

2023 Annual Review



create
FOUNDATION



CREATE Foundation acknowledges the Australian 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.



Contents

Introduction 4

Chairman's Foreword	4
From the CEO	5
Vision, Mission and Core Principles	6
CREATE's Role	7
Welcome Adina and Vanessa	8
New Opportunities	9
Child Protection Landscape	10

Connect 14

clubCREATE	15
E-Marketing	17
Connection Events	18

Empower 22

Youth Advisory Groups	23
Ministerial Youth Advisory Group – Victoria	28
Speak Up	29
Speak Up Goes Regional	29
NAIDOC Artwork	30
Hour of Power	31
Health Navigator Pilot Program	32
T2A Month	33
#SnapthatStigma	34
Sortli	35
CREATE Your Future	36

Change 38

Make it 21	39
Influencing Committee	44
Safe And Supported: The National Framework For Protecting Australia's Children 2021-2031	46
Consultations	47
Consultation Spotlight: Support from Caseworkers	48
Other Activities	51
CREATE in the Media	52
Awards	54

Financials 56

Financial Overview 2023	57
Statement of Financial Performance	58
Statement of Financial Position	59
Statement of Cash Flows	60

Looking Forward 62

Year Ahead	63
Conference	64
Commitment to First Nations People	65
Graphic Cultural Elements	66
Government Funding Bodies	67
CREATE Supporters	67
Board of Directors	68
Leadership Committee	69
Locations and Staff	70

Introduction



Chairman's Foreword

A year filled with promise and a renewed commitment to strengthen our advocacy work to promote the voices of children and young people. CREATE's Board of Directors visioned a future where increased focus on providing meaningful opportunities to engage with children and young people to amplify their voices to decision makers and CREATE's new structure has been implemented to pave the way to success.

CREATE's commitment to improving the transition experience for young care leavers has been a long road of dogged and determined advocacy. This year was history in the making, where we saw all states and territories recognising the importance of supporting young people to 21. Both New South Wales and Queensland came on board, and we are eagerly watching to see the fruits of the new legislation and policies, and the positive impact they should have for young people leaving the care system.

Congratulations to the CREATE team on their collective efforts this year!

Richard Hill

**Chairman
CREATE Foundation**



From the CEO

This year was filled with massive highs and lows resembling a rollercoaster ride! Our commitment to ensure that all states and territories supported young people 'til 21 never wavered over the years and this year saw the last two states coming into alignment with the others which was resoundingly applauded by young people and the sector. It was a truly collaborative effort over many many years and our sector colleagues really got behind the push to advocate for change to support care leavers. Now we eagerly await the implementation.

We took the time to review our role in the sector and explore ways in which we could improve the effectiveness of our advocacy whilst providing more opportunities for children and young people. This year saw some changes to our structure to facilitate improved ways of working and engagement with children and young people. Our team is equipped and ready to take on some of the new initiatives formulated as part of the restructure and have worked tirelessly to ensure CREATE is the best it can be. A huge thanks to the young people whose wisdom and courage never cease to offer us a unique perspective, thanks to our Board who were instrumental in setting our course for

the future, and to our CREATE team whose efforts ensure we're connected to children and young people. I'd like to acknowledge our courageous and incredibly committed Leadership Committee Members – Jecelyn, Emma, Hannah, Linda, Tameika and Stef for their dedication and hard work this year, for without them this year would not have been the success it was.

Jacqui Reed

**Chief Executive Officer
CREATE Foundation**

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 practice is inclusive and respectful of culture and diversity
- Our advocacy is independent, non-partisan, evidence based and driven by the voices of children and young people
- We believe that meaningful participation is essential for engaging children and young people
- Partnerships with government, NGOs and individuals are pivotal 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 judgment 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 45,000 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 2022-2027 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.



Welcome Vanessa and Adina



CREATE Foundation welcomes Vanessa Knight to the Board. Vanessa has over forty years experience working across a number of industries including financial and professional services, insurance and petroleum in senior marketing, change management and operational roles. Vanessa and her husband have been respite carers with Barnardos for the last sixteen years. Vanessa is strongly committed to the welfare of children and ensuring that they have the support to live their best lives no matter what their background and experience.

CREATE also proudly welcomes our new Board appointee, Adina Gunnis, whose lived experience in care will be invaluable to the organisation. Professionally, Adina is a practising lawyer and has previously served on CREATE's National Influencing Committee, and been involved as a Young Consultant on many of our programs and advocacy initiatives. CREATE Foundation has always been committed to having people with lived experience on the Board.



"CREATE Foundation is an organisation close to my heart and I look forward to seeing the future growth and advocacy for children and young people with a care experience."

**Adina Gunnis,
CREATE Board Member**

New Opportunities

This year we were excited to make some changes at CREATE that offer even more opportunities to promote the voices of children and young people, and increase participation in our programs and activities, while also promoting our advocacy.

Youth Advisory Groups

CREATE is broadening the opportunities of our Youth Advisory Groups (YAGs), including a National YAG and working with our First Nations partners to develop a Youth Advisory Group for First Nations young people.

Internships

CREATE will be offering 3-6 month structured internships to clubCREATE members who have completed SUP Level 3. Our internships will help to strengthen our connection to a wider group of children and young people. There will be paid and unpaid internships available, depending on each state/territory and interns will be paid for some activities they engage in at an hourly rate. The internships will be funded by Hollards Insurance. The Northern Territory will have a paid position for First Nations young people that aligns with our commitment to First Nations children and young people, and is funded by the NT Government.

Mentoring

CREATE is developing a Mentoring Program aimed at supporting young care leavers during the transition process. A Reference Group of young people will guide the process. We're excited to see the roll out of the trial for the Mentoring Program happen in Queensland in 2024, and we hope to get funding for each state/territory to provide this valuable support to young people.

Interview panels

CREATE are also offering young people the opportunity to conduct training so they are able to sit on CREATE Interview panels for the hiring of new CREATE staff.

New State Program and Engagement Coordinators

In early 2023 we restructured the role of the State Coordinator to better allow capacity to engage with young people. The role of the State Program and Engagement Coordinators (SPECs) was created and our amazing new SPECs have hit the ground running. Welcome to:

- Jazmin Ealden – Western Australia
- Christopher Braddock – New South Wales/ Australian Capital Territory
- Vanessa Sheehy – Queensland
- Laura Hooper – South Australia
- Martha Hay – Tasmania

“There is a lot happening at CREATE that will truly make a difference to the lives of children and young people with a care experience.”

**– Richard Hill, Chairman,
CREATE Foundation**

Child Protection Landscape

As at 30 June 2022, there were 45,393 children and young people residing in out-of-home care across Australia, 19,432 of whom were Aboriginal and Torres Strait Islander (Australian Institute of Health and Welfare [AIHW], 2023). These figures capture the most recent AIHW Child Protection reporting data corresponding with the 2022–2023 financial year, which notably excludes children and young people on third-party parental responsibility orders. SNAICC and Family Matters alternatively cite the total number of all Aboriginal and Torres Strait Islander young people in care at 22,297—making up 42% of the total care population (Liddle et al., 2022).

Jurisdictions

The overall jurisdictional distribution of all children and young people in care from the past three Child Protection reporting periods is presented in Figure 1 and shows that the number of young people in care has increased in Queensland (QLD) and South Australia (SA), while numbers in New South Wales (NSW), Victoria (VIC), Western Australia (WA), Northern Territory (NT), the Australian Capital Territory (ACT), and Tasmania (TAS) have decreased marginally (AIHW, 2021; 2022; 2023). However, AIHW (2023) summarises that from 2018 to 2022, the number of children in out-of-home care has “fluctuated each year, but overall, the rate has remained relatively stable around 8.0 per 1,000.”

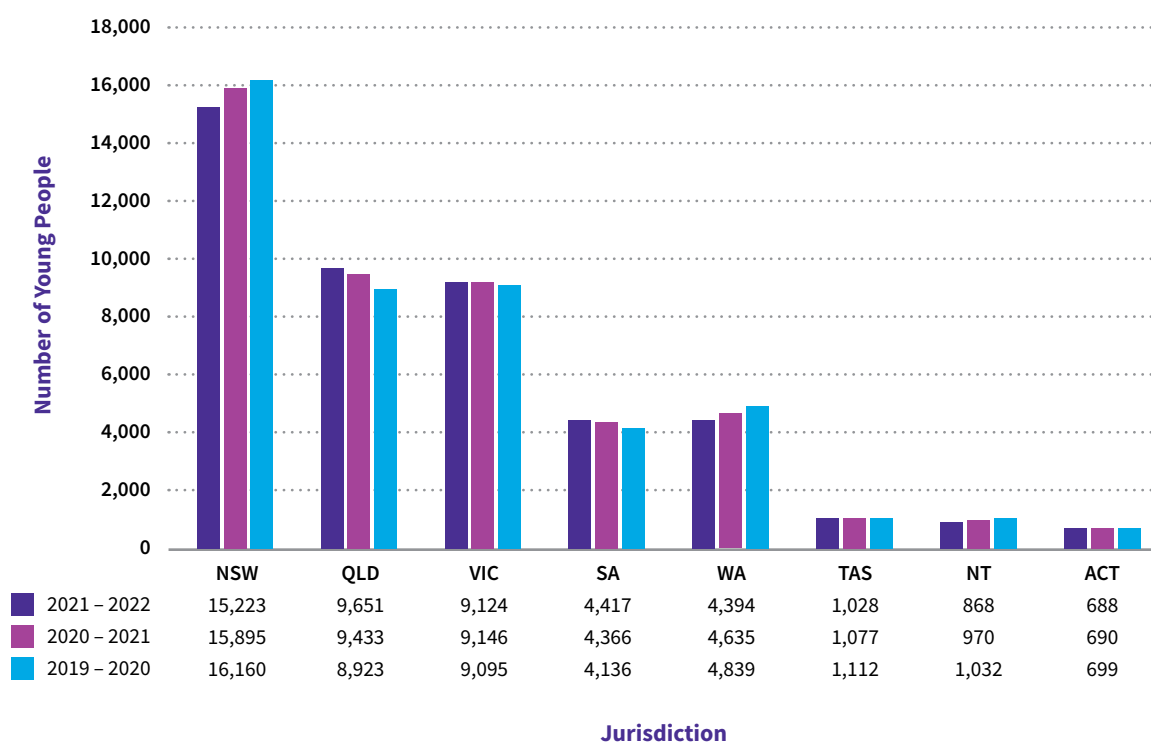


Figure 1. Children and Young People in Out-of-Home Care by State or Territory

"Every number you see is a child with a name and dreams for their future" (Liddle et al., 2022, p. 3)



Type of placement	NSW	VIC	QLD	WA	SA	TAS	ACT	NT	Total
Foster care	5,993	1,489	4,126	1,744	1,456	530	239	243	15,820
Relative/Kinship care	8,165	6,909	3,943	2,277	2,214	428	404	181	24,521
Other home-based care	0	194	0	0	37	0	0	361	592
Total home-based care	14,158	8,592	8,069	4,021	3,707	958	643	785	40,933
Family group homes	4	0	0	135	0	0	0	0	139
Residential care	706	488	1,582	204	710	64	45	69	3,868
Independent living	165	42	0	0	0	5	0	0	212
Other/Unknown	190	2	0	34	0	1	0	14	241

Table 1. Children and Young People in Out-of-Home Care by Placement Type and Jurisdiction as at 30 June 2022

Placements

Ninety percent of all young people in care (40,933) were in home-based care, while 3,868 were in residential care, 139 in family group homes, 212 in Independent Living arrangements, and 241 in other/unknown placements (Table 1). Of those in home-based care, 24,521 (54%) were in relative/kinship care; 15,820 (35%) in foster care; and 592 (1%) in other types of home-based care. Home-based placements in general were highest in Victoria (94.2%) and lowest in Queensland (83.6%), while family group homes were only present in New South Wales (4 young people) and Western Australia (135 young people). Residential care placements were highest in Queensland (16.4%) and South Australia (16.1%), and lowest in Western Australia and New South Wales (both 4.6%). In the Northern Territory, relative/kinship care only made up 20.9% of care arrangements, with Other home-based care forming the majority (41.6%) of placements, followed by foster care (28.0%), and residential care (8.0%) (AIHW, 2023).

