

# Annual Review

## 2022



**create**  
FOUNDATION





CREATE Foundation acknowledges the Aboriginal and Torres Strait Islander peoples of this nation. We acknowledge the traditional custodians of the lands on which our organisation is located and where we conduct our business. We pay our respects to ancestors and Elders, past, present, and emerging.





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## Chairman's Foreword

The new Strategic Plan for the next five years captures elements of our core work whilst leaving room for some innovation and new projects based on the feedback received directly from children and young people and the sector. It's an exciting time for CREATE Foundation as we start to implement the new plan and tackle some of the challenges facing children and young people.

There is more work to be done in New South Wales to provide support for young people transitioning from care to adulthood so that they are supported up to the age of 21. Transition planning has never been more important and the need for affordable housing never more pressing. Following suit along with all other seven jurisdictions to support young people up to the age of 21 is a logical next step for the New South Wales government to consider.

CREATE's CEO, Jacqui Reed celebrated her 15 years with CREATE this year and the Board congratulates her on her dedicated service to children and young people. The CREATE team has done a stellar job this year to overcome the myriad of challenges that COVID-19 has presented them with. The Voices in Action Conference was heralded a great success and was enjoyed by many people who would not normally be able to attend. The online format certainly presented the team with opportunities to engage with those in regional areas more readily, and those time poor who would have otherwise not had the time to attend an interstate event. The event was hosted seamlessly and the Conference Committee are to be commended for hosting a great event.

Thanks to the CREATE team for another great year.

### Richard Hill

**Chairman**  
**CREATE Foundation**



## From the CEO

My personal journey with CREATE Foundation started 15 years ago, this year was my anniversary and it was a great time to reflect on our achievements over this time and rejoice in the memories.

This year we finalised our new five-year Strategic Plan, a culmination of a year's worth of consultation with children and young people, our team, Board, and key stakeholders to determine our direction for the future. What an invigorating process it was, and one that sets us up well for the future.

One piece of work we're excited to be developing is a co-design Mentoring Program Model and pilot that will support young care leavers transition to adulthood with confidence.

We hosted our first ever online conference and it was an outstanding success. The Conference Committee were excellent and ensured that the sessions were varied and interesting and that the conference, whilst not face to face, provided opportunities for interaction and engagement. Our MC Gregory Nicolau (Founder of the Australian Childhood Trauma Group) was amazing, and kept us on time and engaged, he dealt with a million curve balls with good grace and humour and the team truly valued his contribution.

We saw our teams grapple with returning to work and adapting to alternative delivery mode every time a COVID-19 restriction changed. Returning to face to face events has many rewards and our motivation seems to increase each time we are "in the room" with the children and young people we aim to serve.

This was a big year for our advocacy marked by the announcement of the Queensland government to provide accommodation and placement support to young people transitioning to adulthood up to the age of 21. Additionally, they took the bold step of consulting with young people to find out what type of support and resources would be useful to young people transitioning from care by commissioning CREATE to conduct a state-wide consultation. This is the seventh state to provide a commitment to allow young people to have the option of remaining with their carers to 21, should this be a viable option for the carer and young person. Importantly, and over and above some other jurisdictions, provision is also in place for those young people in residential care to shape the type and level of support they need to transition successfully.

The last bastion of resistance to providing support to 21 is New South Wales. Despite overwhelming evidence to support this approach New South Wales remains recalcitrant to offer the option of placement/housing support to 21. Instead preferring an ad hoc arrangement of service provision, which unfortunately means many young care leavers are falling through the gaps. Thus, adding to their stress and increasing the potential of being homeless, which is a real issue given the lack of affordable housing, coupled with poor planning in the transition phase means there is a very real possibility of young people being homeless in their first year of leaving care.

CREATE is working with young people in New South Wales to bring their voices to the fore on this issue, and to encourage the New South Wales government to listen to the evidence, hear their voices and act to protect young people and ensure that they are supported.

We're hoping that in next year's Annual Review we'll be reporting that all eight jurisdictions provide support to 21.

Our state and national teams have worked hard over the course of the last twelve months and we are hoping that the legacy of COVID-19 is behind us, with a bright new future ahead of us whilst we implement the new Strategic Plan.

Special thanks to the finance team ably led by our Finance Manager, Jecelyn Anjani, who has kept us on track for a good audit result and managed to keep on top of all the state and contractual agreement reporting, all whilst also taking on the role of COVID-19 officer.

I'd like to thank the Board for their continued support and acknowledge their commitment to the children and young people we serve.

Our success this year would not have been possible without the children and young people who are our inspiration.

### 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.

## Our 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 the 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 practice is inclusive and respectful of culture and diversity
- Our advocacy is independent and driven by the voices of children and young people
- We believe that meaningful participation is essential for engaging children and young people
- Partnerships with Government, NGOs and individuals are important to success
- We are enthused by creativity and fun
- We invest in our people
- We provide a safe and inclusive environment for children and young people where they are safe, respected and have opportunities to have a say, free of judgement and prejudice



# 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. To achieve our mission of improving the lives of children and young people in care, we facilitate a variety of programs and services and develop policy, research, and reports 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 care experience.

Our work is underpinned by our deep and abiding commitment to improving the lives of vulnerable groups of children and young people, and as part of this, we also need to address the over-representation of Aboriginal and Torres Strait Islander children and young people within the care system. Our Strategic Plan for 2018 – 2021 drove forward our commitment to improving the lives of children and young people with a care experience. We continued to strengthen our working relationships with a wide range of organisations, including Aboriginal and Torres Strait Islander agencies to ensure our work remains culturally relevant and to amplify the voices of Aboriginal and Torres Strait Islander children and young people who are over-represented in the out-of-home care system. Our plan clearly expressed our commitment to ensure that children and young people are at the centre of what we do, and that their voices inform our advocacy through evidence-based consultation and research.

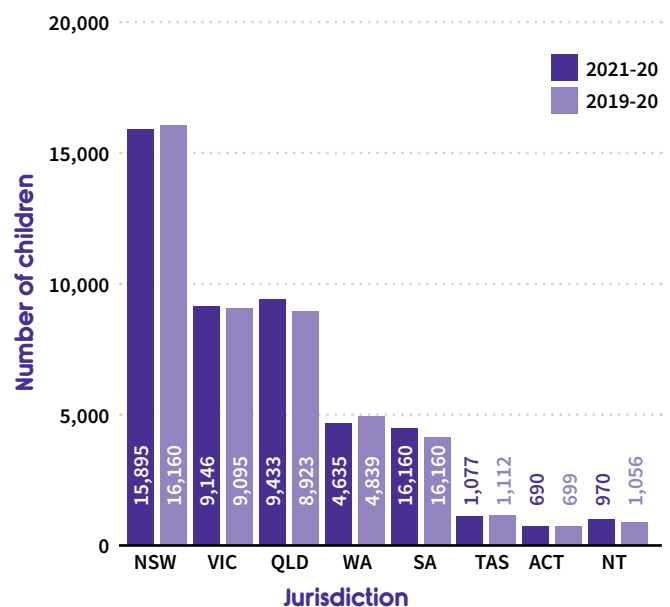


# Child Protection Landscape

Throughout 2021-22 there were 46,200 children and young people living in out-of-home care across Australia (Australian Institute of Health and Welfare, 2021), a 0.43 percent increase compared to the previous year. While the number of children and young people living in out-of-home care has remained relatively stable, with 30,400 of these young people in out-of-home care for 2 years or longer, First Nations children continue to be greatly over-represented.

Across Australia the majority (91 percent) of children and young people in out-of-home care were living in home-based care while 7.3 percent were living in residential care. Of those in home-based care, 56 percent were in relative/kinship care, 36 percent in foster care and 1.3 percent in other types of home-based care. This varied across jurisdictions with Queensland and Northern Territory remaining the two jurisdictions where foster care numbers still slightly exceed kinship care. Victoria had the highest number of kinship care placements (75 percent) compared with the Northern Territory who had the least (28 percent).

