth in clubCREATE membership



clubCREATE membership by state



clubCREATE

clubCREATE MAGAZINE

CREATE produce 2 age appropriate clubCREATE magazines, 1 for ages 12 and under, and 1 for ages 13 and over. All clubCREATE members receive our magazine full of relevant articles, fun activities and competitions. Magazines are published and posted bi-monthly and include a round-up of the latest news and events from each state and territory. There has been a significant increase in competition entries in the past year as a result of the growing number of clubCREATE members, engaging competitions and more prizes. clubCREATE magazines give children and young people the opportunity to share their stories of resilience and keeping them connected to one another, to CREATE and their community.



clubCREATE IN A YEAR

Welcome Packs distributed



1,933

Birthday cards distributed



11,399

clubCREATE magazines distributed (per/qtr)



17,901

Entering Care Kits distributed



841

e-marketing

CREATE's digital strategies had a strong year of growth and expansion, adapting new digital platforms to further communicate with the wider CREATE community. January 2015 saw the successful launch of our new CREATE website which showcases our strong updated branding featuring up-to-date content and easier navigation. Website bounce rates have nearly halved since launch, supporting our efforts to incorporate timely, comprehensive and relevant content.

In June 2015 we launched CREATE's first eNewsletter which was distributed to 2,907 subscribers and resulted in increased traffic to the Youth for Change conference website.

This initiative will continue and will provide relevant and important information to our subscribers.

Social media remains a growing area with a steady increasing number of followers on Facebook and Twitter, and also a large increase in engagement through likes, shares, favourites and re-tweets. Likes on CREATE Facebook posts have increased 45% from 2014 to 2015.

Our focus is to continue to keep content up-to-date, engaging and relevant for our different audiences among the community across our websites, digital communications and social media channels.

Social media reach

	Twitter Followers	Facebook Likes
June 2015	3,766	2,314
June 2014	2,974	1,056
June 2013	2,084	678

[facebook.com/CREATEfnd](https://www.facebook.com/CREATEfnd)

@CREATEfnd

[youtube.com/CREATEFoundation](https://www.youtube.com/CREATEFoundation)

connection events

Connection Events lay the foundation for CREATE's work. Coming together for a social celebration seems a very normal part of life, but for children and young people in care, these events become the gateway to so much more. Connection Events provide a space where stigma is lessened, vital connections are made and the voices of young people start to come together to form a critical mass. This year 2,463 young people in care attended 66 Connection Events, 962 of these were Indigenous young people, with 4,961 people participating overall.

CONNECTION EVENT IN THE AUSTRALIAN CAPITAL TERRITORY

In November 2014, song writing workshops were conducted for young people who were interested in expressing their experiences through this medium. The group decided the theme of the writing would revolve around the work of the Royal Commission into Institutional Responses to Child Sexual Abuse.

In March 2015, young people performed some of their original songs from these workshops at the Australian Capital Territory Legislative Assembly. Over 60 representatives from education, health and the community sector attended. The Minister opened proceedings and Chrissy Foster, author of *Hell on the Way to Heaven*, shared her reflections on the life of her daughter and the impact that abuse had on their lives.

The Minister spoke positively about CREATE and commended the young people on their performances and writing abilities. Many of the young people had never performed in front of an audience and were feeling relieved and excited once it was over. The feedback from all that attended the event was extremely positive.



4,961
total
participants

962
Indigenous
children and
young people
participants

"It made me feel good sharing my thoughts through my song. People said really cool things about it after the concert"

"I was so nervous but after performing my song I feel on top of the world!"

"Moved me to tears, music can invoke emotions that words can't"

CONNECTION EVENT IN VICTORIA

Child Protection Week is an exciting time at CREATE in Victoria with many celebrations. In 2014 we adapted the event and invited community service organisations to collaborate to host a big party for children, young people, workers and carers. Organisations were invited to sponsor or host an activity at the event.

The Commission for Children and Young People launched the event with 177 children, young people and carers present. Mackillop Family Services – Maidstone Flexible Learning Hub was home to the event, boasting activities including music workshops, basket weaving, Indigenous storytelling, a smoking ceremony, graffiti art, henna, prizes and show bags to name a few! There was also a grand prize and iPad drawn at the end of the day to one lucky winner.

This would not have been possible without the flexible and committed 50 volunteers ranging from case workers, child protection workers, managers, mentors, corporate volunteers and SEDA – VCAL basketball students. We would like to thank the partnering agencies Mackillop, Commission for Children and Young People, Foster Care Association of Victoria, Life Without Barriers, Whitelion, Westcare, Berry Street, Victorian Aboriginal Child Care Agency (VACCA), the Department of Health and Human Services, and Care With Me. With this strong collaboration we look forward to a grand event in 2015.





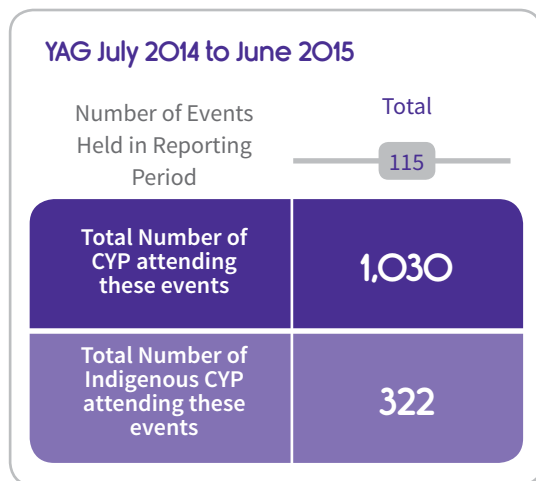
empower

Empowering children and young people to build self-confidence, self-esteem and skills that enable them to have a voice and be heard

Empowerment activities and programs provide young people with an opportunity to not only meet and connect with their peers but also to build self-confidence, self-esteem and skills that enable them to have a voice and be heard. CREATE's key empowerment programs include Youth Advisory Groups, Speak Up and CREATE Your Future.

youth advisory groups

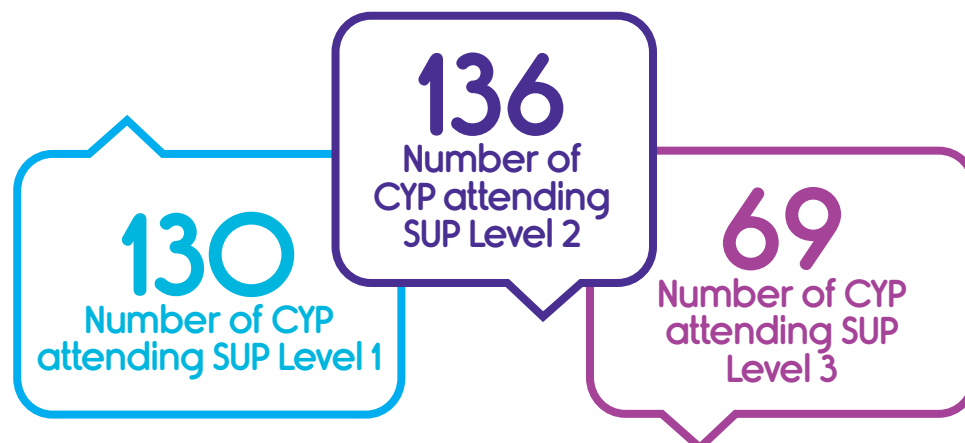
Youth Advisory Groups (YAGs) provide a space for the empowerment work of CREATE. These groups, discussion topics and fun activities are entirely directed by young people to provide a space where any issue regarding the care system can be voiced. When similar themes are noticed in a system, solutions are brainstormed and advocacy projects to address these issues are born. With different issues faced in different states, YAGs can look different across the country. However empowerment processes are both similar and central to addressing systemic issues on the path of change. This year 1,030 young people attended 115 YAGs nationally.