Key Data

- 470,538 children were subjects of notifications of alleged maltreatment; 119,027 became subjects of investigations; and 45,548 children in finalised investigations were subjects of maltreatment (substantiated) (AIHW, 2023).
- 61,149 children were on care and protection orders; 36,179 children commenced intensive family support services; and 45,393 children were in out-of-home care (AIHW, 2023).
- 42.5% of young people had been in care five years or more (AIHW, 2023).
- According to AIHW (2023), 31.8% of Aboriginal and Torres Strait Islander young people were living with Aboriginal and Torres Strait Islander relatives or kin; 22.0% living with non-Indigenous relatives or kin; 9.2% living with other Indigenous caregivers; and 36.5% in another care arrangement.
- According to Family Matters (Liddle et al., 2022) 40% of Aboriginal and Torres Strait Islander young people were living with Aboriginal and Torres Strait Islander carers (down from 53% in 2013); and 80% of adoptions of First Nations young people in the last five years were to non-Indigenous parents.



Towards Self-Determination in Child Protection

While each state and territory has adopted the Aboriginal and Torres Strait Islander Child Placement Principle (ATSICPP), Aboriginal and Torres Strait Islander children and young people continue to be over-represented in out-of-home care; they are 10 times more likely to enter the system than their non-Indigenous counterparts (Liddle et al., 2022). What is more, once in care, many continue to be placed in culturally unsafe settings that disregard the placement hierarchy and core priorities of the Child Placement Principle (Liddle et al., 2022).

However, opportunity to close the gap on this unacceptable trend is beginning to emerge with a number of jurisdictional commitments towards Aboriginal and Torres Strait Islander self-determination. What this means for out-of-home care is a shift towards community and Aboriginal-led solutions in all child welfare matters, and a transferral of authority and decision-making to Aboriginal and Community Controlled Organisations (ACCOs), community members, Elders, and knowledge holders. It is also contingent upon a strong, universal acknowledgement that Aboriginal and Torres Strait Islander knowledge, stewardship, Kinship Systems, ways of caring and raising children (i.e., Grandmother's Law and Intermittent Flowing Care Models of child rearing) are integral to this process, alongside both cultural and spiritual healing.

It also requires collaboration with partners, resource support, and strong legislative commitment. South Australia has begun by introducing *The First Nations Voice Bill*, while the Victorian Government has passed the *Children and Health Legislation Amendment (Statement of Recognition, Aboriginal Self-Determination and Other Matters) Bill 2023*. In New South Wales, a landmark partnership between Life Without Barriers and SNAICC (which began in 2021) is also committed to transferring all out-of-home care operations to ACCOs within the next ten years. The amendments to *Queensland's Child Protection Act 1999* also came into effect in May 2023 to better uphold Aboriginal and Torres Strait Islander people's right to self-determination and require active efforts to apply the Aboriginal and Torres Strait Islander Child Placement Principle. While these changes are positive, accelerated efforts are required if we are to see real change in reducing the number of Aboriginal and Torres Strait Islander children entering care.

Jurisdictional response to the Family Matters Roadmap for systemic change has also been evaluated over this year (Liddle et al., 2022):

- **Building Block 1: Access to universal and targeted services** such as early intervention and prevention services, and holistic early year's services. States showing the most promising improvement in this area are Queensland and Tasmania.
- **Building Block 2: Participation and control in decision-making** such as a delegation of child-protection decision making and Aboriginal-led out-of-home care and kinship programs. Key performers in this area are Queensland and Victoria (delegation); and New South Wales, Victoria, Northern Territory, and South Australia (programs).
- **Building Block 3: Culturally safe and responsive policies and practises** such as keeping families together sooner, more often, and for longer through community-led family reunification programs. Again, key jurisdictions in this space are Queensland and Victoria.
- **Building Block 4: Accountable governments and services** such as Aboriginal Commissioners for children in each state. To date, this is currently in place in South Australia, Victoria, and Queensland, with a Deputy Guardian in New South Wales.

References:

- Australian Institute of Health and Welfare. (2023). *Child Protection Australia 2021–2022*. Australian Government. <https://www.aihw.gov.au/getmedia/145cb985-68f4-4cfb-b054-45ba6e46b8c1/Childprotection-Australia-2021-22.pdf.aspx?inline=true>
- Australian Institute of Health and Welfare. (2022). *Child Protection Australia 2020–2021*. Australian Government. <https://www.aihw.gov.au/getmedia/a64278fd-712d-4c20-9f03-cf5b30cf7a09/Child-protection-Australia-2020-21.pdf.aspx?inline=true>
- Australian Institute of Health and Welfare. (2021). *Child Protection Australia 2019–2020*. Australian Government. <https://www.aihw.gov.au/getmedia/c3b0e267-bd63-4b91-9ea6-9fa4d14c688c/aihw-cws-78.pdf.aspx?inline=true>
- Liddle, C., Gray, P., Burton, J., Kumar, R., Tunny, T., Prideaux, C., Armstrong, E., McCracken, A., French, B., Attenborough, I., Wolfe, H., Harris, L., Lally, D., Corrales, T., Krakouer, J., Beauflis, J., & Behrendt, L. (2022). *The Family Matters Report 2022: Measuring the trends to turn the tide on the over-representation of Aboriginal and Torres Strait Islander Children in OOH in Australia*. SNAICC, Family Matters. Monash University, and the University of Technology, Sydney. <https://www.familymatters.org.au/the-family-matters-report-2022/>



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

Connect

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.

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



1,188

Welcome Packs distributed



22,679

Birthday cards and messages sent



78,201

clubCREATE magazines distributed
(hard and e-copy)

Total clubCREATE members



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 each state or territory. The magazines are distributed either in hard copy format or digitally with clubCREATE members aged 0 to 12 receiving a hard copy of the magazine in the mail, and members over 12 years receive an electronic copy of the magazine.

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.

"She has a folder and collects everything CREATE sends out. She counts the days and can't wait for the next magazine to arrive. She shows all her friends her collection."

- Carer of a clubCREATE member, aged 9



E-marketing

Social media followers

-  Facebook 10,211
-  Twitter 5,750
-  Instagram 2,430
-  LinkedIn 4,260

Social media engagements

-  Facebook 25,852
-  Twitter 761
-  Instagram 8,189
-  LinkedIn 7,872



Follow us @
CREATEfnd

Website visitors

41,251 visitors
www.create.org.au

33,221 visitors
www.createyourfuture.org.au

National E-newsletters:

19 e-newsletters sent to:

7,433
clubCREATE Members

3,289
subscribers

2,842
Connect Us Members

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 not 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.

65
events were held, with
2,123
children and young
people attending

815
identified as
First Nations

363
sibling
groups



**“Don’t Judge a Book by Its Cover.
Embrace our Stories Instead”**

World Care Day

World Care Day is the world’s biggest celebration of children who grow up in care. The 2023 Theme was; ‘Don’t Judge a Book by Its Cover, Embrace our Stories Instead’.

Working with young people and sharing their stories, we showed that children and young people are strong, resilient, and more than just their care experience. It was a true celebration of all young people’s rights and resilience, their stories and their achievements.

ACT Connection Events

This past year, connecting to and expanding the CREATE community has been a key focus of the CREATE Team in the ACT. By connecting and expanding the CREATE community, we are working to provide even greater opportunities for our CREATE members.

CREATE in the ACT has had some great opportunities to hang out with children and young people, their carers, and other people special to them at a range of different Connection Events. Particular hits have been a morning at Flip Out, where all the children and young people disappeared to jump, tumble, and climb as soon as they entered, giving carers a chance to relax and chat (even pizza was hardly a draw to come and sit down!). We had a great party in the park, with giant games and the team from Warehouse Circus providing some extra excitement. clubCREATE Members also had the opportunity to discover some hidden talents at our ice-skating Connection Event (courtesy of SNOW Foundation's funding), whether that was quickly exhibiting the ability to glide across the ice or the determination and courage to build towards taking their first unassisted steps.

It's always a great time for building relationships within and between families attending, and we really love seeing you there!



Couch surfing in the Northern Territory

Every April, The Office of the Children's Commissioner invite clubCREATE members to participate in a Couch Surfing Event for Youth Homelessness Matters Day. The event is coordinated by Anglicare NT and the City of Darwin. CREATE young people hand painted and designed a couch to raise awareness of youth homelessness. Before the event we had a Youth Advisory Group at the CREATE office where we discussed what it meant to be without a place to live, while painting their amazing designs onto the couch.

"Some of the homeless shelters they put me in just aren't good. Lots of domestic violence and drugs, it was scary at night"
(20, Female)

"I never really see him (20 yo brother) cause he's always moving around" (13, Female)





**"I'm so glad you invited me and I got to see all these people standing up for us! That really means a lot to me."
(20, Female)**





Empower

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**.

