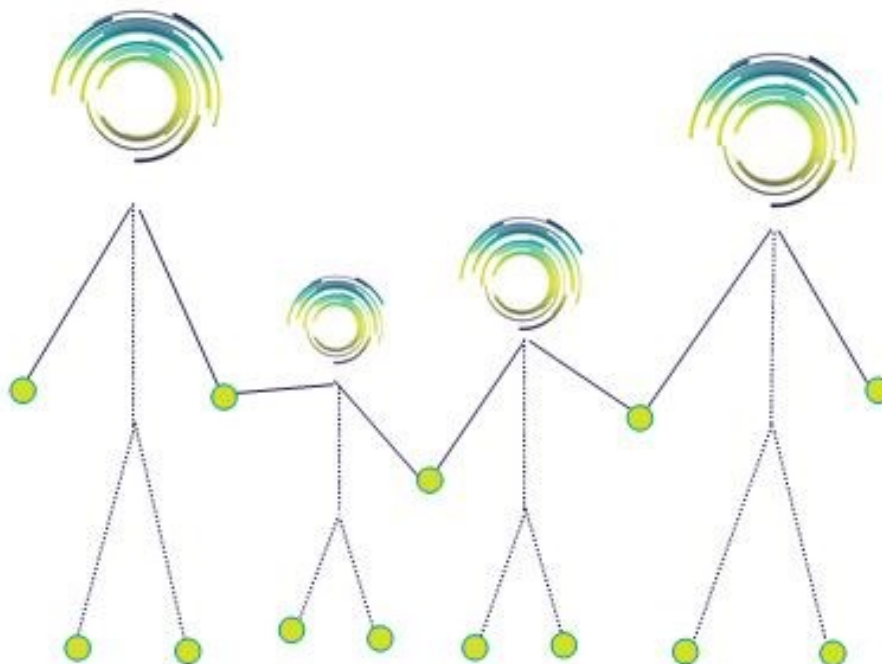




# 2015 Annual Report



*Helping Families Bounce Back*





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## Our Profile

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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. Brophy 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

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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

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To provide community based services that promote a just society and improve the life circumstances for people who are vulnerable and disadvantaged, especially those who are experiencing homelessness, family violence, marginalisation or disconnectedness.

## Our Values

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### **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*

## Snapshot



### Health Services

- 638 young people and family members were provided with information, assessment, referral support and brief interventions for AoD and living skills through our Access and Engagement Service - Youth Entry Point
  - 348 new young people accessed headspace services
  - 610 young people received a service
  - 2,530 occasions of integrated health services delivered
  - 34 equine therapy sessions delivered
  - 12 tele-psychiatry consults delivered
  - Australian General Practice Accreditation Limited (AGPAL) accreditation achieved
  - 100 + attended the "It's About Youth" AoD Conference held with WRAD
  - 63% of young people had improved levels of psychological distress and psychosocial functioning
  - Young people's satisfaction with health services rated 4.06 out of 5
- (Building Resilience In Corangamite Kids) and BRICKs leaders programs with their entire Year 9 students
  - 600+ primary, secondary and alternate education settings students participated in **SFYS funded or supported programs** that targeted improved engagement with education through building cultural inclusion, pride and identity among local Koori students, and professional, individual and peer support for gender diverse young people.
  - 26 young people achieved employment, work placement and training outcomes through the **Mentoring to Work Program**

### Accommodation and Support Services

### Education and Enterprise Services

- 624 young people participated in the **Healthy Relationships** program
  - 200 young people from the age of 12 to 19 strengthened their engagement and opportunities with education, training and/or employment through the **Youth Connections** programs in the Warrnambool/Corangamite and Glenelg/Southern Grampians regions
  - 1700+ young primary and secondary students in Warrnambool, Portland and Hamilton were involved in **School Focused Youth Service** funded or supported programs that targeted improved engagement with education
  - In 2014 and 2015, every secondary school in Corangamite ran the BRICKs
- 7700 night's accommodation provided to young homeless people and their children
  - 28 young people have lived or are currently living in safe, secure, affordable accommodation at the **Foyer Warrnambool**
  - 300 young people assisted by the **Youth Homelessness** program
  - 76 registered clients and over 300 casual clients who are homeless or at risk of homelessness assisted by the **Community Reconnections** program
  - 17 residents, proprietors and staff of the Supported Residential Service, Themar Heights assisted through the Supporting Accommodation for Vulnerable Victorians initiative – **Supporting Connections** program
  - 25 young people assisted with the transition from state care by **Leaving Care** program

- 14 young people assisted with accommodation and support through **Horizon House** case management
- 70 people assisted in establishing and maintaining their tenancies through the **Social Housing Advocacy and Support Program (SHASP)**

### Family and Support Services

- 1100 hours of support provided to **Kinship** families caring for children and young people
- 61 dedicated carers supported by the **Foster Care** program
- 60 children and young people provided with safe and stable homes by **foster carers**
- 28 potential foster carers at various stages of training and assessment
- 50 parents attended the Family & Friends 'You're Not Alone' forum
- 58 children, young people, carers and extended family supported in Kinship placements
- 70+ parents attended an informative presentation by Nelly Thomas on how to talk to teens about sexual health and sexuality
- 423 referrals to **Child FIRST** connected children, young people and their families to services to protect and promote healthy development
- 24 families supported by the **Adolescent Support** program
- 11 families assisted by the **Finding Solutions** program in diverting young people from out of home care services and the child protection system
- 100 men and their family members assisted by the **Men's and Family Relationships** program

- 20 men participated in **the Men's Behaviour Change** program
- 700+ referrals received by the **Enhanced Men's Intake Service** in an endeavor to change violent behavior
- 25+ women and children offered support by the **Family Violence** program
- 1000+ entries received from young people nominating their fathers and father figures for the **Father of the Year** award

Brophy supported many community campaigns in the past twelve months including:

- National Youth Week
- Close the Gap celebrations
- NAIDOC Week
- Mental Health Week
- Teens on the Green
- White Ribbon Day
- National Volunteers Week
- Wear it Purple - LGBTIQ
- Homeless Persons Week
- Father of the Year
- Foster Care Week
- Murray to Moyne 'Riding for Youth'
- Skatepark – BMX, Skate, Scoot
- Men's Health Week
- Corangamite BRICKS program
- Moyne Health Day
- 'It's about Youth' Drug & Alcohol conference
- SWTAFE Open Day
- ASIST for Sports Clubs

The complete Brophy Annual Report can be found on our web site at [www.brophy.org.au](http://www.brophy.org.au)

## Chairperson's Report

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It is with great pleasure that I present my report for the 2014-2015 year. Brophy has experienced a very turbulent time over the last 12

months but has come through strengthened and rebuilding its core strength.

One of the key directions for the year was to plan and ameliorate the impending impact, both financially and on unemployed young people, due to the defunding of the Youth Connections program in December 2014. It was viewed by the Board as a significant loss and risk to the organisation and needed to be carefully and sensitively negotiated. The main strategies were to make sure all the young people in the program were provided with a service for as long as possible and referred to other programs where necessary. Another aspect was that Brophy would attempt to redeploy the staff from Youth Connections across the organisation. Furthermore, Brophy would seek to advocate for this client group through State and Federal government to find a new solution. I am pleased to report that solid outcomes were achieved in all three areas, especially in the redeployment of all staff who wished to do so and the referral of clients who indicated that they would like to continue with another service.

