



Colour the Constabulary Mural

Annual Report 2013

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Our Profile

Brophy Family and Youth Services is the primary provider for children, youth and family services in South West Victoria. Brophy originated in 1974 with its beginnings in hostel accommodation for homeless youth. Over the years it has developed a comprehensive range of services for the homeless, young people and families. The agency provides regional services to Portland, Hamilton, Camperdown and Warrnambool through its outreach programs. Its main office is located in Warrnambool with sub-regional offices situated in Hamilton and Portland.

Our Vision

We will strengthen the capacity of youth, enrich the lives of individuals and families, and build the connections in our communities throughout South West Victoria.

Our Mission

To deliver directly, or through partnerships, community services which promote a just society and improve life choices for people in the areas of:

- Accommodation
- Employment and Enterprise
- Education and Training
- Health and Welfare

Our Values

- Social Justice** – promoting justice, social fairness and human rights
- Professionalism** – practicing in an ethical, respectful and inclusive manner
- Empowerment** – strengthening and enabling individual and community decision-making
- Responsiveness** – responding in a timely, engaging and respectful manner
- Partnership** – striving for shared connections to create better client outcomes

Chairperson's Report

It is with great pleasure that I present my report for the 2012-2013 year. The year has required a significant level of investment from the Board to oversee the directions of the organisation due to the plethora of changes experienced in the welfare sector, not only at the broader government levels but also at the local community level across Southwest Victoria.

The Board established three key directions for the organisation during this turbulent period of change. One of these was to review and consolidate the structure and programs delivered by the organisation. This has resulted in the realignment of the supervisory structure; the implementation of a number of additional programs including Foster Care, Child First, Family Services, Social Housing Advocacy Support Program, and Foyer Warrnambool; and the retention of the School Focused Youth Service and Headspace service delivery in Portland and soon to be returned in Hamilton.

The second key direction was to build the capacity of the organisation to manage the growth in the number of programs delivered. This has led to the development of a more specialised role for Human Resources and Quality Assurance as well as the leasing of a further premises in Warrnambool and the purchase and the soon to commence refurbishment of the Hamilton premise.

And the third key direction has been to revise the strategic direction of the organisation given the level of change now being embedded through the government sector reform strategy. The strategic plan, ratified in March, outlines the key strategies for the organisation based on the key stakeholder framework piloted by Brophy and based on the work of business consultant Graham Kenny. The main tenet of the strategy plan is that the organisation will seek to drive greater innovation, better quality improvement systems and stronger relationships with the people who matter most: our clients, funding bodies, staff, partnering agencies and volunteers.

On this note, I would like to thank the staff for their continued dedication and commitment to their clients and the organisation as a whole. We truly appreciate their professionalism and their capacity to work together to create the best opportunities for their clients.

Furthermore, I would like to thank the volunteers in our organisation who do so much for so little. To our carers who support our most vulnerable children and young people, their dedication and commitment to better their lives is extraordinarily selfless and inspiring.

On behalf of the Board I would like to thank our CEO and management team for their professionalism, passion and commitment over the year.

Finally, I would like to thank my Board colleagues for their support, wisdom and stewardship during the year and whilst it could be viewed as a challenging year, there have been so many positive contributions and outcomes across the entire organisation that the organisation is in very good shape.

Thank you all for your contributions.

Danielle Uwland
Chairperson

Board

Chairperson

Danielle Cornelissen

Treasurer

Robert Van Duynhoven

Members of the Board

Anna Macgarvey

John Robinson

Jenny Madden

Mary Pendergast

Clare Vaughan

Karen Foster

Kevin O'Toole (resigned)

Honorary Solicitor

Maddens Lawyers

Auditors

Coffey Hunt Chartered Accountants

Chief Executive Officer's Report

This year can be characterised as the year that 'Sector Reform' has been ensconced in the cerebrum of every Board and CEO across the land.

Over the past five years, through the development of Council of Australian Governments (COAG), the Commonwealth with begrudging agreement from state and territory governments has driven a national reform agenda across the education, health and welfare sectors. Eight Productivity Commission reports have concluded in recommending a national approach to:

1. Not for Profit: Contribution of Not-for-Profit Sector
2. Aged Care: Caring for Older Australians
3. Hospital and Health: A Healthier Future for all Australians
4. Disability: Disability Care and Support
5. Mental Health: National Mental Health Report 2010
6. Allied Health: Building a 21st Century Primary Health Care System
7. Education: Review of Funding for Schooling (Department of Education, Employment and Workplace Relations (DEEWR) in conjunction with Productivity Commission)
8. Child Care: The State of Child Care in Australia (DEEWR in conjunction with Productivity Commission)

The implications of a national approach for organisations such as Brophy that are conducting services in defined areas, for example Southwest Victoria, are that organisations will need to:

- Shift more towards a business model of service delivery
- Develop organisational systems that link directly to fee paying services
- Refocus services to provide more of a client/customer directed approach that is outcome focused
- Build organisational profiles that are community focussed
- Develop partnerships at both the local level and at the district levels.

To address these impending sector changes, the Board developed a three point plan. One of these was to consolidate the inclusion of 5 new programs to the organisation. Part of the consolidation was to undertake a restructure of the organisation to ensure that services were aligned and jointly connected physically and system-wise. The new programs included Foster Care, Child First, Family Services, Social Housing Advocacy Support Program, and Foyer Warrnambool. Whilst some of these services had been previously Community Connections programs, Foyer Warrnambool, was a newly funded program that was seen as a 'game changer' in the homeless sector. It commenced accepting residents in January and has been operating at full capacity since June. And what a difference this program is making. There are 16 residents on campus, three of whom with babies, and through the provision of a safe and secure accommodation linked to education and employment opportunities, these residents have every opportunity to break the cycle of homelessness and even break the cycle of poverty. What an opportunity for these young people, many of whom have had significant upheaval and often traumatic experiences throughout their lives.

The second direction by the Board was that the organisation needed to address its capacity to manage the 20% growth experienced over the year. Office space was overcrowded in all its premises which led to leasing of the 'old Palais building' off Koroit Street to be used as the Family and Childrens Hub leaving the Community and Youth Complex as the key Youth Services Hub. The Board purchased a property in Hamilton which is to be revamped before staff move in. In addition, the Corporate Services area required specialisation in its various portfolios, namely, Human Resources, Quality, physical infrastructure, Information Technology and reception administration. Although these portfolios mostly have dedicated coordinators, staffing is still at a bare minimum.

And the third key direction from the Board was to develop a strategic response to the national reform agenda, through which a mid-cycle strategic plan realignment was undertaken. The Strategic Plan is available at www.brophy.org.au but to summarise the key strategies, the Board decided that the organisation needed to:

- Embed an outcome based evaluative framework across the organisation as a vehicle through which to drive 'best' practice and begin to establish a stronger business model to its service delivery
- Strengthen the organisational culture by promoting team and organisation communication, leadership, integration and learning
- Improve the level of consumer participation to be consistent and informs service delivery and planning across the Agency
- Strengthen Agency profile by promoting the diversity of services delivered by Brophy
- Meet the social needs identified in our community that pertain to our mission by implementing a series of innovative responses, practices and partnerships
- Engage the changes in government direction to influence existing and potential funding opportunities.

In addition, our partnerships are a key aspect to our strategic directions. One of our core partnerships with the community is with volunteers. I would like to thank all our volunteers from our carers through to our mentors and now our Foster Care Womens' Auxiliary. Thank you for your enthusiasm, your commitment to children and young people, and your passion to build a caring community. In addition, we are very fortunate to have so many young people who are part of Kulcha Shift who volunteer their time and enthusiasm each week. Thank you.

I would also like to express my appreciation to our other partnering agencies and sponsors who enable us collectively to provide the care and support to those in need. There are many such partnerships but I would like to specifically mention: South West Healthcare Psychiatric Services and Community Health Services, Western Regional Alcohol and Drug Centre, Gunditjmara, Barwon Youth, Community Southwest Alliance, Mpower, Warrnambool City Council, Bethany and MacKillop, the primary and secondary schools across the south west, and all the businesses that continue to provide the "in-kind" support needed to become a richer community.

To all of our staff from across the agency, much of the great work is due directly to the professionalism you exhibit and the manner in which you go about your work. We have a very special staff group who are prepared to go that extra mile when needed, which is very much appreciated. I also want to extend a huge welcome to all the new staff who have joined Brophy over the past 12 months, all of whom have enriched our culture and already given much to our organisation.

Finally, I would like to thank the Board which has again provided leadership, stewardship and advocacy to our organisation. My gratitude goes to each of you, from the Chairperson Danielle Cornelissen, Treasurer Rob Duynhoven, Vice Chair Professor Anna Macgarvey, and John Robinson, Claire Vaughan, Mary Pendergast and our newer members Jenny Madden and Karen Foster. A special thanks goes to Kevin O'Toole who retired during the year.

Let's continue to build the community we are proud to be part of.

Francis Broekman
Chief Executive Officer

Corporate Services Manager's Report

Corporate Services Manager's Report

Brophy Family and Youth Services recorded an operating turnover of \$7.82 million with a surplus of \$160,016 for the 2012/13 financial year.

The organisation has continued to grow, currently employing over 100 staff, offering services from six locations and delivering over 35 different programs and projects.

I would like to thank the following Finance, Occupational Health and Safety, Human Resources, Information Technology and Administration staff for their professionalism and commitment which has ensured that all the business functions of the organisation have continued to run smoothly:

Warrnambool

Chris Thompson	Finance Manager
Axel Goddyn	IT Coordinator
Erin Weston	HR/OH&S Coordinator
Carly Maher	Office Coordinator
Sharon Stark	Executive Assistant
Heather Brian	Payroll Officer
Helen Cowley	Payroll Officer
Lou Ryan	Administration
Natasha Neave	Administration
Kayla Boyd	Administration - Trainee
Renee Miller	Administration - Trainee
Helen Polack	Administration - Casual
Teresa O'Brien	Administration - Casual
Gerard Lourey	Administration - Casual
Liz Murphy	Administration - Casual
Annie Carmichael	Administration - Casual
David Mitchell	Maintenance

Portland

Raelene Skinner	Administration Officer
Jan de Zoete	Administration Officer
Valerie Feehan	Administration - Casual
Sha Gallagher	Administration - Casual

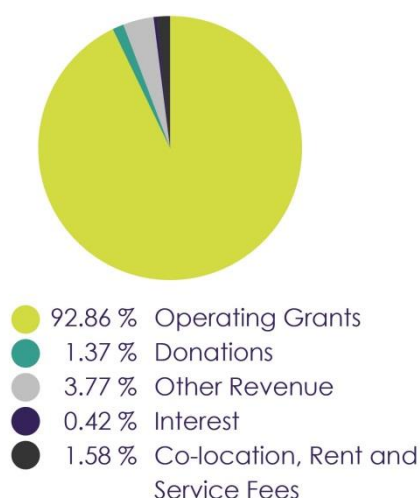
Youth Foyer

Sheree Carey Administration

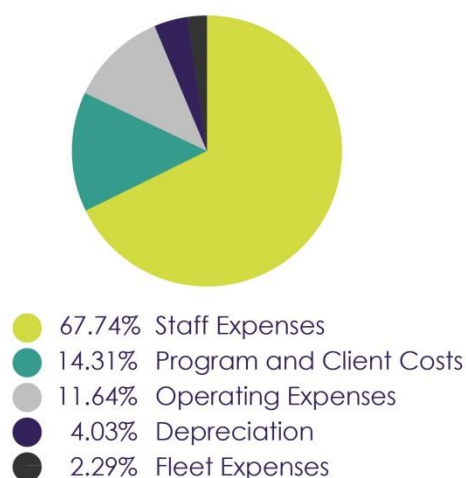
Simon Potts

Corporate Services Manager

Income Breakdown



Expenditure Breakdown



Client Services Manager's Report

The 2012-2013 has been very busy with much change and renewal including a move to the Koroit Street premises. The Foster Care program continued to experience change early in the year when carers and as a consequence children and young people were required to be allocated between our organisation and MacKillop Family Services. While this process was initially unsettling for all concerned the process was completed with minimal disruption to placements and the lives of children. I would sincerely like to thank the foster carers who transitioned to MacKillop and the carers who remained with Brophy for their dedication and patience throughout the process.

This year also ended my long association with our homelessness services, as the Youth Homeless Program and the Youth Foyer left Client Services in the organisational restructure. Both programs are innovative and the staff passionate about the young people they serve and always open to new ways of working to achieve better outcomes. As much as I miss being part of this sector they are in great hands under Kathy Sanderson. Thank you to Peter Flanagan, Team Leader of the Youth Homeless Program and Jenny Hand, Team Leader, Youth Foyer.

The Family and Adolescent Team (FAST) ceased to exist as the Adolescent Community Placement (ACP) service merged with Foster Care and created the Out Of Home Care team and Family Service and Adolescent Support become part of the new Child and Family Services team. I would like to thank Di Allen, who has since retired, and the FAST staff for their willingness to embrace change and move into a new phase.

As part of a new consortium, Brophy successfully tendered for the South West catchment Child FIRST and Family Services. This meant implementing a new program, expanding an existing service and building and developing a new partnership arrangement. It has been very exciting and provided the opportunity for existing Brophy staff to step up as well as the arrival of experienced new staff. Well done Di Allen and Robyn del Rio for managing the implementation of the new services.

