

# 2015

Annual Report



BoysTown

Fresh start.  
New hope.



Preparing for the future



Youth Engagement Program Launch, Kingston, Queensland

Covers: Art Therapy Railway Mural Project. Front : Kate Meadows, Merelita Cavuduadua and Lumepa May. Back: Art Trainer Evangeline Goodfellow, Kate Meadows, Merelita Cavuduadua, Lumepa May and Kane Tempelmeier.

Photos on covers and pages 4, 5, 9, 12, 19, 22, 29, 37 and 41: Leah Desborough

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At BoysTown we're making our town your town.

We're in your street, your suburb, your community. 



Art Therapy Program, Kingston, Queensland

BoysTown is a charity with programs and services young people can access to find jobs, learn skills, become great parents and live safer, happier lives.

We tackle issues impacting the lives of young people in Australia, such as:

- youth unemployment
- mental health
- domestic violence
- suicide.

We:

- have programs and services for young people at community and national levels
- aim to be part of the solution by delivering programs that get results
- take the time to listen, understand and encourage young people to find their place.

Our services and programs include Kids Helpline, training and employment services for young people, parent education and family refuges.

## Our Mission

TO ENABLE YOUNG PEOPLE, ESPECIALLY THOSE WHO ARE MARGINALISED AND WITHOUT VOICE, TO IMPROVE THEIR QUALITY OF LIFE.

## Vision Statement

YOUNG LIVES TRANSFORMED, COMMUNITIES STRENGTHENED.





## Chair and CEO Report

This year's annual report highlights what we have achieved over the past 12 months. Our work with young people is very much about supporting and guiding them to be well positioned to achieve their goals, their aspirations, and live safe and happy lives. Over the past few years those same ideals have been key principles applied to how we consider the future of BoysTown, our works and importantly, our Mission.

Considering the future direction of the organisation has been an important body of work this year. This has included the finalisation of our Strategic Framework for 2015-18. Our strategy is focused on four key goals which are detailed in this year's annual report. Underpinning each strategic intent are a range of objectives and key result areas, continuing our commitment to evaluating and measuring what we do and ensuring that we stay true to the purpose of our programs. The more informed we are about what is working ensures that we use our resources to the best advantage for our clients and supporters.

The ongoing vitality of our organisation requires us to not only engage and energise those who work in BoysTown but also those who partner with us to make things happen, to make change a reality. Over the course of this year we have engaged with stakeholders, both internal and external, regarding our brand. We wanted to understand how people related to us, our name and our identity, which was an important element in deciding our future. We were greatly encouraged by the level of enthusiasm shown by staff

and supporters who gave their time to share their thoughts and ideas. We learnt much that will enable us to focus on being a relevant, vibrant organisation accessible to young people right across the country. The information received during this process has led to a number of major changes to be introduced in 2016. Most significant of these is a change to our name and the creative treatments we use to showcase our brand.

Making such a decision was not one which was taken lightly and we are proud of what BoysTown has achieved over the past 55 years. However, as an organisation which is a part of every community in the country made possible through community support, we believe the time is right to progress to a name that better highlights our inclusiveness and community focus.

Whilst we have had a very big focus on the future this year, there has been much work done each and every day to support children and young people. We are privileged to be in the position of being able to provide support to tens of thousands of young people because of those who believe in

our work and who believe that creating brighter futures is something we can all play a role in. This year, we have once again been humbled by the generosity shown by so many across the community. That generosity has enabled us to self-fund existing programs to an even greater level and to develop and implement the new Youth Engagement Program (YEP).

Together and by association, we will continue to work hard to provide opportunities for young people to succeed. We will continue our focus on ensuring that as part of community we not only contribute to community but also engage community. Creating brighter futures is not something we can achieve alone.

Br Ambrose Payne  
Chair of the Board

Tracy Adams  
CEO

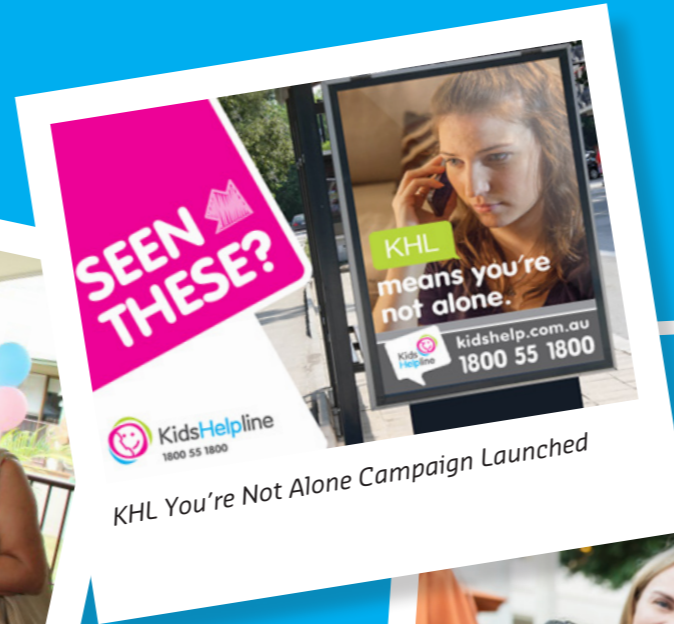
# Highlights



Employment Service Partnership with MAX Employment Announced



Youth Engagement Program Launched



KHL You're Not Alone Campaign Launched



Starfish Mental Health Program expanded to Logan



Two Gold Awards won for business excellence

## Our Town



BoysTown is committed to being recognised as a practical example of the Lasallian Charism and as such, to the following objectives:

- Behaviours that give witness to an organisational commitment to Lasallian Values, used as the foundation for all activities.
- Initiatives to promote engagement with the organisational commitment expressed as being 'together and by association'.
- Priorities in decision making that ensure the organisation is proactively involved with service to the disadvantaged.

## Our Values



### Being a Brother and Sister to All

The importance of the quality of relationships, between the organisation and the people it serves, and within the community.

### Faith and Zeal

A strong faith dimension will always be critical to the quality of BoysTown services and an important motivating force.

### Professionalism

The importance of maintaining high standards of quality in everything that BoysTown does.

### Perseverance in Service

'Standing by' the people served by BoysTown.

### Innovation and Resourcefulness

The courage to be at the forefront of finding new, creative and efficient responses to the most urgent needs of young people.

## Ways We Work



Our Core Behaviours help provide a common understanding about our Values and how they are to be demonstrated in the workplace and community.

### Respect

Inspires trust and respect by being open and honest in all interactions.

### Excellence

Takes ownership for individual goals, tasks and decisions to achieve high quality results.

### Creativity

Proactively identifies creative, efficient and effective ways of working.

Recycling Program, Kingston, Queensland



## Our Goals

As an organisation we have many goals, most significant of which is to deliver on our Mission by providing high quality services to those who turn to us.

### Client Services and Programs

BoysTown will deliver high quality, evidence based, innovative services that break cycles of disadvantage and create independence in areas and communities of high need.

### Organisational Positioning

BoysTown is a relevant, vibrant organisation well respected by the community.

### Organisational Development

BoysTown will foster a culture of individual and organisational accountability through shared Mission and mutual responsibility.

### Organisational Sustainability

BoysTown will ensure the sustainability of operations through diversity of funding and maintenance of appropriate financial reserves.

For more information about our goals and objectives see our Strategic Framework 2015-2018 at [boystown.com.au/framework](http://boystown.com.au/framework)

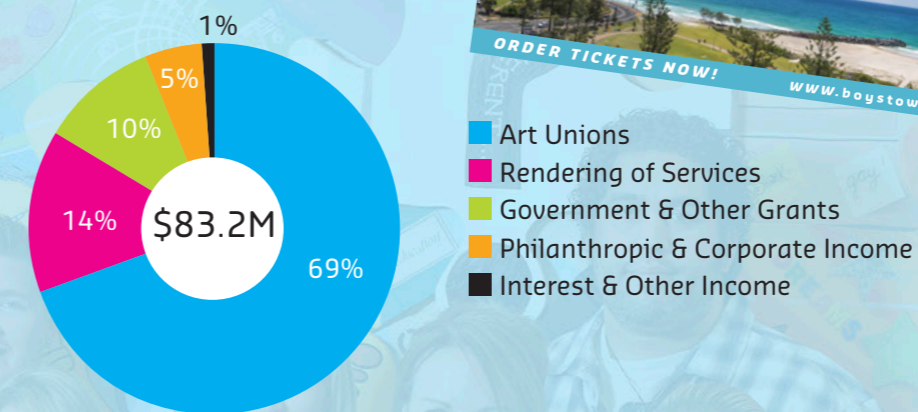


## Our Funding

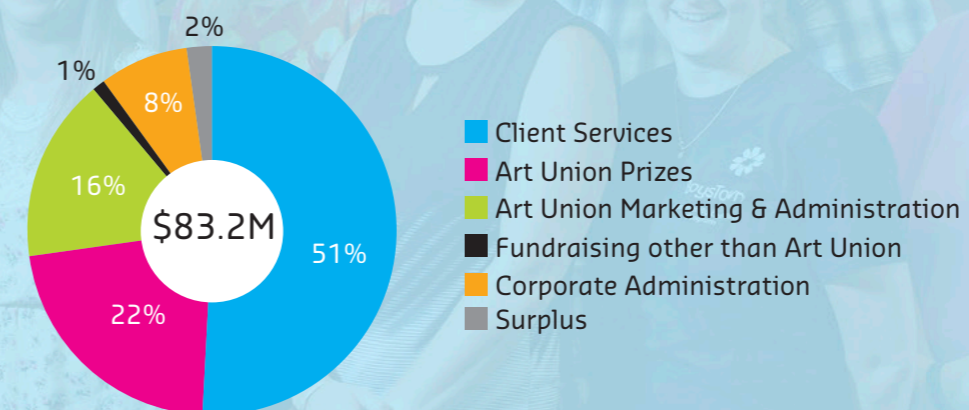
BoysTown Art Unions provide the majority of our funding.



Total Revenue<sup>1</sup>



How we spend our revenue<sup>1</sup>



Client Services Expenditure<sup>1</sup>



<sup>1</sup> Percentages have been rounded.

<sup>2</sup> Refers to Kids Helpline and Parentline costs.

