



create
FOUNDATION

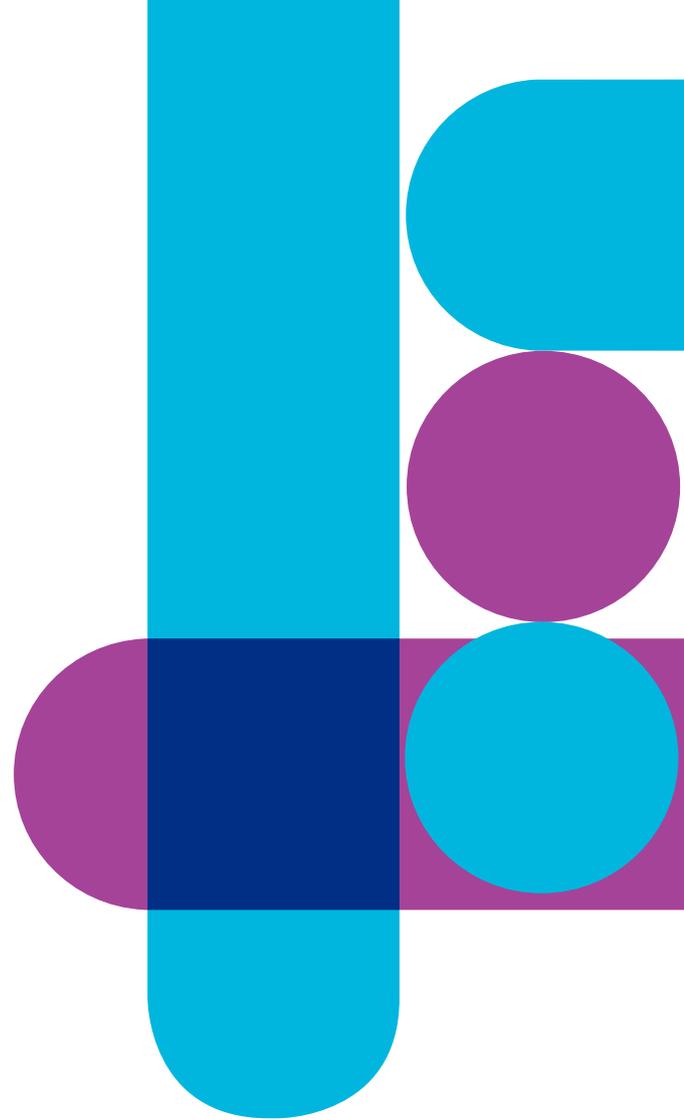
2016

annual
review



contents

| | |
|--|-----------|
| Chairman's Foreword | 4 |
| From the CEO | 5 |
| Vision, Mission and Core Principles | 6 |
| CREATE's Role | 7 |
| Child Protection Landscape | 9 |
| Policy and Advocacy | 11 |
| Connect | 12 |
| clubCREATE | 13 |
| E-Marketing | 15 |
| Connection Events | 16 |
| Empower | 18 |
| Youth Advisory Groups | 19 |
| Speak Up | 19 |
| CREATE Your Future | 20 |
| Change | 23 |
| The Royal Commission | 24 |
| Go Your Own Way Kits | 24 |
| Position Papers | 25 |
| Advocacy, Submissions and Consultations | 25 |
| Events | 32 |
| Media Coverage | 39 |
| Financial Overview | 40 |
| Statement of Financial Performance | 41 |
| Statement of Financial Position | 42 |
| Statement of Cash Flows | 43 |
| Looking Forward | 44 |
| Thank You | 45 |
| CREATE Supporters | 48 |
| Government Funding Bodies | 49 |
| Board of Directors | 50 |
| Leadership Committee | 52 |



chairman's foreword

This year CREATE continued its focus on achieving its strategic plan objectives, whilst undertaking larger projects that complement the organisation's overall strategic goals. The team were also met with challenges throughout the year, however they never lost sight in ensuring the improvement of the lives of children and young people with a care experience remains the key focus.

It was a great honour to attend CREATE's second international conference Youth for Change: creating a better future. The passion, dedication and enthusiasm displayed by the whole CREATE team was inspiring. The conference was a fantastic opportunity to witness firsthand the positive impact CREATE has on young people's lives.

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.

Richard Hill
Chairman
CREATE Foundation



from the CEO



What a roller coaster of a year! We saw a federal election; and a variety of inquiries and submissions focused on out-of-home care. This year also saw us reach goals we never dreamed we could, with The Ability Project in New South Wales leading the way in delivering a vital program to young people with a disability transitioning from care to independence. We also underwent an internal restructure to account for the withdrawal of our long term major sponsor, AMP Foundation. As a result, we became a leaner national team and refocused our priorities to ensure that there was minimal disruption to the services provided to children and young people. During times of instability and change it is never more important to reconnect with an organisation's purpose and reason for being.

Our teams across the country worked tirelessly to conduct surveys with young people to gauge their responses to the nationally consistent leaving care tool that we developed as part of the National Framework. The Go Your Own Way Kits are a valuable resource that were distributed to all young people leaving the care system to aid their transition to independence. The project was one of the most difficult that we have undertaken in our recent history, and our team's determination and commitment to hearing the voices of young people carried us through the challenging process of locating those who had received a kit to find out how useful it was. The project took far longer than anticipated and involved a collaborative approach with all eight jurisdictions. This incredibly valuable research will inform resource development and the way in which we interact with, and assist young people to plan for their futures.

We celebrated the success of our teams through the Annual Performance Awards and this year our overall winner was the New South Wales team lead by Lisa Townshend. We also celebrated Cathy Carnovale from Victoria's ten year anniversary and five year anniversaries for Tenielle Moore from Tasmania, and Claudine Scalzi from South Australia. Additionally, we farewelled our long serving National Finance Manager, Jecelyn Anjani who headed off to enjoy family life with a new baby. Jecelyn had been with CREATE for over seven years and her contribution and commitment to the organisation were well regarded by us all.

Special thanks to the CREATE Board and our Chairman, Richard Hill. Acknowledgement to our Investment Committee Chair and Treasurer, Jann Skinner for her continued excellence; and to Greg Johnson our Fundraising Chair. The Board rose to the challenge of hosting the 2016 Beat the Bosses event with Greg Johnson at the helm. The evening was a tremendous success and great fun!



Our corporate supporters have been instrumental in enabling us to continue to do the work we do, and their support is valued by the organisation and more importantly by children and young people who are the recipients of their generosity. Many thanks to our major supporters – AMP Capital, Aon, QBE, and Carnival Cruises. Whilst we mourn the loss of funding from the AMP Foundation, I would like to acknowledge the ten year commitment of funding that CREATE enjoyed. It essentially changed the landscape of what CREATE has been able to do for children and young people.

We salute the AMP Foundation for their incredible commitment! We often refer to ourselves as 'small but strong' or 'punching above our weight' and both are true. Our state and national teams are highly motivated, and work tirelessly to improve the lives of children and young people in care. To each of you, my heartfelt thanks. Without the dedication of such a loyal team the results we achieve would not be possible. A huge thank you to Leadership Committee members who have navigated a restructure and taken on new and challenging tasks to ensure a seamless change for the organisation in light of reduced funding. Acknowledgement to Jecelyn Anjani, Pam Evans and Amy Stephenson who contributed to the team before moving on, and to existing Leadership Committee members Noelle Hudson, Stephanie Hapke, Ighsaan Adams, and James Boreham for their effective leadership and ability to manage many balls in the air at the same time; whilst being incredibly supportive!

Jacqui Reed
Chief Executive Officer
CREATE Foundation

vision, mission & core principles

vision

(WHAT WE HOPE FOR)

- All children and young people with a care experience reach their full potential

mission

(WHAT WE DO)

- Creating a better life for children and young people in care. To do this we;
 - **Connect** children and young people to each other, CREATE and their Community to
 - **Empower** children and young people to build self-confidence, self-esteem, and skills that enable them to have a voice and be heard to
 - **Change** the care system, in consultation with children and young people, through advocacy to improve policies, practices and services, and increase community awareness

core principles

(WHAT WE VALUE)

- Children and young people are the centre of the work we do
- Our practise is inclusive and respectful of culture
- Our advocacy is independent, non-partisan and evidence based
- We believe that meaningful participation is essential for engaging children and young people
- Partnerships with government, NGO's and individuals are pivotal to success
- We are enthused by innovation, creativity and fun

CREATE's role

CREATE Foundation is the national peak consumer body for children and young people with an out-of-home care experience. CREATE represents the voices of over 43,000 children and young people who are in statutory care, and those who have transitioned from care up to the age of 25.

CREATE achieves its mission by facilitating a variety of programs and services for children and young people in care, and developing policy and research to advocate for a better care system. CREATE is the only independent, national advocacy body whose policy positions are directly informed by children and young people with a statutory care experience. We also campaign for change through report cards, submissions and discussion papers, and our involvement in a range of committees, forums and working parties.

CREATE Foundation's 2015-2017 Strategic Plan commits us to building a sustainable future whilst delivering positive outcomes for children and young people. Our strategy plays homage to our unique history and focuses on building the strength of our brand and reputation. The way forward sees us continuing to focus on building our relationships with key decision makers and researchers to influence public policy.

The essence of CREATE's work is underpinned by our deep and abiding commitment to improving the lives of one of the most vulnerable groups of children and young people in society, and our priority is to assist the Aboriginal and Torres Strait Islander community to address the over-representation of Aboriginal and Torres Strait Islander children and young people within the care system.

strategic plan goals 2015-2017



what CREATE means to young people

"I come to CREATE because it feels like family" **Julia, 17, QLD**

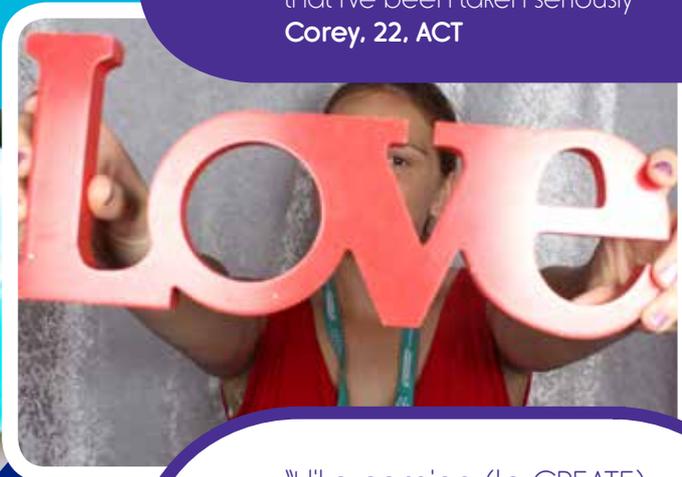
"CREATE helps you build a support network. It empowers you to get out there"
Female, 21, WA

"It's been an amazing year with CREATE and I'm so thankful for them persisting in inviting me along to the activities and events, it feels that I've been taken seriously"
Corey, 22, ACT

"I like coming (to CREATE) because it's fun and enjoyable and I feel like I can be myself"
Female, 15, TAS

"I've grown so much from hanging out with other kids like me thanks to CREATE. I feel like part of a bigger family, family that actually understands and gets me"
Joseph, 21, ACT

"I can't believe I am actually part of making change. I didn't think people would want to hear what I had to say. But here are all of these important managers listening and wanting to talk me about making changes in their agencies"
Male, 20, VIC



child protection landscape

The number of children and young people living in out-of-home care as at 30 June 2015 was 43,399 compared with 43,009 in 2014 (representing less than 1% increase). The jurisdictional distribution of children and young people in care follows the Australian trend with the most children and young people in care living in New South Wales and the least in Australian Capital Territory (see Table 1).