The second key direction was to achieve accreditation. Again I am pleased to announce that Brophy succeeded in passing all standards and was awarded four exceeded standards by the Quality Improvement Council in March this year. What an impressive result by the staff team who worked diligently throughout the last three years.

The third key direction was to continue to strengthen the organisation's effort in

embedding an outcomes evaluation framework into the work of our staff, volunteers and management. To this end, Brophy has developed and trialled a client survey that seeks to understand our clients experience of the service across all the quality practice domains. Staff have also worked to embed the Outcome Star Planning and Assessment Framework which tracks with clients their progress on the outcomes they wish to achieve. In addition, Brophy will be implementing the Results Based Accountability program that will give programs the expertise to improve their service performance by utilising key data, reflection, and innovation to continually improve service to their clients.

To round off my report, I would like to thank the entire staff complement for their continued dedication and commitment to their clients and the organisation. Their professionalism and capacity to work together to create the best opportunities for those we serve is truly appreciated.

I would also like to thank the volunteers who so generously support our services to the community. To our carers and supporters, to our youth volunteers, we thank you for your ongoing dedication and commitment to support those who are most vulnerable.

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

Finally, I would like to thank my fellow Board members for their support, wisdom and stewardship during the year. A big thanks to Mary Pendergast who left us during the year for the tropics of Queensland. Enjoy Mary.

Thank you all for your contributions.

**Danielle Cornelissen**  
Chair



## Board

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### Chairperson

Danielle Cornelissen

### Treasurer

Robert Duynhoven

### Members

Anna Macgarvey

Jenny Madden

Clare Vaughan

Karen Foster

Richard Van Bergeijk

Mary Pendergast (resigned February 2015)

### Honorary Solicitor

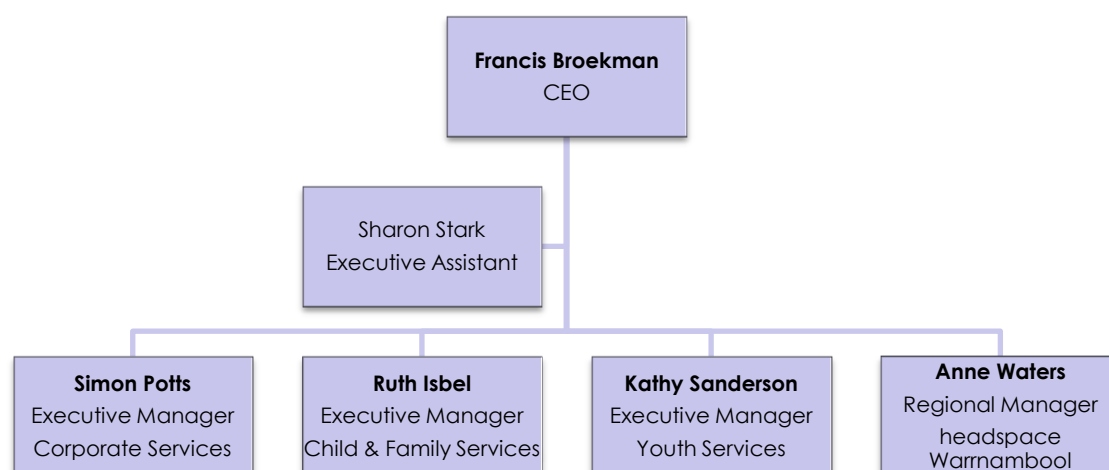
Maddens Lawyers

### Auditors

Coffey Hunt Chartered Accountants

## Executive Management

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## CEO's Report



Whilst it has been a very challenging year, there are some extraordinary stories to tell that show the hallmarks of an organisation prepared to absorb change and continually drive improvement and innovation as a means to reach for excellence.

One untold story is the way in which the staff complement decided to support each other in the wake of the news that the Youth Connections Program would not be refunded after December 2014. The potential impact was that ten staff would be made redundant, 240 early school leavers and unemployed young people would no longer receive this essential service and the organisation would struggle to balance its budget. However, instead, the leadership group embraced the challenge, established key principles and strategies to guide the response to the changes, and drove a path to success. The results were that no staff were involuntarily made redundant, clients were supported to the end of the year and referred to other services where needed, and collectively savings were equitably shared across all levels of the organisation.

The leadership team also decided that the most valuable message to focus on was the ongoing delivery of innovation and quality services throughout the organisation. To this end, innovation through professional development was advanced. Every division explored and developed different ways to better address the needs of our client groups. Just a few examples include:

- Introducing trauma informed practice across the organisation with the intention of becoming a trauma informed organisation in the future;

- Providing brief interventions for young people who come through the youth entry point seeking service. In this way, the team could not only support them to find the right service but could also provide life skilling while going through the process;
- Piloting a parenting program that seeks to put parents back in control when their adolescents are behaving aggressively;
- Building single session family work into the practice of youth workers to improve relationships;
- Creating an Aboriginal specific access into Child First entry point so that Aboriginal families can immediately access services of need
- Developing the Mentoring to Work program to support young people seeking work;
- Establishing more streamlined processes to access and prioritise accommodation options for young people in need; and
- Building on the Beyond the Bell Project by integrating the Communities that Care Program to inform their work through this evidence based methodology to assessing and prioritising key need areas involving young people.

Our partnerships were viewed as a key aspect to developing more joined up services in order to improve the client's experience of being provided with a seamless service. There are many such partnerships but I would like to specifically mention: Western Regional Alcohol and Drug Centre, South West Institute of TAFE, Gunditjmara, Barwon Youth, Community Southwest Alliance, Mpower, Warrnambool City Council, Bethany, Australian Childhood Foundation and South West Healthcare Mental Health Services.

Another core partnership with the community is with our volunteers. There are more than 120 active volunteers across the organisation who provide extraordinary support to our mission. I would like to thank all our volunteers from our carers to our youth groups and our Foster Care Womens' Auxiliary. Thank you for your enthusiasm, your commitment 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.

To all of our staff from across the agency, much of the great work is directly attributable 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.

Thanks to the Executive Management Team for their hard work, ongoing leadership and guidance across the organization.

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: Chairperson Danielle Cornelissen, Treasurer Rob Duynhoven, Vice Chair Mary Pendergast and Professor Anna Macgarvey, Claire Vaughan, Jenny Madden, Karen Foster and Richard Van Bergeijk.

Francis Broekman  
**Chief Executive Officer**



## Corporate Service

The Corporate Services Division is primarily responsible for the back of house operations of Brophy Family and Youth Services, taking care of the organisational systems that are not directly linked to delivery of services.

