

2025



Annual Review





Acknowledgement of Country

CREATE Foundation acknowledges Aboriginal and Torres Strait Islander peoples as the First Peoples and Traditional Owners of the lands, skies, and waters where we live, learn, and work.

We pay our deepest respects to Elders past and present, as well as to knowledge holders and community leaders across all Aboriginal and Torres Strait Islander communities.

We recognise Australia as home to the world's oldest living cultures – rich in knowledge, strength, and resilience, and honour over 60,000 years of raising children strong, proud, and deeply connected to culture and Country.



Acknowledgement of lived experience

CREATE acknowledges all the children and young people with lived or living experience of child protection and care systems, and all the related systems around them. CREATE acknowledges people with lived experience as the experts when it comes to understanding what's working and what needs to change in these systems. CREATE acknowledges the often-profound impacts of a care experience on children and young people and that some young people experience adversity before, during and after their time in care. CREATE also acknowledges the immense wisdom, resourcefulness and creativity of young people in finding ways to recover from adverse life experiences, have their needs met and have their voices heard. The deficit is within the systems, not the individuals.



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Chair foreword

As I reflect on the pages of this Annual Review, I'm filled with immense pride with CREATE's achievements and gratitude to all those who made it possible.

At the heart of every success are the children and young people with a care experience, whose voices, stories, and courage drive everything we do. To every young person who has spoken up, shared your experience, joined a program, helped shape a submission – thank you. You are the reason CREATE exists, and your voices are creating real, lasting change in the care system.

Behind the scenes, CREATE's dedicated staff have worked tirelessly to deliver programs, advocacy, and events that connect, empower, and amplify the voices of children and young people. Your commitment and care for this work has not gone unnoticed. The CREATE Board sees and deeply values the passion and effort poured into every part of CREATE's work.

CREATE's future is full of promise. From launching our first Reconciliation Action Plan, to building new strategies that support financial sustainability, media presence, and workforce growth, we are laying the groundwork for an even stronger, more impactful organisation. And most importantly, we will continue to put children and young people at the centre of everything we do.

Together, we are writing *The Next Chapter*, and it's one where young people's voices are not only heard, but lead the way forward.

With gratitude,



Jann Skinner

**Chair and Treasurer
CREATE Foundation**



From the CEO

Looking back on the last 12 months, I feel so proud of everything the CREATE team has achieved in showing up for children and young people with a care experience. It's been a year of dynamic growth, creative impact, and adapting to the evolving needs and aspirations of young people.

This year was especially meaningful as we celebrated 25 years of CREATE. This milestone gave us a chance to reflect on how far we've come, celebrate the progress we've made so far, and look ahead to where we're headed, as a contemporary organisation with children and young people at the heart of all that we do.

The theme of this Annual Review, *The Next Chapter*, captures this moment perfectly. We're at an inflection point, building on 25 years of expertise in listening, learning and advocating with children and young people, while also contemporising and adapting our work to meet young people's evolving expectations of CREATE in a changing sector and community context.

Children and young people are experts on their own lives and their own experiences. At CREATE, we're here to walk alongside them – to help them build connections, feel empowered, and create the change they want to see. Every program and advocacy activity in this year's Annual Review was developed with one clear goal: to make sure children and young people are heard, valued, and supported to thrive on their own terms.

This year, we saw what can happen when young people are truly listened to. Our CREATE Young Consultants played a powerful role in the NSW Government's decision to end the use of Alternative Care Arrangements. This is a huge step forward and a clear sign that real change is possible when young people lead the way.

We also welcomed the launch of the Commission of Inquiry into Queensland's Child Safety System. CREATE is working hard to ensure that young people with lived experience are front and centre in this inquiry.

This year at CREATE, we've also achieved:

- A new, contemporary Strategic Plan.
- A Reconciliation Action Plan in development.
- Innovative new programs and consultations.
- An adaptive, creative and empowered culture at CREATE.
- An ambitious lived experience governance group (NEABY) guiding our directions and policy positions at CREATE.
- Lots of ways that we are listening to young people and adapting our practice, based on what they tell us.
- Strong relationships with government, sector and community.
- A new model of targeted, localised advocacy.

To all the clubCREATE members, Young Consultants, staff, volunteers, partners and supporters, I really want to thank you. Together, we'll keep engaging in collective action to influence positive change, with children and young people guiding the way.



Imogen Edeson

**Chief Executive Officer
CREATE Foundation**

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CREATE's role

CREATE is the only independent, national advocacy body whose policy positions are directly informed by children and young people with lived experience of the out-of-home care system. We exist to create a better life for all children and young people in care.

To achieve our mission, we deliver connection events and empowerment programs across Australia, providing children and young people with the opportunity to have their voices heard. Their insights directly inform our advocacy and help drive positive change in the systems impacting children and young people's lives.

We remain committed to being a child-safe organisation, upholding the highest standards of safety and wellbeing in everything we do. At CREATE, our strategic focus is unwavering: placing children and young people at the centre of everything, and ensuring they are heard, valued, and empowered to shape a better future.



CONNECT children and young people to each other, CREATE, and the community to

EMPOWER children and young people to build the confidence and skills that enable them to have a voice and be heard to

CHANGE the systems that impact children and young people, in consultation with them, 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 our work and their voices inform everything we do.
- We provide safe spaces, fun activities and meaningful opportunities for children and young people.
- Our practice is safe, inclusive and responsive to diverse experiences of culture, gender, sexuality, disability and neurodiversity.
- We support the rights of Aboriginal and Torres Strait Islander people and communities to self-determination.
- Our advocacy is independent, brave and based directly on what we hear from children and young people.
- We believe that adults need to listen to the voices of children and young people to support their safety and wellbeing.
- We believe that people with lived experience know best about what works and what needs to change.
- Partnerships with government, sector, carers and communities are critical to our effectiveness.
- We look after our people, support their wellbeing and help them to feel empowered and grow in their work.
- We are creative and child-friendly.
- We are always learning and innovating.

Explore CREATE's Menu of Programs and Consultations

CREATE's Menu of Programs and Menu of Consultations outline the many ways we connect with and support children and young people with a care experience. These resources showcase our full range of programs, workshops, advocacy opportunities, and engagement formats, all designed to amplify young voices and create positive change.

To learn more and explore the full menus, visit create.org.au.



Commitment to First Nations peoples

CREATE Foundation recognises First Nations peoples as the traditional owners of Australia, including its lands and waterways. CREATE supports self-determination for First Nations peoples, including justice, truth-telling and equity.

CREATE respects the rights of Aboriginal and Torres Strait Islander peoples to maintain culture and to lead decisions that affect their lives, families and communities. CREATE acknowledges the historical, current and continued impacts of colonisation, racism and intergenerational trauma, resulting in the over-representation of Aboriginal and Torres Strait Islander children in care. As an ally, CREATE is deeply committed to supporting self-determined approaches to addressing the needs of Aboriginal and Torres Strait Islander children, designed and delivered by First Nations communities and organisations in culturally rich ways.

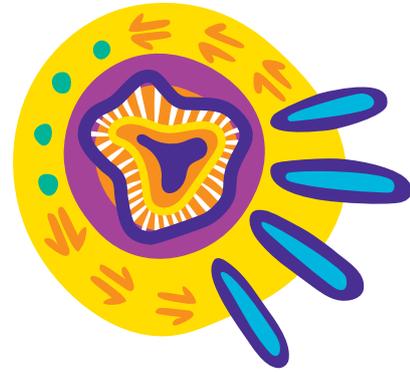
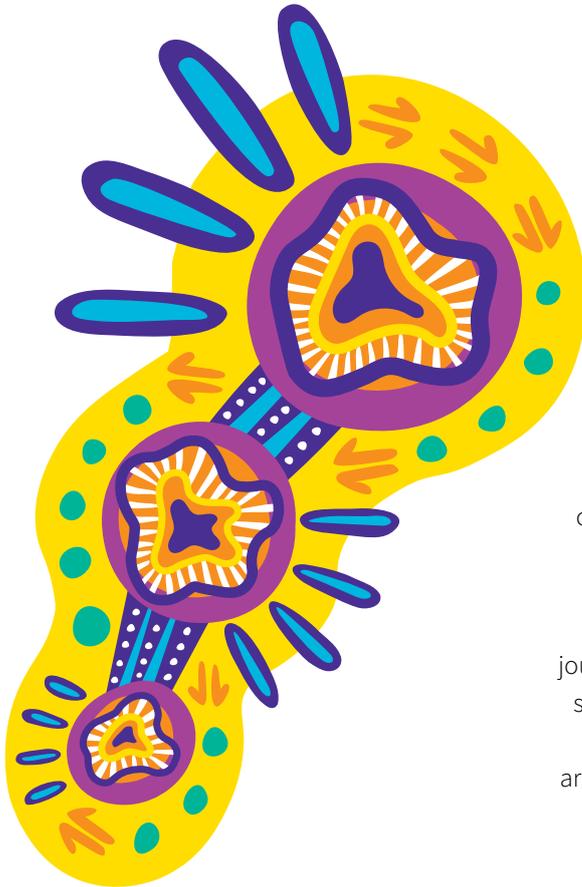
CREATE is committed to listening deeply to the voices of First Nations children, young people, families and communities, and the services that support them. CREATE is committed to engaging in continuous listening, learning and reflection around how we ensure our programs and advocacy are culturally safe and culturally informed, how we can foster a safe and inclusive organisational culture that embraces the cultural perspectives of First Nations staff, and how we can support major transformation of systems and services towards Aboriginal-led and self-determined systems, responses and practices.

To guide us in this process, we are developing a Reconciliation Action Plan (RAP) in collaboration with Reconciliation Australia and other First Nations partners. We believe that a RAP will provide a framework to truly understand how we are going in acting on our commitments, addressing any biases or blind spots, and working to be a culturally safe place for kids and their communities.



Celebrating through art

The vibrant cultural artwork featured throughout the CREATE Foundation 2025 Annual Review was created by former CREATE Young Consultant, Leiticia Anne. Leiticia is a proud Wiradjuri woman from Narrandera, and her illustrations bring to life this year's theme, 'The Next Chapter'.



The next chapter

These elements represent CREATE Foundation's continuous journey forward into the next chapter with the past, present and future reflected. The meeting places are fluid and reflect the ongoing growth and evolution moving forward (with the journey path and kangaroo tracks). The knowledge sticks represent amplifying young people's voices and the more they are listened to, the more they are heard and take power in their expertise and life experiences to lead.

Youth Power – Youth Empowerment

This element represents young people from all walks of life living in their power to also help empower others – it reflects the next generation in the next chapter of CREATE Foundation. It is all about amplifying their voice beyond themselves and leading others to feel safe and empowered to share their voice.



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CREATE at 25: The next chapter begins

In 2024, CREATE Foundation proudly marked 25 years of driving change with and for children and young people in care. Since our beginnings in 1999, CREATE has grown into the national voice for children and young people with a care experience; championing their rights, amplifying their voices, and ensuring they are at the centre of reform.

This milestone year was not only a time to reflect on how far we've come, but also to look ahead at the 'Next Chapter' with renewed purpose. We celebrated with young people, carers, staff, and supporters across the country, recognising the impact we've made together.

To guide us into the future, we also launched a refreshed Strategic Plan, co-designed with the true experts – children and young people with lived experience of care. Their insights shaped our direction, sharpening our focus on connection, empowerment, advocacy, and systemic change.

This updated plan ensures CREATE is well positioned to take on *The Next Chapter*. A future driven by young people, built on strong foundations, and guided by bold action.





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Child protection landscape

Children and young people are removed from their families through no fault of their own. The exposure to family violence, abuse or neglect, or their involvement with child protection systems, does not define who they are and does not diminish their potential or the brightness of their futures.

Young people tell CREATE they want to be seen as people, not a caseload or a statistic. Many children and young people experience significant disruption and multiple placement changes and some go on to provide care for siblings, or their own children.

The data summary below is drawn from the *Report of Government Services*. This data summary does not capture the vibrancy and diversity of the incredible children and young people in care that CREATE represents. Each number reflects a unique individual — a young person with a brilliant mind, a growing sense of self, and their own hopes and dreams.

Child protection notifications and investigations

In 2023–2024, there were approximately 5.8 million children aged 0–17 years in Australia. Of these, 307,022 children were the subject of child protection notifications — reports made by teachers, health professionals, police, and others through mandatory reporting processes. This equates to a national rate of 53.1 notifications per 1,000 children.

Of the 307,022 child protection notifications, around four in ten (37.0%) led to an investigation. The rest were responded to outside of the formal child protection system, but there is no population-level reporting on what happened for these children.

Around one in three notifications (32.0%), involving 98,310 children, resulted in a finalised investigation — a rate of 17.0 per 1,000 children. About one in seven (13.7%), or 42,120 children, were the subject of a substantiation, meaning the concerns were confirmed — a rate of 7.3 per 1,000 children.

As of 30 June 2024, 59,850 children were on care and protection orders — equating to 10.3 per 1,000 children.

Placements in out-of-home care

As at 30 June 2024, 44,866 children were living in out-of-home care across Australia — an average of 7.7 per 1,000 children aged 0–17 years. A further 10,791 children were in other supported placements. Over the course of 2023–2024, a total of 55,267 children experienced out-of-home care, with 10,778 admitted and 10,989 discharged during this period.

