

2017 annual review



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chairman's foreword

Creating a better life for children and young people with a care experience is at the heart of CREATE Foundation's work. The team at CREATE have worked tirelessly over the course of the year to achieve this important work, and this Annual Review highlights their achievements and progress to reach strategic plan goals. It's been a big year for the 'Change' aspect of the organisation with much work undertaken in the advocacy space including appearances in several Royal Commissions, consultations, reforms and our major research report, Go Your Own Way.

A key highlight for the year was achieving our best Beat the Bosses fundraising event to date, which far exceeded our fundraising target. It was great to see the room packed with many long-standing partners, and also welcome new faces, who all dug deep to support our great cause. What a fantastic achievement for CREATE, and thanks to all involved who supported our signature event.

On behalf of the CREATE Board I would like to thank the dedicated team at CREATE for their determination in achieving our organisational goals. Thanks are also extended to our corporate and government supporters for their commitment in creating a better life for children and young people in care. The generosity of our supporters makes everything we do possible and we are immensely grateful for their support.

Richard Hill
Chairman
CREATE Foundation

from the ceo

Without a doubt this has been both a rewarding and challenging year. We saw some watershed moments, one in particular with the Government of South Australia's response to the Child Protection System Royal Commission report "The life they deserve" identifying the need for Information Sharing to improve safety for children and young people in care, and specifically mentioning CREATE to have access to contact details (Recommendation 165). This is a bold move that will have significant impact on the protection and engagement of children and young people and demonstrates strong leadership.

We also saw the "Homestretch" initiative with Anglicare complement our work in the transition to independence area with a focus on increasing the security for young people to be supported until they reach the age of 21. CREATE's work in the transition space has focussed resources and attention to improve the lives of young people transitioning from care to independence. The Go Your Own Way (GYOW) Report highlighted that those young people who received a GYOW Kit, had better outcomes. We were delighted to receive funding from all State governments and the ACT Together Consortium to continue this initiative in 2017. To enhance the GYOW Kit initiative we sought support from governments to pilot a TransUP initiative whereby CREATE has dedicated workers to contact young people who have received a Kit to work with them to ensure that they are utilising it and accessing valuable supports, thus increasing its effectiveness to be a valuable aid for young people.

This year we reviewed our life skills program for young people transitioning from care – CREATE Your Future. We worked alongside an external consultant and our team to create an improved program. Our team joined together in Sydney to undertake competency based training to ensure consistency of approach, and allow us to develop a package that can be licensed in the future.

Our media presence was maintained with high levels of engagement across media platforms including print, TV, radio and online. Leigh White Consulting have operated as CREATE's media advisors for nearly 10 years. Leigh is changing her direction in the future and will be handing us over to Andrea Doney who has considerable expertise in this area. I would like to personally acknowledge the stellar efforts of Leigh over these last 10 years, and for her dedication to CREATE and the children and young people we serve. Leigh has been instrumental in putting the views of children and young people front and centre on key issues, and prepping and debriefing with young people in a thoughtful and considered way. Leigh you are a legend within CREATE and we thank you for your commitment and dedication, and wish you well in your future endeavours.



Our Beat the Bosses event was the "best ever" in both funds raised and a fun evening. A huge thanks to our incredible team, and our corporate supporters and volunteers who made the success of the event possible.

Our successes over the year would not have been possible without the commitment of our dedicated Young Consultants, children and young people who spoke to us about their experience of the care system, and the amazing carers and case workers who encourage and support them to use their voice.

The CREATE team had a tough year with funding uncertainty impacting on job security, the challenge made more salient by an under resourced system. However, their spirit and determination have yielded significant results. The Leadership Committee had a big year, and we managed to secure additional funding in our last quarter to build a depth to the work we do to improve the lives of children and young people. A huge thank you to all CREATE staff and to the Leadership Committee for their wise stewardship, and continued devotion to CREATE's mission and vision.

Recognition also, to our Board Members and the work they do to support the organisation. Thanks to Richard Hill for his work as Chair, Jann Skinner for her continued support as our Treasurer, Greg Johnson for his work as Fundraising Chair, and to Dr Joseph McDowall whose role as Executive Director, Research has enabled us to have a major impact across the sector.

A wonderful year with some real and positive outcomes for children and young people with a care experience!

Jacqui Reed
Chief Executive Officer
CREATE Foundation



vision, mission and core principles



vision (what we hope for)

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



mission (what we do)

Creating a better life for children and young people in care. To do this we;

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



core principles (what we value)

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



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 over 46,000 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 with a care experience, 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 report cards, submissions and discussion papers, and our involvement in a range of committees, forums and working parties.

CREATE Foundation's 2015-2017 Strategic Plan commits us to building a sustainable future whilst delivering positive outcomes for children and young people. Our strategy plays homage to our unique history and focuses on building the strength of our brand and reputation. The way forward sees us continuing to focus on building our relationships with key decision makers and researchers to influence public policy.

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 a key priority 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.

strategic plan goals

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



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



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



child protection landscape

The number of children and young people living in out-of-home care as at 30 June 2016 was 46,488 compared with 43,399 in 2015. This represents an increase of 7.1% in children and young people in out-of-home care in Australia; a rate of 8.6/1000 compared with 8.1/1000 (AIHW, 2016). The vast majority of children and young people in out-of-home care (94%) were living in home based care, while 5.8% were living in residential care and 0.6% were living in other types of care arrangements. Of the children and young people living in home based care, 39% lived in foster care, 49% in relative/kinship care, 5% in third party/parental care and 1% in other types of home based care. This varied across jurisdictions, for example the percentage of children and young people in foster care ranged from 16% in Victoria, to 49% in Queensland.

Most of the relative/kinship placements were with grandparents (48%). However, many home based care

situations had multiple children and young people placed in them. 52% of foster households and 40% of relative/kinship households, had more than one child placed with them at 30 June 2016 (AIHW, 2016).

Table 1 below shows the number of children in out-of-home care placements by placement type and jurisdiction. According to this data, South Australia has 479 of its children and young people in residential care, this is almost 15% of that jurisdiction's care population.

With regard to residential care, there are several disturbing trends that can be observed in the data. The first is that the older a young person gets, the more likely they are to move to residential care environment. States and Territories, apart from Western Australia, South Australia and the Northern Territories, have incremental increases in residential care as young people age, so that by the time they reach 15-17 year age group, they are more likely to enter residential care. In Victoria for example, 58.4% of 15-17 year olds are in residential care while in New South Wales, it is 50.3%. South Australia has the lowest at 19.6% of 15-17 year olds.

table 1:

Children in out-of-home care by placement type, State and Territory, 30 June 2016

Type of Placement ^(a)	ACT ^(f)	NSW ^(b)	NT	QLD	SA ^(d)	TAS ^(e)	WA ^(c)	VIC	TOTAL
Number									
Foster care ^(g)	264	8,036	486	4,205	1,261	473	1,718	1,539	17,982
Relatives/kin ^(g)	348	9,066	51	3,839	1,469	334	2,013	5,472	22,592
Third-party parental care ^(h)	91	..	0	n.a.	n.a.	213	..	1,937	2,241
Other home-based care	0	0	324	0	0	49	8	274	655
Total home-based care	703	17,102	861	8,044	2,730	1,069	3,739	9,222	43,470
Family group homes	0	9	1	0	n.a.	13	162	0	185
Residential care	42	611	115	626	479	34	165	438	2,510
Independent living	0	65	0	0	34	2	0	43	144
Other/unknown	3	13	55	0	0	32	34	2	139
Total	748	17,800	1,032	8,670	3,243	1,150	4,100	9,705	46,448

Source: Australian Institute of Health and Welfare, 2017. Child Protection Australia 2015-16, Table S35

- (a) Variation across jurisdictions in policy/practice for recording living arrangement types impacts on these results.
- (b) NSW data exclude children and young people on 'Guardianship Orders' (finalised third-party parental responsibility orders: non out-of-home care funded).
- (c) WA data exclude children on third-party parental responsibility orders and from 2015-16 includes children placed in boarding schools.
- (d) In SA, children in residential care includes children temporarily accommodated in commercial facilities such as private rental houses or apartments.
- (e) TAS data exclude children not under care and protection orders placed with relatives for whom a financial contribution is made under the Supported Extended Family or Relatives Allowance programs.
- (f) Out-of-home care data for the ACT includes some young people 18 years and over whose carers receive a full carer payment. This is generally to facilitate completion of schooling without change to the placement. Data for 2015-16 are not comparable to that reported in previous years, as in 2015-16 children on third-party parental responsibility orders have been separately classified, and of the 91 children, 50 were placed with relative/kin.

- (g) Where a child is placed with a relative who is also fully registered to provide foster care for other children, the child is counted in the 'Foster care' category for VIC, WA and the NT; the child is counted in the 'Relatives/kin' category in QLD and SA. Relatives/kin in some jurisdictions undergo assessment, registration and review processes similar to those for foster carers under the national definition, and are considered as (relative) foster carers in local practice, policy and reporting.
- (h) In VIC, TAS and the ACT, children in out-of-home care on third-party parental responsibility orders have been classified as living in third-party parental care. Data for this category of reporting were not available for QLD or SA, and are not applicable for NSW or WA. Refer to Appendix B for more information about data comparability for these children.

Notes

- 1. Percentages include with 'other/unknown' living arrangements.
- 2. Percentages in the table may not add to 100 due to rounding.

Disappointingly we can see there are still many children under the age of 10 living in residential care. In particular, we can see that in South Australia 38.8%, Australian Capital Territory 35.7%, Western Australia 34.3% and Northern Territory 20.7% of children living in residential care are aged 0-9 years.