*CYP = Children and young people

speak up

Speak Up attendance July 2014 to June 2015



*CYP = Children and young people

Speak Up (SUP) training continues to play an important role in the development of CREATE's Young Consultants. The 3 levels of training are aimed at building on the advocacy and leadership skills of young people as experts with lived experience of the system. By developing skills and knowledge, alongside experiencing unique leadership opportunities, Young Consultants are able to voice their opinions effectively with input into policy, media, and other feedback mechanisms within the out-of-home care system.

Speak Up

SPEAK UP IN THE NORTHERN TERRITORY

This year was a big year for CREATE in the Northern Territory as young people found their feet with Speak Up. Young people completed the different levels of Speak Up resulting in them having some amazing opportunities to really shape the care system that they live in. A highlight of Speak Up in Darwin is always a visit to Parliament House, an opportunity to meet with the Minister and to have a mock debate within the chambers, debating an issue chosen by young people. It's always tough having to argue both for and against a personal topic but the passion and dedication from the young people in the face of adversity is always inspiring. Young Consultants are finding confidence in speaking up and presented at Child Protection Week events. Talking to a big crowd of 'important' people is difficult for most, but the young people in the Northern Territory are learning to use their voice, understanding that *their* voice is the most important in the care system – after all they are the experts. A special thank you goes out to Minister Elferink, Minister for Children and Families for the invitation to Parliament House each year.



"It was so good meeting other people in care, it just felt like another place to belong"

"I like SUP because I have many friends in Parliament house now"

"I think SUP is good because it makes young people feel more involved, it gives them some confidence"

"It was good to be able to share my story - on my own terms"

SPEAK UP IN QUEENSLAND





CREATE's Speak Up program is truly an amazing initiative to be part of. Time and time again we see young people's confidence blossom as they come together with their peers and learn about the power of their story and their voice. This year in Queensland, Speak Up gave CREATE the opportunity to meet some truly inspiring young people; incredibly resilient individuals (some as young as 14) who have turned the adversity they have faced into strength and humility. CREATE in Queensland ran 8 Speak Up sessions this year, with 29 graduates from the SUP Level 1 and 2 program and 15 graduates from the more advanced SUP Level 3. Queensland Department of Communities, Child Safety and Disability Services Director General, Michael Hogan attended part of the September SUP training in Brisbane and was astounded at the participant's courage and the insights they could provide about the care system. This year saw CREATE take SUP to Rockhampton where 2 Young Consultants shared their perspectives on the care system at a regional forum organised as part of the CREATE Voices in Action project.



“My journey as a Young Consultant has been a great experience so far as I have been able to speak up about not only my care experience but other young people I know in my area who aren't as brave to share their experiences. I've been along to a meeting with the Department where I felt like they really listened to what I had to say and heard what it's like to grow up in care”

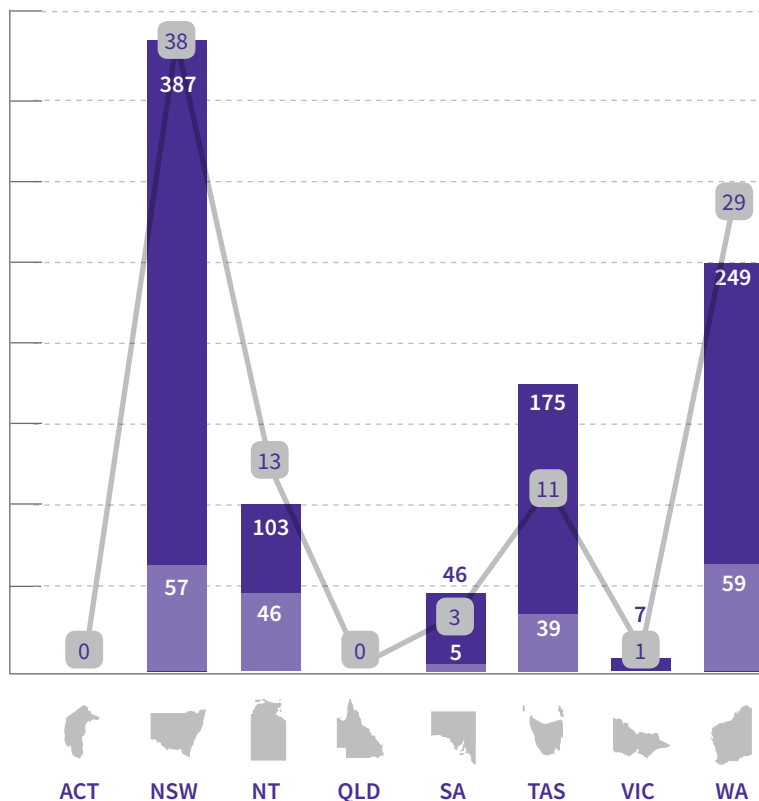
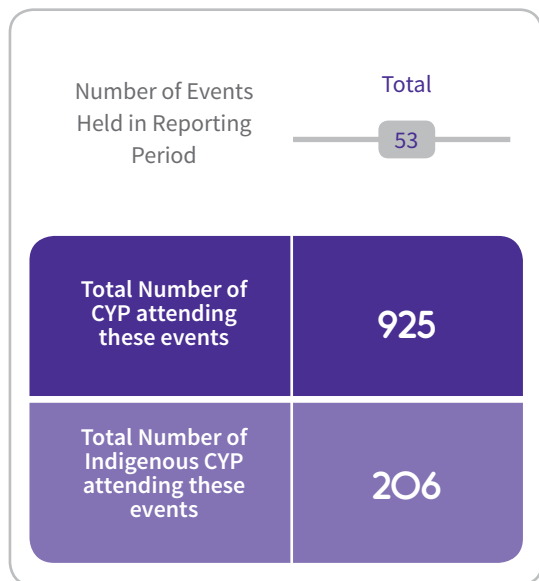
CREATE your future

CREATE Your Future (CYF) is a holistic, life-skills program that aims to bridge the gap between young people in mainstream Australia and young people with a care experience. The program encompasses four gateways to support young people aged 15-18 years who are transitioning from the care system to independence. The program consists of:

-  **Workshops** covering the 7 life domains from health, housing, self-confidence and wellbeing, life skills, employment and training, and education
-  **Website** easily accessible information and resources regarding independent living
-  **Grant scheme** yearly grants awarded to clubCREATE members to assist them into independent living
-  **Go Your Own Way Kit** nationally consistent leaving care resources



CREATE YOUR FUTURE WORKSHOPS JULY 2014 TO JUNE 2015



*CYP = Children and young people

CREATE your future



CREATE YOUR FUTURE IN NEW SOUTH WALES

The past year has seen the CREATE Your Future program reach new heights in New South Wales, with 38 workshops delivered to 387 young people across Sydney and Newcastle. CREATE took advantage of the beautiful bush surrounds and stunning rivers of New South Wales to run a range of CREATE Your Future workshops at sports and recreational sites. Through 4-day camps, young people learned not only via the workshops, but through direct experience such as creating a meal together, taking on responsibilities within a group, adapting to a new environment, being part of a team and challenging their boundaries with high ropes, canoeing, campfires and bushwalks. In the workshops, young people learned how to look after their health and well-being, how to find a job, how to pursue higher education, and explored their identity and life-skills for a resilient future. A highlight of the year was seeing young people form lasting friendships and build on their strengths as they planned for a bright future ahead.