I would like to thank the Client Services Team Leaders, Lynne McCosh, Donna Wynters, Robyn del Rio and Pam Jackson for another amazing year. Your capacity to support and anchor your teams through strong leadership often goes above and beyond what is expected. We said goodbye to Di Allen and Lisa West who moved on. Thanks to you both for your great work at Brophy. I would also like to thank the program staff who continuously do the agency proud and provide children, youth, families and individuals with a high quality service.

We also welcomed Joanne Doman into the new position of Quality Coordinator. Jo has been a fantastic resource and we are really excited about all the potential improvements she can oversee.

Lastly but not least a huge thank you to the volunteer carers and the Foster Care Opportunity Shop volunteers, who devote endless hours of hard work and care to change the lives of vulnerable children and young people often, with very little recognition. We couldn't do it without you.

Ruth Isabel
Client Services Manager



Early Intervention Services Manager's Report

The 2012-2013 year saw a lot of changes and growth in Brophy and brought about a need for the organisation to restructure as well as expand to another Warrnambool site. As the Child and Family Service Hub settled into the new Koroit Street site, the remaining programs which included the Youth Homelessness Team, Youth Connections, and the Youth Foyer joined to come under the Early Intervention Services Division. The newly named School and Community Programs area continued to develop under the CEO, and SW headspace sought to consolidate around the Integrated Intake Service with other Brophy programs.

Outcomes and Achievements

The greatest achievement for this reporting year was the completion of **Foyer Warrnambool**, the opening of the building at 700 Raglan Parade, and the successful intake of young people to fill the Foyer. We feel very privileged to have such a positive housing model for young people in our community. Due to the expertise and leadership of the Foyer planning group and the commitment and professionalism of the staff under Jenny Hand's leadership, the first 12 months of the Foyer have been a positive, innovative and welcome addition to our community.

The federally funded **Youth Connections** Program continued to deliver positive outcomes for disengaged young people across the region, and in late 2012 the Warrnambool program took over the administration of the program at the Colac end of the region, after the close of Otway Community College (a long term Brophy partner in the delivery of DEEWR federally funded programs.) Since then the Youth Connections program has co-located with Westvic Staffing Solutions at Colac. This arrangement has also led to new approaches in program delivery to support disengaged young people to complete Year 12 or equivalent. The Youth Connections Program has also been extended to the end of 2014, due to the continuing promotion and lobbying for the program's future by the National Youth Connections Network (of which I am a member representing regional Victorian providers). More work is planned nationally for this space in the coming year.

The long running **School Focused Youth Service** has been under review and the future of the program across Victoria was in doubt. Brophy actively participated in the review and highlighted the strengths and achievements of the program in regional Victoria. After a considerable period of time the outcomes of the review recommended the end of the program in favour of a newly developed proposal in line with revised government directions. At a time when it seems all was decided, the combination of continuous lobbying by existing providers with local members and peak bodies brought about a review of the decision and the continuation of the School Focused Youth Service with a new future. As successful applicants in the submission process Brophy will continue to deliver a quality service across the South West region. Recognition and thanks should go to the Hon Denis Naphthine, Premier of Victoria for his continual support for the School Focused Youth Service in Victoria. Thanks also to our program Coordinators Leeona Van Duynhoven and Julie Drechsler for their passion and drive in keeping the program going in trying times. Due to the uncertainty of the program's future, we had to say farewell to Julie Drechsler who went on to find a more secure future.

The **Reality and Risk Project** continues to deliver very well on its funded expectations, but most publicly in the completion of the documentary "Love and Sex in the Age of Pornography" which is now reaching national and international audiences. Based on the research of Maree Crabbe and Dave Corlett regarding the impact of pornography on young people's relationships, the project also includes curriculum materials and resources for use in schools, training in tertiary institutions, sector training, public discourse and written articles (see the Reality and Risk report). The project has attracted further philanthropic funding to deliver a Stage 3 of the project for the remainder of 2013.

Acknowledgements

Program Partners in our communities

- Corangamite Pathfinders Program (South West TAFE)
- Portland Re-engagement Program (Portland Secondary College)

- Warrnambool WAVE Re-engagement Program (Warrnambool College)
- Westvic Staffing Solutions: Youth Foyer and Youth Connections
- Horizon House - St John of God
- Warrnambool City Council -Youth Services
- Otway Community College -Youth Connections Vic 15
- Eastern Access Community Health (EACH) partners in delivery of the WILD program
- SW Health Care midwifery, Raphael Centre, Warrnambool City Council Early Childhood Services and maternal health services, East Warrnambool Community House, and South West TAFE young parents VCAL Program, all partners in the delivery of the Young Parents Program
- Victoria Police - across a range of relevant program areas.

Many thanks to Peter Flanagan, Jenny Hand, Debra O'Keeffe, Heather Vafidis, Heather Mott (resigned 2013), Leeona Van Duynhoven and Lyn Eales for their highly valued leadership, professionalism, passion and commitment in working together to deliver high quality services, positively connecting with the community in which we serve. I look forward to our continued working relationships on behalf of Brophy Family and Youth Services in to the future.

Kathy Sanderson

Early Intervention Services Manager



headspace South West Victoria



The aim of **headspace** South West Victoria is to improve the mental, social and emotional wellbeing of local young people through the provision of high quality early intervention services that are welcoming, youth friendly and supportive. **headspace** South West Victoria does this by:

- offering a range of integrated services across four core platforms: primary health, mental health, drug and alcohol services and educational/vocational support
- assisting young people to reconnect to their family/carer/friends and community
- undertaking health promotion activities that increase community understanding of mental health and encourage help seeking behaviour in young people
- engaging in community development initiatives that challenge the stigma of mental illness, encourage social inclusion and promote the wellbeing of young people
- supporting the development of a more youth-friendly and mental health proficient workforce
- undertaking advocacy to address issues affecting young people and effect service sector reform
- underpinning our work with a commitment to youth participation – supporting young people to actively contribute to the development, implementation and evaluation of programs which affect their wellbeing

Outcomes and Achievements

- 520 new young people accessed headspace, exceeding the delivery target of 500, an increase of 10% more young people than the previous year.
- Forty three (43) community awareness activities were held in collaboration with the education, training, sporting, local government and key community and health promotion events, capturing an estimated 5,500 people throughout the region.
- The young person lead project to bring the Bully Movie to Warrnambool was very successful with the premier viewing of Bully Movie selling out to 160 people attending ranging from young people, parents and teachers from a number of schools in the region. A local movie 'Bullying is a Reality' produced by VCAL students with ABC Open received extremely positive feedback, including international recognition from numerous countries including Scotland, Vancouver and Thailand.
- Fifty (50) people from the education, disability, youth, mental health and vocational sectors participated in mental health literacy training.
- Nine young people are represented on the headspace Youth Reference Group that was established in March. The group meets fortnightly and has launched into planning a pop-up space to provide a consistent eye-catching presence for community awareness events; developing a 'virtual tour' for the website, reviewed and critiqued the website and online counselling options, participated in the delivery of 'engaging youth' to GP Registrar's workshop; and established a facebook page reaching over 100 hits per week.



- A sustainable Regional In-Reach model has been developed in consultation with key stakeholder regional partners and approved to pilot in Term 2 at Portland Secondary School and Dhauwurd-Wurrung Elderly and Community Health Services. Evaluation of the pilot has been positive and plans to replicate the model in Hamilton are underway.

'I wanted to say thank you for arranging such a fantastic day for the kids! What a brilliant range of speakers and activities to get across the warning signs of common mental health issues such as depression and anxiety! Just the right mix on every front'. (St Pius X Primary School)

'Just wanted to say congrats to you and your team for last night, I have received great feedback from Timboon P12 teaching staff, highly likely Bully will be added to their school curriculum next year'. (Timboon Youth Worker)

Acknowledgments

Thank you to a highly dedicated team of multidisciplinary staff and partners whose contribution underpins the provision of an integrated and responsive service who strive to continuously promote social inclusion and the wellbeing of young people at the heart of their work.

Sheridan Meulblok – Service Integration Coordinator/Psychologist
 Mark Powell – Dual Diagnosis Clinician (SJOG)
 Cathy Bligh – Drug and Alcohol (WRAD)
 Graeme Morrish – Early Intervention Dual Diagnosis Clinician (SWHC Mental Health Services)
 Karen Walsh – Community Awareness and Engagement Coordinator
 Louisa Radley – Practice Manager
 Gemma Maxwell and Kayla Boyd – Medical Reception
 Angela Verspay – Team Leader Integrated Intake
 Talbot Lemmens – Intake Worker
 Emily Gillmartin – Youth Mental Health Engagement Worker
 Kora Bentley – Youth Mental Health Engagement Worker
 Courtney Shiells – Youth Mental Health Engagement Worker/Intake Worker
 Caitlin O'Carroll - Youth Mental Health Engagement Worker
 Jayne Hatherall – Youth Mental Health Counsellor
 Cristie Brian – Youth Mental Health Counsellor
 Lisa Cuda – Psychologist
 Andy Alt – Psychologist
 Dr Clare Hand
 Dr Isabelle Dew
 Dr Mohammad Mushrafi

Thank you to Dr Roger Brough and Dr Phil Hall for their highly valued contribution to headspace and support provided to our GP's.

A special thank you to our Independent Chair, Advisory Committee members, and members of the Youth Reference Group and VCAL students, Rotary Clubs, ABC and ACE radios for your invaluable knowledge, advice and support, that has been paramount to achieving our outcomes to improve the wellbeing of young people in the region.

Anne Waters

Regional Manager

Kinship Care



Our Goal

To maintain the Best Interest Principles for the child/young person, while aiming to achieve positive outcomes for all clients.

The Kinship program provides support to children and young people aged 0 to 17 who are living with extended family or a significant person from within the family network.

Outcomes and Achievements

In the last financial year the Kinship program has provided support to over 70 families across the South West region. Kinship Care supports families in the shires of Warrnambool, Moyne, Glenelg and Southern Grampians. The team has achieved targets in case contracting and advice information and is continuing to receive consistent referrals to Placement Establishment and Family Service programs.

Highlights in the last financial year include family activity days, trip to Werribee Zoo, school holiday BBQ's and the Brophy Christmas celebration a great hit and well attended by Kinship Carers and children. We also had a Kinship Carer lunch in December where Kinship Carers came together to celebrate their achievements.

Kinship Carer's often experience isolation and disconnection from community due to the changes and trauma that have impacted on family members. Kinship Carers often have little warning, very limited support and little choice when it is family asking for help. They are amazing caring people and watching the development of children under their loving and nurturing care is a privilege enjoyed by the Kinship Care Team. Note from a Kinship Carer.

Our heartfelt thanks to you all for your friendship and support throughout 2012. We also thank you for the coffees, trip to Werribee Zoo, lunch at Codrington and lastly the Christmas party all of which we have thoroughly enjoyed owing to the friendliness of you all.

Kinship has achieved a safe, respectful and trusting environment, to promote positive learning and effective practice.

Acknowledgements

Kaye Smith	Case Worker
Erin Bubb	Senior Worker
Nea Fletcher	Case Worker
Michelle Alsop	Case Worker

A big thanks to a great team.

Pam Jackson
Kinship Care Team Leader



Foster Care

The Foster Care Program provides out of home care to children and young people who, for various reasons cannot reside at home with their parent/s or extended family members.

The program is supported by over 60 hard-working and committed carers, with a further 30 potential carers currently at various stages of assessment and training, enabling them to become active carers. Our carers are currently providing safe and stable homes for 63 children and young people.

Thanks also to carers who have transitioned over to MacKillop Family Services, for their contribution to the Foster Care program whilst carers with Brophy Family and Youth Services.

Over the past year we have offered several training and educational opportunities to carers, assisting them to enhance their existing skills and knowledge. Training sessions included "Walking in the footsteps of the kids in our care and practical ways to navigate the sticky situations", a legal forum relating to legal issues for children and young people in out of home care, and "First Aid" training for carers.

The introduction of the Support, Education and Awareness (SEA) Group for carers has been a positive inclusion in our goal to provide ongoing support for carers. The group is facilitated by an Out of Home Care program staff member and has so far provided education around the following areas: CFA Fire Awareness, Cyber Bullying, HESS – Energy Scheme and Centrelink.

Acknowledgements

A very special thank you to the Foster Care Team past and present. The team continually provides a high level of commitment, dedication and professionalism in their work with children in out of home care and their carers.

Marion Noye (Senior Worker), Dianne Vincent, Aileen Larkins, Adele Lawlor, Camille McNamara, Shvon Beckwith, Rebecca Gilmore, Siobhan Cormican, Meg Hussey, Madellyn Crimmins and Katrina Carrod, Symone Vines (maternity leave), Casual Recreation Workers: Annie Carmichael, Lorelle Crute, Adrian Billings and Emily Kilkenny and workers who have now left us: Lisa West, Liz O'Connor and Cherith Stiles.

I would like to thank the tireless workers at the Foster Care Opportunity Shop who provide great support by providing clothing for children and financial support to carers and children in care.

I would like to thank the following partnering agencies for their support and collaborative work practices over the past year: DHS Child Protection (Warrnambool, Portland and Hamilton), Placement and Co-ordination unit (DHS) and the Local Connections Engagement Officer (DHS).