However, almost 35 percent of the children and young people in the Northern Territory were living in other home-based care placements, such as with family day care providers. South Australia also continues to hold the highest number of children in residential care (14.5 percent) in comparison to New South Wales with the least (2.9 percent) (Australian Institute of Health and Welfare, 2021).



**Table 1: Children in out-of-home care, by state or territory**

Source: AIHW, 2022, Data tables: Child Protection Australia 2021-22, Supplementary Data Table 5.1

Type of Placement	NSW	VIC	QLD	WA	SA	TAS	ACT	NT	Total
<b>Foster care</b>	40.0	17.0	45.6	40.0	35.1	51.6	37.4	26.8	36.1
<b>Relative/kinship care</b>	53.6	75.8	39.8	51.9	48.9	41.7	57.2	24.1	53.7
<b>Other home-based care</b>	0.0	1.9	0.0	0.0	0.9	0.0	0.0	38.5	1.3
<b>Total home-based care</b>	93.6	94.7	85.4	91.9	85.0	93.3	94.6	89.4	91.1
<b>Family group homes</b>	0.2	0.0	0.0	2.8	0.0	0.0	0.0	0.0	0.3
<b>Residential care</b>	3.4	4.9	14.6	4.4	15.0	5.9	5.4	5.7	7.3
<b>Independent living</b>	1.1	0.4	0.0	0.0	0.0	n.p.	0.0	0.2	0.5
<b>Other/unknown</b>	1.7	0.0	0.0	0.9	0.0	n.p.	0.0	4.7	0.8
<b>Total</b>	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

**Table 2: Children and young people in Out-of-Home Care, by Placement Type and Jurisdiction**



Aboriginal and Torres Strait Islander children and young people continue to be over-represented in the care population. During the past 12 months there were approximately 19,500 First Nations children reported to be living in out-of-home care. This is a rate of 58 per 1,000 First Nations children (*Australian Institute of Health and Welfare, 2022*). Across Australia each jurisdiction has adopted the Aboriginal and Torres Strait Islander Child Placement Principle in legislation and policy, and in 2020 -21, 63 percent of First Nations children were placed with Indigenous or non-Indigenous kin care givers (AIHW) with about one third placed with unrelated non-Indigenous carers.

Each child protection jurisdiction across Australia has continued to experience complex and interconnected issues

with the additional pressures of COVID-19 and the housing market creating an even more challenging environment in which governments attempt to achieve positive outcomes for children. CREATE Foundation continues to respond with active and robust systems advocacy, through submissions, research, social media and media releases to raise the voice of children and young people with a care experience. CREATE also continues to advocate strongly for the safety and well being of children and young people and to ensure that legislative reform, policy initiatives, commissions of inquiry and other governance, review, and monitoring measures are informed by the views and perspectives of children and young people.



# Connect



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

# clubCREATE

## clubCREATE membership

clubCREATE is open to children and young people aged 0 to 25 with a statutory care experience across Australia. It allows members to build relationships with each other, engage within their community, and access CREATE Foundation's many programs and services. clubCREATE connects with our members via our magazines, events and activities, social media and websites. To address the over-representation of Aboriginal and Torres Strait Islander children and young people in the out-of-home care system, CREATE works hard to ensure we remain culturally relevant. Children and young people who identify as Aboriginal or Torres Strait Islander make up over 35 percent of clubCREATE members, with over 60 percent of new members over the last financial year identifying as Aboriginal or Torres Strait Islander.

## Joining clubCREATE

When a child or young person joins clubCREATE they're given a Welcome Pack with a membership card, sticker pack, wristband and information on the care system, their rights and CREATE's programs. They also receive clubCREATE magazines four times a year, a message on their birthday and invitations to be part of CREATE's events, activities and programs.

## clubCREATE in a year



**1,525** Welcome Packs distributed



**22,114** Birthday cards and messages sent



**65,367** clubCREATE magazines distributed (hard and e-copy)

**1,529**  
New Members

**30,730**  
Members to Date

**22,032**  
In-Care

**8,968**  
Post-Care

**931**  
New First Nations Members

**10,898**  
First Nations Members to Date

**8,330**  
In-Care

**2,568**  
Post-Care





**"It makes you happy while reading it, it has a good vibe"**

## clubCREATE magazines

CREATE Foundation produces and distributes magazines to our clubCREATE members around Australia every three months. The magazines are divided into two versions, one for our members aged 12 years and under, and one for members aged 13 to 25 years old. The magazines allow our members to keep connected to one another by reading stories about other children and young people in care, while also providing information about being in care, and featuring fun stuff like competitions, recipes, and jokes. The magazines also include a 'Round-Up', providing members a summary of what has been happening in their state or territory. The magazines are distributed either in hard copy format or digitally with clubCREATE members aged 5 to 18 receiving a hard copy of the magazine in the mail, and members under 5 and over 18 years receive an electronic copy of the magazine.

**"I really like how there are stories from children in care or that have been in care it shows that CREATE strives to let kids in care have a voice"**





**"I like how it gives you lots of information about what the club is doing and how it gives you stuff to do like to win prizes and enter competitions and has like camps and stuff and upcoming events"**

The magazines are an important component of ensuring that clubCREATE members are informed about CREATE's advocacy work and how their voices are being used to improve the care system. This is why the content of the magazines is driven by both CREATE's Influencing Committee, which guides CREATE's advocacy work, and an editorial committee of young people who ensure that the magazine is created in collaboration with those who have a lived experience of the care system.

# E-marketing

-  /CREATEfnd
-  CREATE Foundation
-  youtube.com/CREATEfnd

-  @CREATEfnd
-  @CREATEfnd

				
June 2018	6,229	5,316	943	859
June 2019	7,281	5,487	1,216	1,058
June 2020	8,666	5,675	1,963	1,358
June 2021	9,440	5,729	2,590	1,810
June 2022	10,082	5,795	3,221	2,239

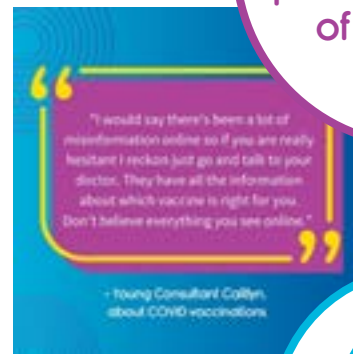
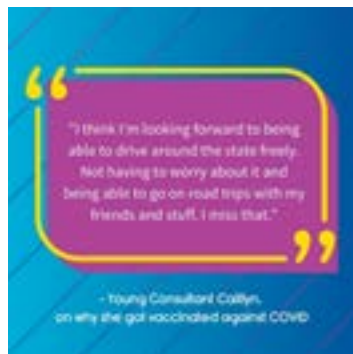
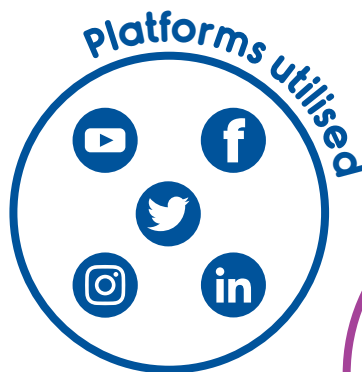
## COVID-19 Vaccination Video Project

CREATE Foundation in Victoria was approached by the Department of Families, Fairness and Housing in October 2021 to assist in developing materials for children and young people in care, specifically those in residential care, about the COVID-19 vaccine.

CREATE understands that young people relate overwhelmingly to other young people. Peer promotion and authentic views of young people outlining their reservations to get a vaccination, and their journey to think of it as positive or desirable would be an effective tool to engage with other young people.

The Department relayed that traditional departmental communication material may not be the most effective means to convey messaging to this cohort, and as such were keen to partner with us to create something more palatable to young people. From this, CREATE made a series of resources, and executed relevant communications targeted at young people to provide information about the vaccine and encourage vaccinations.

