

create

FOUNDATION

Annual Review 2012



Creating a better life
for children and young
people in care

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Chairman's Foreword

Over the year CREATE has been able to successfully broaden its reach to those in the care system, particularly in regional Australia and to Aboriginal children. These are small steps in a long and challenging journey to turn CREATE into a significant provider of services, programs, activities and grants to young people in care.

2012 has been a positive year with continued support from territorial, state and commonwealth government jurisdictions. Without this support CREATE faces significant hurdles in getting access to young people in care, whether it is to provide support, services or to provide an avenue for young people to express their frustrations with a stressed and at times dysfunctional care environment.

CREATE's greatest leverage is in its ability to give young people a voice that might serve to help government and service providers understand and address any short comings of the care system.

On the positive side CREATE staff, aided by young people, have spoken up at every opportunity. CREATE continues to enhance its profile as the peak body for young people in care and we can point to some important changes in the care system where we have been influential.

On behalf of the CREATE Board I would like to thank the dedicated team at CREATE for their tireless efforts and to thank our corporate and government supporters who continue to make our goals achievable.

David Matcham
Chairman
CREATE Foundation Board of Directors



From the CEO

CREATE is committed to connecting with children and young people in care, and this year we have focused on developing connections in regional areas of Australia with excellent results. We proudly saw our first regional office open in Alice Springs, and established hubs in Newcastle and in Burnie. As a result, we have been able to reach a record number of children and young people in care, and our Aboriginal and Torres Strait Islander membership for clubCREATE has surpassed our expectations. We successfully secured funding from Origin Foundation enabling a satellite site to run our CREATE Your Future program in Townsville. We aim to secure additional funding to establish a base in Townsville to provide services to children and young people in north Queensland. By developing local relationships and connections, and by having staff on the ground in regional sites, CREATE has been able to make a difference.

The CREATE Your Future program has gone from strength to strength this year. The hard work of staff on the ground promoting this service to young people, coupled with a comprehensive marketing strategy, has yielded great results. Connecting with young people who are highly disengaged, and who traditionally do not access external services, has taken time and dedication, and we are pleased to be making excellent progress. This program would not be possible without our tripartite sponsorship arrangement. The program is funded by the Commonwealth through the Homelessness Branch, by State in Tasmania and ACT, and by our corporate partners Origin Foundation.

Over the last 12 months CREATE has sought advice from its lawyers, King & Wood Mallesons, and worked intensively with state governments to identify ways for CREATE to access the contact details of children and young people in care. Results have been mixed, however, the exercise has been valuable in CREATE's efforts to be able to achieve its mandate of providing services to all children and young people in care. Our thanks are extended to state governments who have worked tirelessly with us towards this aim.

The 2012 Report Card is underway and this time we focus on the perception of children and young people around the central seven life domains (as identified within the LAC framework). The Be.Heard reporting tool has been utilised to capture the voices of children and young people, and we anticipate that the Report will be released in early 2013.

The CREATE team has grown significantly over the past few years and we continue to offer quality induction and staff training, as well as development opportunities to maximise the depth of experience we now have within our team. Special thanks go to RogenSi, who have provided us with leadership skills training for our Leadership Committee and our State Coordinators; and bespoke training and coaching for managers and young people.



The second *Beat the Bosses* fundraising event was held at The Ivy in Sydney, with the who's who of the insurance and finance sector supporting the event. The auction was fast and furious, and bidding was whipped into a frenzy by the more than charismatic auctioneer, resulting in the event raising approximately \$140K for CREATE's services to children and young people. David Hill, our Patron, and Stephen Smith, a CREATE Ambassador; both gave compelling speeches to cement the success of the evening.

Our services and support to children and young people would not be possible without the dedication of CREATE staff. The results we have achieved this year demonstrate that they have never lost sight of our goals and have worked incredibly hard to achieve them and to make a difference. Thanks also to the Leadership Committee for their continued support and passion to make a difference in the lives of children and young people in care. I would like to also acknowledge the support of the CREATE Board for their commitment to the organisation, and for their wise counsel. To our Chairman, David Matcham, a huge thank you for his unwavering support, and for his significant role in promoting CREATE in the corporate domain to mobilise large scale support through the *Beat the Bosses* event, which has been a resounding success.

Lastly, and most importantly I acknowledge the incredible children and young people that we have the pleasure to work with every day. We are amazed by your strength, resilience and capacity, and we are truly privileged to work with you to make the system more responsive and supportive.

Jacqui Reed
Chief Executive Officer
CREATE Foundation

“I acknowledge the incredible children and young people that we have the pleasure to work with every day.”



mission
vision +
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 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.



David Coney

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.



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 the 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 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.



Robyn Miller

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.





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

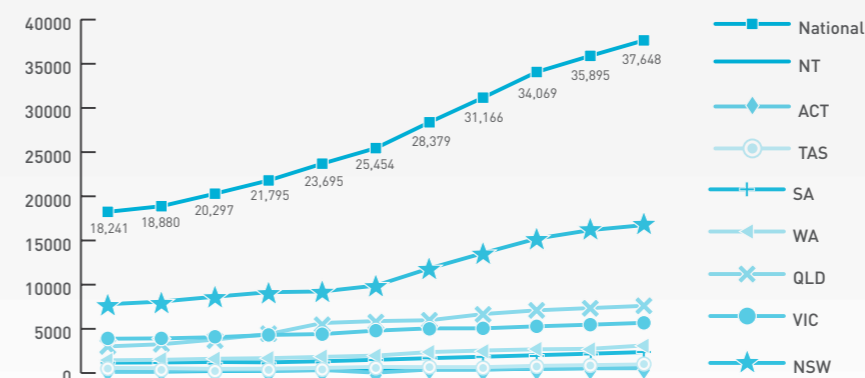
Richard Hill is an investment banker and lawyer and spent many years working in London, Hong Kong and New York with the HSBC Bank Group. He is the Chairman of the Westmead Millennium Institute for Medical Research. He is also the Chairman of Sirtex Medical Limited and Calliden Insurance Group which are 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.



Australia has a national framework for protecting children and has national out-of-home care standards. Australia does not have uniform child protection laws and therefore, statutory child care and protection is the responsibility of state and territory governments.

State and territory child protection departments are responsible for: investigating allegations of harm to a child or young person; working with families to increase their capacity to care for their children; and where family cohesion cannot be maintained, departments are responsible for the care and protection of children out of their immediate family environment. It is only when a child is the subject of a court order that provides them with the care and protection of the state, that they enter 'out-of-home care'. Out-of-home care services are increasingly provided by the not-for profit sector.

Over the past 10 years the number of children and young people in out-of-home care has more than doubled. As at 30 June 2001 there were 18,241 children aged 0 to 17 in care and at 30 June 2011 this had increased to 37,648.¹ The chart below shows the increase of children and young people in care over 10 years.²

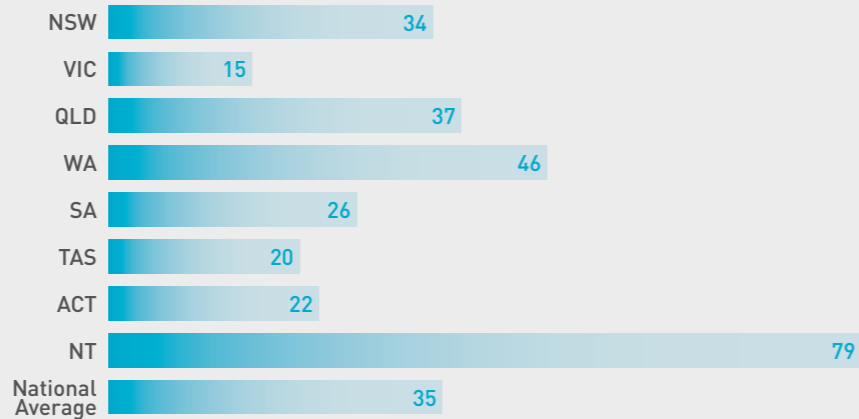


The graph shows that there has been a significant increase of children and young people in care over the past 10 years. It shows that approximately 45% of the national out-of-home care population resides in NSW; and that whilst some jurisdictions have relatively low in care populations, all jurisdictions have increasing numbers.

¹Australian Institute of Health and Welfare. 2003. *Child protection Australia 2001-2*, Child Welfare Series Number 32, p 39; Australian Institute of Health and Welfare. 2012. *Child protection Australia 2010-11*, Child Welfare Series Number 53, p 38.
²Figures are taken from: Australian Institute of Health and Welfare. 2008. *Child protection Australia 2006-07*, Child Welfare Series Number 43; AIHW, 2012, above n 1.

Aboriginal and Torres Strait Islander children and young people are over represented in the child protection system and are in care at 10 times the rate of non-Aboriginal and Torres Strait Islander children.³ The graph below shows the percentage of Aboriginal and Torres Strait Islanders in care by jurisdiction at 30 June 2011.⁴

Percentage of Aboriginal and Torres Strait Islander children and young people in care at 30 June 2011



The graph shows that nationally, 35% of the out-of-home care population are Aboriginal or Torres Strait Islander. It also shows that in some jurisdictions such as the Northern Territory and Western Australia, the Aboriginal and Torres Strait Islander in care population is much higher than the national average.

Between 2007 and 2011, Aboriginal and Torres Strait Islander children and young people have represented 30% to 35% of the total national out-of-home care population.⁵ Apart from over-representation, this tends to suggest that all children and young people, irrespective of their ethnicity, are increasingly in out-of-home care.



³ AIHW, 2012, above n 1.
⁴ Data extracted and re-calculated from a series of AIHW child protection series reports.
⁵ Data extracted and re-calculated from a series of AIHW child protection series reports.

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 it plays 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 maximise 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.



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

What an amazing year for clubCREATE members, CREATE's key connection mechanism. This year CREATE has seen a large increase in children and young people accessing its services across the country.

Membership increase

In this reporting period, CREATE has seen a 40% growth in new memberships with 3,134 new members across the country. clubCREATE is the 'gateway' to connect children and young people together and to facilitate their access to CREATE's programs and activities.

CREATE is proud to have Aboriginal children and young people make up 20% of its membership, and actively works to connect and advocate for this most marginalised group of Australian children. 25% of all new memberships in 2012 have been Aboriginal children and young people. CREATE will continue to strive to be culturally relevant for all clubCREATE members with continued partnerships and advisors from Aboriginal communities.

Connections events

Connections events are an important opportunity for children and young people in care to meet others in similar circumstances, to share their stories, and have some fun in what can be a very difficult time in their lives. Many Connections events have been held around the country including Christmas and Easter parties, Child Protection Week events, movie days, football outings, show me the culture days, winter wonderland events and even a Mad Hatter's tea party. 3,158 children and young people with a care experienced had the opportunity this year to come together and connect.

clubCREATE magazine

Bi-monthly, clubCREATE members receive an age-appropriate clubCREATE magazine, which has the latest happenings from all states and territories, competitions, puzzles, colouring in competitions, personal stories and poetry from young people.

Entering Care Kits and Welcome Packs

clubCREATE is available nationally and provides young people with a membership card and a welcome pack, which includes information about being in care and about CREATE programs and activities. An Entering Care Kit is provided to children and young people entering care for the first time who join clubCREATE. An Entering Care Kit

is a backpack full of goodies about CREATE, information about the child/young person's rights while in care, and some personal items to assist with their transition into care and to reduce any sense of isolation.