Lynne McCosh

Team Leader Out of Home Care

Santa Arrives at the Volunteers Christmas Party



Child FIRST



Child FIRST is the single point of entry for families and professionals into Family Services. The primary function of Child FIRST is to undertake intake and assess the needs of vulnerable children and families with the aim to connect children, young people and their families to the services they need to protect and promote their healthy development. Child FIRST has had 361 referrals well above its target of 290 for the year.

The **Family Services Program** assists families that have complex needs by providing support and empowering them to connect into other community supports and stay out of the Child Protection System. In 2012/13 this program provided support and assistance to 88 families across the South West.

The **Adolescent Support Program** aims to provide individual, parent and family interventions to support adolescents to remain living at home. At any one time the program can support up to 24 families.

The **Finding Solutions Program** has continued this year to work with up to 11 families to divert young people from "out of home" care services and the Child Protection system, providing an immediate response for support and mediation for families where there is significant conflict.

Acknowledgements

Child First	Erin Hurley, Senior Practitioner, Kerri Zanos
Family Services	Anne Laird, Senior Practitioner, Sue Robertson, Jacqueline Murdoch, Patrick Dart and Robyn Scanlon

Thank you to the team who provide high quality support and professionalism and go above and beyond to support our clients each and every day.

The South West Child and Family Services Alliance: I would like to take this opportunity to thank all the partnership agencies for a year full of change, cooperation and collaboration; Bethany, Brophy Family and Youth Services, Gunditjmara Aboriginal Cooperative, Mpower, Warrnambool City Council, Windamara Aboriginal Corporation and DHS.

I would especially like to mention the families, children and young people we work with every day who challenge us to become better workers and allow us the privilege of working alongside them.

Robyn del Rio

Child and Family Services Manager

Community Outreach Programs

The Community Outreach Programs (COPS) deliver a suite of programs that are predominantly “non-youth” specific. These programs include the following:

The **Community Reconnections Program** provides support and assistance to individuals over 25 years of age who are homeless or at risk of homeless. The program provides engagement and support in the areas of food parcels, emergency accommodation such as motel rooms, swags and tents as well as support referrals to over 76 registered clients and 212 casual assist service users.

The **Supporting Accommodation for Vulnerable Victorians Initiative - Supporting Connections Program** has continued to work with 17 residents, proprietors and staff of the Supported Residential Service - Themar Heights. This has involved identifying gaps which may exist in resident's health and social needs. Support and assistance involves providing access to allied health, mental health, disability services and Veteran's Affairs. On site activities have involved a gentle exercise program, massage program, art classes and gardening.

The **Men and Family Relationships Program** aims to assist over 100 men and their family members to develop and maintain positive family relationships. All family members including partners, ex-partners, children, stepchildren, brothers, sisters, aunts, uncles, cousins and grandparents can use the service. This program is also the instigator of the Rotary Warrnambool and Moyne Father of the Year competition. For the past five years the competition has recognised the great work our local fathers and father figures do through an annual breakfast event on the Friday prior to Father's Day when the Father of the Year is announced.



Premier Denis Naphthine and Derek Guille at the 2012 Father of the Year presentation

The **Men's Behaviour Change Program** targets men who choose to use family violence and controlling behaviours and have decided they want to make a positive change. The program involves 30 hours of program content and has had 31 men participate. This year a 4 hour Introductory Program was introduced to enable men to do preparation work before entering the main program. The main goal of Men's Behaviour Change is to ensure the safety of women and children within the family by holding men responsible for their use of family violence.

The **Family Violence Counselling Program** and **Partner Contact Program** are offered to women and children who have or are experiencing family violence. This client group, along with the current and ex-partners of participants of the Men's Behaviour Change Program, are offered counselling and support. This counselling is strength based and client focussed. Over 25 women and children have received this service in the last 12 months.

This year the COPS team secured the **Social Housing Advocacy and Support Program**. This program aims to assist Office of Housing tenants to establish and maintain their tenancies. This program has already established a great working relationship with Office of Housing staff as well as achieving great outcomes for over 40 tenants.



Acknowledgements

Donna Wynters	Team Leader and Partner Contact Worker
Graham Bedford	Coordinator of Men and Family Relationships and Men's Behaviour Change
Robyn Lake	Enhanced Men's Intake, Men and Family Relationships, Family Violence, Men's Behaviour Change
Stephen Edge	Supporting Accommodation for Vulnerable Victorians Initiative – Supporting Connections and Social Housing and Advocacy Support Program
Ian Cairns	Social Housing and Advocacy Support Program
Scott McLean	Community Reconnections Program

Every worker in the team has shown a high level of dedication, respect and commitment to both their program area and their clients. For that I would like to personally thank the workers for their professionalism, hard work, great sense of team spirit and humour.

Thanks also to our partner agencies: Centre Against Sexual Assault, Emma House, Salvo Connect, Centacare and Aspire.

I would also like to personally thank all the senior managers and team leaders at Brophy for all their support, encouragement and assistance to me throughout the last 12 months.

Donna Wynters

Team Leader, Community Outreach Programs



Youth Homelessness Program

The Youth Homelessness Program's client group includes young people, aged 15 to 25 years, leaving state care, clients who are part of the youth justice system, young parents and homeless youth. The program continues to address the complexities of homelessness for young people through a variety of services. These include:

- Crisis Housing Support Service
- Transitional Housing Support Service
- Reconciliation and Mediation Program
- Creating Connections Initiatives
- Horizon House Case Management
- Mentoring Program
- Leaving Care Program
- Leaving Care - Post Care Support Program
- Young Parents' Program
- Youth Justice Community Support Service
- Youth Justice Group Conferencing Program



These programs are offered throughout the South West Region and have fulltime staff in both Warrnambool and Portland and visiting staff to outlying areas.

Outcomes and Achievements

Throughout this financial year, the Crisis and Transitional Housing Support Services provided a total of 10,500 nights of accommodation to young homeless people and their children, which equates to 29 people being accommodated each night of the year. These housing services had over 4700 contacts with their clients during this time. These figures include 8 young people housed at St John of God's Horizon House throughout the year.

The housing services are complemented by the Creating Connections Initiatives which include advocacy, assistance to engage in, or maintain linkages to education and training, assistance to maintain private rental tenancies, supported referrals to specialist services and the provision of living skills through group work.

The Reconciliation and Mediation Program is an early intervention service which aims to assist families to resolve crisis and conflict and therefore reduce the number of young people entering the homelessness system.

The Young Parents' Program is also closely linked to the homelessness services within the team, and has supported 40 young parents throughout the year through individual support and group work.

The Leaving Care Program supported 26 young people to prepare for, or make, a successful transition to independent living after being in state care.

The Youth Justice Community Support Service again exceeded its targets by providing intensive assistance to 23 statutory Youth Justice clients to access employment, education and training, mental health and drug and alcohol services, housing options and facilitate linkages to their communities.

The Youth Justice Group Conferencing program operates on the principles of restorative justice and provides a diversionary role for young people who are entering the criminal justice system. This year 16 young people completed a Group Conference in relation to their offending.

Acknowledgements

A big thank you to all the staff who have worked so tirelessly in the program over the past twelve months. The ability of the staff to engage and collaborate with young people in a professional manner to achieve their goals is to be commended. To Kim Watts, Natalie Hrabar, Wendy Fleming, Katrina Field, Steve Turner, Peter Hill and Lisa Osborn, well done and keep up the great work!

Many thanks to Barwon Youth and St John of God for their ongoing partnership with both Horizon House and transitional tenancies.

Also to past staff – Pieter Keldan, Rashmita Samrai and Michelle McDonald, thanks for your contribution to the team.

Peter Flanagan

Team Leader, Youth Homelessness Program



Anywhere but a Bed participants on a cold, rainy August night

Community Development and Enterprise Projects

Kulcha Shift – Youth Enterprise and Leadership Centre

The vision of this Project is one of developing resilient youth communities through the use of enterprising and experiential projects and activities. The model is based on community development principles focused on economic and social outcomes. Youth enterprise provides significant opportunities for the promotion of young people who are involved in the design and the development of the enterprising activities. This enables young people to be the drivers and the deliverers of the messages of positive wellbeing to other young people, to their families and to their communities in general.

Kulcha Shift Events are created by the Kulcha Shift Event Crew consisting of 12 young people from a wide demographic in community. The Crew are trained in event management, publicity and promotion, sound and lighting and leadership skills.

Early 2012 Kulcha Shift successfully tendered to present the FreeZa program partnering with the Warrnambool City Council. This funding enables young people to present events for youth with a focus on music, sport, arts and culture.

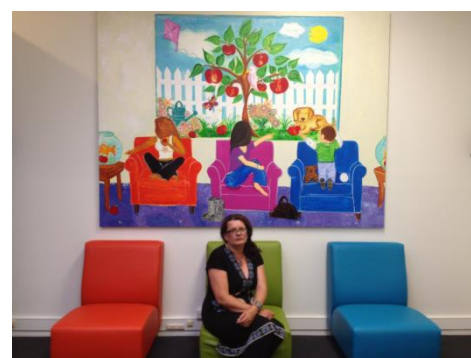
Kulcha Shift EVENTS are created by a group of young people (the Kulcha Shift Event Crew) who are interested in hosting events for youth. Training is provided to 18 young people with more than 2200 youth attending events and activities during 2012-2013. Our facebook page has 797 friends.

- Battle of the Bands
- Metal Nights
- Open Mic Events
- Discovered Event
- Skate, BMX and Scoot Competition (Warrnambool, Port Fairy, Heywood, Camperdown, Colac)
- National Youth Week Celebrations
- Partnering with Warrnambool City Council to coordinate FreeZa Ignite Crew to present 5 music events

Kulcha Shift ACTIVITIES have been once again very diverse and are created with consultation of young people. These included:

- Surfing (Go Surf)
- Holiday programs - mini golf, ten pin bowling, pool
- Sound and lighting workshops
- Live performance workshops
- Barista training
- Media Unit (video, photography, multimedia)
- Backyard Garden Project
- Radio Training (Warrnambool Youth Radio)
- Community Art Project – Colour the Constabulary Mural

- The aim of the project was to bring individuals, community groups and local artists together to work on an exciting arts project. And to put some well needed colour on the Warrnambool Police Station.
- This community art project was in collaboration with Victoria Police, Kulcha Shift and Brophy Family and Youth Services. The project was coordinated by Community Artist Francis Van Der Mark. Thanks to Warrnambool City Council FreeZa Project for partly funding this project.



- Community Art Project – The community was able to watch this work being created in the Community Youth Complex. Artist Nives Cutri painted a delightful image which now hangs in the Family Services Hub.

Kulcha Shift RETAIL is a hub for local young designers to learn about the business of setting up and selling handmade original products. This training ground assists smaller producers to present and understand the retail sector. Staff attended visual merchandising training and gained valuable presentation skills. Kulcha Shift RETAIL is an environmentally friendly store and is 'plastic free' and energy efficient. Ticketmaster is based in the store which also promotes interaction with the wider community.

Kulcha Shift BACKYARD GARDEN PROJECT involves providing healthy eating options, skills in planning and design, planting, composting and harvesting. The summer garden provided a huge crop with the overflow of food made available to all who visited the CYC. The creation of the Brophy 'b' in the paving was a challenge the young people took on with relish. This project also provides skills in communication, team work, gardening, building, concreting and paving.

Kulcha Shift COMMUNITY CAFÉ is now fully equipped and utilised by many Brophy programs and the wider community. Run along 'Community Kitchen' guidelines this provides an opportunity for healthy cooking and eating (a perfect link to the Backyard Garden Project).

A highlight this year has been a partnership with South West TAFE Community VCAL program and the pop up café *Bean Drinkin*.

This adaptable environment supports all styles of programs including: Young Parents Support Group, Kulcha Shift Events, Café style activities, team building and Community Kitchen sessions.

Safe and Friendly Environments and YUMCHA – A little bit of everything
SAFE provides support, training and education for allied health workers, secondary school students and staff, along with support for individuals.

YUMCHA (Youth United Making Change Against Homophobic Attitudes) is a youth group providing a safe, peer-based support network for young people aged 16-25 in our region who may be same sex attracted/gender questioning, their families and friends. The group meets weekly at the Brophy Community Youth Complex as well as other LGBTIQ (Lesbian Bisexual Gay Transgender Intersex Questioning) friendly locations. YUMCHA Facebook page has 149 members. YUMCHA promoted Wear it Purple day and IDAHO Day (International Day Against Homophobia), #DIY Rainbow Crossings, members were supported to attend the annual Way Out Camp (held in Warrnambool for the first time), Pride March, Equal Love Rallies and youth conferences.

YUMCHA Working Group consists of 6 young people involved in community activism and promotion for change. This group acts as a reference group for Brophy, headspace and the wider community.

Testimonial from young person:

YUMCHA 'little bit of everything' has provided a safe and welcoming social environment that I have enjoyed participating in for nearly 5 years. When I started YUMCHA I was lacking social support and having difficulties around my gender and my sexuality that were impacting upon my mental health. Through active participation with YUMCHA, I was able to assist myself to have a supporting and social lifestyle, and in turn enabled improvement of my mental health.



