

2018

ANNUAL REVIEW



create
FOUNDATION

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chairman's foreword

Empowering children and young people to have a voice and be heard has been a key priority for the CREATE team this year, which was clearly demonstrated at the third international CREATE conference Voices in Action: empowering young people for positive change. The conference was another outstanding event hosted by CREATE that truly enabled young people to have a voice and collaborate with key decision makers to effect change in the care system. It was an inspirational event that provided a wonderful opportunity to witness the positive impact CREATE has on young people's lives.

On behalf of the CREATE Board I would like to thank the committed team at CREATE for enabling young people to have a voice, and ensuring they are at the centre of what we do. I would also like to acknowledge the support from federal and state governments and our corporate sponsors who aid us to continue to achieve our goals.

Richard Hill
Chairman
CREATE Foundation

from the CEO

A year like no other! Our team pulled off one of the most challenging and rewarding years I've known at CREATE. Our strategic planning dominated and we conducted an exhaustive process to hear the views of children and young people, staff, Leadership Committee, Board and key stakeholders. The resulting plan is stronger for it, and illuminates a vision for the future that we all share and are committed to.

This year also saw us go through a robust internal audit covering each state and territory including regional offices. We are incredibly proud of our results which are a testament to our commitment to making sure we are adhering to organisational policy and best practice principles. A huge thanks to John Domett who visited our offices across the country and to Anne Wemyss for compiling the final report and actioning. It was truly a team effort!

To combat what we all know to be the reality of working in the community sector with unstable funding, we commenced a new initiative called "Investing in our future" that the Board embraced. It identifies our commitment to building infrastructure at CREATE to reduce the workload of existing Leadership Committee members with the view of creating some new roles to aid our focus on securing additional funding and exploring new opportunities. We welcomed two new roles – a General Manager – Operations, and Business Opportunity Manager, additionally we replicated our Development and Operations Manager role. We saw our long serving Marketing and Partnerships Manager leave us temporarily and then come back into our lives to take on new opportunities, to Stef Coles, a debt of gratitude! The new structure is embedded and we are looking forward to the year ahead where we reap the rewards of our efforts.

As if this was not a big enough year, we also embarked on a follow up to our 2013 Benchmarking Survey. This was a massive task and every state and territory were involved in sourcing children and young people to participate in the survey. This year saw the Policy and Advocacy team try new strategies to ensure that our sample size was meaningful and that we could ensure as many children and young people as possible were given the opportunity to participate. Our efforts were enhanced by the volunteers and casual staff who worked hard, sometimes after hours to reach the children and young people.

The efforts of our teams on the ground, volunteers and our Policy and Advocacy team were brilliant and the voices of children and young people will be



heard as a result of your efforts! Dr McDowall has worked hard to see this project to fruition, and has also been engaged with several other research projects and presentations that have seen the voices of children and young people amplified. Our collective thanks for his tireless work and dedication to our mission and vision.

Our Board mobilised for our annual Beat the Bosses event which was heralded a success. After many years of effort for our Beat the Bosses event we saw Sabrina Tande, our Partnerships and Events Coordinator, take up a new opportunity. Our thanks are extended to Sabrina, and she leaves big shoes to fill!

Our Board have worked hard this year and have engaged in all aspects of the business, from fundraising, to governance, to participating in interviews, and panels for our grant scheme and activities with staff and our teams. A huge thank you to our Chair, Richard Hill for his wise guidance and support.

This year would not have been the success it has been if not for the dedication of our staff and Leadership Committee members. I'm enthused by our team, and my thanks are extended to each and every member of the CREATE family, and a special mention to a brilliant young woman who makes my world a whole lot more organised – Hannah you are amazing! Thanks to all for a stellar year – with more to come!

To the children and young people that we serve, we respect your stories, and your experiences, and the courage it takes to speak up, and be heard. We are enthused by your resilience and are buoyed every day by your incredible strength and ability to share with us your journey. Our lives are enriched by working alongside children and young people, and we thank them for their wisdom and encouragement so that we are able to promote their views and have their voices heard to improve the system.

Jacqui Reed
Chief Executive Officer
CREATE Foundation

vision, mission & 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 and diversity
- Our advocacy is independent, non-partisan, evidence based and driven by the voices of children and young people
- 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
- We invest in our people

CREATE's role

CREATE Foundation is the national consumer body for children and young people with an out-of-home care experience. CREATE represents the voices of almost 48,000 children and young people who are in statutory care, and those who have transitioned from care up to the age of 25.

CREATE achieves its mission by facilitating a variety of programs and services for children and young people in care, and developing policy and research to advocate for a better care system. CREATE is the only independent, national advocacy body whose policy positions are directly informed by children and young people with a statutory care experience. We also campaign for change through research reports, submissions and discussion papers, and our involvement in a range of committees, forums and working parties.

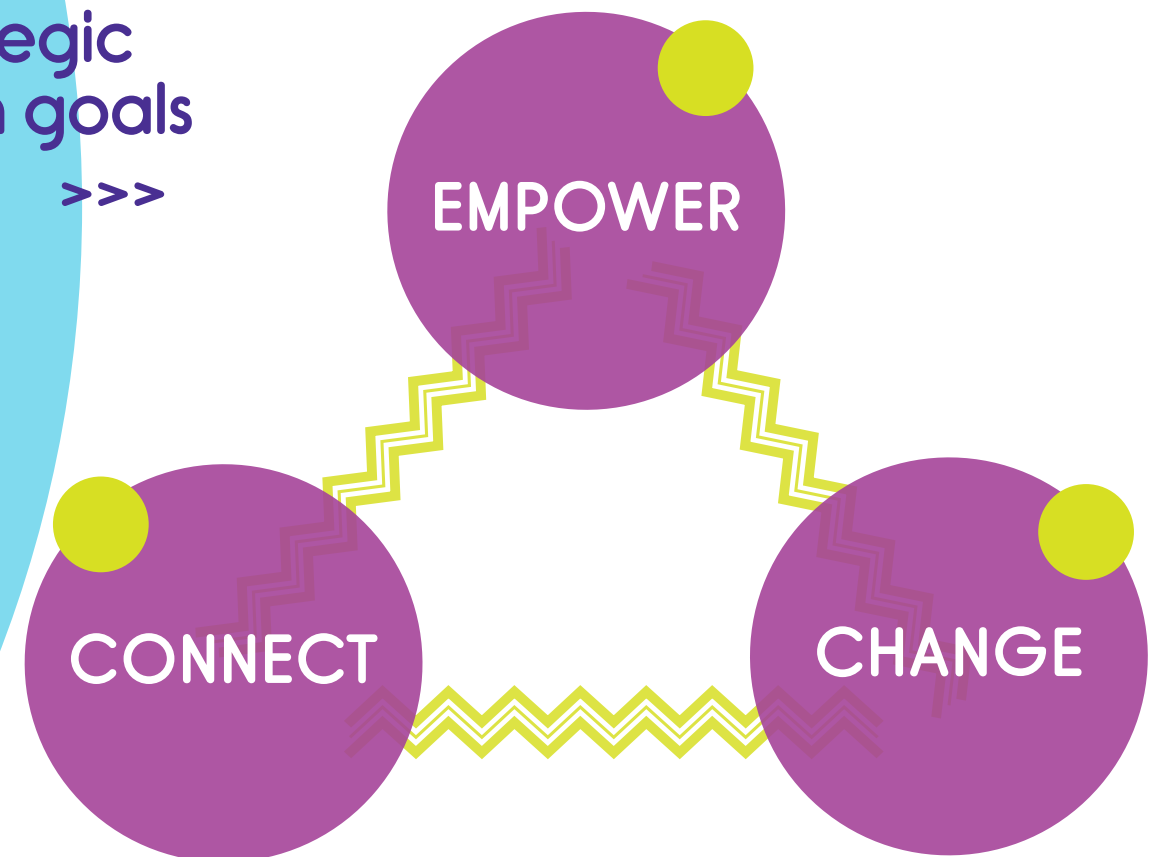
The essence of CREATE's work is underpinned by our deep and abiding commitment to improving the lives of one of the most vulnerable groups of children and young people in society, and one of

our key priorities is to assist the Aboriginal and Torres Strait Islander community to address the over-representation of Aboriginal and Torres Strait Islander children and young people within the care system.

CREATE Foundation's 2015 - 2017 Strategic Plan committed us to building a sustainable future whilst delivering positive outcomes for children and young people. The strategy paid homage to our unique history and focused on building the strength of our brand and reputation. CREATE has developed a new Strategic Plan 2018 - 2021 which drives our commitment to improving the lives of children and young people with a care experience. The plan offers a way forward that is focussed on our advocacy goals, whilst acknowledging the importance of forming key partnerships with decision makers to influence legislation, policy and practice. CREATE looks forward to working towards our new goals and sharing progress in our next Annual Review.

strategic plan goals

>>>



child protection landscape

The number of children and young people living in out-of-home care as of 30 June 2017 was 47,915 compared with 46,488 in 2016. This represents a 3% increase in children and young people in out-of-home care in Australia, compared to a 7% increase between 2015 and 2016 (AIHW, 2018).

The majority of children and young people in out-of-home care (93%) were living in home based care, while 5% were living in residential care. Of the children and young people living in home based care, 47% lived in relative or kinship care, 38% lived in foster care, 7% in third-party parental care, and 1% were in other types of care arrangements. This varied across jurisdictions. For example, the percentage of children and young people in foster care ranged from 13% in Victoria to 42% in Queensland (AIHW, 2018).

Aboriginal and Torres Strait Islander children and young people continue to be overrepresented in the care population, and are 10 times more likely to be in out-of-home care than non-Indigenous young people. Aboriginal and Torres Strait Islander children are overall seven times more likely than non-Indigenous children to receive child protection services (AIHW, 2018).