"CREATE Your Future has helped prepare us for difficulties and what to expect in the future when we're leaving care"

"CREATE Your Future teaches us more independence and prepares us for when we leave care"

CREATE YOUR FUTURE IN WESTERN AUSTRALIA

The CREATE team in Western Australia have supported approximately 250 young people over the last year to develop their skills, knowledge and confidence in their leaving care process through the CREATE Your Future program. The program supported and encouraged young people to develop their self-esteem and resilience in their transition to independence, with workshops being tied in with some amazing activities. Young people in Western Australia have enjoyed Master Chef style cooking workshops looking at nutrition, exploring identity through Indigenous art with a local Nyoongar elder, thinking about education, training and employment through a visit to a Careers Expo, as well as surfing, rock-climbing, and even a trip to the football. A huge thank you to the organisations that have partnered and supported the CREATE Your Future program, including Wanslea My Place leaving care service, Crossroads West Transitional Support Service, Fuel Your Future, the Department for Child Protection and Family Support, and Food Bank.



CREATE YOUR FUTURE IN TASMANIA

CREATE Your Future has been a huge success in Tasmania during 2014/2015, with 16 workshops being delivered to over 170 young people aged between 15-25 years state-wide.

The Tasmanian team have rolled out a suite of new CREATE Your Future workshops in a range of platforms which included 2 camps.

Young people were given the opportunity to participate in some fantastic activities, make some long lasting friendships and build new skills to assist with their transition to independence. Some of the favourite workshops included, 'You and Your Peeps' (healthy relationships), 'The Great Health Race' (health and wellbeing), 'Dream Big' (education, training and employment) and 'The Tree of Life' (identity).



"Best part was seeing all the new people get in to the workshop and see that doing it has helped them learn and know more about when it's time to move out independently"

"Best part of the workshop is being reminded of who is there for me"

CREATE your future grant scheme

CREATE Foundation provide yearly grants to clubCREATE members with a statutory care experience aged 15 – 25 years through our CREATE Your Future Grant Scheme. These grants are for young people who are leaving out-of-home care to help assist them in their transition into independence.

In 2015 CREATE awarded grants to 31 young people. We were delighted to distribute \$9,010 for 17 laptops, \$1,750 for 35 hours of driving lessons and \$2,250 towards enrolment in three educational courses. We also assisted

young people to achieve their health and well-being goals by granting \$1,990 towards karate lessons, national cheerleading competitions and dance workshops.

CREATE shows its ongoing support to successful grant recipients by prioritising applications in subsequent years. We value and support young people's long term educational, employment and health goals by providing CREATE Your Future Grants throughout their transition to independence.



laptops

\$9,010



driving lessons

\$1,750



health & fitness

\$1,990

“It’s a struggle to support myself and being able to afford driving lessons without having to cut back on essentials is a really nice feeling”

“Beyond ecstatic, the laptop is really great for school because my dream of being a youth worker is now possible because I can now do course work and access the internet for assignments and research”

“Excited to get my P’s and gain independence”

change

Change the care system, in consultation with children and young people, through advocacy to improve policies, practices and services, and increase community awareness

CREATE works to provide children and young people with the opportunity to share their experiences and participate in the decisions that shape the delivery of child protection services throughout Australia.



The Royal Commission into Institutional Responses to Child Sexual Abuse

"I was afraid that nobody was going to believe me; that I was just going to be seen as a foster kid trying to cause trouble... I think a lot of children in care are afraid the placement is going to break down if they say anything, or they are not going to be believed"

"At the end of the day, we're the experts on ourselves"

"When I'd meet new caseworkers, I'd tell them something and they'd say, 'Yeah, I've read your file' and they'd judge me based on my file"



CREATE actively engaged with the Royal Commission over the past 12 months, including responding to issues and discussion papers, appearing as witness in Case Studies, and participating in Roundtables. CREATE believes the voices of children and young people currently living in out-of-home care are an important part of the Royal Commission's overview, as sexual abuse in out-of-home care and how to respond to it, is a contemporary problem.

CREATE responded to the Issues Paper 8 on the experience of police and prosecution responses to child sexual abuse, and to the Consultation Paper on Redress and Civil Litigation. CREATE participated in two Private Roundtables looking into the issues of record keeping in out-of-home care; and Redress and Civil Litigation for survivors of sexual abuse while in institutions. Roundtables bring together a diverse range of experience, expertise and perspectives to exchange ideas on areas to inform the Royal Commission's work and, importantly, its final report and recommendations.

CREATE's CEO along with the National Policy & Advocacy Manager, appeared as witnesses at various Royal Commission public hearings examining the out-of-home care systems operating across Australia. 2 CREATE Young Consultants, Tash and Jono, provided their views directly to the Royal Commission as witnesses to Case Study 24, out-of-home care. They were able to highlight many issues for children and young people in care, including difficulties accessing their records; the stigma children and young people can feel because they are in care and feeling like people won't believe and support them when they report being abused; and how difficult it can be to understand and navigate the complaints processes.

Quotes taken from: Royal Commission into Institutional Responses to Child Sexual Abuse, Transcript of Public Hearing – Case Study 24 (Day 142), pages 14635, 14664, 14675.

sibling report & video



CREATE Executive Director of Research, Dr Joseph McDowall, presented the Sibling Placement and Contact Report in Out-of-Home Care at the Child Aware conference in May 2015. This presentation also included 2 young people who shared their experiences and perspectives of living with and without their brothers and sisters.

The concerning findings from this report inspired CREATE to develop a video on children and young people's experiences in living with or without their brothers and sisters while in care. Our video was shot in Melbourne and includes the moving stories from 4 young people and 2 children about the realities of growing up with all, some or none of their siblings. CREATE is so lucky to have wonderful and patient film stars like Russ, Matt, Sharney, Mary and the children who worked with us on this important project.

CREATE launched the video during National Families Week at its first policy forum which was on the importance of sibling placement and contact. The forum included presentations from CREATE's

researcher, Young Consultants, and Victorian peak bodies and care agencies. Following the presentations, a solution focussed workshop investigated what can be done to address the issues raised by the report and the presenters. Suggestions included hosting children and young people at a camp to make it fun and less stressful for them to catch up with brothers and sisters who don't live together; exploring better use of telecommunication and technology; and improving children and young people's awareness of their family history, including where their siblings live. Continuing or establishing sibling contact also should be incorporated as part of the case planning process.