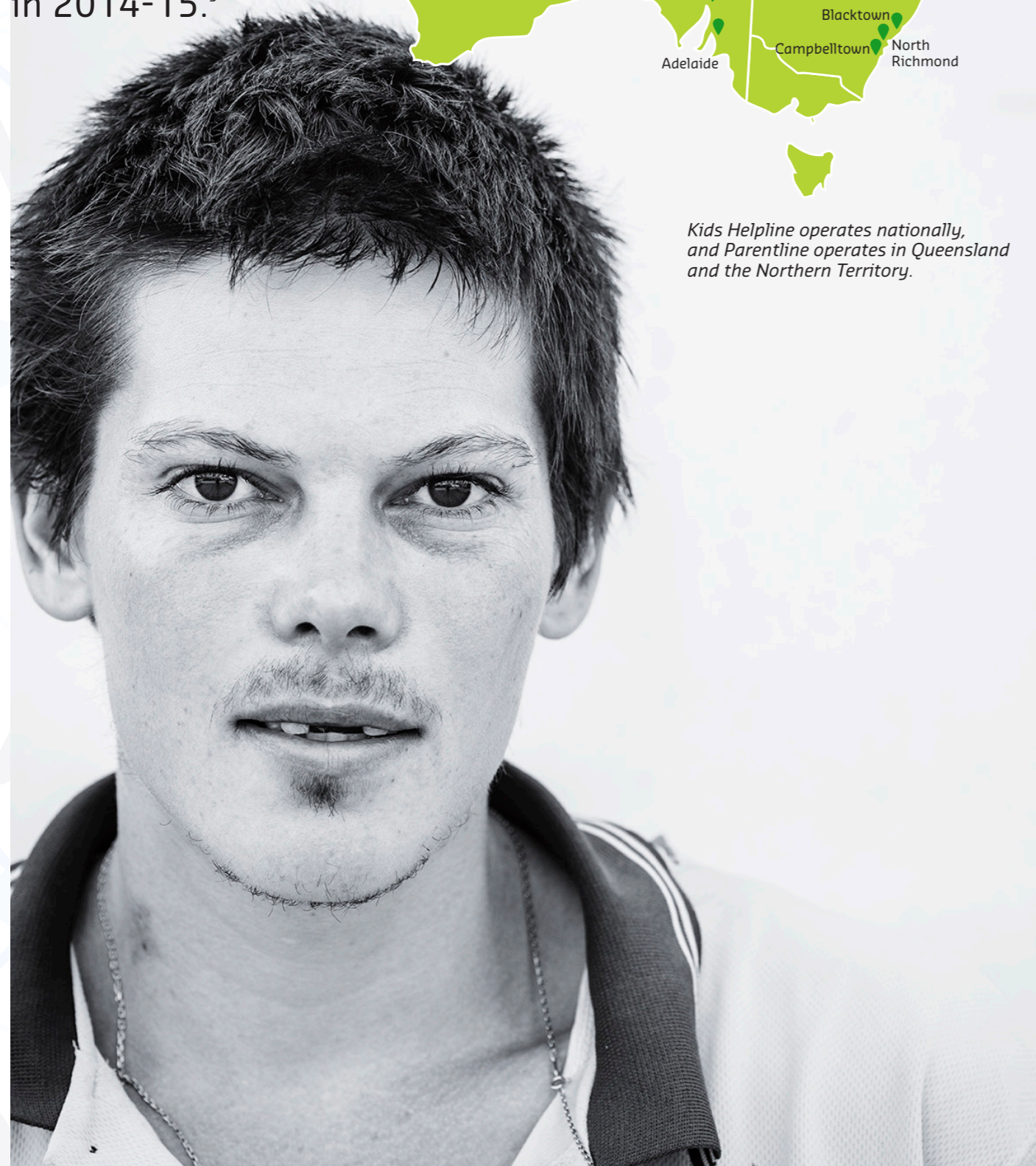
## Where Are We?



Children, young people and families made more than **250,000** contacts with BoysTown in 2014-15.<sup>3</sup>



Kids Helpline operates nationally, and Parentline operates in Queensland and the Northern Territory.



## Who We Helped



**211,355** responses to children and young people by Kids Helpline<sup>1</sup>

**287** young people participated in our Social Enterprises

**9,349** responses to parents and carers by Parentline<sup>1</sup>

**320** parents and children were helped at our domestic violence and/or homeless refuges

**9,758** people participated in our Employment Service

**214** parents and children participated in our Young Parents Programs

**13,938** children participated in Kids Helpline @ School

**In addition, 681,845 self-directed support and help seeking activities were made by children and young people via the Kids Helpline website.**

**4,472** people participated in our Communities for Children Program

**2,065** people participated in other specialised counselling programs<sup>2</sup>

**1,226** young people participated in our education and work transition programs

**967** people participated in accredited and non-accredited training<sup>3</sup>

**861** young people participated in Indigenous training and support programs<sup>3</sup>

<sup>1</sup> Contact numbers for Kids Helpline and Parentline may include contacts by the same individual more than once. Participation numbers for our other services are as per individual only, although individuals may have 'contact' with the service more than once.

<sup>2</sup> Includes Youthful Offenders Program, Tapped In!, Family Mental Health Support Program (Starfish). The Mental Health program contacts may include contacts by the same individual more than once.

<sup>3</sup> People accessing these services may have also accessed our other services.



Our research helps BoysTown and the Australian community find new ways to create effective and positive change in the lives of young people.

BoysTown is tackling the issues impacting young people in Australia. Our research is guided by the needs of our clients, the priorities of our services and the current gaps in contemporary research within the scope of our work.

### Youth Suicide and Unemployment

We are advocating the need to find solutions to two issues we believe are crucial to safeguarding the welfare and future of young people in Australia - youth long-term unemployment and youth suicide.

In 2014, we shared our research into youth unemployment and suggested solutions at the 2014 International Conference on Education, Research and Innovation in Seville, Spain. This focussed on increasing the employability of disadvantaged young people to help them get jobs by looking at the challenges faced by long-term unemployed youth, highly-disadvantaged job seekers and young people living in social housing.

We also shared invaluable Kids Helpline data as part of *Suicide Prevention Australia's* research group workshops and other organisations and government bodies dedicated to the welfare of young people. We are initiating major research into finding solutions to youth suicide across Australia and will be calling on others to assist with this challenge.

### Mental Health Support Networks

With Sydney University, we are piloting an innovative new approach to helping vulnerable young people access peer support and counsellors in an engaging online environment.

'Buddy Help' invites young people contacting Kids Helpline with mental health concerns to join a private and monitored, peer social network group. Due to the success of the pilot, we have asked the Australian Research Council (ARC) to support extending our partnership with Sydney University for another four years.

With ARC support, we are also teaming with the Queensland University of Technology (QUT) to design and test a new integrated mental health service that links a mobile interactive tool-kit for self-directed help-seeking with existing helpline services. This project will commence in 2016.

### Submissions to Government

During 2014-15, BoysTown lodged seven social policy submissions to Governments. These were in response to:

1. Inquiry into the Social Security Legislation Amendment (Stronger Penalties for Serious Failures) Bill 2014 – July 2014
2. Exposure Draft For Employment Services 2015-2020 Purchasing Arrangements – August 2014
3. Premier's Special Taskforce on Domestic and Family Violence in Queensland – December 2014
4. Child Protection Systems Royal Commission, South Australia – January 2015

5. 2015-16 Pre-Budget Submission – February 2015
6. Australian Government Re: think Tax Discussion – March 2015
7. National Children's Commissioner's enquiry into the Impact of Domestic and Family Violence on Children – June 2015

### Evaluating Our Services

Our research team evaluates many of our services and programs. This not only helps inform change but provides a unique insight into how children, young people and families we work with learn from activities and other initiatives. Some key evaluations undertaken this year include:

- Expressive Therapies Intervention program offered at our Deception Bay site and at our domestic violence refuge
- Kids Helpline @ School program: an early intervention program designed to raise awareness of emotional well-being issues and encourage help-seeking behaviours in primary school aged children
- Department of Employment Inala Indigenous Mentoring pilot: aimed at increasing the rate of long-term employment for young Aboriginal people.

Analysis and reporting for our Kids Helpline and Parentline services enabled BoysTown to contribute primary research to key government policy makers on platforms including Youth Suicide and Family Violence.

To view BoysTown's submissions, evaluations and other reports see [boystown.com.au/research](http://boystown.com.au/research)



## National Children's Commissioner and Kids Helpline

"The work of the Kids Helpline and the research and analysis it undertakes is essential to both supporting children in distress, and to increasing our knowledge of what is happening for children and how we can encourage help seeking."

"Original data provided by the Helpline was critical to my 2014 examination of self-harm and suicide among children and young people, and I would like to take this opportunity to thank Kids Helpline for their invaluable support in this work."

"Using data from the Helpline I was able to learn about the co-presenting concerns children raised when they made contact with suicidal or self-harming thoughts. These were: mental health and emotional distress; family conflict; relationship issues; bullying; self-image; grief; and abuse. The analysis also highlighted the difficulty in reaching certain groups of vulnerable children, something Kids Helpline is working hard to address. This kind of information is vital to evaluating the design and delivery of services and supports."

**Megan Mitchell**, National Children's Commissioner, Australian Human Rights Commission



Megan Mitchell with BoysTown CEO Tracy Adams



## Creating Resilient Children and Young People

BoysTown believes that early intervention and support for children and young people creates safer communities.

Our intervention services include the national Kids Helpline service and the Expressive Therapy program in Queensland.

### Kids Helpline (KHL)

211,355  
responses to  
children  
and young people

681,845  
Self-directed  
support and help  
seeking activities  
were made via the KHL  
website

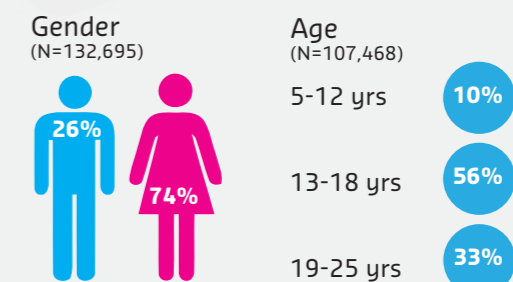
KHL has been operating for 24 years and is Australia's only 24/7 counselling and support service for young people aged between 5 and 25 years

The Helpline is free, private and confidential. Support by qualified counsellors is provided via phone, web and email. Web counselling is available from 12 pm to 10 pm (AEST) Monday to Friday and 10 am to 10 pm (AEST) Saturday and Sunday.

### Top five issues for children and young people in 2014

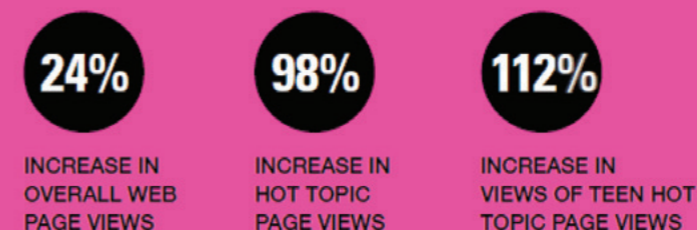
1. Mental health
2. Family relationships
3. Emotional wellbeing
4. Suicide-related
5. Dating and partner relationships

### Who contacted us?<sup>1</sup>



There are 1,775 unique visitors to the Kids Helpline Website every day

### INCREASE IN WEBSITE CONTENT USE SINCE 2012, THERE HAS BEEN A



A comprehensive overview of all KHL contacts in 2014 can be accessed at [www.kidshelp.com.au/reports](http://www.kidshelp.com.au/reports)

This year, we launched the Kids Helpline Facebook page offering another touch point for the community.

Kids Helpline received funding from the Australian, Queensland and Western Australian Governments. BoysTown provides approximately 72% of the Helpline's funding.

[facebook.com/KidsHelpline](https://facebook.com/KidsHelpline)

<sup>1</sup> Where information was known. Refers to young people aged 5-25 years.

### #KHLnotalone Campaign

Just in time for Christmas 2014, we released a new KHL advertising campaign to raise awareness about Kids Helpline.

The cornerstone of the KHL You're Not Alone campaign was a 30 second television commercial which aired nationally.

*"We want young people to know they are not alone. Whatever they are feeling, there is someone they can reach out to who will listen and not judge them."* Wendy Protheroe, Kids Helpline.

### Duty of Care Interventions

Duty of Care interventions by Kids Helpline have increased by 121% since 2012.