Table 1: Children in out-of-home care, by type of placement, States and Territories, 30 June 2015

| State/Territory | NSW (a) | VIC (b) | QLD (c) | WA (d) | SA (e) | TAS (f) | ACT (g) | NT (h) | TOTAL |
|-----------------------|---------------|--------------|--------------|--------------|--------------|--------------|------------|--------------|---------------|
| Foster care | 7,927 | 1,477 | 4,165 | 1,633 | 1,158 | 433 | 245 | 478 | 17,516 |
| Relatives/kin | 8,274 | 4,707 | 3,622 | 1,958 | 1,261 | 299 | 356 | 33 | 20,510 |
| Other based home care | 0 | 1,897 | 0 | 0 | 0 | 241 | 33 | 326 | 2,497 |
| Family group homes | 13 | 0 | 0 | 192 | 0 | 28 | 0 | 5 | 238 |
| Residential care | 550 | 438 | 661 | 171 | 404 | 35 | 35 | 100 | 2,394 |
| Independent living | 72 | 48 | 0 | 0 | 15 | 3 | 0 | 1 | 139 |
| Other unknown | 7 | 0 | 0 | 0 | 0 | 22 | 2 | 74 | 105 |
| Total | 16,843 | 8,567 | 8,448 | 3,954 | 2,838 | 1,061 | 671 | 1,017 | 43,399 |

Source: Australian Institute of Health and Welfare 2016. Child Protection Australia 2014–15, Table A33

- (a) New South Wales data for children in out-of-home care at 30 June 2015 do not include children and young people on finalised third-party parental responsibility orders.
- (b) In Victoria, from 2014–15, children in permanent care placements are included in the 'Other home-based care' category. Previously, these children were included in the 'Foster care' category.
These placements are different from foster care as they involve granting permanent guardianship and custody of a child to a third party via a permanent care order. Unlike adoptions, permanent care orders do not change the legal status of the child and they expire when the child turns eighteen or marries.
- (c) Data produced from the CP NMDS based on nationally agreed specifications may not match Queensland figures published elsewhere. Queensland data for 2014–15 onward are not comparable with data for previous years.
- (d) Tasmanian data exclude children not under care and protection orders placed with relatives for whom a financial contribution is made under the Supported Extended Family or Relatives Allowance programs. Children under third-party guardianship orders are counted under 'Other home-based care' living arrangements.
- (e) Where a child is placed with a relative who is also fully registered to provide foster care for other children, the child is counted in the 'Foster care' category for Victoria, Western Australia and the Northern Territory; the child is counted in the 'Relatives/kin' category in Queensland and South Australia. Relatives/kin in some jurisdictions undergo assessment, registration and review processes similar to those for foster carers under the national definition, and are considered as (relative) foster carers in local practice, policy and reporting.

child protection landscape

Interestingly, the small change overall does not reflect the significant changes in some of the states (see Figure 1). The large decrease in New South Wales is due to a data collection/policy decision to not include children and young people on finalised third-party parental responsibility orders in this year's data. At the other end of the scale Victoria has had a large increase of children and young people living in out-of-home care during 2014-15.

The majority of children and young people are living in home based care (93.4%) however the number living in residential care has increased during this time to 6.1% despite many inquiries calling for less children living in this type of care. Even more concerning are the number of children aged under ten living in residential care and in some jurisdictions they represent over 40% of all children living in this placement

type (Figure 2). CREATE released its position paper on residential care including its recommendations to improve this placement type during 2015.

The over-representation of Aboriginal and Torres Strait Islander children and young people in out-of-home care continues to be a concern for the Australian child protection system. Unfortunately we have seen this trend continue and grow over the past year with Indigenous children and young people representing 36% of all children living in care.

In three jurisdictions over 40% of all children in care are Indigenous, Northern Territory is 87.7%, Western Australia is 52.1% and Queensland 41.6%. This means that the ratio of Indigenous children in care compared to non-Indigenous children in care is 9.5 up from 9.2 last year.

Figure 1: Comparison of number of children and young people in care 2014-15 and 2013-14 by State and Territory

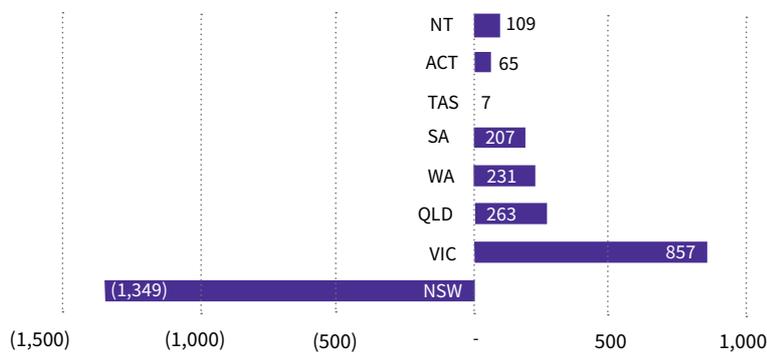


Figure 2: Children and young people living in residential care by age by State and Territory (including family group homes)



*Data produced from the CP NMDS based on nationally agreed specification may not match Queensland figures published elsewhere. Queensland data for 2014-15 onward are not comparable with data from previous years.

+Tasmania data excludes children not under care and protection orders placed with relatives for whom a financial contribution is made under the supported extended family or relative allowance programs.

policy and advocacy

The last year has seen CREATE's advocacy on the front foot. Children and young people in care have directly spoken to Senators and MPs during the election campaign asking them for improved outcomes for children and young people with care experience; we continue to engage with the Royal Commission into Institutional Responses to Child Sexual Abuse; called for continued additional funding in education at a Senate Select Committee; held a think tank on transitioning to independence which included an international young person speaking to their experiences in the UK and we are proud to have been a lead contributor to the children in out-of-home care section in the report on 25 years of the UN Convention on the Rights of the Child in Australia.

CREATE is all about improving the lives of children and young people with a care experience. A key strategy to achieve this is through informed positions and messages being conveyed to decision makers. At CREATE, we believe the experts of the system are the people who have experienced it, and the

most powerful stories come from our young people. These experiences are captured and conveyed in a variety of ways including our research, meetings with decision makers, training workers, presenting at conferences and appearing in the media.

This past year has showcased the voices of children and young people with a care experience in many ways across all of our States and Territories. All Young Consultants who take part in the media have completed Speak Up training and are supported by CREATE staff and our wonderful media consultant, Leigh White, to ensure they are properly briefed and protected during and post the interview. We also believe that the media is a great way to highlight the wonderful achievements of our young people and where possible #snapthatstigma and show everyone (young people, carers and the wider community) how awesome children and young people with a care experience are, and that they deserve the same opportunities as everyone else.

young voices changing the system



- **QLD** young person interviewed about life after leaving care
- **NT** young person on the airwaves during Child Protection Week telling people about life in care



- **NSW** young person spoke about the importance of sibling contact and living with your brothers and sisters
- **VIC** young person appeared in newspaper article about the findings of abuse residential care review
- **WA** young person speaking to the changes in permanent placement legislation



- **ACT** young person at the Hearing our Voices CREATE event showcasing the importance of hearing from children and young people in care



- **TAS** young person achievement in education celebrated on CREATE's website and social media
- **SA** young person star players in CREATE's promotional video

connect

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

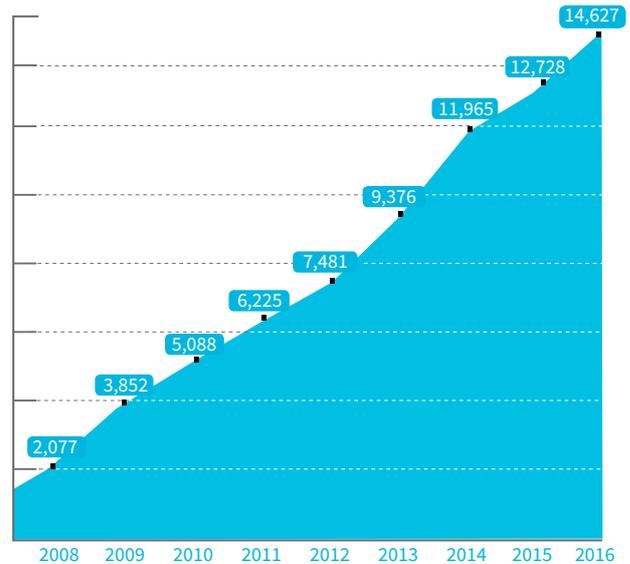
clubCREATE is CREATE's very own all access pass for children and young people to connect with each other and their community, and have access to a variety of programs and services offered by CREATE. Available for children and young people aged 0 to 25 with a statutory care experience, clubCREATE connects through magazines, websites, social media, events and activities and provides the opportunity to apply for grants, competitions and more.

clubCREATE

membership increase

This year CREATE has seen a significant increase in children and young people connecting with our clubCREATE program. Across Australia we have had a membership increase of close to 15% comprising of 3,763 new members. CREATE has continued its tireless work connecting and advocating for Aboriginal and Torres Strait Islander children and young people. As a result of this work, over 38% of all new members are from this cultural group and almost 30% of our clubCREATE members have Indigenous backgrounds. We are working to ensure we remain culturally relevant for all clubCREATE members, including forming and building relationships with advisors from Indigenous communities.

Net growth in clubCREATE membership

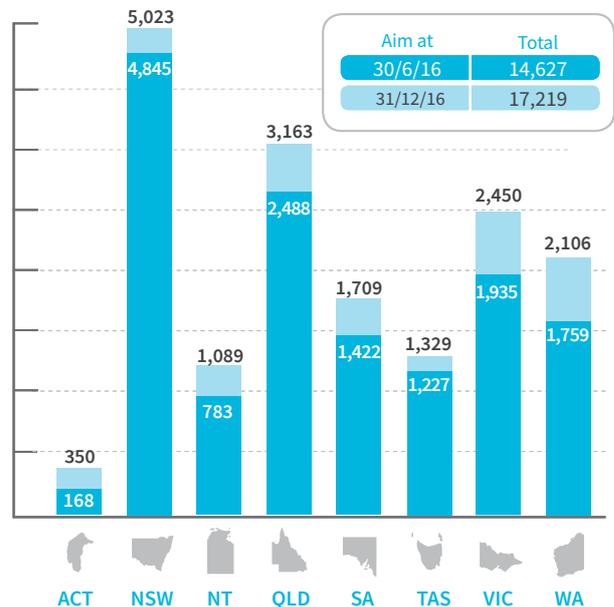


across Australia we have had a membership increase of close to 15% comprising of 3,763 new members

joining clubCREATE

Upon joining clubCREATE, children and young people receive a Welcome Pack that includes a membership card, sticker, wrist band and information about being in care and CREATE's programs, along with the latest edition of our clubCREATE magazine. For members who have recently entered care, they will also receive an Entering Care Kit. This kit, which contains a backpack containing age-appropriate books, toys and stationery, assists with a child or young person's transition into care and reduces their sense of isolation. Every month CREATE also sends colourful and encouraging hand written birthday cards to all clubCREATE members, helping them feel valued and remembered on their special day.

clubCREATE membership by state



clubCREATE magazine

Being a member of clubCREATE gives children and young people access to the clubCREATE magazine. There are two categories, one for members under 12, and one for over 12. Each member receives a magazine every two months and they are also posted on CREATE's website for online viewing. clubCREATE magazines gives members the chance to read stories about other children and young people in care, stay connected with CREATE, and helps them to feel part of the

wider CREATE community. The magazine also gives members access to interesting articles, fun activities, competitions and a fun recipe for them to try. Members are encouraged to join in the competitions to win a prize or voucher. There is also a round-up of the latest news and events from each State and Territory included in the magazine, providing members an update on the latest events coming up in their State or Territory that they can be part of.

under 12
magazine



over 12
magazine



clubCREATE in a year

Welcome Packs distributed



2,387

Birthday cards distributed



13,752

clubCREATE magazines distributed



83,520

Entering Care Kits distributed



1,179

e-marketing

This year, CREATE's digital strategy saw a number of changes that marked an increase in web traffic and online engagement. Our strong digital presence has driven online growth and played an important part in increasing CREATE's reach.

