



Create
FOUNDATION

Annual Review 2011

creating a better
life for children and
young people in care



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The CREATE Foundation has continued through 2010/2011 with its focus on improving the outcomes for young people leaving the care system. It's been a multifaceted approach, including advocacy at various levels of government, active media campaigning, working with governments to provide programs to prepare young people for transition, awareness campaigns aimed at empowering children to own a leaving care plan, provision of a leaving care website, the provision of grants to assist young people and an annual Report Card on government performance and outcomes.

CREATE has been helped with increasing support from the Corporate Sector. CREATE's National Youth Advisory Council has provided valuable input into the issues at hand and contributed immensely with young people participating in advocacy opportunities at all levels right up to presentations to commonwealth members of parliament and public service officials. CREATE's CEO has participated on advisory councils to the Department of Prime Minister and made many media appearances on top of a busy schedule throughout the year.

By any measure, CREATE is a vibrant, growing force, tackling a problem of immense complexity. The 2011 Report Card however, showed governments have only made very minor gains over a 2 year period, and highlighted the barriers that an organisation like CREATE faces in cutting through to bring about meaningful improvements in the quality of care provided to children.

There are some successes, particularly a growing realisation that more support should be provided in the period immediately after leaving care and we all look forward to seeing significant reform and change in the future.

David Matcham
Chairman
CREATE Foundation Board of Directors

chairman's
foreward

The CREATE Foundation's mission is to improve the lives of children and young people in care. This year has seen many achievements supporting this aim which is a testament to the amazing work done at both a local level through our state offices, and through our national team who have worked hard to assist states in their endeavours. This has all been supported by our broadened use of communication tools to the general public sphere through our newly innovated website, twitter and Facebook sites.

Our work in the National Coalition has kept the focus on the issue of transitioning from care, with our policy and advocacy work complementing this. We saw growth within the Policy and Research team with an investment of funds from the Commonwealth to support our work in this area. Our Report Card 2011 highlighted the inroads that states are making, and identified some significant achievements. However, the end result was disappointing to see, with over 68% of young people reporting that they do not have a leaving care plan. Never was it clearer that change takes time, and that a concerted effort by the sector, government - both at a state and a federal level - needs to continue to ensure that young people have a plan for their future.

The Commonwealth government through the Homelessness branch, saw our CREATE Your Future program as an innovative approach to assisting young people to develop the skills and networks necessary to live independently, and to reduce their level of homelessness post care. The CREATE Your Future program is now offered in every state and territory across Australia. It is funded by state government (Tasmania, ACT), federal government, and corporations (Origin Foundation, ANSVAR Insurance and Bennelong Foundation). All have a vested interest in Australia's future, and the future of young people transitioning from care. Origin Foundation has also shared our vision to enhance the program enabling CREATE Your Future to become accredited, and it has provided additional funds to secure a project worker to take us to the next level.

The major reform in the Northern Territory has seen a significant injection of funds to improve the life outcomes for children and young people. CREATE has gained new staff in the Darwin office to increase the number of consultations with children and young people, and to offer a range of new services. We also received funding to open a new office in Alice Springs and are heading to our new premises at The Hub later in the year. This will enable us to provide services in remote Australia and to reach more children and young people experiencing isolation.

Over the last 12 months to effectively capture the voices of children and young people, CREATE has redeveloped its Be.Heard program into an engaging interactive database that captures the views of children and young people online. The survey tool is uniquely Australian, and was developed in consultation with children and young people. The wonderful folk at Mediasphere have been instrumental in making this product a reality and our gratitude is immense for their support, wisdom and creativity! This innovative approach to hearing children's voices has many applications and we look forward to working with government and the NGO sector to implement Be.Heard over the next 12 months.



from the
ceo



The CREATE team has grown significantly in this past 12 months and a new operational structure has been developed to accommodate this growth. Our depth of expertise has increased, and our team has been supported by increased professional development opportunities and training. We are also extremely excited about rogenSi coming on board and providing us with leadership training, and one-on-one coaching.

Led by our Chairman and Board of Directors, our foray into the world of Trivia was incredibly successful. The Beat the Bosses fundraising event was held at Doltone House in Sydney. Predominantly supported by the insurance and finance sector the evening was heralded a great success and raised in excess of \$100,000 for CREATE's services to children and young people.

I would like to extend thanks to all our corporate sponsors, for their support truly makes a difference in the lives of children and young people, to CREATE staff for their dedication to the cause, and for their unwavering belief in children and young people. To the Leadership Committee who have risen to the challenge, and whose vision has not wavered to improve the lives of children and young people, and who have extended themselves to make change happen! The CREATE Board for their commitment to the organisation, and wisdom in the domain of governance. Special thanks to our Chairman for always being available, and open to new ideas!

Jacqui Reed
Chief Executive Officer and Director CREATE Foundation



Empowering
everyone to be
the best they
can be

Our mission

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

- **Connect**
Extend our reach to every child and young person in care
- **Empower**
Build strong foundations that facilitate the involvement of children and young people in empowerment programs
- **Change**
Advocate effectively to improve the care system for children and young people particularly transitioning from care

Our vision

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

Our core principles

- participation is the cornerstone of best practice
- openness and transparency are essential
- 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
- life should incorporate innovation, creativity, and fun

*creating a
better life
for children
and young
people in
care*

our:
mission, vision + principles



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 the CREATE Foundation since 2004 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 the 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 the CREATE Foundation since 2006.



Jacqui Reed

Jacqui has been the Chief Executive Officer of the 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.



Brian Greig

Brian is a Chartered Accountant. He is Deputy Chairman and a member of the Board of KPMG Australia. Brian is the Head of KPMG Australia's insurance practice and a member of KPMG's Global Insurance Leadership Team. Brian has 30 years business experience predominantly advising companies in the financial services and insurance industries in Australia, Switzerland and the United Kingdom. Brian grew up in a care environment. Consequently, he has a strong appreciation of the needs of children and young people in care. Brian has been a Director of the CREATE Foundation since 2008.

our:
board of directors

David started his career in London with WWAV and Ogilvy & Mather. In 1992, he moved to Australia and joined the John Fairfax Group as Marketing Manager for the Sydney Morning Herald and The Financial Review. In 1993 David joined Integrated Options to establish their direct and data marketing capabilities. He was appointed Managing Director in 2000. In 2005 David oversaw their integration into its sister EURORSCG. He has been an Australasian Promotion Marketing Association (APMA) and Australian Direct Marketing Association (ADMA) Awards judge and recipient. He has been a director of the CREATE Foundation since 2005.



David Coney

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 the CREATE Foundation since 2002.



Joan Fitzpatrick

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 authors the CREATE Report Cards dealing with Transitioning from Care in Australia. He also has served as a consultant to the Queensland Department of Child Safety. He became a Director of the CREATE Foundation in 2008.



Dr Joseph McDowall

Robyn is Principal Practitioner Child Protection and Family Services Branch Office for Children at the Department of Human Services. 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 the CREATE Foundation in 2008.



Robyn Miller



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 the CREATE Foundation since 1999.



Jennifer Cordingley

Jennifer has worked in the advertising industry, with a specialisation in women-centric brands, since 1994. Her association with the CREATE Foundation 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 the 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 Masters 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 the CREATE Foundation Board in 2010.



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 an Attorney of the New York Bar. Richard has been a director of CREATE Foundation since 2010.



The figure below indicates the number of children aged 0-17 years in out of home care, 30 June 2005 to 30 June 2010. It should be noted that in the last 12 months, the number of children in out of home care increased by 5.4% to 35,895. Over the last 5 years the number of children in out of home care rose by 51.5% from 23,695 to 35,895.

	NSW	VIC	QLD	WA	SA	TAS	ACT	NT	National
2010	16,175	5,469	7,350	2,737	2,188	893	532	551	35,895
2009	15,211	5,283	7,093	2,682	2,016	808	494	482	34,069
2008	13,566	5,056	6,670	2,546	1,841	664	425	398	31,166
2007	11,843	5,052	5,972	2,371	1,678	667	399	397	28,379
2006	9,896	4,794	5,876	1,968	1,497	683	388	352	25,454
2005	9,230	4,408	5,657	1,829	1,329	576	342	324	23,695

State and territory governments are responsible for child protection and out of home care provision throughout Australia. Whilst some funding and services are provided by government, the majority of out of home care services are provided by the non-government sector.

The demand for out of home care is ever increasing with the number of children and young people in care doubling in the last decade and increasing by about 10% a year in most states and territories. National figures as at 30 June 2010 indicate that there are approximately 35,895 children and young people in care. Aboriginal and Torres Strait Islander children and young people comprise 30% of this number and are over-represented in terms of their proportion in the Australian population.