Aboriginal and Torres Strait Islander children are overall seven times more likely than non-Indigenous children to receive child protection services

AIHW 2018



figure 1

Comparison of children and young people in out-of-home care

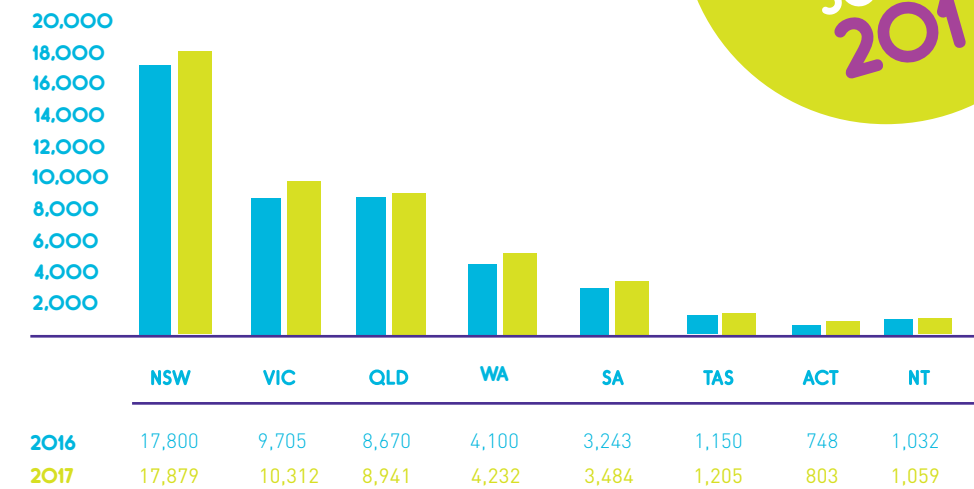


Figure 1 (above) illustrates that all states and territories experienced an increase in the numbers of children and young people in out-of-home care.

figure 2

Comparison of Indigenous, non-Indigenous children and young people in out-of-home care

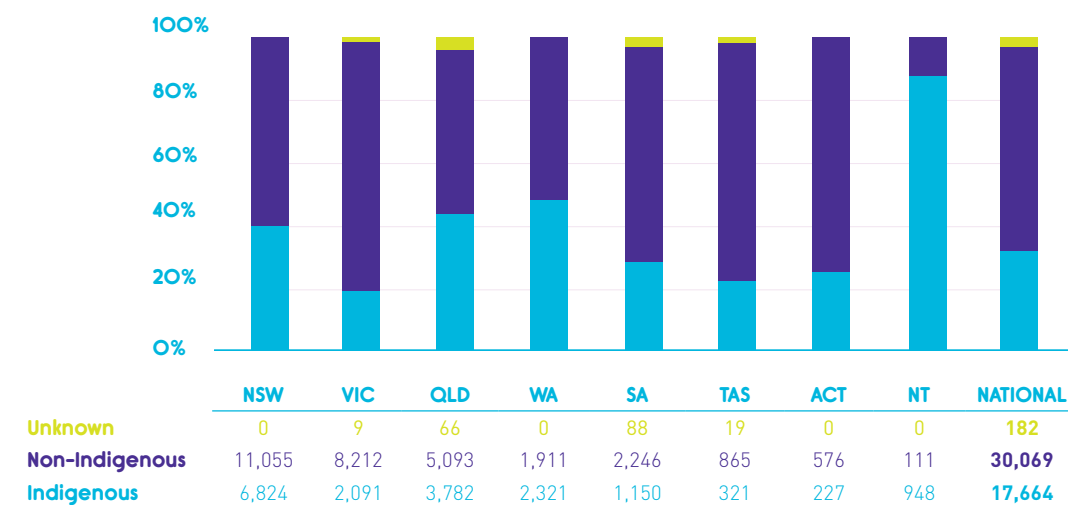


Figure 2 (above) shows the comparison of Indigenous and non-Indigenous children in out-of-home care across each state and territory. Compared to the national average, the Northern Territory has very high numbers of Aboriginal and Torres Strait Islander young people in care relative to non-Indigenous young people.



11% of South Australia and Northern Territory care populations are placed in residential care

AIHW 2018

table 1

Children on care and protection orders, by living arrangements, states and territories, 30 June 2017

Living Arrangements	NSW ^(a)	VIC ^(b)	QLD	WA ^(c)	SA ^(d)	TAS ^(b)	ACT ^(c)	NT	TOTAL
Number									
Parents	481	2,869	219	234	0	78	79	51	4,011
Relatives/kin ^(g)	0	0	0	0	0	5	6	51	62
Total family care	481	2,869	219	234	0	83	85	102	4,073
Foster care	7,848	1,553	4,077	1,679	1,262	543	280	476	17,718
Relatives/kin ^{(h)(i)}	8,303	4,282	3,907	1,952	1,456	322	383	4	20,609
Other home-based care	0	209	0	0	0	0	0	364	573
Total home-based care	16,151	6,044	7,984	3,631	2,718	865	663	844	38,900
Third-party parental care	2,663	2,864	n.a.	..	133	239	94	0	5,993
Residential Care	637	439	650	138	388	58	39	120	2,469
Family group homes	22	0	0	158	0	10	0	0	190
Independent living ^(j)	104	46	29	17	38	12	3	1	250
Other/unknown	395	92	834	960	409	49	5	47	2,791
Total	20,453	12,354	9,716	5,138	3,686	1,316	889	1,114	54,666
%									
Parents	2.4	23.2	2.3	4.6	0.0	5.9	8.9	4.6	7.3
Relatives/kin ^(g)	0.0	0.0	0.0	0.0	0.0	0.4	0.7	4.6	0.1
Total family care	2.4	23.2	2.3	4.6	0.0	6.3	9.6	9.2	7.5
Foster care	38.4	12.6	42.0	32.7	34.2	41.3	31.5	42.7	32.4
Relatives/kin ^{(h)(i)}	40.6	34.7	40.2	38.0	39.5	24.5	43.1	0.4	37.7
Other home-based care	0.0	1.7	0.0	0.0	0.0	0.0	0.0	32.7	1.0
Total home-based care	79.0	48.9	82.2	70.7	73.7	65.7	74.6	75.8	71.2
Third-party parental care	13.0	23.2	3.6	18.2	10.6	0.0	11.0
Residential Care	3.1	3.6	6.7	2.7	10.5	4.4	4.4	10.8	4.5
Family group homes	0.1	0.0	0.0	3.1	0.0	0.8	0.0	0.0	0.3
Independent living ^(j)	0.5	0.4	0.3	0.3	1.0	0.9	0.3	0.1	0.5
Other/unknown	1.9	0.7	8.6	18.7	11.1	3.7	0.6	4.2	5.1
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Source: Australian Institute of Health and Welfare 2018. Child protection Australia 2016-17. Note: Percentages in the table may not add to 100 due to rounding.

- (a) NSW data do not include children on finalised supervisory orders.
- (b) Prior to 2015-16, in VIC and TAS, children under third-party parental responsibility orders were counted under 'Other home-based care' living arrangements.
- (c) The 'Other/unknown' category for WA includes children under third-party parental responsibility orders.
- (d) Data for SA include only funded out-of-home care placements. In SA, children in residential care includes children temporarily accommodated in commercial facilities such as private rental houses or apartments. The 'Other/unknown' category for SA includes children on orders for whom a living arrangement was not provided.
- (e) Data for the ACT for 2015-16 are not comparable to that reported in previous years, prior to 2015-16. From 2015-16.

- living arrangements for children on third-party parental responsibility orders have been separately classified; and of the 94 children recorded in this living arrangement, 51 were placed with relatives or next of kin.
- (f) In the NT's client information system, the majority of children in a relative/kinship placement are captured in the 'Foster care' placement type.
- (g) This category includes relatives/kin, other than parents, who were not reimbursed.
- (h) Some foster carers may be relatives of the child being cared for and some relative carers may be fully assessed as registered foster carers.
- (i) This category includes relatives/kin, other than parents, who were reimbursed.
- (j) 'Independent living' includes private board.

policy and advocacy

CREATE's role as a systemic advocate involves working together with stakeholders to ensure the voices of children and young people are heard and their insights applied to achieve improvements in the out-of-home care system. We mobilise our efforts to achieve change through a range of strategies.

Submissions are an important advocacy tool for CREATE and this year we have ensured the voices of children and young people are heard in submissions related to:

- Australia's progress on the United Nations Convention on the Rights of the Child;
- The proposed Fourth Action Plan of the National Framework for Protecting Australia's Children; and
- The Independent Review of Aboriginal and Torres Strait Islander Children and Young People in Out-of-Home Care in New South Wales.

Expanding the evidence base on the experiences of children and young people in out-of-home care is crucial to our advocacy efforts and this year has seen CREATE finalise a national consultation on the experiences of young people in the justice system which will be shared with the child protection and youth justice sectors.

Our pinnacle research piece, the CREATE National Survey, was also conducted this year and through the project CREATE heard the voices of over 1000 children and young people with a care experience up to the age of 25. The results will be launched in 2019. We thank every child and young person who took the time to complete the survey. Hearing your voices is crucial and CREATE is committed to using your experiences to advocate for change.

Submissions

1. Australia's progress on the United Nations Convention on the Rights of the Child
2. The proposed Fourth Action Plan of the National Framework for Protecting Australia's Children
3. The Independent Review of Aboriginal and Torres Strait Islander Children and Young People in Out-of-Home Care in New South Wales

connect

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

clubCREATE is the entry point for children and young people with a care experience to build relationships with each other, engage with their community and access CREATE's many programs and services. Open to young people aged 0 to 25 with a statutory care experience nationally, clubCREATE connects with our members via our magazines, events and activities, social media and websites.

clubCREATE

clubCREATE membership increase

This financial year CREATE has again seen an increase in children and young people connecting with our clubCREATE program. We have seen a membership increase of over 4% across Australia, which included 2,472 new members. This increase was offset by our national data cleansing initiative, which saw all states and territories updating over 1,400 clubCREATE member details, to ensure our members remain engaged and connected with CREATE. Due to our constant work connecting and advocating with Aboriginal and Torres Strait

Islander children and young people, we are proud to report that over 32% of all clubCREATE memberships are children and young people who identify within this cultural group, and that over 34% of all new memberships are children and young people who identify as Aboriginal and/or Torres Strait Islander.

We continue working to ensure we remain culturally relevant for all clubCREATE members, including creating and fostering relationships with advisors within Indigenous communities.

847

new members are Aboriginal and/or Torres Strait Islander

32%

of all current members are Aboriginal and/or Torres Strait Islander

4%

membership increase

34%

of new memberships are Aboriginal and/or Torres Strait Islander

2,472

new members

Year	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
Number of Members	2077	3,852	5,088	6,225	7,481	9,376	11,965	12,728	14,627	16,216	16,885

	ACT	NSW	NT	QLD	SA	TAS	VIC	WA	TOTAL
clubCREATE Membership Target 2017	342	6,667	1,059	3,406	1,686	1,520	2,970	2,203	19,853
Achieved	261	5,993	711	2,977	1,593	1,396	2,098	1,856	16,885

clubCREATE in a year



1,961

welcome packs



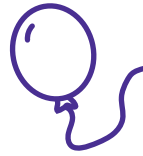
518

entering care kits



81,154

clubCREATE magazines



16,577

birthday cards

joining clubCREATE

As young people join clubCREATE they receive a Welcome Pack. After the decision was made to phase out our Entering Care Kit program in December 2017, we have updated our Welcome Pack to include information and resources to assist young people's transition into care, and help them to understand their rights.

