

**create**  
FOUNDATION

**20**  
**13**  
**ANNUAL**  
**REVIEW**





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**All children and young people with a care experience have the opportunity to reach their full potential.**

# CHAIRMAN'S FOREWORD

I am very pleased to report that the CREATE Foundation continued to make good progress again this year on many fronts. CREATE's well-defined strategic plans articulate the way forward but progress this year has not come easily.

Against a backdrop of tightening fiscal policy and falling business confidence, CREATE has had to justify its case very strongly to avoid being a casualty of funding cutbacks. It is a testament to CREATE's dedicated staff that CREATE has been able to substantially hold its ground overall in terms of its funding base.

CREATE has increased its connectivity with children during the year, and particularly with Indigenous children, it has expanded its regional presence, although progress has slowed with delays in funding support.

CREATE continues to lobby state governments to be given access to the records of children in their reach so that more children can be connected.

## **David Matcham**

Chairman  
CREATE Foundation Board of Directors

This major step forward will require special legislation and it continues to be a key but elusive goal.

CREATE continues a strong media presence as the peak consumer body advocating change to improve the lives of children in care and through its programs it is very effectively empowering young people with a care experience to speak up at every opportunity. It has made very important contributions this year to a number of high level inquiries and legislative reform.

CREATE strengthened its board this year adding four new directors who bring greater diversity and experience. I have chosen this year to step back from my role as Chairman of the board and I leave with the knowledge that CREATE has an outstanding leadership team and a well balance board. I wish CREATE every success in the future.



# FROM THE CEO

It is with pleasure that I invite you to read the CREATE Foundation's Annual Review 2013. This year heralded the first ever Report Card focused on benchmarking the experiences of children and young people against the National out-of-home care standards. We covered a number of aspects of a child's life across seven primary life domains. A remarkable 1069 children and young people across the country were interviewed with support from all jurisdictions with the exception of WA.

CREATE's independent research was supported by key academics in the field and provides a rich source of data that informs policy and practice in federal and state domains. The unique feature of the Report is that it focuses on the salient issues highlighted through the lens of children and young people.

Our policy work on transition from care to independence has not faltered. After a year of working with each jurisdiction to gain support, feedback and funding to develop the nationally consistent leaving care kit we now have a national suite of tools that will complement the leaving care process. The tools include a leaving care workbook, CREATE Your Future Website and the Grant Scheme. CREATE has actively advocated at all levels

of government and across portfolios to continue to highlight the issues facing young people leaving the care system. CREATE's position is that, as a society, it is incumbent upon us to ensure that young people have opportunities and support to reach their full potential.

This year also saw CREATE partner with research institutions, including universities, to support vital research that ultimately provides evidence to inform policy and practice. We also collaborated with key NGOs to work together in partnership to improve the lives of children and young people. A record number of conference presentations have kept the policy team and Dr McDowall busy.

Our reach to children and young people has increased, and in part this has been credited to the establishment of our new regional offices gaining a foothold in their local communities. It is also a testament to the commitment of CREATE staff on the ground, leaving no stone unturned to locate, educate, inform and support children and young people. The age old issue of gaining access to children and young people to offer them support and an independent avenue to have a say has not diminished, however, CREATE remains hopeful of progress in this area.



Despite a tough financial environment CREATE maintained the support of state and federal governments and also our corporate supporters. In addition, the insurance and banking industries' support has facilitated our independence and enabled service delivery to be responsive to need.

Sincere thanks are extended to the Leadership Committee for their support and dedication as their commitment and drive provides the perfect platform to motivate and inspire the CREATE team who thrive on the organisational mantra of "what have you done today to improve the lives of kids in care?"

A big thank you to our Board of Directors, and a warm welcome to our newest members in their first year: Frank Hytton, Reeny Jurczynszyn, Greg Johnson and Peter Coleman. We farewell Melissa Widner and thank her

for her contribution, and we also farewell our Chairman David Matcham in October 2013, after 10 years of stellar service to CREATE and to the children and young people it serves. David has been instrumental in the growth of the organisation and has left an indelible mark on the CREATE landscape with the advent of our feature fundraising event, "Beat the Bosses," hailed by the insurance and banking industries as the fundraising event of the season.

Most importantly, thank you to the children and young people who give so graciously of their time and have the courage to tell their stories and advocate for change to improve the system for others as well as themselves. They are what drives us and motivates us every day!

This Annual Review is a great read, and I hope that you enjoy reflecting with us on the year that was!



**Jacqui Reed**

Chief Executive Officer  
CREATE Foundation

# MISSION, VISION AND PRINCIPLES

## VISION

All children and young people with a care experience have the opportunity to reach their full potential.

## MISSION

Creating a better life for children and young people in care.

CREATE does this through:

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

## CORE PRINCIPLES

- Participation is the cornerstone of best practice
- Openness and transparency
- Children and young people are valued, respected and cared for
- Staff are valued and supported to excel
- Strong, independent advocacy is informed by children and young people
- Partnerships with governments, organisations and individuals are pivotal to success
- Innovation, creativity and fun.

# BOARD OF DIRECTORS



## **David Matcham**

David joined Lumley Insurance in 1997 after migrating from the UK. David was Managing Director at Lumley from 1999 until 2003. When Lumley Insurance was acquired by Wesfarmers in 2003, David became the CEO. He retired in 2009. David serves on the Board of Hollard Insurance Company Limited and is a past Director of the Insurance Council of Australia. He has been a Director of CREATE Foundation since 2003 and served as Chairman since 2007.



## **Jann Skinner**

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



## **Jacqui Reed**

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



## **Joan Fitzpatrick**

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



### **Dr Joseph McDowall**

Joseph has a PhD in social psychology from the University of Queensland and has lectured at both the University of Queensland and Griffith University in the areas of research methods, statistics, social skills training, as well as all aspects of the theory and practice of photography. His research interests range from empirical aesthetics to his current concerns with child protection. Joseph authored the CREATE 2008, 2009 and 2013 Report Cards. He also has served as a consultant to the Queensland Department of Child Safety. Joseph became a Director of CREATE Foundation in 2008 and has also been appointed Executive Director – Research at CREATE Foundation by the board in June 2013.



### **Robyn Miller**

Robyn is Acting Director at the Office of Professional Practice Department of Human Services, Victoria. She has over 25 years experience as a social worker and family therapist. Prior to this she has worked in the Community Sector, Local Government, Child Protection, and for the past 14 years, at the Bouverie Family Therapy, La Trobe University Centre as a senior clinician and teacher. Her practice and research interests have been in the area of trauma and family work and she has a particular expertise in working with families where there has been sexual abuse and family violence. She became a Director of CREATE Foundation in 2008.



### **Trevor Gruzin**

Trevor is Managing Director, Management Consulting–Asia Pacific Area for Accenture. Trevor joined Accenture in Sydney in 1985 having previously worked in South Africa and the UK. He has held several global roles with Accenture over the past decade including leading the global banking practice. Trevor has been a Director of CREATE Foundation since 1999.



### **Richard Hill**

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



### **Frank Hytten**

Frank Hytten took over as SNAICC CEO in June 2009. Frank has a background in Community Development work, politics and sociology and holds a Masters of Social Science (Policy and Management) and a Masters in Training and Development. He is currently studying for his Doctor of Philosophy with RMIT. Frank started his working life as a Youth Worker in community development in the early 1970s and has continued in social and community services as a manager, policy bureaucrat, sector-based trainer and consultant - always with a focus on social justice and human rights. His work has been primarily in the youth and psychiatric disability support sectors, with people confronted by the issues that arise from poverty and exclusion. For the eight years before working with SNAICC, Frank was the Coordinator of ANTaR Victoria and CEO of Reconciliation Victoria. Frank joined as a Director of CREATE Foundation in 2013.



### **Reeny Jurczynszyn**

Reeny has been a social worker in the area of health and justice for the past 13 years in Queensland. Reeny is completing a doctorate in the area of higher and further education for children and young people who have been in out-of-home care at Griffith University. Reeny has been on the CREATE Your Future Grant Scheme panel for several years and strives to educate young people and those working with them, in reducing the legacy of being in care through education. Reeny spent 18 years growing up in residential and foster care as well as becoming a kinship carer. Reeny is keen to strengthen the child protection system and believes young people's views and experiences are key components of improving the outcomes and education attainment for future care leavers. Reeny joined as a Director of CREATE Foundation in 2013.



### **Greg Johnson**

Greg has 35 years corporate experience during which time he built and led global businesses that deliver high quality service based solutions across a broad range of industries, including for the last 15 years the Financial Services Sector. Most recently Greg worked with Aon Australia holding the position of Manager – Strategic Distribution. In this role Greg was responsible for reviewing Aon's Affinity, SME and Micro businesses, recommending and delivering changes enabling growth whilst delivering superior client service. Prior to this role Greg held senior leadership roles in Australia, the UK and the US with companies such as Aon, Accenture, Bankers Trust, TeleTech and The Corporate Services Group. Through these roles Greg proved himself to be a seasoned, versatile and energetic executive successfully leading, developing and growing the businesses in rapidly changing, highly competitive environments. Greg joined Cerno Ltd (formally MYIFreemans) as CEO in June of 2011. Cerno is one of the largest claims and risk services organisations in Australia with a national network of 50 offices and more than 500 professional staff. Greg joined as a Director of CREATE Foundation in 2013.



### **Peter Coleman**

Peter was employed with the NAB for over 23 years before joining Macquarie Bank in 2001. Whilst in the NAB Peter held senior positions in Australia, the UK and the USA, his last role being the General Manager for the NAB's Business Bank. At Macquarie, Peter was the Head of the Bank's retail division until 2009. Peter is now an Executive Coach with Foresights Global Coaching and a Strategy and Leadership Consultant specialising in Banking and Wealth Management. Peter joined as a Director of CREATE Foundation in 2013.



### **Jennifer Cordingley**

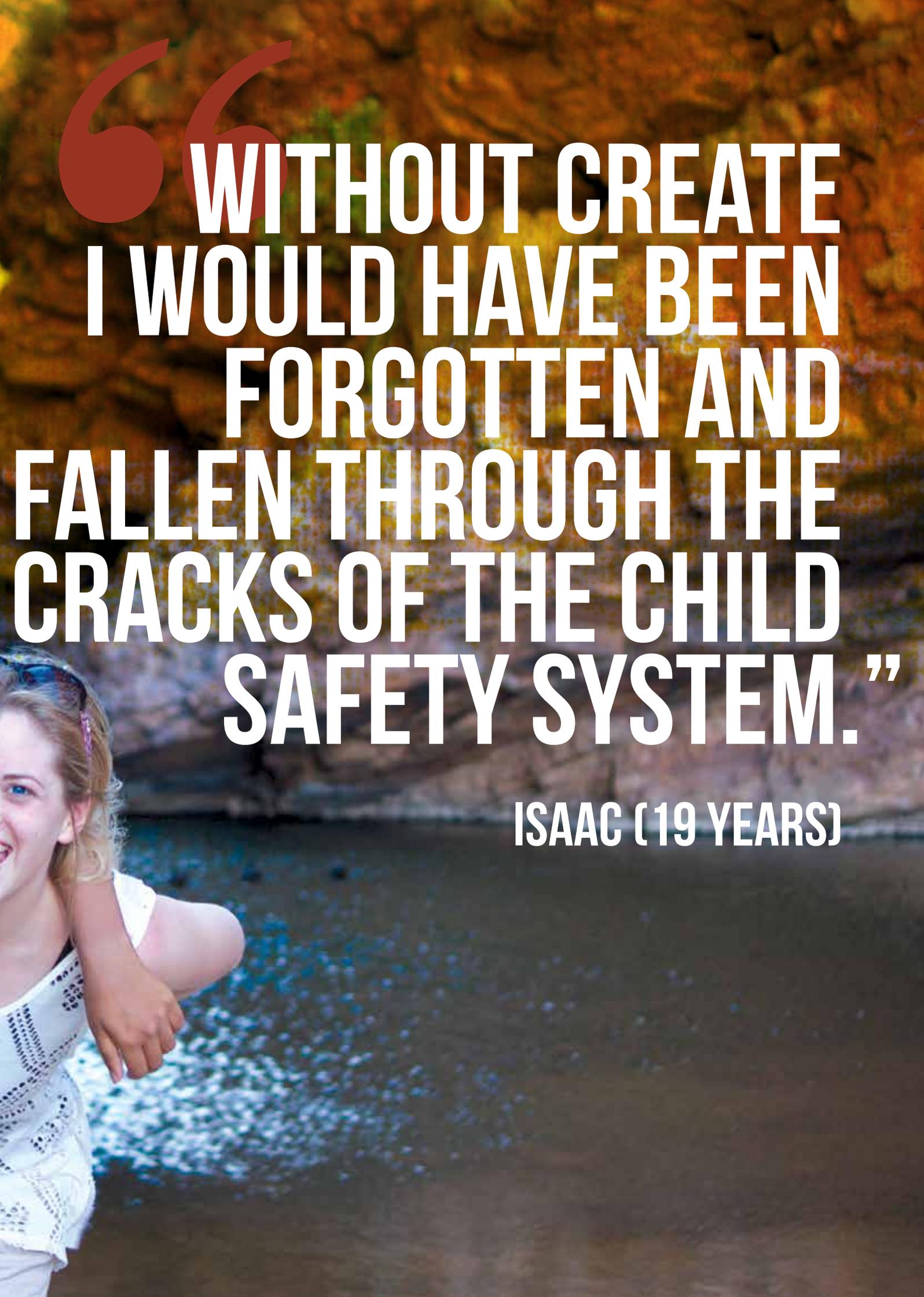
Jennifer has worked in the advertising industry with a specialisation in women-centric brands since 1994. Her association with CREATE began in 2006. Presently Jennifer owns HALO Brandbank and in this, as well as her previous agency, she provides pro-bono agency services and marketing support to CREATE, particularly supporting CREATE's business development and marketing functions. Jennifer has been a Director of CREATE Foundation since 2010.



