

2014 ANNUAL REVIEW

create
FOUNDATION



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CHAIRMAN'S FOREWORD

The CREATE team have excelled again this year and this Annual Review highlights their achievements and progress towards the strategic plan goals. The breadth of activities and advocacy far exceeds expectations and the team certainly punch above their weight.

A backdrop of inquiries, the Royal Commission and system reviews is sadly reflective of a system under siege and unable to meet the needs of vulnerable children and young people in Australian society. CREATE's role in providing opportunities for children and young people to have a voice and be heard is pivotal to ensure the robustness of the care system.

The Board of Directors would like to acknowledge the support from federal and state governments and our corporate sponsors who enable us to focus on improving the lives of children and young people in care.

Warm regards

Richard Hill
Chairman
CREATE Foundation

FROM THE CEO



What an exceptional year for CREATE Foundation! Our first ever international conference *From Strength to Strength* was held in Canberra in November 2013 and was heralded a resounding success with over 360 participants. The conference embodied our deep and abiding commitment to the inclusion and participation of children and young people. Jono Eyles, a CREATE Young Consultant, was an incredibly powerful speaker who opened the conference and set the tone for the three-day event. A unique aspect of this conference was the blend of participants with children and young people, workers, carers, policy makers, government officials and researchers all working together to improve the system – it was an invigorating and high energy event!

Guest speakers from the UK, Canada and New Zealand along with the who's who of the Australian research and NGO sector provided enlightening content driven sessions. The CREATE team also provided hands on practical applications of programmatic material, workshops and activities for children and young people.

The event was followed by another first; a national photographic exhibition entitled *The Power Within*. Young people were paired with a successful Australian with a care experience to develop a portrait and biography of the adult. The aim of the exhibition was to reduce the stigma often associated with children in foster, kinship and residential care and focus on their achievements.

We saw history unfold as the Commonwealth Government progressed with the Royal Commission into Institutional Responses to Child Sexual Abuse. CREATE played an active role in highlighting that this issue is contemporary and the shuttered

lens of history should not cloud the very real situation where children and young people continue to be exposed within the current system.

CREATE and the Leadership Committee said farewell to Cazz Wingrave in 2014 after over six years of stellar service. Cazz's contribution was appreciated and her special brand of magic will be sorely missed.

A huge thank you is extended to Stephanie Hapke who has stepped up into the role of National Marketing and Communications Manager to fill Cazz's shoes. Doug Babcock has set the scene again for another solid financial year. My personal thanks are extended to Doug for his exceptional work and support this year!

Thanks to our Board of Directors; they have had a very busy year and have provided their continued unwavering support.

Our work would not be possible without the passion and dedication drawn from working with children and young people with a care experience. Their stories, wisdom and strength continue to amaze and invigorate us.

This Annual Review is a testament to the courage of children and young people and the collective hard work, vision and commitment of the CREATE Board of Directors, staff and volunteers to make a difference.

Enjoy!

Jacqui Reed
Chief Executive Officer
CREATE Foundation

VISION, MISSION AND CORE 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.

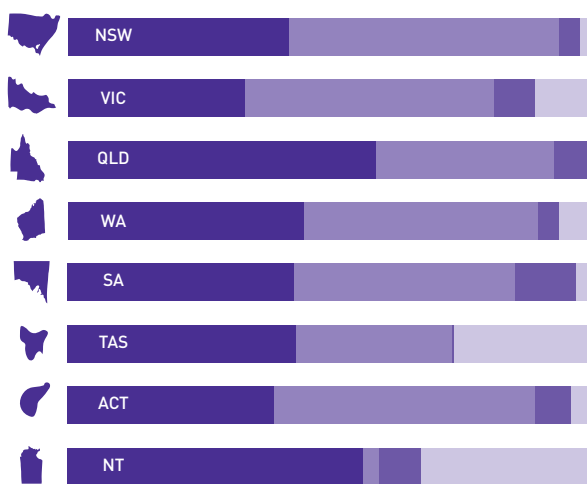
CORE PRINCIPLES

- 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.

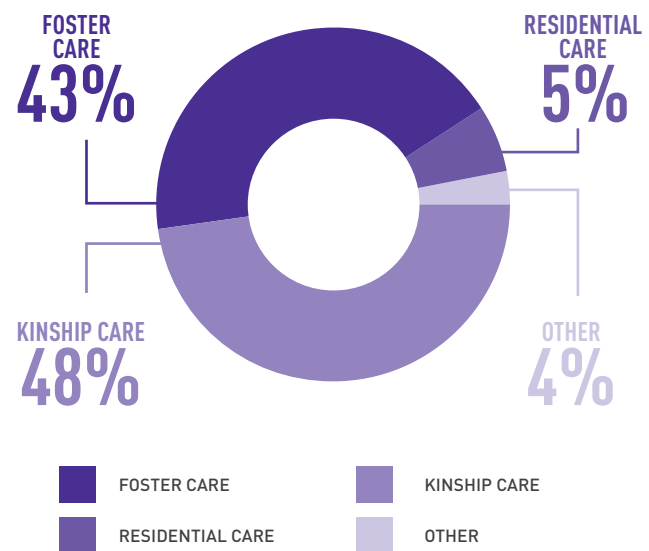
CHILD PROTECTION LANDSCAPE

At 30 June 2013, there were 40,549 children in out-of-home care, representing a 2.3% increase since 2012.

The majority of children and young people in out-of-home care live in home-based care arrangements with 48% in kinship care and 43% in foster care, while 5% live in residential care and the remaining 2% are in other care arrangements. Across Australia there are marked differences in the care arrangements between the States and Territories which illustrates the differing placement policies and availability of carers (see below).



The worrying over-representation of Aboriginal and Torres Strait Islander children continued to increase during 2013, with 13,952 (34%) Aboriginal and Torres Strait Islander children and young people in care as at 30 June 2013. This means that Indigenous children are over 10 times more likely to be in out-of-home care than non-Indigenous children. The ratio of Indigenous children in out-of-home care compared to non-Indigenous children varies between states and territories. For example, Western Australia and Victoria's ratios were higher at 16.1 and 15.7 times respectively while Tasmania's ratio of 3.9 was far lower (see table).



NOTES
 1. In Tasmania, children under third party guardianship orders are counted under 'Other' living arrangements.
 2. In the Northern Territory's client information system, the majority of children in a relative/kinship placement are captured in the foster care placement type. Approximately 39% of children in the above 'foster care' placement type are placed in a relative/kinship household.

Children in out-of-home care, by number and number per 1,000 children aged 0-17 and Indigenous status, states and territories, 30 June 2013

State / Territory	Number of children				Rates per 1,000 children			Rate ratio Indigenous/non-Indigenous
	Indigenous	Non Indigenous	Unknown	All children ^(a)	Indigenous	Non Indigenous	All children ^(a)	
NSW	6,203	11,214	5	17,422	85.5	7.2	10.4	11.8
VIC	1,087	5,442	13	6,542	69.5	4.4	5.2	15.7
QLD	3,195	4,884	57	8,136	43.6	4.7	7.3	9.4
WA	1,678	1,721	26	3,425	53.3	3.3	5.9	16.1
SA	788	1,835	34	2,657	60.7	5.3	7.4	11.5
TAS	243	803	21	1,067	28.5	7.3	9.3	3.9
ACT	140	399	19	558	70.5	5.1	6.6	14.0
NT	618	124	0	742	22.2	3.4	11.7	6.6
Total	13,952	26,422	175	40,549	57.1	5.4	7.8	10.6

(a) 'All children' includes children whose Indigenous status was unknown.

Notes
 1. Refer to Table A45 for the populations used in the calculation of rates.
 2. Rate ratios are calculated by dividing the un-rounded rate of Aboriginal and Torres Strait Islander children who were in out-of-home care by the unrounded rate of non-Indigenous children who were in out-of-home care. The resulting number is a measure of how many Aboriginal and Torres Strait Islander children were in out-of-home care for every non-Indigenous child who was in out-of-home care

Source: AIHW Child Protection Collection 2013.

1. Australian Institute of Health and Welfare (AIHW) 2014 Child protection Australia 2012-13. Child Welfare series no.58. Cat. No. CWS 49. Canberra: AIHW
 2. AIHW above 2014 Figure 5.3 p49
 3. Australian Institute of Health and Welfare (AIHW) 2014 Child protection Australia 2012-13. Child Welfare series no.58. Cat. No. CWS 49. Canberra: AIHW Table 5.4 p52

POLICY AND ADVOCACY

The child protection landscape has been turbulent over recent years. All states and territories have conducted inquiries, reviews and audits which have led to major policy changes and reforms to child protection systems across Australia. At the same time the Royal Commission into Institutional Responses to Child Sexual Abuse has been running.

CREATE has been actively participating in these inquiries, developing submissions, providing feedback, sitting on committees and roundtables, and facilitating Young Consultants to speak to the changes proposed based upon their experiences.



Recommendations from the above inquiries are influencing policy changes in all State and Territory child protection systems. There are major reforms to service delivery systems in New South Wales, Queensland, Tasmania, Victoria and the Northern Territory.

CREATE remains committed to engaging with these processes to ensure the changes improve the outcomes for children and young people in out-of-home care.