Table 2 below, demonstrated this concerning trend for this young and vulnerable age group. Encouragingly we can see there have been changes in Victoria post their recent reforms and we will continue to monitor the other jurisdictions to see the impact of their reforms.

table 2:

Children in out-of-home care, by age group and type of placement, 30 June 2016 (%)

Age group (years)	ACT ^(d)	NSW ^(a)	NT	QLD	SA	TAS ^(e)	WA ^(b)	VIC	TOTAL
Home-based									
<1	4.6	3.0	1.9	2.8	4.4	2.8	4.2	3.9	3.4
1-4	24.2	19.5	21.1	20.0	22.2	20.2	24.3	21.9	20.8
5-9	33.6	32.8	36.2	33.7	32.3	33.6	35.7	30.6	32.8
10-14	26.2	32.1	29.0	32.2	30.8	31.9	27.1	29.1	30.8
15-17	11.5	12.6	11.6	11.3	10.3	11.5	8.9	14.4	12.2
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Residential (including family group homes)									
<1	4.8	0.0	0.9	0.2	0.0	0.0	0.9	0.2	0.3
1-4	7.1	0.6	6.9	1.8	7.7	4.3	8.3	0.0	3.4
5-9	23.8	7.3	12.9	8.1	31.1	14.9	25.1	4.1	14.0
10-14	21.4	41.8	47.4	43.8	41.5	34.0	40.4	37.2	41.1
15-17	42.9	50.3	31.9	46.2	19.6	46.8	25.4	58.4	41.2
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Source: AIHW Child Protection Collection 2016. Table S39 Children in out-of-home care, by age group and type of placement, 30 June 2016 (%)

- (a) NSW data exclude children and young people on 'Guardianship Orders' (finalised third-party parental responsibility orders: non out-of-home care funded).
- (b) WA data exclude children on third-party parental responsibility orders and from 2015-16 includes children placed in boarding schools.
- (c) TAS data exclude children not under care and protection orders placed with relatives for whom a financial contribution is made under the Supported Extended Family or Relatives Allowance programs.
- (d) Out-of-home care data for the ACT includes some young people 18 years and over whose carers receive a full carer payment. This is generally to facilitate completion of schooling without change to the placement. These young people have been included in the 15-17 age group.

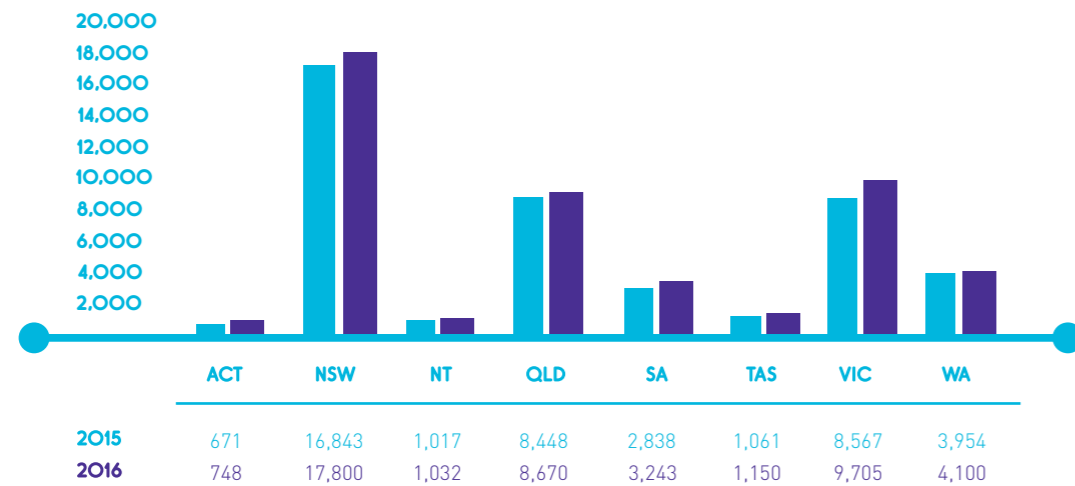
Notes

- 1. Percentages exclude children who were living independently or whose living arrangements were classified as 'other' (including unknown).
- 2. Percentages in the table may not add to 100 due to rounding.

Figure 1 illustrates that all State and Territories, experienced an increase in the numbers of children and young people in out-of-home care.

figure 1:

Comparison of children and young people in out-of-home care, 30 June 2015 and 30 June 2016



The over-representation of Aboriginal and Torres Strait Islander children and young people in out-of-home care continues to increase. As noted in Figure 2, at 30 June 2016, there were 16,846 Aboriginal and Torres Strait Islander children and young people in out-of-home care – a rate of 56.6/1000, compared with 15,455 (52.6/1000) in 2015 (AIHW, 2016).

Aboriginal and Torres Strait Islander children were 7 times more likely to receive a child protection service than their non-Indigenous peers.

Nationally, the number of all States and Territories saw an increase in the number of Aboriginal and Torres Strait Islander children in out-of-home care.

figure 2:

Comparison of Indigenous and non-Indigenous children and young people in out-of-home care, 30 June 2016

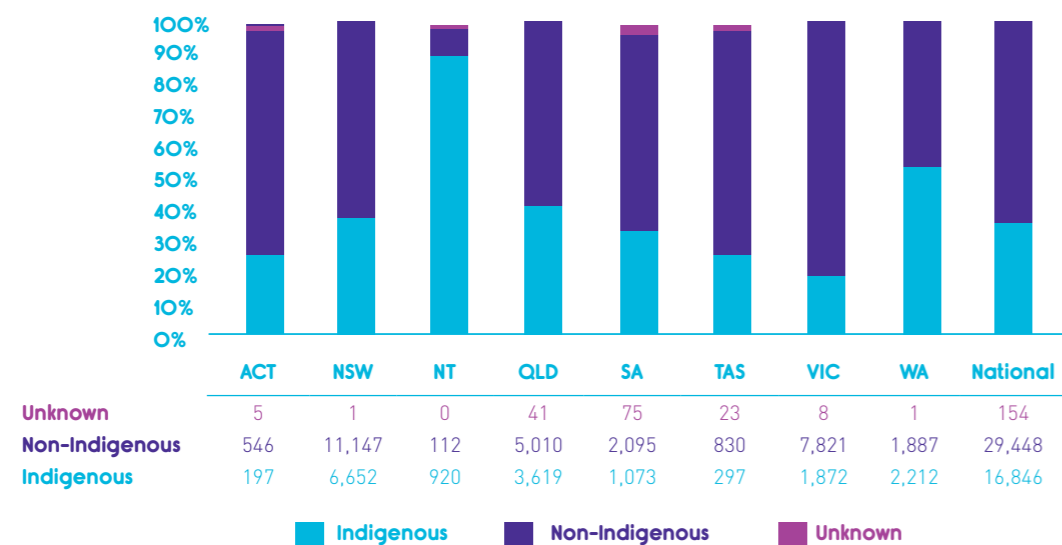


Figure 2 shows the comparison of Indigenous and non-Indigenous children and young people in out-of-home care across each State and Territory, depicting that Western Australia, Queensland and Northern Territory have very high numbers of Indigenous children in out-of-home care compared to the Australian average.

Territory have very high numbers of Indigenous children in out-of-home care compared to the Australian average.

policy and advocacy

CREATE has been incredibly busy advocating for a better system to improve the lives of children and young people living in out-of-home care. The past year has seen a major research report delivered and other important areas including youth justice being investigated to ensure that young people's voices are heard on matters that are important to them. Our work would not be possible without the generosity of many talented young people across Australia. A special shout out to the CREATE Young Consultants who undertake additional training through our Speak Up program to develop their skills to advocate effectively for themselves and others in the systems.



This year CREATE has seen young people speak directly to two Royal Commissions, engage with decision makers across the nation and speak at many conferences, meetings and press conferences. Their passion, insight and knowledge continues to inform decision makers within government, the service providers and general public.

In addition to assisting each State and Territory with a range of submissions and responses, CREATE has directly responded to 20 requests this year. This number of responses across a range of issues and inquiry types shows the level of reform and activity to advocate for improved systems and processes for children and young people living in out-of-home care.



01 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 facilitates their access to 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.

11%
membership
increase

3,153
new members

1,121
new members
identify as
Aboriginal
and/or Torres
Strait Islander

36%
of new
memberships
identify as
Aboriginal and/
or Torres Strait
Islander

31%
of all current
members
identify as
Aboriginal
and/or Torres
Strait Islander

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 11% across Australia, which includes 3,153 new members. Due to our constant work connecting and advocating for Aboriginal and Torres Strait Islander children and young people, we are proud to report that over 31% of all clubCREATE

memberships are children and young people who identify within this cultural group, and that over 35% of all new memberships are children and young people who identify as Aboriginal 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.

Year	2009	2010	2011	2012	2013	2014	2015	2016	2017
Number of Members	3,852	5,088	6,225	7,481	9,376	11,965	12,728	14,627	16,216
	ACT	NSW	NT	QLD	SA	TAS	VIC	WA	TOTAL
clubCREATE Membership Target 2017	350	5,105	1,108	3,239	1,737	1,356	2,499	2,140	17,534
Achieved	220	5,721	726	2,937	1,479	1,263	2,038	1,832	16,216

joining clubCREATE

As young people join clubCREATE they receive a Welcome Pack. This pack contains information about being in care and CREATE's programs, a membership card, sticker and a wristband, along with the latest edition of the clubCREATE magazine. Members who have recently entered care will also

receive an Entering Care Kit. This kit helps young people as they adjust to being in care, and helps to reduce their sense of isolation. The kit contains age-appropriate books, toys and stationery, assisting with a child or young person's transition into care. 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 in a year



1,021

Entering Care Kits distributed



2,181

Welcome Packs distributed



16,474

Birthday cards distributed



107,466

clubCREATE magazines distributed

clubCREATE magazine

One of the benefits of being a clubCREATE member is the free bi-monthly clubCREATE magazine. The magazines, which are divided into two categories, one for our members aged 12 and under and one for members aged 13 years and over, are posted directly to our members and are available on our website. clubCREATE magazines allow our members to keep connected to one another, by reading stories about other children and young people in care,

CREATE and the wider community, as well as fun stuff like competitions, recipes and jokes. There is also a 'round-up' of the latest happenings in each State and Territory, providing members a summary of what has been happening and what events are coming up. This year has seen a shift to include more stories written by and for our members, highlighting their achievements and perspectives about being in care.



e-marketing

This year CREATE's digital marketing has continued to be a major strength and a powerful mechanism to connect with young people, our supporters, and the wider community.

We have continued to maintain a strong digital presence with a record number of engagements across our four social media platforms, with growth of over 20% in followers across all platforms. Instagram and LinkedIn have been very successful in reaching a younger audience and professional audience respectively, with over 3,500 engagements on these platforms.