### **Melissa Widner**

Melissa is a general partner at SeaPoint Ventures, a US based venture capital firm. She was previously the CEO of 7Software and Northwest Supply where under her leadership, both companies generated significant returns for their investors. Melissa is the Chairperson of Sydney based Heads Over Heels, an organisation that supports women entrepreneurs. She was the founder and President of the Northwest Chapter of the Forum for Women Entrepreneurs and a member of the board of the Alliance of Angels. Melissa served as a lecturer at the University of Washington's Graduate School of Business where she taught courses on venture capital and entrepreneurship. Melissa is an active member of the Sydney Angels where she focuses on investments in early stage companies. She holds a Master's degree from Stanford University and a Bachelor's degree from the University of Washington. Melissa served as a board director on several US based venture backed technology companies as well as a director on the University of Washington, Bothell's Business School Advisory Board. She joined as a Director of CREATE Foundation in 2010.





**“WITHOUT CREATE  
I WOULD HAVE BEEN  
FORGOTTEN AND  
FALLEN THROUGH THE  
CRACKS OF THE CHILD  
SAFETY SYSTEM.”**

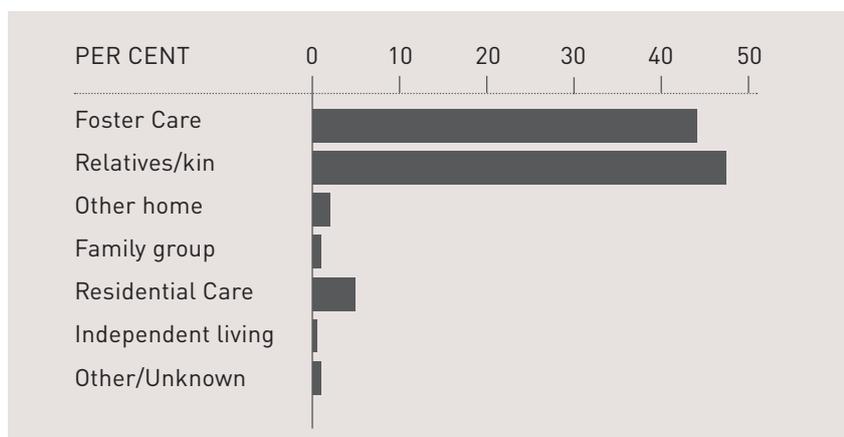
**ISAAC (19 YEARS)**

# CHILD PROTECTION LANDSCAPE

In 2009, the Council of Australian Governments endorsed the National Framework for Protecting Australia's Children 2009-2020. The Framework includes National Standards for out-of-home care.

Australia does not have uniform child protection laws across all jurisdictions, with legislative responsibility the domain of state and territory governments. The majority of out-of-home care services are provided by the non-government sector.

Although the specifics of legislation defining out-of-home care are expressed differently in each state and territory, in general the concept refers to the provision of "alternative accommodation for children and young people who are unable to live with their parents. In most cases children in out-of-home care are on care and protection orders."<sup>1</sup>



Across Australia, almost 41,000 children were on a care and protection order at 30 June 2012, with 39,600 of these living in out-of-home care. This shows an increase of 1,952 in out-of-home care since June 2011, with 44% in foster care, 47% living with relatives/kin and 5% in residential care.<sup>2</sup>

Aboriginal and Torres Strait Islander children are over-represented in Australia's child protection system with approximately 34% of all children in out-of-home care identified as Indigenous. In 2011-12 the number in out-of-home care rose by 7.6% to 13,299.

Aboriginal and Torres Strait Islander children are almost 8 times as likely to be the subject of substantiated abuse or neglect, almost 10 times as likely to be on a care and protection order and just over 10 times as likely to be in out of home care.<sup>3</sup>

In all jurisdictions there were higher rates of Aboriginal and Torres Strait Islander children in care than non-Indigenous children.

1. Department of Families, Housing, Community Services and Indigenous Affairs. 2011. An outline of National Standards for out-of-home care. Canberra: Commonwealth of Australia.

2. Australian Institute of Health and Welfare [AIHW]. [2012]. Child Protection facts.

3. AIHW above. [2012].

4. Source: AIHW [2013, Table 3.4, p. 32]



Image above NT  
Child Protection  
Week Event

**Across Australia, almost 41,000 children were on a care and protection order at 30 June 2012**

State and territory data comparing rates of Aboriginal and Torres Strait Islander children in out-of-home care compared to non-Indigenous children on 30 June 2012 <sup>4</sup>

	Number of children		Rates per 1,000 children		Rate ratio*
	Indigenous	Non Indigenous	Indigenous	Non Indigenous	
<b>NSW</b>	5,991	11,177	83.4	7.1	11.7
<b>VIC</b>	1,028	5,106	66.4	4.2	15.8
<b>QLD</b>	3,041	4,919	42.2	4.9	8.7
<b>WA</b>	1,614	1,760	51.6	3.4	15.3
<b>SA</b>	706	1,828	55.0	5.4	10.2
<b>TAS</b>	212	789	25.1	7.4	3.4
<b>ACT</b>	134	421	68.0	5.3	12.8
<b>NT</b>	573	127	20.7	3.7	5.7
<b>Australia</b>	13,299	26,127	55.1	5.4	10.3

\* The "rate ratio" is the number of times more likely an Aboriginal or Torres Strait Islander child is to be in care compared to non-Aboriginal or Torres Strait Islander children.<sup>4</sup>

# CREATE'S ROLE

CREATE Foundation is a not-for-profit organisation that acts as the national peak consumer body representing the views of children and young people with a care experience. To be an effective advocate, CREATE balances the engagement and connection with children and young people with the independent role they play to gain their views about what is important to them, and change systems for the better.

The CREATE Foundation 2012 – 2015 Strategic Plan articulates a commitment to positive outcomes for children and young people and the way forward sees CREATE stretching its capacity to engage with children and young people to provide increased access to services in regional and remote areas. This is driven by CREATE's commitment to increase contact with children and young people with a care experience overall, and to provide more support for Aboriginal children and young people who are over represented in the system.

It also incorporates scope for CREATE to contribute at an international level by establishing an online international communications forum to explore the expansion of CREATE's program model in New Zealand and to explore ways of supporting unaccompanied minors in the care of the state.

At the heart of CREATE's plans for the future is its belief in the principles of the United Nations Convention of the Rights of the Child, in particular, for children and young people to be engaged and participate in decisions that affect their lives. This is fundamental to CREATE's operation and underpins the work it does.

CREATE's growth over the last three years has been significant and it is committed to ensuring that foundations are strong, and that its infrastructure and systems support the expansion of services and activities to maximize the benefits to children and young people.



# STRATEGIC PLAN GOALS

## CONNECT:

Extend our reach to every child and young person with a care experience.

## EMPOWER:

Increase the involvement of children and young people in empowerment.

## CHANGE:

Improve outcomes for children and young people with a care experience.



# GO

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

# CONNECT

**CREATE's key connection mechanism, clubCREATE, is available nationally for children and young people between 0-25 years. It acts as the 'gateway' that connects children and young people together and facilitates their access to CREATE's programs and activities.**

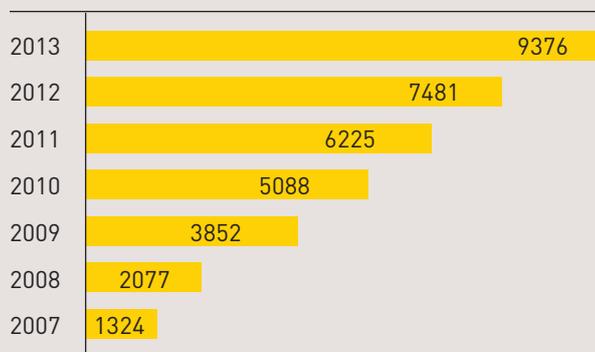
This year clubCREATE has seen a significant increase in members accessing its services across the country. This upward trajectory is exciting news, proving that CREATE is moving ever-closer to its goal of reaching every child and young person with a care experience.

# MEMBERSHIP INCREASE

Data collected from this reporting period indicates that clubCREATE has seen a 25% increase in new memberships with 2,458 new members across the country.

CREATE is proud that Aboriginal children and young people make up 20% of total clubCREATE memberships. CREATE actively works to connect and advocate for this most marginalised group of Australian youth. In addition, 25% of all new memberships in 2013 have been Aboriginal children and young people. To remain culturally relevant for all clubCREATE members, CREATE will continue to support partnerships and relationships forged with advisors from Aboriginal communities.

Net growth in clubCREATE membership



CREATE is proud that Aboriginal children and young people make up

# 20%

of total clubCREATE memberships.

## clubCREATE membership

	ACT	NSW	NT	QLD	SA	TAS	VIC	WA	Total
Actual Figures at 30th June 2013	176	2,717	290	1,967	922	850	1,431	1,034	9,376
Target (to be achieved at 31st Dec 2013)	384	3,173	782	2,354	1,180	1,231	1,900	1,293	12,297

# JOINING CLUBCREATE

Children and young people who join clubCREATE receive a Welcome Pack that includes a membership card, information about being in care and CREATE's programs along with the latest edition of clubCREATE magazine. In addition, an Entering Care Kit is provided to those new members who have entered care for the first time. Receiving a backpack containing age-appropriate books, toys and stationery, the Entering Care

Kit assists with a child or young person's transition into care, reducing their sense of isolation. Every month CREATE also sends colourful and encouraging

Birthday Cards to all clubCREATE members who have a birthday in that month, helping them feel valued and remembered on their special day.

**Receiving a backpack containing age-appropriate books, toys and stationery, the Entering Care Kit assists with a child or young person's transition into care, reducing their sense of isolation.**

## CLUBCREATE MAGAZINE

All clubCREATE members receive an age-appropriate clubCREATE magazine full of fun activities, interesting articles and competitions with many great prizes to be won. Magazines are sent bi-monthly and include a round-up of the latest happenings

from each state and territory. clubCREATE magazine gives children and young people the opportunity to share their stories, artworks and photographs, keeping them connected to one another, CREATE and their community.



## CONNECTION EVENTS

Connection events are vital in achieving our mission to connect children and young people to each other, CREATE and their community. To remedy the isolation children and young people feel, thinking they are the only ones in care, Connection events present them with an important opportunity to meet others in similar circumstances as themselves. This leads to a sense of belonging and knowledge that they are not alone. Many Connection events have been held around the country including special outings, Christmas and Easter parties, Child Protection Week events, sporting events, movie days and much more. This year 4,401 children and young people

with a care experience had the opportunity to come together and connect.

Within our events, 30% of participants identified as Aboriginal children and young people in care. This is on par with the national average of Aboriginal children and young people in the care system, keeping CREATE on track in Aboriginal engagement.

Our state offices aim to deliver 4 Connection events, 1 Child Protection Week event and 1 Christmas party. This totals 60 events to be held across the country every year. For the 2012/2013 financial year, 100 events were held across the country.

## WWW.CLUBCREATE.ORG.AU

The clubCREATE website is dedicated to children and young people in care, providing them with an online space to become a member, upload artworks, stories and poetry, play games, read an online version of the clubCREATE

magazine and enter competitions. It also enables children and young people to link with CREATE in their state or territory so they can tap into current information in their area and make contact with their local CREATE team.

### clubCREATE stats 2012-2013

Welcome packs distributed

**1,729**

Entering care kits distributed

**774**

Birthday cards distributed

**7,621**

clubCREATE magazine  
0-25 years

**9,376**  
p/qtr

Connection events  
outings, parties and camps

**4,401**  
total participants

**1,314**  
Indigenous children  
and young people

# CONNECTION IN ACTION: E-MARKETING

As CREATE positions itself as being the national peak consumer body representing the view of children and young people with a care experience, marketing is critical in achieving this as CREATE's communications help give a voice to children and young people.