The new and improved Welcome Pack contains age appropriate Charter of Rights information, as well as information about being in care and CREATE's programs. The pack also contains a membership card, sticker and wristband, along with the latest edition of the clubCREATE magazine. Every year each clubCREATE member also celebrates their birthday with a colourful and fun hand written birthday card, reminding them that they are valued on their special day.

clubCREATE magazine

Being a member of clubCREATE gives children and young people access to clubCREATE magazines, which are posted to members and available online. The magazines are divided into two categories, one for our members aged 12 and under, and one for members aged 13 years and over. The magazines allow our members to keep connected to one another, by reading stories about other children and young people in care, as well as featuring fun stuff like competitions, recipes and jokes. The magazines also include a 'round-up' providing members with a summary of what has been happening and what events are coming up in their state or territory.



under 12's



over 12's

e-marketing

CREATE's digital strategies had a strong year of growth and expansion, utilising multiple platforms to engage with our members, supporters and the wider community. Overall our profiles received a 22% increase in our follower base, allowing us to reach a greater audience. We focussed on sharing news and stories through our website blog, and subsequently posting these stories to our social channels to drive users to our website to engage in more content.

We continued to promote our #SnapthatStigma campaign through our website and social channels to showcase the inspiring achievements, strengths and resilience of children and young people in care. The campaign continues to spread a positive message that children and young people are more than just their care experience.



19

e-newsletters



6,516

subscribers



46

blog posts

social media reach



June 2014

1,606

2,084

—

—

June 2015

2,314

3,766

—

—

June 2016

3,730

4,654

561

257

June 2017

4,946

5,009

707

464

June 2018

6,229

5,316

943

859



facebook.com/CREATEfnd



@CREATEfnd



youtube.com/CREATEfnd



CREATEfnd



CREATE Foundation

Above Table: Numbers of likes and/or followers on social media platforms

connection events

Connection Events are an important part of CREATE as they provide children and young people with a sense of belonging, and they lay the foundation for CREATE's work. The opportunity to meet their peers face to face at fun activities, and share their own stories allows children and young people to feel less isolated and stigmatised for being in care. Connection Events provide a safe environment to enable and support the building of natural friendships, and for children and young people to find they are not alone in their care experience.



We all had an awesome time trampolining. The event was very well organised, extremely well catered for and all your staff were friendly and helpful and brilliant with the kids, making it a fantastic afternoon. Well done to you all!

Carer



The kids had a ball at trampoline world and totally enjoyed all the craft activities, games and FOOD!

Carer



You can meet people that are the same as you

Female, 12



connections in western australia

It has been a fabulous year for CREATE in Western Australia, with some huge Connection Events. The team have loved running Connection Events in Perth as well as getting out and about to run events in Geraldton, Rockingham, Esperance and Broome.

Western Australia had their biggest Christmas Party ever at The Maze, with over 270 attendees. Everyone had great fun decorating Christmas baubles, getting lost in the mazes, zooming down waterslides and bouncing on the giant jumping pillow, plus some friendly competition in the paper aeroplane competition.

Youth Week saw the team in Broome running a Connection pool party event and it was wonderful to meet so many fabulous children and young people. A big thank you to all the children and young people who participated in the activities to share their thoughts on topics including, 'What makes you happy?', 'What makes you proud?', and 'What are you good at?'

The Peel Zoo event saw a great turn out with nearly 80 children and young people, plus carers, coming down to do some craft, get their face painted and meet the animals. We also had a brilliant time at Inflatable World with over 60 children and young people, plus carers, attending. Thank you to all the children and young people who participated in the 'What makes my sibling great' activity – it was wonderful to have people thinking about this important topic.

A huge shout out to all our fabulous Young Consultants and volunteers who helped out with these amazing events!

christmas connection event in tasmania

CREATE in Tasmania hosted another wonderful, collaborative Christmas Party in December 2017. The event was held at the Launceston Entertainment Complex where over 450 young people, carers, workers and volunteers gathered to celebrate the year.

Rotary Launceston once again donned their aprons to cook up a BBQ feast to feed all attendees. The young people had an amazing time whizzing around to all of the activities including laser tag, airtime 360 tramps, mini golf, remote cars, face painting, the photo booth, treasure island and polaroids with Santa. CREATE in Tasmania is very grateful to have

the support of the Tasmanian government and out-of-home care agencies FKAT, Life Without Barriers, Glenhaven, Catholic Care and Key Assets, all of whom made the day such an amazing collaborative event for all that attended.

CREATE in Tasmania also received special funding to hold a series of round tables where the voices of young people were listened to by the Strong Families, Safe Kids Team who make decisions about the reform of the Tasmanian child protection system. A big thank you as well to Self-Insurers Association of Tasmania for donating \$9,000 for a camp where over 20 young people attended and participated in our programs.



I think it is a great opportunity for our kinds to meet other people who are the same as them and it's free!

Young Person



I think it is brilliant for the kids. I don't think you would be able to fit any more activities in the timeframe

Young Person



It was a great opportunity for the kids to interact with one another and have fun. Well thought out event

Carer



I'm so happy I got to hang with friends

Young Person



easter connection event in new south wales

CREATE in New South Wales has travelled around the state meeting new young people, reconnecting with existing clubCREATE members and building relationships with workers across the sector. This year saw some of that work come to fruition through a huge Easter Connection Event that we threw in partnership with Family and Community Services in Newcastle.

The event brought together over 350 young people, their families and workers for a fun day in the sun. There were heaps of activities like biscuit decorating, plaster painting, hair braiding, face

painting, a photo booth, soccer and a ball pit. We were kept well-fed thanks to a great team of caseworkers who volunteered their time cooking hundreds of sausages. If that wasn't enough, there was even a zoo where we got to see koalas!

We received great feedback from children and young people excited to see siblings and old friends, as well as meet new friends, in a fun, relaxed environment. To finish the day we got a visit from the Easter Bunny who came with Easter eggs and goodies to share with everyone!

I liked seeing all the happy people enjoying themselves

Young Person



I didn't like that it has to end

Young Person



aboriginal & torres strait islander engagement video

NAIDOC Week is a time to celebrate Aboriginal and Torres Strait Islander history, culture and achievements and is an opportunity to recognise the contributions that Indigenous Australians make to our country and our society.

With approximately 37% of children and young people in out-of-home care nationally identifying as Aboriginal and/or Torres Strait Islander it is crucial for CREATE to engage, consult and advocate for and with Indigenous children with a care experience across Australia.

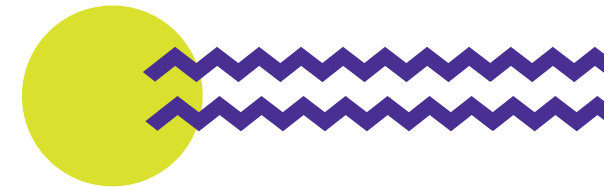
As part of NAIDOC Week, CREATE launched a new video showcasing the voices of some of our Indigenous Young Consultants and CREATE Mates, sharing their experiences with CREATE's many programs and services.

At CREATE, we believe in the importance and power of the voices of Aboriginal and Torres Strait Islander children and young people with a care experience, their families and their communities. Through our programs like Speak Up, CREATE Your Future and Youth Advisory Groups, we give Indigenous young people a chance to have a voice within the care system across Australia.



watch the video here

create.org.au/resources/atsti/



As part of NAIDOC Week, CREATE launched a new video showcasing the voices of some of our Indigenous Young Consultants and CREATE Mates, sharing their experiences with CREATE's many programs and services

CREATE townsville office opening

CREATE's new Townsville office in Queensland was officially launched on February 8th 2018. CREATE in Queensland was ecstatic to be able to extend CREATE's presence in North and Far North Queensland. The launch consisted of powerful performances, heartfelt speeches and traditional dance.

Dimitra Fotinos, the Acting Regional Director for North Queensland for the Department of Child Safety, Youth and Women, spoke about how critical it is for CREATE and the Department to work together in advocating for change through the voices of young people in care.

The Queensland team is committed to the "You said it, we did it" campaign and encouraged everyone to write down on cardboard what their hopes were for the youth of Townsville. These hopes and dreams are mounted on the wall in CREATE's Townsville office for all to see and to remind staff every day of the purpose of their work.

It is CREATE in Queensland's goal to ensure that achievements are celebrated with the youth of Townsville and to demonstrate our commitment to acting upon the voices of the most vulnerable youth.



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 give children and young people the chance to build their self-confidence and self-esteem by connecting with their peers, and enabling them to have a voice and be heard. CREATE's key empowerment programs include Youth Advisory Groups, Speak Up and CREATE Your Future.



Talking to caseworkers about how important it is to listen to me

Female, 11

youth advisory group

Youth Advisory Groups (YAGs) provide young people with a platform to have their voices heard and to feel empowered. YAG meetings are an opportunity for young people to speak up about issues they are facing in the care system and to actively participate by providing input into resource development, programs and general government and organisational policy. There are regular YAGs in each state and territory and the meetings are usually coupled with a fun activity. YAGs are important to ensure young people know they are being listened to and that their words can contribute to positive change.

YAGs July 2017 to June 2018

	ACT	NSW	NT	QLD	SA	TAS	VIC	WA	TOTAL
Number of Events Held in Reporting Period	14	22	23	21	14	11	21	11	137
Total Number of CYP attending these Events	128	138	173	168	104	140	129	98	1,078
Total Number of Indigenous CYP attending these Events	38	33	122	88	27	33	16	15	372

CYP = Children and young people



youth advisory group in the ACT

The monthly YAGs held in the Australian Capital Territory over the year attracted a total of 128 children and young people. YAGs are a great place to make new connections, catch up with old friends, have fun and talk about things that are important. We now have a core group of 'regular' attendees, giving us the opportunity to get to know some children and young people extremely well; as well as having a good number of 'first-timers'.

We try to ensure that YAGs are accessible by varying times, locations and the types of activities which follow our discussion. Some of our activities have included tenpin bowling, a meal at the Pancake Parlour or the Burns Club, the movies and kayaking. We are also fortunate to be helped out at YAGs by our wonderful Young Consultants who co-facilitate our discussion and provide support to someone who may be joining us for the first time.

Over the year, conversations focused on a variety of themes including; transitions to adulthood, the qualities of 'super-hero' carers, the qualities of great caseworkers and the information that children and young people should know about out-of-home care.