CREATE'S ROLE

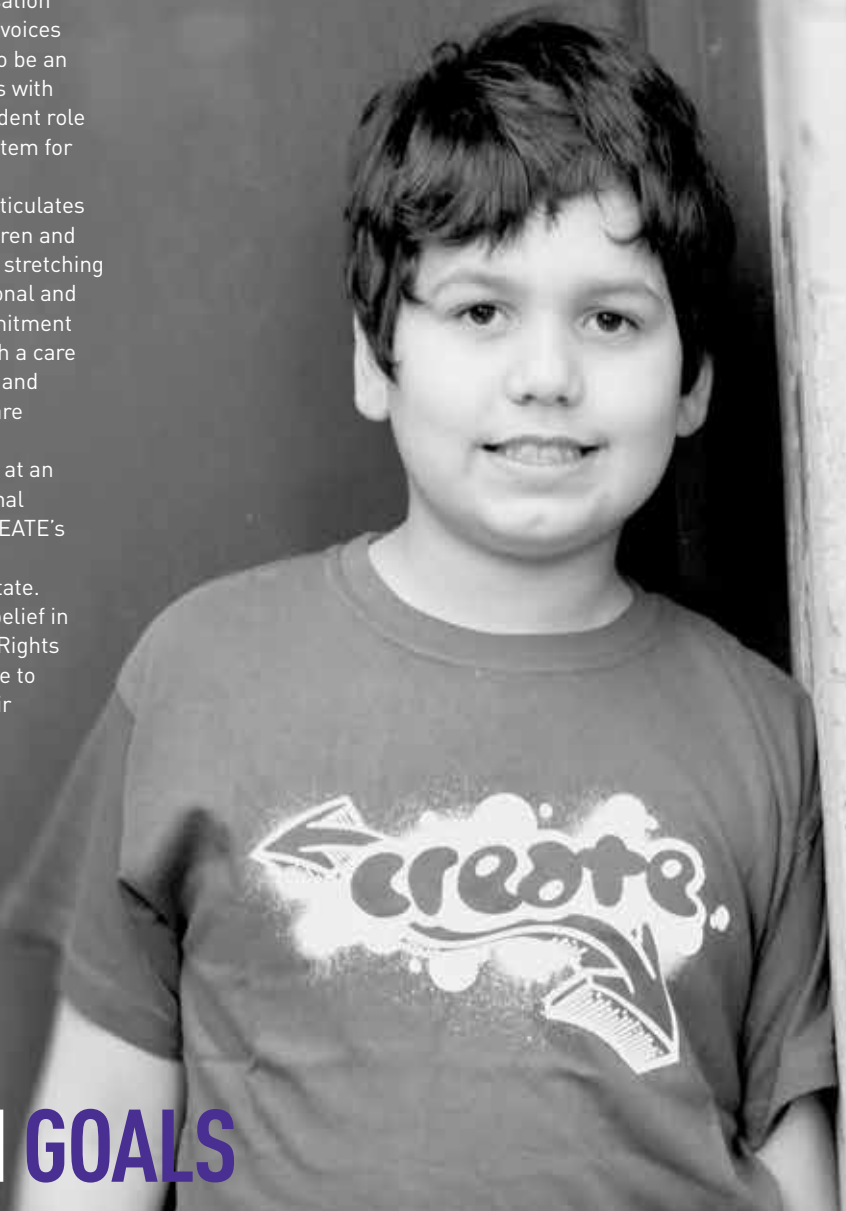
CREATE Foundation is a national not-for-profit organisation that acts as the peak consumer body representing the voices of children and young people with a care experience. To be an effective advocate, CREATE both connects and engages with children and young people as well as plays an independent role in gaining their important views, changing the care system for the better.

CREATE Foundation's 2012 – 2015 Strategic Plan articulates a commitment to achieving positive outcomes for children and young people. Central to this is how CREATE is further stretching its capacity to reach children and young people in regional and remote areas. This is driven by CREATE's overall commitment to increase contact with children and young people with a care experience and to provide more support for Aboriginal and Torres Strait Islander 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 four years has been significant and it is committed to ensuring that, with strong foundations, 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.



CONNECT

CONNECTING CHILDREN AND YOUNG PEOPLE TO EACH OTHER, CREATE AND THEIR COMMUNITY

CREATE's key connection mechanism, clubCREATE, is available nationally for children and young people aged 0 to 25. It is the gateway that connects children and young people together and facilitates their access to CREATE's programs and services. This year clubCREATE has seen a steady increase in members accessing its services across the country. This upward trajectory is exciting news, proving that CREATE is moving ever-closer to its goal of reaching every child and young person with a care experience.

CLUBCREATE

MEMBERSHIP INCREASE

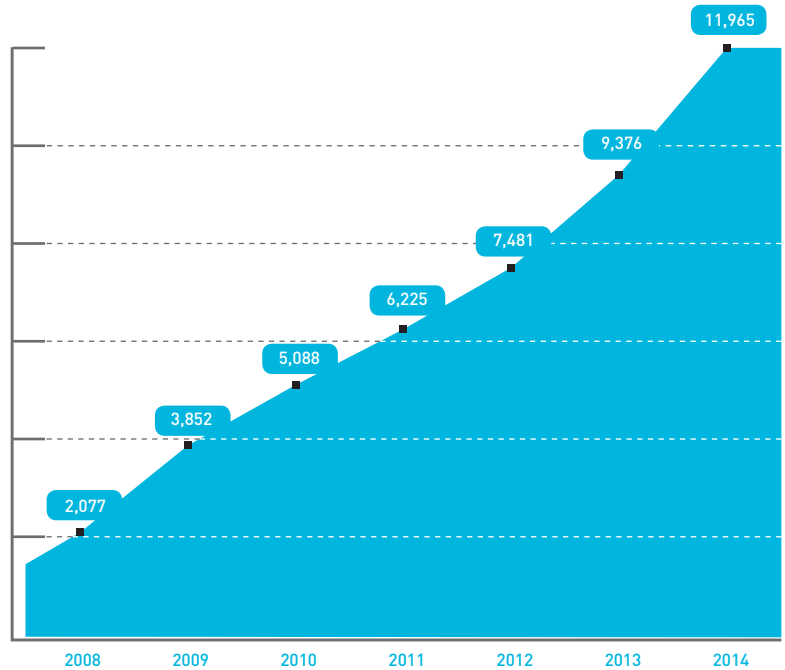
Data collected from this reporting period indicates that clubCREATE has seen a 25% increase in new memberships with 2,961 new members across Australia. CREATE is proud that Aboriginal children and young people make up 20% of total clubCREATE memberships. CREATE actively works to connect and advocate for this most marginalised group of Australian youth. In addition, almost 30% of all new memberships in 2014 have been Aboriginal children and young people. To remain culturally relevant for all clubCREATE members, CREATE will continue to support partnerships and relationships forged with advisors from Aboriginal communities.

clubCREATE
has seen a
25%
increase in new
memberships

JOINING CLUBCREATE

Children and young people who join clubCREATE receive a Welcome Pack that includes a membership card, information about CREATE's programs and our latest edition of clubCREATE Magazine. In addition, an Entering Care Kit is provided to those new members who have entered care for the first time. Receiving a backpack containing age-appropriate books, toys and stationery, the Entering Care Kit assists with a child or young person's transition into care, reducing their sense of isolation. CREATE also sends colourful and encouraging Birthday Cards to all clubCREATE members on their birthday, helping them feel valued and remembered on their special day.

Net growth in clubCREATE membership



clubCREATE membership by state



CLUBCREATE MAGAZINE

All clubCREATE members receive an age-appropriate clubCREATE Magazine full of fun activities, interesting articles and competitions with many great prizes to be won. Magazines are posted bimonthly and include a round-up of the latest happenings from each state and territory. In 2014, CREATE's Marketing and Communications team developed a new look for the magazines which has seen competition entries quadruple compared to last year. clubCREATE Magazine gives children and young people the opportunity to share their stories, artworks and photographs, keeping them connected to one another, CREATE and their community.



CLUBCREATE IN A YEAR

Welcome packs distributed



Birthday cards distributed



clubCREATE magazines distributed per/qtr



Entering care kits distributed

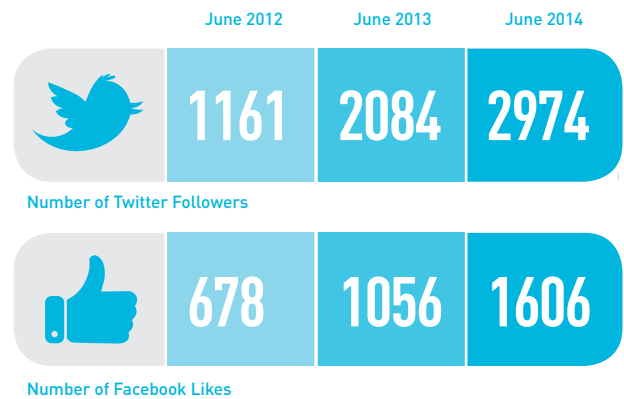


E-MARKETING

CREATE's digital presence achieved another strong year of results, utilising our various platforms to communicate the voice of children and young people in care. Effective use of communications is critical in achieving our position as being the national peak consumer body representing the views of children and young people in care.

We focused on keeping content up-to-date and engaging on our three bespoke websites and across our social media channels. The 2013/2014 financial year yielded a strong result on our social media channels, strengthening our goal to keep children and young people connected by achieving a 52% increase in our Facebook "Likes" and 43% increase in Twitter "Followers."

Social media reach



facebook.com/CREATEfnd



@CREATEfnd



youtube.com/CREATEFoundation

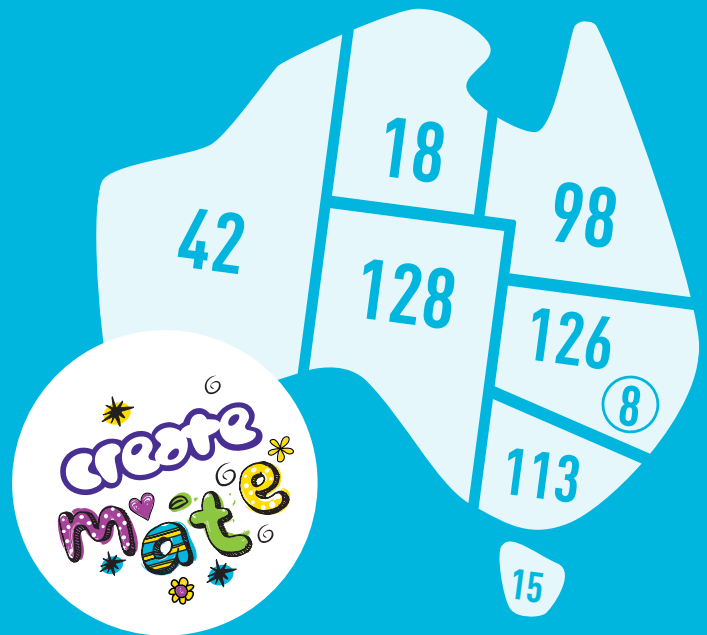
CREATE MATES

CREATE Mates have continued to be instrumental during 2013/2014 in assisting CREATE to connect with children and young people in out-of-home-care.