CREATE achieves this by adopting a fully integrated marketing mix aimed at reaching all parties on various different platforms. CREATE has a dedicated team who manage our 3 bespoke websites –

#### **create.org.au**

our main website providing general information about CREATE targeting corporate supporters and donors, volunteers, sector workers and the general public

#### **createyourfuture.org.au**

a dedicated website for young people transitioning out of care, giving them access to key information, programs and services

#### **clubCREATE.org.au**

a fun, interactive website encouraging engagement and connection

The 2012/2013 financial year saw a strong increase in CREATE's social media activity, which is in line with CREATE's mission to keep children and young people connected. CREATE focused strongly on being active and engaging through its social media within the year as social media is a key avenue in achieving instant communication and engagement. The financial year succeeded in achieving a growth of 50% in 'likes' on Facebook and a 69% increase in Twitter-followers well exceeding the 30% annual increase targets.

CREATE continues to utilise marketing and communications as a key to keeping children and young people connected.

-  [facebook.com/CREATEFnd](https://facebook.com/CREATEFnd)
-  [twitter.com/CREATEFnd](https://twitter.com/CREATEFnd)
-  [youtube.com/CREATEFoundation](https://youtube.com/CREATEFoundation)

	Number of Facebook Likes	Number of Twitter Followers
Jul-12	702	1235
Aug-12	731	1295
Sept-12	762	1341
Oct-12	779	1419
Nov-12	824	1478
Dec-12	863	1561
Jan-13	875	1638
Feb-13	899	1728
Mar-13	932	1795
Apr-13	988	1883
May-13	1029	1990
Jun-13	1056	2084



**CREATE continues to utilise marketing and communications as a key to keeping children and young people connected.**

# CONNECTION IN ACTION: CONNECTION EVENTS



## ACT CHRISTMAS PARTY

On 7 December 2012, 125 children and young people and carers arrived at Canberra Zoo and Aquarium for CREATE's biggest Connection event in the ACT.

Given that ACT has a small team of staff, it was all hands on deck with staff, carers and young people alike helping to move all the food and drinks to the picnic area. CREATE was also fortunate to have a wonderful group of Young Consultants run Christmas craft activities, keep the food and drinks coming and also provide face painting to many excited children. We

were especially pleased to be joined by Alasdair Roy, the Children and Young Person's Commissioner in the ACT and two community volunteers who kept the sausages cooking!

After lunch Santa arrived looking rather hot and handed out sweets to all of the children. Zoo staff brought snakes for the children to see and many were brave enough to pat them. Later people explored the zoo at their own pace. It was a hot day in Canberra with the temperature rising over 34 degrees so everyone needed some time walking around in the cool of the aquarium building.

For CREATE staff, this was a wonderful opportunity to meet many carers, some of whom were new carers or new to CREATE. The children and young people had a wonderful time and were able to experience what a CREATE Connection activity is all about. We handed out goody bags and hats but it was rewarding to see that some children arrived wearing their CREATE hats from last year. We hope to see many more clubCREATE members and their carers join us next year for our 2013 Christmas party.

# TAS CLUBCREATE EVENTS

The Tasmanian Government has been a great support to CREATE in Tasmania throughout 2013. It is obvious the government value the opportunity for children and young people to become involved in CREATE programs and events. This is evident through the Department's cooperation in a number of areas including the provision of children and young people's details as well as regular mail outs of CREATE program invitations to every child and young person within the system. This demonstrates the great strength of the system in which every child and young person in care has the opportunity to participate.

Young people and their carers have most certainly been making the most of clubCREATE events throughout the year. This year has seen over 900 young people and carers attending Connection events alone, not to mention the dozens of young people attending CREATE Empowerment programs throughout the state.

**"This was my first time here and I loved it, there should be more."**

The Christmas party was once again a huge success in 2012 with well over 500 young people, carers, caseworkers, volunteers and staff attending. It was an action-packed day with children and young people making the most of the age-appropriate activities on offer. These included playgroup equipment, face painting, laser skirmish, a mechanical bull ride, slot car racing, a photo booth, and of course – the jumping castle and slide. We were lucky enough to have a surprise visit from Santa who arrived on the fire engine bringing sacks full of goodies for all of the children.

This Christmas party received a huge amount of support from sector partners and the wider community and has become a much anticipated day, not only by the children but also our supporters. The success of this event was largely due to the collaboration between the Tasmania CREATE team and a number of agencies who pulled together to provide extra support in the way of funding, planning and assistance on

the day. We would like to thank the following organisations for their generous contributions; AMP, DHHS, Foster Carers Association Tasmania, Life Without Barriers, Salvation Army, Kennerly Children's Homes and Anglicare Tasmania.

**"The Party is wicked."**



**"I love being here it's fun today."**

Left page ACT Christmas Party  
This page TAS clubCREATE Christmas Party

# CREATE MATES

CREATE Mates have proven to be instrumental during 2012 / 2013 in assisting CREATE to connect with children and young people in out-of-home-care.

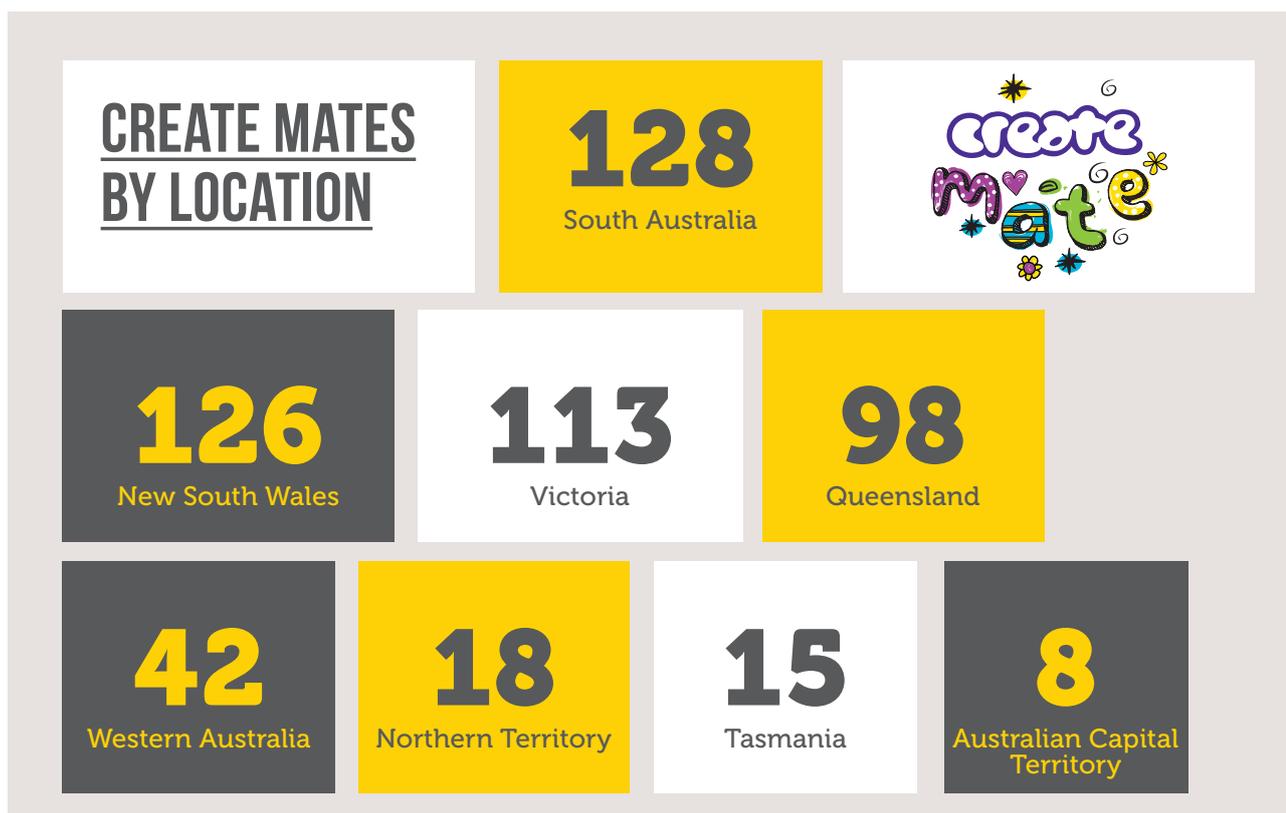
CREATE Mates was an initiative that was originally introduced to facilitate connection to case workers as part of the What's the Plan? Report Card process, and to increase CREATE's stakeholder engagement across the sector. The aim was to establish a 'mate' in every local department office and agency site that would be CREATE's voice, responsible for distributing CREATE information and promoting CREATE's programs and services amongst their colleagues. Whilst CREATE Mates inform their colleagues about CREATE, they also encourage their colleagues to sign their children and young people with a care experience up to become a clubCREATE

member. CREATE Mates also help to deliver CREATE's key messages to their colleagues in hard to reach regional and remote locations. These CREATE Mates often assist CREATE's connection with vulnerable children and young people with a care experience who have limited access to services due to their location.

The CREATE Mates network expanded significantly during 2012 / 2013, a large part of the momentum for which was the Report Card surveys that were carried out in the latter part of 2012. In order to maximise the number of children and young people who had an opportunity

to participate in the survey and have their voices heard, CREATE staff worked to increase its range of contacts within both departmental offices and within other agencies and NGOs working in the out-of-home-care space.

CREATE Mates are a valuable resource and are pivotal in assisting CREATE to connect with children and young people in care. To everyone across the country who put their hand up to be a 'mate' in order to support CREATE in its work, we say a massive thank you!





# IT WAS THE BEST DAY OF MY LIFE.”

TAS clubCREATE Christmas Party



# EMPOWER

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

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



# YOUTH ADVISORY GROUPS

Youth Advisory Groups (YAGs) are an essential component of CREATE's advocacy work. Groups of children and young people meet regularly - usually at a fun activity - to discuss issues they are facing within the care system, and to provide input into resource development, programs and general government and organisational policy.

## YOUTH ADVISORY GROUP

Number of events held

**112**

Number of children and young people attending

**860**

% of Indigenous children and young people

**23%**

# SPEAK UP

[This year saw the introduction of a leadership and empowerment training program for Young Consultants aged 14-25 named Speak Up.](#)

As part of CREATE's commitment to ensuring young people have a say on CREATE programs and that our programs remain relevant, CREATE reviewed Young Consultants Training (YCT). After feedback from young people, CREATE has redesigned YCT to become Speak Up (SUP), which was launched in February 2013. SUP is an empowerment program that is available to all young people with a statutory care experience aged 14 - 25 years old. Level 1 provides an introduction to being a young consultant, learning about the sector and CREATE. Level 2 introduces skills and knowledge of public speaking, media, self-advocacy, group advocacy and

state advocacy. Level 3 covers advanced media, public speaking, group advocacy and national advocacy. Never before have young people been able to access this level of leadership training as a Young Consultant.

As a three level system, young people can decide what kind of young consultant they would like to be. Once trained, Young Consultants are enabled to assist changing the care system, through advocacy to improve policies, practices and services and increase community awareness.

To date, a total of 121 young people have received training in Level 1 and Level 2. In our commitment to ensuring Aboriginal young people are represented within CREATE's programs, a total 22 young people who identified as Aboriginal participated in SUP (18%).

### Speak Up Attendance

January - June 2013

Number of CYP attending SUP Level 1 76

Attendance target for SUP Level 1 80

*Target to be reached by 31st December 2013*

Number of CYP attending SUP Level 2 45

Attendance target for SUP Level 2 80

*Target to be reached by 31st December 2013*

Number of CYP attending SUP Level 3 0

Attendance target for SUP Level 3 40

*Target to be reached by 31st December 2013*

## SUP IN VICTORIA

The CREATE team in Victoria were excited to launch the new SUP program in February 2013 where Level 1 training was completed. Level 2 was successfully run in April 2013 and May saw combined Level 1 & 2 training held as a 3-day camp in Malmsbury, Victoria. A total of 25 young Victorians participated in Level 1 training and 20 participated and completed Level 2. The Victorian team were very encouraged to see so many young people successfully completing the 2 levels of SUP. Completing these modules means that the young person becomes a CREATE Young Consultant, giving them the opportunity to represent children and young people in out-of-home care at various opportunities presented to them by CREATE.

["I found the camp pretty fun. The people I hung out with and the mix of kids were pretty cool. The pirate activity was good. It helped to show me how to plan before you do things and think before you say things. The team charter was good. Great ideas of what we wanted to do as a group." \(Shaun\)](#)

## SUP IN WESTERN AUSTRALIA

The CREATE Western Australia team have been thrilled to run SUP and train a whole new group of Western Australian Young Consultants in 2013. Level 1 and 2 sessions have been run multiple times over the course of the year and have provided young people with the opportunity to develop their leadership and public speaking skills as well as enhance their understanding about the out-of-home care system and the issues affecting children and young people in care in Western Australia and across the country.