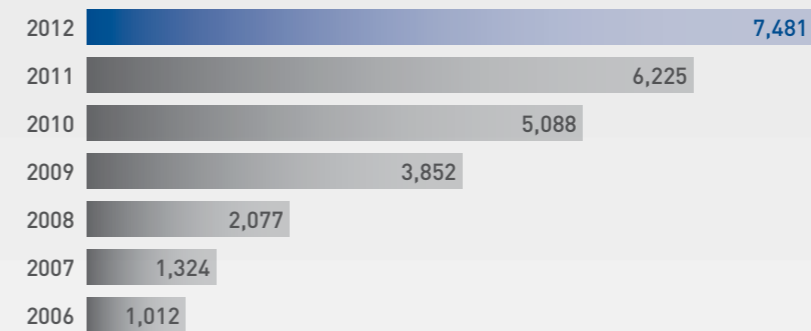
Websites dedicated to children and young people

www.clubcreate.org.au

This website provides an online space for children and young people in care to connect, upload artwork, stories, poetry, play games, read an online version of the clubCREATE magazine and enter competitions. It also enables children and young people to join clubCREATE online, and links to CREATE in their state so they can tap into current information in their area, and make contact with their local CREATE team.

During the 2011/12 reporting period, net membership to clubCREATE has risen significantly and is outlined as follows:

Growth in clubCREATE membership



clubCREATE membership by state

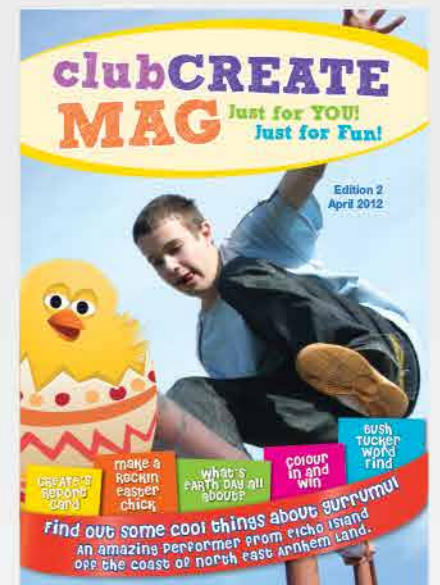
ACT	NSW	NT	QLD	SA	TAS	VIC	WA	Total
125	2,081	312	1,663	558	750	1,215	777	7,481

clubCREATE – the year that was!

Entering care kits (for all children and young people entering the care system) distributed	1,256
Welcome packs and membership cards distributed	1,736
Birthday cards distributed	6,663
clubCREATE magazine 0-25 years	7,481 p/qtr
	total participants 3,158
Connections events/activities (includes activities, movies, football events etc) total participants	892 Indigenous children and young people



Over 12s Edition 2 April 2012



Under 12s Edition 2 April 2012



NT Social Marketing CREATEive Arts Project

In November 2011, the Department of Children and Families commissioned CREATE in Darwin to assist them with their 'Social Marketing, CREATEive Arts Project'. The purpose of the CREATEive Arts Project was to facilitate art based activities for children and young people in out-of-home care (including kinship care) of all ages. The activities included drawings, artwork and collages and enabled a number of pieces to be developed. The activities also provided a photo shoot opportunity which enhanced the diversity of imagery available to both CREATE, and to the Department of Children and Families, for marketing purposes.



Two CREATEive Arts Project events were held. In the first, Larrakia Arts hosted CREATE with a small group of Indigenous Aboriginal young people aged 13 to 21 years old, and two of Larrakia descent at Bagot Community to learn the art of lino printing. The attention, concentration and intensity of the young people throughout the workshop was overwhelming. Young people worked quietly and individually with their heads down occasionally seeking advice and engaging with the Larrakia Artist who provided mentoring. Young people were free to design their own prints, many drawn toward sacred Indigenous totems including turtles and stingrays. The evening ended in camaraderie over dinner with all present sharing a sense of connectedness and pride in their artistic achievements.



The second event was the CREATE Open Arts Community Event on 30th November. Local artists, Clinton and Sylvia Gaykamungu, from Arnhem Land and Ngukkar respectively, facilitated traditional Aboriginal painting on canvas, whilst talking with children and young people about totems, dreaming, and sharing techniques such as the Yolgnu people's crosshatch design. Again, totems featured in the children and young people's canvas works including varieties of top end birds, turtles, dugong and shark. The completed works were of amazing standard and can now be viewed in large print copies on the walls in both the Darwin and Alice Springs CREATE offices.

Dr McDowall, CREATE Board Member, was responsible for taking the photographs at both CREATEive Arts Project events, and for providing the images to the Department of Children and Families for use in their publications, and for their marketing materials.

Getting CREATEive in the NT

TAS clubCREATE Events

On 22nd December 2011, over 330 clubCREATE members, 120 carers and 30 community volunteers attended Tasmania's clubCREATE Christmas party, which was held at the Campbell Town Show Grounds. It was a jam-packed day of action with young people making the most of all the activities on offer. When young people weren't busy getting their faces painted, they were on the jumping castle, riding the surf board, playing laser skirmish, slot car racing or, flying down the giant slide. And, for our under 12 clubCREATE members there was an animal nursery where children could cuddle the baby animals.

If that wasn't enough, big time celebrities made some guest appearances including Elmo, Shrek and Big Bird. But the highlight of the day was when Santa took some time out of his busy schedule and left his workshop to arrive at the party. Sadly, his reindeers weren't up to the unexpected Tasmanian hot day. Thankfully, the local fire department was available to give Santa a lift aboard their fire truck which made quite an entrance. Not to mention that every child and young person got an early present from Santa for being on his extra-nice list.

The success of the event was largely due to the engagement between the Tasmanian CREATE crew, and local agencies in Tasmania who all came together to hold one huge Christmas party. CREATE would like to thank all the partners who enabled this event to take place. Thank you to the Salvation Army, DHHS - South, DHHS - North, DHHS - North/West, Life Without Barriers, Commissioner for Children's Office, FCAT South, FCAT North, Anglicare, and Uniting Care.

What the young people had to say:

"It was really fun"

Hannah, 13

"Having a great day"

Shamika, 7

"I liked playing on the cars"

Caleb, 4



CREATE staff, children and young people enjoy Christmas in Tasmania





Above: Dressing up Halloween style

Below: Face painting for Halloween



TAS Halloween Party

A couple of days before Halloween, the Tasmanian CREATE crew held a Halloween party for 151 young people in care and their carers. The party was held at Woody's Skate and Play in Glenorchy. The night was filled with witches and devils, as well as many Halloween themed games and skating, but, clubCREATE under 12 members preferred the not-so-scary play centre, jumping castle and face painting.

The night included a fashion parade of all the clubCREATE participants in their costumes and the judges had a difficult time picking the winner. The Halloween party is becoming more and more popular in Tasmania, with many clubCREATE members making it an annual event not to be missed.

What the young people had to say:

"Nice work, loved it"

Kayla, 12

"I had a great night"

Janita, 11

"It was fantastic as usual"

Lyn, carer

"It was lots of fun and there were lots of kids dressed up. They looked cute"

Tara, 15

Carn the Kids

Carn the kids is an initiative by long-term CREATE supporter, LeasePlan 'to provide fun stuff to some of the kids who might sometimes miss out'.

Since 2002, LeasePlan has distributed sporting match tickets to over 20,000 children and young people from various charities at North Melbourne Football Club, Melbourne Victory Football Club and the National Lacrosse League All Stars, as well as the opportunity to participate in a workshop with the Melbourne Symphony Orchestra.

For many years, a large number of clubCREATE members have attended these events all over Australia. During the 2011/12 financial year, a total of 672 tickets were distributed to clubCREATE members. In Victoria, 597 tickets were distributed, Queensland saw 35 tickets distributed for soccer and NBL games, and Western Australia received 40 tickets for soccer matches.

This year is LeasePlan's 10th anniversary and the Victorian State Coordinator attended the celebration held at the North Melbourne Football club.

...an initiative 'to provide fun stuff to some kids who might sometimes miss out'.



Above: Kick off time

Below: Celebrating LeasePlan's 10th anniversary





CREATE Mates

The CREATE Mates program is an initiative to increase CREATE's stakeholder engagement across the sector. The aim of the program is to establish a 'mate' in every local department and agency. This 'mate' will be the CREATE voice within their office responsible for distributing CREATE information and promoting CREATE to their colleagues.

CREATE Mates have been instrumental in increasing clubCREATE membership. While CREATE Mates inform their colleagues about CREATE, they encourage their colleagues to join their children and young people with a care experience to become a clubCREATE member. The result is more children and young people with a care experience engage with CREATE, helping to support CREATE's strategic goal and mission to 'Extend our reach to every child and young person with a care experience'. In addition, CREATE Mates 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.

This year, each CREATE state office has worked hard to establish a CREATE Mate in each and every local department office and also in non-government organisations, foster care associations and with CREATE's corporate sponsors. These CREATE Mates are instrumental in promoting the work of CREATE to their colleagues and supporting its programs.

In Western Australia, the CREATE team has focused on rolling out the CREATE Mates initiative throughout the state. It has found that CREATE Mates have been instrumental in connecting CREATE with workers, and with children and young people with a care experience in the state. Numbers have far exceeded expectations with 46 CREATE Mates within department offices connecting young people to CREATE.

Since the roll out, CREATE in WA has seen a 220% increase in the number of new clubCREATE members, from 71 new members (July – December 2011) to 156 new members (January – June 2012). Of the 156 new members who joined clubCREATE in 2012, 68% identify as Aboriginal. CREATE in WA would like to recognise the efforts of CREATE Mates in Carnarvon, Fremantle, east Perth and Broome who have done a fantastic job in promoting clubCREATE to children and young people in the area particularly those with an Aboriginal background.

CREATE Mates throughout Australia

	ACT	NSW	NT	QLD	SA	TAS	VIC	WA	Total
Localities	8	59	19	61	54	4	40	42	287
Departmental	5	57	18	44	56	18	56	45	299

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: Young Consultants Training (YCT), Mission:be (South Australia), Youth Advisory Groups (YAG) and the CREATE Your Future program.

Young Consultants Training

Young Consultants Training courses held	17
Young people attending	115
% of Indigenous young people	12%

At CREATE young people always come first and CREATE makes sure that children and young people in care have a voice. One way that this is achieved is through Young Consultants Training (YCT). YCT is a two day leadership and advocacy training course for young people aged 14 - 25 years old who have a care experience. Throughout the course, young people learn about CREATE, the care sector, communication, facilitation skills, public speaking, advocacy and much more. Upon completion of the training young people are armed with the skills and knowledge to work alongside CREATE to facilitate programs and events, mentor new Young Consultants and advocate for change in the care sector.

During the 2011/12 financial year, the Victorian CREATE team had the privilege of training 26 amazing Young Consultants including four Aboriginal young people. Attendees came from a number of regions including Gippsland, Southern Metropolitan, North West, Barwon, Hume, and Eastern.

CREATE saw a real shift in YCT this year, with Young Consultants from previous training courses co-facilitate the bulk of the program. Participants came from a variety of backgrounds including kinship care, foster care, residential care, permanent care, lead tenant, supported accommodation and independent living.

empower

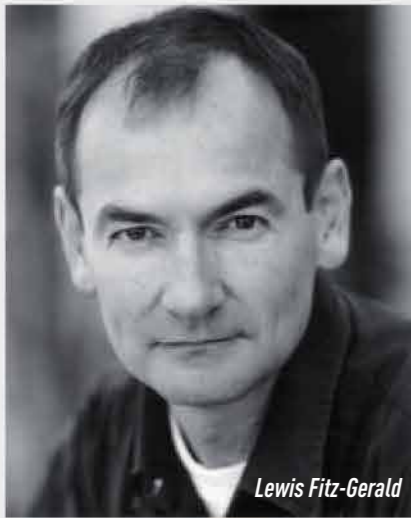


ACT Young Consultants meet ACT Greens Leader and Spokesperson for Education and Training, Meredith Hunter.



"I learnt many useful things. It has helped me to use my strengths to the fullest"

"You learn something everyday at YCT"



Lewis Fitz-Gerald

Out of the Frying Pan; a Documentary on Young People in Care

During May and June 2012, a number of CREATE Young Consultants participated in an hour long documentary about Australia's care system. The documentary called *Out of the Frying Pan*, was directed by Lewis Fitz-Gerald, a famous Australian actor, writer and director, from TV shows such as *Home and Away*, *Neighbours*, *Underbelly* and *McLeod's Daughters*. Lewis Fitz-Gerald is making the documentary as part of his PhD at university and hopes that it is used by organisations like CREATE to generate an awareness of the issues faced by children and young people in care, and as a result improve the system.