CREATE Mates was an initiative that was originally introduced to facilitate connection to caseworkers as part of the "What's the Plan?" Report Card process in 2012 and to increase CREATE's stakeholder engagement across the sector. The aim was to establish a *Mate* in every local department office and agency site that would be CREATE's voice, responsible for distributing CREATE information and promoting CREATE's programs and services amongst their colleagues. Whilst CREATE Mates inform their colleagues about CREATE, they also encourage their colleagues to sign up their children and young people with a care experience to become a clubCREATE member. CREATE Mates also help to deliver CREATE's key messages to their colleagues in hard to reach regional and remote locations. These CREATE Mates often assist CREATE's connection with vulnerable children and young people with a care experience who have limited access to services due to their location.

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

CREATE MATES BY LOCATION



CONNECTION EVENTS

Connection events are an important opportunity for children and young people in care who are facing similar circumstances to meet face-to-face, share their stories and have some fun in what can be a very difficult time in their lives. Many Connection events have been held around the country including special outings, Christmas and Easter parties, Child Protection Week events, sporting events, movie days and much more. This year 3,906 children and young people with a care experience had the opportunity to come together and connect.

983
Indigenous children
and young people
participants

7,917
total participants

EASTER PARTY IN THE ACT

In April 2014, 40 clubCREATE members and their families gathered at the Kambah Adventure Playground to celebrate an Easter brunch with CREATE in the ACT. CREATE's staff were supported by several Young Consultants and volunteers who braved the early Canberra chill to set up what would be a resoundingly successful day. Nomad the Magician provided light-hearted and mysterious entertainment whilst the jumping castle remained at capacity for the duration of the event.

CREATE in the ACT's decision to replace a sausage sizzle with bacon and egg rolls proved very popular, as did the percolated coffee. Families brought rugs and by 9:30am

CREATE had claimed the area as their own; sprawling groups of chatting adults and excited young people covered the park. After Nomad finished his show, CREATE finalised the formalities with an Easter egg hunt and a thank you for all involved.

The feedback was excellent, with carers enjoying the wide range of activities provided for young people and *real* coffee! Young people stated how much they enjoyed the bacon and egg rolls, Nomad and other activities. There was a real sense of community during the morning, with the Young Consultants taking the lead on many activities and building relationships with other clubCREATE members.

CHRISTMAS PARTY IN TASMANIA

In December 2013, CREATE in Tasmania hosted their much anticipated Christmas Party which was once again a huge success with 670 young people, carers, caseworkers, volunteers and staff attending, making for the biggest CREATE event so far.

The day was action-packed with young people making the most of all that was on offer. There were activities for all ages including mini slides and roundabouts, laser skirmish, zorbing balls, slot car racing, a photo booth, craft, face painting and of course the jumping castle, just to name a few.

Santa arrived on the Campbell Town Fire Truck and young people received a goodie bag each.

This Christmas Party received a huge amount of support from sector partners and the wider community. This event continues to be the most valued and popular Connection event which CREATE in Tasmania hosts.

“Today has been awesome. I loved the fun games, face paint and the food. I even got to see Santa! He gave me a hug and a present. I had the best day of my life.”

“I really liked all the fun activities that you had here today.”



“[This was the] best CREATE Christmas Party so far.”

EMPOWERING CHILDREN AND YOUNG PEOPLE TO BUILD SELF-CONFIDENCE, SELF-ESTEEM AND SKILLS THAT ENABLE THEM TO HAVE A VOICE AND BE HEARD

EMPOWER

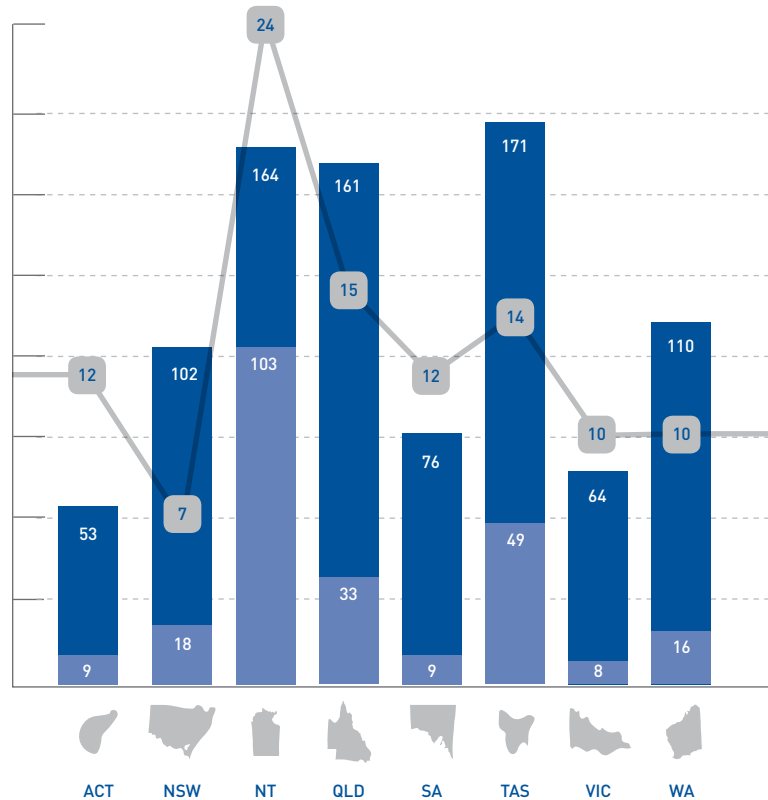
Empowerment activities and programs provide young people with an opportunity to not only meet and connect with their peers but also to build self-confidence, self-esteem and skills that enable them to have a voice and be heard. CREATE's key empowerment programs include Youth Advisory Groups, Speak Up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



YOUTH ADVISORY GROUPS

Youth Advisory Groups (YAG) are an essential component of CREATE's advocacy work. Groups of children and young people (CYP) 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.

YAG July 2013 to June 2014	
Total	104
Number of Events Held in Reporting Period	104
Total Number of CYP attending these events	901
Total Number of Indigenous CYP attending these events	245



SPEAK UP

This year saw the continuation of the highly successful leadership and empowerment training program named Speak Up (SUP). The program replaced the former Young Consultants Training, which was updated to offer three levels of training that commenced in February 2013. Level 1 provides an introduction to being a Young Consultant, learning about the sector and CREATE. Level 2 introduces skills and knowledge of public speaking, media, self-advocacy, group advocacy and state advocacy. Level 3 covers advanced media, public speaking, group advocacy and national advocacy. Never before have young people been able to access this level of leadership training as a Young Consultant.

As part of CREATE's ongoing commitment to ensuring young people have a say on CREATE programs, SUP has continued to be delivered as an integral empowerment program available to all young people with a statutory care experience aged 14 to 25. Successfully

trained Young Consultants have gone on to represent the voices of children and young people in care at a variety of meetings and forums within the sector.

In 2013/2014, a total of 48 SUP workshops were held with 291 young people attending, 56 of whom identified as Aboriginal or Torres Strait Islander (19.2%).

Number of CYP attending SUP Level 1
159

Number of CYP attending SUP Level 2
86

Number of CYP attending SUP Level 3
46

Speak Up Attendance
June 2013 to
July 2014



SPEAK UP IN VICTORIA

This year CREATE in Victoria had the privilege of training 29 wonderful new Young Consultants through the Speak Up (SUP) Program. We ran two camps for Levels 1 and 3 to provide opportunities for young people to attend from all geographical locations across Victoria. We also worked with agencies to provide SUP to support some local initiatives. For example, St Luke's in Bendigo commissioned CREATE to run SUP for their young people who form the Youth Movement Initiative to assist them in their advocacy work in Bendigo. The Glastonbury Voice of the Child project in Geelong also hosted Level 1 and Level 2 will follow later in 2014. This year also saw the first time young people were trained from the Victorian Cooperative on Children's Services for Ethnic Groups.

Level 1 offers the *Hot Seat*, where young people ask questions to a panel of professionals who generously volunteer their time to be part of a conversation that matters. Volunteers from the Department of Human Services, educational institutions, community services organisations, housing programs and youth justice centres are just some of the participants and CREATE in Victoria thanks them for their support.

“It makes really complicated things about the system easier to understand.”



“[Doing SUP and being involved with CREATE] brings closure. I never felt like I could speak up or like I was being listened to before. But now everyone's listening and people are really taking something away from our stories.”



“The SUP program gives me the opportunity to give workers and other people advice about how it is for young people [in care] and how their work impacts on young people's lives.”

“I learnt how the system works ‘behind the scenes’ and it doesn’t seem so scary now.”

SPEAK UP IN QUEENSLAND

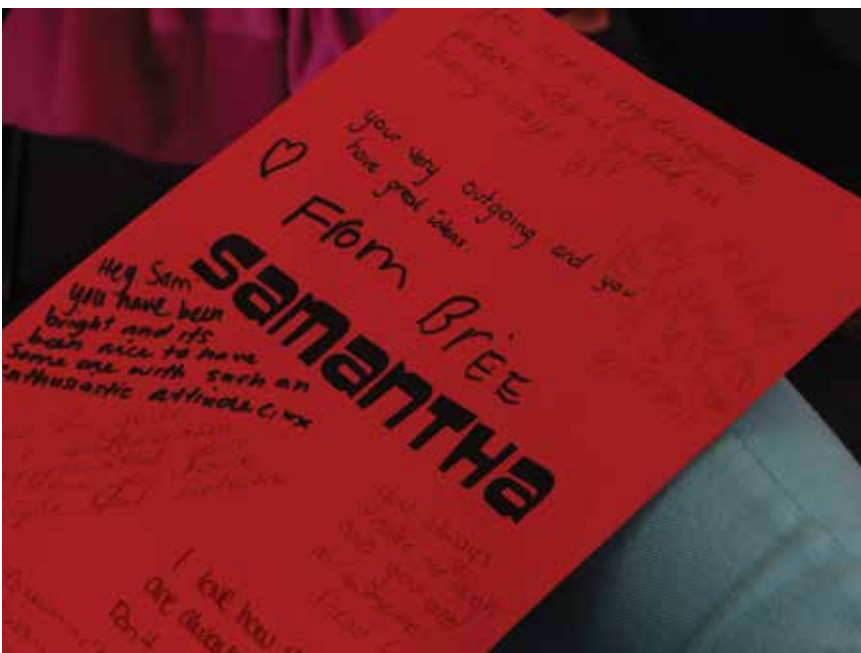
CREATE in Queensland has been lucky enough to recruit a stellar cast of new Young Consultants over the last financial year. This passionate new crew bring with them a plethora of skills and interests as well as a dedication to improving the lives of children and young people with an out-of-home care experience. These new leaders revelled in the opportunity to build and refine their public speaking skills, speak with and learn from other young people and workers within the child protection system, and how to be effective change makers.