These conversations gave us great insight into what is happening for children and young people and what is important to them, as well as providing us with key messages to relay to service providers.

A big thank you again to all the workers and caregivers who have supported children and young people's attendance at our YAGs – from encouraging to transporting – we appreciate it! CREATE in the Australian Capital Territory would also like to thank the ACT Government, Canberra YMCA, Canberra PCYC, The Snow Foundation, Canberra Burns Club and Bunnings Warehouse Belconnen for their donations and support.



I like when you (carer) stick up for us – sometimes you might be the only one

Male, 18



Speak Up

Speak Up is a three-level training program for young people with a care experience aged 14 to 25 who want to become a CREATE Young Consultant. Participants learn about the care system and develop advocacy, leadership and public speaking skills. Young Consultants use their stories and experiences to represent CREATE at local, state or national events and forums.

Speak Up attendance 2017-2018

Number of young people attending each level: 1, 2 & 3



Speak Up camps in South Australia

CREATE in South Australia facilitated a Speak Up camp at Woodhouse camp site. Nine young people from different backgrounds and care settings participated in all three levels of Speak Up, helping participants to find and use their voice.

Penny Wright, the Guardian for Children and Young People, attended the camp and gave children and young people the opportunity to share insights about their care experience. We are very thankful to Penny Wright for attending and providing such an amazing opportunity for young people and CREATE staff in South Australia.

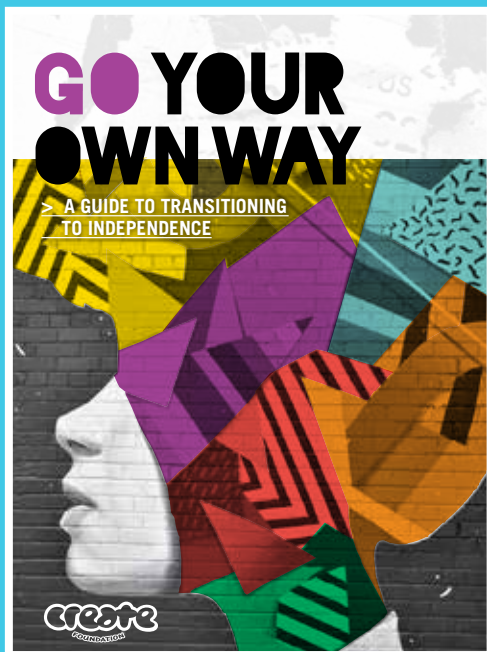
CREATE in South Australia would also like to thank the team at CMI Toyota and CMV Staff Foundation for their donation of \$5,000 to provide young people in care the opportunity to apply for the CREATE Your Future grant.



CREATE your future

The CREATE Your Future (CYF) program provides young people aged 15 – 25 with the relevant skills and knowledge to feel supported in their transition from care to independence.

Through a range of experiential workshops centred around life skills, decision-making and self-awareness, this program aims to enable young people to be equipped with abilities that will enable them to excel when they leave care. In addition to achieving skill-based competencies, such as managing finances, being healthy and navigating the rental housing market, young people are also guided through the steps required to think critically, make informed and independent decisions and understand their identity and role in the community.



The program is supported by the following dedicated resources to enable young people to reach their full potential:

Workshops covering the following life domains; relationships, employment, identity, wellbeing, money, housing, support services, participation and inclusion.

Website an online platform providing young people with around the clock access to practical information and resources regarding independent living.

Grant Scheme yearly grants awarded to clubCREATE members to assist them into independent living including grants towards education and training, driving lessons, IT and travel and conferences.

Go Your Own Way Kit a national leaving care resource filled with information to assist young people to assist with their planning to transition from care.

	ACT	NSW	NT	QLD	SA	TAS	VIC	WA	TOTAL
Number of CYF Workshops	0	9	4	0	1	9	13	5	41
Total number of CYP attending	0	25	19	0	7	84	91	32	258
Total number of Indigenous CYP attending	0	5	13	0	3	22	5	20	68

NB: CYF Program delivery results are offset by reduction in funding and therefore reduced delivery for New South Wales year on year (2017 FY vs 2018 FY)

CREATE your future camps in victoria

With the ongoing support of The Menzies Foundation CREATE in Victoria has been able to deliver four successful CREATE Your Future camps with 15 CREATE Your Future workshops delivered on camp and a further five stand-alone workshops delivered.

The Menzies Foundation invited CREATE to speak at their Annual General Meeting, where we were praised for the quality and impact of our program. Our first camp was held in Malmsbury, hosted by outdoor education specialists Doxa. This camp has led to great opportunities for both CREATE and more importantly our young people.

Doxa were very impressed with our young people and invited our Young Consultants back as co-facilitators for their summer camp program. One of our Young Consultants spent part of his school holidays working alongside Doxa to run their camps. Many of the participants have gone on to complete Speak Up 1, 2 and 3 – a great outcome for CREATE as we now have a great crew of Young Consultants!

Doxa have also secured grants for CREATE to run two more camps with everything provided for both staff and 12 young people for 5 days – how is that for CREATE-ing Your Future!

The camps have been inspiring, rewarding, challenging but most of all fun. Each camp and workshop has had its own unique outcomes and success, has given opportunity for young consultants to step up and be co-facilitators and role models to the participants. Thanks again to The Menzies Foundation for their ongoing support!



Camp made me feel like part of a community

Male, 23



CREATE your future grant scheme

Every year CREATE awards a series of grants to young people with a statutory care experience aged 15-25, who are preparing to transition to independence. This year CREATE was overwhelmed with a total of 84 applications and we were very happy to be able to award 37 grants totalling \$30,622, including 11 driving lessons and 21 laptops. The focus of these grants is to provide vital support in areas such as:

- Provision of driving lessons to increase independence and employment opportunities
- Provision of laptops to support students with their studies, with a number of grants being made to students in rural locations allowing them to access online training opportunities for the first time
- Funding for training courses such as a forklift ticket and for equipment like tools for young tradespeople completing their apprenticeships

CREATE would like to give a special thanks to the following organisations who helped make the grant scheme a reality this year:

- Sage Foundation
- Charter Hall
- Toyota

It will be a step closer to being more independent with transportation. I am currently employed and studying and saving for a car, with having my licence this will enable me to be more reliable

Female, 17



\$20,756

laptops



\$5,576

driving lessons



\$4,290

education & training



I would like the funding to support completion of a number of relevant courses and certificates to increase my chances of securing employment within the construction and/or landscape industries

Male, 19



A personal computer/laptop grant would help me heaps! Especially with my current studies. I'm currently studying a Certificate III in Retail. This course is all online so a laptop would help make my study lots easier!

Male, 20

sortli launches

The annual Youth Week Western Australia Kickstart Festival was held in Perth this year from April 13-22, celebrating the positive contributions of young people to Western Australia. Presented by Propel Youth Arts WA as part of Youth Week WA, the festival offers young people aged 12-26 a variety of free workshops, forums and programs, as well as exciting performances, exhibitions and special events.

The festival gave CREATE and the Western Australian Government the perfect opportunity to launch CREATE's leaving care mobile app, Sortli, in Western Australia. Sortli is a free mobile app packed with information to help young people with their transition to independence. Sortli provides a step by step guide to assist young people with all the important areas of their lives, such as finding a

place to live, finding a job or education opportunities, living a healthy lifestyle, and managing their budget. CREATE had a great few days demonstrating Sortli to young people, getting their feedback, and having fun with the Sortli chatterboxes. A big thank you to Young Consultant Andre for being such a champion of Sortli!

CREATE is very proud of the impact Sortli has had on young people transitioning from care and we look forward to launching Sortli in South Australia during Child Protection Week, September 2018.



Being on the panel and knowing there are people who care has inspired me to write a book about being in care

Young Consultant



CREATE gave us a voice that other organisations don't give us

Young Consultant



It's been amazing... eye opening! People really listened and understood

Young Consultant



first nations voices project

This year CREATE travelled across Queensland and engaged with care experienced Aboriginal and Torres Strait Islander young people about their connection to culture while in care. Thanks to the Queensland Aboriginal and Torres Strait Islander Child Protection Peak (QATSICPP) for partnering with us in preparing this consultation. In each region we consulted with 42 Aboriginal and/or Torres Strait Islander young people, exploring questions about their care experience, community and culture. These responses have been collated into 'First Nation Voices' a summary of key findings from the consultations.

CREATE then supported young people who had participated in the consultations to travel from around the state to Brisbane to take part in Speak Up training at the QATSICPP office. Through this workshop, these young people yarned about advocacy, empowerment, strengths-based communication, and building a better life for other young people in care.

After this workshop Steven Oliver, actor, writer and comedian, worked with these young people for a day, exploring their stories and experiences and shaping these into a declaration for Aboriginal and/or Torres Strait Islander young people in care.



It's important that the Department try to teach us where we're from and what tribe we are from

Female, 16



ILC roadshow

CREATE in New South Wales received funding from the National Disability Insurance Scheme through Information, Linkages and Capacity Building (ILC) to deliver a roadshow to increase community understanding of rights and barriers for people with a disability. Off the back of the success of our Snap That Stigma campaign, the roadshow extended our work in this area with a focus on young people with a disability. The roadshow was successful in raising community awareness and initiating meaningful conversations about the intersection between disability, mental health and children and young people with a care experience. We launched with the first forum in Redfern (Sydney) then travelled to Shellharbour, Orange, Wagga Wagga, Tamworth and finished up in our new New South Wales home of Parramatta (Western Sydney).

We saw a range of people, organisations and local governments represented at each event which made for some engaging and important discussions. Repeatedly, the lack of communication and collaboration between services was raised as a challenge, but these events saw the establishment of working groups which are aiming to address this and other issues in the local community.

In total, no less than thirteen Young Consultants were involved in the project, honing their skills in advocacy and public speaking, networking with sector professionals and taking part in interviews with local media. Young Consultants gave speeches, sat on panels and provided valuable insights based on their experiences in care. CREATE is so proud of these young people's effective advocacy work.



young consultants to staff

Elloise Waite

To date I have been working as a Community Facilitator at CREATE Foundation for almost a year, and what a journey it has been. I began my connection with CREATE as a young person that had grown up in care and completed my Young Consultants training, now known as Speak Up. This training opened up opportunities to provide insight into the lives of young people that are growing up in care and what we would do to make the system a better one.

These opportunities were an eye opening moment in my life in which I realised that I was in a unique position to better the lives of young people just like me. This was the foundation of my journey into the child protection sector as a Community Facilitator at CREATE Foundation. Over the last year I have been able to support other young people throughout their own journey. These young people are the silver lining to some of my own negative experiences.