Nearly all children in out-of-home care (93.2%) were also on care and protection orders. Around one in four (24.1%) had previously been placed under such orders, highlighting the cycle of removal, return, and re-entry that many children experience. This process — of being removed, moved, and sometimes returned — can be frightening, unsettling, and deeply challenging for children and young people.

In 2023–2024, government expenditure on child protection rose to \$10.2 billion. Of this, \$6.6 billion (64.9%) was spent on care services and out-of-home care, with the majority of funding continuing to go to non-Aboriginal organisations — a pattern that does not yet align with the commitments made under the Closing the Gap framework.

Across all jurisdictions, child protection systems continue to show the over-representation of Aboriginal and Torres Strait Islander children — at every stage of the system, and most starkly in out-of-home care.

Children in out-of-home care at 30 June 2024

	NSW	VIC	QLD	WA	SA	TAS	ACT	NT	AUST
Aboriginal and Torres Strait Islander	52.3	113.9	53.5	69.5	95.6	37.9	71.0	36.4	60.6
Non-Indigenous	5.4	6.2	6.0	3.8	9.0	6.4	5.6	3.4	5.8
All	9.1	8.5	10.4	8.6	13.8	10.2	7.9	17.1	9.6

Children aged 0–17 years in care, by Indigenous status. Rate per 1,000 children aged 0–17 years.

These rates (per 1,000 children) highlight the persistent over-representation of Aboriginal and Torres Strait Islander children in the child protection system. Aboriginal and Torres Strait Islander children are placed in out-of-home care at an alarmingly high rate of 60.6 per 1,000 children, compared to 5.8 per 1,000 for non-Indigenous children.

Some jurisdictions show even more extreme disparities:

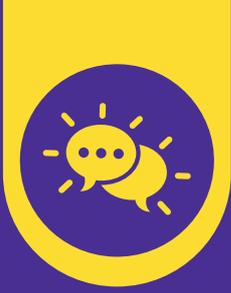
- Victoria: 113.9 per 1,000 Aboriginal and Torres Strait Islander children, compared to 6.2 non-Indigenous.
- South Australia: 95.6 per 1,000 Aboriginal and Torres Strait Islander children, compared to 9.0 non-Indigenous.
- Australian Capital Territory: 71.0 per 1,000 Aboriginal and Torres Strait Islander children, compared to 5.6 non-Indigenous.

These figures reflect systemic inequities that need urgent attention and reform, particularly to align practice with the commitments under the *National Agreement on Closing the Gap*.



References: The Australian Government Productivity Commission, published the Report of Government Services, for Child Protection system delivery, costs and service indicators during the 2023-2024 financial year. The data is limited to children and young people aged 0-17 years, and excludes young people and young adults aged 18-25 years. It does not report on the provision of extended care and orders in place up to the age of 21.

SNAICC, Family Matters Report (2024): 250207-Family-Matters-Report-2024.pdf



Connect

Connecting children and young people to each other, CREATE and their community through our clubCREATE membership program and Connections Events.



"I'm able to speak up about things that go unnoticed, and it give the kids in care a voice and a better future."

clubCREATE

clubCREATE membership

clubCREATE is an exclusive club for children and young people aged 0 to 25 who are in care or have a care experience across Australia. It connects children and young people together and links them to CREATE programs and services nationally. It provides members the opportunity to build relationships, engage with their community, and access empowerment programs offered by CREATE.



Joining clubCREATE

When a child or young person joins clubCREATE, they receive a Welcome Pack that includes a membership card, sticker pack, wristband, and information on the care system, their rights, and CREATE's programs. As a member of clubCREATE they receive the clubCREATE magazine four times a year, a special birthday message from the CREATE team each year, and invitations to participate in CREATE's events, activities, and programs.



clubCREATE in a year



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Member feedback

As part of our engagement and connection with our clubCREATE members, we gather their thoughts and feelings towards CREATE throughout the course of the year via our CREATE survey. This survey helps ensure that our programs and activities remain meaningful, relevant and fun.

Here is what children and young people told us they love most about CREATE:



"The best part about being in clubCREATE is reading all the stories and getting to meet new friends."



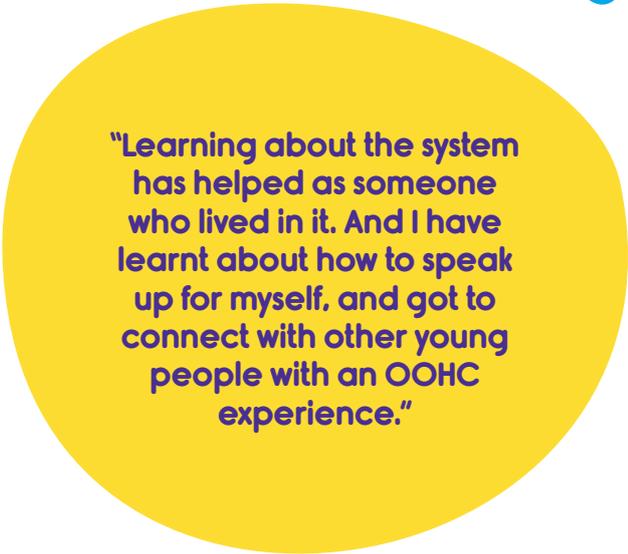
"...the way in which they help you connect with others in a similar situation. They make me feel like I am not alone. Knowing that others are also nervous to make new connections also makes me feel more comfortable."



"The great listeners and always wanting to help."



"I'm not judged by anyone and others are the same living in care."



"Learning about the system has helped as someone who lived in it. And I have learnt about how to speak up for myself, and got to connect with other young people with an OOHC experience."



"I love that CREATE helps me know my rights."



"I love the fun events."

clubCREATE magazines

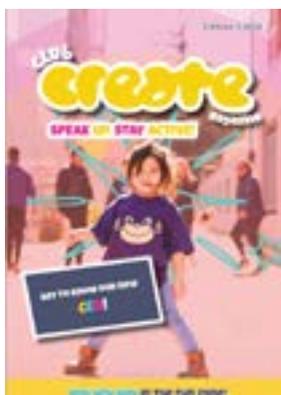
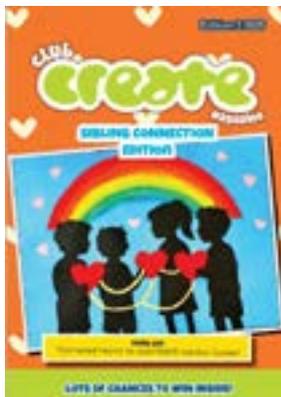
CREATE publishes and distributes the *clubCREATE Magazine* to our members every quarter. The magazine is available in two versions; one for children aged 12 and under, and another for young people aged 13 to 25. Members 12 and under receive a hard copy in the mail, while those over 12 are sent a digital edition via email.

Each edition is shaped by young people, who are invited to join editorial meetings to brainstorm themes, suggest ideas, and contribute stories, artwork, and opinions.

In 2024-25 year, we published four special editions of the magazine:

- **Celebrating 25 Years:** Marking CREATE's 25th birthday with a look back at our journey and a look forward to the future.
- **Sibling Connection Edition:** Exploring the importance of sibling relationships in care and sharing real stories of staying connected.
- **Your Rights Edition:** Helping young people understand their rights in care and how to speak up when something isn't right.
- **Speak Up and Stay Active Edition:** Encouraging young people to use their voices and look after their mental health.

These magazines continue to be a huge hit. They offer a sense of connection, featuring stories and artwork from peers, tips about life in care, and fun content like competitions, recipes, puzzles, and jokes.





E-marketing

Email marketing is one of several ways CREATE reaches our clubCREATE members and supporters with news and ways to get involved in our programs and advocacy. Subscribers receive updates including our monthly Advocacy Wrap Ups, quarterly clubCREATE magazine, surveys and upcoming events and opportunities.

Social media followers

Facebook 10,418

Instagram 3,072

LinkedIn 6,436

+962
follower
growth on
LinkedIn

Social media engagements

Facebook 13,526

Instagram 44,553

LinkedIn 12,208

95%
increase

Follow us
@CREATEfnd

Website visitors

69,844 visitors
create.org.au

16,509 visitors
createyourfuture.org.au



279,491
total emails
sent

38 National e-newsletters sent to:

7,129
clubCREATE
members

2,866
Connect Us
members

3,440
Website
subscribers

31%
Average
open rate



Connection events

Connection Events offer children and young people with a care experience the chance to connect with their peers through fun, age-appropriate activities. These events provide clubCREATE members with enjoyable outings while helping them feel less isolated and reducing the stigma they sometimes feel comes with their care experience.



QLD Connection Event



SA Connection Event

"[I love the] Sibling connecting events. I get to see my birth sister, and my foster sibling can join."



NT Connection Event



SA Connection Event



ACT Connection Event



TAS Connection Event



VIC Connection Event



NSW Connection Event

55 connection events were held, with 3,560 attendees. Of those, 2,026 were children and young people with a care experience, and 1,134 of those identified as First Nations. 314 children and young people reported living with a disability. There were 368 sibling groups.

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Spotlight on CREATE in Victoria: Connection, community and a day at the zoo

In April 2025, nearly 70 children, young people, and carers joined CREATE in Victoria for a Connection Event at the Melbourne Zoo. The day's highlight was an extra-special live interactive show featuring much-loved characters Bluey and Bingo, bringing plenty of smiles and laughter to the crowd.

CREATE staff welcomed guests at the gates before everyone gathered in a private marquee to share a catered lunch, connect with one another, and soak up the relaxed atmosphere. From our marquee, we spotted giraffes enjoying their own lunch and a curious red panda keeping watch from the treetops. After lunch, participants explored the zoo's incredible exhibits, visiting lions, tigers, gorillas, meerkats, otters, and lemurs.

A huge thank you to everyone who made the day possible and to all who joined us to celebrate connection, community, and the joy of shared experiences.



National Child Protection Week

CREATE proudly participated in **National Child Protection Week (1–7 September 2024)**, supporting NAPCAN's theme: "Every child in every community needs a fair go", and the important reminder that 'Every conversation matters'. CREATE marked the week with a fantastic line-up of events around the country, bringing our clubCREATE members together to connect, speak up, and be celebrated:

- **CREATE Pool Party** – Darwin, NT
- **Movie & Dinner** – North Melbourne, VIC
- **YAG & Child Protection Week Celebration** – Hobart, TAS
- **Child Protection Week Picnic** – Cairns, QLD
- **Child Protection Week Fancy Dinner** – Brisbane, QLD
- **Connection Event at Perth Zoo** – Perth, WA
- **Child Protection Week YAG (in-person or online)** – Parramatta, NSW
- **Child Protection Week YAG** – Canberra, ACT
- **Podcast Recording** – Adelaide, SA





Empower

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 Foundation's key empowerment programs include **Youth Advisory Groups, Speak Up, CREATE Your Future and Youth-led Boards and Committees.**



CREATE's Youth Advisory Groups

CREATE Foundation's Youth Advisory Groups (YAGs) are a key part of our youth empowerment work, providing meaningful, child and young person-led engagement opportunities across every state and territory. These groups bring together young people aged 10 to 25 with a care experience, whether they are currently in care or have transitioned out, to have their voices heard. CREATE YAGs are opt-in events, with a different group of young people joining each time.

The engagement and participation model showcased through Youth Advisory Groups is one of a kind throughout Australia

"It's amazing to meet youth that have similar circumstances. It makes it easier to connect."

Young person, NSW

"Young people should help design services, not just be asked for feedback after."

Young person, SA

Youth led

Children and young people lead the way in CREATE's YAGs — setting priorities, shaping agendas, and driving forward planning based on what matters most to them. These powerful, peer-led conversations generate thoughtful insights and lived experience advice that directly influence CREATE's advocacy, programs, and sector-wide reform.

The YAG model is collaborative, safe, and deeply youth-led — fostering genuine engagement and peer connection. Young people bring their lived experience to co-design solutions to complex social policy and system challenges, building community and driving meaningful change across the care sector.



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What young people talked about at YAGs

Each session focused on the issues that matter most to young people with a care experience. Topics they chose, led, and explored together. Here's a snapshot of the big conversations that shaped 2024-2025:

Mental Health, Self-Care & Wellbeing

Young people spoke openly about the importance of looking after their minds and bodies, how trauma impacts everyday life, and why safe spaces and support systems really matter.

"I never felt worthy of self-care growing up. I'm only just learning it's okay to love myself."

- Young person, SA

"I was also forced to have the rod [age 14] and I had to beg for sanitary products. My foster parents made me pay for them out of my pocket money. It was a really bad time for me..."

- Young person, WA

Transitioning from Care

Young people shared their hopes, challenges, and practical ideas for making the move into adulthood smoother and more supported.

"I didn't know about After Care Support payments and TILA [Transition to Independent Living Allowance]. If these [services] were known about more, I think they'd be great. I do think they help the transition for a lot of young people."

- Young person, TAS

"I wish someone had told me it was going to be alright and that you'll figure out how to do all the hard stuff like tax and superannuation. I wish people had taught me some of that stuff instead of having to figure it out on my own."