An example of an activity run during SUP is 'Hot Seat.' Much like the TV show, young people were able to ask a panel of experts various questions about the out-of-home care system and about being in care. Questions included, "What kind of checks and training do foster carers have?" and "If I have a complaint where can I go?" The panel members came from the Department for Child Protection and Family Support, including both the Children in Care policy team and the Advocate for Children in Care, as well as representatives from the Office of the Commissioner for Children and Young People. CREATE extends a special thanks to them for kindly and bravely sitting in the hot seat. Other highlights included our Young Consultants developing their advocacy and negotiation skills in a pirate

based battle between 'captors and captives,' coming up with their own superheros, facilitating group activities, developing an advocacy campaign and taking part in mock media interviews.

**"One honest voice is louder than a crowd."**

**Chelsy, 19**

CREATE's Western Australian staff were impressed by how the Young Consultants pushed themselves to learn and develop new skills over the course of the program and put them into action. Level 2 particularly showcased the strength of the program as each Young Consultant developed 'their story' and talked to the group about their experiences in care. CREATE Western Australia is extremely proud and inspired by of all the Young Consultants that went through the program and the courage they displayed as many overcame their fear of public speaking to share their experiences with the group. CREATE is looking forward to many more young people across Western Australia who will take part in the program and have the opportunity to 'Speak Up' on behalf of children and young people in care.



**What did you learn on camp?**

**“I learnt how to speak up and what a young consultant is. I learnt how to be persuasive with others.”**

# MISSION:BE

Mission:be is an empowerment and personal discovery program that CREATE facilitates in South Australia.

Mission:be aims to assist young people with a care experience between the ages of 14 and 17 to build self-esteem, positive self-confidence and hopefulness for their futures. It is an outdoor adventure-based program that utilises experiential learning and purposeful activities to help young people break through personal boundaries, develop communication and negotiation skills and learn new ways of looking at the world.

The most exciting part of the Mission:be program are the camps that CREATE facilitates twice a year. CREATE hosted a Mission:be camp at the Toc H campsite at Victor Harbour between the 1-3 July 2012. It may have been cold and wet, but that did not stop the 5 young people who attended from having an awesome time with CREATE staff and youth facilitators.

Some of the quotes about personal highlights from young people who attended camp include:

**"I really learnt how to develop my leadership skills."**



**" Learning to be happy and accept more help."**

**" Learned new skills and made new friends."**

**" Made new friends and had fun."**

Other activities that young people have participated in as part of Mission:be include learning how to do aerosol art, developing physical endurance skills at Challenge Hill, completing their Senior First Aid certificates and

celebrating their achievements at a special celebratory dinner attended by close friends and family. On 27 July 2012, Jacqui Reed, CREATE CEO, presented certificates of achievement to the 2012

Mission:be graduates, joining them for dinner, games and a special ceremony to mark their outstanding participation in the program.

**"I really enjoyed the camp."**

In the first half of 2013, CREATE staff have worked hard to significantly increase the number of young people registering for the Mission:be program so they can take full advantage of the learning experiences gained while on camp and doing other activities. By the end of February 2013, CREATE had over 20 registrations from young people – a 100% increase from the previous year.



**“ IT HAS BEEN  
FUN LEARNING  
NEW SKILLS.”**

*A personal highlight from one of the  
young people who attended the the  
SA Mission:be camp*

# PARTICIPATION

## ACWA PARTICIPATION PROJECT

One of CREATE's core philosophies is that children and young people have a fundamental right to be involved in decisions that affect their lives, such as case management, planning, policy and program development and service delivery.

It makes sense to actively involve young people in the decision-making process because it grows their confidence and leads to better outcomes. In essence, CREATE and the children and young people we talk to believe participation is crucial.

CREATE Foundation was approached by the Association of Children's Welfare Agencies (ACWA) with the request to create a video featuring young people discussing the importance of participation and how the participation of children and young people in care can be supported by workers and carers. CREATE engaged with a video production and animation collective, Twice Shy, to produce the film. The video features four young people from Queensland and New South Wales who have transitioned from care. They address questions such as:

- What is Participation?
- Why is it important and what are the benefits of participation?
- How does it benefit young people in care?
- How can it be done better and how can young people be encouraged to participate?

The Participate! DVD was launched at the ACWA national conference in August 2012 and one of the young people featured in the DVD attended to introduce the video and answer questions from conference attendees. The presentation and video received great feedback and is now available online as a resource for case workers. In addition, a poster and flyer funded by FaHCSIA were developed based upon the Participation! DVD and features graphics and photos from the video. The video, poster, and flyer are available on the CREATE website at [www.create.org.au/participation](http://www.create.org.au/participation).



# NT PARTICIPATION PROJECT

## Participation from the perspective of Aboriginal and Torres Strait Islander children and young people.

In early 2013 the CREATE team travelled to Alice Springs to consult with and film Aboriginal children and young people, namely two Young Consultants and a group of clubCREATE members, talk about 'Participation' from their perspectives. The Northern Territory Government funded the development of the DVD.

The objective of the DVD was to prompt viewers to ask themselves how they or their organisation can change their practices to better encourage or help the Aboriginal and Torres Strait Islander children and young people they support to participate.

The DVD addresses questions such as:

- What is participation?
- Why is participation important and what are the benefits of participation?
- What are the likely consequences of not encouraging or facilitating participation with Aboriginal children and young people and what barriers could reduce or mitigate participation?
- How can organisations encourage and support Aboriginal children and young people to participate?

- How can individual workers encourage and support Aboriginal children and young people to participate?

The CREATE team and the children and young people had a great time discussing 'Participation' and filming the DVD. Consultations were undertaken informally in a face-to-face setting either individually or in groups while visiting watering holes, picnic spots and at activities like bowling and arts and crafts.

The DVD was launched at the Secretariat of National Aboriginal and Islander Child Care's (SNAICC) National Conference in Cairns in May 2013. Four of CREATE's Young Consultants with over 30 years of out-of-home care experiences between them attended the launch and participated in a panel discussion. Facilitated by CREATE's Queensland State Coordinator, the panel discussion gave Aboriginal and non-Aboriginal service providers the opportunity to ask questions and hear the stories of these amazing young people.

The DVD can be viewed on CREATE's website at <http://www.create.org.au/nt-participation-project>.



# CREATE YOUR FUTURE

CREATE Your Future (CYF) is a holistic, life-skills program for young people who are preparing to transition from care. The program has three components: an intensive program with related workshops, a website and the grant scheme.

## NEWCASTLE CYF WORKSHOPS

CREATE opened its Newcastle office in 2011 as part of its strategic plan to expand into regional areas to connect with more children and young people in care. NSW has the largest out-of-home care population in the country, and the Newcastle/Hunter region has the largest population of NSW children and young people in care.

Within the 2012/2013 financial year, the Newcastle team met their objective to deliver CREATE Your Future (CYF) workshops to 161 young people. Of these, 46 identified as Aboriginal young people, which makes up almost 30% of total participants, keeping on track with the national average.

The success of Newcastle is due to listening to young people in care and organising the workshops in a camp format.

Newcastle's first ever CYF camp happened in September 2012 at the Great Aussie Bush Camp on the Central Coast. It was a great success with 17 young people attending and bonding over the camp, taking on board an array of new life skills.

In November 2012, CREATE Newcastle staff ran two

workshops at a Connecting Carers camp with young people in foster care. They responded so positively to the content, saying it was the first time they had ever thought about life after care.

CREATE's National Program Development and Training Coordinator came to the Hunter region in early 2013 to help run the January camp at the Great Aussie Bush Camp at Kincumber during which 15 young people engaged with the staff and program. CREATE staff were excited to see them take up new life skills and connect with the wider CREATE community.

Three 'Super Saturday' workshops at The Place Community Centre in Charlestown kept Newcastle staff busy in March 2013 covering 'Think Outside the Square,' 'Job Readiness' and 'Pathways to Independence.' Celebrating CREATE's hard work, staff took the young people to fun activities afterwards including laser tag, Time Zone and the movies.

Two more camps in 2013 kept Newcastle staff busy- one in April with 11 young people and one in June with 16 young people. Like the other camps, all the young people had a really positive experience and learnt new life skills.

## SOUTH AUSTRALIA CYF WORKSHOPS

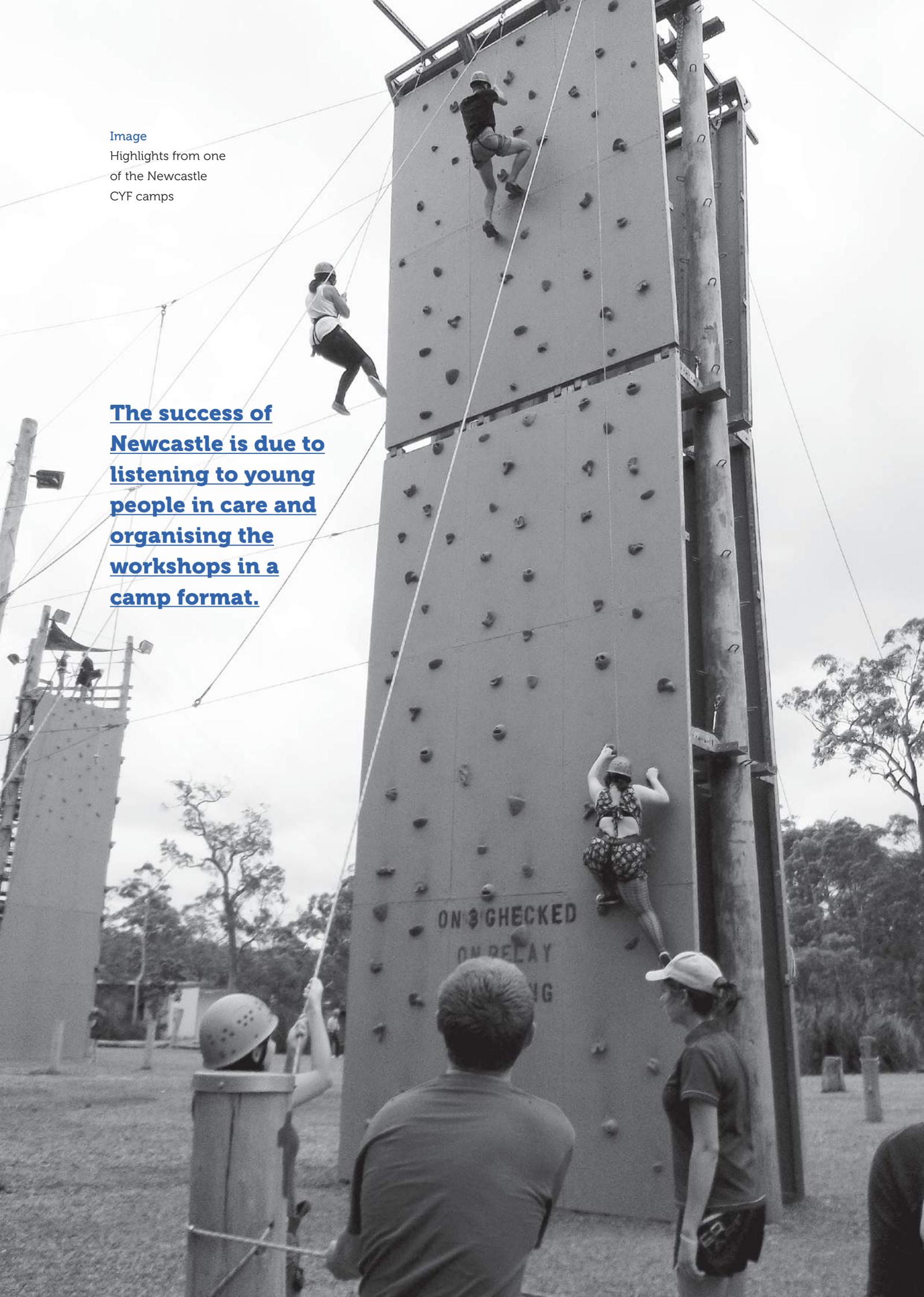
In September 2012, 13 young people took part in a dedicated CYF camp on Ngarrindjeri Land at the Coorong near Goolwa. Participants had the opportunity to take part in a number of CYF workshops and activities as well as learn about traditional Ngarrindjeri culture through basket weaving, guided museum tours and a cultural walk along the Coorong. Feedback from young people was overwhelmingly positive, with everyone saying that they enjoyed the camp and the cultural activities.

**In 2012, over 120 young people took part in CYF workshops across South Australia.**

Image

Highlights from one  
of the Newcastle  
CYF camps

**The success of  
Newcastle is due to  
listening to young  
people in care and  
organising the  
workshops in a  
camp format.**



# CYF GRANT SCHEME

[The CREATE Your Future Grant Scheme provides funds to young people aged 15-25 years to enable them to reach their full potential. This year CREATE exceeded its annual target of \\$30K and distributed a total of \\$32K to grant recipients. The grants were made possible from the support of our major donor Vincent Fairfax Family Foundation.](#)

163 Applications were received this year, of which 18 % were from Aboriginal & Torres Strait Islander young people.

The grant panel took great delight in being able to provide 31 grants to young people transitioning from care with laptops and driving lessons the predominant focus.