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

CREATE's Youth Advisory Groups

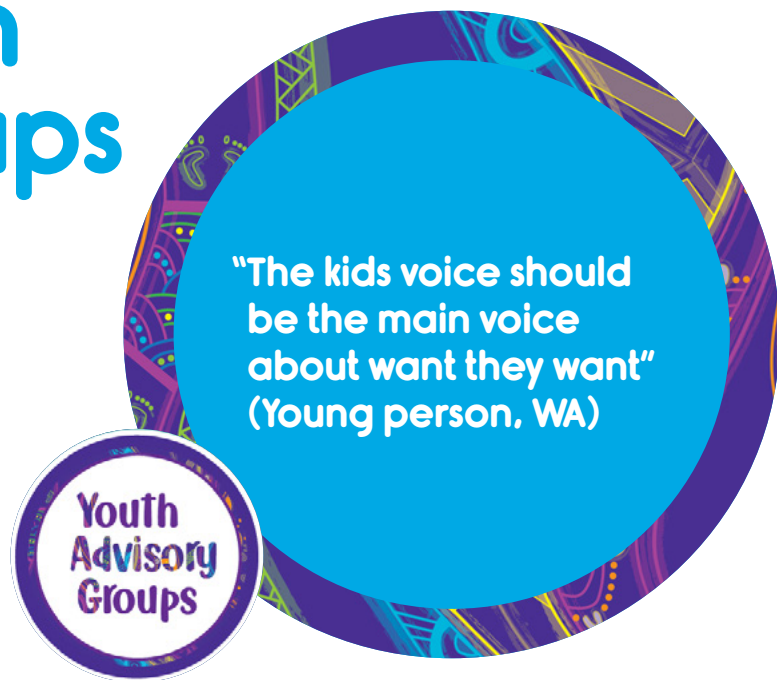
A year in review

CREATE Foundation's Youth Advisory Groups (YAGs) are a youth empowerment program that provide young people between 10 and 25 with an out-of-home care experience an opportunity to have their voices heard. YAG meetings provide the opportunity for young people – in care or who have left care – to talk about issues they are facing in the care system. It is the sharing of their experiences that informs CREATE's advocacy and helps us to build our resources, programs and policy developments. Between July 2022 to June 2023, CREATE hosted over 100 Youth Advisory Groups nationally, with just over 800 young people participating across those sessions.

CREATE Foundation would like to extend a massive thank you to all the young people who have been involved in our YAGs over the last year. We appreciate the time and effort that young people have dedicated to these sessions, and value the insights shared.

CREATE would also like to extend a thank you to all the state teams for their work in creating safe spaces for young people to share their thoughts and opinions on the issues most important to them.

It is critical that young people with a care experience are supported to meaningfully participate in decisions and policies that affect them, and contribute to conversations around improving the care system. Our mission at CREATE is to amplify their voices to make a positive impact.



How YAGs work

CREATE's YAGs provide a forum for children and young people to share their opinions, experiences, and concerns. They are designed to be fun and informal group sessions, where young people get to talk about the issues that are affecting them and what changes they want to see in the care system.

Our YAGs involve a wide range of social activities, celebrations, outings, fun arts and sport events, discussions with experts, movie nights, and cultural learning events (and pizza!).

For International Women's Day this year, for example, some of our CREATE members in Alice Springs joined the Grandmothers of Akeyulerre Healing Centre for an afternoon of storytelling, making bush medicine and enjoying some Kangaroo Tail.

	ACT	NSW	NT	QLD	SA	TAS	VIC	WA	Total
Number of YAGs Held	11	11	21	20	12	11	11	12	109
Total Number of CYP Attending	56	110	180	126	84	109	57	80	802
Total Number of First Nations CYP Attending	12	34	163	61	25	25	12	25	357

What Young People told us in YAGs in 2022-23

There have been enriching discussions on a variety of themes and topics throughout 2022-23. Some of the key themes and topics that emerged nationally, included: having a stronger voice in decision making, the importance of facilitating strong connection to culture for First Nations children and young people in care, challenges and needs around school and education when in care, caseworker support and the importance of building positive relationships, experiences leaving care and the need for greater support leading up to and during transition into independent living, and youth justice.

Young people raised some key concerns in relation to the support they need and wanting to be heard:

"I'm 18 and with the announcement I can still be supported it would be so stressful for me if I was looking for a place on my own without support"
(Young person, NSW)

"A good education means getting everyone in the school to learn about Aboriginal culture, for non-Aboriginal people to learn about Aboriginal culture because we all live on Aboriginal land"
(Young person, QLD)

"More mental health support for younger children in care and for everyone"
(Young person, WA)

Youth Advisory Groups

create
FOUNDATION



One recurring theme throughout the YAGs was the importance of relationships, whether with carers, caseworkers, birth families, peers, siblings - and even pets!

“Honestly, if it was not for my dogs I would not go outside but I am outside playing with them. It helps you be active, it’s good for your health” (Young person, VIC)

On relationships with caseworkers in particular, young people advised...

“... they need to learn how to adapt to new environments, like making a personal connection to the kid, not just expecting them to listen. I had all these people try to work with me, but they are just not coming to me with the right approach—it’s just like an interrogation. Instead of that, I need to feel comfortable” (Male, 21)

“When you don’t have that first connection with a CSO it won’t go well – you need to sit down with them get to know them and understand them in a personal level not a work level” (Male 19)

Many young people talked about the link between safe and positive relationships and wellbeing.

**“We would like pets!”
(Young person, SA)**

What do YAGs mean to you?

"The YAGs mean a lot to me because of how they contributed to the building of my advocacy voice in my teen years. I enjoy being involved in them for the same reason - a place to share my views, opinions and experience in a collaborative and impactful way"
(Young person, TAS)

"I think YAGs are a great way to get young people in out-of-home care to get to know others in the care system as well as have their input on decisions about the care system of which may or may not concern them specifically. Also they are fun"
(Young person, TAS)

"I like being involved in the YAGs because being around other young people that have been through care makes me feel like I'm not alone"
(Young person, TAS)



How to get involved?

CREATE runs YAGs regularly in each state and territory, and some sessions online to ensure young people in regional areas can also participate.

If you are a young person with a care experience aged 10 to 25 and you're feeling inspired and would like the opportunity to raise your voice and engage with other young people we encourage you to reach out to our state teams and get involved in creating change. You can also keep an eye out for upcoming events in your state via our events page on the CREATE website. We can't wait to see you there!

YAGs in Tasmania

During this financial year CREATE in Tasmania had over 100 young people participate in Youth Advisory Groups (YAGs). Young people joined us for both face-to-face and Zoom meetings.

Young people's voices have been heard on topics such as education supports, consent and permission processes, stigma and what makes great Child Safety Officers just to name a few. Youth Advisory Groups have also contributed to various Government projects and initiatives providing feedback directly to key decision makers.


Of course, we love to get out and about here at CREATE, this year our Youth Advisory Groups in Tasmania have enjoyed heading out for dinner, games of laser tag, creative workshops and several other fun activities. Young people tell us they enjoy opportunities to connect with others who have had a care experience at YAGs, there have been some wonderful friendships made and lots of fun times had.

We are very proud of all of the amazing young people who have attended our YAGs throughout this year, their voices have contributed to positive change within the care system and continue to drive our advocacy at both a state and national level.

Young people in Tasmania have shared with us some quotes about why they enjoy being involved in Youth Advisory Groups:

"I enjoy being a part of Youth Advisory Groups because they are fun and give me a chance to meet more young people around my age and make new friends in the care system"

"I like being involved in Youth Advisory Groups because it gives me a way to express my voice and makes me feel heard and empowered"



"YAGs to me mean I have a chance to be heard and feel like my experiences are heard, along with feeling like I belong since I'm around a lot of young adults or people in care that share similar experiences"



BECCA ELLA

Ministerial Youth Advisory Group - Victoria

Since 2019, the Ministerial Youth Advisory Group (MYAG) in Victoria has met bi-monthly with the Minister for Child Protection to provide advice on reforming the care system. MYAG met five times in the last financial year, with a break due to the November state election. MYAG members discussed the following issues with Minister Brooks, and post-election, with Minister Blandthorn: family preservation and reunification responses, equitable funding for carers, appropriate housing for children who have experienced abuse, transitions from care supports, therapeutic residential care, preparing for independence well in advance, gender identity and LGBTIQ+ rights in care. Minister Blandthorn revealed that visual minutes from the MYAG on therapeutic residential care were used in a Cabinet submission to support increased funding for therapeutic care. In September, MYAG was awarded the Empowering Children and Young People Award at the Protecting Children Awards.



"I have been so impressed to see the impact you have made on Ministers and senior people at the department. I have seen them change their minds from the advice you have given at MYAG. I had many nominations but giving the award to MYAG was a no brainer"

Liana Buchanan, Commissioner for Children and Young People.

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.

SPEAK UP **145**
Level 1
First Nations **50**

SPEAK UP **91**
Level 2
First Nations **35**

SPEAK UP **81**
Level 3
First Nations **34**



Speak Up Goes Regional

A gap that was identified in discussions between the Department for Child Protection and CREATE in South Australia was that young people in regional areas were missing out on supports and being able to get their voice heard about concerns regarding the out-of-home care sector.

In South Australia, the CREATE team is very passionate about hearing the voices of all young people, which is why it is important for us to visit regional areas.

The opportunity came about to be able to bring our Speak Up Program to Mount Gambier, Port Augusta and Port Lincoln. Regional areas in South Australia are commonly described as areas that are isolated, limited in resources, with rental and housing difficulties and not a lot for young people to do. This is where CREATE has the ability to support change in this space, by introducing opportunities to develop skills of young people to strongly advocate at an individual, systemic and national level. The CREATE team travelled to all three regional areas and met with key stakeholders to discuss the social concerns for young people in the area. CREATE also met with a number of young people to hear first hand the issues that they were facing, not only living in out-of-home care but the added challenge of being in a regional area. The team received some valuable feedback that is now being used to plan our next trips to the three regional areas towards the end of 2023 and beginning of 2024 where we will be running Speak Up Programs, Levels 1, 2 and 3. Watch this space!

We always have fun at Speak Up!



NAIDOC Artwork

clubCREATE Members were invited to design the front cover of our clubCREATE magazine NAIDOC Week feature and James' artwork won.

Artwork piece title: Rainbow serpent

In Aboriginal culture, it is believed that a rainbow serpent (Ngalyod), is both life and death itself in the driest places. For the serpent would visit through waterholes or sky and be worshipped as it gave storms, rains and high winds. However do not anger the serpent or you will be smite down by it, drowning awaits those who disrespect.

We thank and congratulate James for his incredible artwork and are delighted to have provided a platform to showcase his work. Well done James!



"In this piece I incorporated a story passed down generations. A great being of power in the most driest of places. The Rainbow Serpent. (Incorporated from dreamtime story inspiration) As well as hand cave painting inspirations and the well known Aboriginal flag. (I have drawn a lot of circles mainly to represent waterholes or meetup spots.) This piece was a beautiful one to create for me as I don't get much time to be in touch with my heritage."

- James Unwin, CREATE Young Consultant

Hour of Power

What started many years ago as literally an hour in the CREATE office with a small group of young people and key decision makers has now grown to one of the major advocacy events on the CREATE calendar in Victoria. 2022 was no exception with a truly formidable group of young people presenting on a variety of topics including: raising the age of care to 25, increasing the age of criminal responsibility, and health, well-being and housing opportunities for young care leavers.