### Outcomes and Achievements

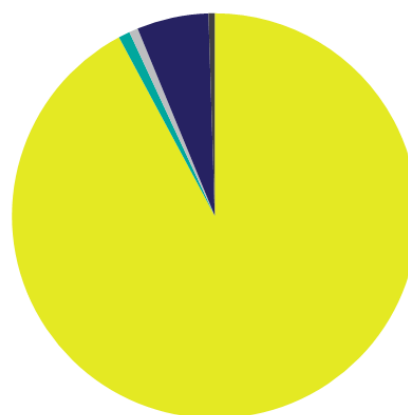
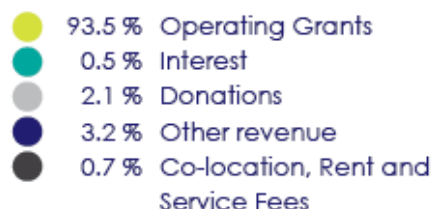
During the last year Brophy successfully achieved and surpassed outcome expectations for the Quality Innovation Performance (QIP) accreditation process and exceeded in four standards. This has clearly been a highlight for not only the Corporate Services team but one that can be shared across the organisation. The hard work that has gone into establishing effective management systems relating to planning, risk, legal and regulatory compliance is acknowledged.



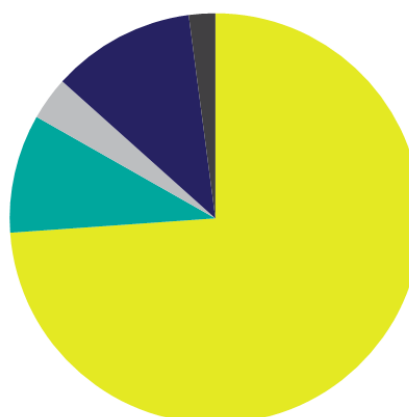
### Financial Result

Brophy Family and Youth Services recorded an operating turnover of \$8.16 million with a net deficit of \$2,312 for the last financial year. This result reflects a tremendously challenging time. When considering the loss of the Youth Connections program (worth over half a million dollars) and the planned deficit of seventy four thousand dollars by headspace, using surplus balances that were accrued in previous years, the result has been outstanding.

### Income breakdown



### Expenditure breakdown



## Acknowledgements

We have many people to thank for this result including the Corporate Services team, who have worked tirelessly across their respective areas to reduce costs and streamline processes whilst continuing to support each other and staff to remain optimistic and on task.

### Corporate Warrnambool Staff

Chris Thompson	Finance Manager
Scarlett Patrick	HR/WH&S Coordinator
Axel Goddyn	IT Coordinator
Carly Maher	Office Coordinator
Sharon Stark	Executive Assistant
Heather Brian	Payroll Officer
Helen Polack	Payroll Officer
Lou Ryan	Administration
Natasha Neave	Administration
Karen O'Brien	Administration
Marcia McLeod	Administration
Cody Chatfield	Admin – Casual
Helen Sztanda	Admin – Casual
Kylie Jenkins	Admin – Casual
Angela Paulin	Admin – Casual
Renee Miller	Admin – Casual
Teresa O'Brien	Admin – Casual
Gerard Lourey	Admin – Casual
Liz Murphy	Admin – Casual
Annie Carmichael	Admin – Casual
David Mitchell	Maintenance

### Corporate Portland Staff

Raelene Skinner	Administration
Jan de Zoete	Administration
Valerie Feehan	Admin – Casual

### Corporate Foyer Staff

Sheree Carey	Administration
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*Thank you all...*

Simon Potts  
**Executive Manager**  
**Corporate Services**





## Child & Family Services

The Child and Family Services division has seen another year of stability and consolidation with most of the year focussed on accreditation.

### Outcomes and Achievements

This year also saw us continue on our journey to becoming a trauma informed organisation through our partnership with the Australian Childhood Foundation (ACF). We have begun to explore and understand the impact of trauma personally, professionally and organisationally through all agency levels and roles. All supervisors have been trained in the ACF supervisory framework for supporting staff who work with traumatised children, young people and families. 2016 will see a number of staff undertake a Graduate Certificate in Developmental Trauma to continue to build and embed our knowledge and practice around trauma.

The introduction of the Who's In Charge program which aims to address adolescent to parent violence has been an innovative practice highlight that addressed an emerging issue. Thanks to Jacquie Murdoch for her commitment to getting the program up and running.

### Acknowledgements

An enormous thank you to the Child & Family First managers and team leaders - Robyn del Rio, Pam Jackson, Lynne McCosh, Marion Noye and Donna Wynters. Your capacity to embrace change and innovative is always exciting and brings a dynamic vision to our division. You continue to provide outstanding leadership to your teams and volunteers.

Joanne Doman, Quality Coordinator guided the organisation through accreditation to achieve the rating of exceeds in four Standards, an amazing

effort. Thank you for all your hard work and enthusiasm.

I would also like to acknowledge the Australian Childhood Foundation team Lisa Ranahan, Jenny Wing, Jeff Moore and Olivia Edwin Smith. We have benefitted so much from your knowledge, skills and generosity. Thanks you and looking forward to our continued relationship.

A big thank you to the Executive Management Team Francis, Kathy, Simon, Anne and Sharon for their fabulous support, big ideas and making sense of the madness at times

Most importantly I would like to thank all the CAFS program staff and volunteers for their dedication, commitment, humour, persistence and hope. We could not achieve what we do without you.

Ruth Isbel  
**Executive Manager**  
**Child & Family Services**





## Youth Services

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2014-2015 has been a challenging year of change where we have seen a reduction in the services and supports for young people in the south west region through the loss of the **Youth Connections** program. The impact on the young people has been profoundly felt, but the teams and programs in Youth Services have moved and adjusted to meet some of the gaps created by the loss of the program.

The youth teams have consistently delivered on their targets and outcomes in all areas in what has sometimes been a challenging and uncertain environment. The Division has been able to maintain the **Springboard Program** (for a further 3 years), **Mentoring 2 Work** (for another year) and the **WILD** program (consolidating funding and partnership options). There have been some team changes in structure and composition with the Youth Support Team and Youth Foyer taking on the additional programs from 1 July 2015.

In the Schools and Community Team the addition of **Communities That Care** has been an important project with strategic partnerships and the development of a strong research and evidence base for community based interventions. **School Focused Youth Service** underwent another external review, the second in three years and we are currently waiting to hear of the outcome and future funding for the program beyond 2015. We are hopeful that there will be some opportunities on the near horizon to further support the young people in our community who have so much need and so much promise.

### Acknowledgements

I would like to acknowledge our partners in service delivery who make it possible for us to provide a community response to our clients.

Victoria Police (Youth Connections and WILD)

headspace Warrnambool - events and promotion

RMIT Hamilton (Youth Connections)

Warrnambool City Council (Kulcha Shift youth programs and Youth Foyer)

Portland Re-engagement Program (Portland Secondary College) - Youth Connections and Brophy Portland

Warrnambool WAVE Re-engagement Program (Warrnambool College) - Youth Connections

Horizon House - St John of God (with Youth Support Team)

Eastern Access Community Health (EACH) partners in delivery of the WILD program

SW Health Care Midwifery, Warrnambool City Council Early Childhood Services and Maternal Health Services, East Warrnambool Community House, and SWTAFE Young Parents VCAL Program, all partners in the delivery of the Young Parents Program

I would also like to acknowledge and thank the committed and inspiring team in the Youth Services Division ably led by their Team Leaders - Jenny Hand, Peter Flanagan, Leeona Van Duynhoven and in particular Debra O'Keeffe and Heather Vafidis who remained committed to the Youth Connections Program until its ending.