In 2016, two new social media platforms were adopted to reach a larger online community including Instagram which has broadened CREATE's reach to our younger audience, and LinkedIn which allows us to connect to a professional audience of corporate and sector networks.

CREATE has also delivered quarterly eNewsletters to a growing database to provide relevant and up to date news to over 4,000 subscribers. CREATE utilised the eNewsletters to announce our new promotional video that included nine of CREATE's Young Consultants sharing their experiences on

why they thought CREATE was great and how we had helped them. The video garnered a lot of positive feedback and support, and will be used as our official promotional video for events.

To support our strategy to help young people leaving care, the CREATE Your Future website was launched in July 2015. The website provides information and resources for young people who are transitioning from care and includes information, tips and links to support services and contacts young people may need when they are transitioning to independence. CREATE Your Future covers a range of topics that align with seven key life domains outlined in a National Framework which include; identity, relationships, a place to live, health, finances, education and employment and general living skills.

facebook.com/CREATEfnd



@CREATEfnd



[@youtube.com/CREATEfnd](https://youtube.com/CREATEfnd)



CREATEfnd



CREATE Foundation



social media reach

| June 2013 | 1,056 | 2,084 |
|-----------|-------|-------|
| June 2014 | 1,606 | 2,974 |
| June 2015 | 2,314 | 3,766 |
| June 2016 | 3,730 | 4,654 |

connection events

Connection Events are an important way for children and young people in care to feel connected with their peers and community. Communicating and being able to meet face to face allows them to share their stories and participate in fun events and activities. Connection Events provide the freedom to enjoy themselves and not feel they are being stigmatised

for being in care. It is a friendly and social environment where they can form strong bonds with their peers and learn how to socialise in different settings. This year there were 5,060 young people that attended a total of 75 Connection Events. 1,666 of the participants identified as Aboriginal or Torres Strait Islander.

connection event in new south wales

Christmas time is a very important time for CREATE to connect with as many of our clubCREATE members as we can. In New South Wales, the CREATE team hosts various Christmas Connection Events around the State to ensure young people in care have as many opportunities to connect with each other and share the day with their loved ones.

In December 2015, CREATE in New South Wales hosted an amazing Christmas party at Penrith Cables Wake Park in Sydney. The park boasted an inflatable aqua park on the lake



"It helps having friends in care"
Male, 16, NSW

and opportunities for young people of all ages to participate in water-skiing, wake-boarding and knee-boarding. The CREATE mascot, Gus, attended to give out presents to clubCREATE members, their family and friends, and joined in the fun on the day.

A total number of 214 clubCREATE members, their carers and siblings attended the Christmas party, which would not have been possible without the helpful hands of CREATE's wonderful volunteers.



connection event in south australia

Christmas should be a fun, happy, joyous occasion where young people and their families come together and celebrate, with food, gifts, and activities. CREATE in South Australia gives young people and their families the forum and the opportunity to do this every year, in a safe, fun and positive environment.

The BeachHouse in Glenelg, in Adelaide's south western suburbs, is where CREATE in South Australia hold its annual end of year Connection Event where all young people, their families, carers, siblings, parents, and Department staff, are invited to attend. In 2015, the Christmas party attracted almost 200 young people in care. This combined with their siblings and families saw our total attendance climb to just over 250 attendees on the day.

This is by far the most anticipated event every year, and this is proven by the feedback that we receive from staff, carers, and parents but most importantly, from the young people themselves who are the core of our organisation and the reason we do what we do.

We would like to thank all staff at the BeachHouse who were extremely accommodating and attended to our every need and also thanks to the generous funding provided by the Government which enables us to put on this event each year. Lastly thanks to the Young Consultants and volunteers who helped out on the day, your support was invaluable.



"Freakin' awesome!"
Hayden, 16, SA

"We always look forward to this event at Christmas time with CREATE. It really is special" – **Foster carer**

"This is the best day ever!"
Ethan, 10, SA

connection event in tasmania

CREATE in Tasmania held their Christmas Party at Airtime 360 in Launceston and the event attracted over 670 carers, young people and sector representatives.

The young people had a fabulous time using the trampolines, mini golf, laser tag and play equipment. A surprise visit from Santa with a sack full of goodies finished the day with overwhelming excitement and lots of smiling faces.

CREATE worked closely with out-of-home care agencies state wide in order to ensure this event would be a huge success. CREATE is extremely grateful for each agency's commitment to this event and their ongoing support of CREATE in Tasmania initiatives.

"Being able to run into my brother that I don't normally see and play all day was the best" **Young Person, TAS**

"Everything was great including catching up with family" **Young Person, TAS**

"This has been a very organised and fantastic event both for the children and carers. Many thanks for all the hard work you have put into it. It's an awesome venue and the children have had a fantastic day. As a carer it has been great to sit and chat and catch up with familiar faces and meet new carers" **Carer, TAS**



empower

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

Empowerment activities and programs give children and young people the chance to build their self-confidence and self-esteem by connecting with their peers, and enabling them to have a voice and be heard. CREATE's key empowerment programs include Youth Advisory Groups, Speak Up and CREATE Your Future.

youth advisory groups

Youth Advisory Groups (YAGs) provide young people with the opportunity to play an active role in CREATE's advocacy in the out-of-home care sector. YAG meetings provide a space for young people to talk about issues they are facing in the care system and their participation helps to generate discussion and provide input into resource development, programs and

general government and organisational policy. YAG groups are organised in each State and Territory and while similar themes occur in the out-of-home care system, solutions may be addressed differently by those States and Territories. Young people feel empowered to know their words can contribute to awareness, action and lead to change.

YAG July 2015 to June 2016

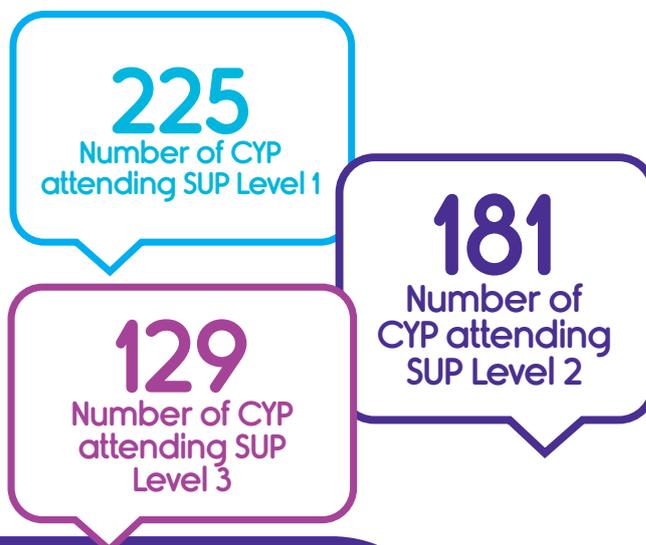
| | ACT | NSW | NT | QLD | SA | TAS | VIC | WA | TOTAL |
|---|-----|-----|-----|-----|-----|-----|-----|-----|-------|
| Number of events held in reporting period | 9 | 18 | 24 | 11 | 16 | 10 | 22 | 11 | 121 |
| Total number of CYP attending these events | 91 | 149 | 248 | 130 | 132 | 176 | 184 | 108 | 1,218 |
| Total number of Indigenous CYP attending these events | 14 | 28 | 193 | 32 | 17 | 36 | 25 | 17 | 362 |

*CYP = Children and young people

Speak Up

Speak Up (SUP) training is an essential program for young people to build their leadership and speaking skills. SUP plays an important role in the development of CREATE's Young Consultants, and the advocacy training helps them to develop the skills and knowledge to become an expert with lived in experience of the out-of-home care system. Over three levels, SUP training empowers young people to have a platform to voice their opinions into policy, media and other feedback mechanisms in out-of-home care.

Speak Up Attendance July 2015 to June 2016



"Speak Up has given me the chance to speak what I feel and I know that I'm not going to be judged. It has given me the feeling that I'm not the only one in the same situation" **Female, 17, WA**

"I find it quite awesome and good to Speak Up" **Male, 16, NT**

CREATE your future

The CREATE Your Future (CYF) program supports young people aged 15 – 25 on their transition from care into independence. The life skills required to effectively manage the challenges of everyday life are broad and translating knowledge, attitude and values into abilities that enable young people to excel is the foundation of this program. Through a range of skills-based workshops the program targets a core set of competencies including effective communication, critical thinking, informed and responsible decision making, creative thinking, self-awareness, and interpersonal relationship skills in order to enhance the ability for flexible and positive behaviour that enable young people to live independently, competently enter a highly competitive job market, manage finances, and maintain health.

The program is supported by a dedicated website, leaving care kits and offers an annual grant scheme.

-  **Workshops** covering the seven life domains including (1) housing and accommodation, (2) finance and money management, (3) personal identity and self-concept, (4) health and well-being, (5) interpersonal relationships, (6) life skills and daily living, and (7) education, training, and employment.
-  **Website** 24 hours access to a wealth of practical information and resources regarding independent living.
-  **Grant scheme** yearly grants awarded to clubCREATE members to assist them into independent living.
-  **Go Your Own Way Kit** nationally consistent leaving care resource filled with information to help their transition.

| CYF STATS | ACT | NSW | NT | QLD | SA | TAS | VIC | WA | TOTAL |
|--|-----|-----|----|-----|----|-----|-----|----|-------|
| Number of CYF workshops | 0 | 3 | 9 | 16 | 1 | 7 | 6 | 2 | 44 |
| Total number of CYP attending | 0 | 38 | 57 | 164 | 4 | 75 | 66 | 20 | 424 |
| Total number of Indigenous CYP attending | 0 | 4 | 47 | 36 | 0 | 22 | 6 | 3 | 118 |

the bennelong foundation

Thanks to the Bennelong Foundation, we were able to deliver our CREATE Your Future workshops to 134 participants based in Queensland. 100% of participants said they would recommend the CREATE Your Future program to other young people which is a fantastic outcome.

CREATE your future in victoria

In February 2016, CREATE Your Future was successfully launched in the Frankston Mornington Peninsula area of Victoria. This could not have happened without the amazing support of our sponsors, Menzies. The team now have a local presence in Frankston and co-locate with the Brotherhood of St Laurence.

The program has been met with enthusiasm, and 77 local young people have participated in workshops so far. In April, 11 eager young people aged 14-17 attended the CYF camp for an intensive workshop delivered in a fun setting. This program has welcomed 10 local new Young Consultants trained in the leadership program Speak Up so they can co-facilitate CYF workshops in the future.

These workshops provide young people with an opportunity to not only learn new skills but to connect to CREATE and to each other. The workshops provide a holistic approach to independent living and an example of this was on camp. During one module young people participated in a board breaking activity to explore what was preventing them from achieving their goals and how to move past it. The board breaking was a symbolic act that was very powerful for the young people and the support and strength they took from that workshop was amazing.

CREATE your future grant scheme

The CREATE Your Future Grant Scheme provides annual grants to clubCREATE members with a statutory care experience aged 15 – 25 years old. The grants are for young people who are leaving out-of-home care and provide them with financial assistance in their transition into independence. The grants can go a long way towards helping young people reach their full potential to cover costs for education and training courses, driving lessons or purchasing laptops.

Applicants from each State and Territory are required to go through a diligent application process and grants are awarded for applicants who meet the criteria and best demonstrate their need and commitment to achieving their goals. We would like to give a special thanks to Dr Reeny Jurczynszyn for her continued support as a panel member in our yearly grant scheme.