My Community Facilitator position has allowed me to grow my professional skills, as well being in a supportive environment to truly have input to make a positive change for our children and young people in out of home care. I have been blessed to have been given the opportunity to work for CREATE Foundation and I am so excited to see what the future holds.



Shout out also to:
Rachel Sammut and Matthew Kelemen – two other Young Consultants who made the transition from Young Consultant to CREATE staff member this year!

Russell Mulry

I was a CREATE Young Consultant for approximately 6 years and was eager for a new challenge. When the opportunity for the Youth Facilitator role came up I jumped at the chance to expand my knowledge with CREATE. At first I thought it would have been a bit tricky to transition to this role but it has been such an easy and smooth process.

Over the last 14 months of working as a staff member for CREATE I have been able to see a different side of how this organisation works. I've had the honour of joining our CEO Jacqui Reed in Sydney to present a pitch to Family and Community Services in New South Wales.

My highlight working at CREATE would have to be organising my very first Youth Advisory Group (YAG) where we went to Parliament House in Victoria and some of our Young Consultants met the Minister (HOW COOL!). So much time and effort goes into these YAGs and it was great to have such a good turnout and hear Young Consultants speak so confidently about the challenges facing children and young people in care.

I'm looking forward to continuing to work with CREATE and to see what other amazing ideas we come up with to improve the out-of-home care sector.



Sharney Wise

I'm a new Youth Facilitator with the Victorian CREATE team. I'm 23 and I'm a proud Wemba Wemba woman, I myself have a care experience and was in care from the age of 13 until after I finished school. I like to call myself the poster child for CREATE because my face is on banners and promo stuff. I've been involved with CREATE since I was about 13 or 14 and was one of the first young people to do SUP training when it changed from Young consultant training to Speak Up training a few years ago. Since doing SUP I have done heaps of cool stuff like travelling to Alice Springs to do a video about participation, and then launching this video at the 2013 CREATE Strength to Strength conference.

When it comes to the care sector I'm most passionate about sibling contact and connection to culture, as a young Aboriginal woman connection to my culture is important to me and I want other Indigenous children and young people to have a connection to their culture and know who they are and where they come from.



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.

royal commissions

institutional responses to child sexual abuse

December 2017 saw the handing down of the long awaited findings of the Royal Commission into Institutional Responses to Child Sexual Abuse and its associated recommendations. The Royal Commission identified systemic issues that contributed to children and young people being placed at risk of sexual abuse, such as placement instability, poor information sharing, and inadequate training for caregivers.

Crucially, the Royal Commission identified that young people in the child protection system need to be meaningfully involved in decisions about their lives, a priority for CREATE and an issue we will be proactively advocating for over coming years. The Royal Commission also recommended the implementation of the National Principles for Child Safe Organisations. These principles will guide organisations in advancing the safety and well-being of children and young people while minimising the likelihood of harm through policy and practice. CREATE is a member of the Consumer Advisory Group advising on the development of the principles and will be implementing the National Principles for Child Safe Organisations in 2018-2019.

In 2018 - 2019 onwards, CREATE will be actively working to improve the complaint systems that children and young people must use if they wish to make a complaint regarding their experience in out-of-home care. The Royal Commission identified a need to provide children and young people with support in disclosing abuse and secondly, to develop resources that help young people communicate their views and provide advice on how to make a complaint and CREATE will be focusing on this over the coming year.

The role of data and evidence in keeping children and young people safe was also acknowledged by the Royal Commission, with a recommendation to improve data collection about child abuse with a view to monitoring the situation more consistently. CREATE also continues to support the implementation of the redress scheme and has actively campaigned for institutions to join the scheme.

child protection & youth detention in the northern territory

The Royal Commission into the Protection and Detention of Children in the Northern Territory examined how children were treated in detention centres. The Commission also looked at the specific issues affecting young people on both care protection orders and youth justice orders. CREATE provided submissions and a witness statement to the hearings. This important Royal Commission found that young people in out-of-home care did not have the necessary support to assist them avoid becoming involved in the youth justice system, and were subjected to inhumane treatment while incarcerated. Some of the Royal Commission's recommendations can be attributed in part to evidence and submissions provided by CREATE including a recommendation that Territory Families place greater focus on engaging with children and young people in care, aligning with CREATE's recommendation that the voices of children and young people are included at all levels of policy and practice reform.

Other recommendations included the development of timely and comprehensive care plans that recognise the importance of cultural connection and are tailored to the needs of the young person, in addition to leaving care plans for all young people aged between 15 and 18.

The report also called for the establishment of a Crossover Unit to manage children and young people under both child protection and youth justice orders. This was in recognition of findings that young people in out-of-home care were often unsupported during police interviews and court appearances. The report recommended specialised caseworkers to connect young people with services that target the needs of the young person, and ultimately minimise offending behaviour. This complements the findings of CREATE's recent national consultation on young people's experiences in the youth justice system and it is hoped this report will initiate important conversations between CREATE, the child protection sector and youth justice system to improve the nature of contact between young people in out-of-home care and the youth justice system.

CREATE national survey

Five years ago CREATE conducted our first National Survey, providing a benchmark for performance against the National Standards for Out-of-Home Care. This year CREATE conducted a follow up survey consulting with over 1,200 children and young people currently in care. For the first time CREATE also spoke to 400 young people who had transitioned from care up to the age of 25, to hear about their experiences leaving care and what they have achieved since.

The survey asked questions about the eight life domains identified in the National Standards,

including health, education, connection to culture, and placement experiences. The data are currently being analysed to see if there have been any improvements since the last survey in 2013, and what system changes still need to be made to ensure all children and young people with a care experience reach their full potential.

This survey will be a powerful tool to inform CREATE's advocacy work. Over the next year CREATE will be conducting a series of launches and activities to share the results and ensure the voices of children and young people are heard.



I think a lot of people see being in care as a bad thing, but all of my life I have seen it as a good thing, I have seen it as this opportunity to have all this support from these wonderful people

Female, 12



The Department really needs to involve young people in the decisions and choices about their life

Female, 17

Why can't we be in on some of the decisions that are made around us - about us - instead of them making decisions without us

Female, 16



tasmania home stretch

CREATE in Tasmania were involved in successfully advocating for the National Home Stretch campaign to extend the leaving care age to 21.

In the lead up to the Tasmanian State election in 17/18, CREATE's Young Consultants Sarah Short, Irish-Blue Rai, Jarcinta Short and Brooke Gregson spoke with the media and attended meetings with key decision makers to get the message across about the importance of providing support for young people transitioning from care until the age of 21. Along with the media and meetings, several young people attended a series of consultations with the

Strong Families, Safe Kids team, where they also shared their views about the importance of extending the leaving care age to 21.

The message hit home, and Tasmania was the first state to have bi-partisan support to extend the leaving care age to 21. Following on from the March 2018 election, the Tasmanian Liberal Government are fulfilling their promise and have committed, as part of the budget to achieve this policy. This is an amazing feat for every young person who has spoken up at CREATE Foundation's Youth Advisory Groups and contributed to consultations in Tasmania. These young people have shown the importance of participation and what effective systemic advocacy can achieve.

I'm so passionate about what I do and fight to push for change as a young person. To be able to be a part of this is such a big deal for me. To have a system that is supposed to make us feel wanted and accepted as a human in not a normal situation as anyone else, it is so broken and we have to go through it to then fight for something that not only should already be in place but clearly seen as an issue - but nothing gets done till we fight and fight for it to be done

Female, 22

Plan to extend out-of-home care age to 21 welcome foster carers



NEWS

Action needed to stop over-18's leaving foster care to end up homeless, says carers and Anglicare

By Aimee Shaw
Updated 4 Sep 2017, 4:43pm



victorian youth participation model



The Youth Participation Model is an initiative that was carried out by CREATE in Victoria. It was designed to work as part of the Roadmap to Reform and the Southern Reform Pilots in order to ensure that young people with a lived experience could provide input into all stages of the out-of-home care reforms. The project enabled five young people with a lived care experience to be employed in the Victorian team and to offer them with greater opportunities across the sector.

Five Youth Facilitators and a Senior Community Facilitator contributed to the design, implementation and evaluation of the nine pilots and acted as advisors to the Victorian Government to ensure effective co-design and that young people's voices were accurately portrayed. This included facilitating consultations with young people directly involved in the pilots and conveying their perspectives about the effectiveness of the reforms to the Victorian Government to affect decisions regarding the future direction of these initiatives.

northern territory advocacy

In June, ten CREATE Young Consultants met with representatives from Territory Families in Darwin for annual round table discussions. The theme this year was "How can we improve leaving care in the NT?". Discussions were based around challenges young people face when preparing to leave the care system and what changes could be made to provide them with ongoing support in transitioning to independence.

Key decision makers from Territory Families heard a range of personal experiences from young people, seven of whom identified as Indigenous and three from non-Indigenous backgrounds. Three young people had already left care, with the remaining seven aged 15-17. Discussions took place around the existing care planning process and transitioning from care, including the hopes and fears of those still in care who are preparing to transition.

More can be done to improve the leaving care process and some suggestions made by our Young Consultants include; increasing the age of leaving care from 18 to 21, putting a greater emphasis on the development of Leaving Care Plans and fostering positive relationships between young

people, their families and the wider community to ensure they have an ongoing support network once they have exited the care system.

Territory Families have committed to discuss the recommendations from the round table with young people in the next three to four months and outline their plan of action on how best to address these challenges.

Some positive progress has also been made as follow up to recommendations from the Royal Commission, and there has been a significant increase in consultations with young people, as well as a commitment to changing process and procedures to take into account the views and opinions of young people. Care plans and leaving care templates have been adapted to be less clinical and more individual, person centred and young person focused. Young people have met with senior management from the Department to provide feedback and suggest improvements. Young people have expressed in the past they could not understand the planning process and had little involvement and no sense of ownership in its development. Recent changes are an indication that young people's voices are being heard and acknowledged.

events

corners 4 kids

The 19th Corners 4 Kids charity motorcycle rally was again a great success. Approximately twenty riders, pillions and support crew travelled through the New South Wales south coast to the Victorian high country, then back through the legendary Kosciuszko National Park with overnight stops in Eden, Bright and Jindabyne. "It's a fantastic experience to ride with some great friends and support such a great cause at the same time," said Robert Swinton, one of the riders and organisers, "in 2019 we'll be heading to Tasmania for our 20th anniversary Corners 4 Kids. We love supporting the great work that CREATE does."



football for a cause

In October, UTS Football Club ran the fourth Football For a Cause Charity Tournament at their home ground Charles Bean Oval. The day was a huge success, managing to raise \$6600 which was split between CREATE and Fair Game. The AMP Foundation generously matched every dollar raised.