- Young person, QLD

"[Young people need] life skills, even something as simple as how to cook, how to put on a load of washing, how to get stains out of your clothes, how to look after our house and how to clean. All the basic stuff that should be taught [by an adult]" - Young person, TAS

Housing & Independence

Access to safe, stable housing, and the support needed to live independently was raised in multiple YAGs with young people highlighting gaps and solutions.

"I was given a brochure for a homeless shelter and told that there's five beds and if you're sixth in line, then you're sleeping on the street."

- Young person, QLD

"I transitioned into a homeless shelter because there were no proper housing options."

- Young person, QLD

Carers, Caseworkers & Relationships

Whether it was about building better connections with carers, getting real support from caseworkers, or strengthening sibling ties, relationships were a major focus.

"Sometimes they make changes and don't explain why. My brothers have just been told they can't do any extra-curriculars, school excursions, no help with transport, but they haven't said why." - Young person, QLD

"If you've got a sibling that you've never met, never talked to, you've subconsciously got a piece of you missing." - Young person, SA



CREATE would like to extend a big thank you to all the young people who have been involved in our YAGs over the last year. We appreciate the time and effort that young people have dedicated to these sessions, and value the insights shared.

Education & Life Skills

Young people called for better trauma-informed school environments, stronger academic support, and real-world skills like budgeting and voting.

“I think that schools, when it comes to out-of-home care, need to be more informed about what it is and the challenges that we face, which are unique and different to children and young people who live with their parents.”

– Young person, TAS

“We really want to learn and be a part of the school environment but we are struggling. This can look like anger, choosing not to engage, or being really unfocused, but it’s actually that we are feeling unsafe and distressed.”

– Young person, ACT

Identity, Inclusion & Rights

Young people explored what it means to express their identity and culture in safe, inclusive environments. They tackled big topics like gender equality, reconciliation, stigma, cultural connection, and child rights across every state and territory.

“Culture is important, because without it, I wouldn’t be me. My culture is important, but I wish I had the chance to understand it more growing up in care.” – Young person, NT

“Believe in us and our potential.”

– Young person, ACT

Creative Expression & Digital Tools

Some YAGs got hands-on with tools like the Sortli app, giving feedback to improve support for care leavers. Others used creative storytelling and art to explore their experiences and push for change.

“Every painting you see has a story behind it. It may be traumatic or sad. It has a story.”

– Young person, QLD

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Spotlight on CREATE in New South Wales: Exploring self-care and mental wellbeing

To celebrate International Women’s Day, the New South Wales team held a special Youth Advisory Group focused on self-care, identity, and the unique experiences of young women in care. The group dug deep into what self-care really means, especially for those who’ve experienced instability, frequent moves, and change in their lives.

Young people shared a variety of strategies they use to look after themselves, often starting with physical tasks like chores and exercise. We then broadened the conversation to include emotional and mental wellbeing, exploring activities like journaling, drawing, swimming, and writing poetry. One young person bravely opened up about how journaling brought up uncomfortable feelings, highlighting how difficult it can be to sit with emotions, and why emotional self-care deserves more attention.

The group also reflected on the impact of disrupted routines, with some saying that frequent relocations made it hard to regulate emotions. However, friendships, when they could be maintained, offered a sense of consistency and comfort.

In a discussion about womanhood in out-of-home care, young people shared how isolating it felt to navigate milestones like getting their period without adequate support. When asked what support they needed most, young people said it wasn’t always about big solutions, it was about being understood, having someone to talk to, and the value of trusted companionship.

This session was a powerful reminder of just how important it is to create safe, supportive spaces where young people can open up, reflect, and connect with others who understand.



"I've been a lot of placements since I was a little kid and it was hard."
Young person, 14 years

CREATE's Youth-Led Boards and Committees

Through our national and state-based boards and committees, we give CREATE Young Consultants real opportunities to speak up and help shape policies, services, and big-picture change. In 2024/25, we showed our commitment to youth voice by:

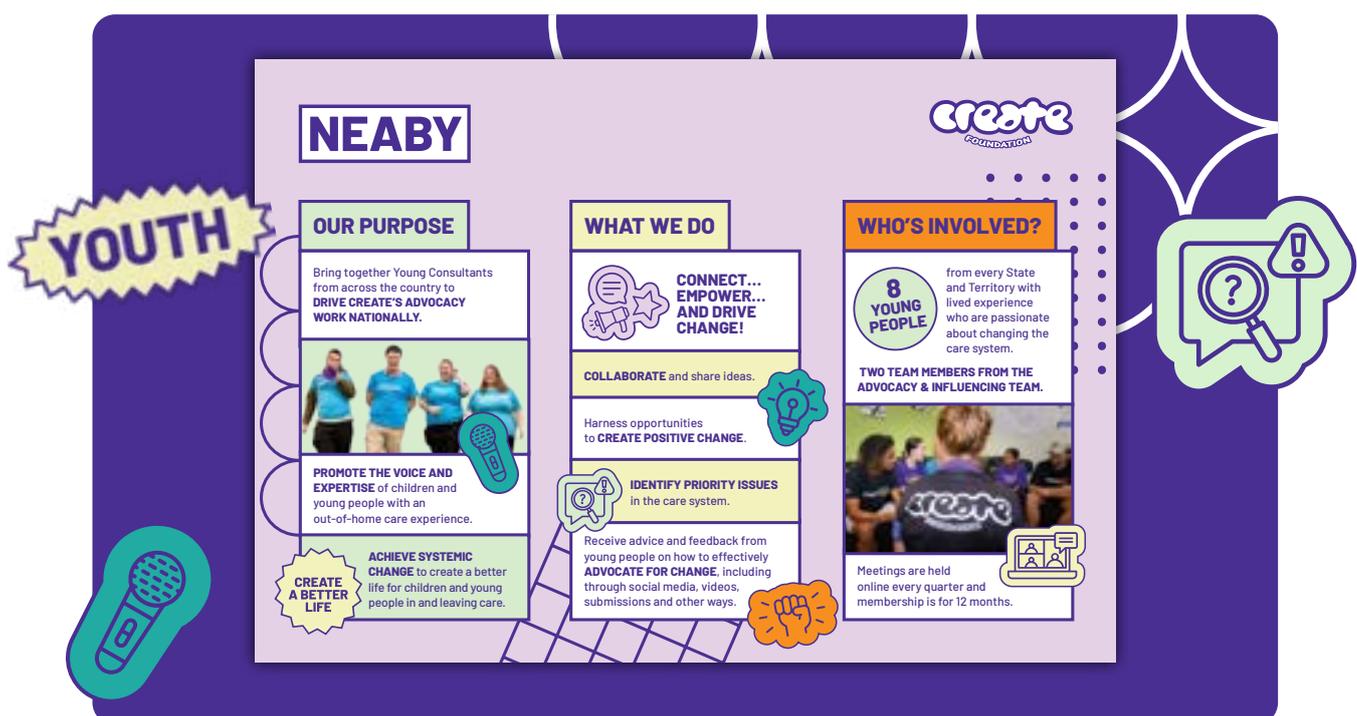
NEABY

National Experience to Action Board (Youth) aka NEABY:

Comprised of representatives from each state and territory, NEABY advises on national advocacy priorities, ensuring that the voices of young people shape CREATE's strategic direction and policy positions.

NEABY moved into the second year representing the voices and perspectives of children and young people from every state and territory around Australia. Meeting quarterly, members share perspectives from their jurisdictions, set national priorities, and lead advocacy actions that connect directly with decision-makers. Reflecting on the year, and planning for strong national advocacy ahead into 2025-2026 – NEABY has started to focus on how to bring the voices of lived experience to shift the national conversation and focus on child rights and influencing all areas of life for children and young people in care, from housing, to health, mental health, education to disability.

This year's highlights included: NEABY members attending the National Home Stretch Symposium and connecting with international experts on advancing commitments to children in care by government across portfolios: commencing the development of a national advocacy strategy, including engagement with the federal government and advocating for stronger supports for children and young people in care with disability, transition and leaving care policies, universal service access to education, housing and healthcare.





Youth Expert Advisory Group (YEAG) in Victoria:

Established to inform the Better Futures and Home Stretch initiatives, YEAG members co-design and evaluate services, ensuring that transitioning from care is informed by those who have experienced it firsthand.

At the heart of YEAG's work lies the theme "Thriving, Not Surviving" which has guided our engagement efforts on behalf of our young people throughout 2024–25. Over the past year, members have actively participated in a range of initiatives to amplify the voices of young people with lived experience. In November, the group delivered a Youth Forum recap to frontline staff and management at MOIRA Disability Services. Since then, members have co-facilitated multiple Better Futures training sessions and Communities of Practice across both regional and metropolitan areas.

In addition, one young person was funded to undertake visual scribe training, further enhancing their capacity for meaningful contribution to YEAG and the broader sector. YEAG members have also shared their experiences through speaking engagements, including lived experience panels with the Lookout Centre, DFFH division meetings, and the Homestretch Symposium in Melbourne in June.

The valuable insights shared by our members have not only informed practice but also led to emerging employment opportunities for some. The growing momentum and recognition the group has received reflect both the impact of our work to date and the important contributions still to come.





SHIFT in Queensland:

As the state's first Ministerial Youth Advisory Group on residential care, SHIFT provides direct advice to the Minister for Child Safety, advocating for improvements in the residential care system.

Over the past year, the Young Consultants who make up SHIFT have participated in consultations and external workshops targeted at examining the residential care workforce, improving the conditions of young people living in residential care, and designing a child-friendly complaints process through which to raise concerns to the Department of Child Safety. They have also provided their valuable insight and advice on the new government's Safer Children, Safer Communities strategy which proposes several changes to the out-of-home care system. We look forward to continuing the important work of SHIFT during the remainder of 2025 and 2026, drawing on the expertise of these passionate young people as we respond to the Commission of Inquiry.



Extended Post Care Support (EPCS) Oversight Group in Queensland:

This group of young care leavers evaluates the EPCS program, offering insights to enhance support for young people transitioning to independence.

Over the past year Oversight Group members have provided lived experience insights in an ongoing research project led by the University of Queensland, examining the effectiveness of the EPCS program since its launch in July 2023. They also played a key role in the third annual Extended Post Care Support Implementation Workshop and Community of Practice—bringing together peak bodies, departmental leaders, and after-care providers from across the state to explore how the program can be enhanced to better support young people's transition to adulthood.

The group's contributions continue to shape the evolution of EPCS, helping to build a system where every young person leaving care is equipped with the right tools, resources, and support to thrive.



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Roundtables

CREATE Foundation hosts Policy Roundtables where experts by experience (clubCREATE members) and decision-makers meet to discuss ways to improve systems impacting children and young people.

In 2024-25, CREATE's Roundtables in Western Australia, New South Wales and the Northern Territory focused on:

- Health and Wellbeing for those with a care experience (WA)
- Residential care (NSW)
- Transitions from care to independence (NT)

CREATE's Roundtables give young people a direct line to decision-makers, ensuring their experiences and ideas drive real change. In NSW, following a CREATE Roundtable, Minister Kate Washington MP invited CREATE to Parliament House to host a Youth Parliament event, enabling young people to speak directly with Members of Parliament. Their input also led to improved sign-in processes for visitors to residential homes, and—together with our Young Consultants—the Minister announced that NSW would ban alternative care arrangements.

We want to thank all the young people who participated in our recent Roundtables. We also want to thank participating Ministers, Departments and Commissioners for taking the time to deeply engage at our Roundtables and listen to the young people's solutions for change.



Co-designing a resource for educators in the ACT

In the Australian Capital Territory, CREATE partnered with young people to co-design a powerful new resource aimed at supporting educators to better understand and assist students growing up in out-of-home care.

The idea for the resource was sparked during a Youth Advisory Group meeting, where young people shared their experiences at school and expressed a strong desire for more support and understanding from their teachers. They spoke about the need for trauma-informed approaches, regulation strategies, safe spaces, and, most importantly, genuine empathy from the adults around them.

This practical guide is filled with insights and tips directly from young people with a care experience.

Educator Resource

Trauma

An understanding of trauma needs to be embedded into all levels of the school operations from policies and procedures through to in-person interactions and teaching styles.

Understand Trauma
We need teachers to understand what trauma is and how it affects us.

We Have Unique Challenges

There are lots of different things that can make the classroom challenging for us, and diversity of our experiences (e.g. care types) also mean that different supports are needed. For example, if we're in residential care, it's hard for us to even get to school.

We need you to recognise the connections between trauma and neurodiversity. For us, responses often feel incomplete or seem to be based on a misunderstanding or assumption about what we might be struggling with.

We Need Extra Support

We really want to learn and be part of the school environment, but we are struggling. This can look like anger, choosing not to engage, or being really unfocused, but it's actually that we are feeling unsafe and distressed.