Over the past year, CREATE has delivered a record number of e-newsletters providing relevant and engaging updates to our ever-growing database of over 5,000 subscribers. CREATE has utilised special edition e-newsletters to promote major happenings including the launch of our new #SnapthatStigma video and CREATE's 2017 Voices in Action Conference.

To support our strategy to combat the stigma for young people in care, we have shared a number of stories on CREATE's social media platforms about the inspiring achievements, strengths and resilience of children and young people with a care experience with #SnapthatStigma. The campaign has received an overwhelming positive response with over 3,500 engagements and continues to spread a positive message that children and young people are more than just their care experience.



social media reach

	Facebook	Twitter	LinkedIn	Instagram
June 2013	1,056	2,084	—	—
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

connection events

Connection Events are an important part of CREATE's work providing young people with a sense of belonging to each and their community through fun activities. The opportunity to meet their peers face to face, and share their own stories allows

them to feel less isolated and stigmatised for being in care, whilst having some fun partaking in events and activities. Connection Events provide a safe environment to enable and support the building of natural friendships and supports, and for children and young people to find they are not alone in their care experience.

	ACT	NSW	NT	QLD	SA	TAS	VIC	WA	TOTAL
Target Number of Connection Events	6	6	12	6	6	6	6	6	54
Number of Events held in Reporting Period	11	11	11	14	5	6	7	8	73

*The target in NT is double due to two office locations in the Territory

connection events in the Australian capital territory

Over the past year, CREATE in the Australian Capital Territory has had the chance to participate in many special and interesting activities whilst connecting with friends and family. We had a ball making tie-dye t-shirts, circus skills and theatre workshops, looking at and making art at the National Portrait Gallery, lunch at the Pancake Parlour, Christmas at Flip Out,

a cool down at the pool, craft at Bunnings, and learning about our amazing brains making sensory boxes!

CREATE in the Australian Capital Territory was fortunate to partner with a number of services to hold a variety of Connection Events – appealing to children and young people of different ages and with different interests.

Connection Events also provide a much-coveted opportunity for siblings who are separated to spend time together – an ongoing theme raised by children and young people, and a priority for Connection Events in the future.

“I would like to spend more time with my siblings... to do something altogether with them... I miss my brothers a lot”
Female, 12



connection events in new south wales

CREATE in New South Wales went all out in 2016, hosting five Christmas events around the State. CREATE staff were assisted by our remarkable Young Consultants, who are key role models for our young people and prove that they are more than their care experience.

In Sydney, Carnival Cruises hosted a magical Christmas party for 52 children and 21 carers in the beautiful Harbour for the fourth year in a row! Carnival Cruise Australia is a stand-out for their generosity and sincere passion to make a difference for children and young people in out-of-home care. Our party at Penrith Cables Wake Park was attended by over 200 children and young people and 119 Carers. Gus the CREATE purple gorilla was on hand to greet everyone as they arrived, followed with a high-energy session on the inflatable water park, a BBQ and water fights.

We had a fantastic day at Jamberoo Recreation Park with 48 young people and 30 carers in attendance, having some fun in the sun and enjoying the rides together. In Orange, 30 clubCREATE members and 15 carers had a bounding great time at Flip Out with heaps of jumping and face painting. At Goonellabah Aquatic Centre, near Lismore, 41 young people and 22 carers had a whale of a time on the water slide, with a BBQ, face painting and custom balloon animals to round out the day.

Our Christmas events are highly anticipated during the year and we thank all who support CREATE in New South Wales to give our clubCREATE members a season of lasting memories and good cheer.

“We had a fantastic day and the staff from CREATE were really lovely, helpful and happy and enthusiastic. Thank you again” Foster Carer



“I felt really scared when I met somebody and now I am not scared anymore” Female, 11

“I made more friends and I loved it. Keep going CREATE. It's a good idea!” Male, 14



02 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.



youth advisory groups

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 are usually coupled with a fun activity afterwards. YAGs are important to ensure young people know they are being listened to and that their words can contribute to positive change.

YAG July 2016 to June 2017

	ACT	NSW	NT	QLD	SA	TAS	VIC	WA	TOTAL
Target Number of Youth Advisory Group Events	11	11	22	11	11	11	11	11	99
Number of Events Held in Reporting Period	15	18	17	11	11	10	31	12	125
Target Number of CYP attending these Events	110	110	220	110	110	110	110	110	990
Total Number of CYP attending these Events	107	123	134	131	129	146	168	124	1,062
Total Number of Indigenous CYP attending these Events	29	27	95	42	26	30	28	26	303

CYP = Children and young people
*The target in NT is double due to two office locations in the Territory

youth advisory groups in tasmania

Tasmania's YAGs attracted a huge 146 participants State-wide, with YAGs being held in all regions with young people attending providing fabulous information to support State advocacy initiatives. Lots of fun activities have been enjoyed along the way, including trampolining, laser tag and high ropes, with new friendships being made and old ones maintained.

A few of the topics discussed at YAGs have included stigma, wellbeing, the Charter of Rights and ideas on what makes a great home. Young people provided many great ideas on how carers and child safety officers can assist to achieve the various elements of the Charter of Rights for children and young people in out-of-home care including child friendly complaints mechanisms, consistent contact and regular contact with siblings.

During Child Protection Week a video was launched in Tasmania which included the voices of over 50 young people who participated in YAGs State-wide. The young people chose to create a video in order to showcase their dreams and achievements with the hope that highlighting their successes and dreams could contribute towards breaking down the stigma sometimes associated with having a care experience. The video is available for viewing on CREATE's website and has been distributed via social media in order to increase community awareness and contribute to CREATE's national campaign 'Snap that Stigma'.

Speak Up

Speak Up (SUP) is an empowerment training program that teaches young people leadership and speaking skills. Over three levels, SUP training aims to build on the advocacy and leadership skills as experts with lived experience of the system and become CREATE Young Consultants. As Young Consultants they will be able to represent CREATE to effectively voice their opinions into policy, media and other feedback mechanisms within the out-of-home care system.



Speak Up Attendance July 2016 to June 2017



level 1

Number of CYP attending
Target = 184



level 2

Number of CYP attending
Target = 136



level 3

Number of CYP attending
Target = 82

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 allow 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 seven life domains including (1) housing and accommodation, (2) finance and money management, (3) personal identity and self-concept, (4) health and wellbeing, (5) interpersonal relationships, (6) life skills and daily living, and (7) education, training, and employment.

Website an online platform providing young people with around the clock access to a range of 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, 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.



	NSW	NT	TAS	VIC	WA	TOTAL
Number of CYF Workshops	13	2	8	20	6	49
Total number of CYP attending	268	9	88	150	96	611
Total number of Indigenous CYP attending	62	4	16	24	20	126

CYP = Children and young people
*The target in NT is double due to two office locations in the Territory



CREATE your future grant scheme

CREATE provides yearly grants to clubCREATE members with a statutory care experience aged 15–25 years through our CREATE Your Future Grant Scheme. These grants are for young people to assist them in their transition into independence.

This year, 51 applications were received and the grant panel took great pleasure in being able to provide 22 grants to young people with laptops remaining a priority for many young people. We also received numerous applications in the travel and accommodation category to attend the CREATE Voices in Action Conference in August 2017. The conference was an opportunity for young people across the country to come together to share their collective care experiences and to feel empowered for positive change.

We congratulate once again all young people who applied for a grant, the panel was touched by all your stories, experiences and resilience in the face of adversity.

We would also like to give a special thank you to the following organisations who made our grants scheme a reality this year:

- Cominos Family Lawyers
- Harcourts Foundation
- News Corp Australia
- State Trustees (Octavia Simons Scholarship)
- Along with Stef and Dave Coles who generously donated to the grant scheme in lieu of their wedding gifts.

“I applied for a CREATE Your Future grant so that I could pay for driving lessons with a view to get my licence by the end of the year. Growing up, neither of my parents had their licence and I think this has been a contributing factor in why I have not yet got my licence. It is something I would have liked more support with when I was younger. Receiving this grant means that I will be able to achieve my goal of getting my licence much sooner than I would have otherwise. I was really excited when I found out I got the grant - It's really encouraging to have a helping hand in achieving a goal so that you don't feel like you're doing everything on your own. I know that having a licence will boost my confidence as I do feel that at the age of 23, I should be able to drive. It will also make me more independent as I will no longer have to rely on friends and family for rides when I am unable to use public transport. I think this will be particularly handy in the future if I need to travel for work or study. I am very thankful that the CREATE Your Future grants exist and I hope that this program can continue to support young people well into the future.” Young Person, 23, Victoria

“We wanted our wedding to be about our family and friends plus use our celebration to spread a little goodwill into the world! Stef is so dedicated to her work and I have great respect for the kids CREATE helps so when it came to our nuptials, we skipped receiving traditional gifts, opting instead to make a donation to CREATE” Dave Coles

“I was so happy when I learnt I was successful for the IT grant! That means I don't have to stay after classes at school to do my assignments – Now I can go home after class and hand over my assignments on time like everyone else! Thank you so much” Young Person, 16, Queensland

“Our boutique Family and De Facto Law firm specialises in all legal matters that affect individuals, families and relationships. When we discovered the work that CREATE does, we recognised instantly the alignment between both organisations and the scheme seemed to be a great way to provide a practical hand and make a real difference with very little effort on your part!” Pamela Cominos



\$11,000
laptops



\$3,450
driving lessons



\$1,050
education



\$5,620
travel & conferences

next step

Over the last 12 months, CREATE Foundation's Next Step After Care partnership with Life Without Barriers has gone from strength to strength. CREATE now provides its Next Step Check-In service to over 90 young people with a care experience throughout Queensland. The idea for a Check-In service was developed by CREATE Young Consultants, who felt that many young people transitioning from care needed "someone to check in on them" after they officially exited the system. CREATE staff (including a Youth Facilitator with a care experience themselves) conduct Check-Ins (via phone, SMS, social media) with young people on a weekly, fortnightly or monthly basis, providing guidance, advice and support. The service has been greeted with overwhelming positivity by participants, who feel it is a crucial safety net in what can be a very challenging time and where they are at high risk of falling between the cracks of child and adult services.