Lewis Fitz-Gerald first became aware of the experiences of children and young people in care by reading the book *The Forgotten Children*, which was written by David Hill, CREATE Patron. After hearing Kevin Rudd's apology to the Forgotten Australians, Lewis Fitz-Gerald got in contact with CREATE CEO, Jacqui Reed, to discuss the project.

Said Lewis Fitz-Gerald: "I spoke to Jacqui Reed who told me all about young people in care today. Then I knew I had to do something. I also have two sons who are aged 12 and 16. As a parent, when I became familiar with the outcomes for young people in care, it alarmed me. I thought, for whatever reason if my boys had to go into care, there is a possibility they might end up involved with the juvenile justice system or worse."

From his experiences directing the documentary, Lewis Fitz-Gerald comments: "I learned that the young people have experienced a great deal more hardship than I have, but they've shown tremendous character and resolve. They taught me that you can overcome hardship, you can overcome your past and you can overcome adversity no matter what. I also noticed that the young people I spoke with have a massive drive to be themselves which is really great to see."

What CREATE Young Consultants had to say about the project:

"I hope that other young people with a care experience, see the film and be empowered and expect to be treated as an individual, not just a young person in care. Lewis was really nice and very caring. He was one of the nicest people I've met in a while."

Sarah, 18, SA

"Lewis was really respectful and already understood a lot about young people's experience in care."

"Made me think about the bigger picture and feel like I wasn't the only kid in care."

*"The documentary was a chance for young people to talk about the things they've been through in care. I think the title *Out of the Frying Pan* is a good metaphor for what it's about. I hope other people in foster care will see it and realise that in the end, it's not that bad."*

Xavier, 18, NSW



Sarah



Josh



Ayesha



Xavier

CREATE's Trainees

As part of CREATE's three year strategic plan, it aims to provide traineeships in each state and territory. Traineeships are a great way for young people to enter the work force by studying and gaining practical work experience. It is also a great opportunity for young people to feel empowered in taking the first steps in their careers – particularly with a youth focused organisation like CREATE. At present, CREATE has two trainees, Rachel Sammut who is based in the Melbourne office, and Tua-Leigh Bright who works out of CREATE's Sydney national office.

Rachel Sammut is 19 years old and started in the Victorian state office in March 2012. "I found out about the traineeship through my worker Robyn from Whitley Young Women's Support Service. I told her I wanted to do a Business Admin traineeship and she let me know about the one being advertised at CREATE. I had two phone interviews with the Australian Training Company. Then I had an interview with the VIC State Coordinator, Cathy and a VIC Community Facilitator, Lauren. And the next day I got told I got the job. I was so excited and happy because I had been looking for a job for a while and I know of CREATE through my care experience."

Rachel supports the VIC team in managing the office. "I answer the phone. That is my main job." She also updates the clubCREATE database ensuring all Victorian members have their correct details at CREATE. "I also coordinate Carn the Kids which is a program of free footy and soccer tickets to our clubCREATE members. I take the registrations and liaise with LeasePlan who donate the tickets to us." The traineeship at CREATE has helped Rachel to figure out her next steps with her career, "I'm still deciding whether I want to do a Certificate IV in Property Management or a Certificate IV in Business as I am interested in real estate". To compliment her practical work hours, Rachel is studying a Certificate III in Business. "The work part is more useful, but you really need both," she says.

Tua-Leigh, Trainee Office Administrator at Sydney national office, 19 years old agrees, "Both study and working balance out each other. I am a very practical learner – so working and studying at the same time is really beneficial for me. Previously, I wanted to go to university and study a Bachelor of Art focusing on media production as I am quite a creative person. However, CREATE has opened my mind. So now I would like to be a Community Facilitator and use my creativity to create fun events that will benefit kids in care."

Tua-Leigh was looking for work and wanted to find something where she could learn and work at the same time. "I looked at a few traineeships and stopped when I got to CREATE. I really enjoyed what CREATE does and the values it practices. I had three interviews – one with the traineeship manager and two with the HR Manager, Leisa, and the HR Assistant, Sara. I was speechless when I got the traineeship. I felt like I was starting my life."

Every Wednesday Tua-Leigh is at TAFE completing her Certificate III in Business. When she is not studying, she is responsible for taking



Above Rachel Sammut

Below: Tua-Leigh Bright



care of the mail, updating spread sheets, taking phone calls, general reception and administrative duties. "I have also been given projects to do on my own, which helps my learning. I am creating a database for young people for services they can access in the community. It was really interesting to work on as I didn't know of the services available. I have also been given the responsibility to design a postcard for CREATE."

While both trainees say they have learnt a lot in the short few months they have been at CREATE, both remember the challenges they faced prior to starting. Rachel advises young people looking for work to, "Stick at it and don't let one rejection stop you. Get out there and try another place." Tua-Leigh echoes her peer's words of advice, "My advice to someone starting out would be to use all that strength inside you to take steps forward in your life because at the end of the road you'll fulfil your dreams."



Connections events in Tasmania

Regional Expansion in Tasmania

Within CREATE's new strategic plan, there is an aim to increase services to children and young people in regional and remote areas by opening more regional offices and hubs throughout Australia. In early 2012, CREATE opened its Newcastle hub to reach the large percentage of children and young people in care in the Newcastle and Hunter Region. Expansion then took place in CREATE's Northern Territory operations with the opening of an office in Alice Springs to reach the highly vulnerable children and young people in care in this remote region.

Most recently, CREATE opened a hub in the north of Tasmania. The north and north-west of Tasmania account for 44% of Tasmania's out-of-home care population. In March 2012, CREATE held a clubCREATE Connections event for 83 young people in care and their 37 carers in Ulverstone at the Water Slide park. The day was hugely successful and included a barbecue for the young people to meet the CREATE team and each other. There was even some early Easter egg hunting in the park to finish the day. According to one carer, "Great day out, the kids had an awesome time, well fed, best day!"

Following this, the Tasmanian CREATE crew held the first north-west Youth Advisory Group in May. Two buses were organised to pick participants up in Launceston and Burnie to bring young people from the north and north-west to meet in Latrobe. A record number of young people, 22 in total, took part in the YAG. This was a great opportunity for young people with a care experience to come together, meet each other and learn about what CREATE does.

What people had to say:

"I loved the waterslide and playground."

Female, 13

"Thank you, I had lots of fun."

Male, 15

"I loved everything about today."

Female, 12

"It was fun watching people going down the waterslide and the games were fun."

Female, 13

Mission:be in South Australia

Mission:be is a unique empowerment program that seeks to assist young people to build positive self-concept, break down personal barriers and step outside of their comfort zones. This seven module program allows participants to complete their Bronze Duke of Edinburgh's Award and to obtain 10 Stage One SACE (South Australian Certificate of Education) points over its three month duration.

The focus of Mission:be is to develop the self-esteem and self-concept of the young people participating. It seeks to gradually break down personal barriers whilst encouraging young people to explore their strengths and interests, all the while developing skills in team work, conflict resolution, communication and negotiation.

Funded by Families SA, Mission:be has been running in South Australia for over a decade. In the first half of 2012, seven young people successfully participated in the program with a number of them completing their Bronze Duke of Edinburgh Award as well as a Senior First Aid certificate.

"Seeing the extent of the growth and development that can take place in a young person over a three month period is one of the highlights of my role." says Claudine Scalzi, SA Community Facilitator who coordinates the program. "Having the opportunity to connect with other young people in care through Mission:be is just such a great way for young people to realise that they're not alone in their experience of the out-of-home-care system." Mission:be participants would tend to agree. "Being involved in a caring, stimulating environment gave me a sense of belonging and an opportunity to meet other young people in the same situation as me." says Tamara O'Donnell, previous Mission:be graduate.

The success of Mission:be is assisted by the members of an action and support team comprised of staff from other agencies caring for young people. In 2012, CREATE worked alongside Anglicare, South Australia Police, and Baptist Care SA to ensure the meaningful engagement of young people in all of the activities that have been offered. Mission:be will run for a second time in 2012 from August through to November.

"It is fantastic to see young people sharing their experiences and teaching other young people leadership skills." CREATE



Jacqui Reed, CEO CREATE Foundation, with Mission:be graduates.



All Things YAG (Youth Advisory Group)

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	85
Number of children and young people attending	595
% of Indigenous children and young people	10%



Connections event in NSW

Consultations and Youth Advisory Groups

The NSW CREATE team ran 15 Youth Advisory Groups (YAGs) over the financial year and with increased promotion and engagement efforts, enabled an increase in participation within these groups. In the last financial year, CREATE in NSW ran six YAG meetings with an average of five participants attending each. This financial year there was an average of eight participants per YAG, with 23 participants attending the February YAG and 16 the April YAG.

The NSW CREATE team has raised awareness of CREATE in the community to increase young people's participation, and to ensure children and young people with a care experience have a voice. The team have worked hard to increase the number of young people who know about CREATE and to position CREATE as a fun organisation with lots of engagement activities and events taking place. This has been facilitated by Connections events in locations such as Luna Park and Taronga Zoo, as well as holding 'Super Days' which were packed with CREATE Your Future life skills development workshops, Young Consultants Training empowerment modules, and fun activities all in the one day.

Within the last financial year, young people with a care experience in NSW were able to participate in two consultations. The first was to consult on the Children and Young Persons (Care and Protection) Act 1998. The second was to consult on the Children and Young Persons (Care and Protection) Regulation 2000. These consultations ensured young people with a care experience had a voice on policy development that would impact upon them. The NSW CREATE crew ensured that individuals consulted represented the cultural and social diversity of all young people in care.



Youth Advisory Group participation 2011/12

	ACT	NSW	NT	QLD	SA	TAS	VIC	WA	Total
Number of events held in reporting period	8	15	6	9	19	7	10	11	85
Total number of CYP attending these events	29	121	45	86	63	91	72	88	595
Total number of Indigenous CYP attending these events	0	3	18	13	0	13	10	0	57

Consultation participation 2011/12

	ACT	NSW	NT	QLD	SA	TAS	VIC	WA	Total
Number of consultations held with CYP	3	10	3	34	5	1	0	1	57
Number of CYP consulted	4	61	6	62	16	17	0	5	171
Number of Indigenous CYP consulted	1	3	2	13	2	2	0	0	23



“Getting my Cert. IV is such a great opportunity to enhance my skills to help me down my life path. It would have been so much harder to achieve this without CREATE’s help.”

Pip, VIC
(education/training grant)

“I’m studying Italian which is a language I love. This is the first opportunity to explore Italy properly and enjoy it in person. I would never have gone ahead with the school trip, without CREATE.” Claudia, NSW
(education/training grant)

“I was so ecstatic when I read the successful letter, I jumped up and down! This grant will help me with my study goals and better my skills. Hopefully my laptop and business course will help me go further in my career.”

Kirsty Lee, NSW
(business course and laptop)
Indigenous young person

CREATE Your Future

CREATE Your Future is a holistic, life-skills program for young people who are preparing to transition from care. The program has three components:

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

Workshops

A series of one day workshops covering education, employment, smart spending and a whole range of practical topics, designed as introductions to independent living skills.

Eight week program

An intensive 24 day empowerment program that covers areas including education, employment, health and wellbeing, finances and a range of life skills. The program is designed so young people not only walk away with practical skills, but also tangible resources like a Medicare card, a birth certificate, and an outfit to dress for success at an interview.

Grant Scheme

A scheme to financially assist young people transitioning from care to realise their dreams in areas like education, travel, health and wellbeing, and drivers' license support.