We Can Often Be Neurodiverse

"You don't know you have trauma while you're going through it. You need someone there to help you and show you and guide you during that time"

"You have to say you're fine but you're not, you can't tell them [teachers] because they won't understand"

"I am 23 and I am still a traumatised child. Schools aren't funded for trauma and PTSD – we need to look at the trauma and not everything else"

"Kids shouldn't [have] to use something to show teachers [that they are struggling]. Teachers should be trained to see it more"

Some Tips

- Give us clear and attainable goals
- Recognise common trauma behaviours
 - Difficulty self-regulating
 - Withdrawal
 - Aggression
 - Self-destructive behaviour
 - Shutting down or inability to focus
 - Escalation in behaviour
 - Decreased engagement
- Take a strengths-based approach to communicating with us
- Read our body language

IF UNSURE, CHECK IN WITH US

Stigma

Don't Discriminate
When we think about our teachers knowing about us being in care, we worry about being discriminated against – either positively or negatively.

Recognise Our Potential
We want adults to recognise our potential and dream big for us so we can dream big for ourselves.

Be Sensitive and Subtle
We want recognition of when things aren't going well for us in the classroom, but this needs to be subtle so other kids don't notice.

Understand Our Challenges
"I always feel different"

We had very different to our peers due to our care experience, isolated, ostracised, discriminated against, and like we are viewed as 'too good' or a 'bad case'.

We feel further stigmatised and unsafe when we are seen as our 'best' behaviour. We want our teacher's help in getting back to a place of safety so we can stay engaged in learning.

DON'T LABEL US AS BAD

"With my teachers know what it like to be a young person in OOHc and how to help me"

Safe Space

We want to have genuine opportunities to shape discussions and decisions. We would you to listen to us when we say what we need and help us find that support.

How to help us self-regulate in the space:

- Stress relieving tools like fidget spinners
- Fun or calming activities
- Breaking things into little steps or tasks

Things that help create safety:

- Not having to advocate for ourselves when overwhelmed
- Physical space for self-regulation
- Being able to escape the class or situation
- What feeling overwhelmed
- An inclusive (non-discriminative) environment

What makes us feel safe:

- Feeling respected
- Trusting trained teachers who use trauma-responsive practices
- Having someone we know and trust
 - School counsellor
 - Favourite teacher
 - Principal
 - Friends
- When we know that you believe what we say
- Active listening
- Feeling understood
- Understanding of our specific needs and pain

Academic Needs and Support

SUPPORTS
Supports and educational approaches we find helpful often include:

- Personalised learning options that personalise our views while including those of our carers, teachers, and ourselves
- Strength-based and goal-oriented learning
- Using educational games (e.g. Brainiacs)
- Tutoring, mentoring, homework clubs, and other forms of one-on-one learning

NEEDS
There's some things that we really need from you and the school environment:

- Support for diagnosis/education support of neurodiversity, short-attention, and other physical or mental health factors that impact learning
- Adjustments to assignments and the learning environment
 - Printouts
 - Including different learning styles, particularly kinesthetic learning
 - 'Chunking' learning down into smaller steps or pieces to allow for more breaks and less overwhelm
 - Supporting transitions between primary/high school/college/CTI that are through documenting teaching and adjustments that have been identified as helpful for us as individuals
 - Outdoor learning
- Believe in us and our potential

Interruptions to our education make us super worried. We know that this can impact our later education and being able to transition to work. When our education is interrupted it's really hard for us to fill in the gaps this makes.

Please help us so we can stay in school and keep engaged in our learning.

CREATE would like to thank all the young people involved in this project for sharing their voice and insights. We thank educators for implementing their advice and helping all children and young people with a care experience to thrive in their learning.

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Celebrating the creativity of young Queenslanders

The Queensland Family and Child Commission supported CREATE to deliver four art competitions and showcase events across the state. Over 12-months, this series encouraged children and young people with a care experience to express their emotions, ideas and experiences through art.

Young people voted on the theme for each competition and were invited to submit artworks relating to: Life in care: My story, What does safety mean to you?, Hopes and dreams, and Connection with family.

CREATE received paintings, recordings of piano pieces, clay sculptures, drawings, collages and so much more. The abundance of creativity among our youngest Queenslanders blew us away!

Hosting art competitions and art showcases for children and young people with a care experience across Logan, Cairns, the Gold Coast and Brisbane has been a privilege. It has honoured the creativity of kids and helped young people to speak up and have a voice through art.

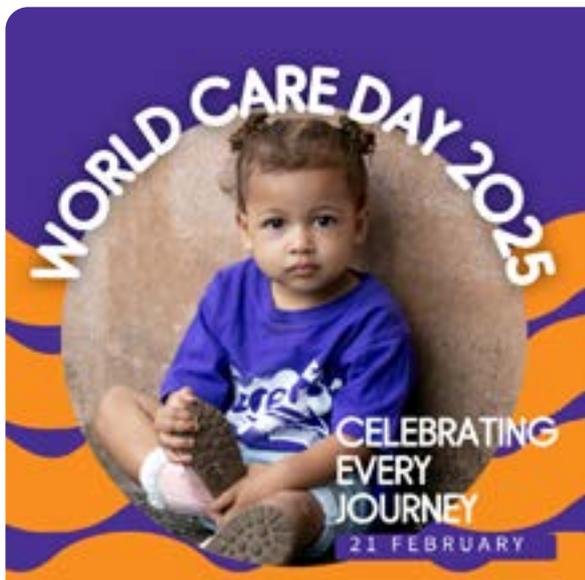


World Care Day 2025 – Celebrating every journey

On February 21st, 2025, CREATE proudly celebrated World Care Day with the theme "Celebrating Every Journey." This special day honoured the diverse experiences of children and young people, recognising their resilience, individuality, and strength.

CREATE hosted events across Australia, from regional BBQs and creative workshops to Connection Events and Youth Advisory Groups. Each event provided a safe, inclusive space for clubCREATE members to connect, reflect, and celebrate their journeys.

A major highlight of this year's celebration was a youth-led panel discussion featuring members of CREATE's National Experience to Action Board (Youth) also known as NEABY. This YouTube Premier event, gave the platform to lead a conversation on the importance of youth participation in decision-making. From influencing policy to shaping the future of the care system, the panel proved that young voices are not only heard—they're creating real change.



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Speak Up

Speak Up (SUP) is an empowerment program that teaches young people leadership, advocacy and communication skills. Over three levels, SUP training aims to build skills to support young people to safely and meaningfully bring their lived experience to engage in advocacy. SUP covers self-advocacy, safe communication, personal boundaries, systems thinking and leadership skills, empowering young people to become CREATE Young Consultants. As Young Consultants, they are able to represent CREATE and voice their opinions in policy, media, governance and other leadership opportunities.

84 Speak Up sessions were held Australia-wide, to a total of 389 children and young people, 198 identifying as First Nations.

Speak Up participation:



Spotlight on CREATE in Tasmania – Speak Up

In Hobart, the CREATE team delivered Speak Up Levels 1 and 2, empowering young people to strengthen their advocacy skills, understand their rights, and deepen their knowledge of CREATE and the care system.

The day began with an energetic treasure hunt outside the CREATE office, with each clue revealing useful information about advocacy and a small prize. The activity set a collaborative tone, as young people worked together to solve clues, share ideas, and learn along the way.

Throughout the workshop, participants engaged in thoughtful discussions about their rights in care, offering personal insights and supporting one another to be heard. A highlight was the leadership shown by an experienced Young Consultant, who mentored newer participants with generosity and confidence—helping to create a respectful, inclusive environment where everyone felt safe to speak up.

To finish the day, the group swapped the workshop table for the go-kart track, where young people left the CREATE team trailing in their wake. Over a relaxed pizza lunch, the group continued building connections, cementing a sense of community that extended beyond the session itself.



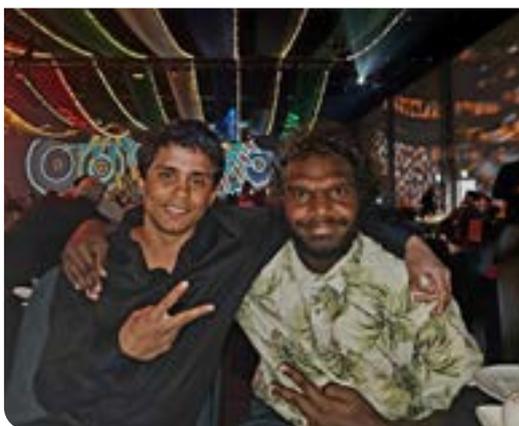
Blak, Loud and Proud: NAIDOC Week in the Northern Territory

CREATE in the Northern Territory proudly celebrated NAIDOC Week 2024 with a series of events that honoured culture, connection, and leadership.

To kick off the week, our Northern Territory Young Consultants, Tim and Tyrone, attended the prestigious NAIDOC Ball. They joined community leaders in recognising the importance of culture and voice. On the night, our Young Consultants had the exciting opportunity to meet with influential figures, including, then Chief Minister, Minister for Youth and AFL legend, Michael Long.

The following day, as part of our Speak Up program, CREATE staff and Young Consultants took part in the city's NAIDOC celebrations. They proudly marched through Darwin City, stood in solidarity to hear powerful speeches, and connected with community.

To wrap up the day, our Young Consultants were treated to a very special guided tour of Parliament House. One of the most meaningful moments of the tour was stepping into a dedicated room that displays images of every First Nations Member of Parliament. A powerful reminder of the importance of representation, leadership, and legacy



#SnapThatStigma

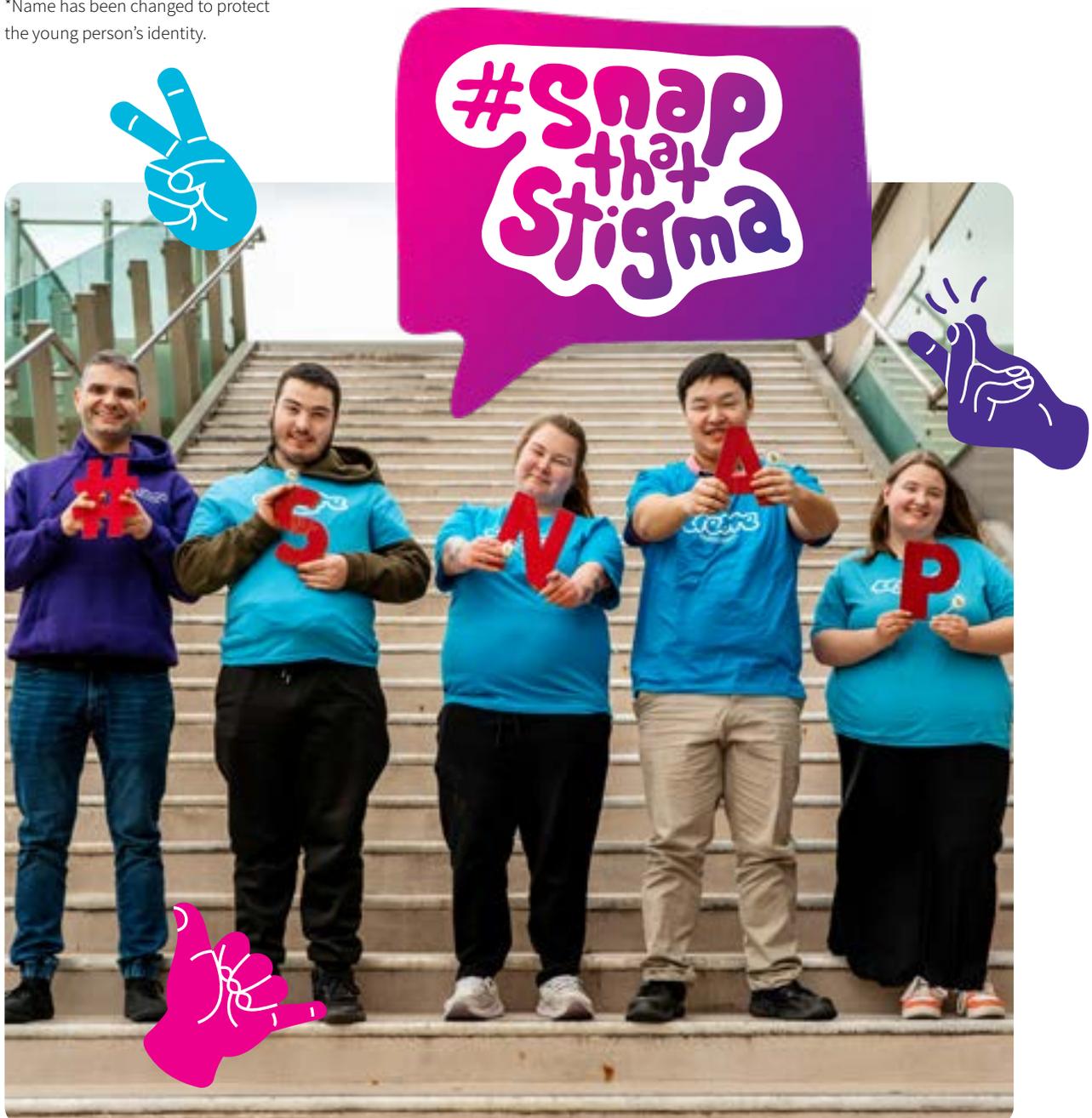
CREATE Foundation's long-running #SnapThatStigma campaign shares stories of young people who've faced stigma for being in care and smashed stereotypes by chasing their dreams with courage and determination.