Through the Next Step partnership CREATE also administers the Next Step social media page, which provides a range of information and inspiration for young people transitioning from care and those who support them. In June, nine young people involved with Next Step took part in a 'Meme Workshop' with advertising agency RedSuit, where they were filmed acting memes for use on Next Step social media accounts. There were lots of laughs. Young people also contributed to an advice chair where they talked about the highs, lows and lols of transitioning from care to independence. Like 'Next Step After Care' on Facebook to check out what the young people made!



t2i month

Every November in Queensland is dedicated to Transition to Independence Month (T2i), a time to focus on highlighting the needs of young people as they make the journey from the child protection system to independence. The month starts with a State-wide launch and is filled with a range of activities across the State for young people and professional development opportunities for workers and carers. The 2016 T2i Month launch was held in Townsville, with many organisations coming together to focus on the importance of working to support young people make the transition smoothly and successfully. The event was hosted by CREATE Young Consultant Taz and featured speeches from Young Consultants Celine and Telicia – all three wowed the audience with their courage, resilience and passion for improving the care system.



sortli launch at the hour power

CREATE in Victoria hosted its third annual 'Hour of Power' event in Melbourne on Thursday 4 August 2016. The Hour of Power (HOP) is an opportunity for CREATE young people to talk about issues in out-of-home care that are important to them. The young people are able to share their perspectives, lived in experiences and ideas for service changes, and it gives the audience the opportunity to ask questions and gain direct feedback from young people.

This HOP also provided an ideal platform for CREATE and the Victorian Government to launch the leaving care mobile app, Sortli which is a mobile app specially created for young people with a care experience and is packed with information to help them in their transition from care to independence. The event attracted a large out-of-home care sector audience including Andrew Jackomos, Aboriginal Commissioner for Children and Young People, Rhiannon Nicholls, Senior Advisor for Minister Jenny Mikakos, and Liana Buchanan, Commissioner for Children and Young People.

Leaving care is an important area that young people want to ensure they are being heard on. While most of the young people on the panel agree more needs to be done to improve current processes around leaving care, support systems were highlighted as a key factor

to help young people in their transition. Sortli is a welcome addition to current leaving care resources available for young people in Victoria. Sortli is a pocket guide for the seven domains outlined in a National Framework of areas that are important in the leaving care process, and its introduction in the sector will hopefully be a point of reference for all young people leaving care.



healthy relationships video

CREATE Foundation launched a new video resource for young people on 'Healthy Relationships'. The video resource is aimed at young people with a care experience (both with and without disability), and facilitates discussions with young people regarding what healthy and unhealthy relationships look like, how to communicate effectively in relationships and what is important for young people to remember when developing new relationships. The topic of healthy relationships is part of our holistic life-skills program, CREATE Your Future, and the adapted CREATE Your Future program in The Ability Project. CREATE Foundation gratefully acknowledges funding from the New South Wales Department of Family and Community Services, Ageing, Disability and Home Care (ADHC) for the development of this video resource as part of The Ability Project.

HEALTHY RELATIONSHIPS



03 change

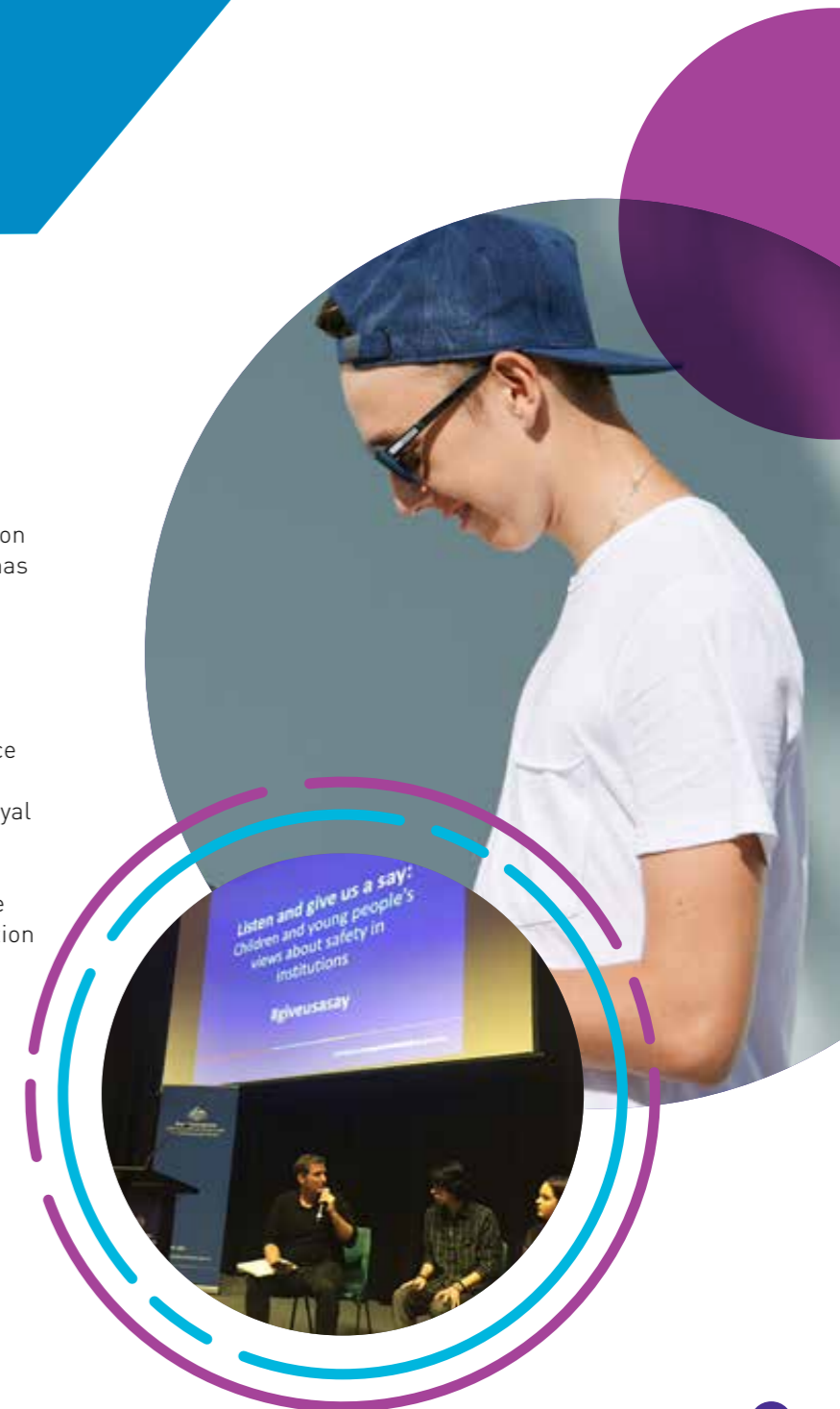
change the care system, in consultation with children and young people, through advocacy to improve policies, practices and services, and increase community awareness

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

Since the commencement of the Royal Commission into Sexual Abuse in Institutional Care, CREATE has taken an active role in providing submission and 2016-2017 was no exception. In October 2016 CREATE provided a response to the consultation paper on Records and recordkeeping practices. In the same month CREATE also provided a response to the consultation paper of youth justice for this same Royal Commission. CREATE's CEO, Jacqui Reed, also made an appearance at this Royal Commission in early 2017 to provide evidence.

In June 2017, CREATE provided a Response to the Royal Commission into the Protection and Detention of Children in the Northern Territory.



submissions, responses, consultations

CREATE has completed a number of submissions, responses, and consultations nationally, and in each State and Territory – please see list below for the responses provided over the last year.

- **Sep-16 Review of the Adoption Act 1984**
Response to the Adoption Act 1984 VIC
- **Sep-16 Department of Premier and Cabinet Victorian Government, Information and Data Reform**
Family Violence & Service Delivery Reform
Consultation on family violence information sharing regime VIC
- **Sep-16 Principal Commissioner Queensland Family and Child Commission**
Letter of response re: Expert panel appointed to improve foster care and Bluecard announcement QLD
- **Sep-16 Response to Victorian Government**
Family violence information sharing legislation - Consultation questions
- **Oct-16 Royal Commission into Institutional Responses to Child Sexual Abuse**
CREATE Foundation submission to the Royal Commission into Institutional Responses to Child Sexual Abuse response to consultation paper: Records and Record Keeping
- **Oct-16 Royal Commission into Institutional Responses to Child Sexual Abuse**
CREATE Foundation response to the Royal Commission into Institutional Responses to Child Sexual Abuse. Consultation paper: Criminal Justice
- **Oct-16 Department of Family and Community Services, Homelessness Strategy Team Strategic Reform & Policy**
Response to New South Wales Government homelessness discussion paper, Foundations for Change – Homelessness in NSW.
- **Nov-16 Royal Commission into Child Protection and Youth Detention in the Northern Territory**
Submission to the Royal Commission into the Protection and Detention of Children in the Northern Territory
- **Dec-16 Department of Family and Community Services, Innovation, Co-design and Implementation Programs and Service Design**
Response to the New South Wales Framework for Therapeutic Out-of-Home Care (OOHC) and the

Consultation Report - Developing a Framework for Therapeutic Out-of-Home Care in NSW.