I would like to thank them all for making it possible to realise the vision of the organisation. Finally, special mention goes to the Executive Management Team of Francis Broekman, Simon Potts, Ruth Isbel and Anne Waters along with Sharon Stark our EA, who are my colleagues and my ongoing support. Many thanks for all the hard work and what we have been able to achieve together this year.

Kathy Sanderson,  
**Executive Manager, Youth Services**

## Health Services

**Access and Engagement Service** provides a single Youth Entry point for young people, their family and friends, health professionals and other external services. The Access and Engagement Service is jointly funded by headspace and homelessness services.

**headspace Warrnambool** provides early intervention mental health services to 12-25 year olds. The service is designed to make it easy as possible for a young person and their family to get the help they need for problems affecting their wellbeing. This covers four core areas: mental health, physical health, work and study support and alcohol and other drug services.

headspace is funded by the National Youth Mental Health Foundation.

### Outcomes and Achievements

#### Access and Engagement Service - Youth Entry Point

638 young people accessed and engaged with services.

53% was young people seeking help.

47% were referred by other

agencies, health professionals and parents.

17 – 24 year olds were the largest group accessing the service.

#### headspace outcomes

348 new young people accessed services.

610 young people received a service.

2,530 occasions of service delivered.

34 equine therapy sessions delivered.

12 tele-psychiatry consults delivered.

50 single family work sessions delivered.

Delivery of AoD and living skills brief interventions commenced at entry point.

AGPAL Accreditation achieved.

National Family Inclusive Practice Project completed.

Family & Friends 'You're Not Alone' Forum - 50 parents attending.

'It's About Youth' AoD Conference held with WRAD - 100+ attending.

Second Murray2Moyn - Riding4Youth Team, (headspace, BFYS and SW TAFE) Youth Reference Group public speaking and audience management training workshop held.

Youth Reference Group delivered mental health promotion talks to schools in Corangamite.

63.6% of young people had improved levels of psychological distress and psychosocial functioning.

Young people's satisfaction with services rated 4.06 out of 5.

*'My son had an appointment with headspace and we were quite anxious but as soon as you walk in the door you're greeted with smiles from everyone we felt relaxed and welcomed from everyone'.  
(Parent of young person)*

### Acknowledgements

Anne Waters, Regional Manager

Phil Wilson, Clinical Lead

Louisa Radley, Practice Manager

Karen Walsh, Community Awareness and Engagement Coordinator

Karen O'Brien and Marcia McLeod, Medical Receptionists

Amy Wilson, Team Leader Access & Engagement

Colin Vale, Access & Engagement

Tracey Williams, Access & Engagement

Kora Bentley, Youth Mental Health Engagement Worker

Courtney Shiells, Youth Mental Health Engagement Worker

Caitlin O'Carroll, Youth Mental

Health Engagement Worker

Sharon Lenehan, Youth Mental Health Engagement Worker

*Headspace Equine Therapy*

Anne Waters

**Regional Manager, headspace**



## 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 61 hard working and committed carers and families with a further 28 potential carers at various stages of assessment and training enabling them to become active carers. Our carers are currently providing safe and stable homes for over 60 children and young people.

### Outcomes and Achievements

In 2014-2015 Brophy Family & Youth Services entered into an innovative partnership with the Australian Childhood Foundation that has seen the creation of a new position of Therapeutic Specialist. The aim of the role is to support not only foster carers, but kinship carers, young people leaving state care and Brophy staff to better support the children they care for or work with. Through this exciting initiative carers and workers have been offered training to further enhance their skills and knowledge. The first training offered "Connecting Through Care" which looked at understanding the impact of trauma and abuse on brain development and how to support the children coming into care

with this background. A training schedule for carers is being developed.

The Foster Care program ran its inaugural foster care camp for carers, their families and children in care in November 2014 and was held in the Grampians. This gave the children opportunities to challenge themselves via set activities like canoeing or completing the high ropes course. Feedback from both carers and children alike has been extremely positive. This is planned to be a biannual event on the foster care calendar.

Over the last 12 months the Foster Care team experienced much change losing four team members in a very short space of time, one of which was the team leader. To ensure that good quality service was maintained, some internal reallocation of tasks and team redevelopment has been successfully implemented. All staff now contribute to carer recruitment, training and assessment and two senior worker positions have been created to support the team leader.

### Acknowledgements

#### The Team

Acting Team Leader, Marion Noye  
Senior Worker, Rebecca Gilmore, Senior Worker, Aileen Larkins, Siobhan Cormican, Camille McNamara, Madelyn Crimmin,



Maree Cato, Mary Bourke, Nea Fletcher, Shivon Beckwith, Adele Lawlor, Meg Hussey and Lynne McCosh.

### Partners

Department of Health & Human Services, Child Protection (Warrnambool, Portland and Hamilton, DHHS Placement & Coordination Unit and the Local Liaison Engagement Officer.

Thank you to the hard working and dedicated volunteers at the Foster Care Opportunity Shop who provide great support to the Out of Home Care Program by providing clothing for children and financial support to carers and children in care.

## Kinship Care



The aim of the Kinship Care program is to strengthen and support kinship families, ensuring the safety and stability of the children and young people in Kinship Care. Kinship Care programs provide support for children aged 0 to 17 and their kinship carers.

The Kinship Care team provides support to Kinship families across the Warrnambool, Moyne and Southern Grampians shires. The team outreaches from Warrnambool to the South Australian boarder and up as far as Balmoral and out as far as Peterborough. Over the past 12 months Kinship Care has

supported 58 children and their carers, where the children were on protection orders. This reflects a 40% increase in the number of families we assisted through these program areas last year. As well as providing the services to Child Protection clients, the team has provided over 1,100 hours to supporting informal Kinship placements through our Kinship Family Services and advice/information programs.

### Outcomes and Achievements


The Kinship program has packed a lot into the past year, with monthly support groups and the annual bus trip to Halls Gap, described by one carer as

*the most amazing day 'free range kids', everyone happy having fun and sharing in a great day*

Other activities have included: Kinship training; activity day for children in the July school holidays; school holiday family BBQs in Warrnambool, Hamilton and Portland; a Kinship carer luncheon in December; Christmas celebration at Brophy; and not to forget the many home visits, meetings and phone calls. Seeing these families move forward is wonderful for us and then we get a message like this:

... a recognition that is very humbling.

*"Your wonderful team deserves to be commended on their compassion and caring manner"*



Keeping connection to family helps ensure the child/young person has a sense of identity and the unconditional love we find within family. An example of this is:

*A young person we now work with who had a history of rejection and broken placements until a member of his extended family took him into her home. At that time he was in his early adolescence with a diagnosis of ADHD and on medication with a history of challenging behaviours. Now at 16 years of age, he is a settled, amazing young man and a positive example to his peers. A skilled sports man, active community member and mentor to his younger sibling. No longer on medication. A strong sense of belonging and knowing he is wanted has helped him achieve the stability he needs to reach his full potential.*

## Acknowledgements

A sad time in our year was the death of one of our kinship carers after a short and courageous battle with cancer. The love and care Graham gave shines through in the smiles of his grandchildren.