One of the questions we ask young people for our #SnapThatStigma campaign is: **What's your advice for other kids experiencing discrimination or stigma for being in care?** The responses are always words of encouragement and support, spoken straight from the heart.

16-year-old, Crystal* shared this message for other kids in care: "Believe in yourself. You've probably been through more than most people your age, which makes you strong and shapes who you are. Don't let anyone diminish that."

Thanks to Emmarita (SA), Tayla (ACT), Timothy (NT), Bella (SA), Ruby (VIC), Sarah (VIC), Paige (VIC), Nel (QLD), Crystal* (NSW) and Jett (WA) for inspiring other children and young people with your stories of snapping stigma.

*Name has been changed to protect the young person's identity.



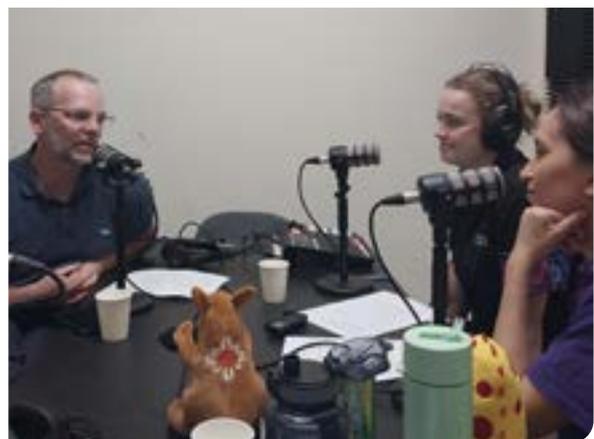
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Voices in Action Podcast: Journeys in Care

Season 2 of CREATE's Voices in Action podcast: Journeys in Care was recorded in South Australia, working alongside passionate young people to bring their voices to the forefront. This podcast series explores powerful themes like mental health, stigma, cultural identity, and the unique challenges and strengths of growing up in care.

The SA produced podcast not only shone a spotlight on the lived experiences of young people in care, it also equipped listeners, policy makers, and service providers with insights that matter.

A huge thank you to the incredible young speakers who shared their stories so openly, and to the dedicated CREATE South Australian team for supporting and coordinating this impactful project.



Empowering young people through their transitions to independence

CREATE is proud to champion initiatives that support young people with a care experience as they prepare for adulthood. In 2025, our work continued to grow across the country, with a focus on providing practical tools, accessible information, and meaningful connections so young people are better supported as they make this big step.

Highlights included the Leaving Care Expo in South Australia, where young people connected directly with services and supports available to them as they prepare to leave care.

In Queensland, we celebrated Transition to Adulthood (T2A) Month with a range of events and social media campaigns designed to raise awareness and spotlight the voices of care leavers.

We are proud to support lived experience governance groups that focus on the transition to independence, ensuring young people's voices directly shape the systems and supports that impact them. In Victoria, the Young Expert Advisory Group (YEAG) brings together young people with a care experience to share insights, identify challenges, and help improve services for those leaving care. In Queensland, the EPCS Oversight Group provides a platform for young people to guide and monitor Extended Post Care Support, helping ensure it meets the real needs of those it is designed to support.



T2A Month event, Queensland



SA Leaving Care Expo



SA Leaving Care Expo

CREATE Your Future

The CREATE Your Future (CYF) program equips young people aged 15 – 25 with essential skills and knowledge for a successful transition from care to independence. Through a series of practical workshops focusing on life skills, decision-making, and self-awareness, the CYF program aims to empower young people with the abilities needed to thrive once they leave care. Beyond capabilities such as managing finances, taking care of health, and navigating the rental housing market, participants are also guided in critical thinking, making informed and independent decisions, engaging in safe relationships, and understanding their identity and role within the community.

CREATE delivered the CREATE Your Future program in five states and territories including:

1. ACT (thanks to the Snow Foundation)
2. Northern Territory
3. Tasmania
4. Victoria (thanks to Kids First Australia and The Victorian Aboriginal Child and Community Agency)
5. Western Australia



"There is no way that I would be able to afford a laptop myself I am extremely grateful for this opportunity so that I can finally start achieving my goals and work towards getting a career. I've worked hard to overcome years of past trauma and I am ready now to put my mind into studying and my future."

"I'm a young mum of 2 trying my best to do everything and getting comfortable in my own skin. This voucher will help me buy better work clothes and make myself more comfortable."

CYF create your future

CREATE Your Future Grant scheme

Each year, CREATE delivers the CREATE Your Future Grant Scheme, supporting young people aged 15 – 25 with a care experience. The grants assist young people with their transitions to independence through tangible supports and improving access to education and employment.

In 2025, young people could apply for one of four grant types:

1. A laptop, to support study or work;
2. Clothing vouchers, for job interviews or personal protective equipment (PPE);
3. White goods vouchers, to help furnish their homes, and;
4. Education grants, of up to \$1,500 to cover school fees or higher education expenses.

This year, CREATE was able to award **24 grants** to young people across all four grant types. Eleven recipients received laptops to support them in their final years of schooling and higher education. Seven clothing vouchers were provided to assist with purchasing interview attire and personal protective equipment (PPE) required for apprenticeships. Four white goods vouchers were awarded to support young people transitioning to independent living. And two education grants were granted to assist young people, including one undertaking a Diploma of Nursing, and another completing their Community Services studies.

We would like to thank our sponsors, State Trustees Victoria, and other personal donations made via CREATE's donation drive, who supplemented CREATE's donation for the 2025 CREATE Your Future Grant Scheme.

"This means I can do my TAFE course and complete my year 11 and 12 so that I can then go to university and do a Bachelor's Degree in Marketing which is my dream career."

"I just wanted to express my sincere gratitude for the Lenovo laptop. My gosh it is so amazing to use (didn't realise any other laptop outside Apple macs were so good!!) you and the team are amazing! Thank you for helping to support my education."

If you're interested in becoming a sponsor for next year's CREATE Your Future Grant Scheme, we'd love to hear from you create@create.org.au. These grants can be life-changing for young people. However, without the generosity of donors, our ability to provide this support is significantly limited. Every contribution helps open doors to education, employment, and independence.

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CREATE Your Future Licensing

CREATE continues to offer licenses to sector and government agencies wishing to deliver our CREATE Your Future life skills workshops for young people aged 15 to 25. Through facilitator training and tailored resources, licensed organisations help young people build the skills they need before, during, and after leaving care, across areas like housing, education, work, identity, and relationships

We value our partnerships and opportunities to support more young people benefiting from CREATE programs, like CREATE Your Future. If you are interested in learning more about our CYF Licensing Program please contact create@create.org.au

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Go Your Own Way

CREATE's Go Your Own Way (GYOW) Kits are packed with practical, youth-friendly information to help young people take charge of their next chapter. Each kit includes tips and checklists across key life areas like housing, health, money, education, employment, and legal rights, plus contact details for local support services. Distributed nationally, GYOW Kits are a valuable tool that empower young people to feel more prepared, more informed, and more confident as they step into adulthood.



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Sortli

Sortli (short for Sort Your Life Out) is a free mobile app co-designed with young people. Sortli provides quick access to information across eight key life domains: identity, relationships, housing, education and employment, health, life skills, finances, and legal. Each domain features step-by-step guides, action-focused tips, direct links to forms, and contact details for support services.

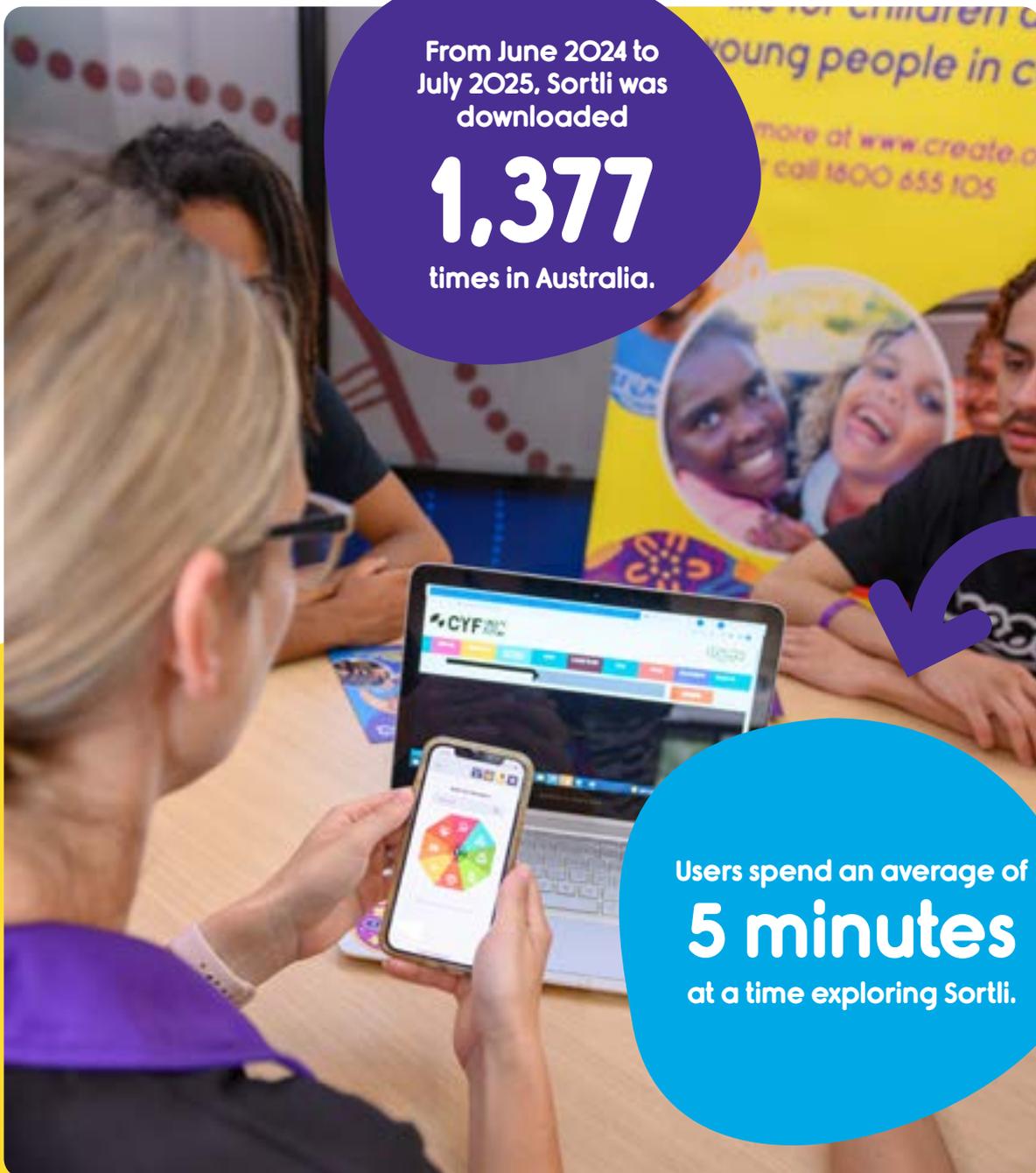
In 2025, we began the process of upgrading to a new Content Management System (CMS) to future-proof Sortli and improve its flexibility and functionality. This upgrade will make it easier to keep content up to date, ensure local information remains relevant, and allow us to make improvements based on young people's feedback. The CMS refresh also means we'll be better equipped to expand the app to new locations and add enhanced features that reflect the changing needs of young people leaving care.

From June 2024 to
July 2025, Sortli was
downloaded

1,377

times in Australia.

Users spend an average of
5 minutes
at a time exploring Sortli.





Change

Change the systems that impact children and young people, in consultation with them, through advocacy to improve policies, practices and services, and increase community awareness.

CREATE Foundation works to provide children and young people with the opportunity to share their experiences and participate in the decisions that shape child protection and out-of-home care systems throughout Australia.

"We feel very different to our peers due to our care experience."

– Young person, ACT



Advocacy Progress

Advocacy efforts during the year focused on shifting the legislation, policies, systems and practices, in alignment with our advocacy priorities, outlined in CREATE's Strategic Plan. This work focused on bringing the voices and lived experience insights to decision making settings to influence three key features of the child protection landscape in Australia – high child maltreatment and family violence, over-representation and system fragmentation across portfolios.

CREATE's Advocacy Priorities for 2024-2027 seek to shift the conditions creating these challenges, and contribute to transformative system redesign and change.

High prevalence of child maltreatment, family violence, sexual violence and exploitation

In 2024–2025, young people across Australia shared their experiences with CREATE — from exposure to harm and unsafe environments, to the lack of response from adults and systems meant to protect them. These stories highlight just how much more needs to be done to create safe, supportive care systems.

The Australian Child Maltreatment Study revealed alarming statistics:

- 62.2% of young people aged 16–24 experienced some form of maltreatment in childhood
- 39.6% were exposed to family violence
- 32% experienced physical abuse
- 28.5% experienced sexual abuse
- 30.9% experienced emotional abuse
- 8.9% experienced neglect

While national strategies like the *National Plan to End Violence Against Women and Children* aim to improve safety, they lack clear focus on children and the systems needed to protect them. Children in out-of-home care continue to face higher risks of harm. Multiple royal commissions have exposed ongoing failures that leave young people vulnerable to abuse and exploitation – including from the very systems meant to protect them.