We would also like to give a special thank you to the following organisations who made our grant scheme a reality this year:

- Harcourts Foundation
- QBE Foundation
- Octavia Simons Scholarship

The grants can go a long way towards helping young people reach their full potential to cover costs for education and training courses, driving lessons or purchasing laptops

"The best part of today is that I feel loved" **Young Participant, 16, QLD**

"One thing I've learnt from CREATE Your Future is that you have to be brave enough to ask for help when you need it" **Young Participant, 17, QLD**



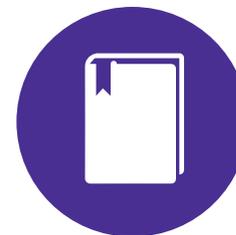
laptops

\$14,440



driving lessons

\$12,777



education & training

\$4,069

northern territory foster carers conference

CREATE in the Northern Territory were asked to support the National Foster Care Conference held in June at the Darwin Convention Centre. CREATE provided a youth friendly space with a mixed program of workshops and activities to help empower and connect young people.

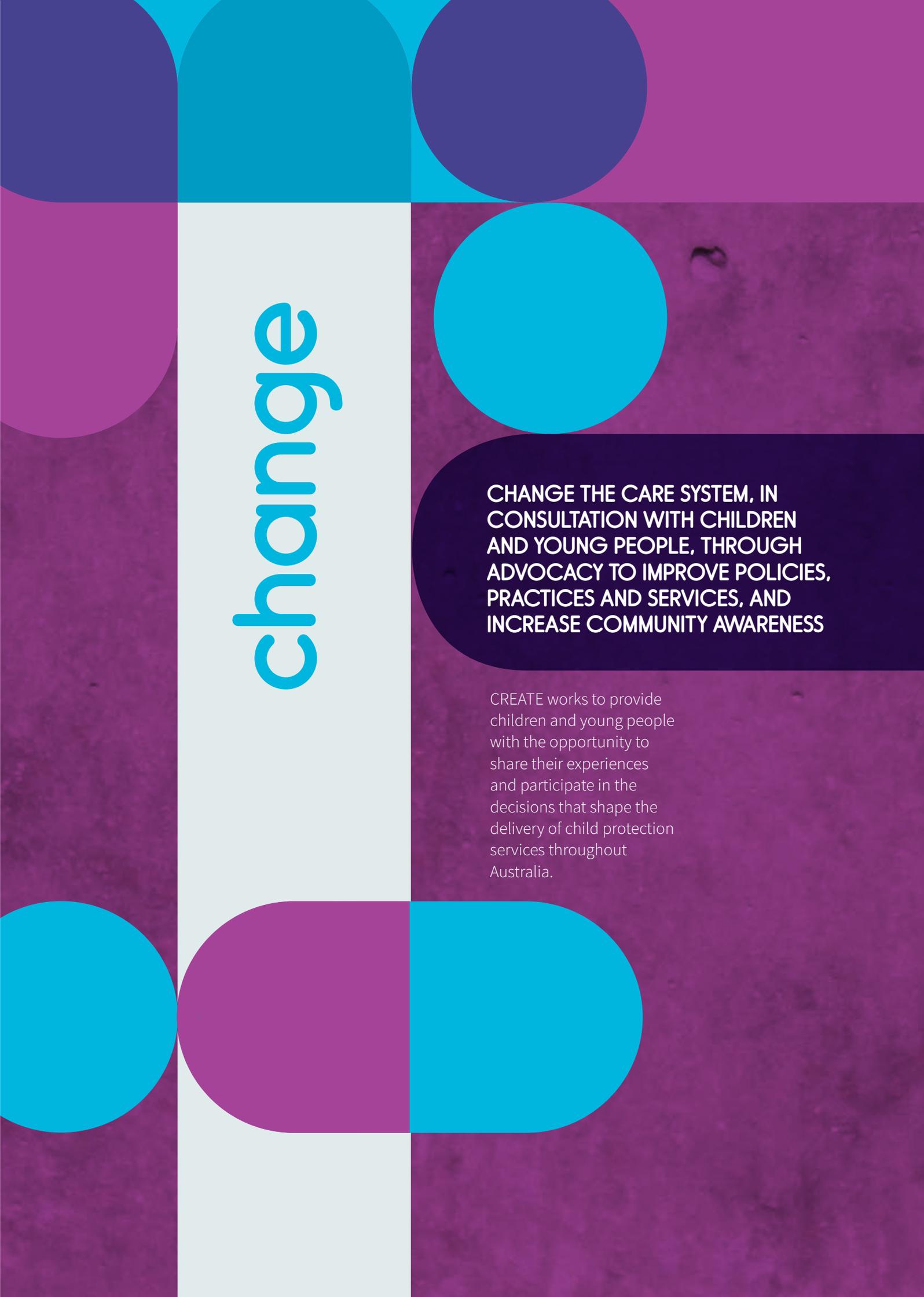
The conference also provided other great opportunities for CREATE Young Consultants to showcase their strengths and to have their voices heard by carers, youth workers and policy makers from all over Australia. Young Consultants took on roles such as roving reporters, workshop co-facilitators and even the role of the conference Youth Ambassador, speaking in front of 300 attendees.

During the conference it was great to see adults seeking out these young people to ask questions and get their opinion on the care system, making them realise just how powerful their voices can be as they are the “experts” of what makes a good care system.

It is seeing young people sharing their life stories with such grace and resilience while representing CREATE and others within the child protection system that will impact change.

CREATE provided a youth friendly space with a mixed program of workshops and activities to help **empower** and **connect** young people





change

CHANGE THE CARE SYSTEM, IN CONSULTATION WITH CHILDREN AND YOUNG PEOPLE, THROUGH ADVOCACY TO IMPROVE POLICIES, PRACTICES AND SERVICES, AND INCREASE COMMUNITY AWARENESS

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

go your own way kits

CREATE has been actively engaged in this Royal Commission into Institutional Responses to Child Sexual Abuse (the Royal Commission) since it was established in 2013.

In 2015 – 2016 CREATE has continued this engagement on several levels and provided four separate submissions:

- Response to Issues Paper 9: Address risk in primary and secondary schools 2015
- Response to Issues Paper 10: Advocacy and Support and Therapeutic Support Services 2015
- Response to Discussion Paper: Institutional Responses to Child Sexual Abuse in Out-of-Home Care 2016
- Response to Discussion Paper: Best practice principles in responding to complaints of child sexual abuse in institutional contexts 2016

In addition, CREATE invited the Royal Commission to our second international conference held in Brisbane to engage with all of the children and young people who came along. Commissioner Fitzgerald was a key speaker at the conference and he and Justice Coates presented a workshop which was so well attended there was standing room only.

CREATE has also been actively involved in the research that has occurred as part of the Royal Commission, and have been participating in key studies on how to make institutions safer for children and young people in care.



"You've felt it, experienced it. You know what we need to do. Tell us"
Commissioner Fitzgerald

"Coming forward is a huge step, it can be difficult. It's not going to change their past, but it can change somebody else's future" **Tash, 24, WA**

In 2014 and 2015 CREATE revised the Go Your Own Way Kit for distribution to young people who turned 17 years of age in 2014. These were distributed to young people, with a commitment to evaluate the effectiveness of the Kits 18 months after young people received them.

Collecting this information and data proved to be challenging with a range of obstacles along the way. These challenges included a complex and multi-layered ethics approval process, jurisdictional differences in the distribution process, and inconsistent contact details provided to CREATE for many young people who had received the Kits.

Nevertheless, and despite these significant obstacles and complexities, data was finalised in May 2016 and the evaluation report is due for release in September 2016, launching during Children Protection Week in Melbourne.

Early indicators for the evaluation are that the Kits are of benefit to young people and that they enjoyed receiving them. However, there are still significant challenges for young people leaving care, and CREATE continues to support the gradual and planned transition of young people leaving care and up to the age of 21 years.



position papers



CREATE is committed to developing Position Papers on issues that affect children and young people in out-of-home care. The Position Papers are developed through consultation with young people and also through researching current trends and practice issues. These Position Papers help to provide concise information and outline where CREATE stands on issues. The Position Papers advise the sector of the issues and concerns of children and young people. These papers inform CREATE's responses to the various inquiries and media responses we deal with throughout the year.

In 2015, three Position Papers were published on the following topics:

- 1 Residential Care**
- 2 Education and Out-of-Home Care**
- 3 Complaints Mechanisms in Out-of-Home Care**

CREATE will continue to publish these papers as many people and organisations find them to be very useful.

If you want to find out more about CREATE's Position Papers on these issues, you can view these at create.org.au.

advocacy, submissions & consultations



During the last financial year CREATE has been involved in over 20 submissions and responses on a variety of topics through a range of formats including: Child Protection Reforms, State Inquiries, Royal Commissions and Senate Committees.

Each and every one of CREATE's submissions and responses are informed by the opinions, views and lived experiences of children and young people in care.

CREATE has made four submissions to the Royal Commission into Institutional Response to Child Sexual Abuse in the past year. Our submissions have been well researched and supported by the views and opinions of children and young people in care. Additional national responses developed in 2016 include:

- National Submission to the Community Affairs References Committee Inquiry into the adequacy of existing residential care arrangements available for young people with severe physical, mental or intellectual disabilities in Australia; and
- Submission to the Senate Select Committee on School Funding Investment 2016.

CREATE State and Territory offices also contribute greatly through responding to numerous local and state issues including:

- Discussion Paper: Out-of-Home Care, Strategic Directions in Western Australia, 2015-2020
- Sibling contact, case workers and carers feedback from children and young people, Tasmania
- Response to discussion paper 'Through the Eyes of a Child: Improving responses to Victims of sexual Abuse and Criminal Neglect', Northern Territory
- Response to 'Daniel's Law'. A public website detailing child sex offenders and child homicide offenders living in the Territory, Northern Territory
- Children and Young People's Experiences of the Children's Court, Queensland Civil and Administrative Tribunal and the Office of Public Guardian, Queensland; and
- Response to an Issues paper establishing the Institute of Open Adoption, New South Wales.

CREATE will continue to provide high level, current and cutting edge responses to the multitude of issues affecting children and young people in care.

25 years of the united nations convention of the rights of a child

In late 2015, CREATE was asked by the Australian Child Rights Task-force to contribute to a United Nations Convention on the Rights of the Child special report marking 25 years since it was ratified by Australia. The Australian Child Rights Task-force is the peak body for child rights in Australia, and is co-convened by UNICEF Australia and the National Children's and Youth Law Centre.

The Task-force is made up of more than 100 organisations advocating for the promotion and fulfilment of the rights of Australia's children. Its goal is to ensure child rights remains squarely on the agenda of the Australian government and people. CREATE is a member of this Task-force.

CREATE responded by drafting a response addressing the changes which had or had not taken place for children and young people in care over the past 25 years.

The Report noted that there have been a number of improvements over time including the establishment of an independent National Children's Commissioner, the National Framework for Protecting Australia's Children 2009-2020 and the National Standards for Out-of-Home Care (OOHC).

However, the report also illustrated that despite improvements the overall number of children and young people in out-of-home care has increased and that Australia does not currently have the systems in place which are uniformly caring, safe, or stable.¹



¹ Convention on the Rights of the Child 25 Australian Child Rights Progress Report: A report on 25 years of the UN Convention on the Rights of the Child in Australia, Australian Child Rights Task Force, UNICEF Australia, May 2016.

² Convention on the Rights of the Child 25 Australian Child Rights Progress Report: A report on 25 years of the UN Convention on the Rights of the Child in Australia, Australian Child Rights Task Force, UNICEF Australia, May 2016.

The key recommendations from the Report relating to children and young people in care include:

- 1 **Increase the age to which young people leaving care receive support to 25 years.**
- 2 **Address the over-representation of Aboriginal and Torres Strait Islander children in OOHC by strengthening culturally appropriate supports to families at risk and/or in crisis, investing in reunification where appropriate, involving children and young people in the decision-making process, and embedding Aboriginal and Torres Strait Islander decision-making throughout all phases of the child protection system.**
- 3 **Increase resourcing to support transition from OOHC to independent living.**
- 4 **Ensure siblings are placed together wherever it is safe to do so. If this is not possible, establish mechanisms to facilitate regular contact between siblings whenever safe to do so.**
- 5 **Enhance policies for encouraging the genuine participation of children and young people in decision-making.²**

CREATE will continue to advocate with children and young people for improvements and change, by engaging with children and young people who are best suited to providing insight into the lived experience of being in care.

national framework and third action plan

CREATE has been involved in the development of a national guide to ensure Australia's children and young people are safe and well, called the National Framework for Protecting Australia's Children (the framework). Under the framework, there are three year action plans which commit all governments and service providers to address key actions to be delivered within a time frame.