In 2014, 1,640 emergency care actions were initiated to protect children and young people from harm:

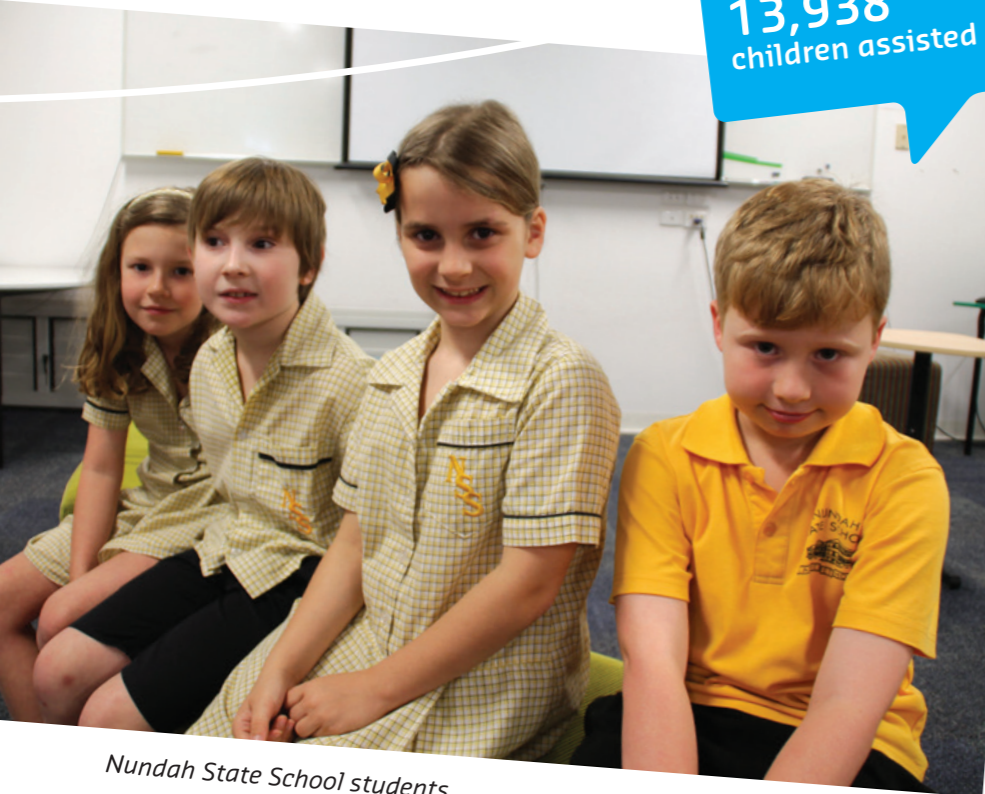
- 37% were about child abuse
- 26% related to a suicide attempt

Other issues included drug overdose, mental illness escalation, self injury and sexual assault.



[kidshelp.com.au](http://kidshelp.com.au)  
**1800 55 1800**

## Kids Helpline @ School



13,938  
children assisted



Kids Helpline, supported by Optus, is helping primary schools across Australia tackle challenges to student wellbeing by delivering video link ups between counsellors and classrooms.

Nundah State School students

Our counsellors talk with the class about issues that commonly cause problems for young people. We work with the teacher/school counsellor to tailor each session to the needs of the school and particular class.

Teachers can choose from 14 session topics. Cybersafety was the most requested topic followed by Friendships and Transition to High School. Other topics included Developing Resilience, Bullying Peer Pressure, Being a School Leader and Feeling Sad.

### How does it help kids?

Education sessions:

- Generate discussions and provide tips about core issues impacting primary school aged children
- Aim to improve mental health literacy, promote resilience and encourage help seeking behaviours, and
- Align with the general capabilities of the Australian Curriculum.

To find out more visit [www.kidshelp.com.au/school](http://www.kidshelp.com.au/school)

### Who we've helped



167 Schools



508 teachers



13,938 Primary School Students



## Expressive Therapy

168 Children assisted

Child Development Worker, Fiona McArthur with Glugor Young Parents Program children

BoysTown's Expressive Therapy Program is helping children, who have experienced abuse or trauma, to communicate and express their experiences through art, movement, music and play.

The program takes place at the Family Violence Refuge and as part of the Deception Bay child and family programs in Queensland. It aims to enhance the social and emotional well-being and positive connection to a parent or carer of infants and young children who have complex needs resulting from traumatic life and family experiences (e.g. physical abuse, emotional abuse, family violence or homelessness).

Expressive therapy involves a mixture of individual therapeutic sessions with children, parent education and support sessions, filial therapy (child-parent focussed sessions), family

sessions, and group work with parents/carers and infants.

A 2014 evaluation of the program found it resulted in significant improvements in children's internalising and externalising problems, including less aggressive behaviour, emotional reactivity, attention problems, withdrawn behaviour, anxious/depressed behaviour and sleep problems. The therapy increased the participant's opportunities to achieve developmental milestones and to experience greater emotional and social wellbeing into the future.

This ground breaking therapy is attracting interest across Australia. BoysTown presented at the 15th International Mental Health Conference 2014 on the Gold Coast and the 2015 Australian Research Alliance for Children and Youth (ARACY) Conference in Hobart. Both presentations described its theoretical underpinnings, practice contexts, intervention strategies and outcomes. Not surprisingly audiences at both conferences were keen to learn more about the model.

BoysTown's Expressive Therapy program is 100% donor funded by the Margaret Pemberton Foundation.

## Preparing Youth for the Future

BoysTown is committed to assisting young people to achieve sustainable change by re-engaging with the community, learning and work.

We provide counselling and development support, school retention, re-engagement and transition programs, work preparation programs, and placement services for young people living in some of the most disadvantaged communities in Australia.

## Social Enterprises

287 Young people assisted



BoysTown is a pioneer of work-based social enterprises in Australia, having provided more than 3,000 young people with paid work experience and training since 1999.

Our enterprises operate in Queensland, New South Wales and South Australia. They provide high quality services to our customers and valuable paid work and work experience for young people who are not quite ready to compete for employment in the open labour market. Qualified and experienced trades people provide supervision, training and role modelling for young people, helping them learn both technical skills and appropriate workplace behaviour in a real, commercial work environment.

Our services include construction and landscaping, property maintenance, bush regeneration and recycling. This year, our work included house builds in South Australia and South East Queensland, landscaping in New South Wales, South Australia and Queensland, and recycling in South East Queensland.

Right: Lend Lease Vegetation Regeneration Project Team, Queensland

### Recycling Wisdom Creates Jobs

This year, our recycling enterprise included the Green Heart Wisdom program. Backed by the Brisbane City Council, this innovative program saw young people deliver new fridges or washing machines to pensioners and remove their old, energy inefficient white goods.

Around 1,300 washing machines and fridges were collected and delivered by participants to suburbs right across Brisbane. More than 70 washing machines and fridges were donated to individuals and organisations, and over 580 were dismantled and recycled.

All of the logistic and recycling work was carried out by long-term unemployed young people. Of the 37 young people who took part, 14 found jobs during the program. A further 12 were registered for further work place training due to their positive response to the Green Heart Wisdom work experience. Training, including a Certificate II in Warehousing and Fork-lift Operator's license, gave young people valuable vocational skills and just as importantly, pride in what they were doing.

BoysTown received a special honour award from Brisbane City Mayor Graham Quirk for the social benefits that the Program achieved.



### Learning Heaps

Just over a year ago Brendan Clemons wasn't sure what he wanted to do then he started at BoysTown.

*"I did a Certificate I in Construction and was asked if I wanted to work on one of the BoysTown houses as a labourer and that turned into an apprenticeship with BoysTown. I'm now a second year carpentry apprentice learning heaps of other stuff like painting, plastering, concreting and landscaping and that sort of stuff."*

*"I don't know what I'd be doing if I wasn't doing this. They give you heaps of help. Help you as much as they can."*

Brendan said he's thinking to the future and might like to be a trainer one day.

*"Being here for longer and having more experience it's good to show people how things work. Maybe I'll become a trainer and teach carpentry and that kind of stuff."*

*"I've learnt a lot more people skills and things like that - being more courteous and just being a better person."*



## Employment Service

9,758 Job seekers assisted



BoysTown Employment Service is a youth specialist Job Services Australia provider dedicated to meeting the needs of job seekers aged between 15 and 25.

Last year we provided employment services to 9,758 job seekers in South East Queensland, New South Wales and South Australia.

Employment Consultants and Youth Workers work together to provide the advice, training, and encouragement young people need to make a successful transition to work. Services include case management, support to deal with personal and family issues, job search training, resume preparation and employability skills training. Specialised one-on-one counselling is also offered.

BoysTown works in close partnership with individual employers to design pre-employment training with a careful balance of life skills and vocational training targeted to the specific needs of the employer. Combined with the personal support of a youth worker or mentor, these customised training packages have proven exceptionally effective in assisting young people to secure and retain employment in growth industries such as child care, coal seam gas drilling, telecommunications and construction.

The Employment Service is funded by the Australian Government.

### More Jobs for Young People

In March 2015, we announced a new partnership with Max Employment to provide more jobs training and employment services to disadvantaged young people across Australia.

BoysTown Employment Service will expand from eight to 26 sites, which includes communities where youth unemployment is at some of the highest levels in the country.

Our specialised youth employment services will extend into Sydney's south west, the Hunter Region in New South Wales, South East Queensland's Somerset region, northern Hobart, central and north western Tasmania, south east Brisbane and Sydney's greater west.

*"Our mission requires us to be willing to embrace change, be confident in its delivery and above all, focus on achieving the very best that we can for those who turn to us."*

*"This is an exciting development that allows us to pursue our goal of supporting disadvantaged youth with a strong emphasis on future employability and life skills."* Tracy Adams, BoysTown CEO.

## Indigenous Training and Support

861 People assisted



BoysTown's specialised Indigenous training and support programs focus on the cultural diversity and individuality of our clients.

### Vocational Training and Employment Centre (VTEC)

In partnership with the Australian Government and GenerationOne, the Vocational Training and Employment Centre (VTEC) provides tailored pre-employment training, personal mentoring and job placement for Aboriginal and Torres Strait Islander people in South East Queensland.

We customise recruitment, training and support packages to help employers recruit and retain Aboriginal and Torres Strait Islander staff.

We work with employers to identify their labour needs, entry level recruitment standards and training requirements and to secure placement opportunities.

We then provide practical work preparation programs to help Aboriginal and Torres Strait Islander people meet employer requirements, together with ongoing personal support, mentoring and coaching to help them achieve results.

Projects in 2014-15 included partnerships with Brookfield Multiplex, StarTrack, BMD, and the Institute for Indigenous Urban Health.

The VTEC initiative is funded by the Australian Government and is based on the GenerationOne employment model.

### Indigenous Youth Careers Pathways Program (IYCP)

Operating in South East Queensland, IYCP offers school-based traineeships for Aboriginal and Torres Strait Islander high school students.

The program aims to inspire and support students to complete their schooling and make an effective transition to further education or a job. Students receive mentoring and case management to help them manage any issues that may make the move from school to work difficult.

The program is funded by the Australian Government.



### New Careers for Aboriginal People (NCAP) Program

NCAP in Western Sydney aimed to increase the participation of Aboriginal people in the labour market.

We worked with young people to identify, create and support sustainable education, training and employment opportunities at the local level.

Assistance included:

- Individualised career planning
- Resume, job application and interview preparation
- Training and skills development advice
- Access to employment networks
- Job placement monitoring and mentoring.