This issue of brothers and sisters not living together resonated with the wider public and CREATE received excellent media coverage on this important issue. CREATE will continue to advocate for improved sibling placement and contact to improve Australia's out-of-home care system.

To see the Sibling Placement and Contact report, the summary from the forum workshop and the video, please visit the CREATE website: www.create.org.au/resources/sibling-contact/



go your own way info kits

In 2014/2015, CREATE revised the Go Your Own Way (GYOW) Info Kit with up-to-date information, pages for making notes, and improved checklists to assist young people who are preparing for their transition to independence. The checklists in the GYOW Info Kit provide handy prompts for planning around the life domains of identity, housing, money, relationships, health, study and work. The workbook is sent in a useful satchel along with a pen, lanyard and a USB that has an electronic version of the workbook with active links to online resources.

The GYOW Info Kit is CREATE's contribution to meeting Standard 13 of the National Standards for Out-of-Home Care, which states that children and young people have a transition from care plan

commencing at 15 years old which details support to be provided after leaving care. In 2014/2015, most states and territories are assisting CREATE with funding and young people's contact details so that kits can be sent out in August/September, directly to young people turning 17 years old this year. Ideally young people are encouraged to work through the information in the kit with their caseworkers and carers to help them on their journey into adulthood. CREATE supports a gradual and planned transition for young people leaving care to help them avoid problems many care leavers face of homelessness, isolation and poverty.



position papers

CREATE Foundation spends time across the year speaking with children and young people in out-of-home care throughout Australia about issues that are important to them. To build on the work CREATE does, CREATE is committed to developing Position Papers on key issues for children and young people in out-of-home care. The Position Papers are informed directly by the views of children and young people in care gathered through consultations and research. The Position Papers outline CREATE's position on an issue and present evidence that informed CREATE's position. That information can then inform CREATE's responses to media and other inquiries.

4 Position Papers were published on the following topics:

- 1 **Adoption**
- 2 **Kinship Care of Children and Young People in formal Out-of-Home Care**
- 3 **Overrepresentation of Aboriginal and Torres Strait Islander Children in Out-of-Home Care**
- 4 **Sibling Placement and Contact in Out-of-Home Care**

If you are interested in knowing CREATE's position on these issues you can download copies of our Position Papers on our website:

www.create.org.au/what-we-do/research-and-advocacy/position-papers/

Keep an eye on the website for further Position Papers as they are released.

advocacy & consultation

SORTLI

This year saw CREATE in Queensland play a critical role in the development of an innovative new tool to provide relevant and youth friendly information for young people transitioning into independence. Sortli (created from the phrase 'sort your life out') is a free smartphone app and was launched in November 2014 after a collaboration between CREATE, the Queensland Department of Communities, Child Safety and Disability Services, digital media agency Klyp and major project sponsor, Telstra.

Sortli focuses on 7 key areas living skills, finding a place to live, health, identity, relationships, education and employment, and finances. Sortli can be used independently by young people or together with their caseworker or carer as part of their journey to independence.

15 CREATE Young Consultants were involved in the design, development and audience testing of Sortli and one Young Consultant even secured a 12 month government contract with the Queensland government as a result of the project. Developed in only 4 months, Sortli is an excellent example of CREATE's ability to adapt to new opportunities and work with a diverse range of partners. Sortli has received national and international attention being downloaded by over 1,500 users. Young people tell CREATE that Sortli's biggest strength is that it allows them to explore some of the key questions about 'growing up' with privacy, in their own time and in a new technology format that is relevant to them. There has been expressions of interest in rolling out Sortli in other states and CREATE has commenced negotiations with governments after management of the resource was transitioned to CREATE in 2015.



ROYAL COMMISSION CONSULTATION

The South Australian Child Protection Systems Royal Commission was launched in August 2014 to identify where systems fail to adequately protect children and provide recommendations on how to improve current laws, policies, standards, practices and procedures relating to child protection in South Australia. Children and young people are the direct stakeholders who are immediately and most directly affected by the child protection system. They are also the people on whose behalf, other stakeholders purport to speak.

As part of the consultation process the Inquiry is interested in meeting and consulting with children and young people about their experiences of out-of-home care and related services.

CREATE in South Australia in partnership with the Office of the Guardian, facilitated the consultation and provided opportunity for young people aged 12-21 years, to share their experiences and views of out-of-home care in South Australia, with the Commission of Inquiry. The consultation provided the Commissioner with an opportunity to hear directly from the young people, in an environment more appropriate to young people than the formal Commission hearings.

34 children and young people participated in the Consultation on March 25th 2015 from a variety of care settings and backgrounds.



events

churchill fellowship

The Churchill Fellowship aims to provide Australians with an opportunity to travel overseas and conduct research in a chosen area of study that is not readily available in Australia. It also aims to reward proven achievement of talented and deserving Australians with further opportunity in their pursuit of excellence, new ideas and innovation.

CREATE Foundation CEO, Jacqui Reed, was awarded a 2014 Churchill Fellowship with the purpose of studying the improvement of life outcomes for young people transitioning from statutory care to independence throughout the Netherlands, France and UK.

Interviews were conducted with researchers, workers, and young people who have “lived experience” of the care system. Professor Mike Stein’s book *Young People’s Transitions from Care to Adulthood: International Research and Practice* provided fertile ground for understanding the issues across 16 countries, and in identifying the leading researchers in the field of transitioning from care.

From the research and the personal accounts of researchers, workers, and young people, it appears that there are more similarities than differences in the countries visited regarding the outcomes for young people transitioning from care. The issues, challenges, and obstacles within the three child protection systems often mirrored one another. In addition, the success factors outlined by all three groups were often humanistic rather than systemic, and focussed heavily on support networks and relationships.



Young people identified 3 themes that aided their transition experience. The first was to be adequately informed and involved in the process of leaving care; the second was to have strong support networks and connections with key people and within the community; and the third was to have practical life skills training that buffered them against failure when living independently.

To download the Churchill report, visit the CREATE website: <http://create.org.au/resources/churchill-fellowship/>

BEAT THE BOSSES



Now in its 5th year, our annual fundraiser Beat the Bosses took place on 21st May 2015 at the Ivy in Sydney. Beat the Bosses was yet again another huge success, attracting over 300 people from the finance and insurance industry. Sponsored by Steadfast, this signature event has now become a must for any professional wishing a night of fun, frivolity, fantastic prizes and top notch trivia in a competitive battle to take on the boss or industry competitors - all in the name of creating a better life for children and young people in out-of-home care.

This year was particularly entertaining with numerous interactive dares being spread throughout the evening thanks to our mischievous MC, Donald Mackee. Donald did a fantastic job at hosting this event and drove many corporates to dance and sing their lungs out whilst on stage.

CREATE Young Consultants, Russ Mulry and Cody Shanahan were just as terrific. Both shared their personal journey, providing guests with an important insight into their respective care experiences highlighting their strength and resilience.

Thanks to the enthusiasm of our AMP Capital volunteers, combined with the energy of our auctioneer MrSOLD, funds were raised on the night through the purchase of trivia hints, cheat cash and of course through the bidding for great prizes.