Hour of Power (HOP) 2022 was held at the magnificent Melbourne Museum Theatre and was attended by close to 100 guests from the sector.

The event opened with Children's Commissioner Liana Buchanan outlining the benefits of HOP, the power of the voices of young people and the role it plays in decision making. We closed with Deb Tsorbaris, CEO at Centre for Excellence in Child and Family Welfare, emphasising the importance of such events.

Nikita Martin, CREATE Young Consultant, did an exceptional job as our MC as did all our Young Consultants - Tobias Lindholme, Ella Roberts, Emily Mancell and Talia Stout.

Young people then had the opportunity to interview our guest panellists and ask some hard hitting and pertinent questions about their goals for young people in out-of-home care and responses to the powerful speeches delivered. The panel included Minister Colin Brooks, Dr Matthew Bach (Member of the Liberal Party), Samantha Ratnam (Leader of the Victorian Greens Party) and Fiona Patten (Leader of the Reason Party).

A truly powerful day!!



**"The Hour of Power session in late 2022, run by care leaver consultants from CREATE Foundation, was a seriously effective example of engaged activism."
- Dr David McGinniss**



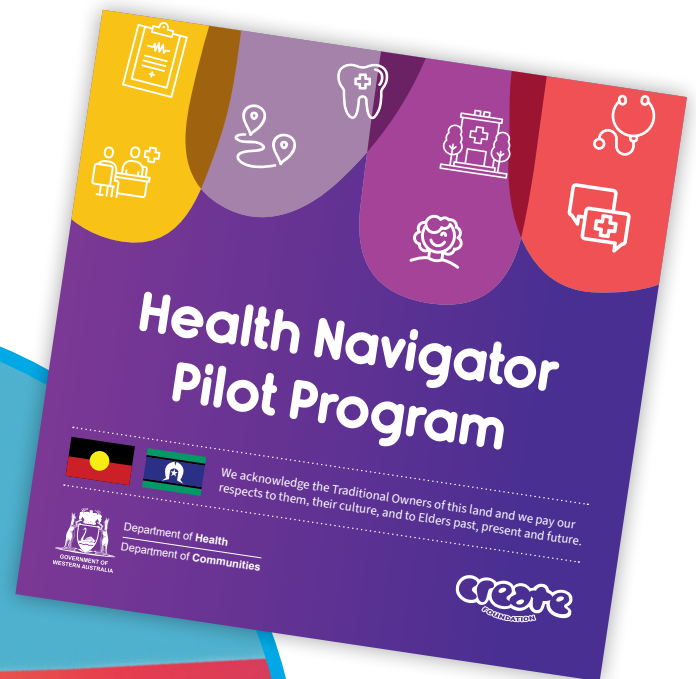
**"Once again we see the astute policy and political analysis of care experienced Young Consultants on display and crossing the breadth of the political spectrum. Somebody PLEASE give these young people a policy job. We dearly need their carefully considered and groundbreakingly practical advice for immediate implementation."
- Dr Jade Purtell**

Health Navigator Pilot Program

This year, CREATE in Western Australia proudly contributed to the Western Australia Government's Health Navigator Pilot Program (HNPP) initiative. The HNPP helps young people in care receive the support to look after their health when they need it. As leaders in the out-of-home care sector, CREATE supported young people with a care experience to develop both a young person meeting statement and a young person friendly brochure as part of the project. The young person meeting statement is to be "used in meetings where decisions are being made about the child or young person in care." The statement ensures that all parties maintain their

focus on the young person's best interests and their views, regardless of whether or not they are present in the meeting. "Nothing about us, without us." The brochure details steps that young people can take to find and access medical care and services. It complements established materials targeted towards professionals and carers to ensure that the information is accessible and made available to all young people. Combined, these resources contribute to an overarching aim to provide better access to medical care and health support for children and young people in out-of-home care.

Well done to the CREATE young people who helped design the brochure and meeting statement for the HNPP.



T2A Month

Transition to Adulthood (T2A) Month is held in Queensland in November each year. T2A Month highlights the needs of young people as they make the journey from the child protection system to adulthood, experiencing positive life outcomes along the way.

The theme for T2A Month in 2022 was A Future of Hope and Support. We want to see care-experienced young people listened to, supported and empowered to thrive, pursuing their dreams in life.

The month was kicked off with a big T2A Party in the Park hosted by YFS Logan. There was rock climbing, food trucks, cultural workshops and more than 20 stallholders ranging from health services, employment and training services, and local community services that were there to support young people in their transition to adulthood.



#SnapthatStigma

CREATE has been running our #SnapthatStigma campaign since 2015 and it has been well loved ever since. We love showcasing our amazing young people and how they have snapped that stigma of growing up in care. CREATE wants to #SnapthatStigma and change the preconceived views that people may have about children and young people with a care experience. In 2023 we reviewed the existing #SnapthatStigma branding and gave it a refreshed look to align with our core branding and to better represent the individual voices and stories of young people.



We featured 11 amazing young people's #SnapthatStigma stories this year on social media, with over 2500 likes, shares and comments!



**"If you can dream it, you can do it!"
– Brittany**



**"My experience made me want to make sure that other children in care got everything they desired and more"
– Kareema**

**"Dance has always been my saviour and allowed me to express myself"
– Nakita**



**"I would love to go into youth work and help children with a similar background to me"
– Talia**



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, which is free to download, was developed in consultation with young people with a care experience and is regularly evaluated.

The app provides useful information and advice to support big decisions around the eight key life domains; Identity, Relationships, Housing, Education and Employment, Health, Living skills, Money and Legal.

Overwhelmingly young people wanted more videos in the app, so that's what we did! Huge thanks to CREATE Young Consultant Raymond for his acting and presenting skills. Check the app out now to see these five new Sortli videos which will help more young people sort out their life!

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



14,957
downloads
to date!



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.

22
workshops
held

123
participants

39
identified as
First Nations

"We are thrilled to accept the CREATE Grant. We appreciate the generosity of this grant and are extremely grateful!"

"I am so thankful that I was successful this year... I am so grateful as this will help so much with my training"

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. These grants help young people increase their independence, provide greater accessibility to employment, educational opportunities, and support young people through their studies.

This year CREATE offered two types of CREATE Your Future grants; Educational Grants (to attend conferences), and IT Grants (to receive a laptop fitted with Windows 11 Home, and Office Home & Student 2021). 12 young people across Australia were deemed successful in the 2023 CREATE Your Future Grant Scheme. All successful grants fell under the IT Grant and 12 laptops were provided to young people either in school or starting higher education. 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 Program

CREATE continues to celebrate the success of our CREATE Your Future licensing program. The program sees government departments and out-of-home care sector agencies completing CYF facilitator training and delivering CREATE Your Future life skills workshops. The workshops are aimed at young people between 15 and 25 years old who are seeking support before, during, and after their transition to adulthood. The purchase of licensing packages sees higher levels of access to key independent living skills from young people living in out-of-home care and allows young people the opportunity to develop life skills across several life domains including education, employment, identity, housing and healthy relationships to name a few. Recently CREATE celebrated the completion of a facilitator training session with staff from Key Assets Australia. We value our partnership with our licence holders and look forward to continuing to expand the licensing package in all states over the coming year.





Change

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 and out-of-home care services throughout Australia.

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



Make it 21!

After years of advocacy and research in support of extended care, New South Wales and Queensland have joined the other states and territories in extending care and supports for young people until 21. Queensland announced its extended care reforms in June 2022, while New South Wales announced its reforms in November 2022. All eight jurisdictions across Australia have now committed to extending care to 21. This historical decision is the result of tireless advocacy work by young people, the CREATE Foundation and other sector partners. Extending care until 21 means a more gradual and supported transition to independence, providing young people with a secure base to plan for their future. Supported transitions for young people are a critical step in promoting improved outcomes across many areas of young people's lives, including housing, education, employment, mental health, financial security and connection to culture and community.



Improving transition supports

Despite extended care becoming available across all states and territories, CREATE's position is that transition supports should be consistent, equitable and easily accessible across Australia. Implementation and levels of access to transition supports should be closely monitored by governments and transparently reported on. Further, outcomes for young people should be evaluated in ways that meaningfully engage their lived expertise.

Literature suggests that adequate transition support for young people leaving care involves a range of critical elements. These are identified in CREATE's *Transitioning to Adulthood from Out-of-Home Care: A review of the literature* (McDowall, 2022) and include:

- Planning across all life domains
- Real choices for young people in relation to their housing options, including the option to stay in their current placement

- Adequate financial supports to cover basic needs
- Mentoring that includes support with life skills, as well as social and relational needs
- Priority access to universal services, including health, education, and employment support
- Supports that connect young people to family and culture, especially for Aboriginal and Torres Strait Islander young people (McDowall, 2022, p. 14).

To support implementation of comprehensive and consistent transition supports across all Australian jurisdictions, extended care packages should be reviewed and evaluated to understand the extent to which they deliver these critical elements. Additionally, both state and federal governments should review and enhance supports and allowances to account for the sharply rising cost of living and housing crises across many Australian cities and regional centres.

Queensland Consultation

In June 2022, the Queensland Government announced their commitment to extending care to 21 for young people transitioning to adulthood. To help inform policy development, the Queensland Government funded CREATE to conduct a comprehensive literature review summarising best practice supports (see McDowall, 2022) and talk to young people with a care experience about what supports they thought needed to be considered. Young people had the opportunity to have their say through think tank groups ("blue-sky" discussions), consultations via structured interviews or an online survey, and Youth Advisory Groups or focus groups (reflecting on key findings). Altogether, CREATE talked to 66 young people (38% who identified as Aboriginal and/or Torres Strait Islander) aged 18 to 25 years across Queensland.


Young people thought transitioning to adulthood planning and support needed to consider:

- Safe, stable, affordable housing,
- Support for looking after their mental and physical health,
- Support navigating family relationships,
- Support developing life skills,
- Support setting up a home,
- Learning to drive and/or having accessible transport,
- Support to connect with family, religion, and culture,
- Support with financial management and financial support, and
- Support to achieve learning and employment goals.

Young people also commented on fundamental principles that would strengthen the provision of any support to 21 framework, including ensuring supports are communicated clearly to young people, are easily accessible, are provided by competent, trauma-informed workers, and include accountability and monitoring mechanisms. Young people said that supports must be individualised for each young person, involve them in planning and decision-making, and include opportunities for them to update their goals and support needs over time.

"CHOICES! Any support must be informed by what the young person needs. It must be flexible and creative." (Female, 25)

CREATE would like to say a massive thank you to all the young people who shared their views and experiences during this consultation. We also would like to thank the Queensland Government for this opportunity to assist with informing policy related to supporting young people transitioning to adulthood in Queensland. We look forward to future opportunities helping the Department review and monitor the supports young people transitioning to adulthood receive.