*demand for
out of home
care is ever
increasing,
doubling
in the last
decade*

child
protection landscape



CREATE's role

CREATE is one of a handful of organisations globally and the only one of its kind in Australia expressly established to advocate on behalf of children and young people in care. CREATE's mandate is CONNECT, EMPOWER, CHANGE.

Children and young people entering the care system are arguably one of the most disadvantaged groups in society. The events leading up to a child or young person being removed from his/her family are often traumatic and have long-lasting effects on their emotional wellbeing. Children and young people enter the care system for many reasons that include: physical abuse, domestic violence, drug and alcohol issues, sexual abuse and neglect. They arrive at a new home frightened and alone, often separated from their brothers and sisters, family members and friends. For Indigenous children and young people, the impact of having to move communities and lose connections with kin and extended family is traumatic.

The CREATE Foundation is in the unenviable position of not having access to the contact details for children and young people in care despite being funded by every state/territory government to provide a service to this cohort of children and young people. This is because of the stringent rules applied to protect them through Privacy Legislation and also various Child Protection Acts.

Therefore, CREATE spends a large amount of time and energy trying to locate children and young people through various communication strategies and direct contact. Despite these strategies, it is incredibly difficult to connect children and young people to CREATE, their community and each other especially with the added complexity of a growth rate of 10% per annum in the numbers of children and young people entering into the care system.

Strategic plan goals

In consultation with children and young people in care about the issues important to them, key CREATE stakeholders, staff at all levels and the CREATE Board, a 3-year strategic plan has been developed. The goals are related to 4 key areas:

Connect	1. Extend our reach to every child and young person in care
Empower	2. Build strong foundations that facilitate the involvement of children and young people in empowerment programs
Change	3. Advocate effectively to improve the care system for children and young people particularly transitioning from care
Governance Administration	4. Operate effective governance 5. Broaden and diversify the current funding streams 6. Retain highly effective staff 7. Increase CREATE's profile 8. Offer highly effective, culturally appropriate and accountable programs and activities.

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

clubCREATE is CREATE's key CONNECTION mechanism. It is a membership program that ideally would be available to the 35,895 children and young people in care. In this reporting period, we have been able to reach 6,225 young people. clubCREATE is the 'gateway' to connect children and young people together and to facilitate children and young people's access to CREATE's programs and activities.

Currently we are unable to reach (and therefore support) many of the 35,895 children and young people in care and the number of children and young people entering care each year grows by approximately 10%. Ideally, over the next five years our target is to reach 20,000 children and young people (the rationale for this is based on the number of children and young people on short-term placements and under five years, and the type of placement/order).

Growth in clubCREATE membership

2011	6,225
2010	5,088
2009	3,852
2008	2,077
2007	1,324
2006	1,012

clubCREATE membership by state

ACT	NSW	NT	QLD	SA	TAS	VIC	WA	Total
96	1673	199	1470	734	534	995	524	6,225

clubCREATE – the year that was!

Entering care kits (for all children and young people entering the care system) distributed	801
Welcome packs and membership cards distributed	1,998
Birthday cards distributed	4,094
clubCREATE magazine - 0-25 years	6,225 p/qtr
Connections events/activities (includes activities, movies, football events etc) total participants	total participants 3,770 769 Indigenous children and young people



connect



Carn the K!ds in Victoria

A partnership between CREATE and LeasePlan, the Carn the K!ds program provides kids in care and their foster siblings and parents an opportunity to attend a football match. Something that is very much a family activity for mainstream children, for children in care this is something that is often missed out on. In Victoria, approximately 585 tickets have been distributed over the last 12 months- 418 of these for children and young people (30 Aboriginal or Torre Strait Islander). One lucky 9 year old even got to go onto the field with the players.

“Hi, my name is Alex. I’m 9 years old and I live in permanent care. I have lived with my mum and dad (carers) since I was very small. On Saturday 24 July (2010) my family and I went to a Carn the K!ds night game at Etihad Stadium to see North Melbourne vs Essendon. I have been to a few Carn the K!ds games but this is the first time I have been lucky enough to go onto the field with the players. CREATE organised for me to run out through the banner onto the field with the North Melbourne players. I was scared at first, so my big brother Morgan who is 22 came with me, but it was good fun. I went down to the changing rooms with the team and met the captain. I was very lucky that I got the chance to go to the footy and out onto the ground. LeasePlan gave me a North Melbourne jersey and I got it signed by some players. I would like to thank CREATE and LeasePlan and the North Melbourne Football Club for the opportunity.”

Christmas Parties

Christmas is clearly a time when people reflect about childhood and families, and the families of children and young people in care were certainly at the forefront of our corporate supporter's minds last Christmas. Every Christmas, our dedicated corporate supporters give up even more of their time and energy to volunteer with CREATE, and last Christmas we experienced overwhelming generosity and compassion for the children and young people we work with.

A highlight on the CREATE events calendar is the AMP Capital Investor funded Christmas parties. Christmas parties are a great way for carers to access a fun day at no cost. Due to AMP Capital Investor's generous funding for our major Christmas parties, in every state we saw a significant increase in both the number of children and their carers attending. In Queensland, the number of children attending Christmas parties increased to 271, a 52% increase from 2009. In Victoria, we had an even bigger jump; we experienced an 80% increase in children attending parties, resulting in an additional 90 children joining in on the fun. Our thanks goes to the Australian and New Zealand Institute of Insurance and Finance (ANZIIF) staff for their involvement in the CREATE Victorian Christmas party. Every year ANZIIF staff members donate almost two hundred Christmas gifts to give to the children and young people at the Christmas party and they remain totally committed to the cause and to engaging with young people.

AMP employees wrote thousands of Christmas cards to young people in care. Many offices also got behind a Christmas gift drive last year resulting in the CREATE National Office bulging with Christmas gifts and goodies for children in care. The crowds gathered in droves at AMP Shopping Centres for photos with Santa, with dollar donations to CREATE thanks to AMP Shopping Centres. Over 1,000 children got the opportunity to meet Santa this year.

Once again, Aon staff members put their heart and soul into their Christmas gift appeal. The gifts and vouchers came flooding in and with all hands to the deck, Aon staff members wrapped and distributed gifts and volunteered at Christmas parties.



Above: Christmas in Tasmania

Below: Celebrating Christmas in Queensland





“Come back here again next Christmas!”

[Child, aged 5]

“The best thing about today was... everything!!”

[Child, age unknown]

“It has been the most rewarding thing I have ever done”

[Young Consultant]

“I found out that the CREATE staff are very approachable and are able to answer any questions I have. The kids had a great time”

[Foster Carer]

“I loved everything about the day; I would like to come back here again next Christmas”

[5 year old in care]

NSW clubCREATE Christmas party

The 2010 NSW clubCREATE Christmas Party was held at the Australian Reptile Park on the Central Coast. With over 420 people (221 clubCREATE members) it was an awesome day with heaps of families joining in the fun at the Park. There were loads of shows and cool exhibits to see, plus craft activities, face painting and a barbeque lunch. Of course, Santa was able to find time out of his busy schedule to visit the party, he gave all the children a cool showbag and candy cane, and then there was a bumper raffle with awesome prizes for girls and boys of all ages. The raffle topped off a long and exciting day and it was agreed that the event was a big hit.

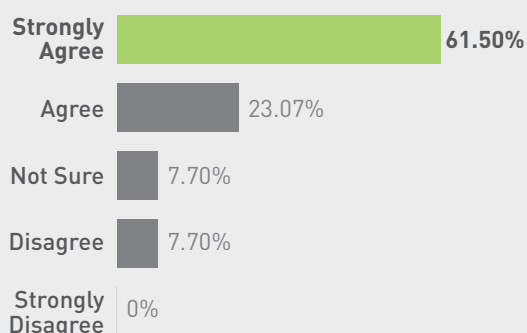
The event provided a fantastic opportunity for clubCREATE members to meet and engage with other young people in care. Over 50% of the under 12 clubCREATE members said that they had made a friend during the party and over 80% of over 12 clubCREATE members agreed that they felt better connected to other young people with a care experience after the event.

Above: Heading to the Australian Reptile Park

Right: Santa makes a guest appearance in NSW



Over 12's From Evaluations: “I feel better connected to other young people with a care experience after coming to the club create Christmas party”



Empower

Empower 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

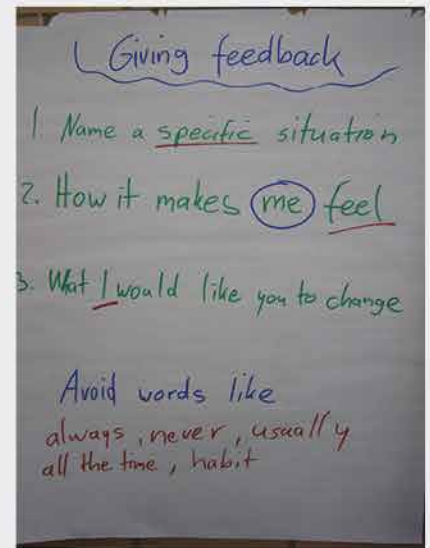
Our key empowerment programs include: Young Consultants Training (YCT), the mission:be program (South Australia), Youth Advisory Groups (YAG) and the CREATE Your Future program.