This year we saw a number of applications in the travel and accommodation category to attend the CREATE Strength to Strength Conference in November. This will be a life-changing event to bring young people across the country together to share their collective care experiences and learn together. What a great experience it will be for these young people, some of whom are also participating in CREATE's Power Within Project.

We congratulate once again all young people who put in an application; we were touched by all your stories and experiences!

**“You don't know how much this means, this will change his school life!”**

Carer of young person, 15, QLD

Successful grants have been awarded to the following young people:

Name of Young Person	Age	State	Grant Type
Ayesha	19	QLD	Travel and accommodation Strength>Strength
Sonja	17	SA	Travel and accommodation Strength>Strength
Shelley	22	QLD	Travel and accommodation Strength>Strength
Joe	20	QLD	Travel and accommodation Strength>Strength
Michael	19	SA	Travel and accommodation Strength>Strength
Hayden	22	NSW	Travel and accommodation Strength>Strength
Julia	15	QLD	Travel and accommodation Strength>Strength
Caitlin	19	QLD	Travel and accommodation Strength>Strength plus education/training grant
Amy	19	NSW	Travel and accommodation Strength>Strength
Michael	18	NSW	Travel and accommodation Strength>Strength
Neil	15	QLD	Student Laptop
David	18	TAS	Student Laptop
Sarah	19	SA	Student Laptop
Kayleigh	17	QLD	Accommodation and Living Grant
Christopher	18	WA	Student Laptop
Matthew	17	QLD	Health and Wellbeing Grant
Georgina	16	TAS	Health and Wellbeing Grant
Sabastin	16	NT	Student Laptop
Karen	17	NSW	Education and Training Grant
Jay	16	NSW	Driving lessons
Tamika	20	SA	Accommodation and Living Grant
Brodie	19	TAS	Student Laptop
Amelia	17	TAS	Driving Lessons
Lindsay	15	NSW	Student Laptop (plus external hard drive)
Reanna	16	NSW	Driving lessons
Kyle	15	TAS	Laptop
Sarah	20	QLD	Laptop and Driving lessons
Melissa	25	ACT	Education and Training Grant
Angelica	19	NSW	Educational Resources

**"Wow, I just can't believe it, thank you so much!"**

Michael, 19, SA

**"I have been hoping for months to get some help as I am moving out on my own soon to a private rental, it is so hard to save, this accommodation grant is exactly what I needed to get on my feet This is such great news - thanks CREATE and the CREATE your future grant scheme!"**

Kayleigh, 17, QLD

**"Really? I got the grant? I can't tell you how excited I am to be going to Canberra!"**

Ayesha, 19, QLD

**"I am at such a crucial point at uni this semester, this grant is going to change everything for me. I cannot describe what this means. At this point of my life, something like this is life changing. I just can't believe it has happened to me. Thank you CREATE."**

Sarah, 20, QLD

**"That's amazing. This is going to make such a difference in my life."**

Caitlin, 19, QLD



# CHANGE

**Change the care system, in  
consultation with children  
and young people**

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

# CREATE'S RESPONSES TO INQUIRIES AND REPORTS

In this reporting period CREATE's advocacy contributed significantly to changing the child protection system to better meet the needs of children and young people. CREATE is represented in government decision making processes at the Commonwealth, state and territory levels, and has played a role as a member of the National Framework Implementation Working Group, and National Coalition as part of the National Framework for Protecting Australia's Children. CREATE's CEO was a member of the Northern Territory External Monitoring Committee, and as part of this role has travelled to many regional and remote areas of the Northern Territory to speak to the community, NGOs, government and key stakeholders. This has provided an opportunity for CREATE to gain an in depth understanding of the issues experienced in the Territory; and to add value to the committee.

Initiatives to bring about change in the care system include the direct participation of children and young people in systemic advocacy through the National Youth Advisory Council. Similarly, CREATE facilitates Be.Heard, a consultation project run in Queensland and the Northern Territory designed to gain an insight into children and young people's care experience and give young people an avenue to have a voice and 'be heard' by key decision-makers. CREATE also developed the 'What's the Plan?' campaign, which has been a successful way to encourage governments to improve the level

of support available for young people transitioning from out-of-home care to adult life.

CREATE has contributed significantly to the development of policies affecting children and young people living in out-of-home care throughout Australia. In 2012-13 CREATE's State Coordinators, their teams and the Policy and Research unit developed a number of submissions and reports for Commonwealth, State and Territory Governments. Every submission and report produced by CREATE is informed by the voices of children and young people in care. CREATE teams across Australia consult on each submission and report developed.

Some of the submissions and reports CREATE developed include:

1. National report – Educational engagement in out-of-home care in Australia
2. Queensland's Child Protection Commission of Inquiry
3. Tasmania's Discussion paper on the Children, Young Persons and their Families Act 1997
4. Western Australia's Review of the Commissioner for Children and Young People Act 2006
5. Queensland's Reducing the criminalisation of young people in residential care

6. South Australia 'Every Chance for Every Child' submission
7. Homelessness and Leaving Care: The experiences of young adults in Queensland and Victoria, and implications for practice
8. New South Wales Child Protection Legislative Reform
9. Tasmania's Alternatives to detention for youth in Tasmania

## **CREATE has contributed significantly to the development of policies affecting children and young people living in out-of-home care throughout Australia.**

In addition to reports and submissions, CREATE consulted nationally with children and young people in the development of posters and flyers for the Commonwealth Government on the National Standards for Out-of-Home Care and Participation resources for case workers and young people.

CREATE is grateful that hundreds of children and young people with a care experience understand the importance of being involved in the work we do. Their meaningful contribution to surveys and consultations gives them the opportunity to have a say about the many, many issues that impact their lives and the lives of children and young people across Australia. We could not do our important work advocating for change if it was not for them.

THANK YOU!

# NYAC SUMMIT

From 9-12 November 2012, CREATE Foundation hosted the 4th and final National Youth Advisory Council (NYAC) Summit at the University of Sydney. The NYAC Summit brought together 22 youth delegates with an out-of-home care experience from all States and Territories, giving them an opportunity to discuss the issues they felt to be most important to children and young people in care.

In the months leading up to the Summit, the youth delegates were asked what topics were most relevant to children and young people in care and what they would bring up if they had the opportunity to speak to people who could change the care system. Through teleconference discussions and emails, the NYAC delegates identified and discussed the importance of connection and a sense of belonging for children and young people in care. They shared experiences of how a lack of connectedness and belonging could have a detrimental effect to a child in care, but how a sense of belonging can make all the difference. Out of this discussion they developed the Connect 4! campaign. This campaign then became the basis of discussions and planning at the NYAC Summit.

## CONNECT 4! CAMPAIGN

The NYAC delegates determined that there are four main aspects of connectedness and belonging important for a child or young person in care, thus leading to the clever title "Connect 4!" CREATE subsequently contacted Hasbro, the gaming company, for permission to use this trademark name. Hasbro not only granted permission for the name, but also sent CREATE several Connect 4! Games to use at the Summit.

The four themes of Connect 4!, as determined by NYAC:

**1) Contact with family** – NYAC stated that children and young people in care should be connected with family, including foster and birth parents, brothers and sisters, grandparents, uncles and aunts, cousins, and anyone else the child identifies as family. This should include visitations at a frequency to which the child or young person agrees.

**2) Being placed with siblings** – NYAC stated that when children and young people are removed from their birth family homes and placed in care, they should be placed with brothers and/or sisters wherever possible. It is not fair to split them up when they are already being removed from their parents.

**3) Connections with community** – NYAC believes that too many children and young people in care feel a lack of belonging when they move placements as they tend to change schools and lose contact with other groups important to them, such as athletics clubs, churches, neighbourhood and other community groups. They need to maintain contact with their community.

**4) A sense of home** – NYAC believes that a stable place to call home and the support of a caring family environment are incredibly important for children and young people in care. This includes having their own space and not experiencing a frequent change in placements.





These themes were discussed by the NYAC delegates in workshops throughout the Summit. On the final day, key decision-makers in the child protection sector across Australia attended the NYAC Forum and Reception to discuss the elements of Connect 4! The NYAC delegates worked with the sector to brainstorm possible action steps to increase the sense of belonging and connectedness for children and young people in care.

Distinguished guests included the Honourable Julie Collins MP, Minister of Community Services; Alisdair Roy, ACT Children and Young People Commissioner; Megan Mitchell, NSW Commissioner for Children and Young People; Barry Salmon, QLD Assistant Commissioner for Children and Young People; Maree Walk, CEO Community Services NSW; and Wendy Foote, Deputy CEO of ACWA.

NYAC delegates appreciated the opportunity to share ideas with each other and key decision makers in the sector. Lance Allen, a Young Consultant from Western Australia stated, "It was interesting to see the issues relevant on a national scale. We can work on it at a local level, which is great to see a difference being made, but you don't quite realise the impact it can have nationwide until you can share it with other people."

The voices of the NYAC delegates were heard loud and clear at the Summit and Forum, and their ideas now form the basis of CREATE's Connect 4! campaign in 2013. CREATE extends thanks to the NYAC delegates and stakeholders from the child protection sector who participated in the Forum.

**"It was interesting to see the issues relevant on a national scale. We can work on it at a local level, which is great to see a difference being made, but you don't quite realise the impact it can have nationwide until you can share it with other people."**

# REPORT CARD 2013

Experiencing Out-of-Home  
Care in Australia: The Views of  
Children and Young People

This year, CREATE departed from the subject it has concentrated on for the last three Report Cards, viz. Transitioning from Care, to address a broader contemporary issue in Out-of-Home Care. In 2011, the Australian Government introduced a set of national standards (resulting from negotiations with the states and territories) that it hoped would achieve consistent outcomes for children and young people in care. As part of the monitoring of the Standards' implementation, it was proposed to conduct future national surveys of children and young people to determine if the existence of national expectations improves their experience of life in care.

Unfortunately, little data are available to gauge how children and young people in care perceive their treatment at present; without such reference, it would be difficult to determine if the situation has improved. CREATE decided to present the 2013 Report Card (launched in March) as a summary of the views of children and young people throughout Australia regarding their overall care experience, with particular attention given to their health, education, family contact, knowledge of family history and culture, self-presentation, self-care, and independence.

CREATE staff worked tirelessly for six months to record responses from 1069 children and young people through Australia (except from Western Australia where the government chose not to allow those in care to participate).

Around one-third of the sample was Aboriginal, reflecting the over representation of this group in the care population.

Many positive outcomes were recorded, including the fact that 93% of respondents could nominate a significant adult they felt able to call on for support; overall 83% were quite or very happy in their current placement; and 75% felt they were treated exactly the same or very similar to others in their household. Unfortunately, the numbers who participated in decision-making concerning their lives were relatively low. Only about one-third were aware of the content of their case plans, education plans, and leaving care plans (in the 15-17 year age group). Even more concerning was the observation that only 10% of Indigenous young

**CREATE staff worked  
tirelessly for six months to  
record responses from 1069  
children and young people  
through Australia**

people were aware of having a cultural support plan. The full report is available through CREATE's web site [www.create.org.au](http://www.create.org.au).

CREATE's Report Card 2013 will provide an important reference point for comparison with data collected from children and young people in care in the future to assist in monitoring the continued effectiveness of Australia's out-of-home care system.

**Joseph McDowall**  
Executive Director – Research  
CREATE Foundation



**Image left**  
Joseph McDowell  
at the national  
Report Card  
launch.

**Image right**  
The NSW Report  
Card launch.

## NSW REPORT CARD SYDNEY LAUNCH



CREATE NSW's Sydney office launched the CREATE Report Card 2013 to NSW stakeholders on Wednesday 20 March 2013, with a great turnout of 76 workers.

CREATE's Report Card 2013 highlights many points, a key one of which is that children and young people's experiences of the care system are diverse and that their opinions are crucial in understanding what works in our complex out-of-home care system, as well as where and how we can make vital improvements.

NSW Young Consultants, Billy and Hayden, pictured here at the head table with Dr Joseph McDowell, participated in a brief panel discussion at the launch, responding to questions around key issues raised by the 2013 Report Card. A very big thanks to Billy and Hayden for sharing their views of the care system.