"Just remember, our wings aren't fully developed—so don't push us out and expect us to fly by ourselves" (Female, 19)

Extended Post Care Support in Queensland

From 1 July 2023, new supports are now available to young people leaving care in Queensland from when they turn 18 up until their 21st birthday through the Extended Post Care Support package.

The Extended Post Care Support package includes three components:

- Up to \$16,000 a year to help meet the everyday living costs for young people leaving care to live in their own housing arrangements.
- New support services being established to provide culturally appropriate, proactive and practical support to all young people who turn 18 after 1 July 2023. This will include support to find a safe and affordable place to live, applying for a job or enrolling in a training course, maintaining connections with family, culture, Country and community, and taking you to appointments to meet your health and wellbeing needs.
- Extending the care allowance so that young people who remain living with their former carer or guardian can continue to have their everyday living costs met through continuing the fortnightly care payment to their former carer/guardian. This applies to young people who turned 18 or 19 after 1 July 2023 and will be paid until the young person turns 21.

Young people who turned 18, 19 or 20 before 1 July 2023 unfortunately will not be eligible to access the new Extended Post Care Support services but can continue to access support through Next Step Plus and Youth Housing and Reintegration Services.

To access Extended Post Care Support, interested young people in Queensland in this age group can contact their Child Safety Officer. Please see the Department of Child Safety, Seniors and Disability Services website for more information: <https://www.qld.gov.au/youth/support-services/young-people-in-care/leaving-care/after-your-transition-to-adulthood>



#itsyourturnNSW Campaign

The historic announcement by the New South Wales Government extended supports for young people in care to 21 years old was truly led by the voices of CREATE young people.

New South Wales had CREATE members leading campaigns, starting and signing petitions and providing opinion pieces, all to advocate for the New South Wales Government to #Makeit21! Whether it be online, in Sydney or regional New South Wales, many of our Connection Events, YAGs and SUPs had a key focus on the #Makeit21 campaign and we even created our own hashtag #itsyourturnNSW to help amplify the campaign. All were filled with insights, ideas and discussions on how New South Wales could and should continue its support for young people in care to the age of 21.

We filmed vox pops (Latin for 'voice of the people') in Sydney CBD where we asked the general public their thoughts on young people having to leave foster care at 18. Needless to say everyone was dismayed that this was the case.

It was an exciting way to end 2022 and meant that we came flying into 2023 with a heap of new opportunities for young people in care and the further supports to 21. But we haven't stopped there. In 2023 the CREATE community is working to ensure that the opportunities and extra supports offered are actually being delivered, and that we truly have made it 21!

Quotes from YAGs in the lead up to #Makeit21:

"To extend care to 21 will help so many young people to stay safe and be able to realise their full potential" (Female, 20)





NSW extended care package

The NSW 'Your Choice Your Future' extended care package includes:

- An extension of the Care Allowance to support more young people to remain with their carers until 21
- An expansion of the Aftercare Allowance – a fortnightly payment for any young person who does not remain in their carer's home and needs assistance until the age of 21
- An expansion of the Specialist Aftercare Program – increasing the availability and location of targeted supports for young people when they leave care.
- Funding for additional caseworkers to further support young people plan for the transition to leaving care.

More information is available at:
www.dcjnsw.info/aftercare

#Makeit21
#itsyourturnNSW

"The government needs to give us options to stay in care until 21 years old. Simple as that!"
(Male, 19)

References

Cameron, N., McPherson, L., Gatwiri, K., & Parmenter, N. (2019). *Good practice in supporting young people leaving care*. [Good Practice in Supporting Young People Leaving Care | Better Care Network](#)

McDowall, J. J. (2022). *Transitioning to adulthood from out-of-home care: A review of the literature*. CREATE Foundation. https://create.org.au/wp-content/uploads/2023/02/Transitioning-to-Adulthood-from-Out-of-Home-Care_A-review-of-the-literature.pdf

New South Wales Government. (2022). *Delivering a pathway to a brighter future: Securing safety, stability and success for children and families in NSW*. [Delivering a pathway to a brighter future brochure | Family & Community Services \(nsw.gov.au\)](#)

Rhodes, J. E. (2020). *Older and wiser: New ideas for youth mentoring in the 21st century*. Harvard University Press.

State of Queensland. (2023). *After your transition to adulthood*. Website. Last updated 22 June 2023. [After your transition to adulthood | Youth | Queensland Government \(www.qld.gov.au\)](#)

Influencing Committee

CREATE's Influencing Committee is responsible for driving our advocacy and communications work and for identifying and harnessing opportunities to promote the voices of children and young people with a care experience to decision makers. Watch this space as our Influencing Committee grows and we launch into the development of more innovative ways of raising and showcasing young people's voices.

This year our Influencing Committee was fortunate to have four Young Consultants join us to discuss the issues that matter the most to them. From all of us here at the CREATE Foundation we wanted to say a big thank-you to Tequeah Iglesias, Aaron Hutton, Jasmine Taylor-Harding, and Tara Payne who supported and helped to inform the direction of advocacy work by raising their voices at our Influencing Committee meetings throughout the year.

Jasmine and Tara, our current Young Consultant Committee members, told us:

**"Ever since I first joined CREATE, I realised that I could make a positive change through advocacy, speaking up and using my voice as a kid with a care experience. Over the years as a member of CREATE I have seen and heard from many children and young people about just how hard their care experiences were, this coupled with my own care experience, showed me that that a lot of things in the out-of-home care system need to be changed."
(Tara Payne)**

**"It's vital to hear children and young people's opinions on systemic problems. Children's voices have been treated that they're not as important, when it's the most important thing when it comes to the system."
(Jasmine Taylor-Harding)**



CREATE Foundation Influencing Committee



www.create.org.au

Our Purpose:



Bring together key CREATE staff and Young Consultants to drive CREATE's advocacy work nationally.

Promote the voice and expertise of children and young people with a care experience.



Achieve systemic change to create a better life for children and young people in and leaving care.

What we do:



Collaborate and share ideas



Harness opportunities to create positive change



Identify priority issues in the care system



Receive advice and feedback from young people on how to effectively advocate for change, including through social media, videos, submissions and other ways.

Who's involved?

Two Young Consultants with lived experience who are passionate about change, together with the following CREATE Team:



Meetings are held online, go for one hour and occur monthly.

Safe And Supported:

The National Framework For Protecting Australia's Children 2021-2031

Safe and Supported was developed by the Australian Government and state and territory governments in partnership with SNAICC and the Aboriginal and Torres Strait Islander Leadership Group, and launched in December 2021.

It sets out a 10-year strategy to improve the lives of children, young people and families experiencing disadvantage or who are vulnerable to abuse and neglect. Children and young people with a care experience are a priority cohort under the Framework.

The First Action Plan 2023–2026 commits to:

- improving lifetime outcomes for children and young people in and leaving out-of-home care through strategies that support proactive access to universal services, this includes reviewing the Transition to Independent Living Allowance and the National Out-of-Home Care Standards and Indicators,
- addressing the social determinants of child safety and wellbeing through early and targeted support and improved access to services for vulnerable children and families,
- improving support for carers,
- developing a national approach or strategy for a sustainable and skilled child and families services workforce, and
- embedding the voices of the child and living experience in program and policy design in the context of Safe and Supported implementation.

The Aboriginal and Torres Strait Islander First Action Plan 2023-2026 commits to:

- investing in the Community-Controlled Sector to support coordinated funding of early, targeted and culturally safe supports for Aboriginal and Torres Strait Islander children and families,
- developing a national approach to continue building a sustainable Aboriginal and Torres Strait Islander child and family sector workforce,
- implementing the Aboriginal and Torres Strait Islander Child Placement Principle (ATSICPP) to the standard of active efforts,
- improving availability and quality of legal support for Aboriginal and Torres Strait Islander children and families engaged with child protection systems, and
- working across portfolios impacting Aboriginal and Torres Strait Islander children and families.

Safe and Supported and the Aboriginal and Torres Strait Islander First Action Plan will be the key mechanisms for the Australian Government in responding to Closing the Gap Target 12, which aims to reduce the rate of over-representation of Aboriginal and Torres Strait Islander children in out-of-home care by 45% by 2031.

CREATE Foundation is keenly interested in the implementation Safe and Supported, including through the refresh of the National Out-of-Home Care Standards. We look forward to seeing enhanced coordination and collaboration across governments, relevant sectors and communities to better address the social determinants of wellbeing, and to seeing improvements in child safety and outcomes for young people with a care experience nationally. As all Australian governments progress their commitments under the First Action Plans we hope to see reductions in the over-representation of Aboriginal and Torres Strait Islander young people in out-of-home care.

Consultations

One of the key ways CREATE's Advocacy and Influencing team connects with young people is through the consultation process. Importantly, testimonies shared by young people during consultation interviews form the basis of CREATE's advocacy work. Young people share their stories and experiences; highlighting what works, what doesn't, and what needs to change. The invaluable insights young people provide in these consultations form the basis of our recommendations to decision-makers at both policy and practice levels. Over the past year, CREATE's Advocacy and Influencing team has partnered with state and territory staff in ten consultation projects, speaking with 255 young people across Australia about a range of topics related to their care and support needs. Topics included:

- Extending Care to 21 in Queensland;
- Accessing Records in the Northern Territory;
- Education in the Northern Territory;
- Support from Caseworkers in Victoria and Australian Capital Territory;
- Sibling placement, contact and connections in Western Australia and South Australia;
- Complaints processes in New South Wales; and
- Health and Well-being in Tasmania and Western Australia.

Participants:

- 155 (58%) females; 100 (38%) males; 10 (4%) non-binary or gender diverse.
- 112 (44%) Aboriginal and/or Torres Strait Islander young people.
- Other cultures young people identified with included Australian (133; 52%), Middle Eastern, Thai, Māori, Pakistani, Samoan, Indian, Greek, Lebanese (10; 4% CALD).
- 70 (27%) young people identified as living with a disability.



Consultation Spotlight:

Support from Caseworkers

**"Understand that this is more than just a job. Children and their carers don't just log in and log off. I am in care 24hrs a day, not just when they [caseworkers] are at work."
(Female, 12, ACT)**

The quality of relationships underpinning out-of-home care practice is an important topic; in particular, the role caseworkers play in shaping a young person's care experience is critical. On one hand caseworkers represent formal, statutory authority; they undertake assessments and manage casework. On the other hand, good caseworker practice also involves care—being there for young people in a nurturing and child-centred manner.

It is well documented that caseworkers play an important role in the overall stability and well-being of young people in the care system and that such well-being hinges on establishing and maintaining strong, trusting, kind, and supportive relationships (Kolivoski et al., 2016; McDowall 2020; Oliver & Charles, 2016; Petrocchi et al., 2018; Stabler et al., 2020). Positive relationships are therefore protective; result in better outcomes for young people; and ensure that children and young people are heard and have their views acted upon.