To further the reach of our project resources a Promotional Tool Kit was produced. The Tool Kit included background information on the campaign, key messages, social tiles and the young person videos. The Tool Kit was distributed to key sector stakeholders to provide them access to the resources and encourage them to communicate the materials to their networks. Garnering support from the sector assisted in endorsing our communications and broadening our reach. The Tool Kit was also distributed to all 11,776 CREATE subscribers through our enewsletter, with a link to download and was also available for download through our website.



# Connection Events

Connection Events provide children and young people with a care experience an opportunity to connect with their peers at fun activities. These events don't only provide clubCREATE members with a fun day out, but they are also a way for children and young people to feel less isolated and stigmatised for having a care experience.

## Sibling Day

Through our Youth Advisory Groups and our surveys, the children and young people in South Australia have told us how important sibling connection is to them. To honour this feedback, South Australia hosted a phenomenal Connection Event called Sibling Day at Latitude where over 180 children and young people got the opportunity to come together, make new friends, burn some energy, and connect with their biological, foster, and chosen siblings.

The new Hon Katrine Hildyard MP provided CREATE Foundation in South Australia with some additional funding to help us reach and connect with the children and young people in regional areas (Mount Gambier, Port Lincoln, and Port Augusta) over the new financial year (2022-2023). We will be hiring out the bowling alley in Mt Gambier and spending some time in the regions hearing the opinions and experiences of children and young people in out-of-home care.



**“The kids had a ball and this is one of the best events that they go to!”**

– Carer

## Snow Foundation Connection Event

Over the years the Snow Foundation has been integral in being able to increase opportunities for young people and their siblings experiencing out-of-home care to connect with each other in a fun environment. Our sibling Connection Events have been very successful in the past and continue to be the highlight of events throughout the year. CREATE Foundation in the Australian Capital Territory works alongside ACTTogether to ensure huge turnouts in order to achieve the goal of connecting young people to each other, to CREATE and to their community.

The Snow Foundation has further embedded their commitment with CREATE in the ACT by offering additional funding across two years to 2023 to enhance CREATE's ability to facilitate life skills workshops for 15 to 25 year olds as they transition into adulthood. These workshops are vital in supporting young people who have additional complexities to understand basic elements of key life domains as they move towards independence. Thank you Snow Foundation for your ongoing support and we look forward to sharing the success of these programs with you.





# Regional Express Your Way Competition

Young people in regional areas face their own challenges and often miss out on support and services that are available in the metro areas. To combat this, one of our incredible Young Consultants in Western Australia, Kathleen, led our regional Express Your Way Competition which showcased some of the amazing talents of our regional clubCREATE members!

All the entries were themed around Identity, Voice and Connection. These themes were chosen by Kathleen who is passionate about advocating for regional young people in care and recognises how important these are for young people in care. The entrants had the choice to enter for art, photography or writing. We received beautiful artworks, photos and written pieces from all over Western Australia, including Esperance, Kalgoorlie, Geraldton, Bunbury and Pemberton. We are so proud of everyone who entered.



ARTI



ARTI



ARTI



ARTI



ARTI

### BUILDING MYSELF AGAIN BY CHEYENNE

I used to know who I was, I was a sister responsible for her family, the protector, the one who knew everything.

Then in one day everything changed. I was still a sister, but I was no longer responsible for everyone. I wasn't with them, I couldn't protect them, I was alone and I didn't know who I was anymore.

These strangers have stolen my family, my familiarity, my purpose, my entire sense of identity. The anger and darkness consumed me.

Little by little I made new friends, I wore new clothes, I found new activities and purposes to fill my life. Before I knew it, I pieced together a new me and the light returned.

My resilience is what allowed me to build my new identity. Even so some days, weeks later, I still grieve the life I lost.

Through it all I have remained myself no matter what the world throws at me. As my life grows and changes my identity will grow and change, sometimes for the better and sometimes for the worse but no matter what, I will remain myself.

WRITING



# 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 Foundation's key empowerment programs include Youth Advisory Groups, Speak Up and CREATE Your Future.





## Youth Advisory Groups

CREATE Foundation's Youth Advisory Groups (YAGs) are a youth empowerment program that gives young people between 10 and 25 with an out-of-home care experience an opportunity to have their voices heard. YAG meetings are held regularly across all states and territories and are a platform for young people to talk about issues they are facing in the care system and to contribute to the development of resources, programs, and government and organisational policies.

### Sibling Connection Project

When it was identified that the number of children and young people not placed with their siblings was high and the contact arrangements were less than optimal, CREATE Foundation and the South Australian Commissioner for Children and Young People came together in the form of workshops to better discover the impacts this has on young people and how we may be able to advocate to overcome this.

Through these workshops our brilliant and brave young people were able to raise their voices and showed us that sibling relationships are diverse and can be integral to better understanding personal identity, emotional connection, and culture.

Powerful suggestions were made by young people and a youth-led strategy was created to educate staff in the sector, amend the Child and Young Person Safety Act (2017), update the Department for Child Protection Manual of Practice, and to create resource materials in consultation with children and young people in out-of-home care.

**young people advised that  
"You don't have to live with  
each other to be siblings."**

**and that it is important to  
have "regular contact -  
otherwise drift apart and  
don't have that sibling  
connection anymore."**

CREATE is committed to continued engagement with South Australia's children and young people, the Commissioner for Children and Young People, and the Office of the Guardian to ensure that their voices are lifted up so that positive change can be achieved and we can make a turn for bringing greater sibling connection for young people.



# South Australia Mural

For Child Protection Week, our state and territory teams were as active as ever, connecting with children and young people across the country to celebrate the 2021 theme: what kids need to thrive. Our team in South Australia held a particularly impactful event – they were asked to paint a mural which reflected the voices and messages from young people in care.

A comfortable silence came over the group as they poured themselves into each deliberate brushstroke and together, created something full of colour and life.

The beautiful piece of artwork is a refreshing splash of colour in the outskirts of the busy CBD which is enjoyed by many Adelaide commuters on their way into the city; but for those who are curious, a closer look will reveal messages, handprints, information, and stories which inspire hope, strength, and creativity.

Within the mural, some of our systemic initiatives are placed such as **#SnapThatStigma** and **#Makeit21**.

It is a beautiful piece of artwork, and will be a cornerstone of the community for many years to come. Well done team!





# Youth Parliament

Youth Parliament gives young people a chance to experience what it is like to be in parliament, by writing draft laws or changes to laws, then debating them in State parliamentary chambers. In a first for Victoria, a group of resilient CREATE Young Consultants formed a team with a total membership with a lived experience in care. Team CREATE - Ella, Nakita, Hayley, Kiara and Tobias, were incredibly resourceful in gathering statistics and evidence when drafting their Bill to raise the age of support for care leavers to 25. In June, their remarkable presentation and debating skills at parliament house resulted in fellow youth parliamentarians passing the Bill unanimously. All successful Bills are given approval by the Youth Governor of Victoria. The Bills are then handed over to the Victorian Government to consider. CREATE will continue to advocate for extended support to 25 at the Victorian 2022 pre-election Hour of Power.







## 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 of young people as experts with lived experience of the system, empowering them to 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.

**“You’ll get the chance at CREATE to do some really fun and interesting things, but it’s the serious meetings, consultations and launches with the Minister or other agencies are where you can really make a difference. Some might see them as boring, but I see it is the best use of my time”**

**(Female, 22)**

**“I became a Young Consultant in July. I like being part of a team that helps young people with a care experience help find their future”**

**(Male, 19)**



**“Speak Up (SUP) was sooooo good; great to meet other people who have survived care and great to learn there is somewhere I can put my passion”**

**(Female, 20)**



### Speak Up Song

Five amazing Western Australian Young Consultants banded together to write and record a song in collaboration with Paulie P from Playing For Keeps Ent. after completing all 3 levels of Speak Up! A unique way of truly using their voices, the song talks about the importance of speaking up for young people in care. The Young Consultants performing in the track hope that young people who hear the song can know that they can be who they want, that they are strong, and they can use their voice to speak up.