### The Team

Team Leader, Pam Jackson

Erin Bubb, Lisa Vale, Kaye Smith and Michelle Alsop

### Partners

Thanks to all our Kinship Carers, Grandparents Victoria, Kinship Care Victoria, the Centre of Excellence in Child & Family Welfare, and the Department of Health & Human Services Child Protection.

## Child First and Family Services

### Child FIRST

Child FIRST is the point of entry for families, community members and professionals into Family Services. The primary function of Child FIRST is to undertake assessments of the needs of vulnerable children and families and to refer to Family Services, provide information and to refer elsewhere.

Child FIRST has had 423 referrals and is well above its target of 290 for the year.

### Family Services

Family Services promote the safety, stability and development of children and young people whilst supporting their parents/carers in their role.

### Adolescent Support

The Adolescent Support Program aims to provide individual, parent and family


interventions in an endeavor to help adolescents remain living at home. At any one time the program can support up to 24 families.

### Finding Solutions

Finding Solutions continues to work with up to 11 families to divert young people from "out of home" care services and the child protection system. We provide an immediate and intense short term response by supporting young people aged 12-16 years and their families where there is significant conflict.

### Outcomes and Achievements

The "Who's In Charge" program is an exciting initiative introduced into Brophy via our team. This is an 8 week program for parents and carers of young people (8-18 years) who are out of control, violent or defiant.



"Who's In Charge" has run for 2 terms so far this year, in Warrnambool and Portland and will be rolled out to Hamilton, Heywood and Corangamite next year, as demand dictates.

The response thus far has been better than expected and the participants have been enthusiastic and engaged. Referrals are coming from a number of sources including, schools, self-referrals and through word of mouth.

It is anticipated that this program will grow and continue to service an area that addresses an ever increasing need.

## Acknowledgements

### The Team

Child FIRST and Family Services Manager:  
Robin del Rio

Child FIRST: Senior Practitioner, Kerri Zanos  
and Patrick Dart

Family Services: Senior Practitioner, Annie Laird, Sue Robertson, Jacqueline Murdoch, Robyn Scanlon, Skye Cashion, Erin Hurley and Heather Vafidis.

### Partners

Bethany, Gunditjmara Aboriginal Cooperative Ltd, Mpower, Warrnambool City Council, Winda-Mara Aboriginal Corporation, Department of Health & Human Services and Centacare.

## Community Outreach Programs

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Community Outreach Programs (COPS) deliver a suite of programs that are predominantly "non-youth" specific. These programs include:

### Community Reconnections

Provides support and assistance to individuals over 25 years of age who are homeless or at risk of homelessness, or reside in low cost accommodation.

### Outcomes and Achievements


The program provides engagement and support in the areas of food parcels, emergency accommodation such as motel rooms, swags and tents. This year the program assisted 76 registered clients and over 300 casual assist service users.

### Supporting Accommodation for Vulnerable Victorians Initiative - Supporting Connections (SCs)

SCs works to provide support to the residents at the supported residential facility, Themar Heights in Warrnambool. Support and assistance involves providing access to allied health services, mental health services, disability services and Veteran's Affairs. There are also activities and socialisation options which are provided both on site and externally.

### Outcomes and Achievements

Residents have continued to have access to podiatry and optical care. Recreational and socialisation activities have included a train trip, river cruise, attendance at Morning Melodies, participation in the Zest for Life, on site art and a passive exercise program.



SCs is funded to provide support to 17 residents at Themar Heights - the facility is registered for 42 residents.

### **Men's and Family Relationships**

This 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 seven years the competition has recognised the great work our local fathers and father figures do through an annual breakfast prior to Father's Day when the Father of the Year is announced.

### **Outcomes and Achievements**

Apart from some positive outcomes for men and their families, this year's Father of the Year was again very successful. We had just on 1000 entries from young people nominating their fathers and father figures and 120 people attended this emotional breakfast celebration.

### **Enhanced Men's Intake**

This program receives referrals from the Police when a family violence incident has occurred. The man is contacted within 48 hours and is invited to change his violent behaviour by attending the Men's Behaviour Change Program.

### **Outcomes and Achievements**

The program received over 700 referrals in the last 12 months.

### **Men's Behaviour Change**

This program solely 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. 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.

### **Outcomes and Achievements**

The program assessed 29 men as suitable to enter the group and 20 of these men completed the program. Those that completed the group reported that the skills that they had learned in the group had changed their behaviour. Most reported that they had a greater understanding of what violence actually was and the harm it was doing to their family. They all stated a desire to be better fathers and partners.

### **Social Housing Advocacy and Support (SHASP)**

SHASP aims to assist Office of Housing tenants to establish and maintain their tenancies.

### **Outcomes and Achievements**

SHASP has achieved good outcomes for over 70 tenants including; assisted over 20 tenants establish new tenancies in unfamiliar locations, assisted over 25 tenants in maintaining their tenancy via substantial property clean-ups.

*'Thanks looking 4ward to the hamper  
thank you so much, you are amazing.'* –  
text from client.





## **Family Violence Counselling and Partner Contact**

These programs are offered to women and children who have, are at risk of, or are currently 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.

## **Outcomes and Achievements**

This support is offered face to face for all clients or can occur by phone for the partner contact women. The counselling is strength based and client focused. Over 25 woman and children have received this service in the last 12 months.

## **Hopkins No Interest Loans Scheme (HNILS)**

This is a community based scheme run predominantly by volunteers. It offers fee free and interest free loans of up to \$1,000 to those in the community on low incomes. HNILS services both the Moyne and Warrnambool Shires.

*Sarah has been with Hopkins NILS almost nearly ten years now, and has almost completely furnished her home through HNILS loans. Sarah is a single mum with three children who manages from week to week.*

## **Outcomes and Achievements**

The Hopkins NILS issued 35 loans, 26 of which were to single parents. Loans were for furniture, medical items, educational items, electronic and outdoor items.

## **Glenelg No Interest Loans Scheme (GNILS)**

This program offers no interest no fee small loans to low income people within the

Glenelg Shire. Maximum amount that can be borrowed is \$1200 repayable over 12 – 18 months at an affordable rate. Loans are not available for rent, bonds debts or cash.

## **Outcomes and Achievements**

During the last financial year Glenelg NILS issued 81 loans, 74 of borrowers are renters, 60% are aged over 45 and household appliances made up 73% of loan purposes.

## **Acknowledgements**

### **The Team**

Donna Wynters, Team Leader and Partner Contact Worker

Graham Bedford, Coordinator of the Men and Family Relationships and Co-facilitator of Men's Behavior Change program

Robyn Lake, Enhanced Men's Intake, Men and Family Relationships, Family Violence, Men's Behaviour Change Co-facilitator, Partner Contact Worker

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

Jan Dezoete – Glenelg No Interest Loans program

Online Green – Hopkins No Interest Loans program

### **Partners**

Centre Against Sexual Assault, Emma House, Salvo Connect, Centacare and Mental Illness Foundation.





## Youth Homelessness

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The Youth Homelessness Program provided services to approximately 300 young people this year through the provision of the following programs:

**The Crisis Housing and Transitional Housing Support Service** supports young homeless people and their children by providing case management to clients.

**Creating Connections** provides interventions covering the areas of advocacy, engaging/maintaining links to education and training, maintaining tenancies, supporting referrals to specialist services, and improving living skills through group work.