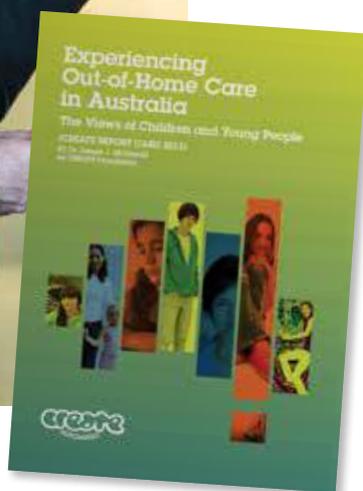
## QUEENSLAND REPORT CARD LAUNCH

In March 2013, like so many Young Consultants before her, Madea Troost showed real courage when she undertook her first speaking role with CREATE at the Queensland launch of the 2013 Report Card 'Experiencing Out-of-Home Care in Australia: The View of Children and Young People'. Over 100 representatives from the Queensland out-of-home care sector attended the launch, which was emceed by CREATE's Queensland Coordinator, Lucas Moore and the incredibly talented Young Consultant, Nick. Dr Joseph McDowell guided the audience through the key points made by over 1,000 children and young people surveyed for the 2013 Report Card and highlighted specific points of interest in the Queensland context. Young

Consultants Ayesha, Madea and Nick then brought the data alive with their own reflections and insights before the event finished with a panel discussion focused on solutions to the key concerns highlighted by the Young Consultants and the 2013 Report Card. Participants gave rave reviews of the event with one noting, "You made me cry AND you put the fire back in my belly!"

**"My hope for kids in care is that they are treated well by the people who are looking after them. I hope they always get lots of support with their education. This should be a number one priority."**

**– Madea**



# BE. HEARD

Be.Heard is a consultation project that was run in Queensland and the Northern Territory. The primary purpose of Be.Heard is to consult with children and young people about a range of topics related to their out-of-home care experience, and to provide them with an opportunity to “be heard.” The information is collated and presented back to governments for discussion and to identify strategies to address any of the issues that may have been raised. CREATE then provides a workshop to provide feedback to the workers with young people from the local region where the consultations took place to unpack what is working well and where improvement is needed.

This year CREATE spoke to 102 children and young people across two different regions of Queensland, with CREATE Queensland staff clocking up the miles travelling to Townsville, Mackay, Mt Isa, Ipswich and Toowoomba. Children and young people continue to astound CREATE staff with their maturity, strength and their insight.

A range of issues were covered in the consultations; some young people talked about the importance of participating in decisions that affect their life;

**“I was not listened to in the meeting, apparently it’s for kids 12 and up. Every kid should have their own say!”**



Some highlighted the importance of stability;

**“It’s a good thing that I have been able to stay with the one person and get to know them”**

Some had positive feedback;

**“[The] Department’s doing a great job at keeping kids in the same place and not moving them around.”**

Others highlighted areas for improvement;

**“One word that would sum it up is unorganised. There’s a lack of communication between workers, carers and young people.”**

As part of a new partnership between the Queensland Government and CREATE, Be.Heard will not be continuing past 2013 in its current format; it will be replaced by an exciting new project entitled Voices in Action. CREATE would like to take this opportunity to thank all the 756 children and young people who have taken part in the Be.Heard project since 2005.

Between August and October 2012 the CREATE Northern Territory team delivered two Be.Heard projects in conjunction with the 2013 Report Card. A total of 67 young people in Darwin and Alice Springs were interviewed for the two NT Be.Heard reports. Young people who participated provided some great insight into their view of life in care by answering questions relating to different life domains.

# CREATE SUPPORTS NEW ZEALAND YOUNG PEOPLE TO CALL FOR CHANGE

**Image Left** Jacqui Reed and Tracey Shipton  
CEO of Dingwall Trust

**Image Right** Minister Paula Bennett



**CREATE Foundation has crossed the Tasman Sea to support the voices of children and young people in care in New Zealand.**

In June, CREATE supported Dingwall Trust in running a “fun day” with over 40 young people with a care experience attending. This took place in Auckland and saw the emergence of youth leaders to represent the voices of young people in care. CREATE supported eight young leaders to speak for their peers at a very special gathering – a Youth Hui.

The Youth Hui was held on the 27th of July. “Hui” is a Maori word for gathering or assembly. This particular assembly brought over 70 people together to hear the voices of young people. This was an opportunity for the young leaders CREATE supported to represent the voices

of young people to politicians and sector representatives, and to advocate for positive change in the care system.

The young people asked the Minister of Social Development, Paula Bennett, to support the establishment of an independent body to support the voices of children and young people in care. They also called for the age of leaving care to be raised (from the current age of 17) and for specialist transition services to be provided to all young people leaving care in New Zealand. Minister Bennett agreed to explore the leaving care age and establish an independent

new service for children and young people to be heard.

CREATE Foundation is excited about the progress being made in New Zealand and applauds the young leaders for their commitment and courage in highlighting the need for a new service to promote their voices. Well done!

**The young people asked the Minister of Social Development, Paula Bennett, to support the establishment of an independent body to support the voices of children and young people in care.**

# ADVOCACY AND CONSULTATION

Through advocacy and consultation, CREATE's mission is to create a better life for children and young people in care.

CREATE does this by giving children and young people the opportunity to have a say, to share their experiences and to be involved in the decisions that impact the child protection system in Australia.

The opportunities provided to children and young people in 2012-13 included speaking at national conferences, meeting with government ministers and senior executive officers of child protection departments, participating in the development of DVDs speaking about their experiences in the child protection system, and attending consultations and focus group meetings where their feedback is recorded and included in reports and submissions to government and other decision makers.

## School engagement in out-of-home care in Australia consultation

In 2012-13 CREATE was requested to conduct focus groups with children and young people in the care systems of each Australian state and territory. A total of 76 children and young people aged between 12 and 18 who were or had been in care were invited to participate.

Participation in the study was promoted through departmental caseworkers, clubCREATE membership and through out-of-home care stakeholder networks with focus groups conducted in each state and territory.

The consultations explored the topic of school engagement with a view to identify how children and young people in care perceived potential barriers precluding their successful engagement with the education system and

what support might facilitate their achievements, particularly in further education, training and employment. The project was conducted with the support of child protection agencies in each state and territory.

The study provided groups of children and young people in care from around Australia with the opportunity to reflect on some of their experiences that they felt made educational achievement more difficult for them and identify what support they could have received that might have resulted in more successful outcomes. A common approach adopted by focus group facilitators was to ask respondents how their school experiences before they entered care compared with what happened after they entered care.

## Focus Group Numbers by State and Territory

Jurisdiction	Number of Participants
New South Wales	11
Australian Capital Territory	4
Victoria	10
Tasmania	11
South Australia	11
Western Australia	10
Northern Territory	7
Queensland	12
Totals	76

# WHAT'S THE PLAN

CREATE's What's the Plan campaign was a response to the low rate of young people with a transition from care/leaving care plan, and their lack of involvement in the process. The campaign began in 2010.

Approximately 1,600 children and young people in care across Australia should be involved in the development or implementation of a transition plan. CREATE's campaign is essentially a social marketing campaign that aims to change the behaviour and attitudes of those responsible for developing and supporting the process of transition planning. To do this CREATE is mobilising nationally consistent tools to aid an increase in the number of case workers and carers who understand the importance of young people participating in their plan and ensuring that all young people transitioning from care to independence have a plan for their future.

CREATE consulted extensively with young people in each state and territory and also with government officials to develop a nationally consistent leaving



care kit. The centrepiece of the "Go your Own Way" kit is a 'Leaving Care Workbook' which is intended to be a practical tool that case workers, carers, non-government service providers and young people can use to plan the transition from the child protection system to adult life. In addition to the workbook, the kit includes a satchel, journal, USB on a lanyard (with an electronic copy of the document) and a pen.

CREATE is working with state and territory governments to distribute the kits to young people directly. Once the kits are distributed, CREATE will conduct a thorough evaluation to determine the usefulness of the kits and their role in supporting the development of transition from care/ leaving care plan.

This project has been a collaborative effort with all jurisdictions supporting the project and is a testament to the shared goal of ensuring that young people leaving care have the best chance they possibly can to confidently embark on the journey to independence.



**Images clockwise from top**  
National Report Card Launch March 2013; Darcie, a QLD Young Consultant, speaking at the Sexual Health of Children and Young People in Care' forum hosted by Family Planning QLD and Peakcare; Isaac (Young Consultant), Angela (Young Consultant) and meeting with the Hon Tim Carmody (Commissioner, Queensland Child Protection Commission of Inquiry) meeting to discuss key issues for children and young people in care.

# CREATE IN THE MEDIA

As part of CREATE's marketing and communications strategy, there is a focus on media and PR coverage with a KPI to 'establish a baseline and increase CREATE's media profile by 30% by June 2015'. Working collaboratively with White Marketing Consultants the 2012/2013 financial year saw

strong coverage across all media outlets – Print, TV, Radio and On-Line with exceptional results over the March period due to our Report Card 2013 launch with a total of 23 pieces achieved over that month. At 30 June 2013 we have achieved 52% of our 103 calendar year target.

## Media Statistics 2012/2013 Financial Year

Number of Media Interviews

**100**

Number of TV Segments broadcast

**10**

Number of CYP involved in Media Interviews

**48**

Number of Radio Interviews broadcast

**28**

Number of Indigenous CYP involved in Media interviews

**2**

Number of On-Line Articles published

**11**

Number of Print Articles published

**29**

Number of Media Releases produced

**40**





### Foundation creates a better future for youth

Researcher, Dr. Sarah... The CREATE Foundation... research on the foster care system... children in care... placements... research... children in care... placements... research...



### Single-sex units a must for at-risk children

Researcher, Dr. Sarah... The CREATE Foundation... research on the foster care system... children in care... placements... research... children in care... placements... research...



### Kids in Care Get Shunted Around

New research on the foster care system shows that the number of kids in care is rising and that they change placements too frequently, reports Sophie Couvret. On average, foster children have six placements each and 31 per cent attend three or more primary schools, according to a new report by the peak body for children in care, the CREATE Foundation. The CREATE Report Card 2013 surveyed 1000 children in care, aged eight to 11, from all states and territories except Western Australia. It explained how the child protection system was progressing from the perspective of young people living in it.



### ABUSE AND NEGLECT OF YOUTH IN OUT-OF-HOME CARE

Researcher, Dr. Sarah... The CREATE Foundation... research on the foster care system... children in care... placements... research... children in care... placements... research...



### BETWEEN THE CRACKS

For every child in trouble, an adult is likely to be a victim. There are victims, those who suffer when their work and families...



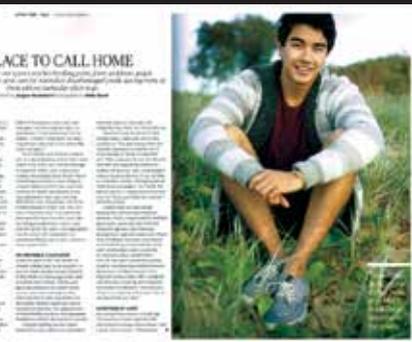
### Child care system under pressure

Researcher, Dr. Sarah... The CREATE Foundation... research on the foster care system... children in care... placements... research... children in care... placements... research...



### CREATE Foundation 2013 Report Card launched

Researcher, Dr. Sarah... The CREATE Foundation... research on the foster care system... children in care... placements... research... children in care... placements... research...



### A PLACE TO CALL HOME

Researcher, Dr. Sarah... The CREATE Foundation... research on the foster care system... children in care... placements... research... children in care... placements... research...



### CREATE Foundation 2013 Report Card Launch: Experiencing Out-of-home Care in Australia... - 20 Mar 2013, Sydney

Researcher, Dr. Sarah... The CREATE Foundation... research on the foster care system... children in care... placements... research... children in care... placements... research...



### Rebecca fosters a brighter future

Researcher, Dr. Sarah... The CREATE Foundation... research on the foster care system... children in care... placements... research... children in care... placements... research...



### say in

Researcher, Dr. Sarah... The CREATE Foundation... research on the foster care system... children in care... placements... research... children in care... placements... research...



### System fails many children in foster care

Researcher, Dr. Sarah... The CREATE Foundation... research on the foster care system... children in care... placements... research... children in care... placements... research...



### Children let loose at fun-filled Easter party

Researcher, Dr. Sarah... The CREATE Foundation... research on the foster care system... children in care... placements... research... children in care... placements... research...



### A voice for our most vulnerable

Researcher, Dr. Sarah... The CREATE Foundation... research on the foster care system... children in care... placements... research... children in care... placements... research...



### Report finds instability in state care

Researcher, Dr. Sarah... The CREATE Foundation... research on the foster care system... children in care... placements... research... children in care... placements... research...



### Child neglect on the rise in Qld

Researcher, Dr. Sarah... The CREATE Foundation... research on the foster care system... children in care... placements... research... children in care... placements... research...