This work was aided by regular attendance at Koori interagency meetings and other Aboriginal forums. Coordinated by BoysTown, NCAP was funded and administered by the New South Wales Department of Education and Communities, State Training Services, Aboriginal Services. The program ended on 30 June 2015.

## Education and Work Transition

1,226 Young people assisted 

The needs of 'at risk' young people are diverse, influenced by the types and severity of the challenges they may face. BoysTown's education and work transition programs and services recognise this, using flexible program frameworks responsive to both community and individual needs. Programs include:

### Youth Engagement and Flipside

928 Young people assisted 

Through the Youth Connections and Youth Engagement Program (YEP) in Queensland, and Flipside in South Australia, BoysTown works in close partnership with schools to help young people to re-engage in learning, complete school, or transition to further education or work.

The programs reconnect young people, who are enrolled at school and at risk of not attending, by engaging them with activities that build self-esteem, encourage peer support and enhance life skills. Within a case management framework, we provide literacy and numeracy assessments, assistance in identifying and resolving learning difficulties, and support from our volunteer tutors.

While many early school leavers have significant language, literacy

and numeracy problems or learning disorders, others have been prevented from reaching key educational milestones by difficult family or personal circumstances. We connect with potential clients through outreach activities at a wide range of local community and cultural events.

The Australian Government ceased funding the Youth Connections Program in December 2014. The BoysTown Youth Connections program supported more than

3,500 young people in South East Queensland over its four years, with an impressive 80% returning to education or going on to training or employment. In January 2015, BoysTown launched the Youth Engagement Program funded by BoysTown Art Unions, offering a modified version of the Youth Connections program.

The Flipside program is funded by the South Australian Government.



BoysTown Board member Gerry Lambert congratulates YEP graduate Tyson Dixie



### Youth Changing the Community

Sixteen year old Bailee Sugiaman was 13 years old when he first came in contact with BoysTown and the Youth Connections program.

*"I remember when I first walked through the doors of BoysTown. I thought 'yeah' I could be part of it. I learnt how to be part of the wider community, that the youth can change the community not just the adults – yes, the adults are important but the youths help make the difference in the community."*

*"One of my best memories is a talent show where five schools went into finals to win money for their schools music department. I felt that the youth of Logan were changing the community for the better."*

*"I tell friends that BoysTown are supportive, caring and amazing people that try to support you whenever they can. I am treated as if I am part of the BoysTown family. Also, it's not just clients who are supported. BoysTown supports us and our families."*

*"You have helped me become who I am now and yet to become. You have helped me realise that as a young person I can change our community for the better."*

Bailee Sugiaman, Youth Connections/YEP client

### Woodridge Community Hub

248 People assisted 

The Woodridge Community Hub in Logan, South East Queensland, assists Year 12 students, their parents and former students to engage successfully in the labour market.

Taking a whole of community approach, the Hub is collaboration between BoysTown, Woodridge State High School, State and local governments, education and training providers, employment services and community agencies. It targets young people at risk of disengaging from school and other members of the community who are at risk of social exclusion.

Opportunities offered are targeted to the Woodridge community. We help with education and training, work opportunities and placement, health promotion and treatment, parenting skills and literacy.

## Youth Alcohol and Drug Support

40 Young people assisted



Some young people develop alcohol and drug dependencies that can lead to major long-term impacts on their physical, psychological and social wellbeing. BoysTown creates programs that aim to prevent, intervene and reverse this trend.

### Tapped In! Alcohol Harm Minimisation Project

The alcohol harm minimisation project aims to help young people understand the risks associated with alcohol and how to minimise harm.

To find the best way to communicate with young people about this issue we held focus groups with clients across our South East Queensland, Western Sydney and Adelaide sites.

The groups provided great insight into their understanding of the risks associated with alcohol. Some individuals said they had substantial knowledge and expressed frustration at adults assuming they "didn't

know anything". It was also clear that young people knew the risks of alcohol extend beyond physical harm. This included risks to relationships, employment and their social life.

The resulting alcohol awareness program was finalised in late 2014 and is now run across BoysTown sites. The program is informed by young people for young people in a format and with information they relate to.

This work was supported by the Foundation for Alcohol Research and Education (FARE), an independent, charitable organisation working to prevent the harmful use of alcohol in Australia [www.fare.org.au](http://www.fare.org.au)



Tapped In! Workshop Session



## Youthful Offenders

130 Young people assisted



BoysTown's Youthful Offenders Program (YOP) aims to reduce reoffending rates among young offenders and the severity of negative behaviours during incarceration.

Since 2013, the Youthful Offenders Program has provided support to young people aged 18 to 20 at the Woodford Correctional Centre. In June 2014, the program was extended to 17 year old young people at the Boys Yard Correctional Centre.

We work with young people to improve their awareness of the key factors that increase their risk of reoffending and develop skills to avoid these risks. This is achieved through targeted workshops and intensive one-on-one case work support. Workshop topics include:

- Communication Skills
- Substance abuse (e.g. ICE, binge drinking, smoking)

- Conflict
- Managing Emotions
- Self Esteem and Identity
- Keeping Safe
- Goal Setting, and
- Overcoming Challenges.

Case work assists participants to address the underlying factors contributing to their offending behaviour and their ability to successfully reintegrate back into community, education and work post-release. It reduces risk factors and strengthens protective factors, addressing issues such as emotional regulation,

interpersonal skills, employment and education, pro-social networks and substance use.

Data suggests the program has been effective in assisting with anger management, attitudes towards alcohol and other drugs, interest and/or engagement in education and/or employment, links to support services for post-release and attitudes toward re-offending.<sup>1</sup>

The program is funded by the Queensland Government.

<sup>1</sup>BoysTown (2014). Evaluating a Corrective Services Program for Youth Offenders in South East Queensland.

## Strengthening Families and the Community

Parents and carers play a crucial role in the lives of children and young people. At the same time, they may need support in their role as they struggle with community connections, family relationships and parenting.

Our response to families is diverse, ranging from parenting programs, telephone support and counselling through to accommodation and community-wide initiatives that build resilience.

### Young Parenting

214 Parents and children assisted 

Young people as parents are a group that BoysTown continues to respond to through Young Parents Programs in Queensland and South Australia.

Glugor Young Parents Program in Queensland and Penrose Young Parents Program in South Australia are support services for young parents, carers, infants and young children (0-5 years). Both programs offer young parents and soon to be parents, support and education, whilst giving them a chance to develop new friendships.

Together with supportive case work, young parents are assisted through interactive activities with their children, parenting skill development using recognised programs (e.g. Circle of Security) and via individual and group activity programs.

Strong relationships between our services and a range of child health and community services ensure young parents are informed and supported in understanding and responding to the needs of their children as well as having the opportunity to interact with peers.

The programs include play and recreational activities so that young people as parents are encouraged to maintain their own health and interests and plan for the future.

Children accessing the Young Parents Programs are infants and toddlers and our programs are tailored so that their development is tracked against the **National Early Years Learning Framework**.

Children accessing the Glugor Young Parents Program also have access to specialist Expressive Therapy. The Therapists offer child focussed individual, family and group programs, enabling young children to explore a range of mediums that assist them to safely process early experiences of trauma.

This year, we assisted 104 parents and 110 children.

Left: Penrose mum and children  
Right: Glugor family



### New CARE Plus Helps More Kids

In March 2015, the new CARE (Children and Parenting) Plus program began in Port Pirie, extending the reach of the Penrose program to children aged up to 12 years.

Like Penrose, Care Plus focuses on early intervention and prevention and is aimed at improving children's development and well-being along with the capacity of their parents.

*"Many working parents and sole parenting families experience isolation. The program includes parenting support and education, homework activities, and social activities to address isolation and enhance community connection with confidence."*

*"Just knowing what's available and who to connect with can stop issues compounding and distress for families."* Elisabeth Kobierski, BoysTown National Community Services Manager



## Communities for Children

4,472 Adults, young people and children participated<sup>1</sup>



Communities for Children (CfC) in Deception Bay, Queensland is a prevention and early intervention program for families with children aged 0-12 years.

As the Facilitating Partner for Deception Bay CfC, we contract and support local organisations and services to deliver targeted, evidence based programs for families of children aged 0-12 years, undertake capacity building activities and drive community collaboration.

BoysTown has been the Facilitating Partner for the program since 2008, working in close collaboration with local stakeholders that include: Murriajabree Aboriginal and Torres Strait Islander Association, Deception Bay Neighbourhood Centre, Moreton Regional Libraries, Kidfit and Deception Bay Community Youth Programs.

This year, we commenced a new five-year contract with the Australian Department of Social Services and began a service mapping and community consultation exercise to confirm the ongoing needs of children and families in Deception Bay. This has resulted in additional ongoing projects and relationships that include: Headspace, Save The Children, Pasifika Playgroup, and CARE (Coordinated Advocacy and Referral for Early Intervention).

Communities for Children is funded by the Australian Government.

*Future Street Client Careers and Wellbeing Expo, and Under 5s Day*

<sup>1</sup>CfC numbers may include the same individual more than once.



### Working Together to Create Brighter Futures

Joseph\* was referred to the CARE program due to his poor behaviour at school. CARE provides case management, including advocacy and referrals, to children identified by their school as needing additional support.

Joseph lived with his Mum, three younger brothers and older sister. The family were not connected with any other family or other supports. Initially his Mum was only able to open up about issues related to Joseph at school. She feared telling her whole story would result in her children being taken away.

Taking the time to listen meant all the difference to this family. Slowly, rapport was built between Joseph, his Mum and the CARE Worker. The Worker was also able to discuss with Joseph's teacher the level of work he could cope with. This enabled Joseph to catch

up with his school work at a slower pace than usually expected. He indicated that he was beginning to like school.

Joseph began to share his fears about school and other things that bothered him. His Mum opened up about family conflict and their experiences of domestic violence before moving to Australia. As a result of fleeing the violence and having no family support they were surviving on very little income and were socially isolated. She feared leaving the house and disclosed she was suffering from depression. Joseph's sister was experiencing psychosomatic symptoms and school anxiety.

Joseph's Mum and her daughter were referred to the BoysTown Starfish Mental Health Program to support their mental health needs and help develop Mum's

confidence and capacity to leave the house. Family therapy was arranged and a referral made to an organisation offering respite for Mum and mentors for the children.

Weekly school based sessions helped Joseph to explore his emotions and address anger issues. Extracurricular activities for the children were made possible by applying for sports grants.

Joseph and his brothers were enrolled in an 'Active Kids' holiday activity. Mum expressed her surprise and pleasure in seeing the boys having fun and 'not fighting' when given the photos of the day.

\*name changed for privacy

Parentline is a confidential telephone and online service providing professional counselling, education and support to parents and others who care for children and young people.

The telephone and email service operates between 8am-10pm, seven days a week. Web counselling is available 11am-2pm, Tuesday and Thursday.

Parentline assists parents and carers to:

- Obtain a better understanding of the way their family works
- Believe in themselves and their own skills and strengths
- Develop strategies for changing how things are done in their family in a way that suits their family's needs, and
- Identify their information needs – counsellors can provide callers with relevant tip sheets regarding more than 100 topics.

How old were the children being discussed?



A comprehensive overview of Parentline contacts in 2014 can be accessed at [www.boystown.com.au/research](http://www.boystown.com.au/research).

This year, we launched the Parentline Facebook page offering tips and other information for parents/carers.

Parentline is operated in Queensland and the Northern Territory. It is funded by the Queensland and Northern Territory State Governments.