CYF website

A bespoke website dedicated to the provision of information, services and supports available for young people transitioning from care. The website has both national and state information and can be used as a one stop shop for young people transitioning from out-of-home care.

www.createyourfuture.org.au

CREATE Your Future activities

Number of sessions held	81
Number of young people completing sessions	140
% of Indigenous young people completing sessions	31%
Number of workshops held	111
Number of young people attending workshops	701
% of Indigenous young people attending workshops	17%

CREATE Your Future in Tasmania

Tasmania has seen the success of two CREATE Your Future programs in February and in June 2012. After completing sessions covering all elements to successfully transition from care, 24 young people graduated from the program. So many important friendships were made and the young people had masses of fun participating in activities such as abseiling, circus skills, high ropes, fishing, rock climbing, archery, roller-skating and laser skirmish. Both groups productively planned their own graduation party and learnt many skills from the program which have prepared them for their future.

Website



www.createyourfuture.org.au

CREATE Your Future grant scheme

The CREATE Your Future grant scheme provides funding support to young people aged 15 – 25 years to enable them to reach their full potential. This year \$31,243 was provided via grants to 31 young people in care. Items requested included laptops and driving lessons, which once again proved popular and other more interesting items were granted such as shearing courses, keyboards and acting classes.



Having fun during CREATE Your Future program in Tasmania

“Heaps excited to get these driving lessons, it was such great news. CREATE is helping me grow up, get independent. I’m one step closer to becoming an adult.”

Jess, NSW (driving lessons)



Learning to surf during CREATE Your Future camp in Victoria



“CREATE Your Future is really helpful if you want to learn about independent living and you make new friends as well!...I learnt about housing and money plus budgeting... it’s really fun and it a great experience”

Maggie

CREATE Your Future in Victoria

From 2010, the Victorian CREATE office has been funded by the Origin Foundation to deliver CREATE Your Future workshops to young people with a care experience. The workshop series equip young people to transition to independence by providing them with essential life skills for a better future. Over the 2011/12 financial year, CREATE Your Future has been delivered to 126 Victorians aged between 15 and 25 years old with a care experience. CREATE has run a number of single day workshops and also two camps covering all four workshops.

The camps are a great way of creating opportunities for young people to participate in the workshops who normally may be restricted due to their geographical location. Each camp was offered for a particular age group, the first for 14 - 17 year olds, the other for 18 - 25 year olds. Prior to the camp, young people participate in the Great Race workshop which provides them with information about services in Melbourne, and enables friendships to develop within the group. The Great Race is coordinated with the assistance of volunteers. The three day camp adventure kicks off by reuniting participants at Sokil retreat in Angelsea.

Participants of the workshops explore ways to Think Outside the Square by chunking and breaking down information into manageable parts through the practice of hip hop or surfing. They learn about resumes and applying for jobs, putting their newfound knowledge into practice with mock job interviews. They also learn about educational pathways, housing options and pick up some handy hints from guest speakers on how to navigate Centrelink, and how to manage a budget. The evenings are filled with learning how to cook simple and delicious meals, and African drumming around the camp fire. The young people develop friendships within the group and a peer support network that they can access after the camps to reduce their isolation.

“My experience [in CREATE Your Future] was that I felt welcome and accepted by everyone around me, I gained more in myself than I thought I ever would, it changed my life and I loved it. Thank you so much!”

Demi

Go Your Own Way kits

This year marked the third year of CREATE’s Go Your Own Way kits which are distributed to all young people aged 17 in care in Queensland. The Go Your Own Way kit is a practical information pack informed by CREATE Young Consultants that contains:

- A handy to use independent living booklet that provides contacts and guidance for those leaving care.
- Cookbook written for teenagers by celebrity teenage chef Sam Stern.
- Transition from Care journal containing artworks and words of advice from CREATE Young Consultants who have gone through the process of leaving care.

CREATE has received lots of positive feedback from young people about the kits. The formal evaluation of the project has found that the kit has made a difference to the lives of many young people leaving care by providing essential signposts, and inspiration for their journey to independence.

With continued support from the Department of Communities, CREATE distributed 595 Go Your Own Way kits to young people all over Queensland between November 2011 and May 2012. CREATE is now seeking funds to continue this worthwhile project past 2012.

Feedback from Go Your Own Way kit recipients:

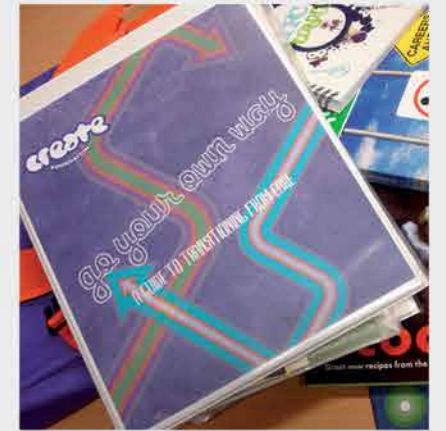
“It’s too cool.”

“I thought it was great”

“It’s a great idea”

“It’s pretty good. It’s got all the stuff I need to know and it’s not boring”

“I learnt a lot that I didn’t know and wouldn’t think to ask someone about”



Go Your Own Way kit

CREATE expands into Regional Australia

This year, CREATE took a huge step in connecting with more children and young people in care who are located in regional Australia. As part of CREATE's strategic plan to provide services to children and young people in regional and remote areas, CREATE has not only opened two regional sites in Newcastle and Alice Springs, but continues to expand its services into regional areas within Australia to extend its reach to all children and young people with a care experience.

In the Northern Territory, CREATE opened a regional office in remote Alice Springs on 27th April 2012. With additional funding from the NT Department of Children and Families, CREATE is able to have a base within Alice Springs to reach NT's large Aboriginal out-of-home care population who are increasingly vulnerable and disconnected from services. The Alice Springs CREATE staff have built the presence of CREATE with local stakeholders, and are receiving a great response from children and young people wanting to engage with CREATE and its activities and programs. Since the office opened, 52 of the 73 new clubCREATE members in NT are from Alice Springs.

In addition to reaching children and young people in care in Alice Springs, the CREATE NT team based in Darwin continue to run activities beyond their capital city boundaries. The team have run several events in Palmerston, and plan to engage Katherine in the coming months with case worker training.

In New South Wales, CREATE opened a regional hub in Newcastle on 6th December 2011. With funding from the Federal Department of Families, Housing, Community Services and Indigenous Affairs, CREATE delivers the CREATE Your Future program to young people in Newcastle and the Hunter Region, to ensure they are equipped with essential life skills while transitioning from care to independence. NSW has the largest out-of-home care population in Australia (16,897 or 44% of the total out-of-home care population), and the Hunter and Central Coast Region has the largest out-of-home care population within NSW (3,279 or 19% of the total NSW out-of-home care population).

In addition to reaching children and young people in care in the Hunter Region, the CREATE NSW team based in Sydney continue to run activities and events outside of the capital city. The team has branched out into the southern region, which makes up for 11% of the NSW out-of-home care population.

In Victoria, the CREATE team continues to extend its reach into non-metro regions. During the past year, the team have run activities in Baron south west (10% of the care population), Gippsland (10%) and Grampians (8%). CREATE in Victoria has secured funds and support from the Department of Human Services to run Youth Advisory Group meetings in the southern metro region (17%), in addition to the Youth Advisory Groups meetings held in the north and western metro

region (26%). CREATE in Victoria is seeking to open a regional office in Gippsland in response to the call from the community and young people in care that they need CREATE services.

Approximately 44% of children and young people in care live in the north and north-west of Tasmania. While the CREATE TAS office is located in Hobart, the CREATE TAS team have continued to service the north and north-west to engage with young people in care. More recently, they have held a YAG in the north/north-west region, which received 22 participants – a record for a TAS YAG. They continue to actively engage with young people from these regions through Connections events, and the CREATE Your Future program that they run once a year in the north of the state.

In South Australia, 38% of children and young people in care live outside the Adelaide metropolitan areas. CREATE in South Australia engage those in regional areas, such as Port Augusta (108 children and young people in care), Port Pirie (137 children and young people in care) and Mount Barker (105 children and young people in care) through Connections events, CREATE Your Future workshops and YAGs. 40% of children and young people identify as Aboriginal in SA, and CREATE in SA are working to engage this group of young people who are predominately located in regional areas.

Western Australia has more children and young people in care in regional areas (65%) than in metro regions (35%). While the CREATE WA team have only been able to deliver services to the metro region, CREATE has secured funding from the WA Department of Child Protection Services to run four regional Connections events per year. These funds will assist CREATE in connecting with children and young people in regional areas enabling them to have a voice and be heard.

Queensland is a state where the majority of the general population lives outside of the capital city, and this is no different for the out-of-home care population. Approximately 56% of children and young people in care live in non-metro regions in Queensland. The QLD team continue to engage with regional children and young people in care through activities in Mackay and Cairns. Delivering the Be.Heard survey to regional children and young people to ensure their voice is heard is a key element in government policy decisions. Most recently, Queensland has secured additional funding from CREATE's corporate sponsor, Origin Foundation, to deliver CREATE Your Future workshops in north Queensland.

With more children and young people in care living outside of capital cities, CREATE recognises the need to build and maintain a presence in regional areas within states and territories. Particularly in line with its strategic goal to engage with more Aboriginal children and young people in care who are predominately located in regional areas. This year has seen the first time CREATE has been able to secure offices and hubs outside of the capital city. CREATE now has an office in Alice Springs, and hubs in Newcastle and in Burnie. While CREATE continues to engage with regional areas by delivering CREATE programs, CREATE aims to open a regional office in every state and territory to ensure it meets the needs of all children and young people with a care experience.



Above: CREATE opens its first office in Alice Springs

Below: Having fun at the opening of CREATE's Newcastle Hub



"It's a great foundation and everyone explained what it was, and was really kind and it was really good! Everyone is so nice and weird."

Ella Wood - Drum Atweme (from Alice Springs opening)



Mark Cusack, CREATE National Operations Manager with sector representatives at the opening of CREATE's Newcastle Hub.



Clare Gardner-Barnes, Chief Executive at Department of Children and Families, officially opens CREATE's Alice Springs office.

"I know how hard it is when other people don't understand what it's like in care, but people in the workshop DO understand. You will only get positives out of it."

Jacob from Hunter Region on what he would say to other young people about the CYF workshops.

"It's really fun here and I like the games, especially Red Rover, basketball and the Marshmallow Game (fluffy bunny)!"

Tiarell, on the Connections events in Alice Springs.

change

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

Through advocacy to improve policies, practices and service and to increase community awareness. Improving services and outcomes for children and young people who receive child protection services is a central aim for CREATE.

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.

In 2011/12 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 is 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, NGO's, 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.

CREATE's 'What's the Plan?' campaign has also been successful in encouraging governments to improve the level of support available for young people transitioning from out-of-home care to adult life. During 2011/12 there has been an introduction of legislation to facilitate improved transition from care services and several states have ensured that young people leaving care have access to free vocational training. CREATE also facilitates the direct participation of children and young people in systemic advocacy through the National Youth Advisory Council (NYAC). In 2011/12 NYAC members have been actively identifying issues affecting children and young people in care and promoting change.

CREATE works to provide children and young people with the opportunity to share their experiences



CREATE has contributed significantly to the development of policies affecting children and young people living in out-of-home care throughout Australia. In 2011, CREATE made a submission informing a South Australian Green Paper on Housing. In 2012, CREATE made submissions on the following topics:

- In March 2012 CREATE provided input into the review of the Care and Protection Act in the Northern Territory.
- In April 2012 CREATE made a submission to the Australian government about the implementation of the Third Optional Protocol to the Convention on the Rights of the Child.
- In April 2012 CREATE provided advice to the New South Wales government about the introduction of Teenage Education Payment Guidelines.
- In May 2012 CREATE made a submission to a Commonwealth Senate Inquiry examining a Bill providing for the introduction of a National Children's Commissioner.
- In June 2012 CREATE made a submission to the St Andrew's Hostel Special Inquiry in Western Australia. This inquiry examined the role of a number of parties in the sexual abuse of children and young people living in out-of-home care in Western Australia.
- In June 2012 CREATE provided advice to the Northern Territory government about the potential introduction of legislation providing for involuntary secure care for children and young people living in out-of-home care through the child protection system.