The Third Action Plan 2015-2018 (the Action Plan) has three key strategies:

Strategy 1: Early intervention with a focus on the early years, particularly the first 1,000 days for a child

Strategy 2: Helping young people in out-of-home care to thrive in adulthood

Strategy 3: Organisations responding better to children and young people to keep them safe³

Whilst committed to all of the strategies, CREATE is the lead non-government (NGO) agency on strategy two aimed at taking direct action to help break the cycle of disadvantage for children and young people in care and their transition into independence and beyond.

In order to develop the Action Plan, consultations took place with key stakeholders, non-government services and children and young people. CREATE will continue to be represented on the NGO Steering Committee at the National Forum and will provide input from children and young people in care at all times. CREATE and the National Children's Commissioner have been commissioned to conduct consultations with children and young people around the development of the actions under each Consultations with young people will occur during 2016 with the report due mid-2017.

CREATE's work on both the Framework and the Action Plan is based on the premise that 'actions speak louder than words' and that although governments have committed to a number of relevant strategies, it is their 'actions' which accompany these commitments, that make the real differences for children and young people in care.

³ Driving Change: Intervening Early National Framework for Protecting Australia's Children 2009-2020.

Third three-year action plan, 2015-2018. Commonwealth of Australia (Department of Social Services), 2015

tasmanian out-of-home care reform

During 2015, Youth Advisory Groups focussed on two key areas of discussion in order to inform the Out-of-Home Care Reform in Tasmania; they included:

- The strengths within the current out-of-home care system
- The gaps and/or issues identified by children and young people

Young people between the ages of 10-25 years provided feedback via two YAGs which were held in both the north and south of the State.

Participants worked in small groups alongside CREATE facilitators to discuss not only ideas relating to the strengths and gaps in the current system, but also possible solutions to the issues identified.

A report was provided to the Tasmanian government regarding the feedback. This report has informed much of CREATE Tasmania's advocacy messages over the past year.



child protection redesign

CREATE in Tasmania contributed to the Child Protection redesign, via consultation with young people and involvement in sector forums.

A focus group with CREATE young people was held by redesign chair, Maria Harries, and Mark Morrissey, the Commissioner for Children. Young people aged between 10-20 years took part in this discussion.

Three fabulous Young Consultants, Brooke, Sarah and Carlantina attended sector forums across the State to present speeches and contribute towards the round table discussions.

Throughout CREATE's involvement in the redesign, young people raised their concerns and provided possible solutions for issues including; leaving care, participation in decision making, sibling placements, placement stability and the stigma associated with having a care experience.

life without barriers partnership - next step

In a perfect example of when actions do speak louder than words, it was CREATE's pleasure to join the new Next Step partnership, a collaboration of agencies providing support to young people transitioning from care in direct response to recommendations in the Carmody report resulting from the Queensland Child Protection Commission Inquiry.

The Next Step service has provided support to more than 700 young people transitioning from care in Queensland. For more than 15 years CREATE had been advocating for the establishment of a specific post-care support service in Queensland, to bring Queensland into line with other States that provide specific services to young people after they have officially left care.

**For more than 15 years
CREATE had been
advocating for the
establishment of a
specific post-care support
service in Queensland**



In June 2015, the Queensland government announced approximately \$11.8 million dollars in funding over four years for an after-care program. The program was launched by lead agency Life Without Barriers in April 2015 at an event featuring a performance from our Young Consultant, Razor Rap of CREATE conference fame.

CREATE Young Consultants were heavily involved in the development of Next Step, from the nature of the services provided to the marketing material developed to promote the service, which focuses letting the young person drive the kind of support they are provided.



"I remember how angry and frustrated we were back then when we stood up and said; 'this is not good enough – you can't just dump us at 18'. I am so glad that something has finally happened, that the young people growing up out of the system now have something, somewhere to go.

It feels like justice and it brings a tear to my eye" **Darcie, 26, QLD**

western australia regional consultations

In 2015 and 2016, young people in Western Australia were consulted about their experiences of raising concerns and making complaints in out-of-home care. As part of this project, CREATE in Western Australia worked with the Commissioner for Children and Young People and the Department for Child Protection and Family Support to hear from young people about what works, and what needs to improve to strengthen current complaints mechanisms. In total, 96 young people ranging in age from 8-24 had their say. CREATE in Western Australia travelled to Geraldton to hear from young people in the Muchison area as well as speaking to young people in other regional areas and in Perth.

The depth and breadth of the feedback was extensive and some of the main issues raised included:

- The need for young people in OOHC to be better informed about their rights and avenues for complaints.
- The need for complaints mechanisms to be more accessible, responsive, confidential, and accountable.
- The importance of strong positive relationships with caseworkers in enabling young people to express their concerns and wishes.

To the 96 young people who took part - thank you for helping to create a better future.

"For me, it's trust. [you] need to know that you can trust them and they're not going to use you" **Male, 18, WA**

"The thing that made it difficult was the fact that I didn't know how to go about it. I know that I could speak up but didn't know how to say it. Also I was worried about hurting carers by speaking up" **Female, 18, WA**

"It [speaking up] did get something happening. It wasn't like a quick fix but it got the ball rolling and some steps were taken" **Female, 23, WA**

hear our voices, ACT

The Hear Our Voices event was held in Canberra on the 3rd December 2015 at the ACT Legislative Assembly. The event was an opportunity for children and young people to express their voices through art, music, drama, dance and the spoken word.

Every child and young person, whatever their age or ability, is capable of self-expression and this event was an opportunity for them to have their say. Their imagination, ideas, opinions, feelings, needs and worries were expressed in many different ways through dance, song and stories.

It was an important opportunity to embrace the clear message that children and young people's voices must be heard, listened to and understood.



"Never underestimate the power of a listening ear to change the life of a young person" **Rachel, ACT**

"CREATE is the only one listening to my voice in this regard. Speaking today gives me a taste of closure. I have a say in what needs to be changed" **Angus, ACT**

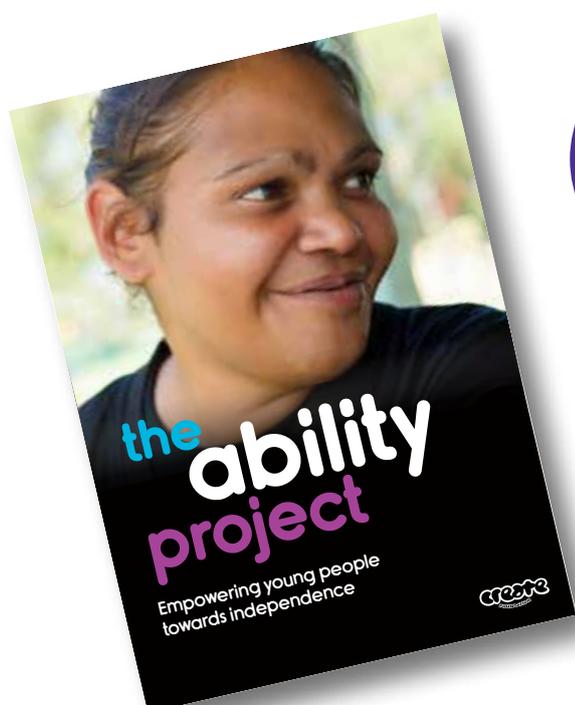
the ability project

In 2015, CREATE Foundation secured funding from the New South Wales Department of Family and Community Services, Ageing, Disability and Home Care (ADHC) to support young people in out-of-home care with disability in transitioning to independence. With some of the most vulnerable young people in care having a disability, this funding was critical in being able to tailor CREATE programs and services to their needs, and to ensure their unique experiences in the care system were also heard.

The Ability Project (TAP) was formed from the funding, and a suite of programs was developed including an amended version of CREATE Your Future modules, Speak Up (level 1) and also a new supported decision making training program for young people, carers, caseworkers and support workers called Voice Your Choice. The implementation of The Ability Project was very successful and received positive feedback from young people and support workers alike.

The CREATE team in New South Wales travelled throughout regional and metropolitan New South Wales delivering workshops, facilitating training programs for workers and running camps with young people through TAP. For some young people, this was the first time they had met other young people who had also experienced the care system. Similarly, engagement with CREATE had been the first time some young people had been asked to share their experiences in care, and their unique experiences of having a disability in the care system. Overall, 134 young people participated in The Ability Project during 2015-2016.

CREATE would like to thank the New South Wales Department of Family and Community Services, Ageing, Disability and Home Care for their support in funding The Ability Project in 2015-2016 and for continuing their support for the project in 2016-2017.



"Really good training that has empowered me to become a better supporter of decision-making"

Support Worker, NSW

"I actually enjoyed it [the workshop] and learned something and I want to come back!"

Young Person, NSW

hey grant – LGBTQ RESOURCES

For some time young people in care have voiced that being in care and identifying as Lesbian, Gay, Bisexual, Transgender or Queer (LGBTQ) came with many obstacles. In Australia there are limited resources that support this cohort of young people. With the aim of improving the lives of LGBTQ young people in out-of-home care, CREATE in Victoria received a Healthy Equal Youth grant (HEY grant) from the Victorian Government, administered through Youth Affairs Council of Victoria (YACVIC).

Diversity should not present obstacles, rather encourage solutions to equality. Together with young people, CREATE in Victoria created a resource called CREATEing Equality to support those caring for and working with young LGBTQ to feel appropriately supported when experiencing out-of-home care.

The project was informed and co-designed by young people who identified as LGBTQ and had an out-of-home care experience. The project team for the duration of the project consisted of one Community Facilitator assisted by a young person with a care experience as the project co-facilitator. The project team worked with ten young people making up the steering committee. The committee was responsible for the development of a poster containing a list of do's & don'ts, when supporting LGBTQ young people in care. This poster was the inspiration for a complementing resource in the form of a video which featured many young people from the steering committee.

The project was the first of its kind in Australia and young people were excited to be involved in a project that addressed their identity. The poster and video are currently being used in new DHHS worker training. Both resources are the first of their kind in Australia can be found at create.org.au



"What mattered to me was mixing with other people who have had the same potential struggles as me or identify the same as me and really connecting with the group"
Rhiannon, 25, VIC

"I have more confidence out of doing the project"
Male, 22, VIC

"It was empowering to be working on a project that makes a difference and is on the CREATE website. It was something to look forward to each week and something to be proud of"
Naomi, 21, VIC



events

BEAT THE BOSSES

CREATE's annual fundraiser Beat the Bosses was held on 12th May 2016, at the Ivy in Sydney. Over 25 organisations from the finance and insurance industries entered a fierce battle to take on their bosses head on, in an evening of dares and trivia questions. Congratulations are in place for the bosses who won the trivia event for the first time!

Thanks to our energetic MC Donald Mackee for leading the evening filled with hilarious trivia moments, rapturous laughter and applause as guests took part in some fun karaoke and dancing dares. CREATE Young Consultant, Daniel Green, and CREATE Member, Tiara, got up on stage to share their out-of-home care experiences with the audience, demonstrating that young people are not the problem but indeed the solution. Guests were truly humbled by Daniel's speech and equally impressed by Tiara's beautiful art paintings.



More funds were raised this year than ever before and this achievement would not have been possible without our guests and supporters including loyal event sponsor, Steadfast, the enthusiasm of AMP graduate volunteers, auctioneer Michael Hawkins, Galabid and the event's generous prize donors

We thank you all and look forward to our next Beat the Bosses.