 [facebook.com/ParentlineQLDNT](http://facebook.com/ParentlineQLDNT)

'Talking Families' Initiative

Parentline facilitated Q&A Facebook forums for parents and carers as part of the Queensland Government's 'Talking Families' program.

Starting in December 2014, Parentline counsellors facilitated discussion among parents, providing advice and sharing information about where to find helpful resources about parenting. Parents were also encouraged to share information and strategies with each other.

Forum topics included:

- Balancing work and family life
- Social anxiety
- Back to school issues for children
- Sleep

A key message of the forums was that parenting can be challenging and it's OK to reach out for help.

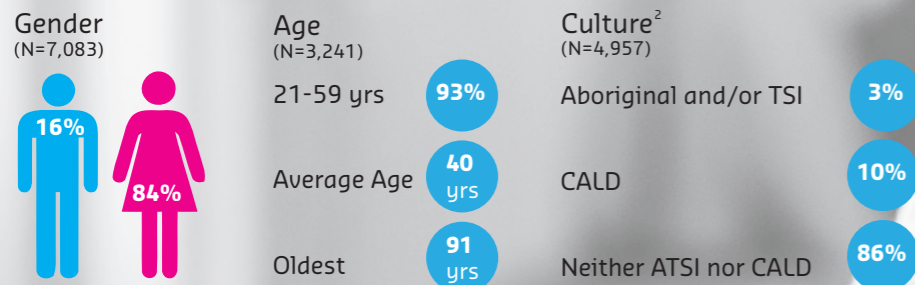
 [facebook.com/talkingfamiliesqld](http://facebook.com/talkingfamiliesqld)

Top five concerns of parents and carers in 2014 **5**

1. Challenging behaviour and discipline
2. Parent-child relationships
3. Child mental health/emotional wellbeing
4. Parenting strategies
5. Parent relationships

These concerns have remained mostly consistent since Parentline began in 1996.

Who contacted us?



<sup>1</sup> Percentages based on 2014 calendar year figures. Proportions based on numbers of sessions where the cultural background of client was known. Given the cultural background of clients was recorded in only 48% of contacts, it is likely these figures under-represent the actual number Indigenous and culturally diverse clients. Percentages have been rounded.

<sup>2</sup> TSI = Torres Strait Islander. CALD = Culturally and linguistically diverse. ATSI = Aboriginal and Torres Strait Islander.



## Family Refuges

320 Parents and children assisted 

Around one in six women has experienced violence by a partner.<sup>1</sup>  
On any given night in Australia one in 200 people are homeless.<sup>2</sup>

### Family Violence Refuge

BoysTown's Family Violence Refuge for women and their children can accommodate up to seven families at any one time.

We are one of the few refuges that can accommodate large families (of greater than six people) and accept adolescent males. Families stay within the refuge for up to 12 weeks and are provided with supportive case management, workshops, links to health and legal services, training and information in life skills and housing support to find independent housing.

Women may have been isolated from their own families either as a result of the violence or as a result of moving into a refuge. Their confidence and self-worth are two areas that can be severely impacted. The refuge aims to provide a place of safety physically and emotionally, so that women can regain a sense of control and set a renewed direction for themselves with their children. The refuge workers develop relationships of trust with the families, respecting their decision making while reinforcing the need to maintain safety in activities and for their children.

This year, 154 women and children were assisted by the Family Violence Refuge.

*Above: Children at San Miguel  
Right: Child Development Worker Charlotte Brophy and young San Miguel resident*

### Family Accommodation Refuge

Our San Miguel Family Centre in North Richmond, New South Wales, provides supported accommodation for up to 16 families at any one time and is one of the largest of its type in the country.

Homelessness is often a combination of factors including a lack of affordable housing.

We offer accommodation, case management and other services that give families an opportunity to return to long-term, stable and sustainable homes. Families at San Miguel can access:

- Strengths-based case management
- Child development support, case management and supported care for children and young people

- Referrals to appropriate specialist support services
- Housing assistance from a specialist Housing Case Worker
- Training aimed at developing living skills and independent living capacity
- Activities and workshops for children that encourage growth and age appropriate development
- Outreach support after leaving San Miguel for up to three months.

This year, 166 parents/carers and children were assisted by San Miguel.

Mission Australia's Family and Community Services funds approximately one unit as part of the Going Home Staying Home (GSHS) program. BoysTown funds the remaining 15 residences and administration at the site.

1 Department of Social Services. Second Action Plan 2013-2016 - Moving Ahead - of the National Plan to Reduce Violence against Women and their Children 2010-12.

2 Homelessness Australia (2013). Homeless in Australia Fact Sheet.



## Mental Health Support

113 Families assisted through immediate/intensive support 

BoysTown's mental health support 'Starfish' program works to raise awareness of issues that may lead to poor mental health outcomes and reduce the stigma associated with mental illness.

Beginning in January 2014 in the Deception Bay Region, Queensland, Starfish includes intensive long-term case management as an early intervention, as well as short-term support, referrals and assistance. This can include individual and group responses, information sessions, local school groups for parents and culturally specific groups, through to community outreach work. Services include:

- Assessment and identification of individual and family needs
- Practical assistance and home-based support
- Links and referrals to other local services and resources
- Targeted therapeutic groups and counselling, and
- Mental health education, information workshops and community development.

More than 700 people attended mental health promotion/workshops during the year. A further 1,036 individuals attended mental health education information sessions.

Of the families receiving intensive support in January to June 2015: 54% had a history of family violence or trauma, 54% were children living with a family member with a mental health disorder, 18% were experiencing family homelessness, 35% were experiencing family unemployment, and 34% reported family drug and/or alcohol abuse.

The success of the program saw Starfish expand to Logan, Queensland in June 2015.

Starfish is funded by the Australian Government.

### 'Worry Box' Helps Kids to Bounce Back

A simple box for student worries developed for one school event has snowballed into region wide resilience workshops for young people and their parents.

The Starfish 'Worry Box' involves students anonymously writing a worry/concern on a piece of paper and placing it in a box. Participants receive a free gift like a Kids Helpline wrist band for their efforts. There were 582 responses from young people on its inaugural use at a school event, with responses ranging from fears of being alone, bullying, domestic violence, death of loved ones, their future, money and exams. This information was given to the school to let staff know the concerns their students were most worried about.

Other schools in the Moreton Bay area asked for the Worry Box for their events. Some schools were concerned about their students resilience - their capacity to bounce back from events such as school yard fights. The schools asked BoysTown to create resilience workshops for students and their parents.

BoysTown is now running two workshops called Bounce Back - one for parents and one for young people. Participants explore different ways of coping with stressful events and are taught coping skills for real life incidents.



Starfish team asks about worries



## Employability Skills

Bike maintenance and recycling at Kingston, Queensland

967 People participated 

BoysTown partners with registered training organisations to deliver accredited and non-accredited pre-vocational training.

BoysTown co-delivers a range of accredited training programs, including Certificate II qualifications in workplace practices.

Our Community Learning Program provides supported accredited training to people aged 15 years or over to attain a Certificate II or III level qualification. It also aims to create a workforce for industries experiencing staff shortages. These include hospitality, retail, and aged and community care.

Work for The Dole activities include community catering, landscaping, recycling and other enterprises.

Training is supported by literacy and numeracy assessment and tutoring offered across our services.

The Community Learning Program is funded by the Queensland Government. Work for The Dole is funded by the Australian Government.



The Sustainable Communities Program, in the Tjurabalan Region of remote Western Australia, aims to improve the sustainability and wellbeing of families and children in the local community.

BoysTown is working with the community on initiatives, which provide opportunities for individuals and their families to enhance their lives.

This year, activities included:

- Pre-vocational and pre-study programs – included an accredited construction program where recycled material was used to create bed frames and other items needed in the community
- Parenting Skills Playgroup – mums, grandparents and children participated in a playgroup focusing on parenting and child development skills
- Community Garden Project – students of the Kutjunga Trade Training Centre constructed garden beds, a shade house for seedlings and seedling benches to provide fresh herbs and vegetables for the community
- Youth Justice Program – activities focused on improving justice outcomes for young people who have been engaged with the justice system or may be at risk of engagement with the system, including reducing substance misuse
- Visual Arts Program - women engaged in arts and craft activities, including the 'Balgo Silks' business enterprise with the silks being sold internationally.



facebook.com/Balgo-Designs-310768445789051



## Our Services and Programs

### National

#### Kids Helpline

- Cybersafety Online
- Teleweb Mental Health Program
- Homeless Persons Information QLD (HPIQ)
- Regional Children's Telephone Counselling Services (RCTCS)

#### Kids Helpline @ School (supported by Optus)

### New South Wales

#### San Miguel Family Centre

- Going Home Staying Home Program

#### New Careers for Aboriginal People (NCAP)

#### Social Enterprises

- Graffiti Removal
- Fairfield City Council non-programmed mowing services

- Blacktown City Council Provisions of Bush Regeneration and Revegetation Works

- The WEX (Work Experience) Program

#### Employment Services

### South Australia

#### Young Parents Program - Penrose

#### SA ICAN (Flipside)

#### Skills for Jobs in Regions 2013-2014 Project (Port Pirie Transformation Project)

#### Social Enterprises

- Build and Sell
- Port Pirie Enterprise
- Crystal Brook Community Recreation Centre extensions

#### ACE - Sizing Up Social Media and Reconnect Programs

#### Employment Services

### Northern Territory

#### Parentline

### Queensland

#### Parentline

### South East Queensland

#### Art Therapy Program

#### Communities for Children

#### Young Parents Program - Glugor

#### Expressive Therapy Program

#### Alcohol Harm Minimisation Information

#### Family Mental Health Support Services (Starfish)

#### Parentline

#### Woodford Youthful Offenders Program

#### Youth Connections

#### Youth Engagement Program

### Woodridge Community Hub

#### Indigenous Youth Career Pathways (IYCP) 2013 to 2015 Contract - Traineeships

#### Social Enterprises

- Habitat Restoration
- Landscape Maintenance to Multi-Unit Developments
- Ipswich Horticultural Services
- Graffiti Removal, Painting and Associated Activities
- Trade and General Maintenance Services
- Build and Sell
- Green Heart Wisdom
- Park Works

### Community Learning Program (CLP)

- Certificate II in Hospitality
- Certificate II in Retail
- Certificate III in Aged Care and Certificate III in Home and Community Care

#### Accredited Training

#### VTEC (Partnership model)

#### Employment Services

### Confidential Location

#### Domestic Violence Refuge

- Getaway to a Safe Home Project

*Recycling at Kingston, Queensland*



## Team BoysTown

BoysTown is one of Australia's largest youth focused charities.

As a registered public company limited by guarantee, BoysTown has an independent Board and a comprehensive governance and organisational management structure, headed by a Chief Executive Officer (CEO) and Divisional Managers.

### Our Leaders

#### BoysTown Board

The BoysTown Board is responsible for conducting the business, administration and management of the organisation.

BoysTown's Board operates under a Constitution and a Corporate Governance Charter that outlines the roles and responsibilities of the Board and its Directors, as well as the CEO.

The Board sets the strategic direction and monitors BoysTown's performance including our service delivery, human resources, finances, management processes and governance issues.

Board positions are voluntary, with no remuneration paid to any director. Members are highly experienced individuals who bring a diverse range of professional and personal skills to the organisation.