Young Consultants Training

Young people attending	80
% of Indigenous young people	15%

Young Consultants Training is a 2/3 day course that provides young people with a care experience a starting point to become more involved in CREATE and advocating for their peers in the care sector. Participants learn more about how CREATE works, how the care sector works, what systems advocacy actually means and how to turn their care experiences into positive change for the sector for the benefit of everyone. The sessions are delivered in a highly engaging way with lots of energisers, games, lively discussions and interactive activities, and the feedback is overwhelmingly positive. Advocacy training is turned into a fun and empowering experience that in the process starts bonds that can last a lifetime.

During the 2010-2011 financial year a total of 24 young people (5 indigenous) completed the program in Queensland. Training was held at three locations - Caboolture, Brisbane and Toowoomba. The training undertaken in Toowoomba was delivered in partnership with the Department of Communities Youth Justice team in Toowoomba to exclusively dual orders young people - young people who are on both Youth Justice and Child Protection Orders.



Young Consultants in Queensland



empower

Jessica has assisted in projects that aim to ensure Aboriginal and Torres Strait Islander children and young people are strongly connected with their families.

Former Young Consultant awarded special recognition



Jessica Ryan, recipient of special recognition award for advocacy work

Jessica Ryan, a former Young Consultant received the 'Special recognition award – for outstanding advocacy work to promote child protection and enhance the wellbeing of young people' in September 2010 at Parliament House, Brisbane. Jessica received this deserved accolade for her passionate advocacy work calling for a reduction in the number of Aboriginal and Torres Strait Islander children and young people coming into care, and calling for better cultural connection to those already in care. Jessica first became involved in the CREATE Foundation in 2008 where she voiced her opinions in the Be.Heard survey. She went on in 2009 to complete the CREATE Young Consultants training and has been actively involved in CREATE ever since.

Recently Jessica has assisted CREATE staff in the delivery of a number of connection events and along with CREATE Community Facilitator Poppy Browne has co-managed the CREATE Murri School Consultation Project. This project forms part of the Combined Voices campaign and aims to ensure Aboriginal and Torres Strait Islander children and young people are strongly connected with their families and culture in a safe and nurturing environment. Collaborating with the Murri School, CREATE are able to include children and young people's views in a framework for government and non-government sector to work in partnership with these communities to promote safety and wellbeing.

mission:be

mission:be is a leadership, self-development, team building, goal setting and mentoring program for young people in care aged 14 to 18 years. This module-based program is delivered over a 9 month period and focuses on community development, program delivery - one-day workshops, weekend residential programs and community activities - evaluation and participant follow-up. It is delivered in metropolitan and rural regions throughout South Australia and relies heavily on the support, involvement and partnership of the local community.

2 mission:be programs took place this financial year in South Australia. The first in Pt Pirie Region (August – December 2010) which saw 15 young people start and 12 young people complete the program. The second program took place in the metro southern area (July – September 2010) with 14 young people signed up for the program, and 10 participating in the program over the entire 3 months. The participants were in a variety of care situations including foster care, relative and kinship care, residential care, supported accommodation, and emergency accommodation.



Left to right: State Coordinator Janice Lee, Community Facilitator Claudine Scalzi and Sarah - mission: be participant

“CREATE and mission:be was a lot of fun and I enjoyed the experience and have made new friends”

“(I learnt) to push myself and that I can achieve my goals”

“I learnt to be positive and that if I put my mind to something I can achieve it.”

“(I learnt) how to control my anger when I get frustrated”

“I learnt to have fun with others”

“I learnt to be happy and accept more help”

“I really enjoyed participating in this year’s mission:be. I really learnt how to develop my leadership skills.”

mission:be



All things YAG (Youth Advisory Group)

Youth Advisory Groups 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	53
Number of children and young people attending	339
% of Indigenous children and young people	13.9%

In Victoria the Youth Advisory Group (YAG), come together on the first Saturday of the month between February and December. The YAG is a fluid group of around 20 active members. It is guided by what the young people want and includes a range of fun and educational activities from bowling and horse riding, exhibitions and cupcake decorating, to sexual health education and basketball. Our YAG members are often called upon to give their opinions on a range of topics and studies taking place in the sector, which include Learn or Earn, children's rights, the National out of home care standards, leaving care, social media and UK research. Our YAG also has the opportunity to have an active role in planning events such as rural celebration days, presentations on the benefits of the Youth Advisory Groups in rural areas, and assist planning an education forum as part of the pathways to independence workshops.

The latest issues, solutions and initiatives for children and young people in care in Victoria are discussed and documented at each YAG meeting. An NYAC (National Youth Advisory Council) Youth Delegate attends each meeting to provide an update and opportunity for YAG members to be involved in national action plans and to discuss the key issues. At the end of the year, the ideas generated at YAG meetings are used by NYAC (National Youth Advisory Council) Youth Delegates for consideration at the NYAC (National Youth Advisory Council) Summit.

CREATE Your Future

CREATE Your Future is a holistic, life-skills program that has three components:

1. An eight-week intensive program with related workshops
2. Website
3. Grant scheme

The CREATE Your Future program is designed to assist young people aged 15 – 25 years to transition from care into independence through the development of life skills encompassing job readiness, budgeting, and cooking in a supported environment. The program takes a holistic approach and develops independent living skills according to the individual needs of young people.

Workshops

The CREATE Your Future workshops are an excellent introduction to the program. This gives young people the opportunity to learn skills in a particular area or alternatively to see if the program is something they would like to commit to. It also gives CREATE staff the opportunity to build on relationships with the young people to ensure they feel safe and comfortable committing to the program.



www.createyourfuture.org.au

Grant scheme

The CREATE Your Future grant scheme provides funding support to young people to enable them to reach their full potential. This year \$34,085 financially was provided via grants to young people in care. The two most popular items requested were laptops to facilitate education and training, and driving lessons to assist with access to services and employment. This is consistent with items requested last year.



“The thing I enjoyed most was the openness of everyone.”

“I learnt how to stretch my comfort zone.”

“I learnt how to show emotions, that my goals are realistic and my encouragement helps others.”

“Some skills I gained were learning what difficulties other young people have leaving care.”

“I was able to face my fear by going surfing.”

“The camp gave me awesome friendships and knowledge from stories shared. I really enjoyed surfing, the talent show and growth of friendships.”

“I learnt a lot of ways to stretch my personal boundaries.”

“I learnt to never give up. It was one of the best experiences in the world.”

“I learnt about confidence and that it is ok to fall.”

“Some skills I learnt were about facing my fears, never giving up and teamwork.”

cyf
create your future



Chilling by the campfire



Taiko Drumming



Getting into the team spirit



Team bonding

CREATE Your Future Camp in Tasmania

Due to the difficulty with obtaining numbers for the 8 week program in north Tasmania, as many young people were attending school, the program was delivered in a 4-day camp style workshop. It was extremely successful with a much higher number of young people attending each session.

The program saw 12 young people participating in fun workshops ranging from budgeting, cooking, housing and employment, plus how to access centrelink and banking. There were some amazing guest speakers from the Youth Justice System, mentoring and employment programs, Bendigo Bank, Family Planning and Headspace. The young people had an awesome time participating in some exciting workshops such as Taiko Drumming, Fire Twirling and Flying through the tall trees at Holly Bank Adventures.

The huge celebration day started off at Wet and Wild Buggies with a hair-raising ride through bushland and mud puddles, and finished with a relaxing afternoon tea on board the Tamar Valley Cruise Boat.

“The strength inside you is more powerful then the strength on the outside”

[Carly, 15]

“I liked this camp cause I made new friends and learnt new things”

[Josh, 18]

Empowering activity days

To support the empowerment of children and young people, 4 'show me the...' activity days were held in Victoria. These events were designed to stretch participants' comfort zones, allow them to connect with others, learn about CREATE and have a fun-filled day. A total of 76 children and young people 5-25 years old attended these days.

Show me the maze

The show me the maze event was held on 11 January 2011. This event was held at A Maze'n' Things at Philip Island. The participants were invited to explore the theme park which included maxi golf, Victoria's largest life size maze and Puzzle Island. The participants were encouraged to think outside the square and look at things in a different way through the puzzles and games provided.

"I love the illusion room and going down the slide."

(young person)

"A Maze'n' Things was really fun!"

(young person)

Show me the Fairy Park Adventure Park

On 18 January 2011, the fairy park event was held at Fairy Park, a fairytale theme park, in Anakie, Victoria. The participants were invited to venture through the land of make believe and interact with various animated handcrafted scenes, as well as explore a massive Camelot playground. In addition to these activities, CREATE also offered an array of fairytale-based craft activities and games, with prizes. A showbag was provided to each participant which included information about CREATE, a CREATE yoyo, snack and drinks for the day.