## CREATE Your Future

The CREATE Your Future (CYF) program provides young people aged 15-25 with skills and knowledge to feel supported in their transition from care to independence. Through a range of practical workshops centred around life skills, decision-making and self-awareness, the CYF program aims to enable young people to be equipped with abilities that will enable them to excel when they leave care. In addition to achieving skill-based competencies, such as managing finances, being healthy and navigating the rental housing market, young people are also guided through the steps required to think critically, make informed and independent decisions, and understand their identity and role in the community.



# CREATE Your Future Grant Scheme

Each year CREATE Foundation runs the CREATE Your Future Grant Scheme, where young people between 15 and 25 with a care experience can apply for grants that help them in their transition to adulthood. This year CREATE offered two types of CREATE Your Future grants; grants for driving lessons or tests, and IT grants to receive a laptop. These grants help young people increase their independence, provide greater accessibility to employment, educational opportunities, and support young people through their studies.

In 2022, 35 young people across Australia were deemed successful in our CREATE Your Future Grant Scheme. Of these grants, 29 laptops were provided to young people either in school or starting a higher education, 5 young people were granted several hours of driving lessons each, as well as one TAFE Course being paid for in full. We would like to thank our sponsors for this grant scheme; the State Trustee in Victoria, the Wyatt Benevolent Institution Inc. in South Australia, and Territory Families in the Northern Territory.

# CREATE Your Future Licensing

Our CREATE Your Future (CYF) licence holders continued to grow this year, which is fabulous news as this means the program has a greater reach with more accredited facilitators able to host the CYF program. The CYF program helps young people build the skills, confidence and knowledge they need to successfully transition to adulthood.

CREATE would like to thank all of our CYF licence holders, South Australian Minister for Child Protection, Churchers of Christ, Key Assets, Life Without Barriers, YFS Ltd and Catholic Care Social Services Hunter-Manning, and encourage those organisations considering investing in this important proven program.

The CREATE Your Future licence includes a suite of materials covering eight themes, intensive training on the program direct with CREATE's program developer, presentation and facilitation training, as well as practical support from CREATE Your Future facilitators.





# Sortli

Sortli (short for Sort Your Life Out) is a mobile app for young people to help them with their transition to independence. The app has been developed in consultation with young people with care experience and is regularly evaluated and updated based on feedback from young people.

The aim of the app is to provide useful information to support big decisions around the eight key life domains; identity, relationships, housing, education and employment, health, living skills, finances and legal. Each domain includes action orientated prompts, short descriptions, key terms and concepts, step-by-step guides, direct links to forms, and support services.

The Sortli app is free to download and available in Queensland, South Australia, Northern Territory, Victoria and Western Australia. CREATE Foundation wants to thank the following departments for making this resource available to young people to help with their transition from out-of-home care.

- Department For Child Protection – South Australia
- Department of Children, Youth Justice and Multicultural Affairs - QLD
- Department of Families, Fairness and Housing – VIC
- Department of Communities - WA
- Department of Territory Families, Housing and Communities - NT



**"IT'S EASY TO USE, I HAVE BEEN USING IT FOR YEARS! I AM NOW TEACHING MY BROTHER HOW TO USE IT. HE IS 15 AND ALSO FINDS IT EASY TO USE. WE WORK THROUGH MAKING A BUDGET TOGETHER."**

QLD Young Consultant

**"YAH I RECKON I WOULD USE THIS NOW. ESPECIALLY AROUND GETTING A JOB AND THE BUDGET PLANNER."**

NT Young Consultant

**"I WOULD USE THE APP DAILY AS I GET SO MUCH INFO FROM IT."**

VIC Young Consultant

**"THE SORTLI APP HAS CHANGED SO MUCH FROM THE BEGINNING, THEY REALLY LISTENED TO YOUNG PEOPLE AND MADE IT MORE RELEVANT AND CONCISE TO OUR LIVES AND NEEDS."**

SA Young Consultant



**12,947**  
Downloads to date

**500**  
Average users  
per month  
(Australia-wide)

**"I FIND THE  
'ABOUT ME'  
AND 'HOUSING'  
SECTION MOST  
USEFUL."**  
WA Young Consultant

# 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 Foundation 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.



# Raising the Age

In Australia our current responses to children who engage in crime are simply out of step with research and international jurisdictions who have recognised the ineffectiveness and immorality of strip searching, arresting and incarcerating children. Without addressing the intersectional issues of poverty, child protection and youth justice, we will not resolve youth offending. Developmentally children and young people aged 10 – 14 years do not have the capacity to fully understand the consequences of their behaviour, or to comprehend the justice system, when it is applied to them.

For children, some as young as 10, early engagement with criminal systems increases the likelihood that they will go on to offend more seriously and frequently as they become older. Punitive responses and incarceration do not work as disincentives to criminal offending yet we continue to persist in applying these responses. First Nations children and young people with a care experience are disproportionately impacted within the child protection and youth justice system. Early engagement with alternative and diversionary approaches that include police, youth justice, education and mental health support are preventative measures and more likely to see reductions in youth crime.

CREATE Foundation advocates to raise the minimum age of criminal responsibility from 10 years to at least 14 years of age (as advocated by the United Nations), and to introduce additional strategies such as greater investment in diversionary strategies that utilise existing community-based services, increased collaboration between youth justice and child protection systems, and the adoption of a trauma-informed youth justice system. Such reform will assist young people achieve their best outcomes, but also lead to reduced recidivism and increased safety for communities

## Western Australia

In Western Australia recent events, including transferring seventeen young people from Banksia Hill Juvenile Detention Centre, to a unit at the maximum-security Casuarina Adult Prison, led to increased attention on this issue. CREATE in Western Australia, Social Reinvestment West Australia and other non-government organisations, signed a petition that was forwarded to the Western Australian Government asking that the young people placed in Casuarina be moved immediately. CREATE in Western Australia also endorsed a letter sent to Premier, Mark McGowan, expressing the urgent need for reform. The letter included the following statement “Maximum security adult prison cannot meet the needs of traumatised children with complex needs. It violates children’s rights and fails to respond to the underlying causes of their behaviour.” CREATE in Western Australia continues to work in collaboration with the sector to progress the key advocacy goal of raising the age of criminal responsibility to 14 years.

**“Maximum security adult prison cannot meet the needs of traumatised children with complex needs. It violates children’s rights and fails to respond to the underlying causes of their behaviour.”**

## Tasmania

In June 2022 the Tasmanian government made the decision to reform the age limit for detention of children from 10 years to 14 years of age. This historic and long-awaited change was intended to limit the use of custodial sentences for use with young people aged 14 years and over. CREATE Foundation acknowledges the positive reform changes but encourages the Government to include raising the age of criminal responsibility from 10 to 14 years of age.

We know from evidence and research, nationally and internationally, that the younger a child is when they first have contact with the statutory youth justice system the more likely it is that they will become entrenched in the system. The likelihood of engagement with the youth justice system also increases if young people are male, have a care experience and/or are Aboriginal and Torres Strait Islander. Increasing the age of criminal responsibility, developing therapeutic and trauma-informed diversionary responses to criminogenic behaviour will achieve more successful reduction of youth crime and avoid future serious offending and incarceration. At this time the Tasmanian government continues to work with other State Attorney Generals to develop a proposal to raise the age of criminal responsibility from 10 to 12 years of age. CREATE in Tasmania continues to advocate strongly to raise the age of criminal responsibility to 14 years of age and to re-examine the use of remand and detention for young people.

# Makeit21

## Queensland Announcement & New Bill

### Voices of young people heard as Queensland Historic Step delivers care & support to 21!

On Saturday, 18th June, 2022, young Queenslanders with an out-of-home care experience received life-changing news from the Palaszczuk Government, announcing the option to remain in their current care placements until the age of 21. Until now, when a young person turns 19, their support ends and they are left with no alternative but to leave care – which statistically is shown to be fraught with challenges.