*L-R back: Peter Ffrench, Jack Firman, John Williamson, Gerry Lambert, Br Chris Gorringe, Br Kenneth Ormerod*

*L-R front: Kristan Conlon, Br Ambrose Payne, Dr Margaret Brechman-Toussaint*

#### Br Ambrose Payne - Board Chair

fsc, AO, MA, Med  
Appointed October 2002

Br Ambrose is retained in a consultative capacity on professional standards, international governance, financial planning and management for the Australia, New Zealand, Papua New Guinea and Pakistan District of the De La Salle Brothers. He is a Fellow of the Australian College of Education, a Life Member of the New South Wales Schools Rugby Union and a Diplomat of the Pontifical Faculty of Theology, Manly.

#### Br Chris Gorringe

fsc, BAHons, DipEd, GradDip (Theol), PhD  
Appointed January 2007

Br Chris is currently Chair of the Boards of St Michael's College Adelaide (SA), St Bede's College Mentone (VIC) and De La Salle College Malvern (VIC). He is a Director on the Board of the Lasallian Foundation (Asia/Pacific).

#### Peter Ffrench - Chair of Board Advisory Committee

BSocWk, GradDipBus, FAICD, FAMI  
Appointed February 2011

Peter is a business advisor to leading Queensland businesses, specialising in marketing and business strategy, executive coaching and organisational development. He has over 25 years senior executive experience in general management, marketing and sales with leading national companies across a diverse range of industries. Peter has held general management positions in FMCG, utilities and energy industries in both the public and private sector.

#### Gerry Lambert - Board Deputy Chair

BComm (Hons), ACA, GAICD  
Appointed February 2011

Gerry is an experienced company director with both listed and unlisted entities. He has over 25 years' experience as a senior corporate executive with expertise in the financial, strategic, systems/compliance, management and human resources areas of companies in the mining, building and property development industries. Gerry is also a Non Executive Director of Villa World Limited, an ASX 300 property development company, and was the General Manager/Chief Financial Officer, Executive Director of Villa World Limited from 2000 to 2005. Gerry is also an advisory board member of two private companies and is the proprietor of a mentoring consulting business.

#### John Williamson - Chair of Audit and Risk Management Committee

BA/LLB, FCIS, FAusIMM, MAICD  
Appointed November 2011

John has had broad executive, senior management and consulting experience spanning over 30 years in the corporate governance, corporate strategy and commercial arenas. His experience has been gained across several sectors in a wide variety of companies. He is currently an executive director of WEPL, a management consultancy. He is also on the Board of the Governance Institute of Australia.

#### Mr John (Jack) Firman

BE (Civil)  
Appointed February 2013

Jack has a long association with BoysTown having been the General Manager of the BoysTown Lotteries from 1997-1999 and its Chief Executive Officer (CEO) from 2004-2008. Other business appointments have included CEO of the Metropolitan Ambulance Services, CEO of the Port of Melbourne Authority and various executive appointments with Melbourne Water. He has extensive experience in corporate governance, executive management and financial reporting.

#### Dr Margaret Brechman-Toussaint

BA Hons (Psychology) PhD (Clin)  
MAPS, MCCP  
Appointed March 2013

Margaret has held senior positions in the university, government and non-government sectors and played a critical role in developing and implementing innovative, early intervention and prevention initiatives that promote the health and well-being of vulnerable children. She has extensive expertise in strategic policy and research, inclusive governance frameworks, the development of collaborative partnership agreements, and contract negotiation, and the management of multi-site placed-based initiatives for successful implementation of evidence based programs and innovative models of service delivery.

#### Kristan Conlon

BA/LLB  
Appointed June 2013

Kristan is a partner of a leading independent Australian law firm with a background in property and corporate advisory. She advises property developers, government and government owned corporations, major landlords and tenants, listed corporations and private clients in a vast array of transactions. She is also a member of the Property Council of Australia's Women and Diversity Committee.

#### Br Kenneth Ormerod

fsc, BA, DipTeach, MA (Theol)  
Appointed April 2014

An educator since 1972, Br Ken has been the Principal of the De La Salle College Cronulla (NSW), St Bede's College Mentone (VIC) and Oakhill College Castle Hill (NSW). He was a Foundation member of the BoysTown Board and the Board of St Michael's College Henley Beach (SA). He is currently the Leader of the De La Salle Brothers' community at Scarborough, Queensland.

#### Michael Fairweather

AM, RFD, BAppSc (Rural Tech),  
GradDip Teach, GradDip  
Strategic Studies  
January 2008 - October 2014

Michael has extensive experience in education, management and administration in the private and public sectors and is actively involved in Indigenous issues. He conducts his own business as a private management consultant, and is a Major General in the Army Reserve. He holds several directorships and is Chairman of the Board of a number of unlisted family and private businesses. Michael has a strong focus on strategy, governance and leadership.

## Our Executive

The Executive team is responsible for the day-to-day management of BoysTown, including developing, implementing and monitoring the organisation's strategic and operational plans and annual budget.



L-R: John Perry, Geoff Walshaw, Cara Benoit, Tracy Adams, Wendy Protheroe, Keith Coventry

**Tracy Adams**  
Chief Executive Officer  
Commenced in 1990

As CEO, Tracy is responsible for implementing the strategic direction of BoysTown and ensuring its operations are conducted with the highest standards of integrity, probity and accountability.

Beginning with BoysTown in 1990, Tracy has over 24 years with the organisation. She has directed significant organisational growth during this time, including an operating budget increase of more than \$20 million, a client number increase of more than 100% and a greatly enhanced advocacy platform for the most marginalised in the community. Tracy has frequently addressed Government enquiries into the welfare of the Australian youth.

She is a Fellow of the Australian Institute of Management, a Director of the Peakcare Queensland Board and member of the Canon Hill Anglican College Council, Lasallian Mission Council and Consultative Committee.

**John Perry**  
General Manager –  
Employment, Education  
and Training  
Commenced in 1996

John commenced with BoysTown in 1996 after 28 years in the Commonwealth public service, including 13 years in senior management in the Australian Department of Employment, Education and Training. He established and manages BoysTown's education, training and employment programs, including BoysTown's employment (social business) enterprises and has developed a wide range of innovative programs for disadvantaged regions in urban and regional centres around Australia. John holds several external directorships with government and not-for-profit training and employment organisations.

**Keith Coventry**  
General Manager – Corporate  
and Fundraising  
CPA, BFinAdmin  
Commenced in 1997

Keith commenced with BoysTown in 1997. Responsible for the Fundraising and Corporate Service areas of BoysTown, he held several finance roles in the corporate sector before joining the BoysTown team. Keith is also a member of the Economic Advisory Committee to the Trustees of the De La Salle Brothers.

**Wendy Protheroe**  
General Manager – Counselling  
Services  
BEd, MBA, GradCertCL, GAICD  
Commenced in 2006

Wendy commenced working at BoysTown in 2006 and has a wide range of responsibilities including the management of Kids Helpline, Parentline, family refuges, family support programs and clinical supervision. Beginning her career as a special education teacher, Wendy moved to the tertiary sector as a Director of a TAFE Institute before taking on a senior government role in an economic development portfolio. Her range of experience includes regional economic strategising and international business development. Wendy sits on a number of national steering committees.

**Geoff Walshaw**  
Chief Financial Officer  
and Company Secretary  
CPA, CMA, FCSA, GDipACG  
Commenced in 2007

Geoff joined BoysTown in February 2007 and leads the finance team in all aspects of financial and management accounting. In 2009, Geoff also assumed the role of BoysTown Company Secretary. He has over 20 years' experience in financial and management accounting, spanning commercial, government and not-for-profit organisations in Australia and the United Kingdom.

**Cara Benoit**  
People and Culture Manager  
BA-SSc, GradCertMgt  
Commenced in 2008

Cara joined BoysTown in January 2008 and leads BoysTown's People and Culture team, encompassing Human Resources, Occupational Health and Safety and Remuneration and Benefits. She has more than 20 years' experience in both Human Resources and Operational Management positions across a variety of industries, within Australia and Asia Pacific.

## Our People



BoysTown would not be able to offer care and support to hundreds of thousands of children, young people and families each year without our dedicated and passionate employees and volunteers.

Our diverse team of over 600 employees and volunteers include both service delivery workers and support staff. These include:

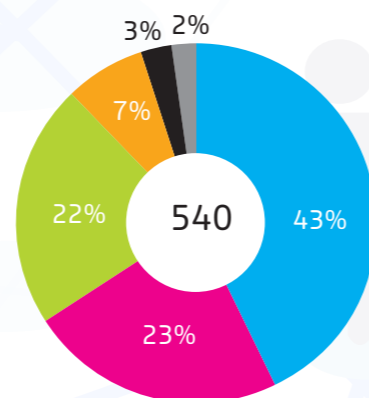
- Counsellors
- Clinical practitioners
- Youth workers
- Indigenous mentors
- Expressive therapists
- Tradespeople
- Employment consultants
- Vocational trainers
- Educators and tutors
- Community development workers
- Case workers
- Child and family workers.

They are supported by operational support teams who work across Finance, Marketing and Communications, Fundraising, Human Resources, Information Technology, Property, Business Systems, Counselling Services and Strategy and Research.

BoysTown had 540 full-time equivalent staff at the end of June 2015. An equal opportunity employer, our workforce reflects the cultural profile of the broader community and the clients we serve.

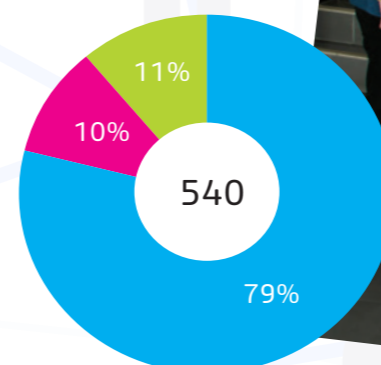
Our recruitment strategies include the Ethical Jobs website and we are Workplace Gender Equality Agency (WGEA) compliant. We also target University Career Days and offer student internships.

### Years of Service



- 20+ years
- 15-19 years
- 11-15 years
- 5-10 years
- 3-5 years
- 0-3 years

### Where We Work



- Corporate Support
- Fundraising
- Client Services



Staff participating in the Lasallian Leadership program

### Learning and Developing

A total of \$10,100 was awarded to 11 employees through our Educational Assistance Program this year. In addition, a further 14,220 hours was spent on staff training across areas that included core skills training, situational leadership, trauma training. Eight employers undertook a Certificate IV in Workplace Health and Safety.

### Clinical Supervision and Training

An important part of providing high quality care to young people and families is ensuring our staff receive adequate support. Our clinical supervision team provides critical debriefing, reviews case work and delivers training and clinical support to all staff who provide direct care services. This year, 3,247 clinical practice sessions took place with staff.

### Listening to Our People

A number of projects are underway in response to our second Employee Survey. These include the development of the online staff forum to seek anonymous feedback on a range of topics, revision of the online employee induction and projects designed to prevent bullying and harassment.

### Health and Wellbeing

We were pleased with the downward trend in Workers Compensation Claims. These were reduced by 60% and lost days reduced by approximately 75%. This significantly reduced the Workcover premium rate down to 0.8%, based on BoysTown's positively trending claims experience and return to work performance. At 32% of the industry rate, this demonstrates that BoysTown's approach to creating a safety culture,

providing personal support through our Employee Assistance Program and in providing Clinical Practice Supervision to client-facing staff, is contributing to a lead agency position in this area.

Work Health and Safety Committees met quarterly to discuss health and safety across the organisation. Health promotions included Hygienic Work Practices and Manual Handling Awareness.