Despite clear recommendations — like those in *Volume 12 of the Royal Commission into Institutional Responses to Child Sexual Abuse* — national action to prevent harm and hold systems accountable remains inconsistent. CREATE has consistently called for stronger protections, better reporting, and a national commitment to ending abuse in care.

Our Advocacy Priorities

CREATE's advocacy over the year focused on addressing the concerns of children and young people and influencing system changes to improve their experiences and outcomes. In all our advocacy work, we champion a rights-based, relational approach that listens to and acts on children and young people's voices, protects them from further harm, and supports their wellbeing and empowerment. These are the issues we're working hard to influence and improve, based on what young people tell us needs to change.

"As a young person in care, having social media at a young age posed a threat to my safety... I didn't understand the safety concerns."

– Young person, VIC



Rights, Diversity and Inclusion

We advocated for a child protection system that upholds the rights of children and young people, values their identity, and ensures their voices are heard in decisions that affect them.

“Believe in us and our potential.”

– Young person, ACT

“Inclusion looks like friendly, caring, enthusiastic – make me feel good and happy.”

– Young person, NSW



Relationships

We worked to shift systems, policies and practice to prioritise relationships as essential to safety and wellbeing — particularly for children and young people who have experienced trauma or disconnection.

“My grandma makes me feel safe, and my friends.” – Young person, NSW

“My most important connection is my foster mum. She’s been the biggest supporter in my life.” – Young person, WA



Sibling, Kin and Family Connection

We pushed for reforms that support young people to stay connected to siblings, family, culture and community.

In South Australia, CREATE Young Consultants co-developed a Sibling Practice Guide, influencing new laws under the *Children and Young People (Safety and Support) Act*. These reforms give children a greater say in decisions that affect them and prioritise sibling connection.

“If you’ve got a sibling that you’ve never met, never talked to, you’ve subconsciously got a piece of you missing.” – Young person, SA

“Imagine telling someone they need to have a break from seeing their family!” – Young person, SA



Health and Wellbeing

We advocated for better health supports for children in care — including trauma-informed responses, early assessments, and faster access to services for disability, mental health and developmental needs.

“Disproportionate amount of people in care suffer from health conditions because of their trauma... they need skills to self-manage and advocate for health.” – Young person, WA

CREATE will continue to elevate the voices of children and young people to challenge harmful systems and advocate for lasting, meaningful reform. Their insights remain at the heart of our work to build a safer, more inclusive care system.



This year the Yoorrook Justice Commission completed Australia’s first formal truth-telling inquiry into the historic and ongoing systemic injustices perpetrated against First Peoples, including the impacts on the 10,000 Aboriginal and Torres Strait Islander children with lived experience of Victoria’s out-of-home care system who CREATE represents. CREATE will continue to advocate for Voice, Truth and Treaty for Aboriginal and Torres Strait Islander children and families throughout Australia.

Over-representation of Aboriginal and Torres Strait Islander children in child protection

In 2024–2025, Aboriginal and Torres Strait Islander young people shared with CREATE how disconnection from family, culture and Country has caused lasting harm — a direct result of systemic failures in child protection.

“I feel too white for my family and too black to everyone else. I shouldn’t feel shame and wouldn’t if I had stayed connected to my culture... that’s important.” – Young person, NT

Aboriginal and Torres Strait Islander children are significantly over-represented at every stage of the child protection system. As reported in *Family Matters*:

- First Nations children are 5.6 times more likely to be subject to a child protection notification
- And 10.8 times more likely to be in out-of-home care or under third-party parental responsibility

The Productivity Commission reports that nationally in 2024, as at 30 June, 44.5% of children in care were Aboriginal and Torres Strait Islander. Some states show even higher rates:

- Western Australia at 59.4%,
- Northern Territory at 88.5%
- Victoria with one of the highest disparities, where 113.9 per 1,000 Aboriginal and Torres Strait Islander children are in care compared to 6.2 per 1,000 non-Indigenous children.

These figures reflect systemic failures to support Aboriginal and Torres Strait Islander families, invest in self-determined and community-led solutions, and uphold cultural rights. The ongoing removal of Aboriginal and Torres Strait Islander children from their families leads to loss of identity, cultural connection and wellbeing — impacts that have been well documented and deeply felt by communities for generations.

Our Advocacy Priorities

CREATE continues to walk alongside SNAICC and other First Nations leaders and advocates, calling for urgent action to end over-representation and support Aboriginal and Torres Strait Islander self-determination.



Aboriginal and Torres Strait Islander Self-determination

We advocated for:

- Aboriginal and Torres Strait Islander-led system design and decision-making
- Culturally safe approaches to child protection
- Dedicated Commissioners for Aboriginal and Torres Strait Islander children and young people in every jurisdiction.

**“Dreamtime keeps our culture alive.”
– Young person, SA**

We welcomed the passing of the Family Law Amendment Act (2023), which expands the definitions of family and kin for Aboriginal and Torres Strait Islander children — a step toward enabling greater access to kinship care and culturally appropriate support.

We also strongly supported the launch of the Aboriginal and Torres Strait Islander First Action Plan 2023–2026, part of the national Safe and Supported framework. This plan embeds shared decision-making and community-led solutions.

We presented at a public hearing for the national Senate Select Committee on Measuring Outcomes for First Nations Communities on the over-representation of First Nations children in out-of-home care. As a non-Indigenous organisation, CREATE showed up at the hearing as an ally, in solidarity with the Aboriginal and Torres Strait Islander community-controlled sector, who are the real experts when it comes to achieving outcomes for community and their kids.

CREATE remains committed to advocating for culturally safe systems that uphold the rights, voices, culture and identities of Aboriginal and Torres Strait Islander children and young people.

System fragmentation and young people's needs going unmet

Throughout 2024–2025, young people told CREATE they want to be seen and supported as whole people — not just cases or numbers in a system. But when services are fragmented and responses are delayed or disjointed, their wellbeing suffers.

“It feels like you have to be in crisis before anyone listens.” – Young person, SA

“People don’t realise how hard it is to trust services when you’ve been hurt before.” – Young person, SA

“It’s confusing when every service has different rules and no one tells you your rights.” – Young person, SA

Many young people in care face complex and overlapping challenges — including disability, trauma, neurodivergence, and health needs — but current systems are often too siloed to provide early, coordinated, and sustained support.

Despite national strategies like *Australia’s Disability Strategy 2021–2031* and the *National Autism Strategy*, young people in care continue to fall through the cracks due to a lack of coordinated, cross-portfolio action.

Our Advocacy Priorities

CREATE is advocating for a more connected, coordinated care system — one that recognises and responds to the full spectrum of young people’s needs. Too often, siloed services and inconsistent processes leave young people navigating complex challenges without timely or joined-up support. We’re working to break down these barriers so that every young person in care can access the right help, at the right time, from services that see them as whole people, not just cases in the system.



Safety and Stability in Care

We continued to advocate for care models that prioritise relational safety, stability, and consistent support — ensuring young people are heard, involved, and get to have a say in decisions about where and how they live.

“We’ve already got trauma... I think young people need to be listened to a little bit more and [have their concerns] acted upon.” – Young person, TAS

“Stop putting us in unsafe housing!” – Young person, NT

We also began direct engagement with senior Commonwealth decision-makers on cross-portfolio reform — recognising that improving outcomes requires coordinated action across government.

We welcomed the Family Law Amendment Act (2023), which now requires independent children’s lawyers to speak directly with children aged 5 and over, and improves information-sharing between courts, police and child protection.



Residential Care

CREATE continued to push for a shift away from institutionalised care toward home-based and relational care models that better meet children’s developmental needs and support long-term wellbeing.

“The more people there are looking after you – it feels less like a family.” – Young person, NSW

“The government should make sure that children in their care are kept safe.” – Young person, VIC



Education

Young people in care are too often excluded from quality education. We continued to advocate for inclusive, trauma-informed practices from early childhood to tertiary education.

In the ACT, CREATE launched the **Educator Resource** to support schools in creating safer, more inclusive learning environments for students with a care experience. This practical tool is already driving practice change and will continue to roll out nationally.



Youth Justice and Raising the Age

CREATE strongly advocated for the age of criminal responsibility to be raised from 10 to 14, and to stop the criminalisation of children in out-of-home care.

We welcomed the ACT Government's leadership in legislating the raise to 14 — a move that reflects years of advocacy by CREATE and our sector partners.

"We really want to learn and be a part of the school environment... but we are struggling."

– Young person, ACT



Transitions to Independence

We called for all governments to support young people leaving care up to the age of 21 — with housing, life skills, and financial support that reflect what most parents provide.

"[We need] life skills... how to cook, how to clean, how to look after our house... all the basic stuff."
– Young person, TAS

In the NT, following powerful contributions by CREATE Young Consultants at the National Home Stretch Symposium, the Home Stretch Working Group was re-established in partnership with Anglicare and other sector leaders — a significant step toward improving post-care support.

CREATE will continue working with governments and communities to build systems that are coordinated, inclusive and responsive — so that every young person receives the support they need to thrive.

"For me, it was the unknown of when I could afford to eat, let alone think of somewhere to sleep."

– Young person, NT

Advocacy - what's ahead

CREATE will continue and intensify advocacy efforts throughout 2025-2026 to influence change across Commonwealth, state and territory legislation, policy, practice and systems.

The National Experience to Action Board (Youth) and Youth Advisory Groups in every jurisdiction will continue to shape advocacy priorities for each jurisdiction. CREATE will build on our deep engagement expertise and empowering participation approaches to bring the voices and insights of young people to decision making settings with authenticity and authority.

CREATE will continue our advocacy work across the Australian child protection landscape, which is characterised by high levels of child maltreatment and family violence across the community, over-representation of First Nations children and young people, and system fragmentation across portfolios. CREATE will ensure that the voices and lived experiences of children and young people in care are at the forefront of discussions and decisions that shape their lives, and the lives of young people into the future.

Latest News

Advocacy wins for children and young people

Spotlight on ACF and NSW

Recent announcements, including ACF raising the age of criminal responsibility and NSW investments in child protection and out-of-home care in NSW, are encouraging for safeguarding the rights of children and young people.

Read our [June Advocacy Wins Log](#) for more on these wins.

CREATE Foundation Board Member, Emily Hoad and Young Consultant, Leelan (andree) were at Parliament House for the announcement of NSW's largest investment in child protection and out-of-home care in the state's history.

Latest News

Spotlight on transition from care

Home Stretch Symposium 10 & 11 May recap

Sector leaders, young people, and advocates from around the country gathered for the annual Home Stretch Symposium, hosted by the Home Stretch campaign and Anglicare.

Over two days, the Symposium created a space to reflect on the progress of care reform, spotlight lived experience and connect to the work still ahead. CREATE brought a delegation of Young Consultants from around the country and two spoke powerfully of the gaps and opportunities ahead.

A special congratulations to our Young Consultant, Kai who was awarded the inaugural CREATE Young Consultant Youth Advocacy Award for their passion for their tireless efforts in improving transition support for young Western Australians.

Read more in our [blog](#).

Advocacy

June Advocacy Wrap Up

National highlights

- CREATE's [National Experience to Action Board \(Youth\)](#) are developing an approach to work with the Commonwealth Government. The first action sent CREATE's CEO, Imogen and our Advocacy Director, Jen to Canberra to meet with Minister Fibberssek and the head of the Department of Social Services. More to come.



Victoria

- After more than four years and over 1,300 submissions, the Yoorook Justice Commission's [final report](#) has been handed down.
- CREATE Young Consultant's, Tobias and Eshai were filmed for a [video](#) on the importance of quality recordkeeping and archival. They shared their experiences, and how implementing 'The Charter' can help to make a difference in the lives of people with a care-experience.







Consultations

During 2024-2025, CREATE Young Consultants worked in partnership with government, Commissioners, academics and sector partners to deliver engagement and consultations to shape and improve systems and services impacting kids in out-of-home care.

This year, CREATE offered a diversified range of consultation models, including design sprints, youth advisory panels, youth forums, policy roundtables and practice guides.

CREATE's approach ensures that there are safe and meaningful spaces created for children and young people to provide advice to people in decision making positions – that provide depth and nuance drawn from lived experience of child protection and care systems in Australia. Consultations are designed with young people and bring to bear youth-centred expertise and impact-driven models of collaboration, problem solving and design thinking.