National Youth Advisory Council

CREATE's National Youth Advisory Council (NYAC) empowers young people with a care experience to advocate for improved services and outcomes for children and young people in care. The council provides a forum through which young people with a care experience throughout Australia can meet to raise and discuss a variety of issues relating to out-of-home care.

In 2011/12 NYAC Youth Delegates participated in various activities, including:

- Meeting with key stakeholders such as Ministers, Commissioners and Directors to raise awareness about the issues facing children and young people and to promote change.
- Presenting at forums and meetings.
- Promoting improved practice by sharing their experiences with carers and workers.
- Speaking with other children and young people in out-of-home care and post-care at Youth Advisory Group (YAG) meetings in their state/territory to identify issues to raise at NYAC meetings.
- Participating in projects aimed at resourcing and empowering children and young people in care.

In 2010/11 the National Youth Advisory Council promoted the development of a Leaving Care Kit. The kit aims to improve the outcomes of young people transitioning from care by increasing their access to information and resources. CREATE intends to produce a national kit at the end of 2012 /early 2013. The kits will help young people and case workers by drawing their attention to important topics that must be included in transition planning.

Youth Delegates have also contributed to the development of a self-care checklist for young people and a transitioning from care tip sheet that CREATE developed as part of its 'What's the Plan?' campaign.

The National Youth Advisory Council has taken time to celebrate the advocacy efforts of their predecessors. In 2011/12 a number of changes have occurred in the child protection system that were proposed by Youth Delegates in past years. Both Victoria and Western Australia have waived fees for young people with a care experience to participate in vocational training. This was a recommendation made at the 2010 NYAC Summit and was published in CREATE's 'What's the Answer?' report. In addition, the ACT Parliament introduced legislative amendments to extend support to care leavers up to 25 years of age.

The 2012 NYAC Summit is being held in Sydney in November, and the NYAC Youth Delegates are very much looking forward to sharing their voices for change.



Picture (left to right): Elizabeth Fraser - Queensland Commissioner for Children and Young People and Child Guardian, Hon Tracy Davis MP - Queensland Minister for Communities, Child Safety and Disability Services, Jordanah Chan - NYAC Delegate, Jacqui Reed - CEO CREATE Foundation



CREATE NYAC Delegates: Kimberly and Chris, with Jan Barham (middle), Greens Member of the NSW Legislative Council, following discussions about Leaving Care Kits in NSW.

What's the Plan?

CREATE's 'What's the Plan?' campaign was developed to increase the rate of transition planning for young people about to leave statutory care by raising awareness and changing behaviours through a multi-pronged social marketing campaign targeting:

- Young people
- Case workers
- Foster carers
- Agencies and agency workers
- Statutory bodies – government

When the initiative began in 2010, 'What's the Plan?' employed five key strategies:

1. Resource development

'What's the Plan?' calendars and materials were distributed to all 15-18 year olds in care across Australia in March/April 2010, and again at the beginning of 2012. The calendar and other materials outline young people's rights in relation to their transition from care, highlight the elements of a good transition plan, provide information about where young people can go for support, encourage young people to be involved in the development and implementation of their own plan. Along with the physical distribution of calendars and other materials, 'What's the Plan?' is promoted on the CREATE and CREATE Your Future websites.

2. Incentives

CREATE is committed to acknowledging best practice and has instigated a 'CREATE Champion' award for those nominated (by young people) as being influential in assisting them to develop their Leaving Care Plan. CREATE publicises the nominees in the clubCREATE magazine and distributes certificates of recognition. CREATE also advises the Ministers responsible for child protection of those who are nominated.

3. External publications

CREATE focuses on raising awareness about the need for improved transition planning through government newsletters and publications, e-news bulletins, sector and peak newsletters.

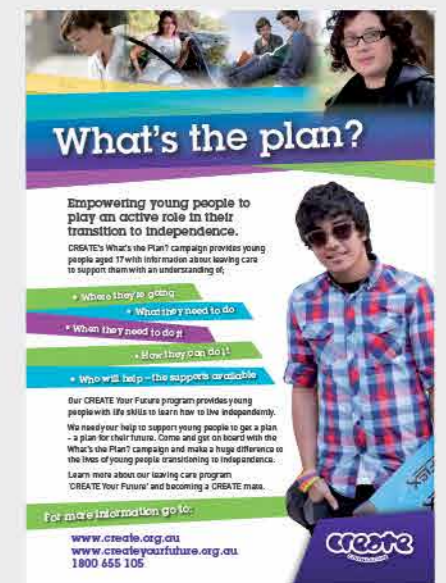
4. Communication

CREATE prioritises the communication with key stakeholders (foster carers, agencies, statutory bodies). To this end, a range of materials have been sent to key stakeholders throughout the campaign to raise awareness, generate support and encourage participation.

5. Awareness

CREATE attends key conferences (ACWA, National Foster and Kinship Care Conference in Hobart, National Grandparents and Kinship Carers conference in Melbourne) to help to raise awareness of the campaign and the importance of transition planning.

In 2011/12 CREATE has continued to promote improved transition from care support through the 'What's the Plan?' campaign. Last year the campaign focused on working with government to enhance and strengthen communication with children and young people in care and to improve the capacity to disseminate important information to young people when required. This included publishing articles, speaking at conferences and enlisting the support of Australian Commissioners for Children and Young People, and asking them to promote the campaign within their organisations and networks.





Be.Heard Survey



Engaging with children through art

As part of the Queensland government's commitment to hear the independent voices of children and young people, CREATE staff conduct research to find out about individuals' experiences of out-of-home care. This crucial research project, conducted across two geographical areas of Queensland each year, gives children and young people an opportunity to have a say and be heard by key decision makers. Central to CREATE's strategic goal is to 'ensure that CREATE's advocacy position is informed by children and young people'. After research in a location is conducted, CREATE produces a report outlining key findings, and advocates for changes based on the children and young people's views. It also rolls out a series of training workshops for local caseworkers to identify and find potential solutions to address the issues and concerns raised by the children and young people.

Over the past year, CREATE Be.Heard staff have travelled huge distances- from the Gold Coast to Mt Isa and in-between to hear from over 100 children and young people, connecting them to CREATE and giving them an independent voice. CREATE is continually astounded at the insight shown by children and young people who take part in Be.Heard. Their feedback is very well respected by a variety of decision makers in Queensland's child protection system.

"It's nice to be asked my opinion, to see that what I have to say counts for something."

Young Person, 14

"Listen to us! A lot of kids are scared and worried and some CSOs don't care if we're just their job, they need to listen."

Young Person, 16



New Legislation in the ACT

In February 2012, Joy Burch, the ACT Minister for Children and Young People presented an amendment to the *Children and Young People Act 2008*⁶ to incorporate the provision of support and assistance for young people transitioning from out-of-home care beyond the statutory age of 18 years up to 25 years. This includes post-care support to assist young people who have been in out-of-home care up to the age of 25 years. All other Australian jurisdictions already provide this support.

This crucial support for young people during their transition has long been sought by CREATE Foundation. As cited by Dr Joseph McDowall, *"at the very least, care authorities should aim to approximate the ongoing and holistic support that responsible parents in the community typically provide to their children after they leave home until they are at least 25 years of age."*⁷

CREATE Foundation has also supported the idea that such support to young people must be provided by people who have a distinct role within care and protection. McDowall writes: *"...it is again recommended that state and territory departments nominate dedicated staff [e.g., Transition-from Care-officers] to be the people who assume responsibility for conducting needs assessments with care leavers, and for instigating and facilitating consultative planning."*⁸

This recommendation has been adopted in the ACT, with a Youth Support and Transition Team (YSTT) based within Care and Protection, commencing operations during early 2012. YSTT seeks to support young people aged 18 – 25 who are transitioning from long-term out-of-home care. The team plans to commence working with young people in care upon their 15th birthday and initiate a future planning process based on the young person's strengths and goals. The service aims to work with existing community supports, education and employment opportunities rather than to duplicate these. This includes programs such as CREATE your Future workshops, which have been successful in helping young people gain skills in independent living. CREATE is very pleased to confirm that these workshops have now been provided funding for the 2012 - 2013 year.

support to young people must be provided by people who have a distinct role within care and protection

⁶Children and Young People (Transition from Out-of-Home Care) Amendment Bill 2011 http://www.legislation.act.gov.au/bj/db_43641/

⁷McDowall, J.J. 2009 'CREATE Transition from Care Report 2009' p13

⁸McDowall, J.J. (2011). Transitioning from care in Australia: An evaluation of CREATE's What's the Plan? campaign (CREATE Report Card 2011).

Change in South Australia

CREATE in South Australia has strongly focused on effectively advocating for change in the out-of-home-care system, and has worked tirelessly to continue to build profile for CREATE, and to enhance its sector partners in a range of initiatives designed to raise awareness of the organisation's scope and role.

Effecting change in the care system requires robust organisational partnerships with other bodies working with young people under guardianship. Leveraging the many voices of like-minded agencies is a strategy that CREATE in South Australia has pursued rigorously. In the spirit of building cooperative and mutually valued relationships, CREATE staff have spent the first half of 2012 renegotiating its presence at a number of key sector forums. CREATE is now an active participant of the Charter of Rights Implementation Committee, the Child and Family Welfare Association of SA, the Youth Affairs Council of South Australia, The Dame Roma Mitchell Foundation for Children and Young People Board, and it has the special privilege of being one of the only non-government organisations represented on the Across Government Guardianship (Rapid Response) Committee. Participation in these groups has allowed CREATE to bring the concerns of young people in care to the attention of a very diverse group of stakeholders.

Renewing CREATE's presence on these committees and in these forums has been a key step in achieving an advocacy plan that focuses on changes that benefit South Australian children and young people in care. By building the organisation's profile and promoting broad sector awareness of its role, CREATE has been able to access a wider range of opportunities to contribute to policy discussions that allow young people connected with CREATE to voice their opinions on decisions that affect them. Because of these expanded networks, young people involved with CREATE have had the opportunity to contribute to the development of marketing material for the Families SA 'Other Person Guardianship' initiative, have been represented on a SA Health Vulnerable Youth Committee, have been members of the Dame Roma Mitchell Foundation Board, and have met with the Minister for Education and Child Development around the importance of effective transition from care planning.

CREATE has been constantly mindful of how pivotal it is to effectively connect with young people in care such that their voices can be mobilised for effective change advocacy. In this vein, Connecting Foster Carers SA has been added as a valued stakeholder and partner of CREATE, with its membership of foster and kinship carers being actively encouraged to get their young people involved with CREATE. Says Jacqui Reed, CREATE CEO, *"Connecting Foster Carers SA is such a valuable organisation for CREATE to be working alongside. We can't effectively engage with young people unless we effectively engage with their carers. We are really excited to have them on board as a key sector partner."*





Our public profile

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'. The table right shows media statistics for the 2011/12 financial year and previous 2010/11 year. Media coverage has increased by 7% for the period, from 81 to 87 total published/broadcast clippings. Whilst there has been a slight reduction in print articles published, TV segments broadcast has remained constant, and both radio interviews broadcast and online articles published have increased (by 21% and 50% respectfully).

Number of Media Interviews	78
Number of CYP Involved in Media Interviews	41
Number of Indigenous CYP involved In Media interviews	7
Number of Print Articles published	42
Number of TV Segments broadcast	7
Number of Radio Interviews broadcast	23
Number of Online Articles	15
Number of Media Releases	20

Media Statistic	2011/12	2010/11
Number of Print Articles published	42	45
Number of TV Segments broadcast	7	7
Number of Radio Interviews broadcast	23	19
Number of Online Articles	15	10
TOTAL	87	81

Foster Care Association NSW Inc.
Foster Care Forums
Foster Care Association NSW Inc.