YUMCHA has supported me in a variety of ways. They have offered education and training, to assist with my current formal education. This education and training has been great to further my knowledge and training with working with clients who identify as LGBTIQ, those who are related or concerned about those whom are under the rainbow spectrum and assist with any needs that I have while completing my current diploma. SH

Community engagement events supported during 2012-2013 included:

- Close the Gap celebrations - Warrnambool Civic Green
- NAIDOC Week celebrations - South West Healthcare
- Mental Health Week - Get Amongst It and Walk for Wellness
- Deakin University - O Week and DUSA Health Day
- National Youth Week – Warrnambool Civic Green
- National Volunteers Week – Celebration events across Brophy programs

Acknowledgements

I acknowledge our partnership with Warrnambool City Council to deliver youth events in Warrnambool, 3Way FM and SYN Radio for radio training and support. A huge thank you to the following people who have contributed to the success of our projects, your expertise and dedication is inspirational to young people in our community. David Gibb – Events and Activities Coordinator, Jackie Wallis – SSAFE (resigned), Community Art Project Managers - Nives Cutri and Francis vander Mark, Matt Pearson – Barista Trainer, Tim Edwards – Audio and Sound Engineer.

Lyn Eales

Team Leader - Community Development and Enterprise Projects



Youth Connections Program Vic 15 – Warrnambool, Corangamite and Colac

The Youth Connections (YC) Program aim is to re-engage young people into education and employment and strengthen community opportunities and services for at risk youth.

Youth Connections case workers are innovative, creative and dynamic workers who implement a variety of one to one and group activities designed to engage young people. The program is delivered in a variety of ways including case management, community development, and engagement in positive activity, advocacy in education systems and linking to alternative educational opportunities. The program also works in establishing and supporting partnerships with key stakeholders in the community to strengthen service delivery for young people at risk in the Warrnambool City, Moyne, Colac Otway and Corangamite Shire regions.



Outcomes and Achievements

The program has a target of 110 outcomes. 'Outcomes' include addressing the barriers associated with trauma such as anger, depression, anxiety, drug and alcohol issues, behavioural and socialisation issues. Re-engaging in education, sustaining and achieving in education and/or attaining employment are the ultimate outcomes for the clients involved in the program.

182 young people from the age of 12 – 19 years were supported by Youth Connections June 2012/2013. 87 of the 182 young people were severely disengaged and presented with multiple complex barriers. 65 of the 84 severely disengaged young people achieved an outcome through their participation in the program. 95 of the 182 young people were at risk of disengaging from education before successful completion of year 12. 77 of these young people have achieved outcomes.

Acknowledgements

Debra O'Keeffe - Team Leader/Case Worker/Community Development Warrnambool

Brendan Maher - Case Worker Warrnambool

Sara Hanson - Case Worker Warrnambool/Moyne

Kathryn Johns - Case Worker - Colac/Lavers Hill/Apollo Bay

Glenn McKenzie - Case Worker – Warrnambool/Corangamite

I would like to acknowledge the dedication and professionalism of the Youth Connections Team and their skill in developing meaningful and genuine relationships with youth at risk and delivering quality, supportive and creative programs for the assistance to young people on the program.

Thank you to our Manager Kathy Sanderson for the support, encouragement and guidance she gives in supporting the Youth Connections Team to continue working in dynamic and creative ways with young people.

Thank you to the South West Local Learning and Employment Network (LLEN) partnership broker, South West TAFE and WESTVIC Colac for the opportunities to work with them in developing and partnering in educational opportunities and community programs for young people, and we look forward to continued strengthening of these partnerships and the creation of opportunities for youth in the future.

Thank you to the Warrnambool City, Moyne, Colac Otway and Corangamite schools who have welcomed our advocacy for young people around educational engagement. We look forward to a continued and ever strengthened relationship with all schools in the VIC 15 region over the coming year(s).

Thank you to Brophy and other community agencies for the provision of such diverse programs and skilled staff with whom we in the Youth Connections Team work closely to support young people at risk.

And thank you to the young people, their families and support networks for their energy, passion, opinions and sharing with us their stories and their journey. It is the young people who are our inspiration.

Debra O'Keeffe

Team Leader –Youth Connections Vic 15



Foyer Warrnambool

“Live, Learn, Earn”

The Foyer Warrnambool provides safe, secure, affordable accommodation for a period of up to 2 years for 16 young people, aged between 16 and 25, while they complete their education or training. This enhances their employment and/or further study prospects. We utilise the Outcome Star Case management tool to help the residents achieve their education and employment goals, as well as equip them with independent living skills to assist them when they transition from Foyer Warrnambool. Our target group is young people who are currently homeless, or residing in insecure housing that impedes their attendance and completion of educational goals.



Outcomes and Achievements

Several years of research, lobbying and networking culminated in Foyer Warrnambool being officially opened on March 15, 2013 by The Honourable Denis Napthine MP Premier of Victoria, Member for South West Coast.



From L to R: Brophy Board Chair, Kevin O'Toole, the Honourable Denis Napthine MP, Premier of Victoria and CEO Francis Broekman

We were also honoured to welcome the Governor of Victoria, His Excellency the Honourable Alex Chernov AC QC to our facility in February 2013.

Our first 6 residents were signed up to their tenancy in January 2013. A staggered intake followed until we reached full occupancy in July 2013, including 3 young parents. Educational institutions represented in our residents are Emmanuel College, Brauer College and South West TAFE.

With staff and partnering agencies having agreed on a set of principles, we reflect on these in all aspects of our program, from developing processes, to addressing behavioural issues. The key principles are: Safety, Community, Learning, Respect and Responsibility.

Some of the activities and learning programs we've run to date are: Through the Eyes of Foyer Art Project, Healthy Eating and Nutrition Workshops, Photography Bully Project, Streetshot Hep C awareness, monthly newsletter, vegetable garden, cooking competitions, snorkelling, go-karting, an overnight camp with Ballarat Foyer residents, Healthy Relationships Workshops. Our residents have also participated in various external activities like Kulcha Shift Open Mic Night, School Performances, Local Eisteddfod, Barista Training and one of our residents was awarded Young Rotarian of the Year.

Resident testimonial:

"Before coming to Foyer Warrnambool about 6 months ago, I never felt stable, or happy, or content in any of the places I stayed, whether I was with family, couching at friends, sleeping at the train station or in a communal home, I never felt the stability I craved. The Foyer changed that for me. I've never been happier. I see the Foyer as independence with a helping hand. I have time and freedom to focus on myself and put my life on track. There is always someone I can count on to help me along the way. I am truly grateful to everyone at the Foyer, they may not be able to save everyone in the world, but they saved me." Ebony Coxon, 17 years Brauer College VCE

Acknowledgements

Team Leader	Jenny Hand
Program Workers	Jacki Wallis, Carolyn Johnson, Robyn Watson
Senior Case Worker	Chrissie Duncan
Case Workers	Hayley Ballinger, Danny Pearson
Administration	Sheree Carey
Casual Workers	Glenda Levett, Jason Fitzgerald, Daniel Lawlor, Danielle O'Brien

The staff of Foyer Warrnambool have contributed 110% to the development and implementation of this new and innovative program. We would all like to acknowledge the ongoing support and enthusiasm the Brophy and wider Foyer community has bestowed on us, helping make Foyer Warrnambool the place it is today.



Foyer Warrnambool Opening Ceremony 15 March 2013

The WILD Program

The WILD program is a Wilderness Adventure Therapy Program which aims to enhance personal strengths, develop trusting relationships with self, family and community and develop coping strategies for the future.

The 2012/2013 WILD program worked intensively with a group of young people from the Corangamite Shire who were disengaged from school, family and community. This year WILD maintained partnerships with Eastern Access Community Health (EACH), Victorian Police Youth Liaison worker and developed a new partnership with the Corangamite Shire with the involvement of the Cobden Youth Worker.



Strength based tools are utilised in individual sessions with the young people assisting in building relationships and an understanding of each young person's story. Alongside these individual sessions there were outdoor adventure activities including - the Otway Zip Line, surfing, initiative days, fitness sessions, hiking and swimming with seals in the ocean. There were also family information sessions, family meetings, journey preparation days as well as a practice overnight hike. This then led to the 9 day hike/canoe in the Glenelg National Park and Great South West Walk. This experience allowed the young people to discover personal strengths and gain a sense of accomplishment physically, psychologically and socially. After the journey, follow up group and individual sessions were conducted. A graduation/celebratory trip was organised by the young people who participated in the program to Angelsea. On this trip the young people participated in sea kayaking, surfing and mountain bike riding. There was a celebratory graduation dinner to reflect on their achievements.

Outcomes and Achievements

- 9 are now engaged with support services and or clinical services
- 7 have re-engaged with family, school or employment (or maintained involvement)
- 9 have reduced risk taking behaviours

Acknowledgements

The WILD program would like to say a huge thank you to Brophy Family and Youth Services who support the program. The partnership with Eastern Access Community Health, Victorian Police Youth Liaison worker and the Cobden Youth Worker have been extremely valuable and underpinned the success of this program.

I would also like to thank the Corangamite community, South West TAFE, Cobden Technical School, Mortlake p12 and of course the courageous young people and their families who take on the challenge!

Sara Hanson

Wild Worker - Youth Connections Team

Youth Connections Program VIC 16 – Glenelg and Southern Grampians

Youth Connections targets young people aged 13 to 19 who are at most risk of disengaging, or already disengaged from education, family and /or the community. This region has amongst the lowest year 12 achievement or equivalent in the state. We want that to change! Youth Connections provides individualised case management to the young person in order to address personal barriers such as mental health, substance abuse, isolation, bullying, family violence, homelessness, poor literacy/numeracy or financial.



Through one on one and/or group assistance, mentoring and mediation workers advocate for best educational outcomes and help the young people achieve their goals. Best practice and outcomes are achieved by a collaborative approach with not only the young person but their support networks.

Referrals to specialist agencies and services are crucial in assisting the young person reach their full potential. We also identify what service gaps there are regionally and highlight these to the local youth networks in order to strengthen services. For example recently schools and clients were reporting that anxiety was a major issue so we joined a committee to plan a community anxiety forum. Another has been the formation of a committee looking at developing musical activities outside of the school setting.

Outcomes and Achievements

During the past year we have worked with approximately 102 young people. Of the number registered with the program 87 obtained a final or progressive outcome or both. 66 young people were re-engaged in education and training or engaged in training and employment in that same period. A number of our clients were able to attend alternative educational settings in the region. Very few remain totally disengaged without an outcome. One success story is Jacob who is very close to completing his VCE (see his testimonial).

Acknowledgements

I would like to take this opportunity to thank my team Brian Cavagnino, Joy Ahearn and Neethu Manuel for their dedication, enthusiasm and passionate desire to make a difference in the lives of our clients. Their ability to engage our young people is nothing short of incredible, much admired and very much appreciated. They believe that they do make a difference. I must also thank Fiona Isles who was also a dedicated team member in 2013, but returned to her first love – teaching. And also great thanks to Heather Mott my predecessor for her valuable contribution to the Youth Connections Program.

My personal thanks also to my team and to all the staff at Hamilton, Portland and Warrnambool for making me feel so welcome as a newcomer, not only to Brophy but to the region. Special thanks to my Manager Kathy Sanderson for guiding and assisting me. Thanks to Axel Goddyn for always being there to help us with our IT issues.

I would also like to acknowledge our hardworking and dedicated partners and service providers in Hamilton and Portland:

- Anne, Belinda and Kathryn at Glenelg and Southern Grampians LLEN for their valuable contribution and support
- Kaye Schofield, RMIT
- Julie Dreschler, the previous School Focussed Youth Worker
- Briana Picken - Youth Development Officer at Western District Health Services
- The counselling team at Frances Hewitt Centre, Staff at Winda Mara at Heywood and Hamilton, Salvo Connect, Western District Employment Access (WDEA), WestVic, Child and Adolescent area Mental Health Services (CAMHS), Headspace, Take Two, Student Support Services Officers at DEET, Staff at DEEWR, Child Protection, Youth Justice, Portland District Health, Glenelg Council, Southern Grampians Shire Council, Libby at Centrelink, Paula Cutler and Leanne Nelson Youth

Liaison officers at Victoria Police, Vivien at Centacare, Centre Against Sexual Assault (CASA), GP Dr Mark Johnson, the Family Services workers at Brophy, Bethany and MPower.

To all of you we appreciate the collaborative, care team approach with our shared clients. Your assistance and support is highly valued.

Of course a huge thank you to the many schools with whom we work. Your support and collaboration provides the best possible opportunity for positive outcomes for our shared young people. Thank you to South West TAFE Hamilton/Portland, Chris and Kara at the Re-engagement Centre at Portland, Kathryn at Southern Grampians Adult Education (SGAE), Cath at Baimbridge, Mark and Pam at Monivae, Les and Patrick at Good Shepherd, Cameron at the Special Development School, Staff at Grey Street Primary School, Milly at Portland Secondary College, Bayview College and Georgie at Casterton Secondary College.

Most of all I would like to thank our young people who bravely challenge their own thinking and come to realise that there is always a solution and a way forward. We are privileged to walk alongside you for a short while on your journey.

Jacob's testimonial...

"Having Joy come and talk to me once a fortnight was a lot of help and got me where I am today. Before she came to talk to me I wasn't going to make it through year 11. It was good to have someone that could really help and someone I think of as a friend there for me. If I needed help at school or at home Joy was there to help me, or even if I just needed someone to talk to. I'm in year 12 and passing and I have only myself and Joy to thank for that, I'm a lot more confident in myself and know I can develop to my full potential even though I never thought I could. Any person who gets this opportunity is one lucky person. I would just like to say thank you, you really have saved my life." By Jacob Forbes (age 18)



Maddy's testimonial...