Show me the art

On 25 January 2011, show me the art was held at Menzies Incorporated Sages Cottage Farm, situated in Baxter. Sages Farm offers therapeutic programs, including creative arts animal assisted therapy to children who have been exposed to family violence, abuse or neglect. The event included various art activities where participants expressed themselves and their ideas in relation to their lives, hopes and dreams.

"I enjoyed learning the spray painting techniques."

(young person)

Show me the culture

Show me the culture was held at Police Paddocks in Dandenong on 26 February 2011. Police Paddocks is one of the most significant Aboriginal sacred sites in the Melbourne Region. The Wurundjeri Council and CREATE provided a cultural experience for the participants including a Welcome to Country Ceremony, a Smoking Ceremony, traditional dancers, cultural talks and information, traditional face painting, a didgeridoo player, and art demonstrations.

"I liked the fire talk and the bushwalk"

(young person)

"I loved it all. The stories were fabulous. Dancers & Dig players amazing and the bush walking was great."

(young person)



Change

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

CREATE is uniquely positioned to achieve this goal as it is the only independent, national advocacy body whose policy positions are informed directly by children and young people with a care experience.

Children and young people are engaged in systemic advocacy through a variety of programs and activities, e.g. the National Youth Advisory Council and Annual Summit. CREATE also consults with children and young people to inform the Report Cards, and briefing and/or discussion papers and involvement in a variety of committees, forums and working parties.



National Youth Advisory Council

From 20-23 May 2011, the CREATE Foundation hosted the third National Youth Advisory Council Summit, a forum for young people with an out of home care experience to have a voice and be heard by key decision makers. Representing every state and territory, Youth Delegates came together for 3 days of workshops, activitiesand fun!



The 2011 summit theme was again Voices for Change, illustrating the consultative approach CREATE has taken towards 'hearing' young people's views on their care experiences, the issues they face and how the child protection system can be improved. Delegates were invited to bring their ideas in order to formulate draft action plans relating to the key issues:

1. Transition from care planning.
2. Housing and homelessness.
3. Health and wellbeing.

In order to support them in their role, CREATE provided Delegates with training and development in the areas of advocacy and media. Several Delegates were given the opportunity to put these skills into action by participating in the CREATE Summit DVD and in media activity. On Monday 23 May, Delegates also had the opportunity to use their skills as they discussed and promoted their ideas with key decision makers from child protection agencies, statutory authorities and CREATE's corporate partners and Board of Directors at a special stakeholder forum.

During the stakeholder forum, Delegates and stakeholders from across the country engaged in robust and healthy discussions about how to make the ideas in the draft action plans clearer and potentially more effective. The feedback was diverse, but most often pointed to:

- Sourcing evidence and data to show that the issues and ideas were significant.
- Including details in the action plans and publications about what the sector could do to help.
- Ensuring there was not a duplication of existing initiatives (the phrase 'environmental scan' was used several times!).

change

- The need to recruit support for ideas - for example, sending a national briefing to the meeting of Children's Commissioners and Guardians in November and asking them to champion our ideas, presenting to Council of Australian Governments or gaining the support of carers demonstrating the use of project planning, and effective delivery and evaluation processes.

This feedback has been incorporated into the development of the final action plan and a call to action, and will also inform more detailed project plans during implementation.

Finally, the summit culminated in a conference dinner at the Star Room, Darling Harbour on the Monday evening.... and what a night it was! The dinner, hosted by Julie McCrossin (journalist and broadcaster), recognised the contribution of Youth Delegates during the Summit and featured a blend of celebration and entertainment.

Guests were treated to the unique song, story and dance of the Koomurri performers from diverse nations and tribes across Australia, whilst CREATE took the opportunity to recognise the efforts of its own staff and young people, as well as supporters Stephen Dunne, Managing Director of AMP Capital Investors and Gordon Cairns, Chairman of Origin Foundation.

Case worker training in NSW

In line with CREATE's funding agreement with NSW Family and Community Services, a fee-for-service training session is provided to Community Services caseworkers to increase their skills and knowledge in working with children and young people in care. This program came as a result of consultations with Community Services and the expressed need that caseworkers require more in-depth knowledge when it comes to working effectively with children and young people in care.

The session is an hour and a half workshop where a CREATE Community Facilitator talks to caseworkers about the most important issues for children and young people in care, taken from the National Youth Advisory Council Summit. NSW CREATE involves up to two Young Consultants to provide real life examples of the issues. Caseworkers have the opportunity to ask CREATE Young Consultants their questions.

Highly positive feedback was received from participants on these training sessions and their frequency increased from fortnightly to weekly. NSW CREATE also provides these sessions to non-government organisations including caseworkers and carers.

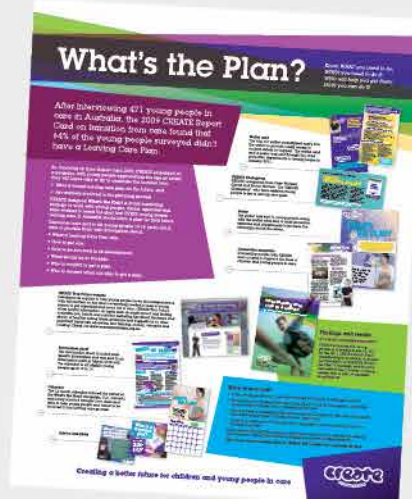
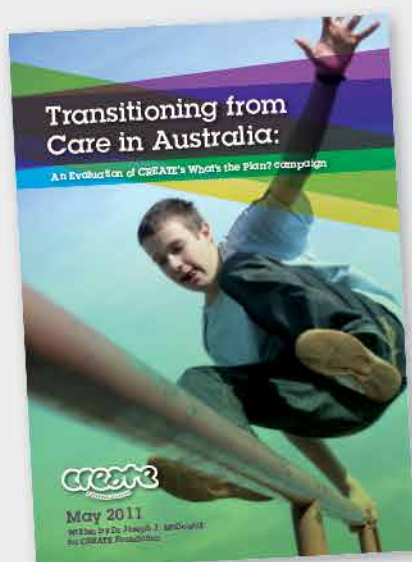


“Great job! Caseworkers need to hear young people’s voices, so tell more young people to get involved!”

“Well presented and keep up the great work.”

“The perspective of the Young Consultants who have been in care offers a real account, which helps us, as caseworkers, realise how far reaching our decisions and interactions have (been).”

“(The theme I will take away from this session is) the importance of being part of the life of a child and to have meaningful, genuine and regular contact with caseworkers.”



CREATE Report Card 2011

CREATE launched Transitioning from Care: An Evaluation of CREATE's "What's the Plan?" campaign (Report Card) on 23 May 2011. The 2011 Report Card, authored by board member, Dr Joseph McDowall received extensive mass media attention including coverage in all state and territory major newspapers as well as radio and television coverage.

This is the third Report Card produced by CREATE which has focused on the issue of leaving care – whether young people exiting care in Australia had a leaving care plan and if they had one, whether they were involved in its development and review. This year, the Report Card also looked at whether young people had access to the Transition to Independence Living Allowance (TILA) and the effectiveness of 'What's the Plan?' a social marketing strategy by CREATE aimed at increasing the numbers of young people with a leaving care plan.

At the end of this period, care leavers in each state and territory were surveyed to determine how many had leaving care plans, how involved they had been in the planning, how confident they were that the plans would be helpful and if and how they knew about TILA.

Key findings of the 2011 Report Card

- There was no significant increase in the overall extent of transition planning.
- 31.7% of young people surveyed had a leaving care plan or had one under development, this increased to 44% for the 17 year olds interviewed.
- Large state and territory differences were observed, with NSW and TAS performing poorly in leaving-care planning.
- Young people with a plan perceived their caseworkers and themselves as less involved in the planning process than their carers.
- 42% of the 17 year-old group had never heard of TILA.
- 43% of respondents were aware of 'What's the plan?' but this varied throughout the country with NSW and VIC revealing low penetration.

Recommendations of the 2011 Report Card

1. Continuation of 'What's the Plan?' campaign
2. Improved government collaboration with CREATE to enhance communication with young people in care.
3. Dedicated transition from care caseworkers to case manage and support young people.
4. Focus on the transitional needs of young people in relative and kinship care.
5. Maximise the involvement of young people in planning through the use of technology.
6. Increased commitment to the development of the sector workforce regarding leaving care.

Report Card briefings

Following the Report Card launch, Dr McDowall and Rosemary Jenkinson, Research and Policy Manager presented the Report Card findings and recommendations to ministers and the out-of-home care sector in each state and territory. These briefings provided a forum for key stakeholders in the out-of-home care sector to hear how young people in their particular state or territory perceives the level of support they received, how useful they thought their leaving care plans were and if and how they knew about TILA.