Did you know...
Free Financial Counseling and support is available through Families SA. This service is available for all young people and families (including Relative & Foster) who are associated with Families SA. So don't go to My Budget... speak with your child's social worker and ask for a referral. There is a team at each Families SA office.

Winter is nearly here!
As we snuggle down for the cold season, we invite you to make a cuppa, take a moment for yourself.

Alumnus provides voice to KIDS IN CARE
A 'ka-ching' moment at university led Jacqui Reed to advocacy work that provides a voice to the more than 35,000 children currently in out-of-home care, as Chief Executive Officer of the CREATE Foundation.

Font of youth knowledge set to speak out
Despite their youth, both Melissa Dimmock and Anthony Olyvesters are veterans when it comes to providing high-level Government advice.

Youth supports get re-cycled
A GROUP of 25 motorcycles cruised into Port Macquarie at the weekend to support young people facing difficulties.

At-risk youths re...
Sally Brooks
SIX youths from Alice Springs have been sent to Darwin for the Department of Children and Family Services.

Leaving Care Kits for young people in NSW
The ACT Youth Advisory Council and the national youth delegate for the Create Foundation...

summer passion project Stephen Smith Principal artist with Opera Australia

SINGING kept me out of jail
A love of singing had already saved Stephen once. Could it change his life again? *Stephen Smith, 35, Sydney, NSW*

1233 ABC Newcastle
New centre designed to improve services for young people

ABC News
Youth care group opens Alice office

THE faces of foster CARE
OLD BEFORE THEIR TIME
Krystal Bartlett, a recruitment executive who was put into state care at 12 because of domestic violence at home, is a success story. Today the 25-year-old owns her own home in Melbourne, is engaged, and has a young son.

THE FOSTER CARER'S TALE
For more than 30 years, Canberra foster carer David Orr has cared for hundreds of babies.

THE CHILD'S TALE
Kimberly Jade was 11 when she was removed from her family after reporting drug and alcohol use, domestic violence, neglect, and sexual abuse.

THE CASEWORKER'S TALE
Jacqui Reed is CEO of the Create Foundation (create.org.au). The only body representing the voices of children in out-of-home care. She has over 20 years' experience in child protection, out-of-home care, family services and community work.

THE FOSTER CARER'S TALE
To return to his family and fleeing when the abuse became too great again. "It after myself," Johnson says. "My mates really shamed it."

THE FOSTER CARER'S TALE
psychologist, would walk into my room when I was getting changed and wouldn't go out. He said it was his house and he could do what he liked. He would come into my room late at night, he would look at me when I was in the shower, look at me from the door and even asked me to go to the bathroom in front of him. He was quite aggressive with me. His wife, a teacher, was nice but she didn't seem to notice what was going on.

THE FOSTER CARER'S TALE
"When I was young I would stand up for myself. There were things that I knew were wrong so I would scream and act out. If someone tried to touch me or do something they weren't supposed to do."

THE FOSTER CARER'S TALE
And so began a rollercoaster of kinship, foster, refuge, residential and self-placement care. Jade came to prefer those placements "where we were left to our own devices. That felt better than being harassed or abused or being subject to weird sexual behaviour."



create.org.au



facebook.com/CREATEFnd



twitter.com/CREATEFnd



youtube.com/CREATEFoundation



createfoundation.tumblr.com

E-marketing

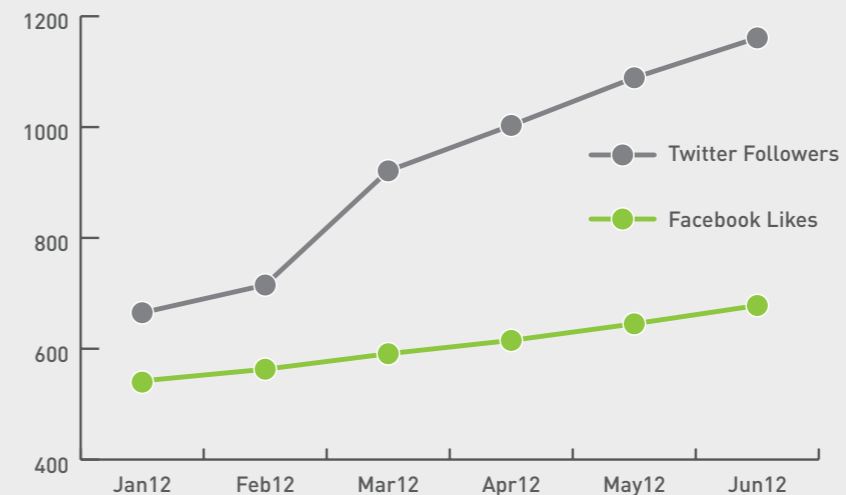
CREATE places a great emphasis on utilising the full integrated marketing mix to position itself as the national peak consumer body representing the views of children and young people with a care experience. Increasingly, CREATE is focusing its communication efforts on e-marketing with dedicated resources to manage CREATE's three websites and social media tools, as well as the development of a bespoke e-news software system which will be functional by the end of 2012.

CREATE has three websites in place to meet the differing information and engagement needs of its key audiences groups. CREATE's main website - www.create.org.au - is tailored to address the information needs of its corporate supporters and sponsors, volunteers, sector workers, and general public. CREATE's clubCREATE website - www.clubcreate.org.au - is a recent addition to CREATE's e-marketing strategy offering a bespoke website for children and young people who are part of CREATE's clubCREATE membership. This site offers a great deal of interactivity, competitions, downloadable colouring in pictures and art projects to complete, video footage and numerous engagement points to further develop children and young people in care's connection with each other, and with CREATE as per CREATE's strategic plan. CREATE's third website - www.createyourfuture.org.au - is dedicated to young people having access to key information, programs and services, which will support their ultimate transition from care to independence. It includes detailed information about the CREATE Your Future program, which offers young people training and life skills development to equip them with the appropriate knowledge to make their transition to independence an easier, and more comfortable one.

CREATE continues to develop and enhance its use of social media platforms to further communicate, and encourage interactivity with its messaging and services. CREATE has bespoke Facebook, Twitter, YouTube and Tumblr sites, each of which is in place to support branding and promotion to different audience groups. The 2011/12 financial year has seen CREATE's dramatic growth continue in social media engagement and following, particularly during the last six months of this reporting period with Facebook and Twitter numbers soaring.

CREATE continues to develop and enhance its use of social media platforms

	Jan-12	Feb-12	Mar-12	Apr-12	May-12	Jun-12
Number of Facebook Likes	542	563	591	615	645	678
Number of Twitter Followers	665	715	921	1,003	1,089	1,161



Social media engagement

CREATE has a strategic goal to increase social media followers by 30% annually from a 1st January 2012 baseline of 520 Facebook 'likes' and 574 Twitter followers. CREATE has already met these targets with a 30.4% rise in Facebook 'likes' (up to 678 Facebook 'likes' in June 2012 from a 520 baseline), and with a massive 102.3% increase in Twitter followers (up to 1,161 followers in June 2012 from a 574 baseline).

A CREATE e-news software system is currently being developed, and will be finalised and in use later in 2012. This system will enable sophisticated market segmentation of contact data to generate tailored e-communications supportive of CREATE's three year marketing and communications strategy.

In May 2012, CREATE ran an interactive e-marketing campaign linking in with National Families Week. The campaign encouraged children and young people in care to tell CREATE what family meant to them. It was initiated via an e-news that was sent out to all children and young people who were part of CREATE's clubCREATE membership. The campaign was heavily supported by Facebook commentary with responses being posted on Facebook, and added to CREATE's main website. This developed further interactivity between the clubCREATE members and CREATE.



What family means to children and young people in care

MY FAMILY

I love to go with my family to the beach
To feel the water not far from reach
We love to go for a walk
My mum is always there when I want to talk

We love to have fun together

No matter what the weather

We smile and have so much fun

And laugh and laugh by the tonne

My family is always there for me

No matter what the problem may be

We are together as one
Together we really have fun

I love my family in our hearts we are as content as can be.

Family isn't about who they are or how they love you, but about the people who respect who you are and love you just the way you are and will always be there for you no matter what!!

Family is about loving and caring and best of all is when people look after families. Family is also about caring about people's feelings and making each other feel happy with love, care and co-operating.

"A family is people who looks after you and who loves you"

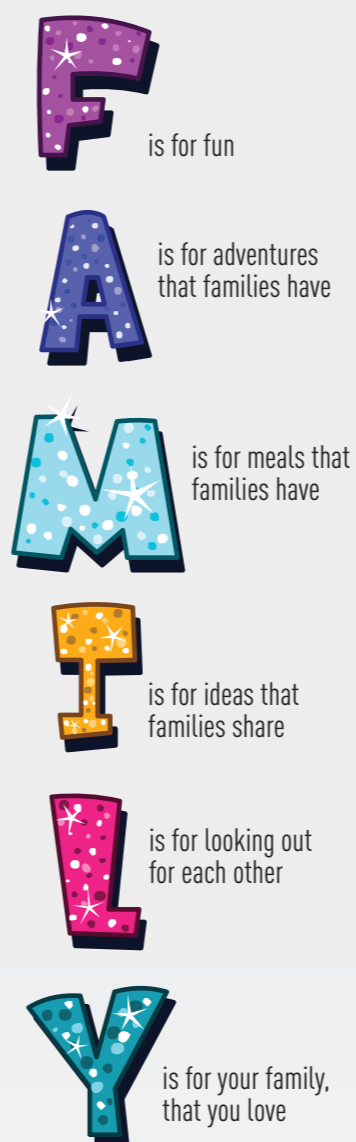
Family means love, laughter, bonding, support, togetherness for a lifetime

My family is made up of my Mum, brother, sister and me. We have heaps of animals who are also our family. We also have a Nana and cousins. We don't look the same and we don't act the same as other families because my Mum is white like my little sister and my brother and I are Asian but, you guessed it! We are a Foster family! Yay! We love each other and like my Mum always says that's what makes us a great family.

Hope you like the story of my family.

Family means that we all stick together no matter what happens.

Well what family means to me is everything in my world I would do anything for them I would die for them and I love them so very much. They mean the world to me.



MY FAMILY

A cuddle
A kiss
A thought from me to you
Feeling safe
Feeling loved
Feeling like I belong
No tears
No scares
No being alone
For I have you
And you have me
With our children
We a one big loving family

More than one mum makes my family special.

Our family is special,
I am the youngest,
But sometimes I am not,
I always have five brothers,
Sometimes more!!
A sister sometimes,
Two would be nice!!
People to share with,
People who love me
Family is more important than fame and fortune.

Families are big and small,
Dads, brothers and sisters,
Nanas, only children,
People who care for one another,
Hugs and Laughter,
Tears and sadness,
A place to belong

A real family is my new family.
There is love. Heaps and heaps.

There is always someone there to help and protect.

I know I demand a lot of help with my problems and mum and dad are always there to reassure us that they will always be there.

I look forward to the day I can change my last name.

Being part of a great family makes me feel warm and fuzzy inside.

I know I am worthwhile at last.

Thanks for reading what we wrote.

Family means being there when things go wrong

Family means loving unconditionally

Family means being strong, secure and safe

Family means a warm house clothes on their back and food in there belly

Family means until death do us part

"Family are the people who are closest to you. They don't have to have the same last name or the same parents... They just have to be there for you. You can always count on your family. And you CAN choose your family."

I am a divorced mum of three children and have 3 foster children. I love my children, they dont have to be biological or blood related.

Family is about Love, Safety/protection, and Caring. The love should come freely and not to be taken for granted. The protection and safety of your child is the most important thing, its upper-most in your mind but you can't wrap them in cotton wool, even when you really want to. The caring of a baby is so fragile and the caring of any child is still very important and you should never lose that.

I would be lost without children in my life and the rest of my family - mother, sisters, aunties etc....they know what family is to me and I would be lost without them too and their support.