"Brophy has been helping me for the last couple of years, assisting me to return to school. I have found them to be supporting, caring and kind, understanding and putting my best interests at heart. They have been there to listen to my issues and troubles and always find a way to make me feel better about a situation that is bothering me. I feel that they have contributed a lot to my well-being and state of mental health. Without their help I may not be where I am now." By Maddelyn Phillips (age 16)

Heather Vafidis

Team Leader, Youth Connections Portland and Hamilton

School Focused Youth Service

The aim of School Focused Youth Service (SFYS) is to develop an integrated service targeting young people aged 10 to 18 years, with emphasis on 10 to 14 year olds, who face barriers or have issues that make them vulnerable to poor mental health, self-harm, disengagement from school, family or community or display behaviours which require support and intervention. The key functions of the program are:

- Focusing on early intervention for vulnerable young people at school
- Facilitating relationships for people and programs working in the youth sector, primarily through support of youth networks
- Building partnership opportunities between schools and community services
- Flexibility in being able to address and respond to local risk factors for young people

Outcomes and Achievements

The School Focused Youth Service is funded and managed through the Department of Education and Early Childhood Development (DEECD). Through SFYS, funding is available for schools to develop partnership projects that address risk factors for cohorts of vulnerable students in local school networks. A sample of local projects for 2012/13 includes:

- **Hamilton.** A partnership between Casterton Primary School and Merino Consolidated School saw grade five and six students take part in weekly martial arts lessons in the Casterton town hall during terms two and three. Lessons were provided by Palace Martial Arts from Hamilton. During the program the students learned about core values and resilience skills that help throughout life. Evaluation of the program showed that students had improved in general fitness and gained in confidence and self-esteem.



- **Portland.** The Peer Assistance and Leadership Skills (PALS) program was delivered to over two hundred year 9 students across Portland Secondary College, Heywood and District Secondary College, Casterton Secondary College and Bayview College with coordination and support provided by Portland District Health youth worker. The program is based on the beyondblue SenseAbility program, providing an empowering, fun and youth-centred two day workshop. Young people develop skills in the areas of: sense of self and others, communication skills, problem solving skills, connectedness to peers, help seeking skills and knowledge of community and service agencies. Young people develop their individual resilience and also develop school-based health and well-being projects that the year 9 students then deliver for the benefit of other students at their schools. Following completion of this pilot project, Glenelg Shire has committed to supporting the on-going delivery of this program across secondary schools in the shire.
- **Warrnambool.** Brauer College partnered with Warrnambool Community Health to deliver the 'Safe Sex – No Regrets' project to year 10 students. This project sought to address the increasing presentations to the school-based Adolescent Health Nurse regarding sexual health education and support. In the Warrnambool area, the rates of sexually transmitted infections (STI's) have also increased. The project aimed to increase students' sexual health literacy and increase their knowledge of services and help seeking behaviours. The program was based on the Docs and Teens program developed by Barwon headspace. A local GP was involved in delivery of the program.
- **Corangamite.** The Timboon Community Agriculture Project was funded to provide an increased middle and senior school curriculum, focusing on agriculture studies. The project aimed to provide students with more agriculture-based subjects, providing increased career pathways options and to motivate students to see opportunities for a viable career in the agriculture sector. An issue for this school community was the loss of young people once they completed secondary education, due to

seeking work or education away from the local area, and young people not seeing the agriculture sector as a desirable, viable career option. The Timboon P12 School partnered with Timboon and District Health Service, Timboon Men's Shed, Timboon Vet Group and WestVic Dairy to plan and develop: an orchard, a vegetable garden, grapevines and a chicken run. Initially the senior VCAL students were mainly involved in building the gardens, however VCE students, and middle school science classes also became involved as the project progressed. The VCAL students participated enthusiastically in the project with one student saying "I now have a reason to come to school."

The school is continuing to develop its focus on agriculture studies in partnership with WestVic Dairy, and the program is embedded in the school curriculum. Partnerships with the community will continue, as the local Men's Shed is interested in developing a shared gardening space that adjoins the school grounds.



Acknowledgements

Julie Drechsler - Hamilton and Portland

Leeona Van Duynhoven – Warrnambool, Moyne and Corangamite

Thank you to all government, Catholic and independent primary and secondary schools, and south west Victorian agencies and organisations that assist us to facilitate partnerships and develop linkages between schools and community services.

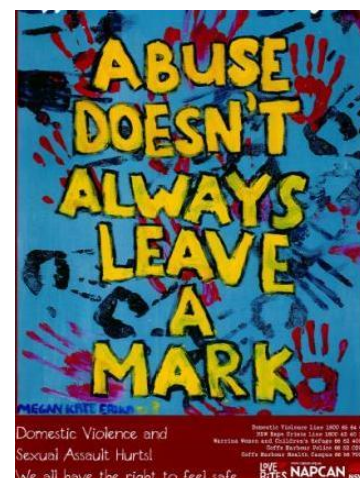
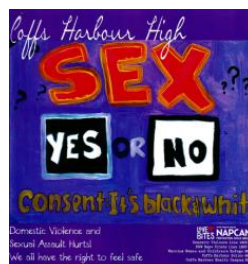
Leeona Van Duynhoven

Team Leader, School Focused Youth Services

Healthy Relationships

The Healthy Relationships program focuses on the primary prevention of sexual assault and violence and the development of healthy relationships. It is guided by the extensive research and findings of recent years. Some of the areas that are explored include:

- values
- healthy and unhealthy relationships
- partner intimacy
- sexual consent and decision making
- violence and sexual assault
- where to go for support
- supporting a friend



It aims to develop knowledge, values and skills alongside personal awareness, self-esteem and confidence, so that young people may make informed, respectful decisions in their relationships and also be very clear what violence and sexual assault is and the non-acceptance of it.

Outcomes and Achievements

During the past 12 months the Healthy Relationships program has been delivered to full classes of year 9 students at Brauer, Warrnambool and Hawkesdale Colleges, as well as young people completing VCAL at WAVE School and South West TAFE. Increasingly the program includes extension work with school staff, so that respectful relationships become an embedded part of a whole school approach. Women and girls at MIND and Kirrae Health Services also participated in small group sessions for the first time. Over the past twelve months there have been 519 participants.

Participants fill in an evaluation at the completion of the sessions, which also enables referrals if required. The majority of responses show participants' appreciation, despite the challenging and sensitive content of the program. Comments included:

"I learnt that sexual consent is very important and that if someone is sexually assaulted it is not their fault. And don't be afraid to tell someone like a counsellor or police."

"Just talking about it and listening to parts of it was hard. Thank you for letting me know it's okay to say no."

Acknowledgments

Thank you to all school staff and partnership workers who promote the program on a daily basis. Thank you to the young people who participate with openness and courage and who are the inspiration for this program.

Jennifer Chambers

Healthy Relationships Worker



Reality and Risk

Reality and Risk: Pornography, Young People and Sexuality

Reality and Risk is a community education project about the impact of pornography on young people's concepts of women, men and sex. The project aims to equip young people and the broader community to critique the messages about gender and sex conveyed through mainstream pornography and to develop concepts of gender and sex based on mutual respect and dignity. *Reality and Risk* has three broad components: development of education resources, engagement in public discourse, and advocacy and training.

Outcomes and Achievements

This year the project has delivered some significant outcomes. The long-awaited documentary film *Love and Sex in an Age of Pornography* has been completed, and its premiere screening held at Warrnambool College on June 27. The film will be broadcast on SBS, and in countries around the world. The project contributed to a chapter on 'Pornography, sexualisation, young people and relationships' in a recently released module for pre-service teacher training in Victorian universities, *Sexuality Education Matters*, written for the Department of Health by Deakin University. Project staff also presented to a broad range of organisations and individuals, from policy-makers and peak bodies to those involved in direct service, and appeared in various media, including on ABC radio and in major Fairfax papers nationally.

Acknowledgements

The project staff, Maree Crabbe and David Corlett, would like to thank the members of the Project Reference Group for generously sharing their expertise: Emily Maguire (VicHealth), Kiri Bear (VicHealth), Amy Webster (Domestic Violence Resource Centre Victoria), Michael Flood (University of Wollongong), Steven O'Connor (Department of Education and Early Childhood Development), Jan Thompson (Department of Human Services), Debbie Ollis (Deakin University) and Kathy Sanderson (Brophy). Our thanks, also, to the philanthropic trusts which have funded the project: The Ian Potter Foundation, The Myer Foundation, The Victorian Women's Trust, The William Buckland Foundation, The Andyinc Foundation, The Bokhara Foundation, The Grosvenor Foundation, The Lord Mayor's Charitable Foundation, The Isobel and David Jones Foundation, and to private donors Mim and Michael Bartlett, Caroline Hume, Christiana Colquhoun, and Ian Ward-Ambler. A special thank you to Mim Bartlett for her enthusiastic advocacy, support, and promotion of the project.

'Thanks Maree. It's a really important topic, and has resulted in one of the most interesting and respectful "comments sections" I have ever seen in the Age. Good on you for responding so clearly and intelligently to the questions and issues raised above.' Comment from 'The Zone', *The Age*, May 22.

Maree Crabbe
Project Worker



Springboard

Springboard is a new state-wide intensive support program to assist young people disengaged from education, training or employment who are, or have been, in residential out-of-home care, including as lead tenant. The Springboard program is funded by the Department of Human services and commenced in July 2012. It intensively assists young people aged 16-21 years transitioning from, or who have left residential care, to gain secure, long-term employment by re-engaging them with appropriate education, training or supported employment opportunities. Springboard is connected to existing transition and post care services. It is a specialist service for these particularly vulnerable young people within the leaving care population.

Outcomes and Achievements

The South West Springboard program located at Brophy Family and Youth Services has a target of five outcomes per year. Currently there are two participants on the program with further referrals expected in the near future. The Springboard program works from a client centred approach creating opportunities in activity identified by the client as an area of interest or skill development.

The 2 participants involved have achieved 5 measurable outcomes from their involvement in the program. This includes addressing personal as well as educational/employment barriers.

Acknowledgements

Thanks to the Youth Connections team with which the Springboard program is located and to the community stakeholders working collaboratively in equalising opportunity for Springboard clients. Thanks to the young people and to Brophy.

Brendan Maher
Springboard Worker

Brophy Working Groups

Brophy is able to implement its strategic direction through the work done by staff teams in working groups and committees. All staff are expected to nominate for a working group and participate in regular meetings to implement improvements across the organisation.

Environmental

The Environmental Working Group aims to integrate a philosophy of sustainable development into all the organisation's activities and to establish and promote sound environmental practice in our operations. A key role of this group is to raise awareness of environmental issues associated with the workplace and possible green solutions.

The achievements of the past financial year include starting the process of reducing plastic bag use at Brophy (i.e. replacing desk bins), increasing the use of recycling (glass, tin, plastic, paper, compost), participating in detox your home/office day and Earth Hour, along with producing an annual play focussing on environmental issues for staff.



Environment Working Group Play 2012

Diversity

The purpose of the Diversity Working Group is to facilitate, support and drive the implementation of the organisation's diversity strategy. The diversity strategy covers 4 key areas of Gender Diversity, Cultural and Linguistically Diverse backgrounds (CALD), Homelessness and Indigenous backgrounds. This will be achieved through identification, training, and integration into the Agency's culture.

Consumer Participation

The role of the Consumer Participation Working Group is to support staff to actively include consumers in Agency planning and service delivery, promoting and improving consumer participation across the Agency. The Consumer Participation Working Group has implemented an Agency-wide annual client survey which is currently being rolled out across the Agency. The goal is to gather a snapshot of client's experiences of the Agency from clients of each team and program annually. We trialled our new electronic client survey utilizing an ipad at the Foyer Warrnambool and with our Child and Family Services team.

Quality Assurance Committee

The purpose of the Quality Assurance Committee (QAC) is to take a leadership role in directing quality processes in a systematic way that will be evident at all levels of the organisation. QAC has implemented a new documentation development and review system. We are developing Agency-wide protected templates for all Agency documents as well as implementing a new web based database for storage, access and archiving of all Agency operational documentation. In addition to this we are preparing for accreditation in November for one program under the Community Care Common Standards (Department of Health and Ageing) and reporting on our progress from our Action Plans following last accreditation in May 2012.