The announcement of the Palaszczuk Government's decision heralds a new era, one that is aligned with the recent passing of the Child Protection Reform and Other Legislation Amendment Bill 2021 where young people have a right to have a voice, and this new philosophy, now embedded in Legislation, prioritises listening to young people's voices, and providing a supportive future.

Young people in residential care placements will now have access to new and exciting support which will be shaped by young people (after extensive consultation across the state). This means that the days of young people in Queensland being expected to transition to adulthood at 19, with no support are over.

**"When I heard about increasing care and support to 21 in Queensland I was so excited! I've been sharing my voice and working towards this change for literally half my life [now in her 20's]! No-one is usually ready to be independent at 18, especially if in school, and this change is more than a house, it's a holistic approach including well-being, education, mental health & young people need all of these types of support to become independent."**

**Julia - CREATE Young Consultant**

## Makeit21 Campaign

### #itsyourturnNSW campaign to amplify Voices of Young People

With the historic announcement in Queensland committing to extend support to 21, CREATE Foundation focussed their efforts to encourage New South Wales to also extend support to 21. New South Wales young people remain the only cohort of young people in the country that do not have adequate support to 21 as other states and territories now have. CREATE urged the Perrottet Government to listen and try to understand the issues that young care leavers face, and support young people till they reach the age of 21, regardless of if they are in foster, kinship or residential care.

To action the plead for these important changes CREATE developed and launched a new online campaign to help young people transitioning from care to adulthood have their voices heard by our community coming together to speak up, share the voices and add hashtags #itsyourturnNSW #makeit21.

The aim of the campaign is to get the New South Wales government on board to raise the age of support to 21. Raising the age of support to 21 in New South Wales is overdue, the more people that shared and post about this the more powerful the message. Young people in care deserve better and our job as a community is to support them.

The #itsyourturnNSW #Makeit21 campaign is ongoing and we hope to feature positive progress on this important topic in our next Annual Report.





## Extending Targeted Out-of-Home Care to 21 in Australia

For the last decade, CREATE Foundation has actively advocated for better transition-from-care planning, greater support for those transitioning, and a more gradual transitioning experience. The last goal could be achieved, as has been demonstrated in the United Kingdom (by the “Staying Put” program) and the United States (through the work of Mark Courtney and colleagues) by supporting young people and carers to maintain their placements after the young people turn 18. In spite of CREATE’s efforts, and the recent campaigns from Anglicare through Home Stretch (e.g., “Make it 21”), governments in Australia have been relatively slow to acknowledge the value of this cost-effective investment in young peoples’ future. However, building on the The Australian Capital Territory’s legislation giving the Minister discretionary powers to extend carer support, Tasmania and South Australia in 2018-19 introduced schemes that provided young people with the needed buffer of stable accommodation until age 21 in their journey to independence. Victoria and Western Australia subsequently introduced similar models, but additionally providing support for young people leaving residential care to find somewhere suitable to live. Early in 2022, Northern Territory enacted comparable legislation, with the difference in this case being that direct support was extended to age 22.

It was against this background that, in June 2022, the Queensland government decided that it too would build on the general support available for young people transitioning to independence until age 25 and provide targeted, direct support up to 21 to ease the transition pressure. But what services or resources should form the basis of this support? CREATE was commissioned to provide the evidence on which policies could be developed to guide the roll-out of the Queensland program in July 2023.

CREATE is embarking on a five-step process, to be completed before the end of 2022. First, a review of relevant national and international literature dealing with transition supports will be undertaken. This will review existing models of assistance and attempt to highlight good practice. Consultations will then be held with stakeholders and agencies providing transition services to gain their perception of needs to be met and solutions that could be applied. The final three steps all involve engaging directly with young people who recently have transitioned from the system. Groups of young people will be invited to participate in “think tanks” to explore what support would be useful and what might be possible to achieve in the future (i.e., some “blue sky” thinking). Then extensive interviews and consultations will be conducted with young care leavers (aged 18–25 years) throughout Queensland, with appropriate representation from First Nations young people and those living with a disability to gain a varied viewpoint. Finally, young people will meet in small facilitated groups (Youth Advisory Groups) to discuss in more detail how key actions that emerged from other stages of the project might be implemented.

The achievement of this level of support for young people throughout the country is the outcome for which CREATE and other advocates have been striving for many years. It now remains to monitor the effectiveness of the programs introduced to ensure they meet the needs of young people, and to convince the one outlying state with the largest care population (New South Wales) that the extending of specific, targeted care to 21, along with the other supports provided, is in the best interest of all those transitioning to adulthood from care.



# Support to 21

CREATE in the Northern Territory were heartened to hear of the legislative reforms to the NT Care and Protection Act 2007. In particular the changes that increased support for young people transitioning from care who can now receive support until they turn 22. In a consultation with Northern Territory young people in 2021, young people highlighted how challenging they found the process of transition. Young people spoke to the need for additional support to secure safe and stable accommodation. These young people also referred to the impact these challenges had on their mental health at the time.

In the Northern Territory young people who leave care at 18 should have a documented Leaving Care Plan. This plan is to outline the practical and financial supports to meet their needs for accommodation, education, health and connection to family and community. Young people are to also be notified about their entitlements and be provided with information on how to request assistance at the time they turn 18 and up until the time they turn 22 years old. This is welcome news and offers an opportunity for improved outcomes for young people with a care experience in the Northern Territory.

Northern Territory young people with a care experience tell us that there is still some room for improvement in the implementation of the legislative reforms. Of concern are the number of young people and carers who express that they have little knowledge of these systems or how to apply or request support. Our CREATE Northern Territory team continue to work with the sector and to advocate strongly for these positive changes to be supported through increased communication to ensure all Northern Territory young people leaving care are set up for success at the time they leave care and into the future.

**“When you are in the system, you don’t get the same upbringing as others would get so you need more support. You can’t just cut someone off.”**

**(Female, 15)**





## Snap that Stigma Podcast

One of our long standing campaigns is our Snap That Stigma Campaign, where we aim to highlight the achievements and incredible vibrance and diversity in the young people we work alongside every day.

Over 46,000 children and young people around Australia are currently in care due to no fault of their own. They face unfair disadvantage and often are subject to stigma, being branded with stereotypes that don't benefit them. So, we want to **#SnapThatStigma!**

As part of this campaign we released a podcast series where young people interview each other about their experiences in care, their challenges with stigma and what we can do about it! Snapping stigma starts with a conversation, and the more we can elevate the voices of young people with care experiences, the better.

The young people involved in this podcast have been passionate advocates, each with their own stories, challenges, purpose and dreams. We are so grateful to them for being a part of this project, and sharing with each other and us as listeners to help us to end the unfair stigma faced by those in care.

## Influencing Committee

The CREATE National Influencing Committee brings together key internal stakeholders to develop and implement advocacy strategies that promote CREATE's Advocacy Agenda. Through a National Implementation Plan the Committee works to progress these areas. In the past 12 months the National Committee has included CREATE Young Consultants who have been part of this engine room of ideas. CREATE Young Consultants are selected to participate in the National Influencing Committee through an expression of interest process and are committee members for a period of 6 months. They bring the wisdom and guidance that is informed by their lived experience.