CREATE staff

This year, with the opening of regional offices and the roll out of the CREATE Your Future program, CREATE's staffing numbers grew from 47 to 54. CREATE has also begun to implement one of its major strategic objectives by offering traineeships to young people ideally with a care experience. CREATE's first trainee joined the Victorian office in late 2011 followed in early 2012 by a trainee in CREATE's NSW National office. The two trainees work four days at CREATE, and study one day a week at TAFE where they are working towards completing a Certificate III in Business Administration.

CREATE's staff turnover has stabilised and it is looking to consolidate and further improve in this area. A base line in length of service has been established at one year and eight months with a goal to improve this by 50% within a three year period. Valuable insight has been gained from on-going exit interviews and the annual employee engagement survey, which highlighted areas for focus, such as supervision, training and development. In response to this, CREATE has developed and implemented a new supervision policy which has been supported with training for line managers. Further work is in progress identifying opportunities to make CREATE's supervision process even more strengths based to maximise outcomes for individuals, and for the organisation.

One of CREATE's core principles is to ensure that 'staff are valued and supported to excel'. As part of this goal, CREATE has placed a focus on the training and development of its staff with some exciting new initiatives including new training programs for Community Facilitators to cover not only program information, but also topical modules such as CREATE's new training framework, CREATE's strategic goals of Connect Empower Change, communicating CREATE's message, and marketing. The professional development of CREATE's State Coordinators continues through quarterly advisory and planning meetings. Additionally, both the leadership team and State Coordinators have all experienced the benefits from a strategic leadership training program which was run by RogenSI.

This year also saw significant changes in CREATE's industrial relations and workplace health and safety environments, with major projects undertaken in both areas to ensure compliance. CREATE has moved to the new modern award, SCHADS, for all CREATE staff nationally, which will eventually see conditions and wages equalised for staff around the country.

In response to the introduction of new model Workplace Health and Safety legislation, CREATE has reviewed and developed a new Workplace Health and Safety Policy. This has been rolled out nationally across the organisation to ensure that CREATE is fully compliant and proactive in the anticipation of state based policy amends going forward. CREATE has also reviewed its risk management policies and is well placed to enable consistency in delivery and adherence to any legal requirements in this area. This work has been fully supported pro-bono by CREATE's legal advisors, King & Wood Mallesons.

financial overview

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

	2012	2011	2010	2009
Total funding	5,299,649	4,272,007	3,681,185	3,529,492
Percentage increase	24.06%	16.05%	4.30%	8.21%
Total expenses	5,269,589	4,219,572	3,562,593	3,411,255
Percentage increase	24.88%	18.44%	4.44%	8.00%
Retained earnings	519,739	489,679	437,244	318,652
Percentage increase	6.14%	11.99%	37.22%	58.99%

This table shows growth of 50.15% in income over the past four years with CREATE's expenditure on programs and services increasing by 54.48%.

During this four year period CREATE's funding received through existing service agreements with state and territory governments increased by 36.53% which included increased funding in special CREATE projects and programs. CREATE established an office in Alice Springs from NT increased funding, and in 2012 rolled out Federal government funded CREATE Your Future programs in NSW (Newcastle), WA and NT. CREATE, with support from Origin Foundation, provided CREATE Your Future programs in SA, QLD, VIC and NSW (Sydney). CREATE must also acknowledge the strong continued support received from the AMP Foundation for various projects throughout the year.

CREATE has continued to enjoy support from the corporate sector through various fundraising events and support for its annual *Beat the Bosses* evening. CREATE's donation stream through Work Place Giving, CREATE Champions, and corporate donations and matching has stayed strong.

In terms of increased costs for CREATE, during the four year period, these relate to more 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 its 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 its corporate partners, the community, government and stakeholders.

Doug Babcock
Finance Manager

Statement of financial performance

For the year ended 30 June 2012

	2012	2011
	\$	\$
Services revenue		
State and territory grants	3,258,523	2,905,048
Federal grants	592,282	74,805
Corporate and other grants	811,585	769,297
Donations	457,174	408,594
Consultancy fees	15,715	24,387
Other revenue		
Interest revenue	156,805	86,743
Profit on disposal of fixed assets	7,095	-
Sundry revenue	470	3,133
TOTAL revenue	5,299,649	4,272,007
Expenditure		
Accommodation and travel expense	307,979	272,125
Consultancy fees	314,888	206,092
Depreciation and amortisation expense	80,457	75,939
Employee benefits expense	3,166,433	2,503,008
Insurance	41,738	36,965
Payments to young people	68,611	33,739
Postage and couriers expense	97,474	79,280
Printing and stationery expense	198,570	141,200
Rental and outgoings	410,367	325,913
Resources	136,844	128,122
Telephone and internet expense	112,120	95,946
Venue and food costs	228,512	220,350
Other expenses	105,596	100,893
TOTAL expenditure	5,269,589	4,219,572
PROFIT before income tax	30,060	52,435
INCOME tax expense	-	-
PROFIT for the year	30,060	52,435

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 2012

	2012	2011
	\$	\$
ASSETS		
Current assets		
Cash and cash equivalents	2,656,697	2,375,853
Receivables	148,223	26,566
Prepayments	93,344	51,268
	2,898,264	2,453,687
Non-current assets		
Cash on deposit	88,081	74,145
Plant and equipment	133,795	135,704
	221,876	209,849
TOTAL assets	3,120,140	2,663,536
LIABILITIES		
Current liabilities		
Payables	2,513,651	2,119,367
Non-current liabilities		
Provisions	86,750	54,490
TOTAL liabilities	2,600,401	2,173,857
NET assets	519,739	489,679
EQUITY		
Retained profits	519,739	489,679
TOTAL equity	519,739	489,679

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 2012

	2012	2011
	\$	\$
Cash flows from operating activities		
Receipts from grants and customers	5,799,695	5,444,294
Interest received	155,250	81,786
Payments to suppliers and employees	(5,588,712)	(4,356,744)
Net cash inflow/(outflow) from operating activities	366,233	1,169,336
Cash flows from investing activities		
Purchases of plant and equipment	(81,453)	(65,883)
Payment for non-current investments – cash on deposit	(13,936)	(2,812)
Proceeds from sale of plant and equipment	10,000	-
Net cash (outflow) from investing activities	(85,389)	(68,695)
Net increase/(decrease) in cash and cash equivalents	280,844	1,100,641
Cash and cash equivalents at the beginning of the financial year	2,375,853	1,275,212
Cash and cash equivalents at the end of the financial year	2,656,697	2,375,853

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

CREATE has seen a period of remarkable growth and expansion during the financial year.

The year ahead presents an opportunity to consolidate this growth, and to build on CREATE's brand and reputation within the new markets in which it has commenced operations.

With the cooperation of governments, clubCREATE membership is set to expand considerably as CREATE receives access to the details of an ever-increasing number of children and young people in out-of-home care. Connecting more effectively with young people in out-of-home care is going to be an important priority as numbers grow. This will undoubtedly place additional pressure on CREATE's resources, and it will be even more important to source appropriate funding in order to maintain the quality of CREATE services.

To this end, CREATE's fundraising and campaigning efforts are set to expand considerably over the coming financial year. There will be investment in ever more sophisticated online donation mechanisms, the scope of CREATE Champions sporting fundraisers will be broadened, and CREATE will seek to launch a national advertising campaign.

As CREATE's staffing and premises base expands so too does its risk profile and it will be implementing a new and more sophisticated risk framework so that CREATE can better plan and foresee future challenges.

CREATE is acutely aware of the financial climate and take very seriously the realisation that funding from government is never guaranteed. It must continue to prove the value of its advocacy position and will therefore be placing greater emphasis on more effective delivery of key messages at both state and national level. To support this aim CREATE will be expanding its national policy and research team from three to five staff in the new financial year.

As CREATE enters the second year of a new strategic plan some of its most exciting work is set to take place in central Australia. Having now established a team in Alice Springs, CREATE has a tremendous and historic opportunity to seek out and provide a national platform for the unheard voices of Aboriginal children and young people in care.



thank
you

CREATE extends a huge thank you to ANSVAR Insurance who provided bursaries for two young people, Gerry and Amanda, to attend ISPAN's European Regional Conference on Child Abuse and Neglect in Finland to speak about the participation and engagement of children and young people. In addition, ANSVAR funded CREATE young person Krystal to go to the UN in Geneva as part of the Australian Delegation. These were trips of a lifetime for Gerry, Amanda and Krystal.

"This incredible opportunity came as a real surprise for me and everything happened very quickly! I feel very fortunate to be the selected to be a member of a delegation that is going to the United Nations in Geneva in October," said Krystal. Aside of the hardship Krystal Bartlett faced in care, she said *"The best thing was finding CREATE Foundation and being part of an organisation that not only connected me to others with similar experience, but empowered me but helped me make positive changes in my life."*

Thanks go to AMPCI and AMP Foundation for their continued support of CREATE in its mission to create a better life for children and young people in care. Your generosity both financially, and also in volunteering for CREATE events and activities, has made a dramatic positive impact on the lives of children and young people in care. Your support has been fundamental in supporting CREATE as the key advocate for the rights of children and young people in care, and in ensuring their voices are heard. This has especially been the case in your support of CREATE's National Youth Advisory Council summit which will be held later in 2012.

Thank you to ANZIIF who run an Annual Charity Luncheon for CREATE which provides an ideal opportunity to generate awareness about the issues facing today's children and young people in care. Thanks also go to ANZIIF for their fabulous volunteers and the use of their beautiful meeting rooms within which CREATE hosts its Advisory and Planning meetings in Melbourne.

Congratulations for the outstanding fundraising efforts of all the riders who took part in this year's Corner for Kids bike ride, and to QBE for raising funds for CREATE with their big dry event. CREATE would also like to give a special mention to the now retired Frank O'Halloran, former CEO of QBE, whose support has been much appreciated and valued over the years.

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 people in out-of-home care at this challenging time. A special mention goes to Aon, and to ANZIIF in Melbourne, who donate presents and gift cards, and also volunteer to support CREATE's Christmas parties.

Finally, a big thank you for the wonderful support of Aon with its volunteer scheme providing much needed and fantastic volunteers for CREATE's many projects. To all of our wonderfully dedicated volunteers both corporate and community, your commitment to CREATE and the support you provide is so appreciated. Without this assistance 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 help we are in a position to better support children and young people in care, and to provide them with the opportunities to reach their full potential. Thank you.

AMP Foundation and AMP Capital Investors

CREATE cannot thank AMP Foundation and AMP Capital Investors enough for another great year of their ongoing support and dedication to CREATE's work of improving the lives of children and young people in care. AMP Foundation has provided CREATE with an excellent team of volunteers throughout the year to provide much needed support to CREATE with many of its program areas. The Foundation's commitment to dollar matching AMP Capital Investors fundraising activities has been so gratefully received, not to mention the importance of the sponsorship AMP Foundation provides for the business development, marketing and communications, and research positions at CREATE.

AMP Foundation generously dollar matched and ran their Big Bash event raising more than \$30,000 for CREATE in the 2011/12 period. As part of the CREATE Champions initiative, AMP Capital Investors staff entered a team of fundraising participants to run the Blackmores Sydney Running Festival, and provided a huge number of volunteers on the day to support the event and CREATE.

Once again AMP Capital Investors contributed to the funding for the National Youth Advisory Committee Summit (NYAC summit) and the CREATE Christmas parties. The NYAC summit is one of the many forums CREATE operates to give young people in care a voice and opportunities to discuss advocating for change. CREATE Christmas parties bring a lot of happiness and joy to many of its clubCREATE members at what, for many, can be a distressing time.