BEAT THE BOSSES

The 17th of May saw the best and brightest from across the finance and banking sectors descend on the Ivy Ballroom in Sydney's CBD for the 8th Annual CREATE Foundation Beat the Bosses event. This year's event raised close to \$180,000, an amazing result which means we have now raised over \$1 million from Beat the Bosses since 2011! This is an amazing achievement which will continue to make a big difference to the lives of young people with a care experience.

A huge congratulations to the winning team on the night, AMP Capital. From the air guitar challenge to the exciting live auction, the energy on the night didn't drop and all participants had a great time.

The event wouldn't be possible without the fantastic work of the AMP graduates who volunteered to support the event on the night.

Key highlights of the event were inspiring speeches from Tash and Reg, two CREATE Young Consultants who shared their experiences of growing up in care. Jacqui Reed, CREATE Foundation CEO, gave a thought-provoking speech sharing the challenges faced by children and young people living in and transitioning from care.



fun runs

This year we have had some outstanding effort put in to run, walk and crawl across the finish line of a number of big challenge events around Australia. We are truly grateful for this effort and want to recognise our amazing supporters who quite literally walk the talk. CREATE was represented at City2Surf Sydney, City2Surf Perth, Bridge to Brisbane and Tough Mudder Sydney. A very special mention to our passionate Board Members Reeny Jurczyszyn and Peter Coleman for their outstanding efforts as well as the Aon United team who ran the City2Surf in Sydney and raised an amazing \$30,000.



AMP foundation big zipper

To celebrate AMP Foundation's 25th Anniversary, 160 Australians took part in the AMP Foundation Big Zipper — an Australian-first, building-to-building charity zipline, spanning the rooftops of AMP's two iconic skyscrapers at Sydney's Circular Quay. The event supported 15 Australian charities, including CREATE Foundation. Participants had two challenges: to raise \$5,000 for their chosen charity and to soar from AMP's 188-metre-high building with a vertical drop of 75m at a 45-degree angle. Our sincere thank you to our CREATE supporters and our amazing Board Member and Treasurer, Jann Skinner. Jann raised \$17,000 and was the highest fundraiser of all charities. In addition QBE Insurance matched \$5,000 of her fundraising.



VOICES IN ACTION

empowering young people for positive change

CREATE held its third international conference, *Voices in Action: empowering young people for positive change* at the International Convention Centre Sydney from 10 – 12 August 2017. The event welcomed over 400 young people, carers, sector workers and academics from around Australia and the world to learn, have their voices heard and come together to empower young people for positive change. All of the insights provided by our young delegates throughout the three day event were invaluable, and really injected an energy and exuberance into the Conference proceedings that was quite palpable. To have young people assisting other young people to participate and have their voices truly heard was an outstanding example of CREATE's ethos that participation is the cornerstone of best practice.

We were fortunate to have a national welcome from Megan Mitchell, the National Children's Commissioner and Michael Coutts-Trotter, Secretary for Family and Community Services. Inspirational surfing legend Layne Beachley kicked

the conference off with a bang by telling her story of becoming a world champion and her quest to find belonging. Her story touched and inspired everyone in the room, and definitely set an exhilarating and empowering tone for the rest of the conference.

One highlight during the Conference that truly captured the voices of young people was the Have Your Say session. The Have Your Say session was run by Jacqui Reed, CREATE Foundation CEO, and Noelle Hudson, CREATE Foundation National Policy and Advocacy Manager. The session was for young people only and asked for their thoughts and ideas on CREATE and our direction for the future. This was the first consultation of many that helped shape our next Strategic Plan. As an advocate it is crucial for CREATE to capture the voices of young people on how we can better our services and programs to make the best impact on their lives.



What I liked most about the Conference was the emphasis on young people participating & the way our opinions and ideas were respected & encouraged

Young Person



I have never felt more important than I have in the last three days

Young Person

At the conference CREATE also conducted the first surveys for our major research project – the CREATE National Survey. The Conference provided a great opportunity to conduct preliminary research on the experiences of young people in out-of-home care. Findings from this research will form our next benchmark report, which follows from our 2013 report.

The Conference also provided a great opportunity to collaborate together with decision makers on topics and ideas to better the lives of children and young people in care. One key session was the panel discussion 'Child Protection is Everybody's Business'. The idea for this panel stems from the UK where key service providers are all viewed as 'corporate parents' and have to include strategies in their business models that support young people in care. The audience heard from a range of panel members who provided their insights on the idea of corporate parenting. The corporate parent initiative has the capacity to change the landscape of child protection as we move towards a society that more broadly shares our joint responsibility for child protection.

The fact that the voices of young people were included and showcased was key. The system often gets so caught up in the bureaucracy of it all that we lose sight of our common and highest goal - that all young people have a loving and safe home and are treated with respect

Service Worker



CREATE's small but dedicated team worked tirelessly over two years to ensure the event was a success. We extend our sincere thank you to our Young Consultants who assisted in a multitude of tasks from planning, facilitating workshops and presentations, MC-ing, being Roving Reporters and more. The overall feedback has been unanimously positive, and it is clear that the Conference has made an impact on delegates, that we believe will spark positive change in the out-of-home care system.



media coverage

CREATE's continued presence in the media was made possible by the support of our media consultant, Andrea Doney. With this partnership we are able to give a 'voice' to the children and young people we service, enabling them to create positive changes for the future.



3

number of Indigenous CYP involved in media interviews



27

number of radio interviews broadcast



11

number of TV segments broadcast



64

number of media interviews



25

number of print articles published



29

number of media releases produced



28

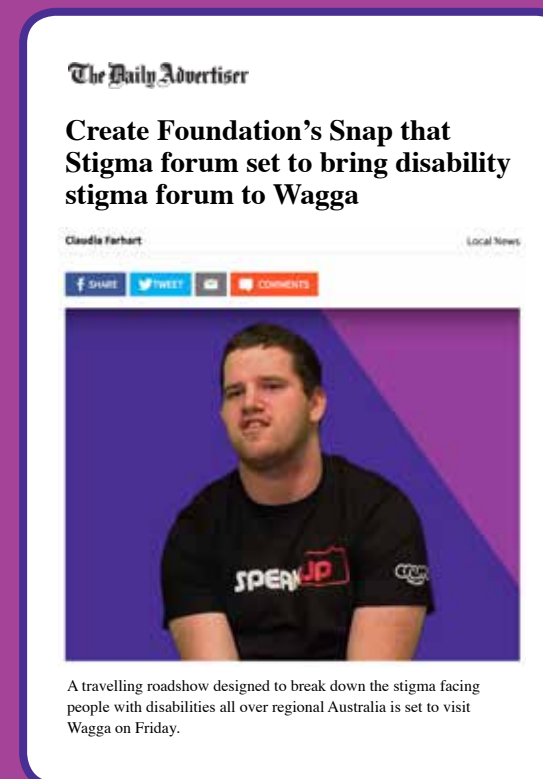
number of CYP involved in media interviews



42

number of online articles published

Wade's experience in the media



Wade Blake is a CREATE Young Consultant from NSW who is one of the leaders of CREATE's Snap that Stigma campaign. Wade is passionate about reducing the stigma for young people in care with intellectual disabilities and as part of the campaign this year, he spoke to the media. We spoke to Wade about the experience.

Q1. How do you find doing media interviews, what has your experience been like?

Great! I like being able to raise awareness. I've done media interviews before and it's pretty straight forward.

Q2. Why is this media work important to you?

Not only does it help change the system but it's also helping get CREATE's message out there. Hopefully people will share the Snap That Stigma video and articles around and it'll make people realise that people with disabilities and in out-of-home care are all equal as well. We're aren't just disabilities and care experiences, we are people who are equal.

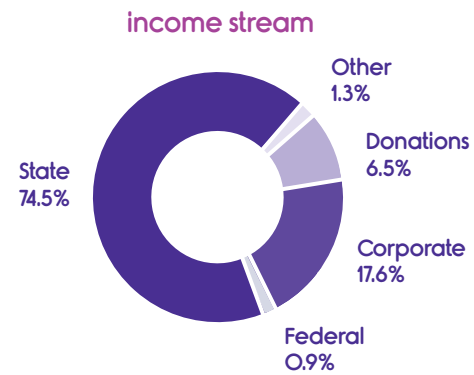
Q3. How do you feel about this work that you do?

I love it. It's great. It helps me build my confidence up. Doing media interviews has a message. Not only is it putting my opinion out there, but also getting the bigger message out there. I wouldn't trade it in for anything else.

Q4. Do you have anything else you would like to tell people about getting involved with CREATE?

If there is an opportunity out there take it and do it.

financial overview



	2018	2017	2016	2015
Total funding	8,109,238	6,219,578	6,422,365	5,380,850
Percentage increase	30.38%	-3.16%	19.36%	-10.33%
Total expenses	7,960,174	6,193,818	6,403,937	5,359,271
Percentage increase	28.52%	-3.28%	19.49%	-10.26%
Retained earnings	779,973	630,909	605,149	586,721
Percentage increase	23.63%	4.26%	3.14%	3.82%

This table shows growth of 30% in funding over the past year with CREATE's expenditure on programs and services increasing by 29%. The increase in income and expenditure is the result of a successful year in fundraising and also CREATE's bi-annual conference that was held in August 2017.

In 2018 CREATE achieved a surplus of \$149,064 (2017 \$25,760) taking retained earnings to \$779,973. Some of the increase in retained earnings is planned to be invested in further fundraising activities in 2019. CREATE aims to achieve a modest profit each year towards developing a cash reserve to help protect against the immediate impact of future economic, political or other changes, the remainder of the retained earnings will be used for this purpose.

During 2018 service agreement with two state governments were negotiated for the coming three to five years. The year also saw new funding secured for projects in ACT, NSW, Queensland, Tasmania and Victoria that will increase CREATE's program expenditure for 2019.

CREATE opened a new regional office in Townsville funded by QLD Department of Child Safety, Youth and Women.

Unfortunately in 2018 several programs also came to an end. These included NSW Department of Family and Community Services funding for The Ability Project and Regional Expansion Program and also the Australian Government funded Implementing Information, Linkages and Capacity Building project. The Victoria East Melbourne Healthy Relationships program also ended in November 2017.

New funding confirmed in 2018 for the coming year includes the Snow Foundation grant for ACT and the continuation of the Youth Participation Model in East Melbourne in Victoria. CREATE in NSW also received

new funding for programs from the NSW Department of Family and Community Services, the NSW Department of Education and the NSW Their Future Matters program run by the Department of Family and Community Services.