Over the course of the year 31 young people completed Level 1 Speak Up (SUP) training (10 identifying as Aboriginal or Torres Strait Islander), 23 completed Level 2 training (9 identifying as Aboriginal or Torres Strait Islander) and 13 completed Level 3 training (4 identifying as Aboriginal or Torres Strait Islander). There is a huge diversity amongst the training graduates which compliments the diversity amongst children and young people in care whom they represent and echoes the Strength to Strength conference message of, “I am not a barcode.”

As a result of the Levels 1, 2 and 3 SUP training, these Young Consultants have successfully helped to improve the child protection system in their work with the media, as co-facilitators, trainers and advisors. Since the training, the SUP graduates have been involved in a range of CREATE activities:

- Playing a crucial role in providing feedback to shape a new *after care* system of support for young people transitioning from care in Queensland
 - Inspiring new conversations by sharing their story and perspectives at many training sessions for child safety officers and foster carers
 - Helping to run activities and games for smaller children at CREATE Connection events and other community events.
- CREATE looks forward to many more new Young Consultants jumping on board and helping to improve the child protection system in the future.

“The SUP program gave me the skills and confidence that I needed to be able to speak in front of people. I’m looking forward to completing Level 3 so that I’ll be able to help out where I can to make the care system better.”



“Having a chance to be a Young Consultant is like having the chance to be a hero essentially.”

MISSION:BE

Mission:be is a personal discovery, self-development and leadership program for young people in care aged 14 to 18 in South Australia. The program incorporates action learning, personal development workshops and adventure activities. The program provides participants with an opportunity to develop their true potential.

Mission:be connects young people who come from similar backgrounds, providing a unique forum for peer support, fun and friendship so participants do not feel like their care experience defines their future.

17 people between the ages of 13 and 20 expressed an interest in the Mission:be program. 11 of these participated in the program over the duration of 2013, with 7 taking part in the whole program. One participant successfully completed all seven modules, gaining their Bronze Duke of Edinburgh Award which was linked to their participation in the program.

“I learned new skills and made new friends!”

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

The most exciting part of the Mission:be program is the camps that CREATE facilitates twice a year. CREATE hosted one camp at Seone Hills at the Woodhouse Campsite in July 2013. The 11 young people who attended had an awesome time with CREATE staff and youth facilitators.

The Mission:be program, delivered in the Metropolitan Region in 2013, was made possible due to the support and enthusiasm of a number of organisations like Families SA, the Office of the Guardian for Children and Young People in Care, Baptist Care South Australia, Uniting Communities, Streetlink, South Australia Police and Connecting Foster Carers South Australia.



CREATE YOUR FUTURE

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

In 2013/2014, a total of 116 CREATE Your Future workshops were delivered to 1109 participants, 175 of whom identified as Aboriginal or Torres Strait Islander (15.8%). New content for

CREATE Your Future workshops was developed between January and April 2014 with the delivery of the new workshops beginning in May 2014 in New South Wales, Western Australia and the Northern Territory. The new content builds on the existing four CREATE Your Future workshops and offers learning outcomes across seven life domains, all relevant for young people who are preparing for their transition to adulthood and independence.

CREATE YOUR FUTURE IN WESTERN AUSTRALIA

CREATE Your Future (CYF) has taken off in leaps and bounds in Western Australia with CYF workshops being delivered to 242 young people across the Perth metropolitan area in 2013/2014. Workshops have been delivered in a variety of ways, including CYF camps and one-off workshops attached to fun activities such as surfing and rock-climbing. This was part of a day program with Aboriginal young people at the Halo Leadership Development Agency and with young people in residential care facilities from Parkerville Children and Youth Care. These workshops not only provided an opportunity for young people to come together to learn new skills but also to make new friends

and hear from others who are currently on, or who have been through, the same journey of leaving care. A highlight of the year was seeing young people at the CYF Retreat Camp in April 2014 enjoy the brand new CYF workshops, including being encouraged to explore their own identities and inner strengths.

“I had the greatest time and would just like to say how well organised [it was] and engaged I felt.”

Young person on CYF Retreat Camp



CREATE YOUR FUTURE IN THE NORTHERN TERRITORY

This year was very active for CREATE in the Northern Territory with 120 participants taking part in the CREATE Your Future (CYF) program, which is approximately 15% of the Northern Territory clubCREATE members going through the program with over half of them being Indigenous. CYF is funded primarily by the Department of Social Services who hope to combat future homelessness by providing young people in care with valuable life skills to transition successfully from care to independence. CYF works on the premise that your care experience does not define your future and that young people have hopes and dreams that they can fulfil.

CREATE in the Northern Territory helped young people become job ready by purchasing an interview outfit for them and challenging them and any negative thinking whilst zip-lining 200 metres in the air! Amongst other things, they learnt the art of cooking on a budget, how to work as a team and look out for others whilst go-karting in a group and familiarising themselves with the local services that are important for their future. CREATE in the Northern Territory expect the best from the young people and they never fail to deliver. We know CREATE is helping them move from strength to strength fulfilling their hopes and dreams!

“[CYF] has challenged my comfort zones, turning negative thinking into positive.”

“CYF has helped me look at what type of job I would like and how I could achieve this.”



“[CYF is] a lot of fun, sometimes you don't even know you're learning.”



CREATE YOUR FUTURE GRANT SCHEME

The CREATE Your Future Grant Scheme provides funds to young people aged 15 to 25 to enable them to reach their full potential. This year CREATE distributed \$29,600 to successful grant recipients.

181 applications were received this year, the highest number of applications received by the scheme to date. A generous contribution from Relationships Australia WA enabled CREATE to fund all nine applications from young people in Western Australia.

The grant panel took great delight in being able to provide 106 grants to young people transitioning from care with laptops and driving lessons once again being the predominant focus for this round.

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

This year CREATE distributed

\$29,600

to successful grant recipients.





CHANGE

CHANGE THE CARE SYSTEM, IN CONSULTATION WITH CHILDREN AND YOUNG PEOPLE

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

THE ROYAL COMMISSION INTO INSTITUTIONAL RESPONSES TO CHILD SEXUAL ABUSE

Sexual abuse is the fourth leading cause of children and young people being taken into care after emotional abuse, neglect and physical abuse. Unfortunately some children and young people have also suffered sexual abuse while in care, where they are meant to be safe.

In 2013 the Australian Government established a Royal Commission into Institutional Responses to Child Sexual Abuse (the Commission). The Commission is looking at how organisations including sporting clubs, schools and others have acted in response to child sexual abuse claims and what can be done to prevent abuse in the future.

The Commission, through private and public hearings, has heard from numerous individuals about their experience of child sexual abuse, the organisations responsible for ensuring their safety and wellbeing at the time of their abuse and where possible, the perpetrators of the abuse. In addition, the Commission has sought input from other organisations and government agencies through roundtables and discussion papers on a range of issues to help inform its deliberations and future recommendations.

CREATE has been actively following the Commission and providing input on several fronts to ensure the voices of children and young people in out-of-home and their concerns are heard. CREATE has made a number of submissions in response to a variety of issues papers, advocated to Commission staff directly and participated in the inaugural roundtable discussion about the prevention of child sexual abuse in out-of-home care.

CREATE will continue to provide input to the Commission to ensure the views of children and young people in care are heard and each of them recognised as more than a barcode, a case file or a client. Each young person has hopes and dreams and the right to live in safety.

“CREATE has been actively following the Commission and providing input on several fronts to ensure the voices of children and young people in out-of-home and their concerns are heard.”

CREATE's submissions to the issues papers listed below are available on the CREATE website at www.create.org.au

- 1 Working with Children Check
- 3 Child Safe Institutions
- 4 Preventing Sexual Abuse in Out-of-Home Care
- 6 Redress Schemes
- 7 Statutory Victims of Crime Compensation Schemes



GRANDPARENTS INQUIRY



The Australian Senate Standing Committees on Community Affairs is conducting an Inquiry into 'Grandparents who take primary responsibility for raising their grandchildren.' Over 170 submissions have been received by the Inquiry, including one from the CREATE Foundation. In June 2014, a CREATE Young Consultant and a Community Facilitator travelled to Sydney to appear before the committee, providing a detailed testimony on an experience of growing up in the care of grandparents and the need for support of carers and children and young people in kinship care. The Committee will report to the Senate in September 2014.

THE CARMODY INQUIRY IN QUEENSLAND

“CREATE was rewarded for its efforts, being awarded a 2013 Child Protection Week Award for its role in the Carmody Inquiry.

The Queensland Child Protection Commission of Inquiry (Carmody Inquiry) headed by the Hon Tim Carmody, QC finished in July 2013 with Commissioner Carmody recommending sweeping changes to Queensland's child protection system in his final reports.

CREATE in Queensland was proactively involved in the Carmody Inquiry to ensure it was well informed from the perspective of those whose future wellbeing depended on its outcomes. CREATE wrote submissions, supported young people to attend closed hearings and facilitated focus groups attended by Commissioner Carmody so that he could hear for himself what young people with a care experience had to say. CREATE was rewarded for its efforts, being awarded a 2013 Child Protection Week Award for its role in the Inquiry.