- **Dec-16 Child Protection Legislation QLD**
Response to the next Chapter in child protection legislation for Queensland (Option Paper) (December 2016) QLD
- **Jan-17 Royal Commission into the Protection and Detention of Children in the Northern Territory**
CREATE Foundation response to the Royal Commission into the Protection and Detention of Children in the Northern Territory - Youth Justice NAT/NT
- **Jan-17 Queensland Family and Child Commission Discussion Paper: Review of the Foster Care System**
Response to the Queensland Family and Child Commission Discussion Paper: Review of the Foster Care System QLD
- **Feb-17 Department of Health and Human Services**
Child Wellbeing Framework Consultation Paper: CREATE Foundation Feedback, 2017. TAS
- **Feb-17 Department for Child Protection**
CREATE submission and response to "The Life They Deserve" and "A Fresh Start". SA
- **Feb/March-17 Inquiry into the Social Services Legislation Amendment (Omnibus Savings and Child Care Reform) Bill 2017**
Response to Inquiry into the Social Services Legislation Amendment (Omnibus Savings and Child Care Reform) Bill 2017 NAT
- **April-17 Department for Communities, Child Protection and Family Support**
Submission to the review of the Children and Community Services Act, 2004 (2017) WA
- **May-17 National Children's Commissioner Inquiry into Young Parents**
Request from the National Children's Commissioner for CREATE's participation in a roundtable and a call for a written submission. NAT
- **May-17 Feedback to the QLD Government Draft Child Protection Reform Amendment Bill 2017**
CREATE Response to the Draft Child Protection Reform Amendment Bill 2017 QLD
- **June-17 Royal Commission into the Protection and Detention of children in the Northern Territory**
Response to the Royal Commission into the Protection and Detention of children in the Northern Territory. Child protection - Issues paper NAT
- **June-17 ACT Draft Care and Protection Organisation Standards**
CREATE response to the draft Care and Protection Organisation standards ACT

In May 2017, CREATE responded to a request from the National Children's Commissioner for CREATE's participation in a roundtable and a call for a written submission on teenage pregnancy. In addition, Policy and Advocacy was asked to make a presentation to the Brisbane round table based on the response.

position papers

stigma in out-of-home care

This paper looks at how the effects of stigma on children and young people with a care experience can be seen from early years through to when they leave care, and possibly beyond. This Position Paper launched as part of the Snap That Stigma campaign which included a video production.

transitioning from care

This paper points out that young people preparing to transition from care are among the most vulnerable groups in our society, and that transitioning from care is a critical and challenging time for young people. This Position Paper informs much of our work currently in advocating for better outcomes for young people preparing to transition from care.



stability in care

In this paper, CREATE advocated for children and young people in out-of-home care to live in stable care environments that meet their individual needs. The paper points out that placement stability is a key goal for improving a young person's life in the out-of-home care system. Stability in care continues to be a critical issue

across Australia. Nationally, the percentage of children and young people continuously in the same placements for 5 or more years, has dropped slightly from 41.2% in 2015 to 40.4% in 2016, while those in the same placement for 1-2 years has increased slightly from 12.9% in 2015, to 13.4% in 2016 as seen in Table 3 below (AIHW, 2016).

table 3:

Children in out-of-home care, by length of time in continuous placement, 30 June 2012 to 2016 (%)

Length of time	2012	2013	2014	2015	2016
<1 month	2.0	1.8	2.1	2.0	2.1
1 month to <6 months	8.5	8.0	8.0	8.9	9.0
6 months to <1 year	8.4	8.0	7.8	8.6	9.0
1 year to <2 years	13.2	13.3	12.6	12.9	13.4
2 years to <5 years	30.2	29.8	28.3	26.5	26.1
5 years or more	37.7	39.1	41.1	41.2	40.4
Total	100.0	100.0	100.0	100.0	100.0

Source: AIHW Child Protection Collections 2011-12 to 2015-16. Table S453: Children in out-of-home care, by length of time in continuous placement, 30 June 2012 to 2016 (%)

reports national children's consultation

CREATE and the National Children's Commissioner were engaged by the Commonwealth Department of Social Services (DSS) to undertake a series of consultations with young people across Australia about the three strategies outlined in the Third Action Plan. The overall aim of the consultations was to seek the views of Australian young people on the strategies set out in the Third Action Plan, and to ensure that their views were considered in the ongoing review and implementation of the National Framework and Third Action Plan.

Over 300 children and young people participated in these consultations and provided insightful commentary on the current state of Australia's systems in protecting and caring for our future generations. Children and young people consulted shared their dreams, frustrations, and aspirations about being a young parent, transitioning to independence from out-of-home care, and commented upon the overall safety and inclusion in services and systems in Australia.

Young people stated they were looking forward to raising happy children, and for those children to have a better life than they did. Young people shared many ideas to deliver on these aspirations including improving support, access to services and reducing the judgement and stigma faced when being a young parent.

Many young people consulted stated that they looked forward to leaving care but did not have leaving care plans, and most of the views and opinions were not generally positive about the supports and processes of leaving care. When planning for the future, young people shared many ways that would assist. However, many indicated that they were lost and alone in the process, lacking essential services or the security to thrive in adulthood.

When children and young people were asked to share what makes them feel safe or unsafe, they nominated design or structural features including maintenance security, the feeling of not being wanted, and also the need to be included and accepted. Significantly, areas like school, where they spend the majority of their time are not necessarily viewed as safe zones by some young people in this study. The aspirations and ideas expressed by the children and young people of Australia in the consultations show that there are many areas for improvement as well as encouraging levels of hope in our future generations.



go your own way: CREATE's resource for young people transitioning from care in australia: an evaluation

The Go Your Own Way evaluation report was completed and launched in each State and Territory during 2016. The research showed that while CREATE had distributed 1,961 Go Your Own Way (GYOW) Kits, finding young people to discuss what they thought of them was a challenge due having limited contacts post leaving the care system. Through herculean efforts the CREATE team found 369 young people to discuss their views of the Kit and how they were faring post leaving care. Of this number only 52% had received a Kit and of those who had received a Kit they thought it was good. The report found that 47% of young people who had received a Kit had a leaving care plan while only 34% of young people who didn't receive a Kit didn't. This research showed less than half of the participants knew about TILA and almost half had seen their caseworkers for support between one to four times however 20% hadn't seen them at all.

Overall this research showed that the Kit was effective, when it reached a young person however improvements were needed to increase the likelihood of receiving the Kit, having better contact with young people when they left care and also improvements to informing young people and the sector on how to use the Kit.



Following the research the GYOW Kit was revised and updated including the GYOW Guide to Transitioning to Independence workbook, for each young person transitioning to independence. CREATE has also started a pilot project TransUP in five jurisdictions (QLD, TAS, NT, SA and VIC) to improve the process of distributing the GYOW Kits directly to young people preparing to transition to independence. CREATE are also developing a resource to assist caseworkers to use the GYOW Kit as part of their leaving care planning process.

369

Young people to discussed their views of the Kit and how they were faring post leaving care

47%

Young people who recieved a Kit had a leaving care plan while only 34% of Young people didn't received a Kit did not have a plan

52%

Young people recieved a Kit and thought it was good





youth justice report

This report commenced as a scoping exercise coming out of the reports of harm to young people in detention in the Northern Territory, and subsequently other jurisdictions. After interviewing just over 200 young people aged 18-25, we discovered we had a significant amount of important data. While the final report is currently being completed, the data has informed the drafting of a position paper, and also a presentation on the preliminary findings at the Voices in Action Conference in Sydney in August 2017.

south australia recommendation 165 + government house visit with young people

In August 2016, the Government of South Australia, responded to the Child Protection System Royal Commission report "The life they deserve" with CREATE in South Australia featuring in one of the 260 recommendations. Recommendation 165 states "Reach an administrative arrangement with the CREATE Foundation to provide it with the names and contact details of children entering care and/or their carers as appropriate".



This will allow for all children and young people to be signed up as clubCREATE members when entering into care. clubCREATE connects children and young people with CREATE, each other and the wider community. Our clubCREATE magazines are published and posted bi-monthly for all our clubCREATE members giving access to information about participating in our services to change the care system for the better.

In June 2017, CREATE in South Australia and 11 CREATE Young Consultants had their annual dinner at Parliament House in the Speakers Room, with the Honourable Susan Close Minister for Education and Child Development. The Minister gave a private tour of Parliament House along with history of upper and lower house. We look forward to taking more Young Consultants to meet directly with the Minister for Education and Child Development.

western australian reforms process

The Child Protection landscape has changed considerably over the past year in Western Australia. Not only has the Department of Child Protection transitioned into a new 'super department' the Department of Communities, but they have also embarked on an extensive reform process. Over this time, CREATE in Western Australia held two consultations with young people to feed into the reform. Young people were consulted as part of the review and update of the Better Care, Better Services Standards for Out-of-Home Care and around the operation and effectiveness of the Children and Community Services Act (2004). 51 young people with a care experience gave their views as part of these two reform consultations.

Another Consultation process that took place in Western Australia over the past year was a joint project between CREATE, the Department for Child Protection and Family Support and the Office of the Commissioner for Children and Young People, which examined how children and young people fare when speaking up about concerns or worries in care. The consultation also examined the factors that make it easier or harder for children to speak up. 96 young people shared their views and experiences as part of this consultation. Out of this consultation a report was produced titled Speaking Out About Raising Concerns in Care. At the report launch in October 2016, two CREATE Young Consultants delivered keynote addresses about their own views and experiences in this area. The release of the report resulted in a number of news articles.

northern territory royal commission

Following revelations in the media of abuse of young people at the Don Dale Youth Detention Centre in the Northern Territory, the Federal Government announced, on 28 July 2016, the establishment of a Royal Commission into the Detention of Children and the Child Protection system in the Northern Territory. The Honourable Margaret White AO and Mr Michael Gooda were appointed as Royal Commissioners.

Previous inquiries (e.g., Growing them strong, together, 2010) highlighted issues that needed to be addressed in child protection in the Northern Territory. Changes were implemented and an expert group was formed to monitor the process. CREATE's CEO, Jacqui Reed, was invited to be a member of the initial review committee and was actively involved. Unfortunately, changes of government led to the oversight of these proposed reforms being terminated. Continuing problems led to the present Royal Commission being established to provide a timely response to the issues raised concerning the treatment of children in Northern Territory detention facilities, and conduct a broader review of the interface between youth justice and child protection to improve both systems.

The Commission called for written submissions and held seven sets of formal public hearings, receiving testimony from 214 witnesses and reviewing over 480 witness statements. CREATE provided two major submissions to the Commission emphasising a child-rights approach to protection and detention, and documenting relevant Australian and international research. As a result of this information, CREATE's Executive Director (Research), Dr Joseph McDowall, was called as an expert witness and was able to ensure that the Commission heard about the experiences of children and young people in care, as collected through CREATE's research projects.





david hill uk inquiry

In March 2017, CREATE Foundation Patron, David Hill visited the United Kingdom to appear as a key witness for the Independent Inquiry into Child Sexual Abuse (The Inquiry). The Inquiry held its first public hearing on Monday 27 of February 2017, with numerous hearings following. The hearings provide an opportunity for victims and survivors of sexual abuse from Fairbridge and other institutions, to have their voices heard. David hopes the inquiry will hold to account the institutions and the individuals responsible for the abuse.