The Beat the Bosses fundraising event in May 2018 was once again strongly supported by the insurance and banking industry and our corporate partners. We raised \$179,392 compared to \$229,452 raised in 2017, a decrease of 22%. The net amount raised through this event was \$114,553 compared to \$159,343 in 2017 (being a decrease of 28%).

The AMP Foundation continued to support CREATE through funding part of our infrastructure, staff and research. CREATE is thankful to AMP Foundation for its generosity and support over many years

AMP Capital continues support to CREATE through fundraising activities that directly benefit children and young people through Christmas parties and clubCREATE. CREATE is thankful to AMP Capital for its generosity and continued support.

AON Charitable Foundation continues to support CREATE's programs and initiatives.

CREATE would like to acknowledge and thank all of its supporters during the last financial year. The support received has enabled CREATE to provide 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

statement of financial performance

For the year ended 30 June 2018

	2018 \$	2017 \$
Services revenue		
State and Territory grants	5,968,553	5,021,006
Federal grants	75,328	110,171
Corporate grants and conference	1,430,328	665,197
Donations	526,947	334,164
Consultancy fees	10,500	3,409
Other revenue		
Interest revenue	72,329	77,149
Profit on disposal of fixed assets	-	3,636
Sundry revenue	25,253	4,846
TOTAL revenue	8,109,238	6,219,578
Expenditure		
Accommodation and travel expense	338,028	273,373
Consultancy fees	419,563	347,455
Depreciation and amortisation expense	63,137	45,028
Employee benefits expense	4,509,201	3,815,882
Insurance	42,928	43,343
Payments to young people	40,819	52,766
Postage and couriers expense	212,067	159,075
Printing and stationery expense	113,499	143,342
Rental expense	568,235	451,804
Resources	116,365	135,282
Telephone and internet expense	90,267	69,497
Venue and food costs	973,778	256,924
Other expenses	472,287	400,047
TOTAL expenditure	7,960,174	6,193,818
PROFIT before income tax	149,064	25,760
INCOME tax expense	-	-
PROFIT for the year	149,064	25,760

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 2018

	2018 \$	2017 \$
ASSETS		
Current assets		
Cash and cash equivalents	2,943,011	3,840,487
Receivables	48,347	60,600
Prepayments	16,586	275,187
	3,007,944	4,176,274
Non-current assets		
Cash on deposit	153,372	62,113
Plant and equipment	125,213	75,122
	278,585	137,235
TOTAL assets	3,286,529	4,313,509
LIABILITIES		
Current liabilities		
Payables	2,280,453	3,495,304
Provisions	226,103	187,296
	2,506,556	3,682,600
NET assets	779,973	630,909
EQUITY		
Retained profits	779,973	630,909
TOTAL equity	779,973	630,909

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

statement of cash flow

For the year ended 30 June 2018

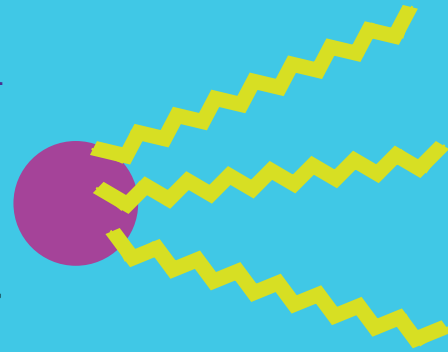
	2018 \$	2017 \$
Cash flows from operating activities		
Receipts from grants and customers	7,352,348	7,437,858
Interest received	86,809	77,225
Payments to suppliers and employees	(8,131,918)	(6,929,764)
Net cash inflow from operating activities	(692,761)	585,319
Cash flows from investing activities		
Purchases of plant and equipment	(113,456)	(48,003)
Proceeds from disposal of plant and equipment	-	3,636
Proceeds from non-current investments – cash on deposit	(91,259)	-
Net cash (outflow) from investing activities	(204,715)	(44,367)
Net increase in cash and cash equivalents	(897,476)	540,952
Cash and cash equivalents at the beginning of the financial year	3,840,487	3,299,535
Cash and cash equivalents at the end of the financial year	2,943,011	3,840,487

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

year ahead

Post the Royal Commission into Institutional Responses to Child Sexual Abuse, we are hopeful that the future brings with it some meaningful change. The learnings from the Royal Commission should inform our thinking and protect children in the future from the same poor outcomes experienced by those in the past.

CREATE's strategic vision for the next year sees a focus on policy and advocacy to promote the findings from CREATE's National Survey to key decision makers, and to implement the survey's recommendations. Our work will focus on ensuring that the sector are informed about the experiences of children and young people in care, and the progress we have collectively made since the Benchmarking Survey in 2013.



The year ahead is filled with optimism and hope and with our dedicated team behind us; we are confident that we will continue to make a difference in the lives of children and young people

**CREATE Chief Executive Officer,
Jacqui Reed**

thank you

our volunteers

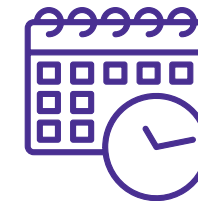
Thank you to each and every volunteer who has worked with us over the last year. Your support packing Welcome Packs, writing birthday cards, helping to run Connection Events and providing administration support does not go unnoticed.

This year has seen a significant increase in the level of volunteer engagement with over 1,200 volunteers contributing a combined total of over 6,000 volunteer hours. The unwavering commitment of our volunteers, both corporate and community based, is highly valued. You provide significant support for our many programs, events, fundraisers and initiatives. With the continued increase in young people entering the out-of-home care system and accessing our services, the work of our volunteers is becoming ever more important.

It is your support that allows us to extend our resources to reach so many 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.



1,297
volunteers



6,485
volunteer hours





CREATE supporters

AMP Capital

AMP Capital have proven once again their commitment to creating a better life for children and young people in care. The passion and dedication shared between AMP Capital and CREATE has resulted in some truly amazing achievements this year.

CREATE was lucky enough to receive support for our 2017 Voices in Action Conference from AMP Capital which was crucial to bringing together 400 young people, children and their carers as well as stakeholders from government and across the sector. AMP also provided generous funding for our clubCREATE Christmas Connection Events, which bring together children and young people in care with their communities to have fun and make long lasting memories.

AMP Capital Shopping Centres also helped raise funds for our work at Christmas through exciting activities and Santa photos.

AMP Foundation was also a massive hit with some huge donations raised, made even more special by the provision of matched funds on top of all of the staff donations.



Our 2018 Beat the Bosses event finally saw the AMP team claim the trophy as winners on the night. CREATE was lucky to have a contingent of very committed AMP graduates volunteer at the event, encouraging lots of cheating and making the night one to remember! AMP Capital love the Beat the Bosses event so much they host their own events twice a year which were a huge success, once again raising funds for CREATE's work while providing staff with a fun night.

From everyone at CREATE we want to say a big thank you to the AMP Capital Fundraising Steering Committee as well as all the staff who participate in our events and donate to support our work. This year has seen the retirement of a fantastic advocate for CREATE, Jon Comino from AMP Capital, and we want to acknowledge Jon's very special contribution to this great partnership.

We look forward to continuing to grow this great partnership between CREATE and AMP Capital and thank everyone involved in helping all children with a care experience reach their full potential.

PriceWaterhouseCoopers

CREATE thanks PricewaterhouseCoopers for their support in conducting our annual audit, this support is very much appreciated.



King & Wood Mallesons

We would like to thank the team at King & Wood Mallesons for providing vital pro bono legal support to CREATE this year. We greatly appreciate your support.



EY

CREATE would like to thank EY for its generous support of our 2018 Beat the Bosses event.



Sage

CREATE would like to acknowledge and thank Sage for its support of our CREATE Your Future grants scheme and for sitting on the selection panel to determine the grant recipients.



Aon Charitable Foundation



CREATE Foundation would like to thank Aon and the Aon Charitable Foundation for its support of children and young people with a care experience for the last 10 years. 2017 was the last year of this fantastic partnership which has truly created better lives for children and young people with a care experience.

CREATE is extremely grateful to the management and staff of Aon for their support across the years. From huge support through staff volunteering such

as creation of birthday cards for clubCREATE members and support of our Connection Events, to large funding for our programs and amazing staff fundraisers, Aon have proved themselves to be an organisation dedicated to giving back.

Aon Charitable Foundation and CREATE will continue to look for ways to work together in the future to harness the amazing goodwill this partnership has generated.

Steadfast Group Ltd

Steadfast have consistently supported CREATE through sponsorship of our annual Beat the Bosses Event. This support is highly appreciated by CREATE.



AMP Capital Shopping Centres
AMP Services Limited
Andy Parton
ANZ Wealth
Aon Risk Solutions
Aon Services Pty Ltd
AUB Group
Australian Reinsurance Pool Corporation
Bendigo Bank
Bennelong Foundation
Blackwall Property Funds
Cathay Pacific
Charter Hall
CMV Staff Foundation

Dane Crawford
Deloitte
Everyday Hero
Finity
Genworth
Go Fundraise Pty Ltd
GSA Insurance Brokers
GT Insurance
Hands Across Canberra
Dr Joseph McDowall
Karma Currency
KPMG
Macquarie Group
The Menzies Foundation
Munich RE

Origin Foundation
Optus
Perpetual Philanthropic
Peter and Elizabeth Moore Foundation
PwC Australia
QBE Foundation
Self-Insurers Association of Tasmania
SHAPE
Shaw and Partners
Snow Foundation
Toyota
X-Calliden



government funding bodies

Australian Government



Australian Government
Department of Social Services

Department of Social Services



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

State & Territory Governments



Community Services Directorate (ACT)



Department of Family and Community Services (NSW)



Territory Families (NT)



Department of Child Safety, Youth and Women (QLD)



Department for Child Protection (SA)



Department of Communities (TAS)



Victorian Government (VIC)



Department of Communities (WA)

our offices

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Suite 4/5, Level 1, Anangu
House, 44 Bath Street
Alice Springs NT 0870
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F 08 8953 8358

Northern Territory (Darwin)

11/16 Malak Crescent
Malak NT 0812
T 08 8945 9993
F 08 8945 5757

Queensland (Brisbane)

15 Lever Street
Albion QLD 4010
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F 07 3317 6026

Queensland (Townsville)

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2-4 Ronan Street Vincent
Townsville QLD 4810
T 07 3317 6020

South Australia

28 North Street
Adelaide SA 5000
T 08 8212 8898

Tasmania

32 Church Street
North Hobart TAS 7000
T 03 6224 9822

Victoria (Melbourne)