The **Leaving Care** program provides intensive support for young people at risk of homelessness to prepare for independent living after being in State care.

**Leaving Care – Post Care Support** program provides short term casework for young people post care to maintain independence.

**Horizon House Case Management** supports young homeless people in Horizon House through the provision of casework.

The **Youth Justice Community Support Service** allows for intensive assistance to statutory youth justice clients to help them access services covering employment, education and training, mental health, drug and alcohol and housing options, as well as facilitate links to their communities.

The **Young Parents** program provides an early intervention service to young parents through the provision of ante natal and post natal group work, individual support, and links to specialist services.

**Youth Justice Group Conferencing** provides a community rehabilitation

intervention to the Children's Court at the pre-sentence stage, in order to divert young people from more intensive supervisory court outcomes.

**The Reconciliation and Mediation** program works with families to resolve conflict and crisis situations, therefore reducing the number of young people entering the homelessness system.

### Outcomes and Achievements

The homelessness program provided a total of 7700 night's accommodation to young homeless people and their children this financial year and had over 2700 contacts with their clients during this time.

Leaving care programs assisted 25 young people through the transition from State care.

Horizon House case management assisted 14 young people with accommodation and support.

### Acknowledgements

#### The Team

Team Leader, Peter Flanagan

Kim Watts, Wendy Fleming, Peter Hill, Jeneece Baxter, Lisa Osborn, Kylie Piening and Katrina Field, This year we welcomed Brendan Maher, Ellen Gannon and Glenn McKenzie to the team and farewelled Daniel Sedgley and Oonagh Doyle.

#### Partners

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



## Youth Connections

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The Youth Connections program's aim was to re-engage young people into education and employment and strengthen community opportunities and services for at risk youth.

Youth Connections offered an opportunity for innovative and creative program delivery through the focus on individual needs, and allowed case workers to respond from a client centered approach. The Youth Connections program had a team of dynamic and dedicated case workers who are skilled not only in case management but in engagement which is considered crucial to positive outcomes for clients. The program was delivered in a variety of ways including case management, community development, engagement in positive activity, advocacy in education systems and linking to alternative educational opportunities. A community development component of the program had a focus on 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.

Funding of the 5 year program, ended on 31 December 2015.

Regions:

Vic 15 - Warrnambool, Moyne, Corangamite, Colac

Vic 16 - Hamilton & Portland

### Outcomes and Achievements

The Youth Connections program has been delivered by Brophy for 5 years and has achieved positive outcomes for 200 young

people per year in the areas of educational engagement, access to training and support into employment across the region. Despite the success of the program in the South West region, the Commonwealth decided not to refund the program beyond 2014. The Impacts of the loss of the program are still being felt in the first 6 months of 2015 with youth unemployment being at an alarming high in the SW region.

In the last year of the program, despite the uncertainty and the loss of program staff along the way, the program still delivered on targets to Individuals and group projects. Young people at risk of disengagement or recently disengaged - Vic 15: 59 outcomes, Vic 16: 35 outcomes, Young people disengaged from education, training or employment for more than 3 months - Vic 15: 67 outcomes, Vic 16: 34 outcomes.

### Acknowledgements

The most important acknowledgement goes to the Youth Connections staff who hung in as long as they were able to see the program through and complete their work with clients. We lost many staff from this program but were able to transition some staff into other roles at Brophy. It was a very difficult time but there was strong support for the delivery of the program through to closure.

### The Team

Debra O'Keeffe, Heather Vafidis, Joy Ahearn, Jo Turner, Neethu Manuel, Brian Cavagnino, Kathryn Johns, Brendan Maher, Glen McKenzie, Sara Hanson, Sharon Lenehan

## Foyer Warrnambool



Foyer Warrnambool provides accommodation for up to 2 years, in self-contained units for 16 residents aged 16 to 25 years of age while they complete their education, training or employment goals. The Outcome Star case management system underpins the program. It measures individual and program outcomes benchmarked internally, nationally and internationally. The Casey Living Skills Assessments has been introduced into the program this year. This is a web based program that incorporates assessment tools to measure resident's skill development in essential living skill domains.

### Outcomes and Achievements

The residents recently created a mural (pictured above) symbolising cultural diversity with the help from two local graffiti artists.

The residents are currently working with the Warrnambool City Youth Council and a local film maker to produce a short video to promote the Foyer.

Twenty eight residents have been accommodated at the Foyer this financial year, of the 14 that have relocated from the Foyer, 5 have secured shared private rental, 3 young parents secured public housing, 2 young parents have secured private rental, 2 residents have returned to family, and 1 resident was referred to another service. South West TAFE continues to be the major education provider to Foyer residents with a total of 14 residents attending various courses there, including 4 residents participating in the

Young Parents Victorian Certificate of Applied Learning. Five residents have attended local mainstream secondary schools, including Brauer, Warrnambool College and Kings College throughout the last financial year.

One resident continues to maintain full time employment, with 5 residents engaged in part time employment. Eight Foyer residents have been or continue to be supported through the Brophy Mentor to Work program.

### Acknowledgements

#### The Team

Robyn Watson, Jessica Moloney and Jackie Wallis are our part time workers covering overnight and weekend shifts, assisted by casuals Sara Hanson, Lindsey McPhail and new comer Adam Moloney. We farewelled casuals Glenda Levitt and Danielle O'Brien this year. Our day staff constitutes Senior Caseworker Chrissie Duncan, caseworkers Danny Pearson and Talbot Lemmens. Thank you to Sheree Carey, our front of house administration and reception officer.

#### Partners

Foyer Warrnambool has developed valuable partnerships including the Warrnambool City Council Youth Development Team, South West Institute of TAFE, headspace, Warrnambool, Food Share, Mentor 2 Work, Victoria Police, Learn to Drive (L to P) programme and Maternal and Child Health Services.





## WILD

The WILD program is a wilderness adventure therapy program which aims to enhance personal strengths, develop trusting relationships with self, family, community, school, peers and develop coping strategies in challenging situations.

The 2014 program was run with young men aged 14-17 from Mortlake College. The program was co-facilitated and in partnership with Mortlake College, Eastern Access Community Health (EACH), Victoria Police and Spartan Combat which would provide ongoing support to these young men.

The program underwent changes part way through the implementation, and the goals were adjusted. The program was then reviewed with the young people, their families and staff. The learnings from this review and follow up sessions allowed the young people to reflect on their journey. The evaluation indicates that there were some positive outcomes with the adjusted program.

### Outcomes and Achievements

The WILD program will be starting a Warrnambool based group for 2015 and we are excited to have a group of willing adventurous young people!

### Acknowledgements

WILD Program Officer, Sara Hanson,  
Shannon Grass

John Keats, Victoria Police Liaison Officer

Matt Franks, Eastern Access Community Health (EACH)

David Gibbs – Spartan Combat

These relationships have been a crucial part of the program and we hope they can continue and grow with the WILD program.

Thank you also to all the young people, families, schools, alternative education schools, Victoria Police and EACH for supporting and enriching the WILD program which allows young people to succeed and grow.