This year, throughout Australia CREATE consultations supported system monitoring, improvement and reform agendas:

- **South Australia – Design Sprints** on health and wellbeing access, experiences and outcomes for children in care, providing detailed advice and practical solutions to improve immediate and long-term health outcomes for children and young people. *Supported by a Literature Review.*
- **South Australia – Practice Guide** on sibling contact and connection for children in care, providing practical advice and considerations for practitioners to adopt in their everyday work with children in care. *Supported by a Literature Review.*
- **Tasmania – Practice Guide** on social, cultural and recreational participation for children in care, providing practical advice and considerations for practitioners to adopt in their everyday work with children in care. *Supported by a Literature Review.*
- **Queensland – Youth Advisory Panels and Design Sprints** on complaints processes for children in care, delivering a child-friendly complaints process guide and toolkit for adoption by government and the funded sector.
- **Queensland – Group Sessions and Policy Roundtable** – provided youth-led solutions development on everyday living environment and routines in residential care – providing government with a detailed report with insights and recommendations on the design and delivery of residential care models and practice throughout Queensland.
- **NSW – Design Sprints and Policy Roundtable** on residential care, including prototypes and pitches for a new complaints system, a new peer mentoring program and a new sign-in process for visitors to residential homes.
- **Western Australia – Design Sprints** on advocacy models and supports for children in out-of-home care to support reform to the advocacy and oversight ecosystem in WA and improved feedback and complaints processes for children and young people in care. *Supported by a Literature Review.*
- **Northern Territory – Policy Roundtable** on supports for young people transitioning from care to independence, providing government with a detailed report with insights and recommendations to strengthen transition programs, extended care and post-care supports.

CREATE Submissions

CREATE Foundation prioritised submissions at national, state and territory levels which aligned with the priorities and opportunities for system change identified by children and young people in care. CREATE acknowledges the work of CREATE Young Consultants and Youth Advisory Group participants whose voices and conversations shaped each submission.

Taken together, the body of submissions highlight the focus on every aspect of life, and what makes a difference to childhood, adolescence and young adulthood, focusing on:

- **Rights and identity** – human and child rights, Aboriginal and Torres Strait Islander self-determination, truth and treaty, raising the age and reducing criminalisation of children in care
- **Healing and support** – mental health, substance use, family violence, sexual safety
- **Learning, participation and thriving** – education, poverty and hardship, cost of living and transitions to independence, and transport
- **Child protection system reform** – legislative change, investment and reform, system accountability, service design, quality of care, carers and workforce reforms

Advocacy work continues on each area where formal submissions are made, and review and reform is underway.



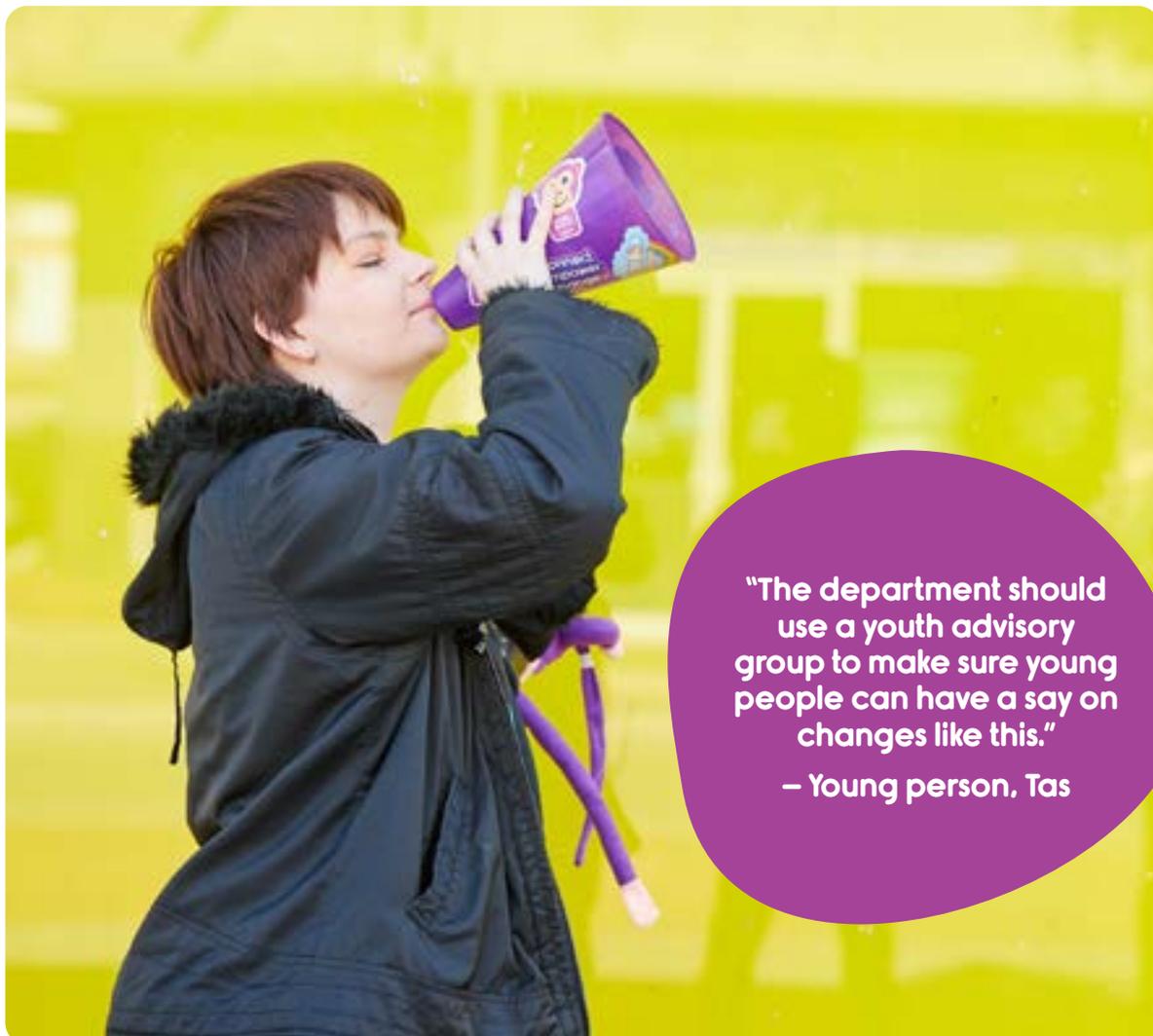
Submissions made to federal government processes

- **Mental health** – Submission on Orygen Summary of Consortium Early Advice – May 2025
- **Poverty and hardship for care leavers** – Submission to AIFS on the Review of the Transition Independent Living Allowance – April 2025
- **System accountability** – Submission on the Refresh of the National Out-of-Home Care Standards April 2025
- **Self-determination, truth and treaty** – Submission to the Senate Select Committee on Measuring Outcomes for First Nations Communities – February 2025
- **Raising the age and reducing criminalisation of children in care** – Submission to the Senate Legal and Constitutional Affairs References Committee’s Inquiry into Australia’s Youth Justice and Incarceration System – October 2024
- **Cost of living** – Submission to the Select Committee on the Cost of Living – October 2024



Submissions made across state and territory processes

- **Child rights** – Submission on the Review of the NT Care and Protection of Children Act 2007 – April 2025
- **Family violence** – Submission to the Royal Commission into Domestic, Family and Sexual Violence on the Issues Paper – August 2024
- **Education** – Submission to the Independent Review into the Tasmanian Education System – October 2024
- **System design** – Submission to the Tasmanian Government on the Change for Children Strategy and Action Plan – September 2024
- **Transport access and movement** – Submission to the Department of Transport and Planning on developing a new plan for Victoria – August 2024
- **Carers** – Submission on the Draft Charter for Carers involved with ACT child protection services – August 2024
- **Substance use** – Submission to the South Australian Government: Alcohol and Other Drug Strategy 2024 – 2030 – July 2024



"The department should use a youth advisory group to make sure young people can have a say on changes like this."
– Young person, Tas

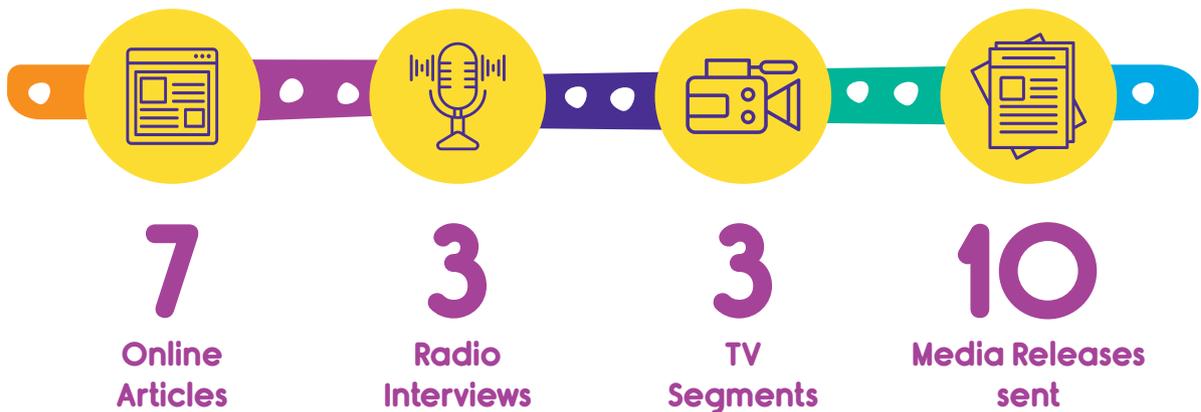
CREATE in the Media

CREATE Foundation's media team support young people and the leadership team in engaging with the media to inform and influence the community and decision-makers about changes needed to improve experiences and outcomes for children and young people with a care experience.

CREATE has built a reputation as the go-to expert for stories on transitions from care to independence and reforming the care system.

In the last year, CREATE supported Young Consultants to speak on advocacy issues including:

- Alternative care arrangements in NSW
- The transition from residential care to independence in the NT
- Transition to Adulthood Month (T2A) in QLD
- Locking up children in adult watchhouses in QLD



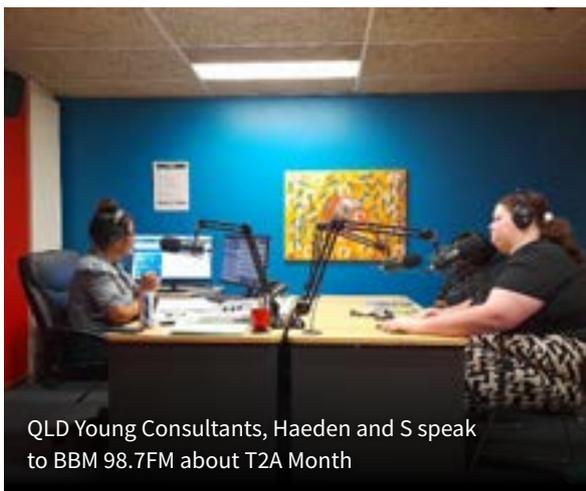
NT Young Consultant, Eric Majindi – Teenagers in residential care say turning 18 can be a confusing and scary time – ABC News



QLD Young Consultants, Haeden and S speak to BBM 98.7FM about T2A Month



NSW Young Consultant, Lachlan Hobman – Emergency accommodation in NSW for children in care ‘not suitable’ and should ‘cease’, report finds – ABC News



QLD Young Consultants, Haeden and S speak to BBM 98.7FM about T2A Month



NSW Young Consultant, Alice Xiao 2 – No children forced to sleep in unaccredited emergency care in NSW for first time in 20 years – ABC News



CREATE CEO Imogen Edeson talks to Dom Knight about the NSW OOHC System Review Report – ABC Sydney Drive Radio



QLD Young Consultant, Jordyn Anthony – Advocate decries conditions of children held in Cairns watchhouse – The Courier Mail



NSW Young Consultant, Lachlan Hobman – NSW to ban alternative care arrangements, one month after Advocate for Children and Young People report – ABC News



NT Young Consultant, Timothy Noakes – Teenagers in residential care say turning 18 can be a confusing and scary time – ABC News



Awards



CREATE x Home Stretch Youth Advocacy Award

Western Australian Young Consultant, Kat (Kathleen) Martawan was presented with the inaugural CREATE x Home Stretch Youth Advocacy Award at the Home Stretch Symposium in Victoria in May. Kat received multiple nominations for her work as the Home Stretch WA (HSWA) Community of Practice Lived Experience Consultant Team Lead, ensuring that young people's voices are integral to the HSWA's design, delivery and monitoring. Those who nominated Kat all spoke of her tireless efforts in improving transition supports for young people leaving care in Western Australia.



Young Canberra Citizen of the Year Personal Achievement Award

ACT Young Consultant, Jasmine Eldridge received the 2024 Young Canberra Citizen of the Year Personal Achievement Award. She said: "Recently I've been advocating with CREATE, a children's and young people's out-of-home care advocacy group. We have been advocating for inclusive education, to pave the way for a better future."



Central Coast Youth Week Awards

NSW Young Consultant, Lachlan Hobman was honoured with the very first Inspiration Award at the Central Coast Youth Week Awards for his leadership and advocacy work in the care space. Lachlan's advocacy, alongside other CREATE Young Consultants, resulted in NSW ending the use of unaccredited emergency accommodation.



South Australian Young Achiever Awards

South Australian Young Consultant, Emmarita Brown (right) was a Finalist in the Department of Human Services Aboriginal Achievement Award. Emmarita was recognised at the Gala for her leadership, creativity and cultural storytelling. Emmarita was also a finalist in the Carclew Arts Achievement Award.



South Australian Young Achiever Awards

CREATE South Australia team member, Bella (Arabella) Stravolemos was recognised at the South Australian Young Achiever Awards as a nominee in both the University Senior College Create Change Award and the Konica Minolta Career Achievement Award.