Building on consultation work undertaken in other states on this topic, CREATE reached out to young people in Victoria and Australian Capital Territory this year to find out what children and young people thought of their caseworkers, including how well they know them; how they spend their time together; whether or not they feel supported; what aspects of the relationship work well; and what aspects don't.

**"My caseworker was interactive, very supportive and came across as very kind. They liked to joke and that helped to break the ice. They always ask what was going well with me and cared about when things were not going very well."
(Male, 14, ACT)**

**"I appreciated that she valued understanding who I am as a person and what I need."
(Non-binary, 17, VIC)**

**"Takes me out ... someone that can help me with issues at school. Like a big brother I can go to."
(Male, 12, ACT)**

**"Our last case worker was very positive as they understood our cultural needs coming from a similar culture."
(Female, 13, ACT)**

Key factors contributing to such meaningful support included professional practice (influenced by caseworker attitudes and general interpersonal qualities), good communication style, the ability to forge meaningful relationships, and the ability to produce positive child-centred outcomes through practical, targeted action. Young people particularly valued caseworker continuity; friendly, positive staff; having a say; workers that respected boundaries/privacy; cultural awareness; timely and proactive responses; and someone to trust.

However, young people also reported mixed experiences. Concerns about caseworkers included poor communication (i.e. not listening to young people or making regular contact), high staff turnover, professional incompetence, and lack of respect.



**"I don't have a lot of positives to say about our last one. They were rude and dismissive of my needs. I could not open up to them."
(Female, 13, ACT)**

**"They ignore us (me and my siblings) and only talk to carer's.
(Female, 18, ACT)**

**"Only met them once. [They] asked a bit about me. Was only a short meeting, like a minute."
(Male, 14, VIC)**

**"Their communication and response time to my needs could improve. It can be lengthy periods of time before I hear anything about my requests (for things I need)."
(Male, 16, ACT)**

**"I don't talk to her much. I don't know, I sort of just sit there and listen in on the conversations and answer the questions when asked."
(Female, 13, VIC)**

For caseworker support to be meaningful and effective it needs to reflect the wishes of the young people and result in positive experiences. Ultimately, meaningful support not only means that young people's individual needs are met but that opportunities to thrive are provided and encouraged.

Tips from young people on how to make caseworker relationships more supportive include: caseworkers taking the time to build a relationship with them; possessing good listening and communication skills; providing culturally safe care; providing timely, practical support; involving young people in decisions being made that affect them; being patient and kind; and being available for contact.

**"Give more structure and guidance. Connection starts with listening. Acknowledge my feelings, show me you understand, and reassure me that you are here to help with whatever I need. Try to see things from my perspective. By listening and empathising with me, you are showing me respect."
(Male, 16, ACT)**

**"Rushing me to make decisions is never good. Give me space and don't coerce me."
(Female, 15, ACT)**

**"Become more culturally aware. It is important that a caseworker understands my cultural needs. They can be offensive to culture and not even realise they are doing it... Caseworkers that are going to work with Indigenous children need to have been through some cultural awareness training and better understand the need to connect with our people and Country."
(Female, 13, ACT)**

**"They need to care about their job. I have had caseworkers that were just sour and no fun. Help us to feel special about ourselves and show an interest in our lives. Check in, wish me happy birthday and celebrate any other milestones."
(Male, 16, ACT)**

**"[I] want my opinions and thoughts to matter, listen to me. See my family as a family and be aware of what's going on and provide support."
(Male, 15, VIC)**

**"Keep regular contact. Involve me in decisions that impact me. Listen to what I have to say."
(Non-binary, 17, VIC)**

**"Communication is the key. Make sure they maintain contact with me and check in on how I am doing more often."
(Male, 14 VIC)**

References:

Kolivoski, K.M., Shook, J. J., Johnson, H.C., Goodkind, S., Fusco, R., DeLisi, M., & Vaughn, M.G. (2016). Applying legal socialization to the child welfare system: Do youths' perceptions of caseworkers matter? *Child Youth Care Forum*, 45, 65–83. <https://doi.org/10.1007/s10566-015-9317-y>

McDowall, J. J. (2020). *Transitioning to adulthood from out-of-home care: Independence or interdependence?* CREATE Foundation. <https://create.org.au/wp-content/uploads/2021/05/CREATE-Post-Care-Report-2021-LR.pdf>

Oliver, C., & Charles, G. (2016). Enacting firm, fair and friendly practice: A model for strengths-based child protection relationships? *British Journal of Social Work*, 46, 1009–1026. <https://doi.org/10.1093/bjsw/bcv015>

Petrocchi, S., Rotenberg, K.J., Levante, A., & Lecciso, F. (2018). Children's trust in social workers: Scale development and relations to children's engagement with social workers. *Child & Family Social Work*, 23, 239–247. <https://doi.org/10.1111/cfs.12410>

Stabler, L., Wilkins, D., & Carro, H. (2020). What do children think about their social worker? A Q-method study of children's services. *Child & Family Social Work*, 25, 118–126. <https://doi.org/10.1111/cfs.12665>

Other Activities

In addition to our regular annual state and territory consultations, the Advocacy and Influencing team has been busy updating and developing CREATE's Position Papers on key issues relating to the out-of-home care sector as identified by young people, and making submissions to government, including for critical reform processes such as the South Australian Government on the Review of the Children and Young People (Safety) Act 2017 (December 2022) and the Inquiry into the Removal and Placement of Aboriginal Children in Out-of-Home Care in South Australia (November, 2022). CREATE also provided evidence to the TAS Commissioner for Children and Young People's Own Motion concerning the Allocation of Child Safety Officers for Children and Young People on Out-of-Home Care in Tasmania.

CREATE Submissions:

- Transition to Independent Living Allowance (TILA) for the Department of Social Services (DSS)
- Systemic inquiry into the educational experiences of children and young people living in out-of-home care for the Office of the Commissioner of Children and Young People Victoria
- SA Inquiry into First Nations OOHG Experiences
- Review of the SA Children and Young People Safety Act 2017
- Questioning the government plan to re-allocate young people in stable placements to caseworker teams rather than an individual caseworker to the Commissioner for Children and Young People in Tasmania

CREATE in the Media

CREATE Foundation's media team support young people and the leadership team in securing media coverage to inform and influence the community and decision makers about changes needed in the care system.

CREATE has built a reputation as the go-to expert on transitioning from care and expert insights from Young Consultants.

5
Print
Articles

16

CREATE Young Consultants have had the opportunity to share their stories and experiences in the media to create change in the system.

26
Online
Articles

25
TV Segments

10
Radio
Interviews

ABC NEWS

Traumatised children find first stable home and support in innovative foster care program

7:30 / By Annie Guest and the Specialist Reporting Team's Marty Smiley
Posted Thu 1 Jun 2023 at 3:51 am



Tee was kicked out of residential care on her 18th birthday. (ABC News: Harriet Tatham)



Government of South Australia
Department for Child Protection

Partner
Making a difference together

A message from the Chief Executive



Dear colleagues,
I'm now a few weeks into my role as the Chief Executive of the Department for Child Protection, and it has been wonderful to hear how active the sector is and about the many exciting initiatives that are underway, as you'll see highlighted in this latest edition of DCP's *Partner* newsletter.

Felicity Graham named 2023 Young Achiever of the Year

A big congratulations goes to Felicity Graham on being named the 7NEWS Young Achiever Awards SA Young Achiever of the Year.

At 17, Felicity wrote an autobiography, *Not Held Down*, to raise awareness about the challenges in the child protection system and to give a voice to children in care. Now at age 20, she is the founder of Fostering Change Australia, which advocates for children and carers.



Felicity's inspiring story recently featured on [7NEWS Adelaide](#).

Hundreds of children under Queensland government care are in 'other living arrangements', for many that means homelessness

By Elizabeth Cramsie
Posted Sat 25 Mar 2023 at 5:08am, updated Sat 25 Mar 2023 at 11:02am



Children in Queensland's foster and residential care system are living on the streets of Brisbane. (ABC News: Elizabeth Cramsie)

As the sun sets on Brisbane's CBD, Mel and Marshall from the Brisbane Emergency Response Outreach Service (BEROS), set out on their night shift. The duo will spend the next six hours driving around the city's streets looking for children sleeping rough — some as young as 11. "What we look for is if they've got a short-term, long-term or interim child protection order," Mel said. "If they do and they are linked to a child safety centre within our region and classify as self-placing, then we will be able to assist them."



Mel and Marshall roam the streets at night looking for kids sleeping rough. (ABC News: Michael Lloyd)

Self-placing is the term the Queensland government use when a child under its care leaves a foster, kinship or residential care placement. Others use the term homeless. BEROS receive referrals from the department to ensure the safety of the children and maintain contact with them. That's where Mel and Marshall come in. "Generally, we try and scope certain areas to see if there's anyone that may look young, if they're not sleeping we approach them," Mel said. "We try to build rapport with these young people as well, if they're not eligible for the service (BEROS) we would refer them to other services in the area." But Marshall said finding those kids can be a challenge. "It's really hard to see young people on the streets, they're not sleeping on benches or anything," he said. "I would imagine some of them don't feel safe coming to where a lot of the adults are having meal support at the food vans."



Grace says the department is closing placements for kids in care. (ABC News: Michael Lloyd)

Department closing placements, youth worker claims

NSW extends the age a person can stay in foster care from 18 to 21

By Heath Parkes-Hupton
Posted Sun 6 Nov 2022 at 7:56am, updated Sun 6 Nov 2022 at 11:51am



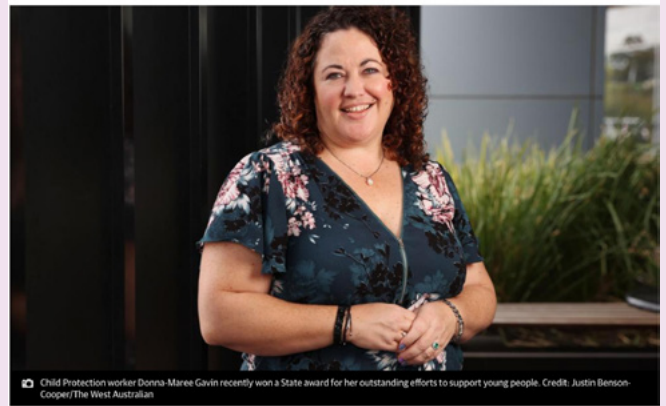
State funding for a child to live in a foster home in NSW currently ends at 18. (Supplied: Anglicare)

'Work to do' as biggest state extends foster care to 21

By Neve Brissenden
Updated June 12 2023 - 12:46pm, first published 12:40pm



NSW joined other states and territories in moving to extend foster care support to the age of 21. (Dan Peled/AAP PHOTOS)



Child Protection worker Donna-Maree Gavin recently won a State award for her outstanding efforts to support young people. Credit: Justin Benson-Cooper/The West Australian

WA Child protection worker Donna-Maree Gavin wins top award for supporting young people

Tyler Brown and Annabel Hennessy | PerthNow - Stirling
June 2, 2022 2:00AM

Awards



Child Protection Award

In September 2022, CREATE staff member, Fabian McPhee, won a Child Protection Award in 'The Voice of Children and Young People in Care' category. Fabian has been dedicated to amplifying the voices of South Australia's children and young people with a care experience.