# JACK THOMPSON

With the help of the amazing Jack Thompson, CREATE launched its first ever Radio campaign for Christmas 2012:

*CREATE Foundation needs your help. Every hour, a child in Australia is taken into state care. Stop and imagine the loneliness for a child. Like half a million others, one of those hours was mine. I'm Jack Thompson and I was a child in care. CREATE Foundation works to improve the loneliness, by giving a voice and support to 39,000 kids in care today. You can help stop the loneliness for a child in care this Christmas. CREATE Foundation needs your help. Donate now by calling 1800 655 105 or online at [www.create.org.au](http://www.create.org.au)*



**THROUGH  
ADVOCACY AND  
CONSULTATION,  
CREATE'S MISSION  
IS TO CREATE A  
BETTER LIFE FOR  
CHILDREN AND  
YOUNG PEOPLE  
IN CARE.**

# FINANCIAL OVERVIEW

	2013	2013	2011	2010
Total funding	6,019,382	5,299,649	4,272,007	3,681,185
Percentage increase	13.58%	24.06%	16.05%	4.30%
Total expenses	6,003,074	5,269,589	4,219,572	3,562,593
Percentage increase	13.92%	24.88%	18.44%	4.44%
Retained earnings	536,047	519,739	489,679	437,244
Percentage increase	3.14%	6.14%	11.99%	37.22%

[This table shows growth of 63.52% in income over the past four years with CREATE's expenditure on programs and services increasing by 68.50%.](#)

During this four year period, CREATE's funding received through existing Service Agreements with state and territory governments increased by 29.66%, which included increased funding in special CREATE projects and programs. CREATE established an office in Alice Springs from from increased funding in the Northern Territory.

FaHCSIA has provided funds to support the first ever national conference for children and young people in care and the Power Within project.

State government Service Agreements remain stable with a reduction in funding to CREATE's core budget in Queensland and

the reduction of funds for the CREATE Your Future program in ACT. The South Australian government provided additional funding to host the biggest ever Christmas party in Adelaide; and the Tasmanian sector supported CREATE to hold the largest Christmas party in the country!

Consultations and fee for service work remains integral to state budgets, and particularly Victoria and Queensland have secured additional funds to run specific focus groups. In addition, CREATE partnered with the Queensland University of Technology to conduct national research into homelessness.

The CREATE Your Future program was funded in NSW, NT and WA by the Commonwealth Government; and in SA, VIC, QLD, and NSW (metro) by the Origin Foundation. The three year contract with Origin Foundation came to an end in 2013 and the

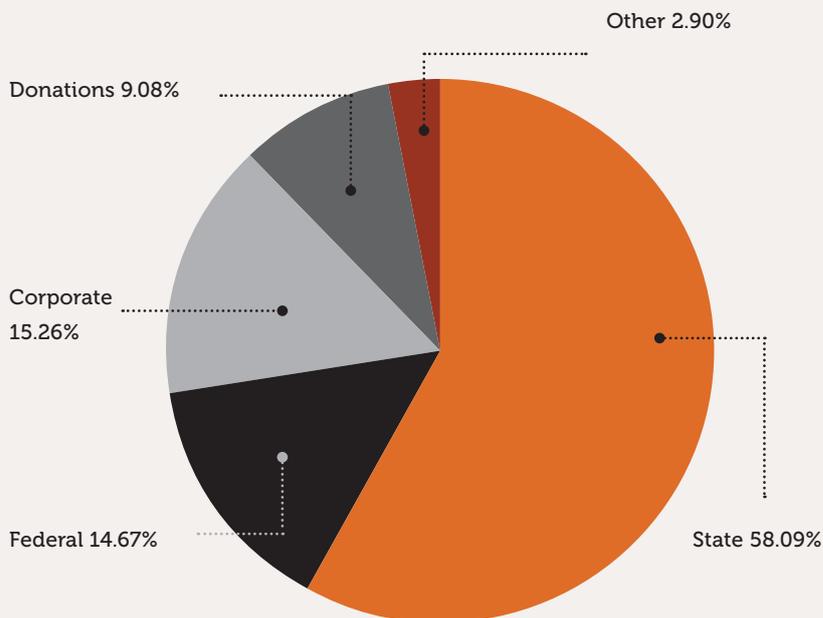
program has ceased to run in the states funded by them. CREATE is thankful for the funds provided by the Origin Foundation and are delighted that young people in four states now have a better chance at successfully living independently post-care.

The Beat the Bosses fundraising event was strongly supported by the insurance and banking industry and our corporate partners, with a large increase in numbers attending the event (300 in 2011 Net \$138,496 proceeds and 550 in 2012 Net \$123,611 proceeds). Regretfully, whilst the numbers of attendees increased by 83.33%, the Gross revenue only increased by 15.15% and Gross cost increased by 82.15%. This could be a reflection of the current economy and also the inherent difficulties in hosting such a large event.

We were successful in gaining one-off grants from the NT government, Uniting Care QLD, RM Ansett Foundation, Myer Foundation, ANZIIF, and ACWA.

The AMP Foundation continue to provide a high level of support to CREATE through funding infrastructure, staff and our core independent research project – the Report Card. CREATE is indebted to AMP Foundation for their generosity and continued support. CREATE also enjoys the

Income stream



support of AMPC who provide funds from their fundraising activities that directly benefit children and young people through Christmas parties, clubCREATE, and this year supporting the first ever national conference for all children and young people in care. The team at AMP Foundation and AMPC truly make a difference in the lives of kids in care.

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

CREATE has continued to enjoy support from the corporate sector through various fundraising events, including CREATE's regular Beat the Bosses trivia evening. CREATE's donation stream through workplace giving, CREATE Champions, and corporate donations, with dollar-matching staying strong.

Increased costs for CREATE during this four year period can be attributed to further support projects and program delivery, an increase in clubCREATE members, in our promotional work to continue to increase awareness to the sector, and general issues facing children and young people in care. CREATE would like to acknowledge and thank all of its supporters during the last financial year. The support received has enabled CREATE to provide increased programs and services to children and young people with a care experience. CREATE looks forward to continued support from its corporate partners, the community, government and stakeholders.

**Doug Babcock**  
National Finance Manager

**CREATE would like to acknowledge and thank all of its supporters during the last financial year.**

# STATEMENT OF FINANCIAL PERFORMANCE

For the year ended 30 June 2013

	2013 \$	2012 \$
<b>Services revenue</b>		
State grants	3,496,941	3,258,523
Federal grants	882,790	592,282
Corporate and other grants	918,842	811,585
Donations	546,418	457,174
Consultancy fees	12,198	15,715
<b>Other revenue</b>		
Interest revenue	129,594	156,805
Profit on disposal of fixed assets	-	7,095
Sundry revenue	32,599	470
<b>TOTAL revenue</b>	<b>6,019,382</b>	<b>5,299,649</b>
<b>Expenditure</b>		
Accommodation and travel expense	317,606	307,979
Consultancy fees	447,680	314,888
Depreciation and amortisation expense	81,702	80,457
Employee benefits expense	3,590,235	3,166,433
Insurance	45,292	41,738
Payments to young people	65,485	68,611
Postage and couriers expense	114,064	97,474
Printing and stationery expense	160,195	198,570
Rental expense	434,305	410,367
Resources	177,572	136,844
Telephone and internet expense	103,933	112,120
Venue and food costs	319,885	228,512
Other expenses	145,120	105,596
<b>TOTAL expenditure</b>	<b>6,003,074</b>	<b>5,269,589</b>
<b>PROFIT before income tax</b>	<b>16,308</b>	<b>30,060</b>
<b>INCOME tax expense</b>	<b>-</b>	<b>-</b>
<b>PROFIT for the year</b>	<b>16,308</b>	<b>30,060</b>

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

# STATEMENT OF FINANCIAL POSITION

As at 30 June 2013

	2013 \$	2012 \$
<b>ASSETS</b>		
<b>Current assets</b>		
Cash and cash equivalents	2,079,762	2,656,697
Receivables	26,352	148,223
Prepayments	69,278	93,344
	2,175,392	2,898,264
<b>Non-current assets</b>		
Cash on deposit	85,106	88,081
Plant and equipment	77,682	133,795
	162,788	221,876
<b>TOTAL assets</b>	<b>2,338,180</b>	<b>3,120,140</b>
<b>LIABILITIES</b>		
<b>Current liabilities</b>		
Payables	1,699,836	2,513,651
Provisions	102,297	86,750
<b>TOTAL liabilities</b>	<b>1,802,133</b>	<b>2,600,401</b>
<b>NET assets</b>	<b>536,047</b>	<b>519,739</b>
<b>EQUITY</b>		
Retained profits	536,047	519,739
<b>TOTAL equity</b>	<b>536,047</b>	<b>519,739</b>

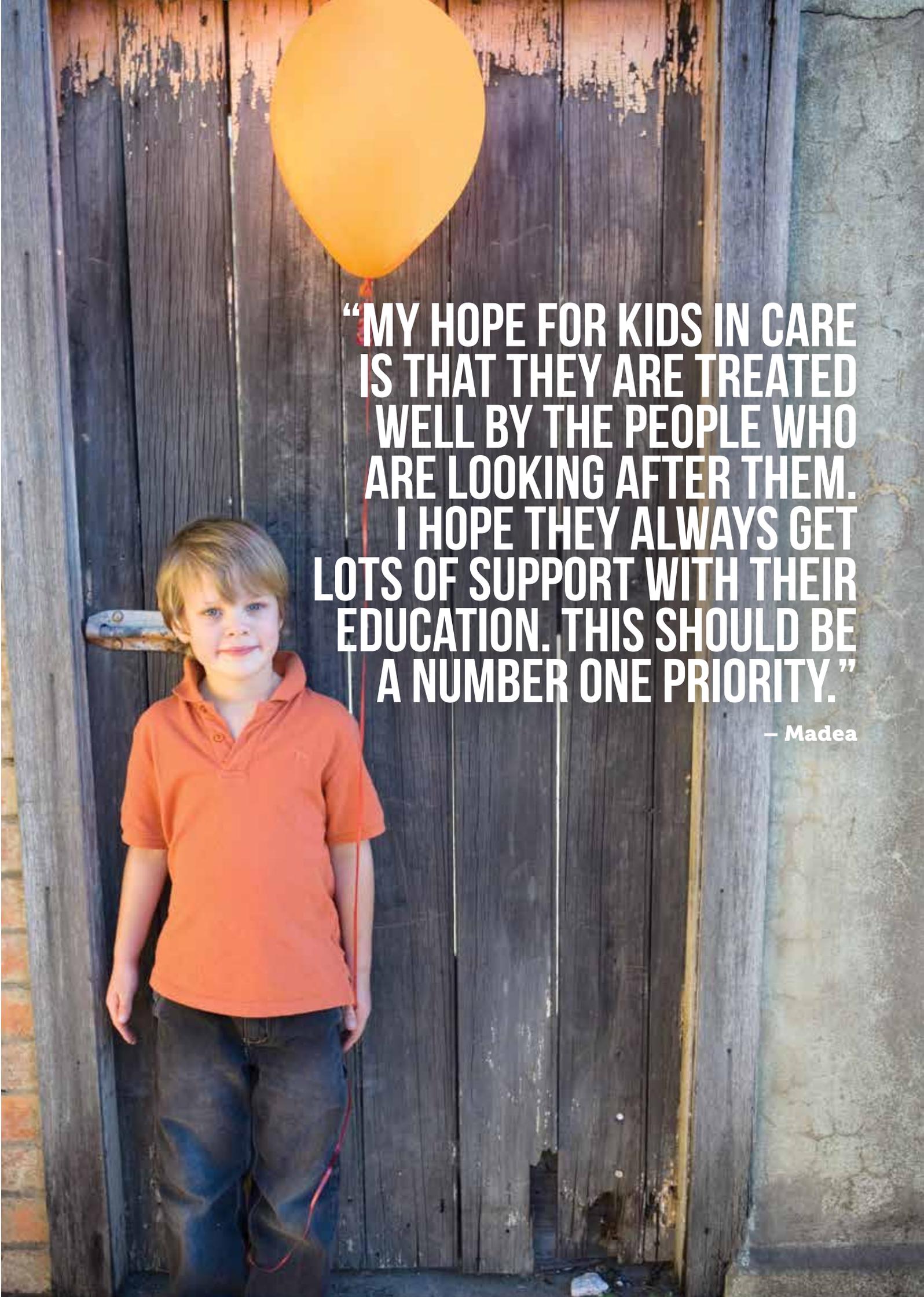
The above information has been extracted from the audited financial statements, a copy of which is available on request.

# STATEMENT OF CASH FLOWS

For the year ended 30 June 2013

	2013 \$	2012 \$
<b>Cash flows from operating activities</b>		
Receipts from grants and customers	5,572,574	5,799,695
Interest received	129,476	155,250
Payments to suppliers and employees	(6,256,371)	(5,588,712)
Net cash (outflow) / inflow from operating activities	(554,321)	366,233
<b>Cash flows from investing activities</b>		
Purchases of plant and equipment	(25,589)	(81,453)
Payment for non-current investments – cash on deposit	-	(13,936)
Proceeds from sale of plant and equipment	-	10,000
Proceeds from non-current investments- cash on deposit	2,975	-
<b>Net cash (outflow) from investing activities</b>	<b>(22,614)</b>	<b>(85,389)</b>
Net increase / (decrease) in cash and cash equivalents	(576,935)	280,844
Cash and cash equivalents at the beginning of the financial year	2,656,697	2,375,853
<b>Cash and cash equivalents at the end of the financial year</b>	<b>2,079,762</b>	<b>2,656,697</b>

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



**“MY HOPE FOR KIDS IN CARE IS THAT THEY ARE TREATED WELL BY THE PEOPLE WHO ARE LOOKING AFTER THEM. I HOPE THEY ALWAYS GET LOTS OF SUPPORT WITH THEIR EDUCATION. THIS SHOULD BE A NUMBER ONE PRIORITY.”**

**– Madea**

# LOOKING FORWARD

In the coming year CREATE will continue to nurture its current corporate relationships while focusing on expanding new corporate funding streams to diversify its funding base.