David's strong interest in the rights and welfare of children and young people in care stems from his experience as a child. When he was 13 he and his two brothers were sent from Britain to Fairbridge Farm School through the Child Migrant Scheme. These young children were subjected to appalling conditions, exploited for their labour and sexually abused by members of the church and charity organisations charged with their care.

CREATE welcomes the Inquiry and awaits the outcomes on the failings within these institutions, and how such failings lead to the abuse of children. No doubt, the Inquiry will highlight key policy and service systems recommendations and changes for the future. We commend David on his unwavering commitment and support of child abuse survivors.



voice your choice video

In August 2016, CREATE released our first ever Supported Decision Making training video, Voice Your Choice. The video is designed for anyone who is caring for, supporting or working with a young person with a disability in out-of-home care or preparing to leave care.

The video provides an overview of key supported decision-making principles for effective practice, up-skill participants and empowers disability or care sector professionals to work alongside young people with disability in the care system. The video is a valuable tool for people working and caring for young people with disability in care and those leaving out-of-home care. The DVD is not a replacement for CREATE's Voice Your Choice training workshop for sector professionals, but rather a useful tool for staff support. A Support Worker who attended CREATE's complete Voice Your Choice training workshop reflected, "This is really good training that has empowered me to become a better supporter of decision-making."

CREATE is currently delivering the second year of its training program to sector professionals throughout New South Wales. This video is a new tool to empower more workers and affect change across the State.



robin clark award

CREATE in Victoria were the 2016 recipients of the Child Protection Week Robin Clark Protecting Children's Making a Difference Award. The Award recognises the commitment and dedication to service excellence and leadership, also recognising innovative education initiatives and contributions to policy and practice. The Hon Jenny Mikakos MP, Minister for Families & Children presented CREATE with the award for making a positive difference to the lives of children and young people in out-of-home care, for two pieces of work in particular- the CREATEing Equality project and The Hour of Power.

The CREATEing Equality project, aimed to improve the lives of Lesbian, Gay, Bisexual, Transgender, Intersex and Queer (LGBTIQ) young people in out-of-home care. CREATE received the 'Hey' grant from Youth Affairs Council of Victoria to support CREATE to work with young people with a care experience to develop a resource for carers and workers to better support LGBTIQ young people in out-of-home care.

The Hour of Power invites self-identified leaders with an out-of-home care experience to unite to discuss solutions and actions on emerging issues for children and young people in out-of-home care. Together they host a forum with Ministers, Commissioners and other Sector representatives to workshop ideas presented by young people.

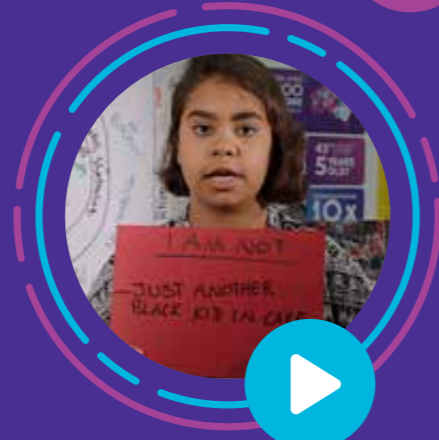


snap that stigma video

In celebration of National Youth Week, CREATE launched a new video as part of our #SnapthatStigma campaign to counteract the negative stereotypes of young people with an out-of-home care experience and to create belief in every young person. The Snap that Stigma campaign stems from our Strategic Plan goal to: promote tolerance and reduce the stigma associated with children and young people with a care experience through awareness campaigns.

The video features eight CREATE Young Consultants sharing their views on how being stigmatised because they have a care experience has affected their lives, with the hope that hearing their voices inspires change to preconceived views and delivers a message of hope to other young people in care.

The video was shared far and wide via CREATE's social media platforms, website and e-newsletters garnering positive feedback from our network of supporters. The video also attracted media attention with Young Consultants Shannieka, Lily and Christina interviewed by various media outlets around Australia. It was incredible to see the voices of children and young people in care being visible in the public domain and to promote a positive image of young people in care.



“The words that spring to mind when I hear what these people have lived through and overcome are 'brave', 'strong', 'resilient', 'hopeful'. I see children and young people who have an amazing ability to keep believing in a world that will bring a better life, even when it seems that everyone around them is intent on labelling them as 'bad', 'damaged', 'dangerous' or 'hopeless'." Natalie Siegel-Brown from QLD Office of the Public Guardian

#SNAPTHATSTIGMA



2,954 views



4 media articles



121 shares



4 events



BEAT THE BOSSES

the best yet!

On 25 May 2017, CREATE held its annual fundraising event Beat the Bosses with over 30 organisations playing trivia, singing and taking on any challenges that came their way.

Beat the Bosses has gained a strong reputation in the finance and insurance industry which comes as no surprise given it provides the opportunity for employees to come head to head with their bosses to show who's boss! The event is also a great opportunity to hear the personal journey of some of our Young Consultants and we were very impressed by CREATE Young Consultants Emily and Christina: both were outstanding on stage and delivered strong messages including the need to reduce the stigma associated with children and young people in care.

We coined our Beat the Bosses 2017 the best yet not only due to the amazing acts on stage and widespread laughter in the room but also because we raised an outstanding \$159,000 that evening, the highest we've ever raised. This success was made possible thanks to a range of exceptional partners including our major sponsor Steadfast, gifted MC Donald MacKee and vibrant auctioneer Scott Gibbons. We would also like to thank The Ivy and Galabid for their wonderful service, as well as AMP Graduate volunteers and the wonderful prize donors, the prize bidding was fierce. And last but not least, our wonderful guests on the night. We hope you are ready for dethroning Finity Consulting next year!



corners for kids

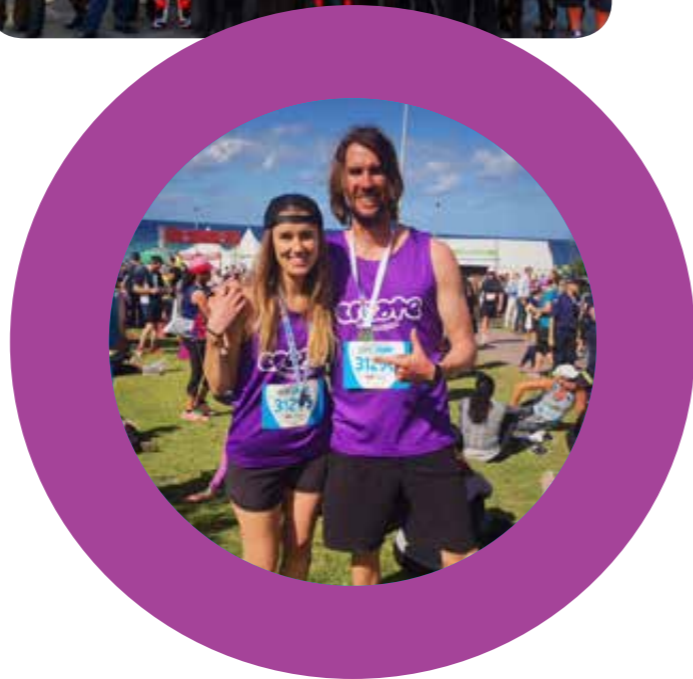
This year, Corners for Kids kicked off on Friday 10 March in the beautiful area of Richmond. The rally is an annual fundraising motorcycle road trip in which professionals from the financial industry and motorcycle devotees clock up thousands of kilometres to raise funds and to create a better future for disadvantaged children and young people, including those in out-of-home care. The ride also raises awareness amongst rural communities and the importance of inclusion for our young people who often feel isolated. We would like to thank Corners for Kids for their ongoing support and for the difference they are making each year!



fun runs

For the first time, we had not three but four States participating into fun runs throughout Australia. The team in Victoria joined forces with the New South Wales team along with Board Member Andy Parton to breeze through the 14 km as part of the City2Surf fun run last August. Meanwhile, there was fierce fundraising competition with the team from Western Australia and Queensland who participated in the Perth City to Surf and the Bridge to Brisbane fun runs respectively.

A big thank you to all the runners, their dedication and the physical challenges they overcame! Not only lucrative, fun runs are a great way to raise awareness amongst communities and to reduce the stigma attached to children and young people in care.



cars under the stars

On Saturday 18 March, classic cars descended on Sydney Dragway to raise money for CREATE Foundation. There were more than 400 pre-1986 cars and bikes for an evening of family fun. Cars Under the Stars show was hosted by Barney Kodsy and we would like to say a thank you to him and his crew for making a difference in the lives of children and young people in care. Cars Under the Stars are family friendly pre-1986 car enthusiasts who are happy to show off their pride and joys, as well as doing something good for the community!



paint it purple

Paint it Purple took place during Child Protection Week in September 2016 to prompt the general public to paint their nail purple and to donate in solidarity with children and young people in care. Over 30 social media posts were created with Todd Sampson post being unsurprisingly, the most successful one. CREATE Young Consultant Carlatina was also interviewed by the newspaper Crinkley News and CREATE staff certainly had fun hosting purple lunches and morning teas. Public Schools like Cessnock West Public School were right behind our campaign as well and understood the importance of educating children at a young age to reduce stigma in school playgrounds.



media coverage

Our achievements in the media couldn't be made possible without the support of our long term Media Consultant, Leigh White. Leigh has been working with CREATE and supporting our mission for nearly 10 years, and her passion and dedication throughout this time has been unwavering. It is with sadness that we say goodbye to Leigh as she pursues new business ventures and we sincerely thank her for her tireless efforts in making the voices of children and young people heard in mainstream media. We welcome our new media consultant, Andrea Doney, on board and we look forward to developing a strong partnership so we can continue highlighting our important work through the media.