Fabian is motivated by always knowing he wanted to help people. Fabian shared that it's not only wonderful to be able to help others, but to be hearing directly from the young people and to know that we are making a difference, however big or small, keeps him smiling. Fabian is a shining star in the CREATE Team.



Human Rights Award

In December 2022, CREATE Young Consultant, Caroline Fletcher, won the Human Rights Award. She said

"it was a surreal moment, I didn't even realise I had won until someone practically pushed me to the stage."

Congratulations to Caroline, an amazing role model to other young people.



Children and Youth Empowerment Award

Also in September, CREATE was thrilled when the CREATE led Ministerial Youth Advisory Group (MYAG) was the winner of the Children and Youth Empowerment award from the Victorian Commission for Children and Young People. Congratulations to all young people involved in MYAG!



South Australia's Young Achiever of the Year for 2023

CREATE Young Consultant, Felicity Graham, has been awarded South Australia's Young Achiever of the Year for 2023. Felicity is an author and passionate advocate for children in care. She has published an autobiography detailing her time in care, as well as a children's book about an onion in foster care. Well done Felicity!





Finance

Financial overview 2023

	2023	2022	2021	2020
Total funding	6,612,164	6,765,061	6,427,617	7,555,998
Percentage increase	(2)%	5%	(15)%	12%
Total expenses	6,531,828	6,407,105	6,620,008	7,426,566
Percentage increase	2%	(3)%	(11)%	6%
Retained earnings	871,727	791,391	433,435	625,626
Percentage increase	10%	83%	(31)%	26%

The table shows a decrease of 2% in funding over the past year with CREATE's expenditure on programs and services increasing by 2%.

The funding in 2022 included the Voices in Action conference that was held in that year. In 2023 there has been continued support from State and Territory governments through the renewal of service agreements in ACT, TAS and WA.

Consultations and fee for service work remains integral to state and national budgets, with several projects being funded in QLD and VIC. Project funding and grants were also received in ACT, QLD, SA and WA. These projects ranged from producing animated videos, consulting with young people and running workshops.

In 2023 there was a surplus of \$80,336 (2022 \$357,956) taking retained earnings up to \$871,727. It is planned to invest some of retained earnings in 2024 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.

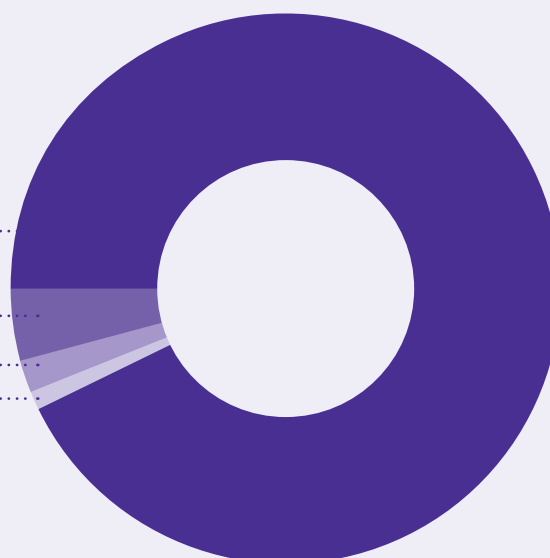
CREATE looks forward to continued support from its corporate partners, the community, government and stakeholders.

Jecelyn Anjani

National Finance Manager

Income Stream

State	93%
Other	4%
Donations	2%
Corporate	1%



Statement of financial performance

For the year ended 30 June 2023

	2023\$	2022\$
Services revenue		
State and territory grants	6,191,483	5,916,903
Federal grants	-	82,482
Corporate grants and conference	41,667	512,152
Donations	106,511	37,385
Consultancy and licensing	212,121	172,936
Other revenue		
Interest revenue	24,469	6,133
Profit on sale of plant and equipment	5,184	11,855
Sundry revenue	30,729	25,215
TOTAL revenue	6,612,164	6,765,061
Expenditure		
Accommodation and travel expense	259,721	118,463
Consultancy fees	426,677	287,529
Depreciation and amortisation	351,443	446,146
Employee benefits expense	4,147,736	4,147,099
Insurance	53,362	52,925
Lease finance charges	90,648	69,926
Payments to young people	114,046	179,961
Postage and courier expense	51,999	75,642
Printing and stationery expense	83,374	72,643
Rent and outgoings	253,516	117,927
Resources	65,412	68,300
Telephone and internet expense	58,252	57,515
Venue and food costs	171,172	343,132
Other expenses	397,040	369,897
TOTAL expenditure	6,524,398	6,407,105
(PROFIT) before income tax	87,766	357,956
INCOME tax expense	-	-
PROFIT for the year	87,766	357,956

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 2023

	2023\$	2022\$
ASSETS		
Current assets		
Cash and cash equivalents	2,168,268	1,943,384
Receivables	40,946	46,102
Prepayments	50,497	41,045
	2,259,711	2,030,531
Non-current assets		
Cash on deposit	138,227	134,992
Plant and equipment	120,715	97,222
Right-of-use lease assets	728,172	291,162
	987,114	523,376
TOTAL assets	3,246,825	2,553,907
LIABILITIES		
Current liabilities		
Payables	1,365,973	1,194,494
Lease liabilities	229,162	233,783
Provisions	126,243	168,272
	1,721,378	1,596,549
Non-current liabilities		
Lease liabilities	611,803	120,239
Provisions	34,487	45,728
	646,290	165,967
TOTAL liabilities	2,367,668	1,762,516
NET assets	879,157	791,391
EQUITY		
Retained profits	879,157	791,391
TOTAL equity	879,157	791,391

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 2023

	2023\$	2022\$
Cash flows from operating activities		
Receipts from grants and customers	7,334,964	7,359,952
Interest received	21,201	5,114
Finance charges on lease liabilities	(90,648)	(69,926)
Payments to suppliers and employees	(6,715,727)	(6,581,456)
Net cash inflow from operating activities	549,790	713,684
Cash flows from investing activities		
Increase in cash on deposit	(3,235)	-
Purchases of plant and equipment	(65,680)	(45,436)
Proceeds from disposal of plant and equipment	13,635	13,456
Net cash outflow from investing activities	(55,280)	(31,980)
Cash flows from financing activities		
Payments relating to principal element of lease liabilities	(269,626)	(333,217)
Net cash outflow from financing activities	(269,626)	(333,217)
Net increase in cash and cash equivalents	224,884	348,487
Cash and cash equivalents at the beginning of the financial year	1,943,384	1,594,897
Cash and cash equivalents at the end of the financial year	2,168,268	1,943,384

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



Looking Forward





Year Ahead

A number of new initiatives will roll out over the next twelve months to enhance opportunities for children and young people. We're excited about the development and roll out of our newly designed training to equip young people to be on interview panels, along with opportunities for young people to engage with others across the country with our newly formed national YAGs. We're finalising the development of a Mentoring Program that will pilot in Queensland in the next year to 18 months. Additionally a new Reference Group has formed to develop our Internship Program for young people to enhance their capacity and readiness to enter the workforce. This initiative was funded by Hollards Insurance and we're excited to have them as sponsors of this great initiative.

We're also looking at our Advocacy training package with fresh eyes, in particular, the Speak Up Program (SUP). We're using a co-design process to create an innovative advocacy package for young people.

Our new Deputy CEO, Emma Davies, is heading up our Advocacy and Influencing team and we're excited about how we're now able to enhance our work in the advocacy space and utilise our evidence base informed by children and young people to influence change in the sector. The team is passionate about making sure that the voices of children and young people are heard internally and externally to decision makers.

We're also involved in some great pieces of research and our Executive Director of Research, Joseph McDowall, will be working on two consultations with the Victorian Government, one in mental health and the other assisting to review the Better Futures Program.

We look forward to the year ahead and know that it will be one where we collectively make a difference to the children and young people we serve.

Jacqui Reed

**Chief Executive Officer
CREATE Foundation**



VOICES IN ACTION

**YOUR STORIES.
STRONGER TOGETHER.**

Conference

We are very excited to be bringing young people, carers, out-of-home care workers, researchers, and key decision makers back together in-person at our biennial conference, Voices in Action, to be held at the Adelaide Showgrounds Thursday 21 March to Saturday 23 March 2024.

The Voices in Action conference amplifies the voices of young people and as issues are discussed delegates are inspired and moved by the wisdom of lived experience from young people.

The conference theme “Your Stories. Stronger Together.” will showcase the importance of each individual young person’s story and journey in out-of-home care and how bringing these voices together and working collectively with all those involved in the care sector, we can effect positive change. The Voices in Action conference is a unique opportunity to elevate the voices of children and young people.

“The stories and experiences shared by young people is the best. The ‘real world’ sharing will lead to ‘real world’ solutions”

“I loved the feeling of involvement and the feeling that I finally had a voice”

“I am honestly so lucky to be able to attend the conference. I’ve been to all 4 and each time I feel so empowered as a young person”

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.

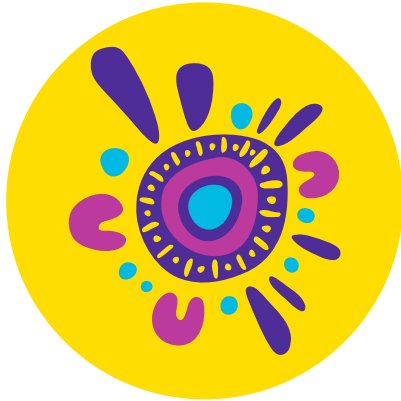
"It has been a pleasure working with the CREATE team as they do extremely important work and they are always looking for productive and effective ways to engage and hear the voices of First Nations children and young people in care to make their experiences in the care system safe and nurturing".

– Karen Dini-Paul



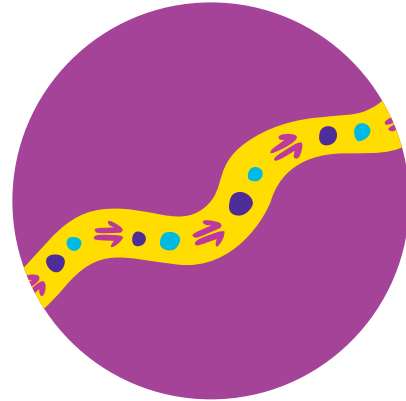
Graphic Cultural Elements

The graphic cultural elements featured in the CREATE Foundation 2023 Annual Review are from CREATE Young Consultant, Leticia Anne. Leticia is a Wiradjuri woman from Narrandera. This series of illustrations represent the theme 'a year of opportunities'.