Case Practice

Brophy Family and Youth Services recognizes the importance of providing high quality consistent case practice across all areas of service delivery which upholds and promotes the rights and responsibilities of people accessing services and maintains high professional standards. The Case Practice Working Group was established to develop a shared understanding of agency case practice standards and ensure consistency of documentation and practice. The key tasks of the group are to:

- Be a central driver in embedding our Clinical Governance Framework across the organisation
- Review Brophy policies, procedures and practice manuals to ensure they comply with legislation, reflect professional standards, are consistent and well implemented
- Make recommendations around professional development/core training to Senior Management and the Learning Organisation Working Group; and assist in the implementation of training internally
- Promote best practice and peer support by identifying best practice throughout the organisation
- Coordinate and implement recommendations through a client file audit every twelve months

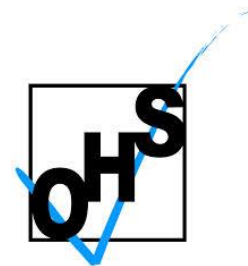
Volunteers

Brophy Family & Youth Services recognizes the important role volunteers have in providing high quality assistance to specific program areas. The Agency supports volunteers through ensuring policies and practices appropriately reflect the volunteering roles throughout the Agency. The purpose of the Volunteers Working Group is to:

- Define who are BFYS volunteers
- Review existing BFYS policies to ensure they adequately incorporate volunteers according to the Volunteering Australia code of practice
- Identify volunteer roles at BFYS
- Produce job descriptions for volunteer roles
- Review current program policy and procedures manuals in relation to volunteers
- Develop an agency volunteer policy and procedure manual
- Review and integrate volunteer information about a healthy and safe workplace
- Review and integrate policy on support of volunteers
- Develop an integrated approach to volunteer recognition

Occupational Health and Safety (OH&S) Committee

Brophy Family and Youth Services has established and will continue to resource an Occupational Health and Safety Committee in accordance with the consultation arrangements outlined in the OH&S Act 2004, Section 72. The Health and Safety Committee's role is to:



- Facilitate cooperation between Brophy Family and Youth Services and its employees in instigating, developing, and carrying out measures designed to ensure the health and safety at work of employees.
- Formulate, review and disseminate (in such languages as are appropriate) the standards, rules, and procedures relating to health and safety, which are to be carried out or complied with at Brophy Family and Youth Services.

This year, all members of the Committee are undertaking, or have already completed the 5 day OH&S course. Other activities the Committee has targeted are the defensive driver course (which is open to all staff), the upgrade or obtaining of first aid qualifications, along with needle exchange program training and critical incident training. The Committee continues to review DINMAH (Disease, Incident, Near Miss, Accident or Hazard) reports and actions these to ensure that Brophy remains a safe place to work.

Marketing and Communications

The purpose of the Marketing and Communications Working Group is to ensure that Brophy Family and Youth Services is recognised as a leader of community services in South West Victoria. Emphasis is placed on building a robust profile, coordinating our communications and marketing, to connect in a meaningful way with all areas of our agency and community. The Marketing and Communications Working Group is currently working on developing the social media policy and guidelines for staff and users of social media developed by Brophy.

Learning Organisation

The Learning Organisation Working Group has been established and functional for over 10 years. The overall aim of the working group is to foster a culture of learning and wellness across the agency both individually and as an organisation. This is achieved through creating shared learning opportunities by:

- Planning and schedule quarterly whole of agency days, ideally combining fun and learning. Last year topics included Diversity – Culturally and Linguistically Diverse (CALD) and Transgender, health and wellbeing, worker safety, worker stress and Occupational Health and Safety workstation set up
- Considering the way in which organisational structures impact on learning and wellness and communicating this to the Senior Management Team
- Promoting learning activities through regional staff meetings, team meetings, specialist activity groups and electronic mail
- Managing the agency resources such as the library and practice tools through an electronic register
- Assessing and monitoring professional development needs and activities and establishing the agency training calendar
- Organising the annual agency archive day



Staff visit to Lake Condah 2012

Acknowledgements

Brophy Family and Youth Services acknowledges the generosity of individuals, businesses, community groups, philanthropic trusts, the Federal and Victorian Governments who support the work of this organisation to support and strengthen young people and families in the community.

Federal Government

Department of Families, Housing and Community Services and Indigenous Affairs
Department of Health and Ageing
Department of Employment Education and Workplace Relations

Victorian State Government

Department of Human Services
Department of Justice
Department of Education Early Childhood Development
Department of Health

Philanthropic Foundations

We would like to express our gratitude to the following philanthropic foundations which have assisted Brophy Family and Youth Services through the provision of a range of grants to improve our services by creating innovative solutions that make a difference:

- Ian Potter Foundation – Reality and Risk Project
- The Myer Foundation – Reality and Risk Project
- The Victorian Women's Trust – Reality and Risk Project
- The William Buckland Foundation – Reality and Risk Project
- The Andyinc Foundation – Reality and Risk Project
- The Bokhara Foundation – Reality and Risk Project
- The Grosvenor Foundation – Reality and Risk Project
- The Lord Mayor's Charitable Foundation – Reality and Risk Project
- Isobel and David Jones Foundation – Reality and Risk Project
- Department of Justice Court Fund
- Geoff and Helen Handbury Foundation – Standing Tall Project
- The Porter Foundation – Father Murphy's Mobility Scooter

Donations

We are greatly appreciative of the donations received from our community that supports our work with young people and families. They include:

- Warrnambool Football Club
- Uniting Church Evening Fellowship
- The Country Womens' Association of Victoria Inc.
- Trinity Lutheran Church
- Wannon Water
- Rob Gunstone
- McHale Anderson
- ET and DA White – Father Murphy's Mobility Scooter
- Mim and Michael Bartlett – Reality and Risk Project
- Ian Ward-Ambler – Reality and Risk Project
- Caroline Hume – Reality and Risk Project
- Prebuilt Housing – Reality and Risk Project
- Foster Care Opportunity Shop
- Norfolk Butchers
- Bec Knowles

Volunteer Carers

Volunteer Carers perform an amazing task in caring for our children and young people who need out of home care or kinship care. Their job is challenging often with very little tangible reward, but all would report they love the stimulus of having the children and young people in their lives and have been enormously enriched by this experience and would not want to change anything. We continue to be truly thankful for these extraordinary people who continue to open their lives and homes to children and young people in the hope of providing them with a positive experience upon which to start rebuilding their lives.

Acronyms

ACP	Adolescent Community Placement
BFYS	Brophy Family and Youth Services
CALD	Culturally and Linguistically Diverse
CAMHS	Child and Adolescent Area Mental Health Services
CASA	Centre Against Sexual Assault
CCVL	Community Corrections Victoria Limited
CEO	Chief Executive Officer
COPS	Community Outreach Programs
CRS	Commonwealth Rehabilitation Services
DEECD	Department of Education and Early Childhood Development
DEEWR	Department of Education Employment and Work Relations
DHS	Department of Human Services
DINMAH	Disease, Incident, Near Miss, Accident or Hazard
DPCD	Department of Planning and Community Development
EACH	Eastern Access Community Health
FAST	Family Adolescent and Support Team
IDAHO	International Day Against Homophobia
LLEN	Local Learning Employment Network
LBGTIQ	Lesbian Bisexual Gay Transgender Intersex Questioning
NFP	Not for Profit
NGO	Non-Government Organisation
QAC	Quality Assurance Committee
SAFE	Safe and Friendly Environment
SFYS	School Focused Youth Service
SGAE	Southern Grampians Adult Education
SSAFE	Same Sex Friendly Environment
SWELLEN	South West Local Learning and Employment Network
TTE	Transition to Employment
TTEPA	Transition to Employment Pathways Advisory Program
WCC	Warrnambool City Council
WDEA	Western District Employment Access
WRAD	The Western Region Alcohol and Drug Centre
YC	Youth Connections
YUMCHA	Youth United Making Change Against Homophobic Attitudes



Financial Statements

2012/2013

(see attached documents)

Brophy Family and Youth Services Inc.

COMMITTEE REPORT

The committee present their report, together with the financial statements, on the incorporated association for the financial year ended 30 June 2013.

Committee Members

The names of the committee members throughout the financial year and up to the date of this report are:

Kevin O'Toole	(Chair Jul-Apr)	Resigned April 2013
Danielle Cornelissen	(Chair Apr-Jun)	
Anna Macgarvey		
Robert van Duynhoven		
Karen Foster		Appointed March 2013
John Robinson		
Mary Pendergast		
Clare Vaughan		
Jenny Madden		Appointed November 2013
Geoff Rollinson		Resigned October 2012

Committee members have been in office since the start of the financial year to the date of this report unless otherwise stated.

Meetings of Committee

During the financial year, 8 meetings were held. Attendances by each director were as follows:

	Directors meetings	
	Number eligible	Number attended
Kevin O'Toole	6	4
Danielle Cornelissen	8	4
Anna Macgarvey	8	7
Robert van Duynhoven	8	8
Karen Foster	3	3
John Robinson	8	4
Mary Pendergast	8	3
Clare Vaughan	8	6
Jenny Madden	4	3
Geoff Rollinson	4	1

Principal Activities

The principal activity of the association during the financial year was providing youth services to South West Victoria. No significant change in the nature of these activities occurred during the year.

Operating Result


The surplus/(deficit) from ordinary activities amounted to \$160,016 (2012: \$333,564).

After Balance Date Events

No matters or circumstances have arisen since the end of the financial year which significantly affected or may significantly affect the operations of the association, the results of those operations, or the state of affairs of the association in future financial years.

Signed in accordance with a resolution of the Committee:


Name: _____


Name: _____

Dated this 22 day of October 2013.

Brophy Family and Youth Services Inc.

COMPREHENSIVE INCOME STATEMENT

FOR THE YEAR ENDED 30 JUNE 2013

	Notes	2013 \$	2012 \$
REVENUE			
Operating grants	2	7,269,645	5,930,778
Capital grants		-	2,500
Interest		32,846	19,849
Donations & fundraising	2	107,422	62,667
Net gain on disposal of physical assets	3	1,540	(263)
Other revenue	4	417,177	349,651
TOTAL REVENUE		7,828,630	6,365,182
EXPENSES			
Employee Expenses	5	5,194,443	4,233,572
Operating Expenses	5	2,165,186	1,571,929
Depreciation Expense	6	308,985	226,117
TOTAL EXPENSES		7,668,614	6,031,618
RESULT FOR THE YEAR		160,016	333,564
OTHER COMPREHENSIVE INCOME			
Net fair value revaluation on non-financial assets		-	-
COMPREHENSIVE RESULT FOR THE YEAR		160,016	333,564

The accompanying notes form part of these financial accounts.

Brophy Family and Youth Services Inc.

BALANCE SHEET

AS AT 30 JUNE 2013

	Notes	2013 \$	2012 \$
ASSETS			
Current Assets			
Cash and Cash Equivalents	13	1,946,322	1,790,488
Receivables		87,957	92,059
Inventories		3,861	-
Other Assets		25,587	-
Total Current Assets		2,063,727	1,882,547
Non Current Assets			
Land	7	1,056,000	1,056,000
Buildings	7	3,981,486	3,943,977
Plant & Equipment	7	130,419	101,507
Motor Vehicles	7	425,366	349,552
Investments and Other Financial Assets		25,000	25,000
Total Non Current Assets		5,618,271	5,476,036
TOTAL ASSETS		7,681,998	7,358,583
LIABILITIES			
Current Liabilities			
Payables	8	483,300	441,927
Employee Benefits	9	694,281	537,472
Interest Bearing Liabilities	10	99,963	100,000
Other Liabilities	11	437,652	476,449
Total Current Liabilities		1,715,196	1,555,848
Non Current Liabilities			
Employee Benefits	9	60,326	56,275
Total Non Current Liabilities		60,326	56,275
TOTAL LIABILITIES		1,775,522	1,612,123
NET ASSETS		5,906,476	5,746,460
EQUITY			
Accumulated Funds		5,439,166	5,279,150
Asset Revaluation Reserve		467,310	467,310
TOTAL EQUITY		5,906,476	5,746,460

The accompanying notes form part of these financial accounts.

Brophy Family and Youth Services Inc.

CASH FLOW STATEMENT

FOR THE YEAR ENDED 30 JUNE 2013

	Notes	2013 \$	2012 \$
CASH FLOWS FROM OPERATING ACTIVITIES			
Grants received		7,244,950	5,551,397
Donations received		107,422	62,667
Interest received		32,846	19,849
Other revenue received		407,177	349,651
Payments to employees		(4,932,328)	(4,067,087)
Payments to suppliers		(2,254,516)	(1,452,449)
NET CASH PROVIDED BY OPERATING ACTIVITIES	12	<u>605,551</u>	<u>464,028</u>
CASH FLOWS FROM INVESTING ACTIVITIES			
Purchase of non-financial assets		(522,393)	(1,004,835)
Proceeds from sale of non-financial assets		72,713	18,637
NET CASH (USED IN) INVESTING ACTIVITIES		<u>(449,680)</u>	<u>(986,198)</u>
CASH FLOWS FROM FINANCING ACTIVITIES			
Movement in borrowings		(37)	89,355
NET CASH PROVIDED BY/(USED IN) FINANCING ACTIVITIES		<u>(37)</u>	<u>89,355</u>
NET INCREASE IN CASH AND CASH EQUIVALENTS HELD		155,834	(432,815)
CASH AND CASH EQUIVALENTS AT BEGINNING OF YEAR		1,790,488	2,223,303
CASH AND CASH EQUIVALENTS AT END OF YEAR	13	<u><u>1,946,322</u></u>	<u><u>1,790,488</u></u>

The accompanying notes form part of these financial accounts.

Brophy Family and Youth Services Inc.

STATEMENT OF CHANGES IN EQUITY

FOR THE YEAR ENDED 30 JUNE 2013

	\$	\$	\$
	Asset Revaluation Reserve	Accumulated Funds	Total
Balance 30 June 2011	467,310	4,945,586	5,412,896
Comprehensive Result	-	333,564	333,564
Balance 30 June 2012	467,310	5,279,150	5,746,460
Comprehensive Result	-	160,016	160,016
Balance 30 June 2013	467,310	5,439,166	5,906,476

The accompanying notes form part of these financial accounts.