Number of media interviews

 **86**

Number of CYP involved in media interviews

 **43**

Number of Indigenous CYP involved in media interviews

 **07**

Number of print articles published

 **13**

Number of online articles published

 **42**

Number of TV segments broadcast

 **13**

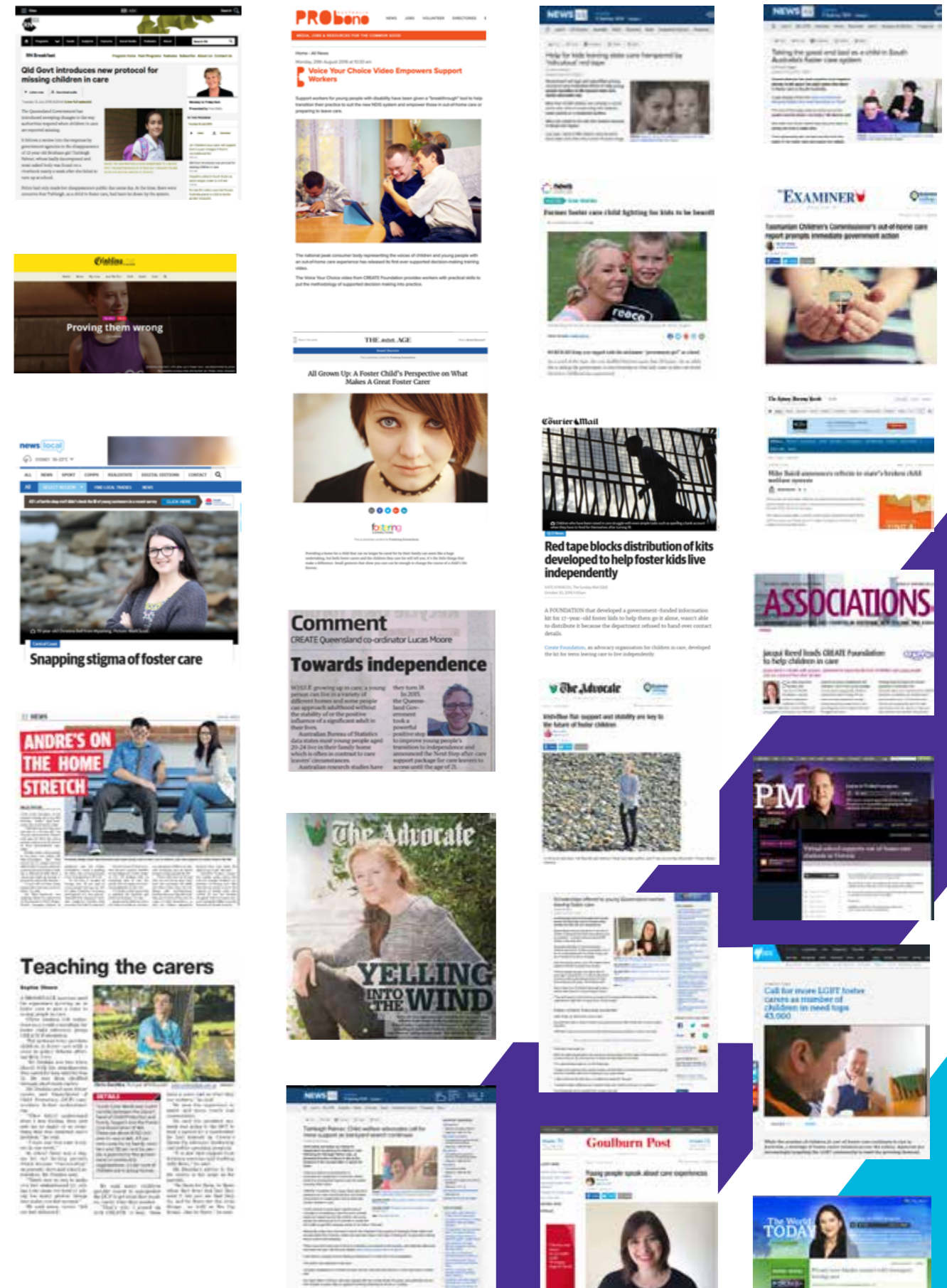
Number of media releases produced

 **21**

Number of radio interviews broadcast

 **17**

media coverage



financial review

The table shows growth of 3.6% in funding over the past four years with CREATE's expenditure on programs and services increasing by 3.7%. The moderate decrease in 2017 income and expenditure is a result of receipts and payments for CREATE's bi-annual conference that was held in October 2015. Excluding the Conference, CREATE's income and expenditure have increased by 5.1% and 4.1% respectively from FY 16 to FY 17.

	2017	2016	2015	2014
Total funding	6,219,578	6,422,365	5,380,850	6,000,822
Percentage increase	-3.16%	19.36%	-10.33%	-0.31%
Total expenses	6,193,818	6,403,937	5,359,271	5,971,729
Percentage increase	-3.28%	19.49%	-10.26%	-0.52%
Retained earnings	630,909	605,149	586,721	565,142
Percentage increase	4.26%	3.14%	3.82%	5.43%

In 2017 CREATE achieved a surplus of \$25,760 (2016 \$18,428) taking retained earnings to \$630,909. CREATE aims to hold cash reserve to help protect against the immediate impact of future economic, political or other changes.

During 2017, service agreements with three State Governments were negotiated for next three years. This year also saw new funding secured for projects in New South Wales, Victoria and South Australia that will increase CREATE'S programmatic offer in the future.

The Department of Family and Community Services (NSW) funded The Ability Project and expansion of the program for another year. CREATE in New South Wales also received Australian Government funding under Implementing Information, Linkages and Capacity Building, towards year 2018.

CREATE in Victoria secured new funding towards the Participation Model and East Melbourne programs and CREATE in South Australia will implement a project funded by the Office of the Guardian for Young People and Children.

2017 also saw CREATE successfully receiving approval from the Federal Government and three states to implement the Sort Your Life Out Application (SORTLI App) for young people transitioning from care. Funding for the distribution of Go Your Own Way Kits via a new pilot project named TransUP was also successfully negotiated and will be implemented in years 2017/2018.

The Beat the Bosses fundraising event held in May 2017 was strongly supported by the insurance and banking industry and our corporate partners. We raised \$229,452 compared to \$193,476 raised in 2016, an increase of 18.6%. The net amount raised through this event was \$159,343 compared to \$125,599 in 2016 (an increase of 26.9%).

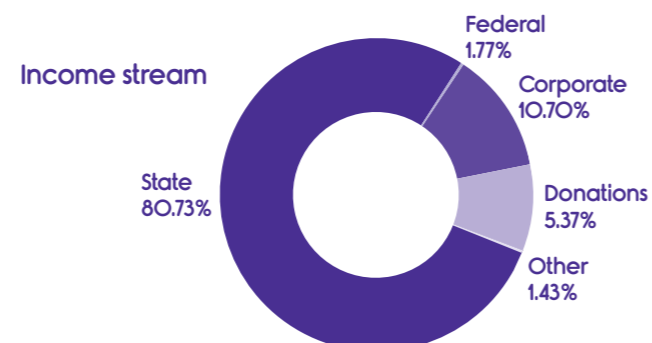
The AMP Foundation has been a great supporter of CREATE and we acknowledge their contribution. CREATE also enjoys the support of AMP Capital which provides funds through its fundraising activities that directly benefit children and young people through the Voices in Action Conference, Christmas parties and clubCREATE. The team at AMP Foundation and AMP Capital truly make a difference in the lives of children and young people in care.

Aon Charitable Foundation continues to support CREATE's programs and initiatives and their volunteers are instrumental in many of CREATE's activities.

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.

Chandra Sharma
National Finance Manager



statement of financial performance

For the year ended 30 June 2017

	2017 \$	2016 \$
Services revenue		
State and Territory grants	5,021,006	4,894,448
Federal grants	110,171	20,000
Corporate grants and conference	665,197	791,943
Donations	334,164	570,646
Consultancy fees	3,409	34,108
Other revenue		
Interest revenue	77,149	72,845
Profit on disposal of fixed assets	3,636	11,471
Sundry revenue	4,846	26,904
TOTAL revenue	6,219,578	6,422,365
Expenditure		
Accommodation and travel expense	273,373	437,998
Consultancy fees	347,455	396,099
Depreciation and amortisation	45,028	40,003
Employee benefits expense	3,815,882	3,612,287
Insurance	43,343	46,405
Payments to young people	52,766	43,247
Postage and couriers expense	159,075	164,930
Printing and stationery expense	143,342	147,872
Rental and outgoings	451,804	478,982
Resources	135,282	196,512
Telephone and internet expense	69,497	91,762
Venue and food costs	256,924	451,487
Other expenses	400,047	296,353
TOTAL expenditure	6,193,818	6,403,937
PROFIT before income tax	25,760	18,428
INCOME tax expense	-	-
PROFIT for the year	25,760	18,428

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

statement of financial position

For the year ended 30 June 2017

	2017 \$	2016 \$
ASSETS		
Current assets		
Cash and cash equivalents	3,840,487	3,299,535
Receivables	60,600	95,314
Prepayments	275,187	14,398
	4,176,274	3,409,247
Non-current assets		
Cash on deposit	62,113	62,113
Plant and equipment	75,122	72,147
	137,235	134,260
TOTAL assets	4,313,509	3,543,507
LIABILITIES		
Current liabilities		
Payables	3,495,304	2,764,232
Provisions	187,296	174,126
	3,682,600	2,938,358
NET assets	630,909	605,149
EQUITY		
Retained profits	630,909	605,149
TOTAL equity	630,909	605,149

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

statement of cash flows

For the year ended 30 June 2017

	2017 \$	2016 \$
Cash flows from operating activities		
Receipts from grants and customers	7,437,858	7,649,467
Interest received	77,225	48,203
Payments to suppliers and employees	(6,929,764)	(6,748,539)
Net cash inflow from operating activities	585,319	949,131
Cash flows from investing activities		
Purchases of plant and equipment	(48,003)	(49,983)
Proceeds from disposal of plant and equipment	3,636	20,909
Proceeds from non-current investments – cash on deposit	-	16,896
Net cash (outflow) from investing activities	(44,367)	(12,178)
Net increase in cash and cash equivalents	540,952	936,953
Cash and cash equivalents at the beginning of the financial year	3,299,535	2,362,582
Cash and cash equivalents at the end of the financial year	3,840,487	3,299,535

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



year ahead

We look forward with eager anticipation to the year ahead. We are well positioned to push forward across all jurisdictions to advocate for improved information sharing and access to contact details for children and young people. We are keen to garner enthusiasm as some States progressively work towards this aim with the needs of the child and young person paramount.