Celebrating together

These community circles represent young people coming together with their supports and community to celebrate their achievements through the opportunities offered to them.



Journey lines

This element reflects young people moving forward in their journey to lead their own path. This is represented through the use of kangaroo tracks and journey dots to symbolise not going backwards.



Embracing Opportunities

This element focuses on young people embracing opportunities throughout the many stages in their lives and overcoming challenges and hurdles. This is represented by the mountains surrounding them in the middle, and how climbing to the top of the mountain is worth it every time. They are also supported and encouraged by others around them.



Opportunities in our journey

This element encompasses the opportunities young people receive in their journey to help them to learn, upskill and grow within themselves. It focuses on young people embracing what comes their way and taking the lead to move forward with it. It also reflects significant people and supports in their lives, that encourage them and celebrate with them represented through the community centre in the middle of this element.

Supporters

Australian Government



Australian Government
Department of Social Services

State Governments



Community Services Directorate (ACT)



Department of Communities
and Justice (NSW)



Department of Health and
Human Services (VIC)



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



Department for Child Protection (SA)



Department of Health and
Human Services (TAS)



TERRITORY FAMILIES,
HOUSING AND COMMUNITIES

Territory Families, Housing and Communities



Government of **Western Australia**
Department of **Communities**

Department of Communities (WA)

CREATE Supporters

AMP Services Ltd
AON Services Pty Ltd
Australian Communities Foundation
Bradley J Watt
Brendan Gallagher
Brittany Watters Fundraising
Charity Greeting Cards
Charity Hampers
Coro Committee
Daniel Conifer
Dr Joseph McDowall
Elysia Ling

Hollards Insurance
James Alderson
Jann Skinner
JBWere Charitable Endowment Fund
John Andrew Wauchope
Karina Howard
Lara Fraser
Lee Wilson
Margaret White
Menzies
Peter and Elizabeth Moore Foundation
Peter Bellamy

Peter Corben
Richard Hill
Rob Ryan
Shawthing Solutions
Simon Dossetor
Snow Foundation
State Trustees- Octavia Simmons
Scholarship
Stephen Browne
Wallwork Smith Foundation

Board of Directors



Jacqui Reed
Chief Executive Officer



Richard Hill
Chairman



Jann Skinner
Treasurer



**Dr Joseph
McDowall**
Executive Director
of Research



Adina Gunnis



Andy Parton



**Catherine
Moynihan**



Kirsten Grey



Rob Ryan



Vanessa Knight

Leadership Committee



Jacqui Reed
Chief Executive Officer



Emma Davies
Deputy CEO



Jecelyn Anjani
National Finance
Manager



Linda James
Operations Manager



Tameika Joy
Operations Manager



Stef Coles
National Marketing
& Communications
Manager



Hannah Kelly
Business Administration
Manager

Patron



Margaret White

Cultural Advisor



Karen Dini-Paul

CREATE Locations

NSW National Office – Burramattagal People

Suite 6.01, Level 6, 80 George Street
Parramatta, NSW 2150

QLD National Head Office – Yuggera & Turrbal Country

Level 1, 3 Gregory Terrace
Spring Hill, QLD 4000

ACT Office – Ngunnawal

Cnr Cooyong Street & Scotts Crossing
Civic Square, ACT 2601

NSW Office – Burramattagal People

Suite 6.01, Level 6, 80 George Street
Parramatta, NSW 2150

NT Darwin Office – Larrakia Land

11/16 Malak Crescent
Malak, NT 0812

QLD Albion Office – Yuggera & Turrbal Country

15 Lever Street
Albion, QLD 4010

QLD Cairns Office – Gimuy Walbura Yidinji and Yirrganydji Land

Unit 1, 108 Mulgrave Road
Cairns, QLD 4870

SA Office – Kurna Land

118 West Terrace
Adelaide, SA 5000

TAS Office – Nipaluna

32 Church Street
North Hobart, TAS 7000

VIC Office – Wurundjeri Land

325-327 Queensbury Street
North Melbourne, VIC 3051

WA Office – Whadjuk

353 Newcastle Street
Northbridge, WA 6003

CREATE Staff

Aarthi Croning

Anita Chaplin

Apajok Biar

Ashleigh Norton

Ashley Adams

Benjamin McMullin

Bill Fulton

Brenda Sharpe

Brianna Iverson

Caitlin Vayro

Caroline Wootton

Casey McGowan

Cassandra Hardy

Caterina Carnovale

Cathy Carnovale

Catherine Cussel

Christopher Braddock

Clint Moloney

Daniel Wang

Dannielle Ashton

Deborah Watson

Debra McElhinney

Dorothy Foley

Edwine Mbande

Eleanor Jones

Elise Hilder

Emma Davies

Erin Laing

Fabian McPhee

Farah Mohammed

Fiona Costello

Hannah Kelly

Hannah Koduah

Holly Nicholls

Hope Flentjar

Imogen Edeson

Jackline Maina

Jacqui Reed

Jade Philp

Jake Freeman

Jakob Tiivel

Jazmin Ealden

Jecelyn Anjani

Jessie Stokes

Julie Amos

Karly Diewald

Kate Clements

Kate Zahnleiter

Katherine Clark

Katherine Creed

Kathleen Martin

Keegan Brice

Kerry Tully

Kimberley McPhee

Kirsty Jarzabek

Kristy Cope

Kylie Hampton

Kym Fenton

Larissa Mae Williams

Laura Hooper

Leah Atkinson

Leigh White

Linda James

Louise Singleton

Lucy Watson

Lydia Mikhail

Madeline Goodsell

Malini Nott

Martha Hay

Matthew Kelemen

Merinda Johnson

Mia Tinkler

Mitchell Bonaccorso

Mohita Kapoor

Monia Maamer

Monica Carrer

Olivia Shields

Patrick Weiniger

Rachel Sammut

Rebecca Downes

Riyad Rahimullah

Robert Impey

Rosalind Clarke

Ruby Gerrish

Russell Mulry

Samantha Cotton

Selina Hooper

Shelley Cook

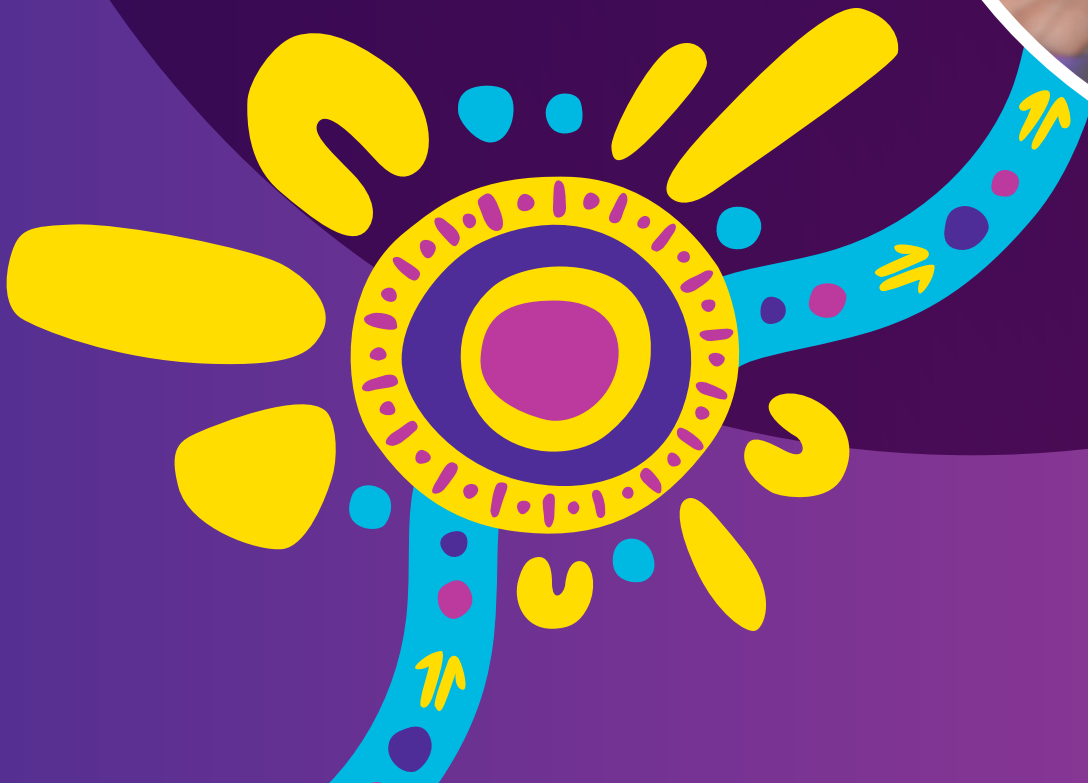
Stacy Klousia

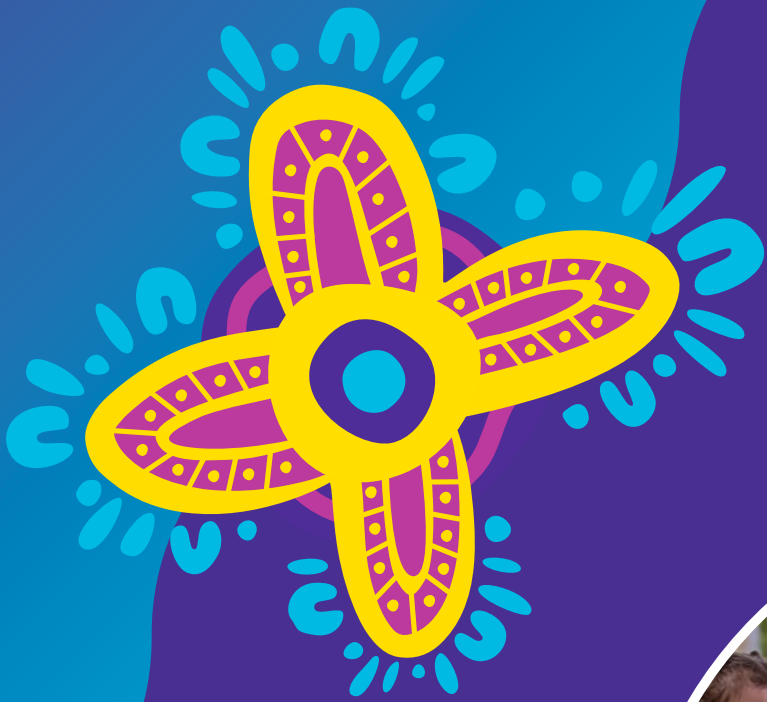
Stef Coles

Tameika Joy

Tenielle Moore

Vanessa Sheehy





create
FOUNDATION

CREATE Foundation Limited
ABN 69 088 075 058

 www.create.org.au
 1800 655 105
 /CREATEfnd
 @CREATEfnd

 @CREATEfnd
 @CREATEfnd
 CREATE Foundation

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