The hard work has continued in 2014 with the Queensland Government's roll out of the new child protection system. Of particular interest to CREATE was the government's announcement of funding for specific services to help support young people after they leave care until the age of 21.

CREATE in Queensland has played a significant role in ensuring the voices and views of children and young people with a care experience have been heard by those charged with implementing the new structure, including the development of a framework of services to support young people to prepare for leaving care and after they leave care. CREATE held workshops across Queensland where over 43 young people aged 15 to 25 provided feedback to inform design of the Transition to independence (T2i) structure.

CREATE wrote submissions to the State Government about the new legislation underlying the changes and supports CREATE Young Consultants to more directly influence change through participation in public hearings about the new legislation. They also hosted meetings between young people and departmental staff to make sure they are fully aware of the impacts on children and young people in care and how they think their needs would be best addressed.

LEAVING CARE KITS

CREATE continued its work to increase the number of 15 to 17 year olds who are actively engaged in planning for their transition to independence by distributing 1,935 Leaving Care Kits (LCK) across Australia in 2013/2014. The LCK is delivered in a satchel that contains a workbook titled the "Go Your Own Way Info Kit" with checklists for planning, an electronic version of the Info Kit on a USB, a journal, a compendium, a lanyard and a pen.

CREATE's aim is for the LCK to prompt young people to talk about transition with their caseworker who can help them develop a transition plan using the checklists provided. Transition that is gradual and planned can help young people avoid serious problems many care leavers have faced in the past such as homelessness, isolation and poverty.

The workbook was developed with input from young people who had already left care, giving their ideas to CREATE on what could have helped them have a better preparation for life after turning 18. The distribution of the kit is an ongoing project for



CREATE and is CREATE's contribution to meeting Standard 13 of the National Standards for Out-of-Home Care – *Children and young people have a transition from care plan commencing at 15 years old which details support to be provided after leaving care.*

CREATE thanks the State and Territory governments for supporting this initiative.

NATIONAL FRAMEWORK FOR PROTECTING AUSTRALIA'S CHILDREN 2009-2020

CREATE is part of the Coalition of Organisations Committed to the Safety and Wellbeing of Australia's Children which is working with the Federal Government to support the aim and outcomes of the National Framework. The government has confirmed its commitment to working with this Coalition and State and Territory governments to make 'protecting children everyone's business through the National Framework.'

The National Framework's six supporting outcomes are:

- children live in safe and supportive families and communities
- children and families access adequate support to promote safety and intervene early
- risk factors for child abuse and neglect are addressed
- children who have been abused or neglected receive the support and care they need for their safety and wellbeing

- Indigenous children are supported and safe in their families and communities
- child sexual abuse and exploitation is prevented and survivors receive adequate support.

We are in the final year of the second three-year action plan (2012-2015) and under this action plan CREATE's work on transitioning to independence included our "What's the plan?" campaign and our Go Your Own Way Info Kits. CREATE's multiple submissions to the Royal Commission into Institutional Responses to Child Sexual Abuse deliver upon the responding to sexual abuse outcome. The Coalition is developing a steering group to design a comprehensive consultation plan for the new national plan of action (2015-2018) which aims to focus on tangible outcomes.



SIBLING PLACEMENT AND CONTACT IN OUT-OF-HOME CARE

The Department of Social Services commissioned CREATE to research sibling placement and contact experiences in out-of-home care. The study was designed to provide insight into sibling placement and contact across Australian state and territory jurisdictions from the perspectives of the children and young people living in out-of-home care, and the caseworkers supporting them on their journey through the system.

A literature review of international and domestic research showed that when siblings are able to stay together, their experience in care is much more positive; they are happier and more self-confident, have improved academic achievement and are more likely to be reunited with their birth families.

Following this, the views of 1160 children and young people between the ages of 8 and 17 years within the Australian care system were presented. They included participants who provided data for CREATE's 2013 Report Card (McDowall, 2013) as well

as further samples from the Northern Territory (21) and Western Australia (70). In a first for CREATE, the views of caseworkers also were sought in this study to complement the information asked of children and young people. Of 116 caseworkers who completed the survey, 41% were government staff and 59% non-government.

The results of this study provided a unique snapshot of the care system concerning sibling placements and highlights where improvements need to be made in practice. Comments from caseworkers provided valuable insights and strategies for overcoming potential barriers to maintaining effective and positive sibling relationships in out-of-home care. A reassuring observation was that, where comparable, data provided by children and young people and caseworkers told similar stories, validating CREATE's emphasis on highlighting the voices of the young people actually experiencing the care system.

ADVOCACY AND CONSULTATION

ADOPTION IN NSW

The New South Wales (NSW) Government changed their rules for adoption in 2014 with the aim of increasing the number of adoptions of children who are in out-of-home care and thereby decreasing the number of children and young people in care. Media reports suggest that the changes may lead to around 300 children and young people in care being adopted per year, up from around 70 (Sydney Morning Herald, March 29, 2014, Radical new laws to raise adoption rate dramatically). CREATE in NSW, along with other non-government organisations, has participated in some robust discussions about this new approach to permanency planning for children and young people in care. CREATE is committed to ensuring that governments continue to hear from children and young people about their views on the adoption process and its outcomes.

“Media reports suggest that the changes may lead to around 300 children and young people in care being adopted per year, up from around 70.”

THE NORTHERN TERRITORY LEGAL REPRESENTATION AND THE CHARTER OF RIGHTS FOR KIDS IN CARE

CREATE in the Northern Territory surveyed young people about their experiences of legal representation when they entered care to inform amendments to the Care and Protection of Children Act clarifying the role of child representatives. An important part of the amendments mean that children and young people who have capacity are now able to give direct instructions to their child representative. Children and young people told CREATE they needed more time before court proceedings to meet with

CREATE in the Northern Territory assisted children and young people in out-of-home care to provide input to the development of a Charter of Rights for Children and Young People in Care. The Charter is now part of the Care and Protection of Children Act, and all children and young people in care in the Northern Territory receive the Charter so that they hear about their rights. Their rights include the right to be happy, play and have fun; to be themselves; to have their health looked after; and to have

“Children and young people told CREATE they needed more time before court proceedings to meet with their child representative and the child representative needed to represent the views of the children and young people, not other parties in the proceedings.”

their child representative and the child representative needed to represent the views of the children and young people, not other parties in the proceedings. CREATE proposed that training for child representatives was needed to assist them in their role. CREATE is part of the consultation group who are developing guidelines for child representatives working for children and young people who are entering care. CREATE in the Northern Territory is keen to provide tips for child representatives about how to listen to what children and young people are telling them so they can represent them.

contact with their family and friends. A CREATE Young Consultant and staff in the Northern Territory are providing training in collaboration with the Department of Children and Families to caseworkers about the importance of the Charter and how to talk with children and young people about the Charter and their rights. CREATE Young Consultants and staff were happy to appear in an ABC television story celebrating the establishment of the Charter of Rights for Children and Young People in Care in the Northern Territory.

EVENTS

CREATE'S INAUGURAL CONFERENCE

CREATE proudly held its inaugural international conference in Canberra across three days in November 2013. The Strength to Strength conference was attended by over 360 people, including 160 children and young people with an out-of-home care experience and also carers, government and sector representatives and both local and international child protection experts.

The overall purpose of the Strength to Strength conference was to improve the care system for children and young people in care through participation. The collective aim was to enhance community awareness and to reduce the stigma associated with children and young people with a care experience and to provide them with an avenue to feel empowered, informed and to have their voice heard. The conference enabled participants to identify issues of particular concern in their jurisdiction for wider discussion with government and sector stakeholders, whilst also successfully being elevated to an international forum with esteemed speakers in attendance from the U.K., New Zealand and Canada.

Examples of programme topics were: health and wellbeing; leaving care and supporting effective transitions; education; what makes a successful placement?; international perspectives on young people's transitions to adulthood; overcoming early stress and trauma directions; building and strengthening connections for kids in care; cultural identity and family and culture; workshops and presentations on participation; creative art and song writing workshops taught by musician Ryan Dingle; and Dean Rankine (cartoonist for shows like The Simpsons) also led a workshop on sharing your story through cartoons.

The conference also featured a dinner on the Saturday evening for delegates. The conference dinner program included key speakers such as CREATE Founder Jan Owen AM, a multimedia youth presentation by Urthboy and entertainment from outstanding young people including Ryan Dingle and Veanka Howard, who appeared on the 2013 series of Channel 7's, The X-Factor. The conference dinner was an absolute highlight for all involved, with the performances of Veanka and Ryan leading to an extended standing ovation.

“The conference was awesome. I had a blast, it was great to meet so many people who had similar experiences and it was amazing to hear what people thought could be improved to make the care system better for future generations.”

Tash, 22

strength = strength

Improving the care system for children and young people through participation

“[This was an] amazing experience with some great people. A great way for young people to all come together and be more confident with themselves as a young person in care. Definitely will be going to the event in 2015.”

Tenielle, 18

The conference was an overwhelming success and succeeded in achieving a rate of 83.9% of participants feeling supported to participate and 90.8% indicating the development of some kind of advocacy skills. The feedback received from carers, workers and young people was resonant with an appreciation of the opportunities provided to take part in workshops 'together' – sharing perspectives and opinions between young people, carers and workers was a unique highlight of the conference.

On the last day of the conference, Jacqui Reed announced that CREATE would hold another national conference in October 2015. “We were collectively overwhelmed by the show of support for our unique conference, with hundreds of attendees from all over the country and speakers from across the globe. Bring on October, 2015, when for the second time we will bring together the “who’s who” of a strained sector, in an environment designed to engender respect and empowerment, as we learn from the past and work towards improving child safety.”





1

“I found the conference so inspiring and empowering! I could see things changing for children and young people right before my eyes! It was such a surreal experience and feel so privileged to have been a part of it.”

Larnie, 19



4



2



3

CREATE would like to thank its key supporters who made this event a resounding success:

- Diamond Sponsor: AMP Capital
- Platinum Sponsor: Australian Government
- Gold Sponsor: Life Without Barriers
- Silver Sponsor: Origin, Berry Street
- Lanyard Sponsor: Association of Children’s Welfare Agencies
- Satchel Sponsor: Australian Childhood Foundation

“The Strength to Strength conference was a time for change, a time to reflect, a time for a new conversation. A conversation that will start a new beginning and change the way we talk or look at kids with a care experience.”