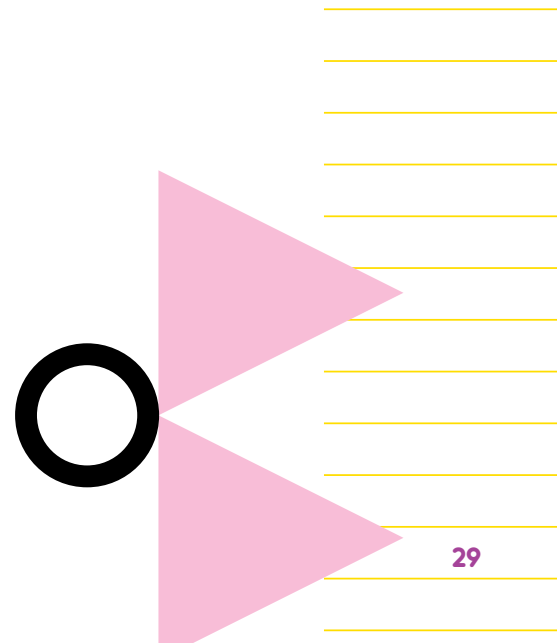
Some of the significant outcomes for the National Influencing Committee in 2021–22 include;

- The Committee provided feedback and guidance as we developed the response to the Queensland decision to increase support to 21 and the ongoing New South Wales Campaign to increase support to 21 for New South Wales young people
- The Committee promoted key messages from a range of submissions through social media and media releases

As we move into the next Implementation Planning period the Committee will see the addition of two new Young Consultants and will focus on the following areas of advocacy;

- Raising the Age of Criminal Responsibility from 10 to 14 in all states and territories
- Transition from care with a focus on the #itsyourturnNSW #makeit21 campaign and planning for the evaluation of transition from care processes across Australia
- Exploring the Mental Health and Well Being needs of children and young people with a care experience

The National Influencing Committee continues to work to promote these key areas of advocacy, internally and externally to see systemic change in the out-of-home care system.



# VOICES IN ACTION

RESILIENT, RESOURCEFUL, REMARKABLE 2022



On the 26-29 April 2022, CREATE Foundation hosted our fifth international and first fully virtual conference, Voices in Action: Resourceful, Remarkable, Resilient. The purpose of our Voices in Action conferences is to connect young people with a care experience to others with similar experiences around Australia and provide a platform where young people, carers, professionals, and sector leaders can come together to work on making the changes needed in Australia’s care system.

This year the conference took on a new virtual format while providing the same forum to bring young people’s voices to the forefront and bringing together young people and key decision makers to tackle the toughest issues in the out-of-home care sector.

Despite the change in format this year’s conference saw its highest level of attendance with over 690 delegates across the four days, including over 370 young people,

40 carers and over 220 professionals, from every state and territory as well as Hong Kong, England and Canada.

The conference was hosted by our wonderful MC, Gregory Nicolau, who brought charisma and entertainment through the screen and featured a daily keynote address from inspirational thought leaders in the care system, followed by a series of short presentations and interactive sessions that focused on key issues facing our sector. These sessions included keynote presentations from sector-acclaimed experts, interactive discussions and sessions facilitated by CREATE Young Consultants.

With over 20 young people taking part in this year’s program, CREATE recognises the strengths, skills and resilience of all children and young people with an out-of-home care experience and hopes this conference, through participation, will help them towards reaching their full potential.



## Thank you so much to our conference sponsors!

- The Australian Capital Territory Government
- Anglicare Victoria
- DSS Federal Government
- Key Assets
- Life Without Barriers
- Mackillop Family Services
- New South Wales Government
- Northern Territory Government
- Queensland Government
- Queensland CYJMA
- South Australia Government
- Sonder / Headspace
- Tasmania Government
- Victoria Government
- Western Australia Commissioner for Children and Young People
- Western Australia Government



**"I feel very grateful to hear what these people have to say. Definitely remarkable people"**

– Young Person

## Caseworker Awards

A first for CREATE Foundation, this year's conference also featured the inaugural Caseworker Awards, highlighting the appreciation of service and dedication by outstanding professionals in the child protection sector with the National Award recipient announcement delivered by His Excellency General, the Honourable David Hurley AC DSC (Retd), Governor-General of Australia.



Behind the scenes, the awards are entirely led and coordinated by a group of passionate young people with a care experience who know what a difference a great Caseworker can make.

These awards are needed as all too often, the stories of a system under strain dominate the public rhetoric, leaving no space for shining a light on the professionals who dedicate their energy and time to positively influence the lives of arguably the most disadvantaged children and young people in the community.

We were excited to announce the first National Winner, Taylor Alapaki from Queensland, who was nominated by young people for being an incredible, positive force in his young people's lives.

Congratulations to all our caseworker nominees, and state and territory recipients - you're all amazing caseworkers and an asset to the lives of young people!



**"I applaud those who work with these young people – they are compassionate, energetic and well intentioned"**

– Governor-General of Australia



**"Without a strong and supported workforce of Caseworkers, the care system couldn't exist at all. CREATE is enormously proud to feature the Inaugural Caseworker Awards this year, led and coordinated by the young people themselves"**

– CREATE Foundation Chief Executive Officer, Ms Jacqui Reed



**"Have really enjoyed my first, but not my last, conference. It has been wonderful hearing everyone's stories, thank you all for sharing"**

– Sector Worker Professional



# CREATE in the Media

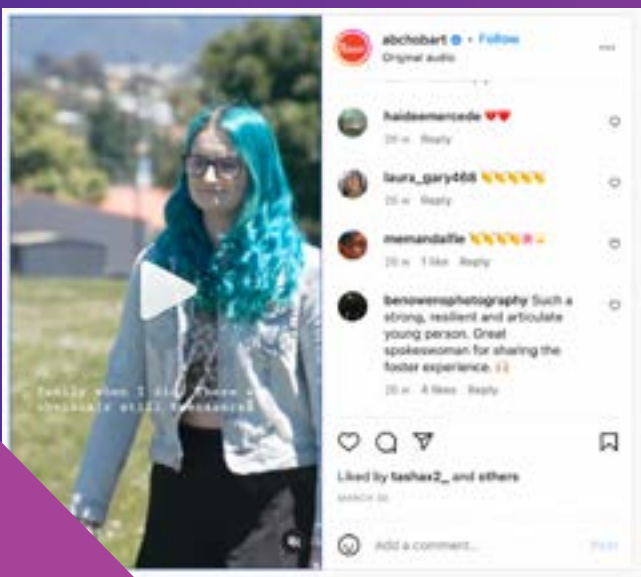
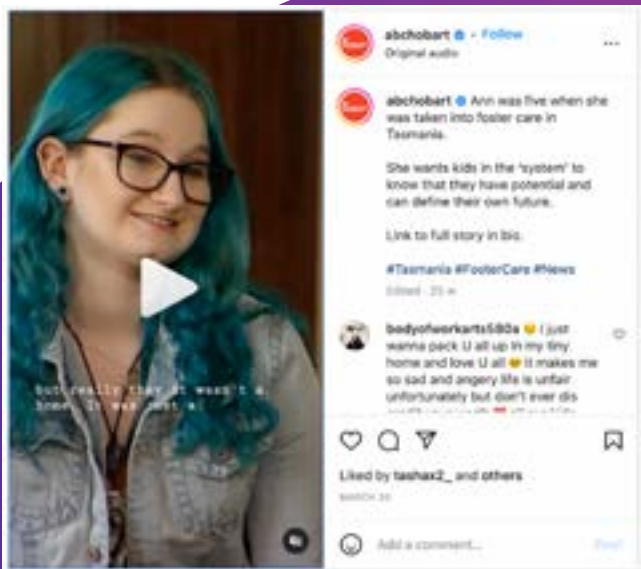
Since 2009, CREATE Foundation’s media advisor, Leigh White, has supported young people and the leadership team in securing media coverage to inform and influence the community and decision makers about the positive change needed.

CREATE has built a reputation as the go-to expert on transitioning from care and expert insights from Young Consultants. A powerful moment was when ABC Hobart developed a story on caseworker overload, reflected by the lived experience of one of CREATE’s resilient Young Consultants, Ann. ABC also invited viewers to share their story, and received over 500 applications!

Another highlight was when CREATE Young Consultants were invited to represent the voice of children and young

people by attending the Queensland press announcement of Minister Linard’s announcement to Making it 21. An army of CREATE’s resourceful Young Consultants and CREATE’s Chief Executive Officer, Jacqui Reed, attended this momentous occasion and commented across all media formats. Our ongoing effort to make it 21 in New South Wales continues.