325-327 Queensberry Street
North Melbourne VIC 3051
T 03 9918 0002
F 03 9918 0006

Victoria (Frankston)

BSL High Street Centre
24-26 High Street
Frankston VIC 3977
T 03 8781 5900

Western Australia

353 Newcastle Street
Northbridge WA 6003
T 08 6336 9726



staff list

Naomi Aitken
Linda Allen
Kellie Anderson
Jecelyn Anjani
Claerwen Armstrong
Dannielle Ashton
Shaktida Baniya
Sarah Bensen
Jacqueline Bisson
James Boreham
Alexandra Cahill
Cathy Carnovale
Naraja Clay
Taz Clay
Henry Close
Stef Coles
Samantha Cotton
Sachin Dahal
Ruth Daniels
Jessica Dias
Lisa Dietrich
Karen Dixon
John Dommert
Daniel Dyer
Sarah Enderby
Skylah Fisher

Laura Florisson
Andrew Foley
Bill Fulton
Michelle Gardiner
Lara Gerrand
Jasmin Gray
Paris Hambridge
Deanna Hamilton
Jordan Hardy
Aislinn Hegarty
Jayden Hodson
Noelle Hudson
Darcie Jackson
Amy Jasper
Che Johnson
Eleanor Jones
Eleni Kefalas
Matthew Kelemen
Ebony King
Stacy Klousia
Vaea Languillat
Sarah Lewis
Nicky Link
Kelly Lotz
Harvinder Malhi

Joe Manger
Elliot McBride
Leigh McGowan
Catherine McInnes-Wright
Carrie McKeon
Allan McLean
Fabian McPhee
Kendal McWhirter
Jasmine Melling
Peter Melrose
Rodel Misagal
Tenielle Moore
Lucas Moore
Alison Mudie
Russell Mulry
Terry O'Neill
Diana Ormston
Rebecca Paddon
Hannah Peacock
Susan Pellegrino
Eloise Pope
Eugene Portelli
Tanya Raineri
Jacqueline Reed
Monique Ribeiro
Lucy Richardson

Amy Robinson
Katherine Rosonakis
Annie Rutherford
Rachel Sammut
Claudine Scalzi
Amanda Scott
Chandra Sharma
Kara Simpson
Madelaine Smales
Ania Stepien
Bethany Strange
Sabrina Tandé
Susan Theseira
Kate Tillack
Michelle Tyhuis
Damon van der Schuit
Martina Vuckovac
Elloise Waite
Deborah Watson
Patrick Weiniger
Anne Wemys
Luke Westwick
Renee Wilson
Sharney Wise

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.



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 has served as a consultant to the Queensland Department of Child Safety, and has authored CREATE's Reports in 2008, 2009, 2011, and 2016 dealing with transitioning from care. In 2013, he produced CREATE's first National Survey of out-of-home care in Australia. Dr McDowall became a Director of CREATE in 2008, and subsequently was appointed EDR.



Greg Johnson Chair of Fundraising Committee

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. Greg retired from the CREATE board in June 2018.

Peter Coleman

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.



Kirsten Gray

Kirsten is a Muruwari woman with family connections to North Western New South Wales. She has a background in human rights, reconciliation and child welfare and has had roles as Senior Adviser at the Australian Human Rights Commission, the Royal Commission into Youth Detention in the Northern Territory and as CEO of the New South Wales Reconciliation Council. Kirsten has also represented vulnerable families within the statutory child protection system and was placed in care herself at a young age. Kirsten is a passionate advocate for the rights of all children in the care system as well as their abilities to transcend the expectations set for them and to lead happy, healthy and fulfilling lives.



Reeny Jurczynszyn

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.



Catherine Moynihan

Catherine Moynihan is the Official Solicitor and Director of Legal Services/Investigations at the Office of the Public Guardian. Catherine has a Bachelor of Laws and Masters of Business (Public Management) both from QUT. Catherine has practised as a lawyer for marginalised clients working for a private criminal law firm, a community legal centre and at Legal Aid Queensland. At Legal Aid Queensland she worked as a general advice lawyer, a Separate and Direct Representative for children and young people in child protection proceedings and was in the Youth Advocate position which also had a systemic advocacy and policy/law reform focus. Catherine has worked in the UK as a lawyer representing a Local Authority (an equivalent of Child Safety) in child protection proceedings. Catherine has experience as policy officer for the Queensland government's Department of Premier and Cabinet in the area of child protection legislative reform post the 2004 Crime and Misconduct Commission Inquiry and as a ministerial advisor to the Minister for Justice and Attorney General. Catherine was a Director of the research team that supported the Queensland Child Protection Commission of Inquiry. Catherine is a Churchill Fellow and has completed a study tour on advocacy and legal representation for children and young people in care which took her to the UK and US. She is a founding board member of the Child Protection Practitioners Association of Queensland and is a member of the Queensland Law Society Children's Law Committee.



Andy Parton

Andy is a Partner at Ernst and Young with over 23 years of experience in consulting, primarily in Financial Services with a focus on the General Insurance industry. Originally from the UK, Andy has worked to help transform many of the world's leading Financial institutions in the UK, US, mainland Europe and Asia, before moving to Sydney in 2008 where he ran Accenture's insurance business across Australia and New Zealand. Andy has two young sons and is passionate about helping disadvantaged children reach their potential. He joined the CREATE board in October 2016.



leadership committee



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.



Jecelyn Anjani National Finance Manager

Jecelyn has worked in not-for-profit organisations since 2005, with a focus on all areas of finance. She joined CREATE as Finance Assistant in October 2008 and was appointed as National Finance Manager in March 2015. Jecelyn left the role of National Finance Manager in April 2016 for maternity break and returned to the role in September 2017.



James Boreham Development & Operations Manager

James Boreham is an experienced manager with substantial expertise in the corporate and not for profit sector. As guardian and carer for his sister who has an intellectual disability, he has a strong understanding of the needs and circumstances of people in the care environment and their service providers. Most recently, James was General Manager of the community organisation Human Ventures (Human) for 6 years and continues his service with them as a voluntary Board member. His areas of responsibility included Strategy Design and Implementation, Operations, Business Development, People, Finance, Risk Management, and Program Oversight/Delivery.



Stef Coles National Marketing & Partnerships Manager

Stef is a passionate marketer and brand strategist with over 10 years of experience in both the corporate and non-profit sectors covering a range of products and services. Stef has a track record of success in building and developing relationships with stakeholders, and was responsible for overseeing the management of CREATE's corporate partnerships and seeking new business opportunities. Stef moved on from CREATE in December 2017.



John Dommert General Manager Operations

John came to CREATE with a wealth of varied Human Services experience, most recently as the founding CEO of Connecting Home Ltd, a support service for the Stolen Generations, where he was also the Co-Chair of the National Stolen Generations Alliance. It was in this role that his passion for addressing the trans-generational impacts of the trauma created through the removal of generations of Aboriginal children was embedded. Previously John has been in CEO and General Manager roles within the Disability and Aged Care Sector. John has managed both Regional and Metro services in Queensland, New South Wales and Victoria. Internationally John was appointed by the Canadian Truth and Reconciliation Commission to be an Honorary Witness at their first TRC Hearing into the Canadian Residential Schools focusing on the Inuit People. John has also worked the Navajo People in New Mexico, and was one of the founders of the International Initiative of Disability Leadership. John identifies as having a care experience himself, and is passionate about influencing service systems to be responsive to the needs of their constituents. John moved on from CREATE in May 2018.



Noelle Hudson National Policy & 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 CREATE Foundation as the National Policy and Advocacy Manager in 2014 and moved on from CREATE in August 2017.



Joe Manger National Business Opportunity Manager

Joe Manger has over 15 years' experience in business development and fundraising in the not for profit and commercial sectors. Prior to joining CREATE Foundation Joe worked for Oxfam Australia for five years developing corporate partnerships as well as supporting work on institutional funding. Joe studied International Business at RMIT and has completed additional studies in business administration and project management. Joe has a passion for social justice and for supporting vulnerable people to determine their own lives. He is excited by the opportunity to identify and build relationships that deliver long term value for CREATE Foundation and our partners.



Kendal McWhirter Development & Operations Manager

Kendal has been employed in the child protection and out-of-home care sectors in both Government and non-government organisations for 15 years in both New South Wales and Queensland. Kendal studied psychology as an undergraduate degree with postgraduate studies in child protection. Kendal has held various management positions throughout this time in regional and remote areas, as well as contracting foster and kinship carer assessments. Kendal has provided various levels of training and teaching within the community services sector to various audiences. Kendal moved on from CREATE in May 2018.



Tanya Raineri National Policy & Advocacy Manager

Tanya has joined CREATE Foundation after almost 25 years in the health sector. Beginning her career as a paediatric oncology nurse, Tanya moved into the field of education, training and health promotion before finding her fit in policy and advocacy, with the strong belief in the difference that can be made through effective systems advocacy. Passionate about the not-for-profit sector, Tanya's passion for social justice and animal welfare causes extends into her personal life with her involvement in several child welfare and environmental charities.



Annie Rutherford Development & Operations Manager

Annie began working in the not-for-profit sector in 2009 and has developed and managed diverse social projects that improve the wellbeing of refugees and culturally diverse populations. She has broad experience managing projects to support children, young people and their families in areas including, domestic and family violence prevention, health and mental health support, employment pathways, and refugee settlement. She has a Master of Development Practice in Community Development, a Bachelor of Business Management and is a graduate of the Accelerated Leadership Performance Program. Annie is passionate about creating opportunities for children and young people to achieve their goals and be able to make informed decisions on issues that impact their lives.



Chandra Sharma National Finance Manager

Chandra Joined CREATE in September 2016 and brings experience from both the corporate and non-profit sectors. Prior to joining CREATE, Chandra was with Habitat for Humanity International Australia as Head of Finance and Company Secretary and has also worked with organisations including Lenovo, Plan International, and Canon in Australia and abroad. Chandra moved on from CREATE in September 2017.



Anne Wemyss General Manager Operations

Anne has 30 years' experience in human services, including 20 years as a senior manager and project director in both government and non-government agencies throughout Australia, and, most recently, for Life Without Barriers and for the Uniting Church. She has completed a Masters thesis in the area of youth justice and Indigenous young offenders. Anne has previously been a Director on the Board of Advice of the Queensland Forde Foundation.



CREATE Foundation Limited

ABN 69 088 075 058

-  www.create.org.au
-  1800 655 105
-  facebook.com/CREATEfnd
-  @CREATEfnd
-  CREATEfnd
-  linkedin.com/company/create-foundation

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.