Chelsey, 19

1. CREATE’s mascot was born, Gus the Gorilla
2. CREATE Young Consultant Chris with cartoonist Dean Rankine
3. A participant taking part in the therapeutic arts workshop
4. CREATE Young Consultant Ryan Dingle performing at the conference dinner

BEAT THE BOSSES

On 14 May 2014, CREATE Foundation and its supporters enjoyed an evening of fun and games at the Ivy Ballroom for their annual fundraiser, Beat the Bosses. The night was declared the best yet and was enjoyed by everyone who attended, including two of CREATE Foundation's Young Consultants Nick and Jono who provided the guests with an important insight into their individual care experiences. Eugene White, Development Manager at Mulpha Australia Limited also delivered a great talk, providing guests with a greater understanding of what it is like to live in care, which was both engaging and entertaining.

Donald McKee did a fantastic job at hosting the event again for CREATE, driving an energetic and engaging trivia evening and utilising interactive games to keep the attendees engaged. As such, after four gruelling rounds and lots of cheats sold by our amazing volunteers from AMP Capital and Volunteer Army, the winning table was declared to be McGrath Estate Agents, not the bosses. Congratulations McGrath!

We would like to thank all our wonderful attendees and supporters including our event sponsors Steadfast, AMP Foundation, AON Benfield, PricewaterhouseCoopers, Dexus Property Group, Munich Re, Resilium (Suncorp), QBE Insurance Australia, Macquarie Group Australia, Austbrokers, Hollard Insurance, Macquarie Group Australia, Calliden Group, Catlin Australia & Accenture, Allianz Insurance, Jan Skinner, Guy Carpenter, Foresight's Global Coaching, Isis, AIG, McGrath, Wealthtrac, UBS Australia, ARPC, Aon Benfield, Finity Consulting and Wesfarmers.



“A huge thank you to everyone for a great night! This was my first Beat the Bosses event and a lot of fun was had by all, and such a wonderful charity to support!”

Vicky Hayes, EA to CEO,
The Hollard Insurance Company





“Many thanks for inviting me to Beat the Bosses last night. It was, as promised, a great event and I’m extremely pleased we participated with an Austbrokers table.”

Mark Searles, CEO & Managing Director,
Austbrokers



CORNERS FOR KIDS

The Corners for Kids (C4K) Motorcycle Rally kicked off in the beautiful area of Geelong on 12 March 2014 and celebrated its 15th Anniversary. The team from CREATE Foundation in Victoria were there to cheer the riders on as the race got started.

As the crowd gathered it was evident that new friendships were blossoming amongst the riders and that support was coming from the most unlikely of places. One rider said, “The highlight for me came when a man in a wheelchair reached into his pocket and handed me five dollars to donate to the CREATE fundraiser. This was a man in the car park of a place we stopped for lunch at Camperdown, Victoria. Yes, he was interested in the motorbikes, but immediately understood what it was we were raising money to do.”

The landscape for this year was breathtaking and this rider’s quote sums it up, “In over 3,000 kilometres of riding we saw the wonderful 12 Apostles on the Great Ocean Road in glorious 30 degree sunshine, and we saw sleet and snow on top of Mount Hotham in zero degree temperature! We worked hard for the people who sponsored us but we also had a great time doing it. Can’t wait for next year!”

As people cheered the riders on there is no doubt that there was a sense of curiosity from a few locals. One rider explains, “Assembling the bikes in the centre of the alpine town of Bright showed me how a small group of people can come together to make a positive difference in the lives of others. Lots of people wanted to know what we were doing, and being able to spread the message of helping CREATE deliver care to kids who need it was a powerful thing.”

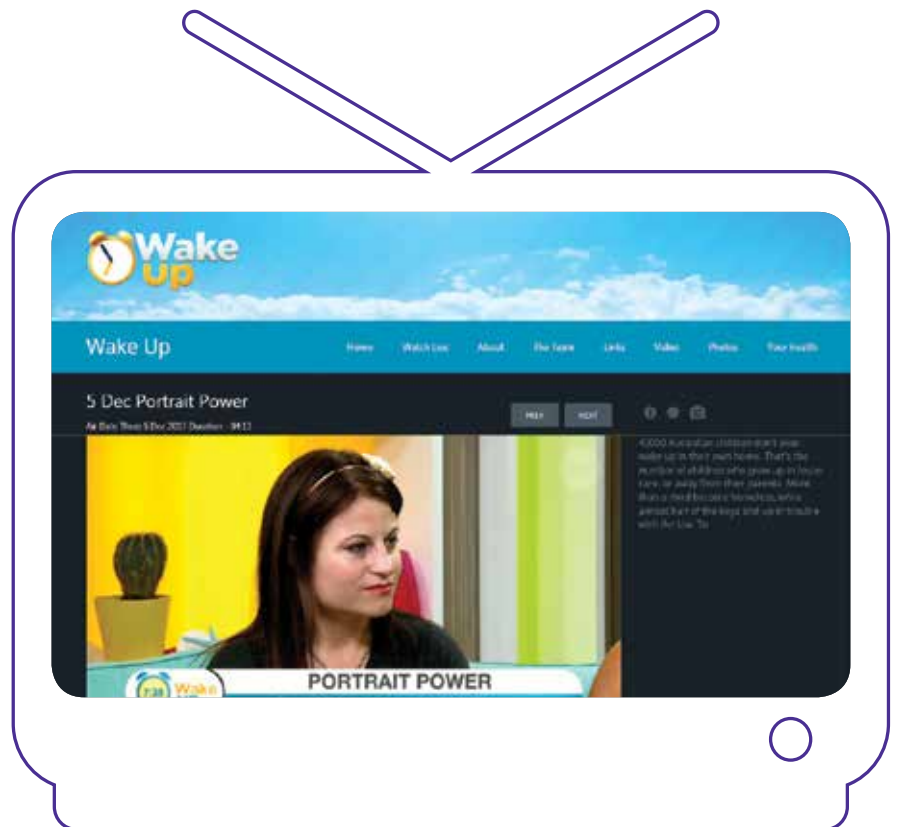
A huge thank you goes out to the riders and organisers of C4K for not only choosing to support CREATE Foundation again this year but for an added \$5,000 donation.

“A huge thank you goes out to the riders and organisers of C4K for not only choosing to support CREATE Foundation again this year but for an added \$5,000 donation.”



MEDIA COVERAGE

CREATE Foundation continued to bolster its public profile with a strong result in media coverage in the 2013/2014 financial year. Working collaboratively with White Marketing Consultants, CREATE achieved coverage across print, TV, radio and online outlets. Wide coverage was achieved for CREATE's conference Strength to Strength, the Power Within photographic exhibition and CREATE's response to the Royal Commission into Institutional Responses to Child Sexual Abuse.



Number of media interviews



88

Number of CYP involved in media interviews



34

Number of Indigenous CYP involved in media interviews



2

Number of print articles published



15

Number of TV segments broadcast



10

Number of radio interviews broadcast



29

Number of online articles published



54

Number of media releases produced



35

ABC NEWS

Child advocate says support programs go with harm prevention

Child Protection Commissioner, ACT
A child protection group says programs to help young people in state care should not be cut to fund other services.

The Community Inquiry into Queensland's child safety system has made more than 100 recommendations.

A law called for an overhaul to focus more on harm prevention rather than reactive measures.

Lucas Moore from the Child Foundation agrees the system should focus on harm prevention rather than reactive measures.

"It's an aspiration that supports children and young people profit out of harm, rather than support services to those young people profit out of harm."

"The commissioner highlighted, we have to stop the cycle of children who come into care because of harm prevention and then those children being placed in care."

"We have seen youth support is what other members of support systems and support needs to be increased."

"To make sure these children and young people get a good education and are helped to overcome the barriers of income and debt," he said.

Teachers defended

The Queensland Teachers Union (QTU) has defended the high number of schools in the Child Safety Department report by school staff.

The QTU says "we have 80 per cent of schools are compliant."

carbonworks.com.au
The Canberra News
ACT News

Foster agencies call to address ACT's low rates of adoption

ACT News
Foster care agencies and support services have called for changes to the way the ACT handles the placement of children in foster care.

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The ACT's current foster care system was introduced in 2011. It is a 12-month trial period. The ACT's current foster care system was introduced in 2011. It is a 12-month trial period.

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Child safety groups pleased with inquiry

ACT News
QUEENSLAND'S child safety advocates have welcomed a recommendation to be free agency for families to grow children from nappies to state care.

Commissioner The Community Inquiry into Queensland's child protection system, David Johnston, said.

The inquiry found 11 recommendations to be free agency for families to grow children from nappies to state care.

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The inquiry found 11 recommendations to be free agency for families to grow children from nappies to state care.

Child Foundation
Lucas Moore on QLD Child Protection System



The first report of the Queensland Government's Commission into the Child Safety System, published in 2014, has been welcomed by the Child Foundation.

Commissioner The Community Inquiry into Queensland's child protection system, David Johnston, said.

The inquiry found 11 recommendations to be free agency for families to grow children from nappies to state care.