Leigh continues to work with select media outlets to clearly reflect the voices of CREATE’s remarkable Young Consultants!



29 media stories secured across a broad range of mainstream, niche and sector publications ranging from ABC news, ABC investigative reporting, Channel 10 news, to collaborating with Ministerial, Departmental and Office of the Guardian for Children and young people channels, independent outlets such as The Conversation & Solstice Media's SA Life, InDaily and CityNews (Adelaide), and niche outlets such as Making & Breaking Social Policy podcast.



**Standing together helps choir shine**  
MUSIC

A choir made up of teenagers living in residential care has found strength in performing a song created from the members' shared experiences.



Elle Lovegrove and Tony Minnecon (singing front) with the Strong in Unity, Strong in Culture choir. (Note: The small child third from left at rear is Elle's son and not in residential care.)

The choir, called Strong in Culture, Strong in Voice, is made up of nine teenagers from diverse backgrounds who live in Department for Child Protection (DCP) residential care and have shown a strong interest in music and singing.

Mentored by DCP's principal Aboriginal consultant residential care and musician Tony Minnecon and Ngarrindjeri singer Elle May Lovegrove, the choir was formed in late 2021 and will debut an original song at the national CREATE Voices in Action virtual conference on April 26.



**'More than just blood': Call to keep SA siblings together in care**  
NEWS

South Australia has the highest rate of separating brothers and sisters in care in the country, research shows, prompting child protection advocates and the minister in charge to call for sweeping reform to keep families together.



Elle Perkins says more should be done to keep brothers and sisters connected when they enter the child protection system. Photo: Tony Lawrie/InDaily

Beystella woman Elle Perkins was three and a half years old when the Department for Child Protection removed her and her three older brothers from the care of their birth mother.

The now 26-year-old was placed into foster care alongside one of her brothers, but a placement breakdown seven years later forced the pair apart.



# Financials



# Financial Overview 2022

	2022	2021	2020	2019
<b>Total funding</b>	6,765,061	6,427,617	7,555,998	6,752,284
<b>Percentage increase</b>	5%	(15)%	12%	(17)%
<b>Total expenses</b>	6,407,105	6,620,008	7,426,566	7,035,863
<b>Percentage increase</b>	(3)%	(11)%	6%	(12)%
<b>Retained earnings</b>	791,391	433,435	625,626	496,394
<b>Percentage increase</b>	83%	(31)%	26%	(36)%

The table shows an increase of 5 percent in funding over the past year with CREATE Foundation's expenditure on programs and services decreasing by 3 percent.

The increase in funding is due to the CREATE Voices in Action Conference held in April 2022. The conference received continued support from Federal and all State and Territory governments.

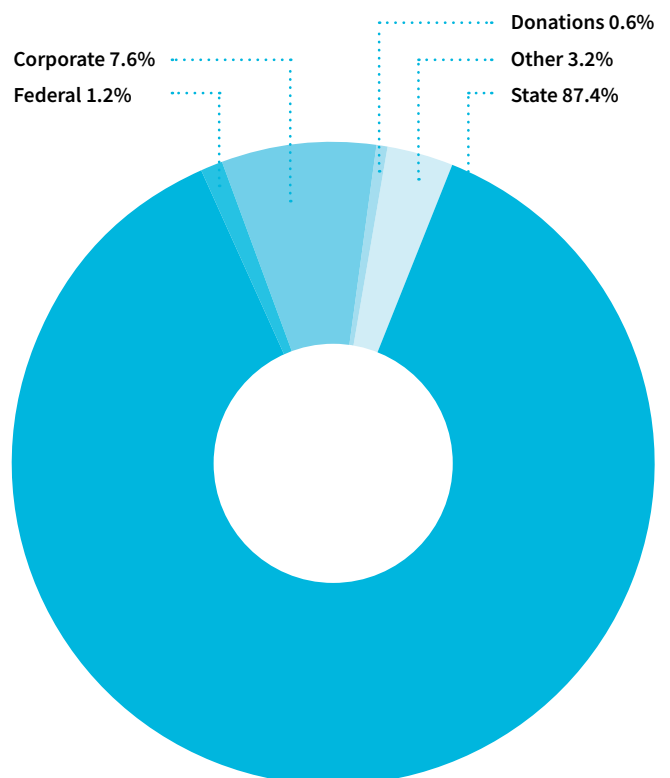
Consultations and fee for service work remains integral to state and national budgets, with several projects being funded in the Australian Capital Territory, New South Wales, South Australia, Tasmania and Victoria. These projects ranged from producing animated videos, consulting with young people and running workshops.

Due to COVID-19 restrictions the company's service delivery method has remained flexible between face to face programs and remote online delivery.

In 2022 there was a surplus of \$357,956 (2021 deficit of \$192,391) taking retained earnings up to \$791,391. It is planned to invest some of retained earnings in 2023 to focus on stability and to limit further changes to the staffing structure.

CREATE would like to acknowledge and thank all its supporters during the last financial year. The support received has enabled CREATE to continue to improve the care systems and provide quality services to children and young people with a care experience.

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



**Jecelyn Anjani**

National Finance Manager

# Statement of financial performance

For the  
year ended  
30 June 2022

	2022 \$	2021 \$
<b>Services Revenue</b>		
State and territory grants	5,916,903	5,633,275
Federal grants	82,482	67,518
Corporate grants and conference	512,152	111,414
Donations	37,385	87,394
Consultancy and licensing	172,936	423,614
<b>Other Revenue</b>		
Interest revenue	6,133	8,678
Profit on sale of plant and equipment	11,855	3,492
Sundry revenue	25,215	92,232
<b>TOTAL Revenue</b>	<b>6,765,061</b>	<b>6,427,617</b>
<b>Expenditure</b>		
Accommodation and travel expense	118,463	104,305
Consultancy fees	287,529	297,211
Depreciation and amortisation expense	446,146	341,354
Employee benefits expense	4,147,099	4,508,825
Insurance	52,925	51,844
Lease finance charges	69,926	75,950
Payments to young people	179,961	145,672
Postage and couriers expense	75,642	98,041
Printing and stationery expense	72,643	111,787
Rent and outgoings	117,927	234,697
Resources	68,300	65,537
Telephone and internet expense	57,515	64,673
Venue and food costs	343,132	187,720
Other expenses	369,897	332,392
<b>TOTAL expenditure</b>	<b>6,407,105</b>	<b>6,620,008</b>
<b>(PROFIT)/(LOSS) before income tax</b>	<b>357,956</b>	<b>(192,391)</b>
<b>INCOME tax expense</b>	-	-
<b>PROFIT/(LOSS) for the year</b>	<b>357,956</b>	<b>(192,391)</b>

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



# Statement of financial position

As at  
30 June 2022

	2022 \$	2021 \$
<b>Assets</b>		
<b>Current assets</b>		
Cash and cash equivalents	1,943,384	1,594,897
Receivables	46,102	92,814
Prepayments	41,045	88,653
	<b>2,030,531</b>	<b>1,776,364</b>
<b>Non-current assets</b>		
Cash on deposit	134,992	134,992
Plant and equipment	97,222	105,390
Right-of-use lease assets	291,162	472,435
	<b>523,376</b>	<b>712,817</b>
<b>TOTAL assets</b>	<b>2,553,907</b>	<b>2,489,181</b>
<b>Liabilities</b>		
<b>Current liabilities</b>		
Payables	1,194,494	1,351,588
Lease liabilities	233,783	239,099
Provisions	168,272	158,689
	<b>1,596,549</b>	<b>1,749,376</b>
<b>Non-current liabilities</b>		
Lease liabilities	120,239	235,270
Provisions	45,728	71,100
	<b>165,967</b>	<b>306,370</b>
<b>TOTAL liabilities</b>	<b>1,762,516</b>	<b>2,055,746</b>
<b>NET assets</b>	<b>791,391</b>	<b>433,435</b>
<b>Equity</b>		
Retained profits	791,391	433,435
<b>TOTAL equity</b>	<b>791,391</b>	<b>433,435</b>