Part of each briefing also involved a workshop where the sector participants engaged in robust discussions about the Report Card recommendations and looked at ways to implement strategies responding to the recommendations.



Dr Joseph McDowall launches the Report Card briefing in Queensland

Be.Heard

Changing the care system in consultation with children and young people is part of CREATE's mission to create a better life for children and young people in care. The Be.Heard program provides opportunities for children and young people to voice their opinions and thoughts on a wide variety of topics. Where traditionally the maximum number of young people surveyed was limited by factors such as travel time, distance and staff availability, the innovative Be.Heard online survey tool enables CREATE to capture the feedback from children and young people from anywhere in Australia. In addition, Be.Heard also acts as a crucial introduction to CREATE for many children and young people. Many of those who take part in the Be.Heard survey go on to be involved with other CREATE programs such as Young Consultants Training, CREATE Your Future and Youth Advisory Group (YAG).

In Queensland, the survey covered the Central Queensland Region, the Brisbane Region and the Far North Queensland region - speaking to a total of 184 children and young people (47 indigenous children and young people) about the quality of care they experience from the Department of Communities.



Be.Heard Poppy and Denzil on the road in Queensland





Consulting young people in NSW

Funded by NSW Family and Community Services, the NSW CREATE office conducted its annual consultation with clubCREATE members in May and June 2011. The study was a large-scale representative longitudinal study that will follow children and young people aged 0–17 years entering out-of-home care (OOHC) on Children’s Court orders for the first time.

CREATE consulted 21 young people from different regions throughout NSW (including Southern, Northern, Hunter and Sydney Metro). This was made possible through one-on-one telephone consultations, where young people stated they felt more comfortable talking about sensitive topics one-on-one than in large groups.

Consultation was held on sensitive topics, such as contact with birth parents, and wording of questions or length of interviewing. Young people provided helpful feedback which was presented to the Department and assisted them in designing their interview.

The main learning from the consultations highlighted that children and young people have different experiences and find different topics sensitive. This ensured that consideration was given to alter the study so that children and young people have a choice in which topics to discuss. According to Community Services, “the aim of the study is to provide the knowledge needed to strengthen the OOHC service system in NSW in order to improve the outcomes for children and young people in OOHC.” NSW CREATE is proud to have ensured that children and young people’s voices were heard.

Designed by NSW Young Consultant, Billy Black



Representation, collaboration and partnerships

Advocacy meetings

Number of committee meetings attended (state)	313
Number of committee meetings attended (national) including coalition	12
Number of young people participating (overall)	64
% of Indigenous young people participating	26.6%

Consultations

Number of consultations held across Australia	45
Number of young people	304
% of Indigenous young people participating	20.4%

CREATE actively engages with government and industry bodies to work in a collaborative manner in creating a better life for children and young people in care.

Who am I?

This project is an Australian Research Council-funded project which commenced in 2009. It aims to investigate the role played by archiving and record keeping practices in the construction of identity for people who experienced out of home care as children (including members of the Stolen Generations and Forgotten Australians). The project is coordinated through the University of Melbourne and works in partnership with around 15 organisations including CREATE who has been an active member of two working groups in the project– 100 points of ID and Backpack of Identity.

100 points of ID project

This research project was carried out during 2010 and asked out-of-home care practitioners about the location and accessibility of a range of personal documents and reports that make up the records of young people in out-of-home care. The research showed that records are dispersed across a number of locations without adequate documentation about where to find both current and past information.

CREATE assisted in gathering feedback from young people, which also suggested that when accessing their records, they did not always recognise themselves in what was written, and therefore had difficulty in relating the information to their own lives. A number of recommendations have been made to improve recording practice and records management within care provider organisations. CREATE hosted a focus group of young people around accessing their records and a Young Consultant spoke at a worker training session and a workshop of all stakeholders.

Backpack of Identity

An extension of the 100 points of ID Project, this focused on examining in greater detail what happens to records when young people change placement, in order to better understand the barriers to transferring information. The research consists of a brief questionnaire on organisational policies and procedures, and a number of focus group consultations with out-of-home care teams.



	ACT	NSW	NT	QLD	SA	TAS	VIC	WA	NAT	Total
No. of media requests	2	1	6	0	0	0	2	3	61	75
No. of media interviews	2	1	2	0	0	0	2	3	52	62
No. of CYP involved in media interviews	1	2	1	0	0	0	3	2	31	40
No. of Indigenous CYP involved in media interviews	0	0	0	0	0	0	0	0	6	6
No. of print media published	1	0	0	0	0	0	0	2	45	48
No. of TV media aired	0	0	0	0	0	0	0	0	7	7
No. of radio interviews aired	0	0	1	0	0	0	0	1	19	21

CREATE Foundation National Office
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Tel 02 9267 1999 or 1800 655 105
www.create.org.au



FOR IMMEDIATE RELEASE
Thursday 16 December 2010

CREATE HOPES FOR NEW STANDARDS TO PREVENT NEED FOR FUTURE APOLOGIES

Today the **National Standards on Out of Home Care** are set to be released with the aim of improving and stabilising the out of home care system. CREATE Foundation, the voice of children and young people in out of home care, welcomes the standards development and applauds the process of consultation with non-government organisations and Commonwealth and State Government.

COAG's National Framework for Protecting Bosses v 300 in fun night - The Professional - Insurance News - insuranceNEWS.com... Page 1

insuranceNEWS.com.au | insuranceNEWS (the magazine) | insuranceNEWS Jobs

insuranceNEWS.com.au

(brought to you by)



Insurance Solutions On Demand

Bosses v 300 in fun night

15 November 2010

Fifteen general insurance and financial services leaders will pit their wits against about 300 professionals in Sydney on Wednesday in a novel fund-raiser for the Create Foundation.

Organised by Create Foundation Chairman and Australian Reinsurance Pool Corporation CEO David Matcham, the "First XV" will attempt to demonstrate their superior knowledge of the industry and less specialised things against seemingly overwhelming odds.

Money raised from the event will go to the Create Foundation projects, which is committed to reducing and bringing about positive change for children and young people in out of home care.

The "First XV" of industry leaders includes Mike Wilkins (IAG), Rob Scott (Wesfarmers Insurance), Ibbotson (QBE), Robert De Souza, (Aon Benfield), Peter Wedgwood (Assetinsure), Nick Kirk (Carmichael), Noel Condon (Chartis Australia), Tony Middlebrook (Employers Mutual), Estelle Pearson (Finity), Scott Grove (Guy Carpenter), Richard Enthoven (Hollard), Stephen Dunn (AMP Capital Investor), Michael Harden (Willis Re).

Mr Matcham says the leaders "have bought the table tickets and rallied their staff and guests to get involved. I'm sure the staff teams will have a lot of fun beating their heads against the odds."

BEHIND THE DESK

CREATING A DIFFERENCE

Last month some of the biggest names in the financial and insurance sector came together to pit their industry knowledge against each other and their colleagues - all in the name of charity.

The first of the three events, held in mid-November in Sydney, brought together some of the top chief executives within the financial and insurance sector with the common aim of improving the lives of children and young people growing up in out of home care.

The event, titled **BOSSVS300**, with the money going towards the children's charity Create Foundation.

Create Foundation is the peak body representing the voices of all kids in out of home care, including foster, residential or kinship care.

"Create Foundation really does this whole world of out of home care."

knowledge - against them and their company's counterparts.

"The question was a mix of insurance knowledge and general knowledge such as music and movies."

The overall winning team was from Colliers Group.

As well as the girls a group of young people, who had grown up in out of home care, spoke on the night.

"During the young people's speeches, Hayden Frost's was very moving as he said what it was like growing up in care, being homeless in his teens and then how Create was able to help him become employed and after speaking as a Create corporate event he said a line which he still is in today."

"I was asked to join Create by another industry chief executive who was and still is a board member of Create." Matcham said of his involvement with the foundation.

"The event raised much needed money to fund 'connected' events, events that help bring children in care out of the feeling of isolation by connecting them with other children in similar circumstances."

Matcham said.

"The event also served to build and maintain support from the insurance and banking sectors which has supported Create Foundation since it commenced operations."

"The event was made possible by the support of industry chief executives and the particular event was the first one on this scale. It was success was therefore extremely important as a means of building the support base into the future." AIF.



Children playing (Create International)

Take a minute - listen to a young person who was in care



My name's Skye and I'm 20 years old.

This is my true story and I want to share it because I believe it's important and people should hear it.

I was born in 1990 and I was in care from the age of 12 because I was neglected. I felt sad and I was 18, 2002 to this day I don't really know much about what happened to me.