This will ensure CREATE's long term viability and independence. The independence of our research and policy work is essential for us to contribute to a robust child protection system.

With renewed vigour (after some success in securing access to children and young people's contact details in proactive and solutions focused states), CREATE will endeavour to continue negotiating with the

**CREATE will continue to increase its regional presence.**

remaining states in order to reach every child and young person in care in Australia. Our aim is to offer them an opportunity to learn more about what we do and how we support young people's voice within the system to advocate for change and enable each and every child to participate.

CREATE will continue to increase its regional presence. As we grow the clubCREATE membership, CREATE recognises the need to provide services to all children and young people, particularly

those already geographically isolated in regional areas of Australia.

The previous financial year resulted in a review of the National Youth Advisory Council (NYAC) and Annual NYAC Summit. While NYAC had multiple achievements in its lifetime, the experience was limited to 24 young people. Therefore, to increase participation and provide all children and young people with

an opportunity to participate, CREATE has initiated the first ever national conference for children

and young people to be held in Canberra in November, 2013. The National Conference has caught the attention of the international community and international speakers will be attending the conference. Hosting a world class conference to highlight the issues facing children and young people in care provides a fabulous opportunity for them, their carers, workers and governments alike.

Across the Tasman Sea, our partnership with the New Zealand sector to call for an independent

service for children and young people is starting to become a reality. The previous financial year saw us heavily involved in supporting New Zealand young people to have a voice through a Youth Hui. Young people presented to several ministers and put forward recommendations to review the leaving care age, and commence an independent service for young people. In the year ahead, we will continue to support our New Zealand colleagues and children and young people to establish an independent service.

The year ahead looks promising with the demand for CREATE's services increasing all the time (sometimes outstripping our capacity). CREATE's credibility in the research and policy space has contributed to significant changes to improve the lives of children and young people. Our role in the Royal Commission will be to ensure that children and young people have an opportunity and are supported to have a say about their lived experiences within the care system.

The over-representation of Aboriginal children and young people within the care system is an area of great concern for CREATE. The upcoming year will see CREATE collaborating with SNAICC on their campaign to learn more about what the compounding factors are and generating discussion and debate within government and the community to address this complex issue.

We look forward to the year ahead with eager anticipation!

“THE YEAR AHEAD  
LOOKS PROMISING  
WITH THE DEMAND FOR  
CREATE’S SERVICES  
INCREASING ALL  
THE TIME.”



# THANK YOU

## AMP Foundation and AMP Capital

AMP Foundation's contribution provides us with the impetus to change the care system for the better. Understanding the issues facing a small and vibrant charity and seeing the value in independent research has seen AMP Foundation provide infrastructure funding for CREATE's policy and research, marketing and business development staff. Our research is integral to informing the sector about the issues facing children and young people and in hearing from them independent of government. Our thanks are extended to Helen Liondos for her wise counsel, advice and support and to the Board of AMP Foundation for their belief in what we do. The continued and unwavering support of our partners at AMPC has been enjoyed again this year. We saw their team actively engage in a lot of fundraising (and fun) activities including the trivia night. Funds raised go towards several initiatives that the fundraising committee chose in collaboration with the CREATE Team. This year saw funds go towards the clubCREATE program, the Annual Summit in NSW and there was increased support for the annual Christmas parties which meant that we had the biggest ever Christmas parties in TAS, ACT and SA! Not only do they provide the valuable funds but the AMPC team also volunteer at many of the Christmas parties. We would like to thank the Fundraising Committee for their support to CREATE and for adding some fun and excitement to our team!



Image above AMP volunteers at Blackmores Running Festival

## ANZIIF

Thank you to ANZIIF who ran luncheons for CREATE which provide an ideal opportunity to highlight the work we do. ANZIIF also supported our entering care kit challenge and provided hundreds of back packs that were sent directly to kids entering the care system. Thanks also go to ANZIIF volunteers who get into the spirit of Christmas events and many other activities. Also to the generous staff at ANZIIF who provide a huge amount (it seems to grow each year) of toys and gifts for kids in care for the VIC Christmas party.



## Aon

To our great friends at Aon, we thank you sincerely for your support. We farewell Lyn Munday and Ron Dobell, two truly amazing individuals who worked with the CREATE team tirelessly to enable us to make a difference. We welcome Fiona Norris and new Chairman, Steve Lardner, who we are delighted to be working with; and from whom we have already enjoyed support.



## Beat the Bosses

### Insurance and banking industry Trivia Night at the Westin, Sydney

CREATE's fundraising trivia night, was again a huge success with a gross total of \$221,102 raised. This is the third time that CREATE has run its Beat the Bosses event and this year the event was attended by 500 of the finest insurance and banking industry folk. Congratulations to Wesfarmers Insurance for their successful win on the night. CREATE's thanks go to all the companies and individuals who attended and made this night such a success as well as the event sponsors – Steadfast Foundation Pty Ltd.



## Bench Creative

Thanks goes to the amazing team at Bench Creative. Under Penny's stellar direction the Bench team continue to keep CREATE's brand creative, fresh and relevant to the varied audiences we are communicating with at any given time. From under 12's magazines to international conference collateral, Penny and the team continue to go over and above for CREATE. This year's Report Card would undoubtedly be the highlight, with an inordinate amount of hours going in to making the document the amazing piece that it is. From all of us here at CREATE, we say thank you!



## Corners for Kids Motorcycle Rally

This is the third year that CREATE has partnered with Corners for Kids as a joint beneficiary of the rally along with Inspire Foundation. This year's event in March 2013 saw \$11,325 raised for CREATE. A huge thank you to the Corners for Kids Committee and for all those riders who supported CREATE.



## DEXUS Property Group

The DEXUS team is highly committed to volunteering and supporting CREATE's programs and activities as well as running their Christmas gift drive to support children and young people.

A special thanks goes to Clive Bailey for donating IT equipment to the CREATE Your Future Grant Scheme again this year. This grant scheme is often the lifeline for many young people.



## Microsoft Australia

Thank you to Microsoft who run a great Workplace giving scheme with the financial year 2012/13 seeing staff donations at \$3,030 with Microsoft matching at \$2,650. CREATE is thrilled at Microsoft's efforts to increasing work place giving donations for kids in care.



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## Origin Foundation

Thanks to Origin Foundation for their support of the CREATE Your Future program in Queensland, New South Wales, South Australia and Victoria. Thanks to the funding from the Origin Foundation, hundreds of young people are better equipped to live independently after they leave the care system.



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## PricewaterhouseCoopers

Thank you to PricewaterhouseCoopers for conducting our annual audit again this year. This in kind contribution is a great help to CREATE Foundation and we are very grateful for the continued support your team give us.



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## QBE

Thank you to QBE for matching the funds raised for Mission Australia at this year's Big Dry. This resulted in an impressive \$27,000 donation to CREATE. Many thanks are also extended to QBE staff who went 'dry' to support the event and for continuing to help kids in care.



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## R.M. Ansett Trust

With the generosity of the R.M. Ansett Trust, Victorian Kids in Residential Care were able to access much needed life skills workshops to support their transition from care, through our CREATE Your Future Program. Via flexible delivery in a camp model, young people and their mentor or significant other, were able to work on much needed skills in a safe environment. This opportunity has given young people in Victoria a real chance at a better future.



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## rogenSi

RogenSi have been a real boost to CREATE staff and have provided excellent coaching, management and leadership training for CREATE senior staff members and for State Coordinators.



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## Vincent Fairfax Family Foundation

VFFF provided funding for the annual CREATE Your Future Grants Scheme, enabling CREATE to provide over \$30,000 in grants directly to young people. This year CREATE staff were joined on the grants assessment panel by a member of the Vincent Fairfax Family Foundation. The panel selected successful applicants from an ever increasing number of applications with the funds received being greatly appreciated by the young people.



## White Marketing Consultants

From all of us at CREATE we extend a heartfelt thank you to the "powerhouse" that is Leigh White. Leigh has been a wonderful support to young people, staff and the Leadership Committee and has generated some significant media throughout the year. Her work has kept CREATE in the forefront and generated awareness of the issues facing children and young people.



## Christmas Donations

Christmas can be a challenging time for children and young people in care. CREATE would like to give a special thank you to all of its partners who support CREATE. This much needed support enables CREATE to provide some joy at Christmas to children and young people in care. CREATE runs a number of Christmas parties throughout Australia and a number of Christmas gifts are distributed. Funds donated over this period greatly support these events. Donations arrive from people from all walks of life and the support provided helps CREATE to bring a sense of Christmas spirit to kids in out-of-home care. A special mention goes to Aon, AMP and to ANZIIF in Melbourne, who donate presents and gift cards and also volunteer to support CREATE's Christmas parties.



**Image above** Lucas Moore, QLD State Coordinator receiving Christmas donations from Aon

## Our volunteers

Finally, a big thank you to all of our volunteers who provide much needed support for CREATE's many programs, events and fundraisers. To all of our wonderfully dedicated volunteers both corporate and community, your commitment to CREATE and the support you provide is very much appreciated. Without this support we would be challenged to fully meet the needs of a growing number of children and young people in out-of-home care. Together, with your ongoing support we are able to stretch our limited resources as far as possible and make a difference in the lives of kids in care.

Volunteers offer their time to pack Entering Care Kits and Welcome Packs for CREATE's clubCREATE members, write birthday cards, pack clubCREATE magazines, assist in the running of Connection events, and also provide their expertise in CREATE Your Future activities by helping young people to develop life skills which will support their transition from care into independence.

CREATE also extends a special thanks to Funflights (who provided free joy flights for young people on family day in November in Victoria) and LeasePlan who provide CREATE with hundreds of tickets to sporting events like the AFL throughout the year.

A heartfelt thank you from everyone at CREATE to all those individuals who have supported the CREATE Foundation over the past year to help create a better life for children and young people in care across Australia.



# CREATE SUPPORTERS



- |  |                                      |                                   |
|--|--------------------------------------|-----------------------------------|
| ACWA                                       | Corner for Kids                      | Nick Farr-Jones                   |
| Adelaide Crows AFL Club                    | Dendy Cinema                         | Origin Foundation                 |
| Aesop                                      | DEXUS Property Group                 | Peter Fitzsimmons                 |
| AMP Capital                                | Ezybidz Fundraising Solution         | PricewaterhouseCoopers            |
| AMP Foundation                             | Foster Care Association,<br>Tasmania | QBE Insurance (Australia) Limited |
| ANZIIF                                     | Ghermez Cupcakes                     | R.M. Ansett Trust                 |
| ANSVAR Insurance                           | Greenridge Press                     | rogenSi Pty Ltd                   |
| Aon Charitable Foundation                  | Hamper King                          | Samantha Bui                      |
| Australian Reinsurance Pool<br>Corporation | IL Tutto                             | Scene Too Believe                 |
| Asia-Pacific Banking & Finance             | Inika                                | Sidney Myer Fund                  |
| Australian Motorcycle News                 | Jack Thompson                        | Southern Cross Austereo           |
| Bench Creative                             | Jana Pittman                         | South Sydney Rabbit R/L Club      |
| Birkenhead Point Outlet                    | KPMG                                 | Steadfast Group Limited           |
| Blue Mountains Segway Tours                | LeasePlan                            | Stephen Smith                     |
| Brasserie Bread                            | Life is Sweet Cakes                  | Sydney Aquarium and Wildlife      |
| Canterbury Bulldogs R/L Club               | Life Without Barriers                | Sydney Roosters R/L Club          |
| Canturi                                    | King & Wood Mallesons                | Sydney Theatre Co.                |
| Carla Zampatti                             | Maple-Brown Abbott                   | Tasmanian Community Fund          |
| Coast Restaurant                           | Microsoft Australia                  | The Edge Rock Climbing Centre     |
| Commonwealth Bank Staff<br>Community Fund  | Ministry of Paintball                | Vincent Fairfax Family Foundation |
|  | Mr Sold                              | Uniting Care Community            |
|  |                                      | White Marketing Consultants       |



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# GOVERNMENT FUNDING BODIES

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

## Australian Government



**Australian Government**  
**Department of Social Services**

Department of Social Services

## State and Territory Governments



Office of Children, Youth and Family Support (ACT)

Funded by



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



Victorian Government



Department of Family and Community Services (NSW)



Department for Education and Child Development (SA)



Department for Child Protection and Family Support (WA)



Department of Children and Families (NT)

Department of Education (NT)



Department of Health and Human Services (TAS)

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