UNDERCURRENT
COMMUNITY

CREATE: giving power to children's out-of-home care

CREATE: giving power to children's out-of-home care

CREATE: giving power to children's out-of-home care

CREATE: giving power to children's out-of-home care



Events

CREATE's Strength to Strength conference

CREATE's Strength to Strength conference

CREATE's Strength to Strength conference

CREATE's Strength to Strength conference

The Sydney Morning Herald
Subscription

A child's-eye view of life in care

A child's-eye view of life in care

A child's-eye view of life in care

A child's-eye view of life in care



WEEKEND EDITION
THE BUREAU

The Best of the Week

The Best of the Week

The Best of the Week

The Best of the Week

NEWS

Newman Government to implement most of 121 child protection recommendations

Newman Government to implement most of 121 child protection recommendations

Newman Government to implement most of 121 child protection recommendations

Newman Government to implement most of 121 child protection recommendations



Former foster child becomes kids' advocate

Former foster child becomes kids' advocate

Former foster child becomes kids' advocate

Former foster child becomes kids' advocate



ONNEWS

Paula Bennett open to foster care authority

Paula Bennett open to foster care authority

Paula Bennett open to foster care authority

Paula Bennett open to foster care authority



Q1
WIN FREE groceries

Outgoing up-ink and The Power Within

Outgoing up-ink and The Power Within

Outgoing up-ink and The Power Within

Outgoing up-ink and The Power Within



NEWS

Portrait exhibition expresses experiences of kids in care

Portrait exhibition expresses experiences of kids in care

Portrait exhibition expresses experiences of kids in care

Portrait exhibition expresses experiences of kids in care



End of the line for foster kids

End of the line for foster kids

End of the line for foster kids

End of the line for foster kids



hack

hack

hack

hack

hack



NEWS

Phone calls to Kids Helpline going unanswered due to staff shortages

Phone calls to Kids Helpline going unanswered due to staff shortages

Phone calls to Kids Helpline going unanswered due to staff shortages

Phone calls to Kids Helpline going unanswered due to staff shortages



PROJECT

PROJECT

PROJECT

PROJECT

PROJECT



Club for children in care aims to foster friendships, build strength

Club for children in care aims to foster friendships, build strength

Club for children in care aims to foster friendships, build strength

Club for children in care aims to foster friendships, build strength



FINANCIAL OVERVIEW

The financial growth of CREATE over the last four years

	2014	2013	2012	2011
Total funding	6,000,823	6,019,382	5,299,649	4,272,007
Percentage increase	(0.31%)	13.58%	24.06%	16.05%
Total expenses	5,971,728	6,003,074	5,269,589	4,219,572
Percentage increase	(0.52%)	13.92%	24.88%	18.44%
Retained earnings	565,142	536,047	519,739	489,679
Percentage increase	5.43%	3.14%	6.14%	11.99%

This table shows growth of 40.47% in income over the past four years with CREATE's expenditure on programs and services increasing by 41.52%. While total funding decreased in 2014, this was largely due to the reduced interest revenue.

During this four year period, CREATE's funding received through existing Service Agreements with state and territory governments increased by 12.62%, which included increased funding in special CREATE projects and programs. There has also been a decrease in core funding in Queensland and a loss of funding for the CREATE Your Future Program in the ACT. CREATE has established an office in Alice Springs from increased funding in the Northern Territory.

CREATE had their first National Conference in November 2013 with over three hundred attendees which were funded by all states and territories plus the Federal Government.

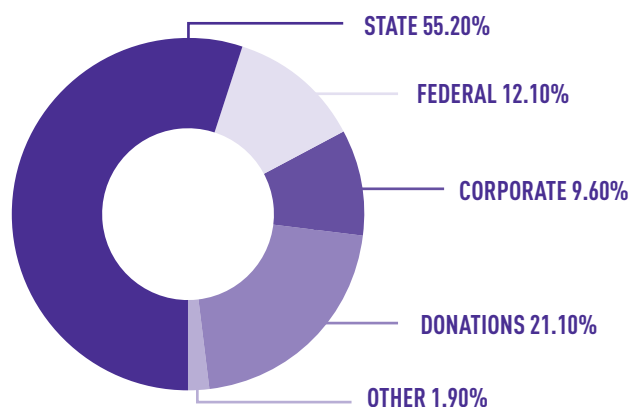
The South Australian government provided additional funding to host the biggest ever Christmas party in Adelaide (400 attendees); and the Tasmanian sector supported CREATE to hold the largest Christmas party in the state (over 650 people attended).

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

The Beat the Bosses fundraising event in May 2014 was strongly supported by the insurance and banking industry and our corporate partners. We decided to revert back the 35 table format which was greatly received by the supporters. We raised \$123,602 with \$8,500 contributing to our CREATE Your Future Grant Scheme for the purchase of laptops.

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

Income stream



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

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

We have partnered with Carnival Cruise Lines this financial year, having provided CREATE in NSW with an additional Christmas party on board the Carnival Spirit and ensured that the participants on the day had an amazing time. We also received a donation from Carnival and look forward to the activities planned in the future.

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

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

Doug Babcock
National Finance Manager

STATEMENT OF FINANCIAL PERFORMANCE

For the year ended 30 June 2014

	2014 \$	2013 \$
Services revenue		
State grants	3,310,395	3,496,941
Federal grants	726,554	882,790
Corporate and other grants	577,439	918,842
Donations	1,265,566	546,418
Consultancy fees	21,139	12,198
Other revenue		
Interest revenue	85,225	129,594
Profit on disposal of fixed assets	800	-
Sundry revenue	13,705	32,599
	-	-
TOTAL revenue	6,000,823	6,019,382
Expenditure		
Accommodation and travel expense	548,139	317,606
Consultancy fees	391,101	447,680
Depreciation and amortisation expense	58,785	81,702
Employee benefits expense	3,277,865	3,590,235
Insurance	46,917	45,292
Payments to young people	50,811	65,485
Postage and couriers expense	134,292	114,064
Printing and stationery expense	170,091	160,195
Rental expense	449,628	434,305
Resources	220,510	177,572
Telephone and internet expense	88,649	103,933
Venue and food costs	398,470	319,885
Other expenses	136,470	145,120
	-	-
TOTAL expenditure	5,971,728	6,003,074
PROFIT before income tax	29,095	16,308
INCOME tax expense	-	-
PROFIT for the year	29,095	16,308

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

STATEMENT OF FINANCIAL POSITION

For the year ended 30 June 2014

	2014 \$	2013 \$
ASSETS		
Current assets		
Cash and cash equivalents	2,252,961	2,079,762
Receivables	28,309	26,352
Prepayments	106,151	69,278
	2,387,421	2,175,392
Non-current assets		
Cash on deposit	85,106	85,106
Plant and equipment	42,866	77,682
	127,972	162,788
TOTAL assets	2,515,393	2,338,180
LIABILITIES		
Current liabilities		
Payables	1,851,071	1,699,836
Provisions	99,180	102,297
TOTAL liabilities	1,950,251	1,802,133
NET assets	565,142	536,047
EQUITY		
Retained profits	565,142	536,047
TOTAL equity	565,142	536,047

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 2014

	2014 \$	2013 \$
Cash flows from operating activities		
Receipts from grants and customers	6,518,287	5,572,574
Interest received	89,930	129,476
Payments to suppliers and employees	(6,411,849)	(6,256,371)
Net cash (outflow) / inflow from operating activities	196,368	(554,321)
Cash flows from investing activities		
Purchases of plant and equipment	(23,969)	(25,589)
Payment for non-current investments – cash on deposit	-	-
Proceeds from sale of plant and equipment	800	-
Proceeds from non-current investments- cash on deposit	-	2,975
Net cash (outflow) from investing activities	(23,169)	(22,614)
Net increase / (decrease) in cash and cash equivalents	173,199	(576,935)
Cash and cash equivalents at the beginning of the financial year	2,079,762	2,656,697
Cash and cash equivalents at the end of the financial year	2,252,961	2,079,762

CELEBRATING 15 YEARS

The CREATE Foundation, originally called the Australian Association of Young People in Care (AAYPIC), was founded by Jan Owen in the early 90's. AAYPIC was started because children and young people in care needed a voice in the decisions being made about their lives. A variety of groups focussing on promoting the voices of children and young people were auspiced in each state and territory by a variety of organisations and in 1999 they amalgamated and took one name instead of eight different variations. The name *CREATE Foundation* was chosen by young people who were heavily involved in promoting and advancing the needs of children and young people under one banner.

Celebrating its 15 year anniversary in June 2014, CREATE is proud to be the peak consumer body representing the voices of children and young people throughout Australia. We acknowledge the hard work and dedication of our founder, carers, workers, government officials, and most of all the amazing young people who faced immense challenges to help shape CREATE into what it is today.

LOOKING FORWARD

We have begun an extensive consultation process in the lead up to developing our strategic plan for 2015-2018. It is an exciting time for CREATE as we speak to children and young people and our staff, Leadership Committee and Board to determine our path for the next three years. We also seek feedback from the sector and review our Stakeholder Survey to see how others view our work and it too will be used to inform our position as we move forward.

The out-of-home care environment remains challenging with a lot of work still to be done to ensure that the rights of children and young people are upheld and that they receive a quality of life and wellbeing commensurate with that of the general population.

Additionally, systems, processes and practices need to be aligned and implemented in the best interests of children and young people. This includes promoting the needs of children and young people and their right to have a voice and be heard by decision makers. CREATE will continue to promote the need for independent mechanisms to hear the views of children and young people including research and advocacy. Never before has the need been highlighted so aptly than during the Royal Commission into Institutional Responses to Child Sexual Abuse. Our focus will be to ensure that children and young people are able to have their voice heard!



“The out-of-home care environment remains challenging with a lot of work still to be done to ensure that the rights of children and young people are upheld and that they receive a quality of life and wellbeing commensurate with that of the general population.”

THANK YOU

AMP FOUNDATION AND AMP CAPITAL

Without the incredible support that AMP Foundation gives us we could not continue to carry out the work we do. A heartfelt thank you to Helen Liondos and the team for their ongoing support and commitment to CREATE's work of improving the lives of children and young people in care. This invaluable funding provides the infrastructure for key business areas at CREATE including policy and research, marketing and business development. Not only do they provide much needed financial support but their ongoing volunteer commitment allows us to bring joy to the lives of children and young people in care by providing monthly support for our birthday card writing program and support at our Connection events. The Christmas gift drive is another important contribution that makes a significant impact in young people's lives. These donated gifts allow us to pack Entering Care Kits for the year given to children and young people when they first enter care, enabling them to make that transition a little easier and to know they are not alone.

To the enthusiastic team at AMP Capital we thank you again for another incredible year of support. The past year has seen our relationship grow stronger and we are so honoured to be your charity of choice. AMP Capital and the CREATE team worked closely together on several events throughout the year including Beat the Bosses, AMP Capital's Got Talent and Vivid which were all a great success. We fostered a new working partnership through their Graduate Program which provided us with much needed volunteers for CREATE's Beat the Bosses event, which will now be carried on year on year. Welcome to the two newest members of the Fundraising Steering Committee, Kareen Livingstone and Goldie Markovits, your energy and enthusiasm thus far has been infectious and we really look forward to our continuing work together.