YOUTH FOR CHANGE 2015

CREATE held its national conference in Brisbane across three days in October 2015. The Youth for Change conference involved young people, carers, sector workers and academics who came together to learn, share their experiences, and participate in the conference activities and sessions. The conference began with a Welcome to Country, a welcome from the National Children's Commissioner, Megan Mitchell, and the Hon Shannon Fentiman, Minister for Communities, Women and Youth, and Minister for Child Safety and lastly CREATE's Chief Executive Officer, Jacqui Reed.

Keynote speakers included Todd Sampson, Professor Nigel Thomas, Dr Michael Ungar, Associate Professor Richard Roylance and Dr Joseph McDowall who presented interesting discussions to a captivated audience from young people to sector workers.

Todd Sampson fascinated the audience with his presentation about brain power and how we all have the ability to improve our brain at any age, and be capable of more than we realise. Young people thoroughly enjoyed and learned from this wisdom and CREATE were very proud and impressed with the comments and questions from the young people in the audience.

Commissioner Fitzgerald from the Royal Commission into Institutional Responses to Child Sexual Abuse addressed the opening plenary and provided honest and powerful commentary on this important topic. A panel discussion that included Young Consultants,

"It made you realise there are a lot more people in the care system which means more stories. I got a chance to have a say in what needs to be changed in the care system, as a young person in care, you rarely get this chance. To me this won't make a change to my life, and that doesn't matter, because we will be changing and making it a more positive experience for other young people who may come into care" Female, 17

YOUTH FOR CHANGE creating a better future



Naomi and Carlatina, talked about CREATE's anti-discrimination campaign against young people in care called "Snap That Stigma". The panel was a memorable discussion that encouraged the audience to think about the impact that their pre-conceived views can have, and what can be done to prevent stigma on young people in care. CREATE Board member Reeny Jurczynszyn also shared her story and experiences of growing up in care, leaving with the message that your years in care are only a quarter of your life so it should not define your future.

The conference dinner held on Saturday included an inspiring



"I don't know what it's like to be in care, I don't know what it's like to turn up to the door of a new foster placement, I don't know what it's like to be in the eating area of a resi-home while chaos is unfolding around me, I don't know what it's like... so tell us. Tell us your experiences and I promise you we will listen, we will believe you and we will support you" Commissioner Robert Fitzgerald, the Royal Commissioner into Institutional Responses to Child Sexual Abuse



"Confidence is the first thing that comes to mind when I think about what I got from the conference. Since the conference I have said that if I can speak up and talk to a room full of strangers about my foster care experience I can do anything" Carlatina, 21, TAS

welcome from the Governor-General, His Excellency General the Honourable Sir Peter Cosgrove AK MC. The dinner also saw the launch of CREATE's signature 'Paint it Purple' fundraising campaign. It was an interactive and entertaining event, with nails being painted purple and social media accounts buzzing with the #CREATEpaintitpurple hashtag. There were many more organisations involved in workshops and sessions throughout the three days, including Foster Care Queensland, Mercy Community Services, Bravehearts, SNAICC, Office of the Public Guardian, Life Without Barriers, Dingwall Trust and Headspace. The entertainment provided included various acts by CREATE's young people and a special performance by the Queensland Show Choir helped to make the conference very special.

CREATE would like to thank all of the key supporters who made the event a resounding success including AMP Capital, Churches of Christ Care, Department of Communities, Child Safety and Disability Services QLD, Department of Social Services and Life Without Barriers for all of their support to make the CREATE conference a resounding success.

the \$100 challenge

In 2015, Aon approached its charity partners as the company wanted its Emerge Program (an annual leadership program) to include a philanthropic element. CREATE was successful in pitching “The \$100 Challenge” which is an apprentice-style competition with teams competing against one another to maximise revenue from a start-up investment of \$100 within a limited time period.

This new initiative kicked off in July 2015 and two teams were created to operate under CREATE’s guidance and also with Carnival Cruise’s outstanding support at the closing fundraising event. Upon completion of their challenges, both teams presented their strategies and outcomes in front of Aon senior leaders, CREATE and Aon Charitable Foundation.

The results were exceptional across funds raised, awareness generation, leadership skills development and high staff engagement. CREATE would like to give a round of applause for the teams, CrAon and The Creatives.



“I’m really proud of the work that’s been achieved on this program, this is easily one of my most proud days at Aon and inside the Talent team” Stephen Hickey, Partner, Head of **Talent, Aon Hewitt**

“I have found the emerge in-person sessions invaluable, gaining insight into a variety of matters affecting my every-day work, including team dynamics, task prioritisation and the value of taking time to seek ‘win-win’ outcomes” **Woodrow Bould, Senior Consultant, Aon New Zealand.**



corners for kids

On Friday 11th March 2016, corporate volunteers shed their suits for three days in motorcycle leathers, clocking up thousands of kilometres in the 17th annual motorcycle rally, Corners for Kids.

The rally is an annual fundraising motorcycle road trip in which professionals from the financial services industry and motorcycling devotees, come together to raise funds to create a better future for disadvantaged children and young people, including those in out-of-home-care.

In the past 17 years Corners for Kids has provided over \$700,000 dollars to support young people at risk. CREATE would like to thank all participants, in particular Robert Swinton for his long-term support of the event.

**In the past 17 years
Corners for Kids has
provided over \$700,000
dollars to support young
people at risk.**



fun runs

2015 was a fun-run frenzy at CREATE, with New South Wales and Queensland staff members, young people, AMP Foundation and Aon supporters participating in the Brisbane Marathon on 2nd August, the City 2 Surf in Sydney on 12th August and the Bridge to Brisbane on 30th August. Not only is it a great way to stay focused on well-being, the fun runs also provided the opportunity to hold a healthy fundraising competition between the States. CREATE would like to give a big thank you to all the runners for their time training hard whilst raising money, and congratulations to Anna from CREATE for being the fastest runner. We would also like to thank our loyal support LYFE Café for looking after the Sydney runners post-race.





paint it purple!

MAKE A DIFFERENCE!

- 1 Donate on our page www.create.org.au
- 2 Paint your nails purple
- 3 Take a snap
- 4 Post your pledge #CREATEpaintitpurple

For the first time, CREATE launched its very own fundraising campaign, Paint it Purple, during the Youth for Change Conference in October 2015.

Paint it Purple, is a fun fundraising and awareness campaign that encourages everyone to donate, paint their nails purple and post snaps of their wonderful creations on social media to show their support for all the children and young people in care.

The campaign was a great way to show that actions speak louder than words and we had some amazing snaps shared. CREATE also hit a reach of over 30,000 views on Facebook for the campaign video and the fundraising campaign got momentum thanks to the support of key politicians such as the Minister of Western Australia, along with celebrities like Todd Sampson and the Simpson's cartoonist, Dean Rankine. A big thanks to all #CREATEpaintitpurple participants that have painted their nails purple for children and young people in care.



media coverage

CREATE's continued strong presence in the media couldn't be achieved without the support of our dedicated Media and PR Consultant, Leigh White. Her commitment and passion for CREATE's cause is unwavering, and her thoughtful approach to supporting Young Consultants and CREATE staff through

the media journey is truly appreciated. With this strong partnership we are able to give a 'voice' to the children and young people we service, enabling to create positive changes for the future.

Number of media interviews



Number of CYP involved in media interviews



Number of Indigenous CYP involved in media interviews



Number of print articles published



Number of online articles published



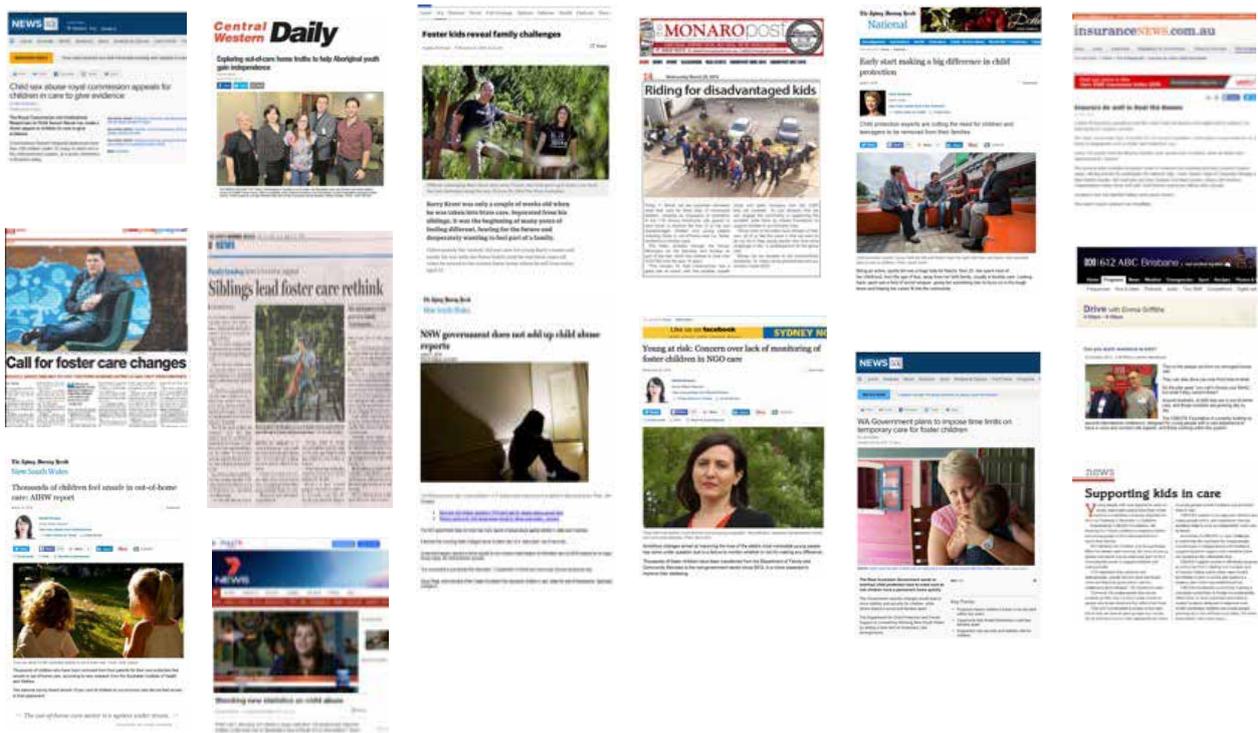
Number of TV segments broadcast



Number of media releases produced



Number of radio interviews broadcast



financial review

In 2016 CREATE achieved a modest surplus of \$18,428 (2015 \$21,579) taking retained earnings to \$605,149. As is evident from the table below, CREATE aims to achieve a modest profit each year towards developing a cash reserve to help protect against the immediate impact of future economic, political or other changes.

| | 2016 | 2015 | 2014 | 2013 |
|---------------------|-----------|-----------|-----------|-----------|
| Total funding | 6,422,365 | 5,380,850 | 6,000,822 | 6,019,382 |
| Percentage increase | 19.36% | -10.33% | -0.31% | 13.58% |
| Total expenses | 6,403,937 | 5,359,271 | 5,971,729 | 6,003,074 |
| Percentage increase | 19.49% | -10.26% | -0.52% | 13.92% |
| Retained earnings | 605,149 | 586,721 | 565,142 | 536,047 |
| Percentage increase | 3.14% | 3.82% | 5.43% | 3.14% |

The table shows growth of 6.70% in funding over the past four years with CREATE's expenditure on programs and services increasing by 6.68%. The total funding increase in 2016 was largely due to the CREATE conference taking place during the current financial year, as well as additional funding received to deliver *The Ability Project* in NSW.

During this four year period, CREATE's funding received through existing Service Agreements with state and territory governments increased by 38.66% which included funding in special CREATE projects and programs. This significant increase includes program funding of *The Ability Project* in NSW aimed at supporting young people with an out-of-home care experience who are receiving support from a disability service provider.