Brophy Family and Youth Services Inc.

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 JUNE 2013

Note 1: Statement Of Accounting Policies

The financial report is a general purpose financial report that has been prepared in accordance with Australian Accounting Standards, Australian Accounting interpretations and other authoritative pronouncements of the Australian Accounting Standards Board, and the requirements of the Associations Incorporation Reform Act 2012 (VIC).

The financial report covers Brophy Family and Youth Services Inc. as an individual entity. Brophy Family and Youth Services Inc. is an association incorporated under the Associations Incorporation Reform Act 2012 (VIC).

The following is a summary of the material accounting policies adopted by the association in the preparation of the financial report. The accounting policies have been consistently applied, unless otherwise stated.

Basis of preparation

The financial report has been prepared on an accruals basis and is based on historical costs and does not take into account changing money values or, except where stated, current valuations of non-current assets. Australian Accounting Standards set out accounting policies that the AASB has concluded would result in a financial report containing relevant and reliable information about transactions, events and conditions to which they apply. Compliance with Australian Accounting Standards ensures that the financial statements and notes comply with International Financial Reporting Standards (IFRS)

(a) Income Tax

The association is exempt from income tax under sub-section 28(e) of the Income Tax Assessment Act 1936 as amended.

(b) Property, Plant and Equipment

Each class of property, plant and equipment is carried at cost or fair value less, where applicable, any accumulated depreciation and impairment losses.

Property

Freehold land and buildings are shown at their fair value (being the amount for which an asset could be exchanged between knowledgeable willing parties in an arm's length transaction), based on periodic valuations by external independent valuers, less subsequent depreciation for buildings.

Any accumulated depreciation at the date of revaluation is eliminated against the gross carrying amount of the asset and the net amount is restated to the revalued amount of the asset.

Plant and Equipment

Plant and Equipment are measured on the cost basis less depreciation and impairment losses.

The carrying amount of plant and equipment is reviewed annually by directors to ensure it is not in excess on the recoverable amount from these assets. The recoverable amount is assessed on the basis of the expected net cash flows that will be received from the assets' employment and subsequent disposal. The expected net cash flows have been discounted to their present values in determining recoverable amounts.

Subsequent costs are included in the asset's carrying amount or recognised as a separate asset, as appropriate, only when it is probable that future economic benefits associated with the item will flow to the association and the cost of the item can be measured reliably. All other repairs and maintenance are charged to the income statement during the financial period in which they are incurred.

Brophy Family and Youth Services Inc.

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 JUNE 2013

Depreciation

The depreciable amounts of all fixed assets including buildings, but excluding land, are depreciated on a straight line basis over their useful lives commencing from the time the asset is held ready for use.

The depreciation rates used for each class of depreciable assets are:

Class of Fixed Asset	Depreciation Rate
Buildings	2% - 10%
Office Equipment	10% - 100%
Motor Vehicles	20% - 25%

The assets' residual values and useful lives are reviewed and adjusted, if appropriate, at each balance date.

An asset's carrying amount is written down immediately to recoverable amount if the asset's carrying amount is greater than its estimated recoverable amount.

Gains and losses on disposals are determined by comparing proceeds with the carrying amount. These gains and losses are included in the income statement. When revalued assets are sold, amounts included in the revaluation relating to that asset are transferred to retained earnings.

(c) Rounding Off

All amounts shown in the Financial Statements are expressed to the nearest dollar.

(d) Receivables

Trade debtors are carried at nominal amounts due and are due for settlement within 30 days from the date of recognition. Collectability of debts is reviewed on an ongoing basis, and debts which are known to be uncollectible are written off.

(e) Payables

These amounts represent liabilities for goods and services provided prior to the end of the financial year and which are unpaid. The normal credit terms are Net 30 days.

(f) Employee Benefits

Provision is made for benefits accruing to employees in respect of wages and salaries, annual leave and long service leave, when it is probable that settlement will be required and they are capable of being measured reliably.

Measurement of short-term and long-term employee benefits.

Short-term employee benefits are those benefits that are expected to be settled within 12 months, and are measured at their nominal values using the remuneration rate expected to apply at the time of settlement. They include wages and salaries, annual leave, long service leave and accrued days off that are expected to be settled within 12 months.

Long-term employee benefits are those benefits that are not expected to be settled within 12 months, and are measured at the present value of the estimated future cash outflows to be made by the association in respect of services provided by employees to reporting date. They include long service leave not expected to be settled within 12 months.

Brophy Family and Youth Services Inc.

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 JUNE 2013

The present value of long-term employee benefits is calculated in accordance with AASB 119 *Employee Benefits*.

Long-term employee benefits are measured as the present value of expected future payments to be made in respect of services provided by employees up to the reporting date. Consideration is given to expected future wage and salary levels, experience of employee departures and periods of service. Expected future payments are discounted using interest rates on national Government guaranteed securities with terms to maturity that match, as closely as possible, the estimated future cash outflows.

Classification of employee benefits as current and non-current liabilities

Employee benefit provisions are reported as current liabilities where the association does not have an unconditional right to defer settlement for at least 12 months. Consequently, the current portion of the employee benefit provision can include both short-term benefits, that are measured at nominal values, and long-term benefits, that are measured at present values.

Employee benefit provisions that are reported as non-current liabilities also include long-term benefits such as non vested long service leave (i.e. where the employee does not have a present entitlement to the benefit) that do not qualify for recognition as a current liability, and are measured at present values.

Superannuation

The amount charged to the income statement in respect of superannuation represents the contributions made by Brophy to the superannuation fund.

Employee Benefit On-Costs

Employee Benefit On-Costs, including work cover, are recognised and included in employee benefit liabilities and costs when the employee benefits to which they relate are recognised as liabilities.

(g) Revenue

Income is recognised as revenue when entitlement exists or upon receipt.

Interest revenue is recognised on a proportional basis taking into account the interest rates applicable.

Government Grants

Grants are recognised as revenue when Brophy gains control of the underlying assets. Where grants are reciprocal, revenue is recognised as performance occurs under the grant.

Government grants which are unspent at year end and relate to certain programs are reported as income in advance.

Donations and Other Bequests

Donations are recognised as revenue when the cash is received. Donations from charitable trusts are recognised as revenue when the amount is committed by the trust.

All revenue is stated net of the amount of goods and services tax (GST).

(h) Cash and cash equivalents

Cash and cash equivalents includes cash on hand, deposits held at-call with bank and other highly liquid investments with original maturities of three months or less.

Brophy Family and Youth Services Inc.

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 JUNE 2013

(i) **Goods and Services Tax (GST)**

Revenues, expenses and assets are recognised net of the amount of GST, except where the amount of GST incurred is not recoverable from the Australian Taxation Office. In these circumstances the GST is recognised as part of the cost of acquisition of the asset or as part of an item of the expense. Receivables and payables in the Balance Sheet are shown inclusive of GST. Cash flows are presented in the cash flow statement on a gross basis, except for the GST component of investing and financing activities, which are disclosed as operating cash flows.

(j) **Impairment of Assets**

At each reporting date, the association reviews the carrying values of its tangible assets to determine whether there is any indication that those assets have been impaired. If such an indication exists, the recoverable amount of the asset, being the higher of the asset's fair value less costs to sell and value-in-use, is compared to the asset's carrying value. Any excess of the asset's carrying value over its recoverable amount is expensed to the income statement.

Where it is not possible to estimate the recoverable amount of an individual asset, the association estimates the recoverable amount of the cash-generating unit to which the asset belongs.

(k) **Critical Accounting Estimates and Judgments**

The directors evaluate estimates and judgments incorporated into the financial report based on historical knowledge and best available information. Estimates assume a reasonable expectation of future events and are based on current trends and economic data, obtained externally and within the company.

Key Estimates - Impairment

The company assesses impairment at each reporting date by evaluating conditions specific to the entity that may lead to impairment of assets. Where an impairment trigger exists, the recoverable amount of the asset is determined. Value-in-use calculations performed in assessing recoverable amounts incorporate a number of key estimates.

No impairment has been recognised.

Key Judgments - Provision for Receivables

Management has completed an assessment of Receivables outstanding and conclude that no provision is to be recognised.

(l) **New and revised accounting standards for application in future periods.**

Certain new accounting standards and interpretations have been published that are not mandatory for 30 June 2013 reporting periods. They have not been adopted in the preparation of the financial statements at reporting date and their impact will be immaterial in future accounting periods.

Brophy Family and Youth Services Inc.

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 JUNE 2013

	2013	2012
	\$	\$
Note 2: Grants Received		
Operating Grants		
Department of Human Services	5,307,429	3,519,623
Department of Education, Employment & Workplace Relations	722,765	647,949
Department of Education & Early Childhood Development	251,929	381,759
Department of Planning & Community Development	24,000	24,000
Department of Families, Housing, Comm. Services and Indig. Affairs	13,614	-
University of Melbourne: Headspace	757,404	835,303
Other Grants	192,504	522,144
	<u>7,269,645</u>	<u>5,930,778</u>
Donations & Fundraising		
Other Donations	107,422	62,667
	<u>107,422</u>	<u>62,667</u>
Note 3: Net Gain From Disposal Of Non-financial Assets		
Proceeds from disposal	71,173	18,637
Less: Written down value of non-financial assets disposed	(69,633)	(18,900)
	<u>1,540</u>	<u>(263)</u>
Note 4: Other Revenue		
Co-location, Rent and Service Fees	123,845	59,470
Misc. Income	293,332	290,181
	<u>417,177</u>	<u>349,651</u>

Brophy Family and Youth Services Inc.

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 JUNE 2013

	2013	2012
	\$	\$
Note 5: Expenses		
Operating Expenses		
Delivery Costs	1,097,266	723,579
Building & Occupancy	223,627	130,325
Service Contracts	67,230	48,149
Recruitment & Training	204,056	148,772
Motor Vehicle Expenses	175,468	163,051
Office Expenses	200,335	126,223
Computer Expenses	42,174	63,244
Audit & Legal Fees	10,040	8,503
Banking Costs	10,942	6,278
Finance Expense	-	210
Memberships & Subscriptions	17,533	11,679
Staff Expenses	35,618	20,110
Committee of Management & AGM	5,665	12,803
Consultancy	75,232	106,984
Community & Youth Complex	-	2,019
	2,165,186	1,571,929
Employee Expenses		
Salaries & Wages	4,688,957	3,821,456
Superannuation	404,231	332,827
Workcover	101,255	79,289
	5,194,443	4,233,572

Brophy Family and Youth Services Inc.

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 JUNE 2013

	2013	2012
	\$	\$
Note 6: Depreciation Expense		
Buildings	134,499	107,150
Plant & Equipment	57,951	39,100
Motor Vehicles	116,535	79,867
	<u>308,985</u>	<u>226,117</u>
Note 7: Fixed Assets		
Property, Plant & Equipment		
Land - at cost	338,000	338,000
Land - at fair value	718,000	718,000
	<u>1,056,000</u>	<u>1,056,000</u>
Buildings - at fair value	3,847,477	3,826,604
Less Accumulated Depreciation	(468,986)	(356,826)
	<u>3,378,491</u>	<u>3,469,778</u>
Building - at cost	510,683	510,683
Less Accumulated Depreciation	(50,761)	(36,484)
	<u>459,922</u>	<u>474,199</u>
Leasehold Improvements	151,135	-
Less Accumulated Depreciation	(8,062)	-
	<u>143,073</u>	<u>-</u>
Total Buildings	<u>3,981,486</u>	<u>3,943,977</u>
Plant and Equipment	532,780	460,376
Less Accumulated Depreciation	(402,361)	(358,869)
	<u>130,419</u>	<u>101,507</u>
Motor Vehicles	598,151	498,947
Less Accumulated Depreciation	(172,785)	(149,395)
	<u>425,366</u>	<u>349,552</u>
Summary		
Total Property, Plant and Equipment - at fair value	4,565,477	4,544,604
Total Property, Plant and Equipment - at cost	2,130,749	1,808,006
Less Accumulated Depreciation	(1,102,955)	(901,574)
	<u>5,593,271</u>	<u>5,451,036</u>

Valuation of land and buildings at Portland was undertaken by a Certified Practising Valuer ("Opteon") based on the summation of land and improvements approach. The valuation of land and buildings is at fair value at 30/6/2011.

Valuation of land and buildings at Warrnambool is based on depreciated replacement cost, as there is no market based evidence for fair value due to the specialised design of the building. Based on deemed cost, the valuation of land and buildings is at fair value at 30/6/2011.

Brophy Family and Youth Services Inc.