Well done to Finity Consulting who won Beat the Bosses 2015 despite fierce competition.

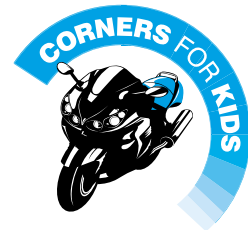
christmas on the harbour

On November 20th 2014, 100 guests had the pleasure of enjoying a very special Christmas luncheon, on one of the most beautiful harbours in the world, Sydney Harbour. Guests enjoyed a 3 course meal aboard the Carnival Cruise Line ship, The Carnival Spirit. The Christmas luncheon was accompanied by a duo of violin and cello music as well as singer Shanell Dargan, whose incredible voice is still remembered to date by some of the guests. Stories of adaptability in the face of adversity were shared by 2 CREATE Young Consultants, Cody Shanahan and Jake Shields. Their humbling stories made this luncheon a huge fundraising success and struck an emotional chord with many guests. This event was only possible thanks to the generosity of Carnival Cruise Line to which we are deeply grateful.



"Cody's speech had many holding back tears"

corners for kids



This year, Corners for Kids (C4K) kicked off on Friday 20th March 2015 and saw finance industry volunteers and motorcycle devotees clocking up thousands of kilometres in the 16th annual motorcycle rally.



C4K is a fundraising effort aiming to improve the lives of at-risk and disadvantaged children and young people, including those in out-of-home care. The C4K annual 4-day motorcycle rally is a remarkable road trip, not only raising awareness but also raising crucial funding. We would like to thank C4K for their ongoing support and for the difference they are making each year. A particular thank you to riders Andrew Harrison, Bruce Madden and Robert Swinton.

City2Surf

CREATE was proudly represented in the world's largest fun run on Sunday 10th August 2014. Kathy Health, Sam Ellis and Chris Berner raised funds and pounded the pavement from Sydney CBD to the iconic Bondi Beach, covering a total of 14km. They were cheered on by CREATE staff members, volunteers and of course our mascot, Gus. We would like to also thank LYFE Café for providing a cosy rest up area and offering the CREATE crew free food and beverages after the race.



“It was lovely to see how passionate everyone from CREATE is and learn more about the amazing work you all do!”

media coverage

CREATE achieved another strong year in coverage across all media – print, TV, radio and online, which assisted in further building and increasing our public profile. Our long-standing close partnership with White Marketing consultants has meant that we continued to achieve excellent coverage given the small size of our organisation. White Marketing consultants are instrumental in supporting CREATE and our Young Consultants to tell their story and have a 'voice'. The hot topics for the year centred around our involvement with the Royal Commission into Institutional Responses to Child Sexual Abuse and also the release of our report, Sibling Placement and Contact in Out-of-Home Care.

Number of media interviews



74

Number of CYP involved in media interviews



40

Number of Indigenous CYP involved in media interviews



5

Number of print articles published



29

Number of TV segments broadcast



6

Number of radio interviews broadcast



22

Number of online articles published



68

Number of media releases produced



18

NEWS 11 ABC

11 NEWS 11:30pm - 11:55pm

Home News Local Business Sport Health & Lifestyle Entertainment Programs

ABC NEWS 11

ROYAL COMMISSION: VERY DIFFICULT FOR CHILDREN IN OUT-OF-HOME CARE TO REPORT ABUSE

The Royal Commission into Child Abuse has found 95% of out-of-home care workers in out-of-home care to report abuse. A later hearing will focus on the out-of-home care system which affects about 80,000 vulnerable children. The inquiry has heard evidence from over 100 witnesses, many of whom are children in out-of-home care, as well as a comprehensive report on the out-of-home care system.

THE AGE Victoria

Whitings offers protection to foster and residential care, Create Foundation report shows

ROYAL COMMISSION INTO CHILD ABUSE

Supersilly

ROYAL COMMISSION INTO CHILD ABUSE

ROYAL COMMISSION INTO CHILD ABUSE

NEWS 11 ABC

11 NEWS 11:30pm - 11:55pm

Home News Local Business Sport Health & Lifestyle Entertainment Programs

ABC NEWS 11

YOUNG WOMEN'S SUPPORT MATTERS

ABC NEWS 11

YOUNG WOMEN'S SUPPORT MATTERS

612 ABC

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ANALYST: BOTH DREAMS AND HOPES OF PAST AND PRESENT FOSTER CARE

ABC NEWS 11

ANALYST: BOTH DREAMS AND HOPES OF PAST AND PRESENT FOSTER CARE

Care leavers need extra support

ABC NEWS 11

Care leavers need extra support

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NEWS 11 ABC

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Home News Local Business Sport Health & Lifestyle Entertainment Programs

ABC NEWS 11

Trauma centre hopes to heal many

ABC NEWS 11

Trauma centre hopes to heal many

NEWS 11 ABC

11 NEWS 11:30pm - 11:55pm

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ABC NEWS 11

Child care abuse inquiry: High turnover rate of foster families, youth workers leaves children vulnerable, royal commission hears

ABC NEWS 11

Child care abuse inquiry: High turnover rate of foster families, youth workers leaves children vulnerable, royal commission hears

The Daily News

The Daily News

The Daily News

Government outsourcing of services to NGO's

Government outsourcing of services to NGO's

Child protection system has to change to respect culture

Child protection system has to change to respect culture

16 NEWS

16 NEWS

16 NEWS

Urgent call for carers

Urgent call for carers

Government outsourcing of services to NGO's

Government outsourcing of services to NGO's

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The World Today

The World Today

NEWS 11 ABC

11 NEWS 11:30pm - 11:55pm

Home News Local Business Sport Health & Lifestyle Entertainment Programs

ABC NEWS 11

Children in care at higher risk of sexual abuse, says Royal Commission

ABC NEWS 11

Children in care at higher risk of sexual abuse, says Royal Commission

UTS Soccer Club holding charity football tournament to support Create Foundation and Cromehurst Foundation

UTS Soccer Club holding charity football tournament to support Create Foundation and Cromehurst Foundation

Chronicle

Chronicle

Chronicle

A party to Create joy

A party to Create joy

NEWS 11 ABC

11 NEWS 11:30pm - 11:55pm

Home News Local Business Sport Health & Lifestyle Entertainment Programs

ABC NEWS 11

UNLIMITED CHANNELS FROM 69

UNLIMITED CHANNELS FROM 69

NEWS 11 ABC

11 NEWS 11:30pm - 11:55pm

Home News Local Business Sport Health & Lifestyle Entertainment Programs

ABC NEWS 11

A party to Create joy

A party to Create joy

financial overview

The financial growth of CREATE over the last four years

	2015	2014	2013	2012
Total Funding	5,380,850	6,000,822	6,019,382	5,299,649
Percentage Increase	-10.33%	-0.31%	13.58%	24.06%
Total Expenses	5,359,271	5,971,729	6,003,074	5,269,589
Percentage Increase	-10.26%	-0.52%	13.92%	24.88%
Retained Earnings	586,721	565,140	536,047	519,739
Percentage Increase	3.82%	5.43%	3.14%	6.14%

The table shows growth of 1.53% in funding over the past four years with CREATE's expenditure on programs and services increasing by 1.71%. The total funding, however, decreased in 2015 and this was largely due to not having the CREATE conference in the past financial year.