Some comments from the participants:

*"Improved Self-esteem"*

*"Helped to express myself"*

*"Helped my overall trust with people"*

*"I didn't know I could do that, and now I did, I happy I did it"*

*"I made stronger friendships and new ones as well"*

*"I am capable of achieving things"*

*"I can overcome fears"*

*"I can get along with people"*

*"I can push myself outside my comfort zone"*

*"I'm actually stronger than I thought"*

*"I want to keep pushing myself and get myself fitter"*

*"It can support me because of the relationships I have now with my teachers and students which makes me more confident to be myself and express myself"*

*"Trusting people"*

*"It can assist me by now knowing that not everyone is going to judge me and I do have people to support me"*

## School Focused Youth Service

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School Focused Youth Service (SFYS) is funded and managed through the Department of Education and Training.

The objective of SFYS is to ensure that at risk young people, aged 10-18 years, are well supported in their communities, that risk factors are addressed or mitigated and that they continue to be engaged and connected to education.

### Outcomes and Achievements

#### SFYS Warrnambool

70+ parents attended an entertaining and informative presentation by Nelly Thomas in November on how to talk to teens about sexual health and sexuality. This event was planned in partnership with Women's Health and Wellbeing Barwon South West.

230+ local school and agency staff participated in a range of health and wellbeing forums and network activities.

840 young people from local primary and secondary schools were involved in SFYS funded programs that increased connectedness to school through: building cultural identity and pride in indigenous students, developing mental health strategies and resilience and applied learning/building projects in the school and local community.

#### SFYS Corangamite

In 2014 and 2015, every secondary school in Corangamite ran the BRICKS (Building Resilience in Corangamite Kids) and BRICKs

leaders programs with their entire Year 9 students.

80+ school and agency staff attended the inaugural Corangamite Schools Network Forum PD event.

"Read To Dog" pilot program combating poor literacy and low school engagement successfully completed at Cobden Primary School in 2014. This innovative program has been extended to an additional two schools in 2015 and will continue to grow.

900+ young people from primary and secondary school involved in SFYS funded or supported programs aimed at building resilience, improving mental health and wellbeing and improving connectedness to school and community.

#### SFYS Portland/Hamilton

Over 320 school and agency staff from more than twenty schools and a number of agencies attended several professional development and networking opportunities hosted in Portland and Hamilton that targeted an understanding of poverty and its impact on the engagement with education by families and young people.

In excess of 600 primary, secondary and alternate education settings students participated in SFYS funded or supported programs that targeted improved engagement with education through: Building cultural inclusion, pride and identity among local koori students. Professional, individual and peer support for gender diverse young people. Development of improved relationships both among peers and with teachers. The provision of applied learning projects in school and the local community.

## Acknowledgements

### The Team

Leeona van Duynhoven, Warrnambool and Moyne  
Steve Turner, Hamilton and Portland  
Sonia van Kempen, Corangamite

### Partners and Supporters

Thank you to all government, Catholic and independent primary and secondary schools, our partners, community organisations and agencies in south west Victoria that continue to assist us to develop improved connections between schools and community services in the support of young people and their families.

## Healthy Relationships

The Healthy Relationships program focuses on the primary prevention of sexual assault and violence and the healthy development of intimate relationships. It is guided by extensive, informed research. 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
- the bystander

It aims to develop values, knowledge, and skills alongside personal awareness and confidence so that young people are able to make informed, respectful decisions in their intimate relationships and that they are also 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, with the addition of Mortlake College for the first time. Sessions also occurred with VCAL students at Brauer, as well as young people at The Foyer, Tasty Plate (innovative employment program for young people

with disability) and Clontarf Academy at Warrnambool College.

The Healthy Relationship program was also included in the Moyne Shire Health Expo.

Over the past 12 months there have been 624 participants.

Participants fill in an evaluation form at the completion of the sessions, which also enables the request for a referral if necessary.

Written comments include:

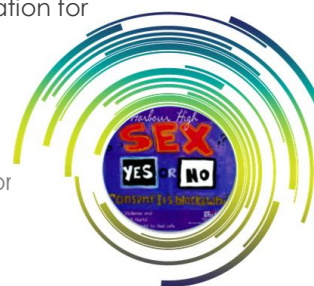
*"I've learnt that you need to trust your gut and keep a relationship going only when you feel safe and comfortable and that you only have sex when you feel ready and at a legal age. It was helpful."*

*"I've learnt it's never your fault if you get sexually assaulted. I found the session difficult because I've had experience. But I liked listening to the information."*

### Acknowledgements

Jennifer Chambers, Healthy Relationships Worker

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





Communities That Care®

## Warrnambool

Communities That Care (CTC) Warrnambool aims to improve the healthy development of children and young people and prevent antisocial behaviour, alcohol and drug abuse and school dropout.

Working closely with Deakin University, CTC aims to prevent health and social problems by addressing the underlying factors that increase the likelihood of positive development and decrease the likelihood of adverse outcomes for children and young people.

Our vision is that every child and young person who lives or attends school in Warrnambool has the environment, connections and opportunities to build physical, mental and social wellbeing.

### Outcomes and Achievements

CTC has conducted a 326-question survey of 1,215 year 6, 8 and 10 students from 13 Warrnambool schools.

The survey identified a wide range of community strengths, such as the high level of opportunities for youth to get involved in prosocial activities that build their skills and commitment to the community. It also found problem areas that were significantly lower than national averages, such as smoking, using solvents to get high and levels of bullying.

There were risk factors significantly lower than national averages, such as lower levels of peer kudos from antisocial behaviour and a lower proportion of young people that had friends who took alcohol and drugs.

There were some problem areas identified. The survey found that one in three year 10 students, one in five year 8s and one in 16 grade 6s drank within the four weeks before the survey. One in five year 10s, one in 18 year 8s and one in 45 binge drank (five or more drinks in a single session) within the fortnight before the survey.

The survey found that three in four year 10 students have a low commitment to school. CTC is working with Beyond The Bell to improve the attainment rates of year 12 or equivalent.

### Acknowledgements

Coordinator: Cameron Price, with guidance from Leeona Van Duynhoven and Kathy Sanderson.

The assistance of CTC Key Leaders, members of the Beyond The Bell Warrnambool Local Action Group and the volunteers has been invaluable.

The Department of Justice and Regulation has funded CTC under the Community Crime Prevention Program.

## Kulcha Shift Youth Projects



The vision of this project is one of developing resilient youth communities through the use of enterprising and experiential projects and activities. This enables young people to be the drivers and the deliverers of the messages of positive well-being to other young people, to their families and to their communities in general.



**WINNER:** The READY's AWARD (Recognising Excellence Award for Delivering Youth Services) – Community Organisation category.

### Outcomes and Achievements

**Kulcha Shift EVENTS** are created by a group of young people (the Kulcha Shift Event Crew) who are interested in hosting events for youth. The Event Crew are trained in event management, promotion and marketing, sound and lighting techniques and leadership skills.



Partnering with Warrnambool City Council to coordinate FreeZA Crew to present four music events

1. FreeZA Push Start 'Battle of the Bands' heat

2. Skate, BMX and Scoot Competition (Warrnambool, Port Fairy, Heywood, Camperdown, Colac)
3. Attendance at FreeZA Summit
4. Hosting Brophy & Family Youth Services 2014 AGM

**Kulcha Shift COMMUNITY CAFÉ** is 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. This adaptable environment supports all styles of programs

**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 understand the retail sector.

- Environmentally friendly store
- Plastic free
- Ticketmaster Outlet



**WAVEFORM MEDIA** working in partnership with 3WayFM and SYN Media to give a voice to rural youth. Creating programs, gig reviews and content for radio.