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Local Foster care reform

44 words
7 July 2010



WEDNESDAY, DECEMBER 8, 2010



FRIDAY, NOVEMBER 12, 2010

The Sydney Morning Herald

2

CBDO SCOTT ROCHFORD

HAIL of the CENTURY

of the CENTURY

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our:
public profile

[illegible]

Innovation

At CREATE we need to continually look at ways to be innovative in our approaches for engagement and the promotion of our core organisational values and programming. E-marketing has become a key communication tool utilised to facilitate this connection with both the general public, and also with our target audiences and the young people themselves. Our website platform was upgraded in 2011 enabling a more sophisticated portal in which to source information about the organisation and the resources and support it offers. We also invested in the strategic use of social media as a key tool to reach young people in a more effective manner. Our Facebook and Twitter account followers have increased dramatically over the financial period, and we intend to continue this trend in the coming years.

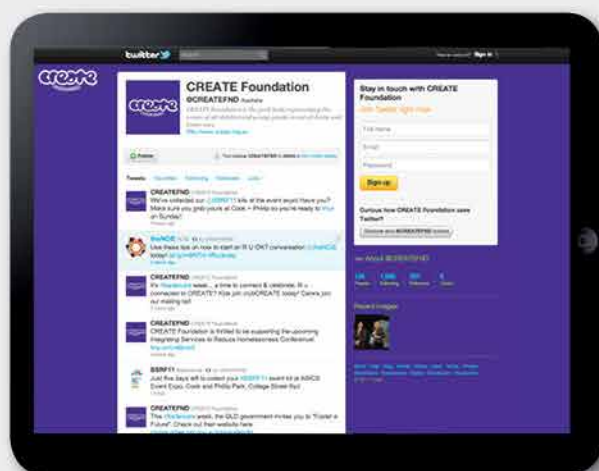
www.create.org.au



<http://www.facebook.com/CREATEFnd>



<http://twitter.com/CREATEFND>

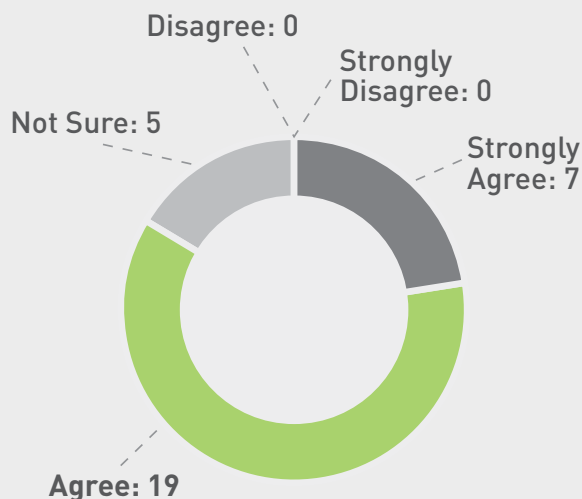




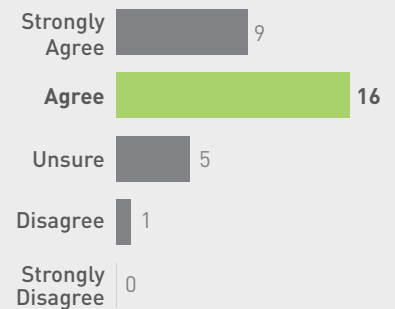
Engaging CREATE staff

CREATE is a progressive organisation made up of committed workers who are passionate about the organisation's work and the difference it can make to the lives of young people in care. CREATE's programs are innovative; its activities are fun and meaningful; and the organisation values individual contributions to team achievements. The young people CREATE works with inspire everyone and motivate staff to continually grow and improve. Key to the organisation's ethos is the value it places on its staff both in terms of professional development and training, as well as career progression and feedback. On an annual basis the organisation conducts a staff engagement survey to fully understand how staff members feel about their positions within the organisation and how we can all work more effectively together to meet CREATE's strategic objectives. The survey included questions about staff understanding of CREATE's strategic direction and their contribution to this. Some of the results can be found below.

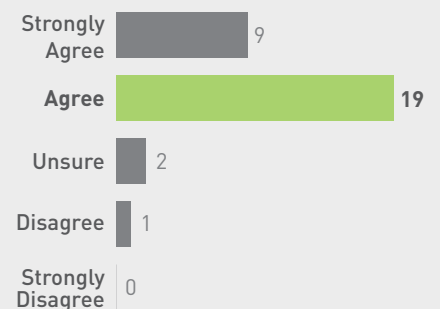
I feel confident that I understand CREATE's direction for the future



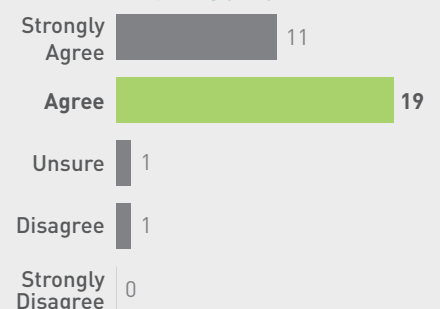
I feel that my contribution to the CREATE team is valued



I feel confident that I can voice my opinion for consideration in areas that affect my job



I feel that I have been able to contribute to improving the lives of children and young people





The financial growth for CREATE over the last four years is as follows:

	2011	2010	2009	2008
Total revenue	4,306,483	3,681,185	3,529,492	3,261,594
Total expenses	4,254,048	3,562,593	3,411,255	3,158,593
Retained earnings	489,679	437,244	318,652	200,415
Increase	11.99%	37.22%	58.99%	105.74%

This table shows growth of 32.04% in income over the past four years, with our expenditure on programs and services increasing by 34.68%.

During this four year period our funding received through existing services agreements with state and territory governments increased by 48.81% which included increased funding in special CREATE projects and programs. In 2011, we signed an agreement with the Federal Government to fund CREATE Your Future in NSW, WA and NT. CREATE also received increased funding in the NT to support the CREATE office in Darwin and establish an office in Alice Springs.

CREATE has continued to enjoy support from the corporate sector which has gained additional support from corporations such as Tim Fairfax Family Foundation and Origin Foundation. Our donation stream has stayed strong and in the last financial year we launched our first Beat the Bosses fundraising event which was well supported by the finance and insurance industry.

In terms of increased costs for CREATE, during the four year period, these can be attributed to an increase in staff to further support projects and program delivery, clubCREATE and increasing public awareness of the issues for children and young people in care.

CREATE would like to acknowledge and thank all of our supporters during the last financial year. The support received has enabled CREATE to provide increased programs and services to children and young people in care or with a care experience.

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

Doug Babcock
Finance Manager

financial
overview

Revenue and expenditure

For the year ended 30 June 2011

	2011	2010
	\$	\$
Services revenue		
State grants	2,939,524	2,722,425
Federal grants	74,805	154,849
Corporate and other grants	769,297	559,537
Donations	408,594	173,930
Consultancy fees	24,387	10,033
Program income	-	300
Other revenue		
Interest revenue	86,743	54,460
Profit on disposal of fixed assets	-	182
Sundry revenue	3,133	5,469
TOTAL revenue	4,306,483	3,681,185
Expenditure		
Accommodation and travel expense	261,018	205,240
Consultancy fees	206,092	148,092
Depreciation and amortisation expense	75,939	72,206
Employee benefits expense	2,503,008	2,114,368
Food costs	83,532	38,749
Insurance	36,965	29,958
Postage and couriers expense	79,280	50,631
Printing and stationery expense	138,979	92,412
Rental and outgoings	325,913	283,881
Resources	134,087	177,867
Telephone and internet expense	95,946	89,414
Payments to young people	44,844	31,993
Venue and event expense	136,818	86,217
Other expenses	131,627	141,565
TOTAL expenditure	4,254,048	3,562,593
PROFIT before income tax	52,435	118,592
INCOME tax expense	-	-
PROFIT for the year	52,435	118,592

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 2011

	2011	2010
	\$	\$
ASSETS		
Current assets		
Cash and cash equivalents	2,375,853	1,275,212
Receivables	26,566	11,083
Prepayments	51,268	25,407
	2,453,687	1,311,702
Non-current assets		
Cash on deposit	74,145	71,333
Plant and equipment	135,704	145,760
	209,849	217,093
TOTAL assets	2,663,536	1,528,795
LIABILITIES		
Current liabilities		
Payables	2,119,367	1,052,782
Non-current liabilities		
Provisions	54,490	38,769
TOTAL liabilities	2,173,857	1,091,551
NET assets	489,679	437,244
EQUITY		
Retained profits	489,679	437,244
TOTAL equity	489,679	437,244

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 2011

	2011	2010
	\$	\$
Cash flows from operating activities		
Receipts from grants and customers	5,478,770	3,749,090
Interest received	81,786	50,835
Payments to suppliers and employees	(4,391,220)	(3,803,855)
Net cash inflow/(outflow) from operating activities	1,169,336	(3,930)
Cash flows from investing activities		
Purchases of plant and equipment	(65,883)	(52,867)
Payment for non-current investments – cash on deposit	(2,812)	(12,799)
Proceeds from sale of plant and equipment	-	182
Net cash (outflow) from investing activities	(68,695)	(65,484)
Net increase/(decrease) in cash and cash equivalents	1,100,641	(69,414)
Cash and cash equivalents at the beginning of the financial year	1,275,212	1,344,626
Cash and cash equivalents at the end of the financial year	2,375,853	1,275,212

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

CREATE's remarkable growth over recent times is set to continue into the coming financial year. This is not only a reflection of CREATE's ability to access resources which enable us to expand, it is also a necessary practical response to the increasing needs of the growing number of children and young people in care.