During this four year period, CREATE's funding received through existing Service Agreements with state and territory governments increased by 5.78% which included funding in special CREATE projects and programs.

The NSW Department of Family and Community Services funded an expansion of the existing programs and services into Regional New South Wales for 2 years.

CREATE in Queensland has also secured a contract with Life Without Barriers to provide transition from care support as part of the NEXTSTEP After Care Services for the next 3 years.

Unfortunately, the Federal Government funded CREATE Your Future program came to an end in June 2015. The program was run in Western Australia, Northern Territory and in New South Wales, both Sydney and Newcastle Offices. The Newcastle Office was entirely funded by the CREATE Your Future program and the office was closed in May 2015.

Consultations and fee for service work remain important to State budgets with Victoria, Queensland and New South Wales securing additional funds to run specific focus groups.

The Beat the Bosses fundraising event in May 2015 was strongly supported by the insurance and banking industry and our corporate partners. We raised \$177,950 compared to \$206,126 raised in 2014, a decrease of 13.67%. However, due to restraint shown in expenditure the net raised was \$115,751 compared to \$123,601 in 2014 (decrease of only 6.35%). Of the funds raised \$17,000 was towards to our CREATE Your Future Grant Scheme for the purchase of Laptops.

We were successful in gaining one-off grants from the Northern Territory Youth Vibe Grants, Sidney Myer Foundation, Bennelong Foundation, Victoria Hey Grant and Mercy Family Services.

The AMP Foundation continue to provide a high level of support to CREATE through funding infrastructure, staff and our core independent research project – the Report Card. CREATE is thankful to AMP Foundation for their generosity and continued support. CREATE also enjoys the support of AMP Capital who provide funds from their fundraising activities that directly benefit children and young

people through Christmas parties and clubCREATE. The team at AMP Foundation and AMP Capital truly make a difference in the lives of kids in care.

Aon continues to provide a high level of financial and in kind support to CREATE offices throughout the country.

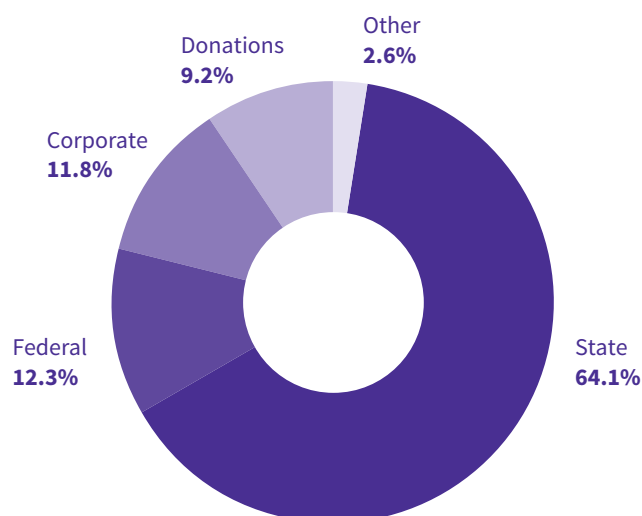
Carnival Cruise Line continued its support having provided the opportunity for CREATE to host a lunch on board the Carnival Spirit for 100 guests in November 2015.

CREATE would like to acknowledge and thank all of its supporters during the last financial year. The support received has enabled CREATE to provided increased programs and services to children and young people with a care experience.

CREATE looks forward to continued support from its corporate partners, the community, government and stakeholders.

Jecelyn Anjani
National Finance Manager

Chart 1 - Income Stream



statement of financial performance

For the year ended 30 June 2015

	2015 \$	2014 \$
Services revenue		
State and Territory grants	3,446,965	3,310,395
Federal grants	661,081	812,503
Corporate and other grants	637,265	536,284
Donations	496,406	1,220,772
Consultancy fees	48,540	21,139
Other revenue		
Interest revenue	90,061	85,225
Profit on disposal of fixed assets	-	800
Sundry revenue	532	13,705
TOTAL revenue	5,380,850	6,000,823
Expenditure		
Accommodation and travel expense	248,442	548,139
Consultancy fees	227,609	391,101
Depreciation and amortisation expense	31,281	58,785
Employee benefits expense	3,339,184	3,277,865
Insurance	45,410	46,917
Payments to young people	79,754	50,811
Postage and couriers expense	126,659	134,292
Printing and stationery expense	108,693	170,091
Rental expense	508,960	449,628
Resources	153,526	220,510
Telephone and internet expense	88,790	88,649
Venue and food costs	217,383	398,470
Other expenses	183,580	136,470
TOTAL expenditure	5,359,271	5,971,728
PROFIT before income tax	21,579	29,095
INCOME tax expense	-	-
PROFIT for the year	21,579	29,095

The above information has been extracted from the audited financial statements, a copy of which is available on request.

statement of financial position

As at 30 June 2015

	2015 \$	2014 \$
ASSETS		
Current assets		
Cash and cash equivalents	2,362,582	2,252,961
Receivables	137,751	28,309
Prepayments	55,735	106,151
	2,556,068	2,387,421
Non-current assets		
Cash on deposit	79,009	85,106
Plant and equipment	71,605	42,866
	150,614	127,972
TOTAL assets	2,706,682	2,515,393
LIABILITIES		
Current liabilities		
Payables	1,973,769	1,812,536
Provisions	146,192	137,715
TOTAL liabilities	2,119,961	1,950,251
NET assets	586,721	565,142
EQUITY		
Retained profits	586,721	565,142
TOTAL equity	586,721	565,142

The above information has been extracted from the audited financial statements, a copy of which is available on request.

statement of cash flows

For the year ended 30 June 2015

	2015 \$	2014 \$
Cash flows from operating activities		
Receipts from grants and customers	5,823,142	6,518,287
Interest received	92,631	89,930
Payments to suppliers and employees	(5,751,680)	(6,411,849)
Net cash (outflow) / inflow from operating activities	164,093	196,368
Cash flows from investing activities		
Purchases of plant and equipment	(61,973)	(23,969)
Payment for non-current investments – cash on deposit	-	-
Proceeds from sale of plant and equipment	1,404	800
Proceeds from non-current investments- cash on deposit	6,097	-
Net cash (outflow) from investing activities	(54,472)	(23,169)
Net increase / (decrease) in cash and cash equivalents	109,621	173,199
Cash and cash equivalents at the beginning of the financial year	2,252,961	2,079,762
Cash and cash equivalents at the end of the financial year	2,362,582	2,252,961

The above information has been extracted from the audited financial statements, a copy of which is available on request.

looking forward

CREATE recognises there is a strong need to promote tolerance and reduce the stigma that children and young people who have been in care can often face, and frequently feel. We will be conducting awareness campaigns and will continue to work with sector partners to highlight issues and breakdown stigma in order to reduce the feelings of isolation, exclusion and shame that young people can feel and which can result in a reluctance to seek assistance, and a sense that opportunities are not available. CREATE will lead by example and work on changing the perception of children and young people in care including highlighting positive stories and challenging the community to not limit anyone's opportunities or potential through preconceived ideas or judgements.