CREATE in Victoria has also secured a contract with Menzies Caring for Kids to deliver the Create Your Future program in the Frankston and Mornington Peninsula region for the next three years.

The Beat the Bosses fundraising event in May 2016 was once again strongly supported by the insurance and banking industry and our corporate partners. We raised \$193,476 compared to \$177,950 raised in 2015, an increase of 8.73%. The net amount raised through this event was \$125,599 compared to \$115,751 in 2015 (being an increase of 8.51%).

We were successful in gaining one-off grants from the Ansvr Community Education Program, the QBE Insurance Foundation and the Harcourts Foundation.

The AMP Foundation continues to support CREATE through funding part of our infrastructure, staff and research. CREATE is thankful to AMP Foundation for its generosity and continued support. CREATE also enjoys the support of AMP Capital which provides funds from its fundraising

activities that directly benefit children and young people through Christmas parties and clubCREATE. The team at AMP Foundation and AMP Capital truly make a difference in the lives of kids in care.

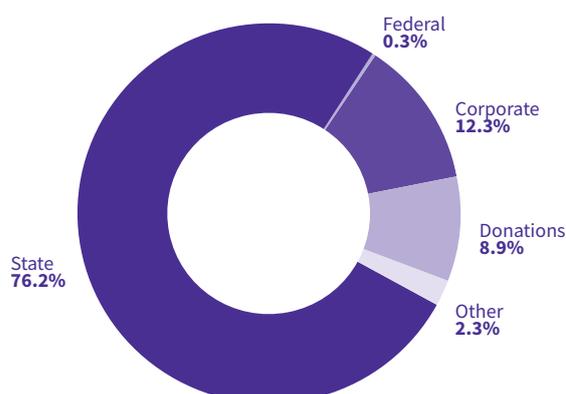
AON Charitable Foundation continues to support CREATE's programs and initiatives. As a new fundraising initiative this year the AON Emerge Leadership Program partnered with CREATE and Carnival Cruise Line to raise funds through the \$100 Challenge, with a total of \$68,337 raised.

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.

Ighsaan Adams
National Finance Manager

Income stream



statement of financial performance

For the year ended 30 June 2016

| | 2016 \$ | 2015 \$ |
|---------------------------------------|------------------|------------------|
| Services revenue | | |
| State and Territory grants | 4,894,448 | 3,446,965 |
| Federal grants | 20,000 | 661,081 |
| Corporate and conference grants | 791,943 | 637,265 |
| Donations | 570,646 | 496,406 |
| Consultancy fees | 34,108 | 48,540 |
| Other revenue | | |
| Interest revenue | 72,845 | 90,061 |
| Profit on disposal of fixed assets | 11,471 | - |
| Sundry revenue | 26,904 | 532 |
| TOTAL revenue | 6,422,365 | 5,380,850 |
| Expenditure | | |
| Accommodation and travel expense | 437,998 | 248,442 |
| Consultancy fees | 396,099 | 227,609 |
| Depreciation and amortisation expense | 40,003 | 31,281 |
| Employee benefits expense | 3,612,287 | 3,339,184 |
| Insurance | 46,405 | 45,410 |
| Payments to young people | 43,247 | 79,754 |
| Postage and couriers expense | 164,930 | 126,659 |
| Printing and stationery expense | 147,872 | 108,693 |
| Rental expense | 478,982 | 508,960 |
| Resources | 196,512 | 153,526 |
| Telephone and internet expense | 91,762 | 88,790 |
| Venue and food costs | 451,487 | 217,383 |
| Other expenses | 296,353 | 183,580 |
| TOTAL expenditure | 6,403,937 | 5,359,271 |
| PROFIT before income tax | 18,428 | 21,579 |
| INCOME tax expense | - | - |
| PROFIT for the year | 18,428 | 21,579 |

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 2016

| | 2016 \$ | 2015 \$ |
|----------------------------|------------------|------------------|
| ASSETS | | |
| Current assets | | |
| Cash and cash equivalents | 3,299,535 | 2,362,582 |
| Receivables | 95,314 | 137,751 |
| Prepayments | 14,398 | 55,735 |
| | 3,409,247 | 2,556,068 |
| Non-current assets | | |
| Cash on deposit | 62,113 | 79,009 |
| Plant and equipment | 72,147 | 71,605 |
| | 134,260 | 150,614 |
| TOTAL assets | 3,543,507 | 2,706,682 |
| LIABILITIES | | |
| Current liabilities | | |
| Payables | 2,764,232 | 1,973,769 |
| Provisions | 174,126 | 146,192 |
| TOTAL liabilities | 2,938,358 | 2,119,961 |
| NET assets | 605,149 | 586,721 |
| EQUITY | | |
| Retained profits | 605,149 | 586,721 |
| TOTAL equity | 605,149 | 586,721 |

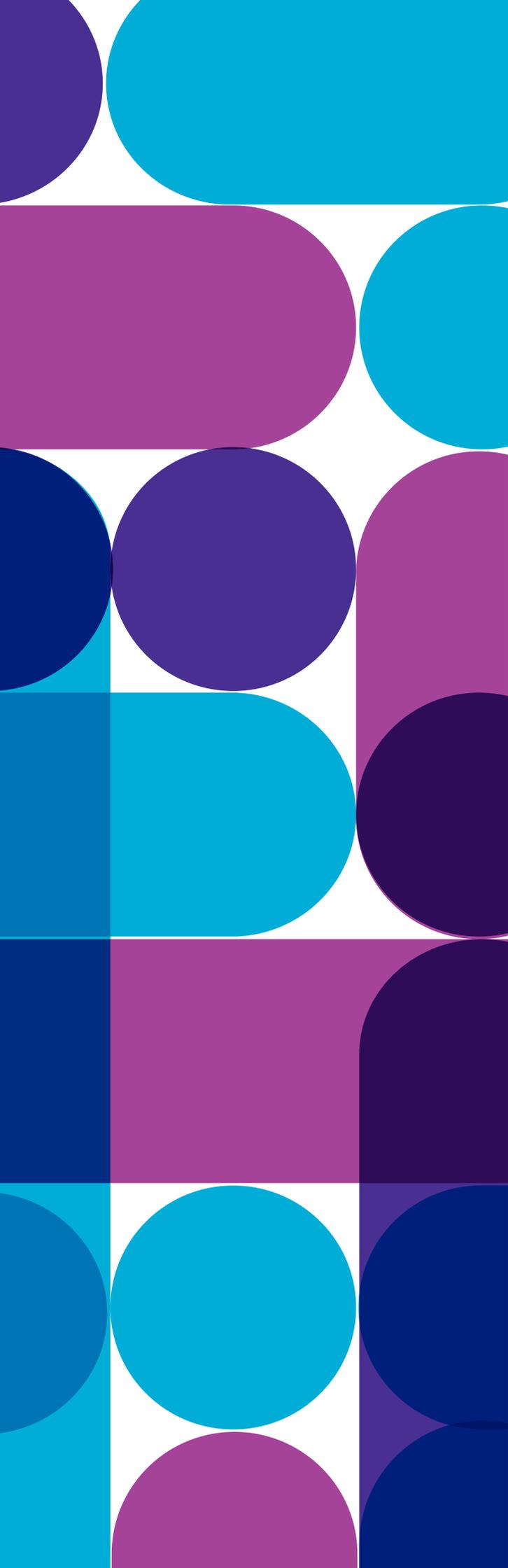
The above information has been extracted from the audited financial statements, a copy of which is available on request.

statement of cash flows

For the year ended 30 June 2016

| | 2016 \$ | 2015 \$ |
|---|------------------|------------------|
| Cash flows from operating activities | | |
| Receipts from grants and customers | 7,649,467 | 5,823,142 |
| Interest received | 48,203 | 92,631 |
| Payments to suppliers and employees | (6,748,539) | (5,751,680) |
| Net cash inflow from operating activities | 949,131 | 164,093 |
| Cash flows from investing activities | | |
| Purchases of plant and equipment | (49,983) | (61,973) |
| Proceeds from disposal of plant and equipment | 20,909 | 1,404 |
| Proceeds from non-current investments – cash on deposit | 16,896 | 6,097 |
| Net cash (outflow) from investing activities | (12,178) | (54,472) |
| Net increase in cash and cash equivalents | 936,953 | 109,621 |
| Cash and cash equivalents at the beginning of the financial year | 2,362,582 | 2,252,961 |
| Cash and cash equivalents at the end of the financial year | 3,299,535 | 2,362,582 |

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



looking forward

As we move into more technology savvy times we continuously explore the ways in which children and young people want to engage with service providers to ensure that we remain relevant and meaningful. We are actively reviewing our flagship program clubCREATE and looking at ways we can improve our connection to children and young people. We will also complete our evaluation and re-write of the CREATE Your Future Program and will be providing comprehensive training for Community Facilitators who deliver the program. With the support of Family and Community Services New South Wales, innovative tools for supported decision making will be developed to promote the wellbeing of young people with disabilities who transition from care to independence.

Our planning for the 3rd international conference *Voices in Action: empowering youth for positive change* is well underway. The conference will be held in Sydney at the brand new International Convention Centre in Darling Harbour from 10th – 12th August 2017. We anticipate over 500 participants and look forward to seeing you there!

thank you

AMP FOUNDATION AND AMP CAPITAL

Our sincere thank you to the AMP Foundation for their commitment in improving the lives of children and young people in out-of-home care. The Foundation provides invaluable funding for infrastructure in key business areas at CREATE and their ongoing volunteer dedication means we are able to give a smile to children and young people in care through our birthday card writing program and Christmas gift drive. The latter brings significant positive impacts as Christmas can be a difficult time for children and young people with a care experience.

We would also like to acknowledge the running efforts of some of the Foundation staff members and AMP Capital who participated in the City2Surf 2015 – Anna Dear, Lauren Moir, Mark Roberts, Alastair Kinloch and Catherine Woods. All in all, another fantastic year thanks to the Foundation's support.

The same can be said for AMP Capital thanks to Louise Mason, Jon Comino and each Steering Committee member who always display so much drive, energy and passion. AMP Capital and CREATE have worked together on several events throughout the year including two AMP Capital Beat the Bosses fundraising events, Vivid Big Bash and Football for a Cause which were all incredible successes. Additionally, the AMP Graduate Program provided us with much needed volunteers for CREATE's Beat the Bosses event with their support being invaluable. We would also like to thank AMP Capital Shopping Centres for their highly successful Christmas fundraising drive.

We are proud to be partnering with so many devoted AMP Capital staff members whose generosity is instrumental in creating better futures for children and young people with a care experience.



AON CHARITABLE FOUNDATION

We sincerely thank Aon for their continued support in improving the lives of children and young people in care. Thanks to Fiona Norris' outstanding determination to our cause it is fair to assume that every Aon employee is familiar with the work that we do. This past financial year saw an even stronger relationship with CREATE as the recipient of Aon's Golf Charity Tournament combined with the \$100 Challenge team competition initiative which reinforced Aon's reputation as corporate citizen catalyst. This, in addition to an annual donation to CREATE, volunteering to our Christmas parties across Australia, participating in our birthday card writing program and organising Christmas gifts which all contribute to creating a better future.



CARNIVAL CRUISE LINE

We would like to thank Denise Minakowski for securing Carnival Cruise Line's invaluable support a third year in a row. Two events were hosted on board the stunning cruise ship "The Carnival Spirit": a fundraising luncheon as part of the \$100 Challenge and a Christmas CREATE event for our lucky clubCREATE members. Both events were highly successful and the enthusiasm displayed by the staff on board was contagious. Denise is to be commended for her passion about children's rights and perpetual drive in improving the lives of children and young people with a care experience.



QBE INSURANCE

To say we were taken aback by QBE's fundraising trivia event would be an understatement. The procurement team ran a quality trivia event not only raising a lot more profit than expected, but also generating lasting memories amongst international senior executives present that evening. Thank you for all your efforts!