To deliver our programs and services, our state bases need to be fit for purpose. To this end, CREATE's offices in Perth, Darwin and Brisbane are all moving to new premises better suited for delivery. Our office in Melbourne will also be undergoing considerable refurbishments. We are pleased that governments in all of these states have responded to CREATE's needs and have pledged additional resources to support increased rents, building and moving costs.

The coming financial year will see CREATE's first ever permanent expansion into regional Australia. With the support of the NT government, CREATE will open an office in Alice Springs. In NSW, the CREATE Your Future program will enable us to open premises in Newcastle. With regional expansion CREATE will be taking a significant step forward in responding to the needs of children and young people in care right across the country and we will continue to explore further opportunities to grow beyond our capital cities.

As our office bases increase in number, so too will our staffing requirements and we expect that at some point during the year CREATE's workforce will exceed 50 employees for the first time. It is paramount that our support services are able to respond effectively to the needs of CREATE's employees, and therefore it was prudent for us to have taken the opportunity to restructure our operations team this year in anticipation of future growth.

CREATE's most significant change in the year ahead could well come from across the Tasman. We have been asked to consider opening a base in New Zealand. The approach has been made by a New Zealand-based consortium called the Care Cafe, a consortium of people from across industry who are interested in seeing the services CREATE offers being made available to support children and young people in care in New Zealand. It is without doubt an enormous opportunity and one which CREATE is taking extremely seriously. The CREATE Board has given its support to exploring the feasibility of an overseas expansion and over the coming months we will examine the risks and opportunities.

For CREATE to become an international organisation after such a short history would be a remarkable achievement. However, it would be a clear reflection of the relevance of the work we do and the ever increasing needs of children and young people in care not only in Australia, but around the world.



looking
forward

The continued support of our partners, AMP Capital Investors and the AMP Foundation, has allowed us to provide much needed support to children and young people, and also to affect change within the care system. The generosity of AMP staff and willingness to support CREATE at all levels, including volunteering for events and activities, has made a significant impact on the lives of children and young people with a care experience. Their support also extends to sponsoring our Summit dinner which was a resounding success this year.

For many children and young people, Christmas is a time of anxiety. With the support of our partners a ray of sunshine is offered by way of a CREATE Christmas party. Donations arrive from people from all walks of life, and our corporate partners certainly bring the Christmas spirit to CREATE. Thanks to Aon who not only donate presents and gift cards but volunteer to assist at the parties, as do our friends at ANZIIF in Melbourne. ANZIIF also honour CREATE with their Annual Charity Luncheon, and this provides CREATE with a wonderful opportunity to increase awareness of the issues facing children and young people in care, and strengthens our relationship with the insurance industry.

To the many dedicated volunteers who support the CREATE Foundation, we send our thanks on behalf of children and young people in care.



AMP Foundation and AMP Capital Investors

AMP Foundation's sponsorship of some of CREATE's pivotal roles in the areas of Marketing, Business Development and Policy and Research has proved instrumental to the growth that CREATE has experienced this year. In addition to funding these key positions, AMP Foundation continues to show its support by matching funds raised by AMP Capital Investors dollar-for-dollar as well as matching AMP's employee workplace giving program.

AMP Capital Investor's Big Bash Committee pulled out all the stops with their CREATE Melbourne Cup Carnival, raising an amazing \$32,000 which was generously dollar matched by the AMP Foundation, taking the fundraising total to \$64,000! This was an outstanding result with a \$20,000 increase in their previous year's event. This just proves quite how wonderfully committed AMP Capital Investors is to CREATE.

In addition to organising this event, AMP Capital Investors sponsored our third National Youth Advisory Council Summit in May, funded two CREATE Your Future workshops and clubCREATE –adopting a holistic approach to their support and spanning each of CREATE's key focus areas to CONNECT EMPOWER CHANGE.

At this year's Summit Dinner, CREATE acknowledged the wonderful support that Stephen Dunne and his team at AMP Capital Investors have shown CREATE since they began supporting us in 2006, with an award in recognition of AMP Capital Investor's long term support.

thank you

ANSVAR Insurance

Our young people have benefitted from the amazing generosity of ANSVAR Insurance who provided bursaries for two young people to attend the ISPCAN international conference to speak about the participation and engagement of children and young people. In addition, ANSVAR funded a CREATE young person who is part of the Australian Delegation to the UN in Geneva. These are trips of a lifetime for Gerry, Amanda and Krystal. These were not the only young people to benefit from ANSVAR's support, we also received \$23,000 from an ANSVAR Community Education grant towards our CREATE Your Future program and workshops.



ANZIIF

Every year ANZIIF staff generate a Christmas gift drive, in addition to offering gifts for children and young people, this year ANZIIF selected CREATE to benefit from their annual Charity Victorian luncheon, raising funds for CREATE through a raffle and silent auction.



Aon

From their annual donation which is vital funding for our work, to their dedicated team of much loved volunteers who regularly pack entering care kits, write birthday cards and help out at Christmas parties, to their hard work with their Christmas gift drive, to the work place giving donations and their all round support, encouragement and enthusiasm for all things CREATE, Aon continue to be a very special supporter of our work.



Beat the Bosses fundraising event

The 2010 fundraising highlight of the year was our very first Beat the Bosses Trivia night held at Doltone House, the atmosphere was electric and fiercely competitive as 260 of Australia's leading insurance and finance industry's CEOs and senior staff battled their wits to see who really can beat the boss. The evening was a huge success, raising an outstanding \$102,000 net profit in its conceptual year. Calliden's rose to the challenge to scoop the title and much fun was had by all attendees. The success of this event has made Beat the Bosses an annual fixture on the CREATE fundraising event calendar.



Corners for Kids

In March, a group of thrill seeking professionals from the financial services industry took on 3,000 corners covering 2,000km over four days to raise funds for CREATE and the Inspire Foundation. This was the twelfth year for the rally but the first year for CREATE. We were delighted to have been selected as a beneficiary and with just over \$11,500 raised were thrilled with the event. One of our Youth Advisory Group members happens to be a motorbike fanatic, so was given the chance to accompany the riders for the entire route in the support vehicle and it was a match made in heaven.



Dexus

Just before the end of the year, DEXUS shortlisted CREATE as their People's Choice charity for 2012, as voted by their employees. While CREATE just missed out, DEXUS have agreed to ongoing support and have included us in their corporate volunteering program. They have also agreed to donate a laptop every year for the CREATE Your Future Grant Scheme. We look forward to working alongside DEXUS over the years to come.



Mallesons Stephen Jacques

Leading law firm, Mallesons Stephen Jacques has provided the CREATE Foundation with excellent pro bono legal advice and services. Working with the CREATE Foundation for the past two years, Mallesons Stephen Jacques' support includes policy advice, leasing agreements and legal opinion.



Microsoft Australia

Microsoft Australia continue to be a constant source of in-kind donations from Xbox's as gifts, backpacks to use for our leaving care kits, Kinects and games to use at CREATE events, to donating software as part of their DonorTec program. Microsoft is always there to support us with our varied and frequent requests. This year we saw a 27% increase in staff contributions for CREATE via their Work Place Giving Program, of which they very generously matched dollar for dollar. CREATE values this partnership tremendously.



Origin Foundation

The Origin Foundation's generosity and level of support has been a welcomed boost, their commitment to bettering the lives of children and young people is highly commendable. Not only have they committed to funding CREATE Your Future workshops in VIC, QLD, SA & NSW, as well as employee contributions through workplace giving and skilled volunteer support they have also understood our need to get the CREATE Your Future program accredited and have agreed to fund a CREATE Your Future Project Worker for two years to help make this happen.



QBE

QBE continues to show their support and dedication to creating a better life and further awareness of the issues facing children and young people in care by donating 50% of the funds raised through their annual Big Dry Event for Mission Australia and CREATE. This year the event raised an amazing \$64,000, resulting in a \$32,000 donation to CREATE. QBE actively promotes our work through their marketing collateral and we look forward to working alongside the newly formed QBE Foundation.



Tim Fairfax Family Foundation

One of our biggest challenges is being able to reach and impact the lives of children and young people in care in remote areas, breaking down the isolation they feel and enabling those children to connect with others sharing the same experiences, their community and connecting with CREATE and the many ways we can offer support. Funding from the Tim Fairfax Family Foundation meant that we were able to schedule 16 connection events in remote areas across Australia.