## Our Volunteers

We are grateful for the time and expertise given by volunteers who assist us through our Community Volunteer Program each year. They mentor young people by developing their literacy and numeracy, providing a friendly ear as well as help out with some of our group activities. There were 68 volunteers working in projects across our services this year.



Left: Youth Worker Nicole Johnston (pictured with colleagues Carla Harvey and Regional Manager Ann Chandra) won the 'Local Legends Awards' in recognition of her outstanding contribution to the Logan, Queensland community. Nicole was nominated by her team at BoysTown for many reasons, but most importantly, her endless commitment to her community and to BoysTown.



According to BoysTown Youth Worker and Trainer Donelle (Donny) Berry, life is about 'moving forward'.

Donny's life at BoysTown has certainly been about moving forward, both in the jobs she has taken on and the philosophy she shares with the children, young people and families she works with.

She started at the BoysTown Domestic Violence Refuge as a social skills worker in 2009. She'd witnessed domestic violence in her own life and wanted to help kids move past their experiences and become strong adults.

*"I'd decided to work with younger kids because by the time people get to the teenage years they can be fairly well broken. They've been through a lot and seen a lot and we need a lot of patience, time and understanding and a lot of knowledge to be able to help them. I just didn't think I had that in me - hadn't learnt enough to be able to make a difference. I felt the younger kids were easier to 'reprogram' because they hadn't*

*seen as much. To show them that there are good people out there and they could have faith in people and feel safe.*

*"A lot of what I know today is due to the hands on work I did at the refuge. I look at this as my biggest growing and developmental experience. Every family had different experiences. Working with a great team dedicated to getting the job done and doing the right thing for the people - being a part of that and together - set a foundation for me of the people I wanted to work with."*

Donny had a good rapport with the refuge's women and their children - including teenagers. She had a knack for working with youth. After three years at the refuge she became a Youth Worker and then trainer for BoysTown's Get Set for Work and training programs.

*"I found I had a knack for working with youth - watching them develop, achieve and grow. It's pretty special to see a kid come from not having much and never getting a break or never being able to move forward no matter how they try, to watching them get a break, grow confidence and move forward. Amazing to be part of that and when they come back and see you a year or two later and they're succeeding."*

Barriers to getting a job can be as simple as a driver's license or birth certificate but for many it's a whole lot more.

*"We can teach people things like resume writing and interview skills, but what really works is getting them in the right mindset to get them moving forward - otherwise they'll stay in the same spot no matter what we do."*

*"One young guy said he knew he put employers off because he looked intimidating - he was very tall and large framed. He was also supporting his dad and had substance abuse issues. After a time in my program he got a security guard job. He said he'd been listening to everything I was teaching him. He changed."*

In January 2015, Donny moved to the remote Western Australia Balgo community to run BoysTown's Indigenous communities program.

*"We run a Youth Development Program, Construction Training, Women's Program and Playgroup."*

*"I love working with the playgroup mums and bubs, teaching the little ones good social behaviours coupled with a gentle nature. It's something they take to very well, which takes them into the next stage of their schooling with a sense of trust and social skills."*

*"It's foundation work that really needs to be done. It's fair to say there are a lot of generational issues in the community where things keep happening in cycles."*

*"Working with the Elder women is just as special as working with the kids. Teaching the ladies how to market their silk scarves and totes. Talking about how we can work together to achieve change."*

*"There's just not enough time in the day to do what we need to. Trying to shift mindsets - trying to find the key to unlock minds to help them move forward."*

*"I'm back where I began, working with really young kids to help them create a new cycle - helping people find ways to break the cycle and step above it and realise there's something else for them."*

*"At the heart of everything there is good in people and different ways for different people. Everyone is different - I just love it. How good people are."*



Donelle and a young Balgo resident





## Thank You to Our Supporters

BoysTown supporters help create a brighter future for young people giving them choices, support and someone to listen.

BoysTown is 74% funded by the community. Without the support of our Art Union ticket buyers, generous donors, advocates and those who have left bequests to BoysTown, many of our services would cease to exist.

## BoysTown Prize Draws



The Art Unions are the main funding source for BoysTown, providing 69% of funds for programs delivered at community and national levels. We are one of the largest and longest running charitable Art Unions in Australia.

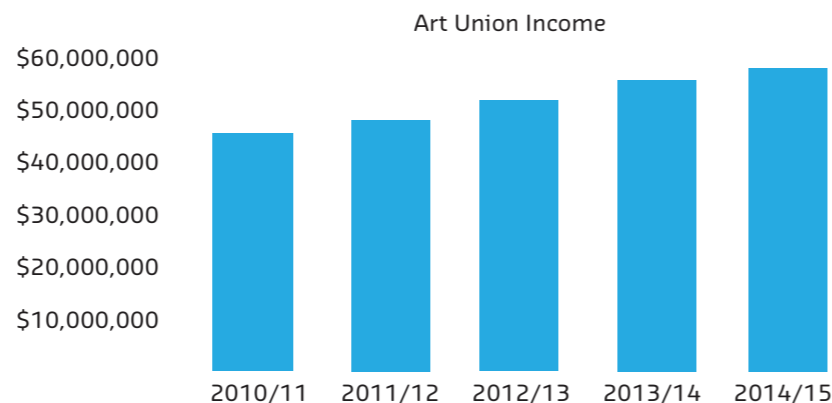
This year, the cumulative prize value for the Luxury Prize Home Art Union was \$17.373M. We continue to offer supporters 10 chances a year to win a luxury home in sought after locations on Queensland's Gold and Sunshine Coasts, Sydney and Melbourne.

The cumulative prize value for the Prestige Car Art Union was \$1.248M this year. We run five draws a year, offering luxurious vehicles including Porsche, BMW, Audi and Jaguar. The success of this Art Union continues to grow, reaching a record \$1.09M in ticket sales in the 2014 Christmas draw.

### Art Union Income



The revenue from BoysTown Art Unions helps create brighter futures for young people, and also gives our supporters the chance to win a life-changing prize.



## 'Win-Win' for Ticket Buyers and Young People

*"When I first walked into the home I was truly amazed at how spectacular it was and all the furnishings. I tried to take in how lucky I am to have won it. A new chapter has begun in my life."*

Art Union winner, July 2014

*"I bought the tickets because the prizes looked amazing and I felt as though I was doing a good thing for BoysTown and Kids Helpline."*

Art Union winner, October 2014

*"As a subscriber to BoysTown for just over 10 years now, never in my wildest dreams did I think I'd ever win."*

*"My purpose was to donate to a worthy cause and the work you do for youth hits a chord with me. Even when I found myself unemployed in 2009 I never cancelled my subscription. I realised there are always people far worse off than me specifically some of the young kids you support."*

*"Then today at 8am I get a knock on the door - not only did I win \$10,000 gold bullion, I got a bonus \$10,000 for being an 'until further notice' subscriber."*

*"Thank you so much... and for what your organisation does for youth in Australia."*

Trevor Battersby, Art Union subscription draw winner, June 2015

## Donations and Legacies



Every day BoysTown tackles the issues impacting the lives of young people in Australia. Issues which can't be solved without all of us being involved in the solution. From supporting an appeal, to becoming a regular monthly giver or making a bequest, we are grateful to the people who make financial contributions to support brighter futures for young people.

We ran three appeals for Kids Helpline across the year, raising \$362,000. Our Art Union supporters also generously donated \$751,000.

Leaving a gift of money or assets in your will is a very special act of generosity and enables us to allocate funds to issues and programs where we can make the biggest impact and difference. In the past 12 months, we were privileged to receive 21 gifts, totalling \$1.88M.

### Feeling Valued, Loved and Safe

*"Prior to my husband's passing, I was blessed to have a loving, understanding partner for 36 years. Everyone deserves to feel valued, loved and safe, and I'm honoured that I can make a gift that will make such a big difference to the lives and happiness of other women and families."*

Jennifer Wilton

Jennifer Wilton is a long standing and passionate supporter of the BoysTown family domestic violence refuge and the work we do with children and women who have experienced family violence.

We are incredibly grateful for supporters like Jennifer, who show their support in so many ways. Jennifer has made generous, regular donations to BoysTown, and purchased Prize Home Art Union tickets for more than 20 years. After seeing the difference BoysTown makes to women and children recovering from domestic violence, Jennifer has made the ultimate gift and left a legacy to BoysTown in her will.

It's thanks to the compassion of people like Jennifer that BoysTown can continue to create a brighter future for young people and families.



## Corporate Partnerships and Supporters

We have collaborated with an exceptional amount of corporate partners and supporters who have been instrumental in providing both financial and in-kind pro bono support towards making a difference.

### BoysTown Ambassador Supporting Our Enterprises

David Field is an AFI Award-winning Australian actor with television and film credits stretching back over 26 years. He first became involved with BoysTown as a driving force behind the young people and suicide awareness campaign Too Many Too Soon, promoted in partnership with Kids Helpline. David also contributed to our 50th Anniversary celebrations documenting his visit to BoysTown services. He has been actively involved in our projects including the Social Enterprises Yarrabilba Project and the Renewal South Australia's Playford Alive House Build Development.



David and Tracy Adams at the Playford house build

### The Sebastian Foundation

Kids Helpline was excited to receive a generous donation from The Sebastian Foundation and Nickelodeon Australia for the release of 'Dare to be Square' by Guy Sebastian, which saw all profits from iTunes downloads donated to the service.



### Optus and Kids Helpline

Optus and Kids Helpline have one of the longest and strongest corporate and community partnerships in Australia. We are immensely proud of the work we do together to keep kids safe in this fast paced digital world.

Our latest joint initiative is Kids Helpline @ School (KAS). Launched in 2013, it aims to help primary school students develop resilience and digital citizenship skills, like being safe online and the responsible user of technology.

We are proudly supporting the community by providing the only free, national program that brings professional counsellors into primary school classrooms via video technology.

### Optus Golf Day

The 23rd annual Optus Golf Challenge was held at Sanctuary Cove and The Glades in October 2014. Golfing wasn't the only focus for this tournament, with teams raising \$108,000 for Kids Helpline.



Jules Sebastian and Tracy Adams



### Running for Kids Helpline

Kids Helpline wouldn't exist without the support of donors and fundraisers. Amazingly generous and committed people like Nicolas Droste and young George.

Nic Droste ran 100km to support Kids Helpline.

*"I completed The North Face 100, Australia's premier 100km trail running event, held in the World Heritage Listed Blue Mountains National Park.*

*"The race was not easy, not that I expected it to be. I started really well. Unfortunately, I hurt my ankle around the 50km mark which meant I needed to walk the entire second half of the course. I pushed on all through the night with the help of my support crew, my parents and my wife Catherine.*

*"I finished on Sunday morning in a time of 26 hours and 32 minutes. It was an amazing experience and an incredible challenge both mentality and physically.*

*"Thanks to everyone who supported my fund raising campaign for Kids Helpline and for your support in helping me achieve this life goal. Without you I would not have made it through the race." Nic Droste*

The run resulted in close to \$7,000 being donated to the Helpline. Another charity event hosted by Nic saw almost \$2,000 added to that total.