Our cornerstone program Speak Up will be revised and updated through a cultural lens to ensure that it is inclusive, and responsive to the needs of children and young people from diverse cultural backgrounds. We also will be focussed on packaging our CREATE Your Future life-skills program to be able to reach more young people through the development of a licensing model.



CREATE's Voices in Action Conference was a culmination of a years' work to pull together a dynamic program of events and speakers. The Conference brought together young people from across the country to facilitate their collective voice, showcase their expertise and enable decision makers to hear directly from young people. The Conference also facilitated connection between children and young people, key decision makers and those within the care community.

thank you

AMP FOUNDATION AND AMP CAPITAL

The contributions from AMP Foundation and AMP Capital provides us with the means to change the care system for the better.

Without the continuous flow of volunteers provided by the AMP Foundation, we would not be able to wish a happy birthday to children and young people with a care experience on a regular basis. Birthday cards go a long way in reducing a child's sense of isolation and stigma. The AMP Foundation also provides unwavering support for our Connection Events and Christmas Drive. Last Christmas, and for the first time, the AMP Foundation conducted a successful special workplace giving which enabled CREATE to purchase stationery, backpacks and toys for our Entering Care Kits. We feel lucky to be working with such a dedicated team!

As for the fervent AMP Capital Fundraising Steering Committee, a huge thank you for another incredible year of support. AMP Capital and CREATE worked closely together on several events throughout the year including Beat the Bosses and Football for a Cause which are getting better year-on-year. The delicious cake bake-off competition is also a favourite and the Christmas Drive led by the AMP Capital Shopping Centre was yet another success.

Valuable contribution was also made thanks to Jon Comino and Goldie Markovits who participated in our first Think Tank on Corporate Parenting – a model legislated in Scotland ensuring government departments and various organisations are held responsible for working together to assist children and young people in care in the role of "Corporate Parent."

All of these activities are the results of an enthusiastic and dedicated team, we thank you for all your hard work and your belief in improving the lives of children and young people in out-of-home care.



AON CHARITABLE FOUNDATION

We would like to thank Aon for their continued support in helping us improve the lives of children and young people in out-of-home care. The precious time donated by Aon volunteers on a regular basis means we can acknowledge children and young people in out-of-home care on their birthday as well as sending Welcome Packs and Entering Care Kits every month. Aon is also bringing many smiles over Christmas thanks to their participation in our Christmas parties and donation gift drive. Beyond Aon's volunteering support, the Foundation provides an annual donation, which strongly assists us to achieve our mission. We would like to say a special thank you to Paul D'Arcy for his valuable contribution in our Think Tank session on Corporate Parenting as well as Fiona Norris who is always so helpful and eager to provide us with support – highly valuable for a small size charity like CREATE. In particular, thank you for the support given during our Snap that Stigma campaign and spreading the word out further.



thank you

CARNIVAL CRUISE LINE

Last November, Carnival Cruise Line generously hosted a magical Christmas party with staff spoiling many children in out-of-home care. The event has now been run for four years in a row and we cannot thank them enough for creating so many wonderful and lasting memories. A particular thank you to Denise Minakowski for her sincere dedication in making these events a resounding success.



KING & WOOD MALLESONS

Thank you to King & Wood Mallesons for providing CREATE with in-kind legal advice again this year. This support is highly appreciated by CREATE



MICROSOFT AUSTRALIA

A heartfelt thank you to Microsoft Australia for including CREATE in their Workplace Giving Program, we are very grateful for your continuous support. Thank you as well for providing fun game activities to our members and for providing valuable Microsoft packages for our fundraising event.



ORIGIN FOUNDATION

A sincere thank you to Origin for including CREATE in their Workplace Giving Program, we are very grateful for your ongoing support.



PRICEWATERHOUSECOOPERS

Thank you to PricewaterhouseCoopers for conducting CREATE's annual audit again this year. This support is highly appreciated by CREATE.



STEADFAST GROUP LIMITED

Steadfast has been a valued supporter of CREATE and our annual fundraising event, Beat the Bosses, would not be as successful without your sponsorship! A heartfelt thank you as well to Doreen Falzon who is always so helpful and willing to make a difference.



our volunteers

Thank you to each and every volunteer who has worked with us over the last year. Your support packing Entering Care Kits and Welcome Packs, writing birthday cards, helping to run Connection Events and providing administration support does not go unnoticed. Thank you also to those volunteers who engage in our CREATE Your Future activities, lending their time and expertise to help young people develop life skills supporting their transition to independence.

This year has seen a significant increase in the level of volunteer engagement with over 1,000 volunteers contributing a combined total of over 5,500 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 all children and young people with a care experience, and make a real difference to their lives. From everyone at CREATE, we extend a sincere and heart felt thank you to all those wonderful individuals who have worked with us throughout the year. Thank you for helping create a better life for children and young people in out-of-home care throughout Australia.



1,015
volunteers



5,586
volunteer hours



CREATE supporters



Accenture Australia
 AIG
 Allianz Australia Insurance
 AMP Capital
 AMP Foundation
 Aon
 Arthur J. Gallagher
 AUB Group
 Austbrokers
 Australian Reinsurance Pool Corporation
 Blackwall Property Funds
 Captain Cook Cruises
 Carnival Cruise Line
 Cathay Pacific
 Central Coast Surf School
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 Corners for Kids
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 Deloitte
 Entertainment Book
 EY
 Fairfax Media
 Finity
 Genworth
 Glitz N Glamour Photography

GT Insurance
 Harcourts Foundation
 Infosys
 Insight Investment Partners
 JLL Australia
 Jones and Co
 Ken Done
 King & Wood Mallesons
 Knight Frank Australia Pty Ltd
 KPMG
 LaSalle Investment Management
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 PROFILE FINANCIAL SERVICES
 Prudential Dental Clinic

PwC Australia
 QBE Insurance Australia
 QUANTIUM
 Quorum Systems
 Recoveries Corp
 Rose Bay Aquatic Hire
 Shangri-La Hong Kong Island
 SHAPE
 SIRTEx
 St George Open Air Cinema
 Steadfast
 Steel Bar and Grill
 Swans Club
 Sydney Festival
 Sydney Theatre Company
 Talbot Underwriting Australia
 Taronga Zoo
 The Done Group
 The Ivy
 Total Physiotherapy
 Wilson Security
 X-Calliden
 XL Catlin
 Young Henrys

government funding bodies

australian government



Australian Government
 Department of Social Services
 Department of Social Services



state and territory governments



Community Services Directorate (ACT)



Department of Family and Community Services (NSW)



Territory Families (NT)



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



Department for Child Protection (SA)



Department of Health and Human Services (TAS)



Victorian Government



Department of Communities (WA)

board of directors

Richard Hill Chairman

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



Dr Joseph McDowall Executive Director of Research

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



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 CEO. 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.



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.



Reeny Jurczynsyn

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 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.



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 worlds 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 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.



Ighsaan Adams National Finance Manager

Ighsaan joined CREATE in April 2016 having previously worked as the Finance Manager at the National Aboriginal Sporting Chance Academy. Prior to moving into the not-for-profit sector, Ighsaan held senior roles in the financial services sector specialising in finance, risk management and internal audit. He has held the positions of Head of Internal Audit at Computershare and Head of Audit and Risk at FuturePlus Financial Services. Ighsaan has significant experience in establishing and leading internal audit functions, having commenced his career in external audit with KPMG, and establishing and maintaining risk management programs and providing support appropriate for Board audit committees in relation to audit, risk and compliance oversight.



James Boreham National Development and Operations Manager

James 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 and Partnerships Manager

Stef is a passionate marketer and brand strategist with over 10 years of experience in both the corporate and not-for-profit sectors covering a range of products and services. Stef has a track record of success in building and developing relationships with stakeholders, and is responsible for overseeing the management of CREATE's corporate partnerships and seeking new business opportunities. She has been employed by CREATE Foundation since December 2012 and was appointed the position of National Marketing and Partnerships Manager in June 2014.



Noelle Hudson National Policy and Advocacy Manager

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



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 ensures CREATE adheres to the high standards of financial compliance to meet statutory and donor requirements.



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F 03 9918 0006

Victoria (Frankston)

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Frankston VIC 3977
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Western Australia

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staff list

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Jecelyn Anjani
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Dannielle Ashton
Tida Baniya
Michelle Barry
Alison Bills
Deirdre Bole
Madonna Boman
James Boreham
Hope Brown
Katherine Browne
Amanda Bull
Alexandra Cahill
Michael Campbell
Cathy Carnovale
Jordanah Chan
Maria Chan
Stef Coles
Ann Cook
Samantha Cotton
Alice Creevey
Sachin Dahal
Ruth Daniels
Bernardo Dewey
Karen Dixon
Daniel Dyer
Rebecca Edmonds
Laura Florisson
Michelle Gardiner

Lara Gerrand
Lisa Gierke
Catherine Greene
Karleen Gwinner
Deanna Hamilton
Jordan Hardy
Noelle Hudson
Darcie Jackson
Amy Jasper
Che Johnson
Eleanor Jones
Matthew Keleman
Stacy Klousia
Vaea Languillat
Sarah Layne
Julia Leung
Sarah Lewis
Nicky Link
Kelly Lotz
Nicole Mackenzie
Matthew May
Catherine McInnes-Wright
Carrie McKeon
Allan McLean
Anna McLennan
Fabian McPhee
Peter Melrose
Rodel Misagal
Lucas Moore
Tenielle Moore
Russell Mulry
Brittany Neale

Terry O'Neill
Diana Ormston
Rebecca Paddon
Hannah Peacock
Susan Pellegrino
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Eloise Pope
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Jade Purtell
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Rachel Summut
Claudine Scalzi
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Amanda Scott
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William Sheehy
Kara Simpson
Priya Singh
Laura Skilleter
Sarah Slattery
Madelaine Smales
Ania Stepien
Sabrina Tandé
Belinda Tome
Lisa Townshend
Damon van der Schuit
Tania Warren
Deborah Watson
Patrick Weiniger
Luke Westwick
Benjamin Whitchurch
Venkata Sai Yadla





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