Thanks to funding from the Tim Fairfax Family Foundation, fun and action packed events were held in remote areas including Palmerston and Alice Springs - the first ever CREATE connections events to take place in the NT; Townsville and Toowoomba, a location selected by CREATE in response to the devastating flooding. Other events took place Ulverstone and Launceston in Tasmania, Bunbury in WA and The Grampians in Victoria with over 300 children and carers attending events at unusual and fun locations such as desert parks, aquariums, bowling greens and adventure camps.

We were also able to use this funding to connect with children and young people in care through our clubCREATE magazines; for some of our members this is the only contact they have with CREATE, this funding enabled us to launch two age specific editions of the clubCREATE magazine, one for under 12s and one more suitable to teens and young people. The response and feedback has been fantastic. All of these amazing connecting activities simply would not have been possible without the support of the Tim Fairfax Family Foundation and we cannot thank them enough for their commitment to supporting disadvantaged children and youth in remote areas.

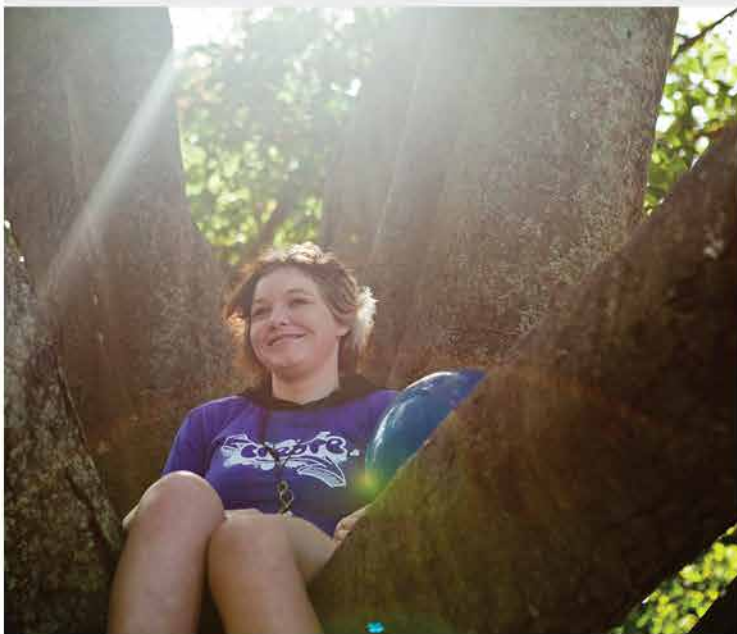
CREATE supporters

AMP Capital Investors	NAPCAN (National Association for Prevention of Child Abuse and Neglect)
AMP Foundation	Origin Foundation
ANZIIF	PricewaterhouseCoopers
ANSVAR	QBE Group Limited
Aon Charitable Foundation	Rob Swinton
Bennelong Foundation	Rob Keavney
Caledonia Foundation	SOHI Magazine
City of Palmerston	State Trustees Australia
Constellation Hotels	Foundation – Callander
Corners for Kids	Children's Fund
Darwin City Council	Steadfast Group Limited
Dexus Property Group	Tasmanian Community Fund
Guild Group	Tim Fairfax Family Foundation
KPMG	The Care Connection
LeasePlan	Wendy's Foundation
Lords Mayors Charitable Foundation	White Marketing
Mallesons Stephen Jaques	
Maple-Brown Abbott	
Microsoft Australia	

and all those individuals that have supported the CREATE Foundation over the past year, in helping to create a better life for children and young people in care across Australia.









Government funding bodies

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

Commonwealth Government

Department of Families, Housing, Community Services and Indigenous Affairs

State and Territory Governments

Office of Children, Youth and Family Support (ACT)

Department of Disability, Housing and Community Services (ACT)

Department of Human Services, Community Services (NSW)

Department of Health and Community Services (NT)

Department of Communities (QLD)

Department for Families and Communities (SA)

Department of Health and Human Services (TAS)

Department of Human Services (Vic)

Department for Child Protection (WA)

Our volunteers

As a small charity organisation with offices in every capital city, much of what we do is reliant upon the generous support of volunteers who donate their time and energy. These special people come from all walks of life – the corporate sector as well community volunteers.

Office volunteers pack entering care kits, write birthday cards, pack clubCREATE magazines, enter data and provide other administrative support. Volunteers also assist at our Christmas parties, teach our young people how to cook, fundraise and participate in connections events.

To CREATE,

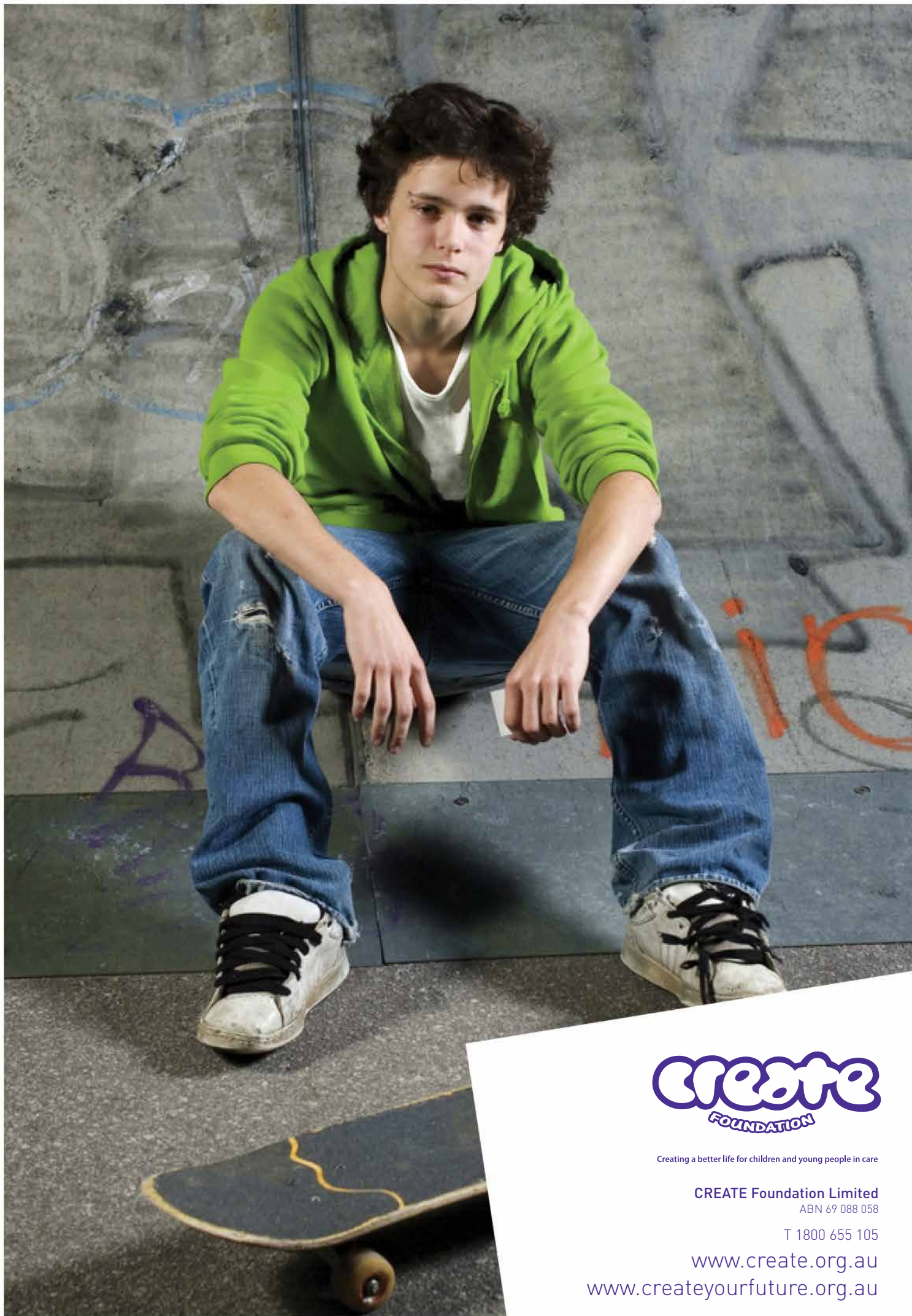
Why do you help children like me? What makes you want to do it? When did you think it needed to be done? Who had the idea, that children's rights mattered. Where in the world did they get the idea from? I want to thank the person/people that made it happen. No body would



have made me felt like I belonged like you guys did. I hope you keep making kids like me feel right or we might not make it. It happens to too many and they need to be warned of it. You guys rule for what you do. Thanks a lot

Maddie





Creating a better life for children and young people in care

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www.createyourfuture.org.au