The over-representation of Indigenous children in the out-of-home care system remains a significant issue. CREATE continues to strengthen organisational commitment to improving the lives of Aboriginal and Torres Strait Islander children and young people by embedding goals in our strategic plan and focussing additional resources in this area. CREATE is concentrated on developing stronger relationships within this community in order to reach a greater number of Indigenous children and young people, in turn enabling their views and experiences to add to the rich tapestry of

understanding that CREATE is able to promote. This is by ensuring that we listen to all who experience the policies and processes of child protection and out-of-home care policy.

Social networking services have become firmly entrenched in Australia and is emerging as the preferred engagement method of children and young people who have grown up with these services being readily available. CREATE will continue to broaden its contemporary communication platforms to better connect and engage with stakeholders through greater use of social media, regular use of e-newsletter software and extension of mobile applications. Also, CREATE will continue to extend the reach of Sortli, a free smart phone application, developed by the Queensland government with significant input from young people and CREATE. The app is for young people aged 15 – 18 and provides key information in areas such as identity, relationships, health, finances, employment and education to assist young people in their transition to independence.

CREATE continues to be innovative in its approach to ensuring its reach and to its long term viability and independence, and this year will explore offering stakeholders and supporters a membership program so that we are able to continue ensuring the voices of children and young people are heard.

thank you

AMP FOUNDATION AND AMP CAPITAL

AMP Foundation's invaluable funding provides infrastructure for key business areas at CREATE including policy and research as well as marketing and business development. Furthermore, AMP's ongoing volunteer dedication allows us to bring joy to the lives of children and young people in care through our birthday card writing program and our Connection Events. The Christmas gift drive is another important contribution making significant impacts in children and young people's lives. These donated gifts allow us to pack Entering Care Kits which are sent to children and young people after being removed from their home environment. Not only practical, these Entering Care Kits help children and young people know that they are not alone. It is truly fantastic to be working alongside a team that is genuine in making a difference. Sincere thanks to the AMP Foundation's ongoing commitment so we can together improve the care system.

The same can be said for the energetic and ambitious team at AMP Capital. Jon Comino and each committee member are always willing to go above and beyond. As such, the past year has been outstanding and we feel privileged to be the AMP Capital charity of choice. AMP Capital and CREATE have worked closely together on several events throughout the year including 2 of AMP Capital's own Beat the Bosses fundraising events, Vivid Big Bash and Football for a Cause which were all a great success. In addition, the AMP Capital Graduate Program provided us with an enthusiastic team of volunteers for CREATE's Beat the Bosses event, which will be continued year on year. We would also like to thank the team at AMP Capital Shopping Centres for their Christmas fundraising drive.



thank you

AON

Support from our key corporate supporter, Aon has been pivotal in improving the lives of children and young people in care. Fiona Norris has been dedicated in ensuring CREATE's visibility across Australia has been highly effective, from the external birthday card writing program through to securing close collaboration with the executive HR team. Aon's generous support at Christmas is also greatly appreciated through their assistance with our CREATE Christmas events and their donation gift drive. Aon also provide an annual donation to CREATE which strongly assists us to achieve our mission to create a better life for children and young people in care.



CARNIVAL CRUISE LINE

Carnival Cruise Line generously hosted a fundraising Christmas luncheon, as well as a CREATE Christmas event for some of our lucky clubCREATE members on board the cruise ship, Carnival Spirit. The enthusiasm of the Carnival Spirit staff to support our cause is courageous and we appreciate their dedicated work to make these events a resounding success. We would like thank especially Denise Minakowski for her generous and sincere approach to 'giving back' in so many ways, including a 10 day cruise to New Caledonia which was successfully auctioned off at our Beat the Bosses event in May.



DEXUS PROPERTY GROUP

A big thanks to DEXUS for their ongoing support. DEXUS volunteers have once again shown great commitment in supporting CREATE's programs and activities. Furthermore, we would like to express our gratitude for the relentless efforts from Craig Mitchell in ensuring DEXUS presence and generosity in all of our fundraising events.



MICROSOFT AUSTRALIA

A sincere thank you to Microsoft for their ongoing support via dedicated volunteers and numerous gift donations throughout the year. We are also very grateful to be part of Microsoft's Workplace Giving Program and we would like to extend our thanks to all of Microsoft undercover heroes.



ORIGIN FOUNDATION

Thank you to Origin for including CREATE in your Workplace Giving Program which is highly valuable and we are very much appreciative of your ongoing support.



PRICEWATERHOUSECOOPERS

Thank you to PricewaterhouseCoopers for conducting our annual audit again this year. This contribution is valuable to CREATE and we are very grateful for the continued support.



STEADFAST GROUP LIMITED

Steadfast has been a valued long supporter of CREATE and this year, our annual fundraising event Beat the Bosses would not have been as successful without their sponsorship. Thank you for helping create a better life for children and young people in care.



our volunteers

Finally, a HUGE thank you to our fantastic network of dedicated volunteers. These corporate and community volunteers are invaluable in the support they provide to some of CREATE's key programs, events and initiatives.

We just couldn't carry out the crucial work we do without our volunteers and their many hours of tireless work given to packing Entering Care Kits and Welcome Packs, writing birthday cards, helping to run Connection Events and providing administration support. Thank you to those volunteers who partake in our CREATE Your Future activities, lending their time and expertise to ensure that young people are developing life skills to support their transition from care to independence.

By working together we are able to stretch our limited resources to ensure we reach all children and young people with a care experience, and make a real difference to their lives. From everyone at CREATE, we extend a sincere and heart felt thank you to all those wonderful individuals who have worked with us throughout the year. Thank you for helping create a better life for children and young people in out-of-home care throughout Australia.



CREATE supporters



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government funding bodies

CREATE Foundation would like to gratefully acknowledge the support we receive from the Australian Government and State Governments.

AUSTRALIAN GOVERNMENT



Australian Government

Department of Social Services

Department of Social Services

STATE AND TERRITORY GOVERNMENTS



ACT
Government
Community Services

Office for Children, Youth and Family Services to Community Services Directorate (ACT)

Funded by



Queensland
Government

Department of Communities, Child Safety and Disability Services (QLD)



Victorian Government



Department of Family and Community Services (NSW)



Government of South Australia
Department for Education and Child Development

Department for Education and Child Development (SA)



Government of Western Australia
Department for Child Protection and Family Support

Department for Child Protection and Family Support (WA)



Department of Children and Families (NT)

SUPPORTED BY



Tasmanian
Government

Department of Health and Human Services (TAS)

board of directors



RICHARD HILL
Chairman

Richard Hill is an investment banker and lawyer and spent many years working in London, Hong Kong and New York with the HSBC Bank Group. Richard is the Chairman of the Westmead Millennium Institute for Medical Research and is also the Chairman of Sirtex Medical Limited and Calliden Insurance Group, which are listed on the Australian Securities Exchange; as is Biota Holdings Limited of which he is a Director. Richard has been admitted as an Attorney of the New York Bar and has been a Director of CREATE since 2010 and Chairman since 2013.