Finally thank you to the team at AMP Capital Shopping Centres for raising money for CREATE through their Christmas fundraising drive.



ANZIIF

ANZIIF have been great supporters of CREATE and this year we thank them for supporting our Strength the Strength conference and providing us with a venue for The Power Within exhibition. Thank you for helping create a better life for children and young people in care.



AON

As one of CREATE's key corporate supporters we sincerely thank Aon for their continued support in helping us to improve the lives of children and young people in care. Fiona Norris has been a wonderful support to the team at CREATE and has worked hard to bolster our profile across Aon through new initiatives such as the external Birthday Card writing program. A big thank you to the team of dedicated volunteers who have generously donated their time to come into the Sydney National office to pack our Welcome Packs, Entering Care Kits and write Birthday Cards. You have brought much joy to the lives of our members and we couldn't do this enormous task without you. Aon's generous support at Christmas is also greatly appreciated through their assistance with our Christmas parties and their donation gift drive. We were overwhelmed by the generous amount of money raised at Aon's conference dinner which featured one of our Young Consultants, Kaitlyn, who gave a moving speech assisting in driving our message through to the delegates. As well as supporting our first conference, Strength to Strength, Aon also provide an annual donation to CREATE which strongly assist us to achieve our mission to create a better life for children and young people in care.



CARNIVAL CRUISE LINES

This year saw a new relationship formed with Carnival Cruise Lines and we thank Denise Minakowski for facilitating this new partnership. Carnival generously hosted a CREATE Christmas Party in December 2013 aboard the Carnival Spirit for some of our lucky clubCREATE members. The event was a unique experience for our members and staff involved and Carnival really made the day with their enthusiasm and extremely well run event. We look forward to the event again in 2014. We would also like to thank Carnival for donating an 8-day cruise to New Caledonia which was successfully auctioned off at our Beat the Bosses event in May.



CHORUS CALL

CREATE were one of four chosen charities by Chorus Call to part-take in their 10 year anniversary celebrations which included a competition to win \$10,000 in cash and prizes. After much campaigning and promotion CREATE were announced the winners of the competition which we couldn't be happier about. CREATE would like to thank Morley Foster and the team at Chorus Call for choosing CREATE to be one of the chosen charities. We look forward to a continuing partnership together.



DEXUS PROPERTY GROUP

CREATE enjoyed another successful year of our volunteering partnership with DEXUS Property Group. A big thanks to Dexus volunteers, who have once again shown great commitment in supporting CREATE's programs and activities. A big thanks to the wonderful donation received from DEXUS who donated their Christmas corporate gifts to be auctioned off to raise money for CREATE – a great initiative and we are humbled by the support!



MICROSOFT

Microsoft returned with vigour in providing CREATE with much needed volunteers for our Birthday Card writing project. Thank you to Katrina Wong who has been fantastic at promoting CREATE within Microsoft and rallying the troops to dedicate a day of volunteering. Our thanks extends also to Microsoft for providing numerous in-kind donations from Xbox's as gifts, backpacks for CREATE's Entering Care Kits, Kinects and games for use at CREATE events. Microsoft runs a great workplace giving scheme with the financial year 2013/14 seeing staff donations at \$3,310 with Microsoft matching at \$3,750. CREATE is thrilled at Microsoft's efforts to increasing workplace giving donations for kids in care.



PRICEWATERHOUSE COOPERS

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



QBE INSURANCE

In 2014 QBE continued its support by donating \$30,000 to CREATE. We thank you so much for this support and special thanks go to Mark Pearson and Catherine Morrissey for facilitating this donation.





OUR VOLUNTEERS

Lastly a MASSIVE thank you to our wonderful network of dedicated volunteers, both corporate and community. Our volunteers partake in some of CREATE's key programs, events and initiatives and without their invaluable support we couldn't carry out the much needed work that we do. As a small charity we are very much reliant on this support and are truly grateful for the countless amount of hours given by our amazing volunteers.

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

Together, with your ongoing support we are able to stretch our limited resources as far as possible and make a difference in the lives of kids in care. A heartfelt thank you from everyone at CREATE.

Our many thanks go to all those individuals who 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.

CREATE SUPPORTERS



ACWA
 AMP Capital
 AMP Foundation
 ANZIIF
 Aon Charitable Foundation
 Australian Childhood Foundation
 Australian Reinsurance Pool Corporation
 Bench Creative
 Bendigo Bank
 Berry Street
 Birkenhead Point Outlet
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 Sizmek
 Software AG
 Steadfast Group Limited
 Steggles
 The Ivy
 Tasmanian Community Fund
 Volunteer Army
 Wanslea Family Service
 White Marketing Consultants

GOVERNMENT FUNDING BODIES

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

Australian Government



Australian Government
Department of Social Services

Department of Social Services

State and Territory Governments



Office of Children, Youth and Family Support (ACT)



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



Victorian Government



Department of Family and Community Services (NSW)



Department for Education and Child Development (SA)



Department for Child Protection and Family Support (WA)



Department of Children and Families (NT)



Department of Health and Human Services (TAS)

BOARD OF DIRECTORS



RICHARD HILL
Chairman

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 and Chairman since 2013.



JOAN FITZPATRICK
Deputy Chair

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 ANZIIF. In 2008 she participated in Prime Minister Kevin Rudd's Australia 2020 Summit. Joan is a Director of the ANZIIF Board, the Victorian Managed Insurance Authority (VMIA), a member of the Victorian Finance Industry Council (VFIC) and has been a Director of CREATE Foundation since 2002.



JANN SKINNER
Treasurer

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



JACQUI REED
Chief Executive Officer

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.



DR JOSEPH MCDOWALL
Executive Director of Research

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 and the theory and practice of photography. His research interests range from empirical aesthetics to his current concerns with child protection. Joseph authored the 2008 and 2009 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 CREATE in 2008.



JENNIFER CORDINGLEY
Chair of Fundraising Committee

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 CREATE Foundation since 2010.



PETER COLEMAN

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



TREVOR GRUZIN

Trevor Gruzin is the Senior Managing Director for Growth and Strategy within Accenture Strategy. Trevor joined Accenture in Sydney in 1985 after having previously worked in South Africa and the UK. Prior to his current role, he led the Accenture Management Consulting practice serving the Asia Pacific region. He has also held several global roles with Accenture over the past decade including leading the global banking practice. Trevor has been a Director of CREATE Foundation since 1999.



FRANK HYTTEN

Frank Hytten took over as SNAICC CEO in June 2009 and is currently studying his PhD at RMIT. He started his working life as a Youth Worker in community development and has continued in the social and community services as a manager, policy bureaucrat, sector-based trainer and consultant with a focus on social justice and human rights. His work has been grounded in the youth and psychiatric disability support sectors with people confronted by the issues that arise from poverty and exclusion. For the eight years before working with SNAICC, Frank was the Coordinator of ANTaR Victoria and CEO of Reconciliation Victoria.



GREG JOHNSON

Greg has 35 years of corporate experience during which time he built and led global businesses that deliver high quality service based solutions across a broad range of industries, including the Financial Services sector for the last 15 years. Most recently Greg worked with Aon Australia holding the position of Manager – Strategic Distribution. Prior to this role Greg held senior leadership roles in Australia, the UK and the US with companies such as Aon, Accenture, Bankers Trust, TeleTech and The Corporate Services Group. Greg joined Cerno Ltd (formally MYIFreemans) as CEO in June 2011.



DR REENY JURCZYSZYN

Reeny has been a social worker in the area of health and justice for over a decade in Queensland. For several years, her involvement with the CREATE Foundation has centred on reducing the legacy of being in care through education. Not only is she a kinship carer, Reeny spent 18 years growing up in residential and foster care. She firmly believes young people's views and experiences are key components of improving the outcomes and education attainment for future care leavers.



ROBYN MILLER

Robyn Miller is a social worker and family therapist with over 30 years of experience as a practitioner, supervisor, consultant and teacher. She has worked in the community sector, local government, child protection, and at La Trobe University. Since 2006 she has provided practice leadership as the Chief Practitioner of the Department of Human Services in Victoria. Her practice and research interest has been in the area of trauma and family work, and she has a particular expertise with families where there has been sexual abuse and family violence. She became a Director of CREATE in 2008.

LEADERSHIP COMMITTEE



JACQUI REED

Chief Executive Officer

Jacqui has been the Chief Executive Officer of the CREATE Foundation since December 2007. She has over 20 years of 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.



DOUGLAS BABCOCK

National Finance Manager

Douglas has been the National Finance Manager of the CREATE Foundation since May 2008 and was appointed Company Secretary in October 2009. He has vast experience working in various industries including the childcare sector.



PAM EVANS

National Operations Manager

Pam has over 14 years of experience as a social worker, working in child protection and leading the development of a pioneer program for people experiencing problem gambling. Passionate about social justice, Pam is responsible for establishing internal operating procedures and making changes to improve the organisation's efficiency and programs' effectiveness.



STEPHANIE HAPKE

National Marketing and Communications Manager

Stephanie has worked in the marketing and advertising industry since 2008 with experience across a range of products and services. She has been employed by the CREATE Foundation since December 2012 and was appointed the position of National Marketing and Communications Manager in June 2014.



NOELLE HUDSON

National Policy and Advocacy Manager

Noelle is an experienced policy analyst having previously worked as a Senior Policy Officer for Queensland Shelter and the Executive Officer for the Australian Sociological Association. Currently she is a management committee member for a sexual assault and homelessness service for young women. Noelle joined the CREATE Foundation as the National Policy and Advocacy Manager in 2014.



ROB MARTIN

National Practice and Programs Manager

Rob has a background in youth and community engagement, program management and program development. He joined CREATE in October 2011 as the South Australian State Coordinator. His current role has oversight of CREATE's program's portfolio and he also supports the eight State and Territory Coordinators in the implementation of their action plans.

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