NSW/ACT Young Achiever Awards

Former CREATE Young Consultant, Leticia Anne Forbes was named a finalist in the 7NEWS Young Achiever Awards for NSW & ACT recognising Leticia's incredible career achievements over the past decade. A proud Wiradjuri Torres Strait Islander yinaa ('woman') and Wiradjuri Artist, Leticia launched her first creative business, Leticia Anne Designs, in March 2020 at just 23 years old, followed by her second business, Yirra Miya, in February 2023.



ZEST Awards

Rachel Perinparajah and Monia Maamer from CREATE in NSW were nominated for the ZEST awards recognising Western Sydney's unsung heroes.



Congrats to the Queensland team

CREATE's Queensland team was awarded the 2024 Creative Outpost Children's Rights Education Award for our Speak Up program. This is testament to the unique value and approach of CREATE's empowerment programs.



Finance



Financial overview 2025

	2025	2024	2023	2022
Total funding	6,608,495	7,356,951	6,612,164	6,765,061
Percentage increase	(10%)	11%	(2%)	5%
Total expenses	6,203,152	7,357,784	6,524,398	6,407,105
Percentage increase	(16%)	13%	2%	(3%)
Retained earnings	1,283,667	878,324	879,157	791,391
Percentage increase	46%	(0.1%)	11%	83%

The table shows a decrease in funding of 10% over the past year with CREATE’s expenditure on programs and services decreasing by 16%.

The decrease in funding and in expenditure is mainly due to the CREATE Voices in Action conference not being held in the 2025 financial year.

Fee for service work and project funding remains integral to state and national budgets, with several projects being funded in ACT, QLD, SA, VIC and WA. The projects ranged from consulting with young people, running workshops and art competitions.

In 2025 there was a surplus of \$405,343 (2024 deficit of \$833) increasing the retained earnings to \$1,283,667. CREATE was able to reduce its level of expenditure throughout the 2025 financial year to be able to provide a surplus to add to the retained earnings and support the sustainability of the organisation into the future.

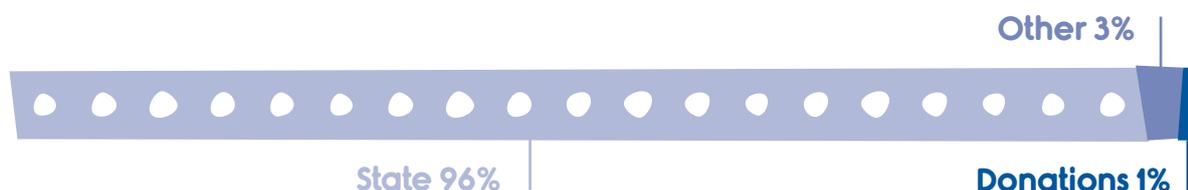
CREATE would like to acknowledge and thank all its supporters during the last financial year. The support received has enabled CREATE to continue to improve the care systems and provide quality services to children and young people with a care experience.

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

Jill Chambers

National Finance and People Director

Income Stream



Statement of financial performance

For the year ended 30 June 2025

	2025\$	2024\$
Services revenue		
State and territory grants	6,264,204	6,387,782
Federal grants	-	40,000
Corporate grants and conference	-	513,142
Donations	56,065	75,566
Consultancy and licensing	189,690	254,653
Other revenue		
Interest revenue	53,669	50,899
Profit on sale of plant and equipment	19,225	-
Sundry revenue	25,642	34,909
TOTAL revenue	6,608,495	7,356,951
Expenditure		
Accommodation and travel expense	178,671	447,564
Consultancy fees	194,595	301,569
Depreciation and amortisation	336,463	341,036
Employee benefits expense	4,366,137	4,785,436
Insurance	47,779	59,170
Lease finance charges	73,020	79,294
Payments to young people	139,821	119,170
Postage and courier expense	38,387	39,690
Printing and stationery expense	71,185	93,791
Rent and outgoings	164,003	268,579
Resources	39,967	56,592
Telephone and internet expense	53,314	65,380
Venue and food costs	163,915	369,259
Other expenses	335,895	331,254
TOTAL expenditure	6,203,152	7,357,784
PROFIT/(LOSS) before income tax	405,343	(833)
INCOME tax expense	-	-
PROFIT/(LOSS) for the year	405,343	(833)

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 2025

	2025\$	2024\$
ASSETS		
Current assets		
Cash and cash equivalents	2,431,779	2,124,984
Receivables	65,243	92,852
Prepayments	51,232	48,230
	2,548,254	2,266,066
Non-current assets		
Cash on deposit	145,789	155,388
Plant and equipment	77,345	81,463
Right-of-use lease assets	473,217	708,026
	696,351	944,877
TOTAL assets	3,244,605	3,210,943
LIABILITIES		
Current liabilities		
Payables	1,294,607	1,441,134
Lease liabilities	242,576	242,825
Provisions	21,803	26,998
	1,558,986	1,710,957
Non-current liabilities		
Lease liabilities	345,424	583,133
Provisions	56,528	38,529
	401,952	621,662
TOTAL liabilities	1,960,938	2,332,619
NET assets	1,283,667	878,324
EQUITY		
Retained profits	1,283,667	878,324
TOTAL equity	1,283,667	878,324

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 2025

	2025\$	2024\$
Cash flows from operating activities		
Receipts from grants and customers	7,274,774	7,888,733
Interest received	10,683	51,051
Finance charges on lease liabilities	(73,020)	(79,294)
Payments to suppliers and employees	(6,598,973)	(7,585,671)
Net cash inflow from operating activities	613,464	274,819
Cash flows from investing activities		
Increase in cash on deposit	9,599	(17,161)
Purchases of plant and equipment	(34,371)	(46,162)
Proceeds from disposal of plant and equipment	24,318	-
Net cash outflow from investing activities	(454)	(63,323)
Cash flows from financing activities		
Payments relating to principal element of lease liabilities	(306,215)	(254,780)
Net cash outflow from financing activities	(306,215)	(254,780)
Net increase in cash and cash equivalents	306,795	(43,284)
Cash and cash equivalents at the beginning of the financial year	2,124,984	2,168,268
Cash and cash equivalents at the end of the financial year	2,431,779	2,124,984

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



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Looking ahead

Over the next year, we'll be focused on bringing our refreshed Strategic Plan to life, keeping young people at the centre of everything we do, and shaping the next frontier of youth participation in Australia as the national peak consumer body for kids and young people in care.

We're also excited to deliver on key strategies and frameworks that will guide our work, including our Reconciliation Action Plan and our Child and Youth Participation Framework. And we're keen to keep collaborating with our National Experience to Action Board (Youth), strengthening how young people drive CREATE's work moving forward. Behind the scenes, we're investing in new technology to future-proof our systems and better support our teams across the country. And the much-anticipated, much-loved Voices in Action Conference is already in planning for late 2026!

There's a lot to look forward to, and a lot of work ahead. We know we'll face challenges – like growing demand, funding cycles, workload pressures, and meeting young people's evolving expectations of us with care and creativity – but we're inspired, ready, and up for the challenge!

Imogen Edeson

Chief Executive Officer
CREATE Foundation





Supporters

Australian Government



Australian Government
Department of Social Services

State and Territory Governments



Health and Community Services Directorate



Department of Communities and Justice (NSW)



Department of Families, Fairness and Housing

Funded by



Department of Families, Seniors, Disability Services and Child Safety



Department for Child Protection (SA)



Department for Education, Children and Young People (TAS)



Department of Children and Families



**Government of Western Australia
Department of Communities**

Department of Communities (WA)

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Imogen Edeson

Chief Executive Officer



Jann Skinner

Chair and Treasurer



Martin Greller



Emily Hikaiti/Paul



Vanessa Knight



Andy Parton



Rachael Trihey



With thanks to our departing
Board member:

Adina Gunnis



Executive Team



Imogen Edeson

Chief Executive Officer



Chris Braddock

National Operations
Manager



Jill Chambers

National Finance and People
Director & Company Secretary



Stef Coles

National Marketing and
Communications Manager



Jen Hyatt

National Advocacy Director



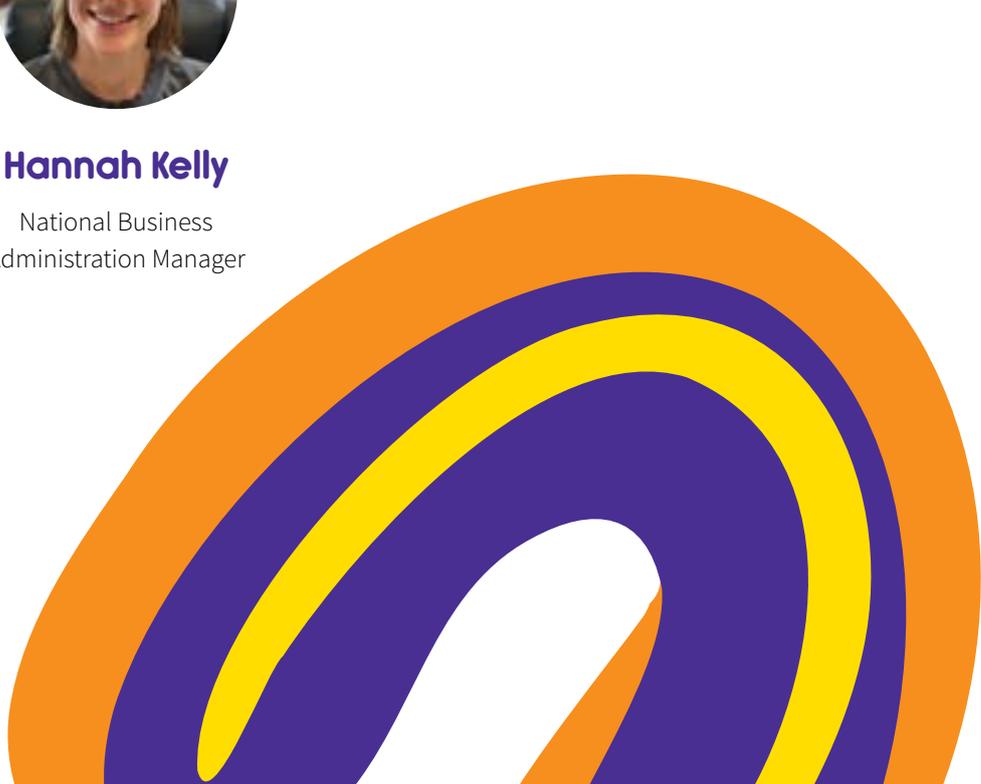
Tameika Joy

National Operations
Manager



Hannah Kelly

National Business
Administration Manager



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CREATE Locations

NSW National Office – Burrattagal People

Suite 6.01, Level 6, 80 George Street
Parramatta, NSW – 2150

QLD Cairns Office – Gimuy Walbura Yidnji and Yirrganydji Land

Unit 1, 108 Mulgrave Road
Cairns, QLD – 4870

ACT Office – Ngunnawal

Cnr Cooyong Street & Scotts Crossing
Civic Square, ACT – 2601

SA Office – Karna Land

118 West Terrace
Adealaide, SA – 5000

NSW Office – Burrattagal People

Suite 6.01, Level 6, 80 George Street
Parramatta, NSW – 2150

TAS Office – Nipaluna

32 Church Street
North Hobart, TAS – 7000

NT Office – Larrakia Land

11/16 Malak Crescent
Malak, NT – 0/12

VIC Office – Wrundjeri Land

325-327 Queensbury Street
North Melbourne, VIC – 3051

QLD Albion Office – Yugerra & Turrbal Country

15 Lever Street
Albion, QLD – 4010

WA Office – Whadjuk

353 Newcastle Street
Northbridge, WA – 6003



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Staff

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Blair Struthers

Brenda Sharpe

Caelin-Jane Weir

Catherine Cussel

Christopher Braddock

Cieesca McCavana

Dot Foley

Elise Hilder

Elizabeth Dickinson

Emily Roberts

Erin Laing

Fabian McPhee

Farah Mohammed

Grace Huxtable

Hannah Kelly

Imogen Edeson

Isabella Osborn

Jane Sliwka

Jazmin Ealden

Jecelyn Anjani

Jennifer Hyatt

Jesse Grigg

Jill Chambers

Joshua L'Hota

Julie Amos

Kaelyn Mae Tsaples

Karina Denman

Karl Spence

Karly Diewald

Kate Zahnleiter

Katherine Creed

Kathryn Burke

Kerry Tully

Kristyn Stapleton

Laura Hooper

Lauren Shephard

Liam O'Kane

Lisa Gibson

MacKenzie Drummond

Madeleine Small

Madeleine Summers-Stuart

Madeline Carney

Melissa Miras

Melissa Mott

Monia Maamer

Monica Carrer

Nina Natasya

Paul Holgate

Paula Smith

Polly Phillips

Rachel Perinparajah

Samantha Cotton

Shelley Cook

Sheng Shao

Sofia Guglieri

Stef Coles

Tameika Joy

Tasha Reynolds

Taylor Toovey

Tenielle Moore

Tenneil Ross



CREATE Foundation Limited
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 www.create.org.au

 1800 655 105

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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.