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 2022

	2022 \$	2021 \$
<b>Cash flows from operating activities</b>		
Receipts from grants and customers	7,359,952	7,165,467
Interest received	5,114	12,569
Finance charges on lease liabilities	(69,926)	(75,950)
Payments to suppliers and employees	(6,581,456)	(6,969,120)
<b>Net cash inflow from operating activities</b>	<b>713,684</b>	<b>133,966</b>
<b>Cash flows from investing activities</b>		
Purchases of plant and equipment	(45,436)	(19,798)
Proceeds from disposal of plant and equipment	13,456	9,545
<b>Net cash outflow from investing activities</b>	<b>(31,980)</b>	<b>(10,253)</b>
<b>Cash flows from financing activities</b>		
Payments relating to principal element of lease liabilities	(333,217)	(260,584)
<b>Net cash outflow from financing activities</b>	<b>(333,217)</b>	<b>(260,584)</b>
Net increase/(decrease) in cash and cash equivalents	348,487	(136,871)
Cash and cash equivalents at the beginning of the financial year	1,594,897	1,731,768
<b>Cash and cash equivalents at the end of the financial year</b>	<b>1,943,384</b>	<b>1,594,897</b>

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







# Looking

## Year Ahead

Our direction for the future is shaped by the voices of children and young people and we're excited to implement our five year strategic plan. We have made significant commitments within the plan, and next year we look forward to co designing with young people a national Mentoring Model, and soon after we'll run a trial. We're also developing a new training program to up-skill young people in the recruitment area to be panel members for interviews for potential employees. Another great opportunity for young people to gain confidence and share their expertise to ensure that CREATE Foundation has young people's perspectives included in the interview panels for roles that engage with children and young people.

We're looking forward to continuing to grow our regional input with significant funding increases in South Australia to be able to reach out to children and young people in regional and remote areas to ensure they have access to opportunities to have a voice and be heard. Additionally, we're utilising the insight and experience gained during COVID-19 where digital technology facilitates engagement.

The team are eager to embark on the next phase of CREATE's journey.

**Jacqui Reed**

Chief Executive Officer, CREATE Foundation

# Forward

# Strategic Plan Objectives

CREATE Foundation has been incredibly busy advocating for a better system to improve the lives of those living in out-of-home care across Australia and with this saw enormous progress, particularly in our campaign to move the age of support to 21. Now 2022 brings with it a new strategic plan with new objectives to keep our advocacy moving forward.

The plan sets out the pathway for action for the organisation over the five-year span. It gives the CREATE team the direction and inspiration to continue leading the sector and advocating for, and supporting vulnerable children and young people with a care experience especially First Nations children and young people across all eight Australian states and territories.

The new strategic plan journey commenced with seeking feedback from children and young people in each state and territory via surveys, meetings and Youth Advisory Groups. Surveys were conducted with key stakeholders within the out-of-home care sector, our CREATE teams and Business Areas. The surveys were collated and a thematic analysis conducted to identify the key priorities as potential focus areas for the future. The results were presented to teams and young people and discussed broadly to determine a course of action for the future.

From the feedback provided by children and young people across the country we know that overwhelmingly mental and physical

health has been their top priority and will continue to be so over the span of this Strategic Plan. We retain our focus on young people transitioning to adulthood, and will review our progress in states committed to supporting young people transitioning to adulthood to have the option of remaining in current placements with carers where appropriate and desired. Importantly and with renewed enthusiasm we'll continue to advocate to bring the remaining state in line with our quest to ensure all young care leavers have these options. We're also invested in advocating for changes to legislation to raise the age of criminal responsibility to a minimum of 14 years in each jurisdiction. We also aim to sharpen our focus on supporting First Nations children and young people and their over-representation within the care system.

Demand for our services and support has never been higher and in this next five-year period we will focus on building our capacity to respond to this ever-growing need and prioritising the engagement and support of Aboriginal and Torres Strait Islander children and young people.

Our new plan is aligned with the National Framework for Protecting Australia's Children 2021 -2031 and is mindful of the impact that the COVID-19 Pandemic has had, and will continue to have upon the care population. CREATE is committed to working within its Youth Risk Management Strategy to ensure the safety and wellbeing of the children and young people it serves.

## Our Eight Advocacy Priorities

<p><b>Access to priority housing</b></p> 	<p><b>Supported placement to 21</b></p> 	<p><b>Transitioning support to 25</b></p> 	<p><b>Over-representation of Aboriginal children and young people in out-of-home care</b></p> 
<p><b>Participation in decision making</b></p> 	<p><b>Advance the global voice of children and young people in care</b></p> 	<p><b>Information sharing in all States and Territories</b></p> 	<p><b>Accessible and responsive complaints services</b></p> 





**“It has been a pleasure working with the CREATE team as they do extremely important work and they are always looking for productive and effective ways to engage and hear the voices of First Nations children and young people in care to make their experiences in the care system safe and nurturing”**

**– Karen Dini-Paul**



## Commitment to First Nations People

CREATE Foundation recognises First Nations peoples as the traditional custodians of Australia including its lands and waterways. CREATE supports a just and equitable Australia where respect for First Nations peoples is afforded, and where all Australians can move forward together in the spirit of equity and justice.

CREATE respects the rights of First Nations peoples to maintain their culture and to be involved and participate in decisions that affect their lives and future in a manner consistent with the United Nations Declaration on the Rights of Indigenous Peoples and the UN Convention of the Rights of the Child. CREATE is committed to improving the lives of all children and young people with a care experience and acknowledges the impact of colonisation and the stolen generation in the community and the resulting impact of the over-representation of Aboriginal and Torres Strait Islander children and young people within the out-of-home care system.

Our commitment to improving the lives of First Nations children and young people is contained within our Strategic Plan. We reviewed our capacity and resources, and consulted with First Nations people and agencies to explore how we

would express our commitment to First Nations children and young people. We wanted our practice and commitment to be seamless and inclusive, rather than having two documents sitting side by side. We felt that an integrated Strategic Plan was an attractive alternative to having a stand-alone document such as a Reconciliation Action Plan (RAP). We recognise that there are many ways for individuals and organisations to express their commitment to First Nations peoples and CREATE will continue to explore how best we do this.

Our commitment is to offer an inclusive service, and range of programs and activities to First Nations children and young people and this is articulated within this plan with clear and measurable strategies to ensure our commitments are actioned. **This plan includes three pivotal focus areas: relationships, rights and respect.**

CREATE is also committed to ensuring that its programs and activities are inclusive and that the participation of First Nations Children and young people is in proportion to their representation in the care population.

# Government Funding Bodies

## Australian Government



## State Governments



Community Services Directorate (ACT)



Department of Communities and Justice (NSW)



Territory Families, Housing and Communities



Department of Child Safety, Youth and Women (QLD)



Department for Child Protection (SA)



Department of Health and Human Services (TAS)



Department of Health and Human Services (VIC)



Department of Communities (WA)

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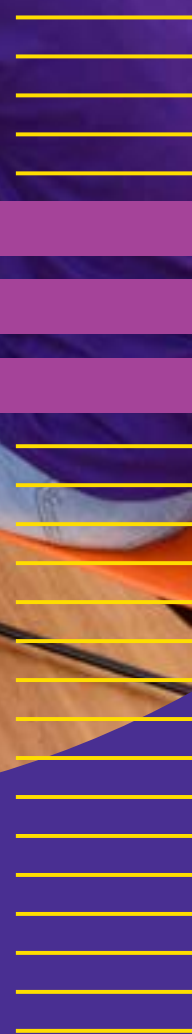
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1800 655 105 is a free-call number that young people in care and their carers can use. However, there may be fees charged if calling from a mobile.