JOAN FITZPATRICK
Deputy Chair

Joan is a barrister who joined the insurance industry in 1992 in London and worked for several years in Asia. In September 1997, Joan was appointed CEO of ANZIIF. In 2008 Joan participated in Prime Minister Kevin Rudd's Australia 2020 Summit. Joan is a Director of the ANZIIF Board, the Victorian Managed Insurance Authority (VMIA), a member of the Victorian Finance Industry Council (VFIC) and has been a Director of CREATE since 2002.



JANN SKINNER
Treasurer

Jann was a partner at PricewaterhouseCoopers specialising in the financial services sector, particularly the insurance industry. Jann was the auditor of the CREATE Foundation for a number of years. After nearly 30 years Jann retired from PricewaterhouseCoopers in 2004. Keen to maintain her involvement with CREATE Foundation, she volunteered to assist in the year-end financial reporting process and to help out with other financial reporting requirements during the year. Jann has been the Treasurer and a Director of CREATE since 2006.



JACQUI REED
Chief Executive Officer

Jacqui has been Chief Executive Officer of the CREATE Foundation since December 2007 with over 20 years' experience in child protection, out-of-home care, family services and community work. Jacqui has undertaken social research and held several management roles and has written not only policy, training manuals and research papers, but also a children's book. Jacqui is an accomplished public speaker presenting at many national and international conferences. Jacqui firmly believes that children and young people, given the right opportunities, have the capacity to transcend their adversity and reach their full potential.



DR JOSEPH MCDOWALL
Executive Director of Research

Dr McDowall has a PhD in social psychology from the University of Queensland and has lectured at both the University of Queensland and Griffith University in the areas of research methods, statistics, social skills training and the theory and practice of photography. His research interests range from empirical aesthetics to his current concerns with child protection. Joseph authored the 2008 and 2009 CREATE Report Cards dealing with Transitioning from Care in Australia and also has served as a consultant to the Queensland Department of Child Safety. Dr McDowall became a Director of CREATE in 2008.



PETER COLEMAN
Chair of Fundraising Committee

Peter was employed with National Australia Bank (NAB) for over 23 years before joining Macquarie Bank in 2001. Whilst at NAB Peter held senior positions in Australia, the UK and the USA, most notably as the General Manager for the NAB's Business Bank. At Macquarie Bank, Peter was the Head of the Bank's retail division until 2009. Peter is now an Executive Coach with Foresights Global Coaching and a Strategy and Leadership Consultant specialising in Banking and Wealth Management.

board of directors



JENNIFER CORDINGLEY

Jennifer Cordingley works as an independent marketing consultant advising CEOs on marketing strategy, structure, recruitment, appointment of suppliers and campaigns. Previously she owned advertising agencies that specialised in the retail and property sectors. Jennifer's association with CREATE Foundation began in 2006 with pro-bono agency support. Jennifer holds an MBA from the Australian Graduate School of Management UNSW and has been a director of CREATE since 2010.



TREVOR GRUZIN

Trevor Gruzin is the Senior Managing Director for Growth and Strategy within Accenture Strategy. Trevor joined Accenture in Sydney in 1985 after having previously worked in South Africa and the UK. Prior to his current role, he led the Accenture Management Consulting practice serving the Asia Pacific region. He has also held several global roles with Accenture over the past decade including leading the global banking practice. Trevor has been a Director of CREATE since 1999.



GREG JOHNSON

Greg has 35 years of corporate experience during which he built and led global businesses that deliver high quality service based solutions across a broad range of industries, including the Financial Services sector for the last 15 years. Most recently Greg worked with Cerno holding the position of GEO. Prior to this role Greg held senior leadership roles in Australia, the UK and the US with companies such as Aon, Accenture, Bankers Trust, TeleTech and The Corporate Services Group. Greg joined Finity Consulting as a Senior Consultant December 2014.



REENY JURCZYSZYN

Reeny has been a social worker in the area of health and justice for over a decade in Queensland. For several years, her involvement with the CREATE Foundation has centred on reducing the legacy of being in care through education. Not only is she a kinship carer, Reeny spent 18 years growing up in residential and foster care. She firmly believes young people's views and experiences are key components of improving the outcomes and education attainment for future care leavers.



ROBYN MILLER

Robyn Miller is a social worker and family therapist with over 30 years of experience as a practitioner, supervisor, consultant and teacher. Robyn has worked in the community sector, local government, child protection, and at La Trobe University. Since 2006 she has provided practice leadership as the Chief Practitioner of the Department of Human Services in Victoria. Robyn's practice and research interest has been in the area of trauma and family work, and she has particular expertise with families where there has been sexual abuse and family violence. Robyn became a Director of CREATE in 2008.



FRANK HYTEN

Frank Hytten took over as Secretariat of National Aboriginal and Islander Child Care (SNAICC) CEO in June 2009. Frank has Masters in both Education and Training (UniMelb), and Policy and Management (RMIT). Frank started his working life as a Youth Worker as well as in community development, and has continued in the social and community services as a manager, policy bureaucrat, sector-based trainer and consultant with a focus on social justice and human rights activism. Frank's work has been grounded in the youth, unemployment, homelessness, psychiatric disability support and tertiary education sectors, including with the so-called 'street kids'. Frank's concerns have always centred on people confronted by the issues that arise from structural poverty and systemic exclusion. Before working with SNAICC, Frank was the Coordinator of ANTaR Victoria and CEO of Reconciliation Victoria.

leadership committee



JACQUI REED
Chief Executive Officer

Jacqui has been the Chief Executive Officer of CREATE since December 2007. She has over 20 years experience in child protection, out-of-home care, family services and community work and has undertaken social research and held several management roles. She has written not only policy, training manuals and research papers, but also a children's book.



JECELYN ANJANI
National Finance Manager

Jecelyn has worked in the finance for Not-for-Profit organisation since 2005, with a focus on all areas of finance. Jecelyn joined CREATE as the Finance Assistant in October 2008 and was appointed as National Finance Manager in March 2015.



PAM EVANS
National Operations Manager

Pam has over 14 years of experience as a social worker, working in child protection and leading the development of a pioneer program for people experiencing problem gambling. Passionate about social justice, Pam is responsible for establishing internal operating procedures and making changes to improve the organisation's efficiency and programs' effectiveness.



STEPHANIE HAPKE
National Marketing and Communications Manager

Stephanie has worked in the marketing and advertising industry since 2008 with experience across a range of products and services, holding several management roles. She has been employed by the CREATE Foundation since December 2012 and was appointed the position of National Marketing and Communications Manager in June 2014.



NOELLE HUDSON
National Policy and Advocacy Manager

Noelle is an experienced policy analyst having previously worked as a Senior Policy Officer for Queensland Shelter and the Executive Officer for the Australian Sociological Association. Currently she is a management committee member for a sexual assault and homelessness service for young women. Noelle joined the CREATE Foundation as the National Policy and Advocacy Manager in 2014.



AMY STEPHENSON
National Practice and Programs Manager

Amy has over 20 years' experience in human services management, children's services and practice development. With a career dedicated to social change, Amy has held senior roles in non-government organisations and sector advocacy, with a particular focus on children and families in crisis accommodation. Amy is currently in the later stages of completing her doctoral studies.

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1800 655 105 is a free-call number that young people in care and their carers can use. However, there may be fees charged if calling from a mobile.