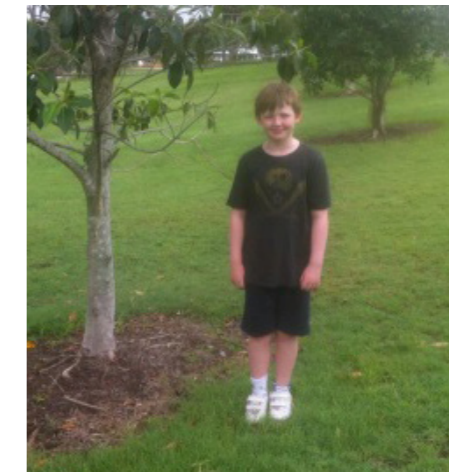
*"My name is George and I am 10.*

*"I really want to do something to help kids who aren't as fortunate as me. I'm raising money to donate to Kids Helpline so that kids who have no one to talk to about things that are upsetting them will always have someone there to listen.*

*"I'm asking for donations and I'm hoping to raise about \$300 as a start. I'm making that my first goal but would be really happy to raise more. I'm going to jog around the park three times. This will be really hard for me but I will try my best! I might stop and start and might walk a bit but at least I will give it a go!" George*

He did it! The run was about two kilometres and he had a stitch in the end of the second lap but finished the whole lot. He was a lone runner in the park. Mum did the first lap with him, Dad did the second with him and he took the third on his own.

He smashed his fundraising goal reaching \$431!



### Celebrate the West

We were proud to once again have the support of event patron actor Bryan Brown AM at the annual Celebrate the West fundraiser for the San Miguel Family Centre in New South Wales. The luncheon event raised more than \$87,000 to help families experiencing homelessness.



### Wishing Tree Appeal

BoysTown has established great relationships with various Corporate Supporters that band together to give the gift of giving towards our services during Christmas. Many women in our refuges and young people in our programs will not get anything on Christmas Day so this initiative brings joy on a special day.

The 'Wishing Tree' Appeal is where we invited staff of our corporate supporters to donate gifts for children/young people/families engaged across BoysTown services which include our domestic violence refuge and young parent program.

Our thanks goes to; ANZ, Bus Queensland, Fuji Xerox Document Management Solutions, Professional Advantage, Staples Australia, RemServ, Icon Cancer Care and Sydney Opera House for items for BoysTown's San Miguel Family Refuge in North Richmond, NSW.



The ANZ team helping make Christmas special



### Sponge Bob Day of Positivity

Kids Helpline joined Paramount Pictures and HOYTS Cinema to celebrate the Day of Positivity. The day was celebrated at various HOYTS Cinema locations in each capital city with \$5 from every ticket sold during the premier of the new Sponge Bob movie being donated directly to the service.

*"Kids Helpline is delighted by the support from Paramount and Hoyts. We are grateful to everyone who came out to have fun and raise much needed funds for our vital service."* Tracy Adams

### Investing in the Future - FGX

On 15 September 2014 corporate history was made at the Australian Securities Exchange (ASX). The Future Generations Investment Company Limited (FGX) was the first publicly listed investment company in Australia that was geared to create wealth for shareholders whilst also changing the lives of Australia's most vulnerable.

FGX Director Geoff Wilson and his team carefully selected 14 premium fund managers to

provide results for shareholders and for Australian charities with a focus on children at risk. We are pleased to announce that Kids Helpline was selected as one of 14 charities to benefit from what is a unique initiative and Australian first.

In February 2015, FGX provided its half year results in which over half a million dollars to charity was raised, they are on track to donate \$1.6 million divided between their selected charities.



FGX's Geoff Wilson and Paul Jensen with Tracy Adams



### NRL State of Mind

For the past two years, Kids Helpline has been a coalition partner with Lifeline, Headspace, The Black Dog Institute and the NRL State of Mind Campaign.

The NRL Community has been using their voice, in consultation with Australia's leading health experts, to make a difference to a big issue that impacts our communities - mental illness.

The aim of the State of Mind campaign is to continue to reduce stigma around mental illness, create positive discussion and connection in communities, and stimulate help seeking behaviours by improving mental health literacy. It's Australia's single biggest health issue and, as Australia's biggest sporting community, the NRL can play a pivotal role in improving the outcomes for those affected.

### Workplace Giving

Workplace Giving is a great way for Corporates to engage their employees to give to charities. It's a great initiative that allows individuals to donate from their pre-tax salary. This year just under \$70,000 was donated to BoysTown and Kids Helpline. Our gratitude goes our corporate supporters:

- AGL Energy
- AMP
- ANZ
- Bendigo Bank
- Brookfield Multiplex
- Corrs Chambers Westgarth
- Credit Suisse
- Dept of Foreign Affairs
- Goldman Sachs
- JBWere
- Bupa
- Minter Ellison
- Mirvac Projects
- NAB
- National Foods
- Optus
- Origin Energy
- Pricewaterhouse Coopers
- QuickSuper
- realestate.com.au
- Steven Hallis
- Sydney Opera House
- Sydney Water Corp
- Royal Bank of Scotland
- Unilever
- Veolia Transport
- Westpac

### Other Supporters

We would also like to thank the following foundations and organisations for their generous donations or in-kind support:

- Barbara Gillam-Hunt Foundation
- Blockbuster
- Celebrate the West
- Charity Greeting Cards
- Crystal Brook Recreation Centre
- C3 Church
- DBM Consultants
- Foundation for Alcohol Research and Education (FARE)
- Google
- Helen O'Grady Drama Academy
- Kennards Shelf Storage (Milton)
- Lago Cold Stores
- Lend Lease
- Margaret Pemberton Foundation
- McCullough Robertson
- Medibank Community Fund
- Mission Australia
- NRL
- One hub - Optus
- Paramount Australia
- Port Pirie Harness Race Club
- ReConnect
- Remserv
- Salvation Army
- Sebastian Foundation
- Second Chance Programme
- Staples
- Sydney Opera House
- The Reject Store
- The roar effect
- Virgin Australia
- Wyatt Benevolent Institution Inc

## Government Supporters

We thank the Australian, State and Local Governments for their financial and other support.

### Northern Territory

Department of Children and Families

### South Australia

Department of Communities and Social Inclusion (Community Benefit SA)

Department of Education and Child Development

Department of Social Services

Education South Australia

Regional Development Australia Yorke and Mid North Inc (contracted by Department of Further Education, Employment, Science and Technology)

### Western Australia

Department of Local Government and Communities

### Australian

Department of Prime Minister and Cabinet

Australian Communications and Media Authority (ACMA)

Department of Employment

Department of Health

### Queensland

Smart Service QLD

Department of Communities, Child Safety and Disability Services

Department of Education and Training

Department of Housing and Public Works/QBuild

Department of Justice and Attorney-General

Department of Social Service

Redland City Council

Ipswich City Council

Brisbane City Council



Government of **Western Australia**  
Department of **Local Government and Communities**



Australian Government



Queensland Government

## Governance and Financials



BoysTown is a registered public company limited by guarantee and operates within a strong governance framework.

A registered charity under the Australian Charities and Not-for-profits Commission Act 2012 (Cth), we comply with the:

- Corporations Act 2001 (Cth), and
- Australian Securities and Investment Commission requirements and various industry standards and funding body deeds.

Our independent Board of Directors meets eight times a year. In addition to setting and reviewing strategic recommendations, the Board reviews a full set of management accounts and detailed reports about the performance of each BoysTown service and corporate unit.

BoysTown has an Audit and Risk Committee which reports to the Board and is tasked with overseeing the financial and quality controls of the organisation. The Board also operates a Strategy Advisory Committee and a Board Advisory Committee, both of which have separate operating charters.

BoysTown is certified to the ISO9001:2008 Quality Management Systems Standard for: Governance, Corporate Services and our Youth Work and Training services as delivered by Job Services (Certificate No. QMS0152).

Our programs and policies align directly to the Quality Assurance Standard and the Business Excellence Framework GB 014.1-2007. BoysTown also complies with AS/NZS ISO 31000:2009 Risk Management Principles and standards and maintain an organisational risk register which is reviewed by the Board.

Our Workplace Health and Safety (WH&S) Management System is based on the requirements of the Australian and New Zealand AS Occupational Health and Safety Management Systems.

We also comply with relevant environment legislation and Australian Standards and Codes of Practice in managing possible environmental impacts of projects.

## We Won Gold!

BoysTown is delighted to have received two gold awards for business excellence.

The Progressing Business Institute's (PBI) Gold Award benefits organisations, industries and the community by promoting and recognising organisations committed to achieving organisational success through best practice.

Winning the 2015 Queensland and Australian Gold Awards for Business Excellence for a large not-for-profit agency is proof of the hard work we put into continually developing and refining our services to achieve the best possible outcomes for our clients and supporters.



The BoysTown Business Systems team and General Manager Keith Coventry




 STATEMENT OF PROFIT OR LOSS AND OTHER COMPREHENSIVE INCOME  
 FOR THE YEAR ENDED 30 JUNE 2015

	2015 \$'000	2014 \$'000
Revenue from sale of tickets	57,636	55,359
Revenue from rendering of services	12,017	12,576
Other revenue	13,566	13,644
<b>Total revenue</b>	<b>83,219</b>	<b>81,579</b>
Direct operating expenses	34,541	33,856
Employee expenses	35,775	35,170
Property occupancy costs	2,338	2,476
Information technology expenses	1,619	1,444
Motor vehicle expenses	601	639
Depreciation and amortisation expenses	3,253	3,091
Other expenses	3,383	2,889
<b>Total operating expenditure</b>	<b>81,510</b>	<b>79,565</b>
Surplus / (Deficit) before financing costs	1,709	2,014
Financial income / (costs)	-	-
Surplus / (Deficit) before related income tax expense	1,709	2,014
Income tax expense	-	-
<b>Net Surplus / (Deficit) for the year</b>	<b>1,709</b>	<b>2,014</b>
Other Comprehensive Income		
Items that will be reclassified to profit or loss:		
Change in fair value of available for sale financial assets	(12)	83
Other Comprehensive Income for the Year	(12)	83
<b>Total Comprehensive Income for the Year</b>	<b>1,697</b>	<b>2,097</b>


 STATEMENT OF FINANCIAL POSITION  
 FOR THE YEAR ENDED 30 JUNE 2015

	2015 \$'000	2014 \$'000
<b>Current Assets</b>		
Cash and cash equivalents	5,450	15,272
Trade and other receivables	1,685	2,226
Inventories	10,794	11,539
<b>Total current assets</b>	<b>17,929</b>	<b>29,037</b>
<b>Non-Current Assets</b>		
Available for sale financial assets	11,002	618
Investment property	2,925	3,567
Property, plant and equipment	26,038	26,797
Intangible assets	665	704
<b>Total non-current assets</b>	<b>40,630</b>	<b>31,686</b>
<b>TOTAL ASSETS</b>	<b>58,559</b>	<b>60,723</b>
<b>Current Liabilities</b>		
Trade and other payables	6,176	9,716
Provisions	1,902	1,782
Advance Art Union receipts	3,706	3,711
Unexpended grants	853	1,334
<b>Total current liabilities</b>	<b>12,637</b>	<b>16,543</b>
<b>Non-Current Liabilities</b>		
Provisions	423	378
<b>Total non-current liabilities</b>	<b>423</b>	<b>378</b>
<b>TOTAL LIABILITIES</b>	<b>13,060</b>	<b>16,921</b>
<b>NET ASSETS</b>	<b>45,499</b>	<b>43,802</b>
<b>Accumulated Funds</b>		
Reserves	13,065	13,077
Accumulated surplus	32,434	30,725
<b>TOTAL ACCUMULATED FUNDS</b>	<b>45,499</b>	<b>43,802</b>


Contact us:

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