CREATE were thrilled to be invited to AMP Foundation's 20th birthday celebration and the AMP Foundation Expo which spurred on the creation of a giant CREATE Jenga set. Thanks to AMP for your efforts with your annual Christmas gift drive, the trees looked amazing and the buzz around the office in support of CREATE was really uplifting. AMP Shopping Centres really got behind CREATE last Christmas raising a phenomenal \$41,000 with many of the centres going the extra mile organising fundraising carol concerts, Santa breakfasts and gift wrapping activities. Thanks to the 15 AMP Shopping Centres that participated in the 2011 Christmas campaign and to the AMPSCO marketing team for their support. CREATE looks forward to another great Christmas campaign in 2012. Finally, thanks to AMP Shopping Centres for raising just over \$5,000 which was dollar matched by AMP Foundation, at the BRW Retailer of the Year Awards.

Thank you for your ongoing commitment and dedication to CREATE's vision to create a better life for all children and young people in care.



Krystal at the UN (top with other Delegates)



ISPAN's European Regional Conference on Child Abuse and Neglect in Finland



Christmas thank you from CREATE



Ansvär

Thanks to the generous funding received from Ansvär Insurance's 50th Anniversary scholarship donation, two CREATE young people, Gerry and Amanda, had the opportunity to visit Finland as part of ISPAN's European Regional Conference on Child Abuse and Neglect, and one CREATE young person, Krystal, attended the UN in Geneva as a speaker on behalf of Australian children and young people in care.

At the ISPAN (International Society for the Prevention of Child Abuse and Neglect) conference in Finland in September 2011, Gerry and Amanda delivered a presentation on how young people in care can be empowered by being involved in planning, and in making decisions that impact on their lives. At the UN in Geneva, Krystal attended and spoke at the 'Listen to Children - 2011 Child Rights NGO Report' to the United Nations Conventions on the Rights of the Child'. The report provides an overview of Australia's performance in relation to each article of the Convention on the Rights of the Child.

The Ansvär scholarship also funded a number of CREATE projects such as the CREATE Your Future Grant Scheme available to young people with a care experience who are between 15 and 25 years of age. This financial year with the help of Ansvär, 10 young people received financial help from the Grant Scheme to support them in their transition to adulthood.

Andrew Moon, Ansvär Insurance's Chief Executive Officer said that Ansvär's vision is to be a leading specialist insurer with a social conscience. *"We decided that as part of our 50th birthday celebrations we would support a youth program with a grant of \$50,000. We then sought out the appropriate organisation and CREATE Foundation was the perfect fit with their focus on improving the lives of children and young people in out of home care."*

www.ansvar.com.au



ANZIIF

Once again, ANZIIF rallied the troops to support the CREATE Christmas party gift drive and provided fabulous volunteers to support the event. Thanks ANZIIF for selecting CREATE to be the beneficiary for two of your annual events this year in both Melbourne and Sydney, and providing CREATE with the opportunity to promote its work to a new audience. The CREATE Victorian team are especially grateful for the wonderful volunteering support ANZIIF staff provide throughout the year enabling the VIC team to further develop their services to children and young people in the state. A special thanks for the generous donation towards Entering Care Kits which will enable CREATE to support children and young people who have just entered care.

Aon

Aon is one of CREATE's key corporate supporters with the Aon Sports Committee selecting CREATE as the benefiting charity for the Aon United Team and raising \$30,000 for CREATE. A big thank you goes to all the dedicated volunteers who nominated CREATE for a volunteer recognition award and for their long service donations providing a constant stream of donations throughout the year. Each



month a group of highly motivated Aon volunteers come into the CREATE national Sydney office and provide fantastic support for key clubCREATE projects. Aon heavily assist CREATE's Christmas parties with their annual Christmas gift drive providing beautiful presents to the children and young people who attend. Aon also provide an annual donation to CREATE and strongly support CREATE's mandate to create a better life for children and young people in care.

Beat the Bosses

CREATE's annual fundraising trivia night, *Beat the Bosses* was again a huge success with the \$140,000 total funds raised far exceeding expectations. This is the second time that CREATE has run its *Beat the Bosses* event and promises to be a regular feature. The event was attended by 35 companies from the insurance, finance and legal industries and pitted senior staff against the bosses to see who really could rise to the challenge and beat the boss. Congratulations to Finity for their successful win on the night. CREATE's thanks goes to all the companies and individuals who attended and made this night such a success, and to the event sponsors - PMA Solutions, Accenture and Steadfast. A special thank you goes to Opera Tenor and CREATE Ambassador, Stephen Smith for his surprise performance and moving speech on the night.



Beat the Bosses 2011 winners, Finity



Stephen Smith, CREATE Ambassador

Corners for Kids Motorcycle Rally

This is the second year that CREATE has been delighted to be selected as the joint beneficiary of the Corners for Kids Motorcycle rally along with Inspire Foundation. This year's event in March 2012 saw a fantastic \$13,000 raised for CREATE with almost a third of the riders opting to support CREATE, and children and young people in care. The event sees over 25 financial services corporates take to the open road for an annual motorcycle rally fundraising effort aimed at improving the lives of at risk and disadvantaged children and young people including those in out-of-home care. A huge thank you to the Corners for Kids Committee and for all those riders who supported CREATE.



Dexus

Dexus has been totally committed to volunteering and supporting CREATE's many volunteer projects, as well as running their Christmas gift drive to support children and young people at this often challenging time. A special thanks goes to Clive Bailey and his commitment to donating to the CREATE Your Future Grant Scheme, this is so appreciated.



QBE

Thank you to QBE for matching the funds raised for Mission Australia at this year's Big Dry. This resulted in an impressive \$44,000 donation to CREATE. Thank you QBE for giving one of CREATE's Young Consultants the opportunity to address a corporate audience for the first time. She did so with grace and poise, and this was an extremely empowering experience for her.





Microsoft Australia

Thanks to Microsoft Australia for their Software Donation program (DonorTec) which provides numerous in-kind donations from Xboxs as gifts, backpacks for CREATE's Entering Care Kits, Kinects and games for use at CREATE events. Microsoft run a great Workplace Giving Scheme with the financial year 2011/12 seeing staff donations at \$2,855 with Microsoft matching at \$1,000. CREATE truly appreciates Microsoft's efforts to increase work place giving and gives its thanks for Microsoft's support with their employee engagement DVD.

NT Christmas funding

Darwin based anonymous donors have made a significant contribution to the experiences of children and young people in care within the Darwin region with their generous donations during the Christmas period in 2011.

clubCREATE members in Darwin received a Christmas bonus from their Secret Santa in the form of vouchers to purchase a present from their personal wish-lists, and movie tickets to enjoy over the holiday period. The additional funding also enabled children and young people in care in Darwin to come together for the 'Muppet movies, munchies and more' Connections event in January 2012, and to take home chocolate goody bags at the 2012 Easter Party.

In June 2012, a number of children and young people applied to CREATE for an item that would help them realise their dreams and goals. The anonymous donor funding was utilised to purchase Chinese writing study books, football boots, circus equipment, musical instruments, cultural resources, arts equipment, boxing gloves and bags.

A huge thank you to CREATE's anonymous donors who have really created a memorable year for children and young people in care in Darwin. Your generosity indicates to children and young people that people do care, and provides them with positive experiences and happy feelings to mitigate some of the trauma and instability they have often experienced throughout their young lives.

Origin Foundation

Thanks to Origin Foundation for their continued funding of the CREATE Your Future program in Queensland, New South Wales, South Australia and Victoria. Without this support CREATE would not have been in a position to provide these valuable workshops to young people in care, which support their live skills development and equip them to be in a better position when they transition into independence. Thanks to the funding from the Origin Foundation, CREATE have been able to run a total of 60 workshops reaching 450 young people in out-of-home care. In Brisbane 18 workshops were run with an attendance of 142 participants, in Sydney 14 workshops took place and 109 young people attended, Adelaide saw 21 workshops taking place and 45 participants, and in Melbourne 16 workshops took place with 154 attendees.

In addition to its support of the CREATE Your Future program, Origin Foundation continues to provide excellent support to CREATE through its Work Place Giving contributions. Many thanks Origin Foundation.



rogenSi

Special thanks to rogenSi for providing excellent management training for CREATE senior staff members and for State Coordinators, as well as preparing our Young Consultants for their presentations at the UN in Geneva, and the ISPCAN conference in Finland.

The Sidney Myer Fund

Thanks to the Poverty and Disadvantaged grant CREATE received from the Sidney Myer Fund, CREATE were able to allocate significant funds to its Entering Care Kits project. This project provides a backpack full of goodies, CREATE merchandise and useful information, to new members of clubCREATE who have just entered care. This funding grant will enable CREATE to provide children and young people with a kit as they entering care for the first time, providing some support and care at an upsetting time.

Tim Fairfax Family Foundation

Tim Fairfax Family Foundation funding has been instrumental in CREATE's efforts - particularly in the first half of the 2011/12 financial year - to support children and young people in care in rural Australia. It has provided CREATE with the opportunity to reach and support children and carers in more remote communities which is key to CREATE's vision and strategic plan. Tim Fairfax Family Foundation funding has enabled key Connections events to take place and has also supported children and young people's Connections with CREATE with funding for clubCREATE magazines which go out to all members.



CREATE supporters

AMP Capital Investors	Maple-Brown Abbott
AMP Foundation	Microsoft Australia
ANZIIF (The Institute)	Origin Foundation
ANSVAR Insurance	PricewaterhouseCoopers
Aon Charitable Foundation	QBE Group Limited
Canturi Jewells	rogenSi
Charlie Powell	Steadfast Group Limited
Clive Bailey	Tasmanian Community Fund
Corner for Kids	The Sidney Myer Fund
Dexus Property Group	Tim Fairfax Foundation
KPMG	Uniting Care Community
LeasePlan	White Marketing Consultants
King & Wood Mallesons	

And to 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 it receives 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 (NT)

Department of Children and Families (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

CREATE would like to thank all the wonderful volunteers that come into CREATE offices, attend events and support CREATE's work and its mission to create a better life for children and young people in care. As a small charity a lot of what CREATE does is very much reliant on the generous support of volunteers who dedicate their time and expertise to further the work of CREATE.

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 Connections events, and also provide their expertise in CREATE Your Future activities to assist CREATE young people to develop life skills which will support their transition from care into independence. A heartfelt thank you from everyone at CREATE.



Hello CREATE,

A big thankyou for the great back pack you sent to my lovely boy Jacob. It was a super surprise as our case worker must have signed him up. Looking forward to seeing all the great things you have planned.

Keep up the good work

Cheers and thank you again

Janice, carer

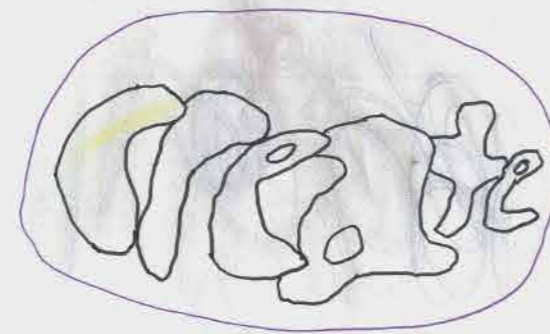


To Create

Thank you for giving us gifts like the bags what you bought and it was very nice of you

Thank you very much
Love lots
Love Gerald

Thank you FROM
by Bob and Patsy
with Patsy's Toy Library



to create thank you for the gifts and bags thank you so much create
From Temisha
xxxxxxoooooo



“I think NYAC was a wonderful opportunity for all young people that are serious about wanting to make a difference” Bek, 23

THANK YOU



to create thank you for the bag & last of love temisha
thank you



Dear Create

Thank you for the bag of Gummies. I enjoy playing and using them.

Thanks
Brendan.

“To the volunteers who pack the bags and the people that run CREATE, thank you for the bag that arrived today. The little girl in our care was beside herself with excitement when she realised the bag was specially for her. She loved the Dora and the pop up book and insisted we read them multiple times tonight. She’s just gone off to bed...with her special bag at the foot of the bed.”

email from a carer

to create
I am so happy that you get me the bag & pencils & the fabric Doll.
thank you
Create
Create
Create
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Create



create
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