MICROSOFT AUSTRALIA

We would like to thank Microsoft for their dedicated and loyal support. From Microsoft's Workplace Giving Program to Christmas donations via volunteers, to our birthday card writing program - every initiative makes a difference.



ORIGIN FOUNDATION

A sincere thank you to Origin for including CREATE in their Workplace Giving Program, we are grateful and appreciative of your ongoing support.



PRICEWATERHOUSECOOPERS

Thank you to PriceWaterhouseCoopers for conducting CREATE's annual audit again this year. This contribution is highly valuable to CREATE.



STEADFAST GROUP LIMITED

Steadfast's sponsorship support strongly assists us in ensuring the success of our annual fundraising event, Beat the Bosses, and ultimately our mission to create a better life for children and young people in out-of-home care.



our volunteers

Finally, a big thank you to our outstanding volunteers who provide much needed support to CREATE's many programs, events, fundraisers and initiatives. The commitment of all our corporate and community based volunteers is highly appreciated, and without their support we simply couldn't carry out all of the crucial work we do. With the increasing number of children and young people in out-of-home care, this volunteer support is becoming ever more valuable. Thank you to those volunteers who have supported us packing Entering Care Kits and Welcome Packs, writing birthday cards, helping to run Connection Events and providing administration support. In addition, thank you to those volunteers who partake in our CREATE Your Future activities, lending their time and expertise to ensure that young people are developing life skills to support their transition from to independence.

It is by working together that we are able to stretch our limited resources to ensure we reach all children and young people with a care experience, and make a real difference to their lives. From everyone at CREATE, we extend a sincere and heart felt thank you to all those wonderful individuals who have worked with us throughout the year.

Thank you for helping create a better life for children and young people in out-of-home care throughout Australia.

**From everyone at CREATE,
we extend a sincere and
heart felt thank you to all
those wonderful individuals
who have worked with us
throughout the year**



CREATE supporters



Accenture Australia
AIG
Allambi Care
Allianz Australia Insurance
AMP Capital
AMP Foundation
Anglicare Southern Queensland
Ansvr
Aon Benfield
Aon Charitable Foundation
Aon Hewitt
Aon Risk Solutions
Austbrokers
Australian Reinsurance Pool Corporation
Australian Rugby Union Ltd
Barnardos
Bennelong Foundation
Blackwall Property Funds
Carnival Cruise Line
Charity Greetings Cards
Churches of Christ Care
Claim Central
Corners for Kids
Department of Social Services

DEXUS Property Group
EY
Fairfax Media
Families Australia
Finity
Flight Centre Australia
Harcourts Foundation
Infosys
Insight Investment Partners
JLL Australia
King & Wood Mallesons
Knight Frank Australia Pty Ltd
KPMG
Laithwaites the Wine People
LaSalle Investment Management
Life Without Barriers
Mason Black Lawyers
Menzies
Mercy Community Services
Microsoft Australia
Morgan Stanley
Munich RE
Nailed By LaRouge
NSW Department of Justice

Octavia Simons Scholarship
Office of the Public Guardian
Origin Foundation
PeakCare
Phoenix
PricewaterhouseCoopers
QBE Insurance Australia
QBE Foundation
Quantum
Quorum Systems
Recoveries Corp
Relationships Australia WA
SHAPE
SIRTeX
Steadfast
Steadfast Group Limited
Talbot Underwriting Australia
The Done Group
Total Physiotherapy
UnitingCare Community
Wilson Security
X-Calliden
Youth Affairs Council of WA

government funding bodies

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

australian government



Australian Government
Department of Social Services

Department of Social Services

state and territory governments



Community Services Directorate
(ACT)



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



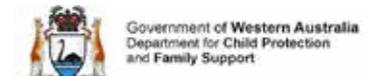
Victorian Government



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. Richard is the Chairman of the Westmead Millennium Institute for Medical Research and 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. Richard has been admitted as an Attorney of the New York Bar and has been a Director of CREATE 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 Joan 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 since 2002.



JANN SKINNER Treasurer

Jann was a partner at PricewaterhouseCoopers specialising in the financial services sector, particularly the insurance industry. Jann was the auditor of the CREATE Foundation for a number of years. After nearly 30 years Jann 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 since 2006.



JACQUI REED Chief Executive Officer

Jacqui has been Chief Executive Officer of the CREATE Foundation since December 2007 with over 20 years' experience in child protection, out-of-home care, family services and community work. Jacqui has undertaken social research and held several management roles and 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

Dr McDowall 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 and also has served as a consultant to the Queensland Department of Child Safety. Dr McDowall became a Director of CREATE in 2008.



GREG JOHNSON
Chair of Fundraising Committee

Greg has 35 years of corporate experience during which 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 Cerno holding the position of CEO. 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 Finity Consulting as a Senior Consultant December 2014.



PETER COLEMAN

Peter was employed with National Australia Bank (NAB) for over 23 years before joining Macquarie Bank in 2001. Whilst at 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.



JENNIFER CORDINGLEY

Jennifer Cordingley works as an independent marketing consultant advising CEOs on marketing strategy, structure, recruitment, appointment of suppliers and campaigns. Previously she owned advertising agencies that specialised in the retail and property sectors. Jennifer's association with CREATE Foundation began in 2006 with pro-bono agency support. Jennifer holds an MBA from the Australian Graduate School of Management UNSW and has been a director of CREATE since 2010.



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 since 1999.



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. Robyn 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. Robyn's practice and research interest has been in the area of trauma and family work, and she has particular expertise with families where there has been sexual abuse and family violence. Robyn became a Director of CREATE in 2008.



leadership committee

JACQUI REED

Chief Executive Officer

Jacqui has been Chief Executive Officer of the CREATE Foundation since December 2007 with over 20 years' experience in child protection, out-of-home care, family services and community work. Jacqui has undertaken social research and held several management roles and has written not only policy, training manuals and research papers, but also a children's book.



IGHSAAN ADAMS

National Finance Manager

Ighsaan joined CREATE in April 2016 having previously worked as the Finance Manager at the National Aboriginal Sporting Chance Academy. Prior to moving into the not-for-profit sector, Ighsaan held senior roles in the financial services sector specialising in finance, risk management and internal audit. He has held the positions of Head of Internal Audit at Computershare and Head of Audit and Risk at FuturePlus Financial Services. Ighsaan has significant experience in establishing and leading internal audit functions, having commenced his career in external audit with KPMG, and establishing and maintaining risk management programs and providing support appropriate for Board audit committees in relation to audit, risk and compliance oversight.



JECELYN ANJANI

National Finance Manager

Jecelyn has worked in the not-for-profit organisations since 2005, with a focus on all areas of finance. Jecelyn joined CREATE as the Finance Assistant in October 2008 and was appointed as National Finance Manager in March 2015.

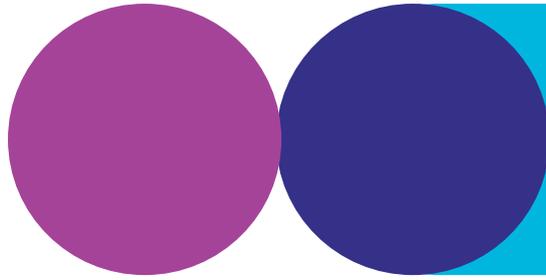


JAMES BOREHAM

National Development and Operations Manager

James Boreham is an experienced manager with substantial expertise in the corporate and not-for-profit sector. As guardian and carer for his sister who has an intellectual disability, he has a strong understanding of the needs and circumstances of people in the care environment and their service providers. Most recently, James was General Manager of the community organisation Human Ventures (Human) for 6 years and continues his service with them as a voluntary Board member. His areas of responsibility included Strategy Design and Implementation, Operations, Business Development, People, Finance, Risk Management, and Program Oversight/Delivery.





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 Partnerships Manager

Stephanie is a passionate marketer and brand strategist with over 10 years of experience in both the corporate and not-for-profit sectors covering a range of products and services. Stephanie has a track record of success in building and developing relationships with stakeholders, and is responsible for overseeing the management of CREATE's corporate partnerships and seeking new business opportunities. She has been employed by CREATE Foundation since December 2012 and was appointed the position of National Marketing and Partnerships 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 CREATE Foundation as the National Policy and Advocacy Manager in 2014.



AMY STEPHENSON

National Practice and Programs Manager

Amy has over 20 years' experience in human services management, children's services and practice development. With a career dedicated to social change, Amy has held senior roles in non-government organisations and sector advocacy, with a particular focus on children and families in crisis accommodation. Amy is currently in the later stages of completing her doctoral studies.



Sydney National Office

Level 3, 630 George Street
Sydney NSW 2000
T 02 9267 1999

Brisbane National Office

Level 1, 3 Gregory Terrace
Spring Hill QLD 4000
T 07 3062 4860

Australian Capital Territory

Corner Cooyong Street and Scotts Crossing
Civic Square ACT 2601
T 02 6232 2409

New South Wales (Sydney)

Level 3, 630 George Street
Sydney NSW 2000
T 02 9267 0977

Northern Territory (Alice Springs)

Suite 4/5, Level 1, Anangu House, 44 Bath Street
Alice Springs NT 0870
T 08 8953 8358
F 08 8953 8358

Northern Territory (Darwin)

11/16 Malak Crescent
Malak NT 0812
T 08 8945 9993
F 08 8945 5757

Queensland

15 Lever Street
Albion QLD 4010
T 07 3317 6020
F 07 3317 6026

South Australia

28 North Street
Adelaide SA 5000
T 08 8212 8898

Tasmania

32 Church Street
Hobart TAS 7000
T 03 6224 9822

Victoria

325-327 Queensberry Street
North Melbourne VIC 3051
T 03 9918 0002
F 03 9918 0006

Western Australia

353 Newcastle Street
Northbridge WA 6003
T 08 6336 9726

staff list

Ighsaan Adams
Jecelyn Anjani
Alexandra Archibald
Dannielle Ashton
Shaktida Baniya
Michelle Barry
Laura Beegan
Deirdre Bole
Madonna Boman
James Boreham
Katherine Browne
Kelly Bucknall
Amanda Bull
Kobe Butcher
Alexandra Cahill
Cathy Carnovale
Maria Chan
Ann Cook
Samantha Cotton
Alice Creevey
Julia Delgado
Bernardo Dewey
Rebecca Edmonds
Pamela Evans
Julie Farren
Garry Faumui
Laura Florisson
Michelle Gardiner
Lara Gerrand
Lisa Gierke
Sarah Gough
Melissa Hamill
Stephanie Hapke
Jordan Hardy
Lauren Heywood
Noelle Hudson
Darcie Jackson
Che Johnson
Eleanor Jones
Jo Kirkwood
Krystal-Marie Komljenovic
Vaea Languillat
Sarah Layne

Julia Leung
Nicky Link
Nicole Mackenzie
Alexander Maniquis
Jacqueline McKenzie
Anna McLennan
Fabian McPhee
Peter Melrose
Emma Menzies
Rodel Misagal
Lucas Moore
Tenielle Moore
Brittany Neale
Hannah Peacock
Matthew Petterson
Caitlin Pobje
Eugene Portelli
Jade Purtell
Jacqueline Reed
Angela Ruska
Claudine Scalzi
Danielle Schmid
Amy Schmidt
Amanda Scott
William Sheehy
Priya Singh
Chadwick Spinazza
Amy Stephenson
Craig Stuart
Sabrina Tandé
Belinda Tome
Lisa Townshend
Damon van der Schuit
Tania Warren
Deborah Watson
Patrick Weiniger
Benjamin Whitchurch
Jessica White
Danielle Williams
Stevie Worsely
Xiaomin Yang



CREATE Foundation Limited
ABN 69 088 075 058

Reply Paid 87740
SYDNEY NSW 2000

 www.create.org.au

 1800 655 105

 facebook.com/CREATEfnd

 @CREATEfnd

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