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 JUNE 2013

	2013	2012
	\$	\$
Note 7: Fixed Assets (cont.)		
Movements in carrying amounts:		
Buildings & Improvements:		
Balance at beginning	3,943,977	3,579,275
Additions	172,008	471,852
Transfers	-	-
Revaluation increment	-	-
Depreciation expense	(134,499)	(107,150)
Carrying amount at end	<u>3,981,486</u>	<u>3,943,977</u>
Land		
Balance at beginning	1,056,000	718,000
Additions	-	338,000
Revaluation increment	-	-
Carrying amount at end	<u>1,056,000</u>	<u>1,056,000</u>
Plant & Equipment		
Balance at beginning	101,507	118,757
Additions	86,863	21,850
Depreciation expense	(57,951)	(39,100)
Carrying amount at end	<u>130,419</u>	<u>101,507</u>
Motor Vehicles		
Balance at beginning	349,552	275,185
Additions	261,982	173,134
Disposals	(69,633)	(18,900)
Depreciation expense	(116,535)	(79,867)
Carrying amount at end	<u>425,366</u>	<u>349,552</u>
Total		
Balance at beginning	5,451,036	4,691,217
Additions	520,853	1,004,836
Disposals	(69,633)	(18,900)
Revaluation increment	-	-
Depreciation expense	(308,985)	(226,117)
Carrying amount at end	<u>5,593,271</u>	<u>5,451,036</u>

Brophy Family and Youth Services Inc.

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 JUNE 2013

	2013	2012
	\$	\$
Note 8: Payables		
Accrued Salaries & Wages	116,446	103,089
Accrued Workcover	3,543	34,471
Superannuation Payable	55,230	61,507
Trade Creditors	304,846	230,042
Other Payables	3,235	12,818
	483,300	441,927
Note 9: Employee Benefits		
<u>Current</u>		
Annual Leave	459,659	370,932
Long Service Leave	234,622	166,540
	694,281	537,472
<u>Non Current</u>		
Long Service Leave	60,326	56,275
	60,326	56,275
Note 10: Interest Bearing Liabilities		
<u>Current</u>		
Loan Timor Street - Variable	99,963	100,000
	99,963	100,000
Security of Loans: The loans are secured by a registered mortgage over the freehold land and buildings.		
Note 11: Other Liabilities		
Income Received In Advance	407,652	446,449
Interest Free Loan - Gwen & Edna Jones Foundation	15,000	15,000
Interest Free Loan - Ray & Joyce Uebergang Foundation	15,000	15,000
	437,652	476,449
Note 12: Cash Flow Information		
Net result for year	160,016	333,564
Non-cash flows in profit		
Depreciation	308,985	226,117
Net (gain) / loss on disposal of assets	(1,540)	263
Changes in Assets & Liabilities:		
(Increase)/Decrease in prepayments	-	-
(Increase)/Decrease in other assets	(25,587)	-
(Increase)/Decrease in inventory	(3,861)	-
(Increase)/Decrease in receivables	4,102	(33,913)
Increase/(Decrease) in other liabilities	(38,797)	(347,968)
Increase/(Decrease) in payables	41,373	119,480
Increase/(Decrease) in employee benefits	160,860	166,485
Net Cash provided by Operating Activities	605,551	464,028

Brophy Family and Youth Services Inc.

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 JUNE 2013

	2013 \$	2012 \$
Note 13: Cash and cash equivalents		
Cash in hand	2,500	2,100
Cash at Bank	1,943,822	1,788,388
TOTAL	1,946,322	1,790,488

Note 15: Asset Revaluation Reserve

The asset revaluation reserve records revaluations of non current assets.

Note 16: Capital and Leasing Commitments

Operating Lease Commitments

Non-cancellable operating leases contracted for but not capitalised in the financial statements

Payable - minimum lease payments

- not later than 12 months

160,056

93,696

- between 12 months and 5 years

277,071

352,500

437,127

446,196

Motor Vehicle Leases

Includes two motor vehicles leases which expire November 2015.

Building Lease

A contract was entered into on 11th April 2012 to lease the first floor of 177 Koroit Street for a period of five years commencing 1 June 2012.

A contract was entered into to lease 200 Timor Street for a period of three years commencing 18 August 2011.

A contract was entered into to lease 152 Liebig Street. This lease expires 30 March 2014.

Note 17: Contingent Liabilities and Contingent Assets

The association is not aware of any contingent liabilities or assets as at 30 June 2013 (2012: nil).

Note 18: Related party transactions

There have been no related party transactions during the year (2012: nil).

Note 19: Key Management Personnel Compensation

Short Term Benefits	527,443	401,651
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Brophy Family and Youth Services Inc.

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 JUNE 2013

Note 20: Segment Reporting

The association operates predominantly in one business and geographical segment, being the provision of family and youth services in South West Victoria.

Note 21: Refundable Deposit

On 23rd August 2010, Brophy Family Youth Services entered into an agreement with Realise Enterprises Inc. to run a program called Tasty Plate. As part of the agreement a \$25,000 deposit was paid which is refundable in the first three years after which time Brophy is to purchase 25% equity.

Note 22: Association Details

The registered office and principal place of business is:

Brophy Family & Youth Services
210 Timor Street
Warrnambool VIC 3280

Note 23: Financial Risk Management

a. Financial Risk Management

The association's financial instruments consist mainly of deposits with banks, short-term investments, accounts receivable and payable.

The association does not have any derivative instruments at 30 June 2013

(i) Treasury Management

The finance committee meets on a regular basis to analyse currency and interest rate exposure and to evaluate treasury management strategies in the context of the most recent economic conditions and forecasts.

(ii) Financial Risks

The main risks the association is exposed to through its financial instruments are interest rate risk, liquidity risk and credit risk.

Interest rate risk

Interest rate risk is managed with a mixture of fixed and floating rate debt, when required.

Foreign currency risk

The association is not exposed to fluctuations in foreign currencies.

Liquidity risk

The association manages liquidity risk by monitoring forecast cash flows and ensuring that adequate unutilised borrowing facilities are maintained.

Credit risk

The maximum exposure to credit risk, excluding the value of any collateral or other security, at balance date to recognised financial assets, is the carrying amount, net of any provisions for impairment of those assets, as disclosed in the balance sheet and notes to the financial statements.

The association does not have any material credit risk exposure to any single receivable or group of receivables under financial instruments entered into by the association.

Credit risk is managed and reviewed regularly by the Board of Directors. It arises from exposures to customers as well as through deposits with financial institutions.

The Board of Directors monitors credit risk by actively assessing the rating quality and liquidity of counter parties: only banks and financial institutions with an 'A' rating are utilised.

Price risk

The association is not exposed to any material commodity price risk

NOTES TO THE FINANCIAL STATEMENTS

Note 23: Financial Risk Management (Cont)

The table below reflects the undiscounted contractual settlement terms for financial instruments of a fixed period of maturity, as well as management's expectations of the settlement period for all other financial instruments. As such, the amounts may not reconcile to the balance sheet.

Weighted Average Effective Interest Rate	Floating Interest Rate			Within 1 Year		1 to 5 Years		Non Interest Bearing		Total		
	2013		2012	2013		2012	2013		2012			
	%	\$	\$	%	\$	\$	%	\$	\$			
Financial Assets												
Cash and cash equivalents	0.01		1,943,822	2,221,353	-	-	-	-	2,500	1,950	1,946,322	2,223,303
Loans and Receivables	-	-	-	-	-	-	-	-	112,957	83,147	112,957	83,147
Total Financial Assets			1,943,822	2,221,353	-	-	-	-	115,457	85,097	2,059,279	2,306,450
Financial Liabilities												
Payables	-	-	-	-	-	-	-	-	483,300	441,927	483,300	441,927
Bank Loan Secured	6.45	8.02	-	-	99,963	10,000	-	-	-	-	99,963	100,000
Total Financial Liabilities			-	-	99,963	10,645	-	-	483,300	217,608	583,263	228,253
Net			1,943,822	2,221,353	(99,963)	(10,645)	-	-	(367,843)	(132,511)	1,476,016	2,078,197

Brophy Family and Youth Services Inc.

Notes To The Financial Statements For the Year Ended 30 June 2013

Trade and Sundry Payables are expected to be paid as follows:

	2013	2012
	\$	\$
Less than 6 months	483,300	217,608
Total	483,300	217,608

c. Net Fair Value

Financial assets and liabilities listed at their net fair value approximates their carrying value. No financial assets and financial liabilities are readily traded on an organised market. The aggregate net fair values and carrying amounts of financial assets and financial liabilities are disclosed in the balance sheet and in the notes to the financial statements.

	2013		2012	
	Carrying Amount	Net Fair Value	Carrying Amount	Net Fair Value
Financial Assets	\$	\$	\$	\$
Cash and Cash Equivalents	1,946,322	1,946,322	2,223,303	2,223,303
Loans and Receivables	112,957	112,957	83,147	83,147
Total	2,059,279	2,059,279	2,306,450	2,306,450

Brophy Family and Youth Services Inc.

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 JUNE 2013

	2013		2012	
	Carrying Amount	Net Fair Value	Carrying Amount	Net Fair Value
Financial Liabilities	\$	\$	\$	\$
Bank loan secured	99,963	99,963	100,000	100,000
Trade and other payables	483,300	483,300	441,927	441,927
Total	583,263	583,263	541,927	541,927

Fair values are materially in line with carrying values.

iv. Sensitivity Analysis

Interest Rate Risk

The trust has performed a sensitivity analysis relating to its exposure to interest rate risk at balance date. This sensitivity analysis demonstrates the effect on the current year results and equity which could result from a change in these risks.

Interest Rate Sensitivity Analysis:

At 30 June 2013, the effect on profit and equity as a result of changes in the interest rate, with all other variables remaining constant would be as follows:

	2013	2012
	\$	\$
Change in profit		
Increase in interest rate by 2%	\$36,927	\$44,214
Decrease in interest rate by 2%	(\$36,927)	(\$44,214)
Change in equity		
Increase in interest rate by 2%	\$36,927	\$44,214
Decrease in interest rate by 2%	(\$36,927)	(\$44,214)

The above interest rate sensitivity analysis has been performed on the assumption that all other variables remain unchanged.

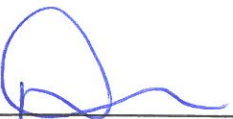
Brophy Family and Youth Services Inc.

STATEMENT BY MEMBERS OF THE COMMITTEE

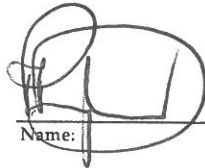
In the opinion of the committee the financial report, comprising the comprehensive income statement, balance sheet, statement of changes in equity, cash flow statement, and notes to and forming the financial report:

1. Presents a true and fair view of the financial position of Brophy Family and Youth Services Inc. as at 30 June 2013 and its performance for the year ended on that date in accordance with Australian Accounting Standards (including Australian Accounting Interpretations) of the Australian Accounting Standards Board and the requirements of the Associations Incorporation Reform Act 2012 (VIC).
2. At the date of this statement, there are reasonable grounds to believe that Brophy Family and Youth Services Inc. will be able to pay its debts as when they fall due.

This statement is made in accordance with a resolution of the Committee and is signed for and on behalf of the Committee by;



Name: _____



Name: _____

Dated this 22 day of October 2013.

INDEPENDENT AUDIT REPORT TO THE MEMBERS OF BROPHY FAMILY & YOUTH SERVICES INCORPORATED

Report on the Financial Report

We have audited the accompanying financial report of Brophy Family and Youth Services Incorporated (the association) which comprises the balance sheet as at 30 June 2013 and the comprehensive income statement, statement of changes in equity and cash flow statement for the year ended on that date, a summary of significant accounting policies, other explanatory notes and the statement by members of the committee.

Committee's responsibility for the Financial Report

The committee of the association is responsible for the preparation and fair presentation of the financial report in accordance with Australian Accounting Standards (including the Australian Accounting Interpretations) and the Associations Incorporation Reform Act 2012 (VIC). The committee's responsibilities also include designing, implementing and maintaining internal control relevant to the preparation and fair presentation of the financial report that is free from material misstatement, whether due to fraud or error; selecting and applying appropriate accounting policies; and making accounting estimates that are reasonable in the circumstances.

Auditor's Responsibility

Our responsibility is to express an opinion on the financial report based on our audit. We conducted our audit in accordance with Australian Auditing Standards. These Auditing Standards require that we comply with relevant ethical requirements relating to audit engagements and plan and perform the audit to obtain reasonable assurance whether the financial report is free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial report. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial report, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial report in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by the committee, as well as evaluating the overall presentation of the financial report.

The financial report has been prepared for distribution to members for the purpose of fulfilling the committee's financial reporting under the Associations Incorporation Reform Act 2012 (VIC). We disclaim any assumption of responsibility for any reliance on this report or on the financial report to which it relates to any person other than the members, or for any purpose other than that for which it was prepared.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Independence

In conducting our audit, we have complied with the independence requirements of Australian professional ethical pronouncements.

Qualification

The association has not complied with the provisions of Australian Accounting Standard AASB 118 & AASB 1004, which excludes the treatment of income received in advance as a liability. If the standard was followed, the \$407,652 now treated as income in advance would be shown as income in the current financial year.

Qualified Audit Opinion

In our opinion, except for the effects on the financial report of the matter referred to in the qualification paragraph, the financial report of Brophy Family and Youth Services Incorporated is in accordance with the Associations Incorporation Reform Act 2012 (VIC) including:

- i. Giving a true and fair view of the Association's financial position as at 30 June 2013 and of its performance and cash flows for the year ended on that date; and
- ii. Complying with Australian Accounting Standards (including the Australian Accounting Interpretations) and the Associations Incorporation Act VIC 1981.

Coffey Hunt.

COFFEY HUNT
CHARTERED ACCOUNTANTS

C.J. Kol

C.J. KOL
PARTNER

Dated at Warrnambool, 22nd October 2013