- 6 local radio shows
- 4 shows SYN Media (Australia wide)
- Media Training - two full days
- Supporting FReeZA events
- Site visits (Vision, Coast, SYN)

**Community Events** supported during 2014-2015 included:

- Close the Gap celebrations
- NAIDOC Week celebrations @ South West Healthcare
- Mental Health Week – Very Valued Volunteers Day
- Teens on the Green



- Skatepark - BMX, Skate, Scoot
- National Volunteers Week – celebration events across Brophy programs

## Acknowledgements

### The Team

Lyn Eales – Youth Projects Coordinator

Shane Hernan – Project Worker

Sam Maloney –Waveform Media Project Worker and Warrnambool Australia Day Young Citizen 2015

Glenn McKenzie, Sid Sprague - Session Staff

### Partners and Supporters

Warrnambool City Council's Katie McKean and Ken Radley who jointly deliver the FreeZa Program with Kulcha Shift, supporting young people of Warrnambool to create events for youth.

3Way FM Warrnambool and SYN Media Melbourne for their support to the radio crew

Tim Edwards Audio and Sound, Dale Cleves Music and Drum Drum

This program is supported by the Victorian Government through FReeZa and Engage Funding.



## SSAFE in the Southwest



SSAFE (Same Sex Friendly Environment) in the Southwest is strengthening

the capacity within the south west communities in supporting young people (aged 12-25) who identify same-sex attracted, sex/gender diverse (SSASGD).

SSAFE delivers training and education to allied health workers, secondary school staff and students, along with support for individuals and communities. SSAFE supports diversity and assists implementation of best care practices to help decrease the prevalence of poor mental health in the lesbian, gay bisexual, transgender, intersex and queer (LGBTIQ) community.

### Outcomes and Achievements

#### Yumcha 'a little bit of everything'

A social space that offers a safe place where diverse youth, and friends can be together in a supporting, inclusive, fun social environment. Members meet weekly during the school term with 12 ongoing members and 150 reached via social media.

#### Skittles; Glenelg and Portland Diversity Group

SSAFE has worked together with School Focused Youth Services and the Glenelg Shire to implement a support group for the communities of Portland and Glenelg. The group has attracted involvement of two high schools and 10 young people.

## DRAG Show's and Gender Diversity Workshops

In August 2014 and February 2015 Yumcha presented two drag shows. The first Drag Show Extravaganza saw three days of workshops and the first FReeZA funded Drag Show.

*Performer Bobby-J "loves the self-acceptance and group bonding that comes from doing the drag shows"*

## Social Inclusive Activities

LGBTIQ youth often report feeling isolated and disconnected from peers and community. To help bridge this, SSAFE offers a variety of opportunities to experience supported social activities. SSAFE has supported young people to attend student day camps, Pride March, youth summits/forums and produced a film.

## Acknowledgements

### The Team

Shane Hernan and Lyn Eales - SSAFE in the South West Project Workers

## Partners and Supporters

Colleen Hughson – First Ladies Film Productions  
Safe & Welcome Businesses  
School Focused Youth Services  
YACVic  
GASP (Geelong Sexuality Adolescent Project)  
Safe School Coalition Victoria  
Warrnambool City Council  
What makes an Ally?  
Y-Gender, Transgender Victoria and Zoe Belle Gender Centre, Royal Children's Hospital Gender Centre



*This program is supported by the Victorian Government and HEY (Healthy Equal Youth) Grants*



## Elevate – Mentoring to Work: A Pilot Program

The aim of the Mentoring to Work (M2W) program is to support the development of work related skills for youth experiencing disadvantage due to personal, social, family and educational barriers.

The development of skills will be achieved through training in work related skills, one to one support, placement in workplaces within a work experience model, support with identifying career aspiration and the steps to achieve employment goals.

M2W also assists with resume writing and job applications, interview preparation and hands on skill development.

## Outcomes and Achievements

24 referrals were received from 6 Brophy programs from July 2014 to June 2015.

- 4 young people achieved Employment outcomes
- 6 young people achieved Work placement outcomes
- 16 young people achieved M2W training outcomes

Additional training may be added as identified by individual clients.

Additional M2W support may also include support with resume writing, job seeking, employment applications and interview preparation, along with completion of core M2W training, claiming assisted employment outcomes.

Developing relationships with local businesses and organisations to partner in the project was key to developing opportunities for the young people.

Many businesses were supportive and keen to assist with work experience opportunities. Some young people were offered employment as a result of their work experience. The program will continue in 2015-16.

This last 12 months has been a great opportunity to try and test ideas for this new program and to evaluate the effectiveness of the model. As it continues on in to 2015 we hope to learn and bring more success to the program going forward.

## Acknowledgements

### The Team

Debra O'Keeffe, Team Leader

Dennis Hancock, Program Worker

### Local Businesses

Aquazone

Volunteering Warrnambool

Conservation Volunteering (Green Army)

The Good Guys

Hip Pocket Workware

Warrnambool Independent Traders

Foodshare

Norton Motor Group

Lyndoch

Proudfoots Restaurant



*Murray to Moyne Team: Brophy, headspace and South West TAFE*



## 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 goals for 2014-2015 were to continue to encourage the reduction of plastic bags usage, decrease unnecessary printing as well as increase the use of recycling by Brophy staff.

Achievements:

- Little red eco bins are being used by 95% of staff and have encouraged recycling.
- Calico bags with the Brophy logo continue to be used in lieu of plastic bags.
- Education about the five recycling bin system continues with workers in both CYC and FSH buildings.
- Monitor cards continue to be used to encourage staff to remember to turn off their computer monitors.
- Posters are in place at print stations to remind workers to think before they print to reduce printer waste.

### Consumer Participation

The purpose of the Consumer Participation Working Group is to improve consumer participation across the organisation in order to plan and deliver better services that respond to consumers' needs.

Its key objectives are to:

- Identify best consumer participation practice that can be shared and developed across the organisation.

- Conduct consumer participation team plan development and reviews.
- Recommend key consumer participation improvements to be implemented across the organisation annually and three yearly.
- Assist teams to implement continuous improvement strategies on consumer participation.
- Review consumer participation related policies and recommend changes.
- Review the induction and orientation programs relating to consumer participation.
- Liaise with the Learning Organisation Working Group to identify and disseminate key knowledge on consumer participation.

Achievements:

- Implemented a revised agency electronic Client Satisfaction Survey based on key quality domains which capture the client's experience of the Brophy service.
- Finalised changes to Consumer Survey based on client trials and staff views.
- Documented procedures for survey delivery including use of ipads at team level.
- Embedded the process of feedback and improvement through training and resources.
- Developed a resource for teams to support the use of focus groups in teams as a consumer participation strategy.
- Follow up with training about use of focus groups to Brophy staff. Training provided by Consumer Participation Working Group or sourced externally.
- Continue with implementation of "Tell us what you think" feedback tools, documents and processes. Promote the use of Riskman to capture feedback.

- Continue to promote "Tell us what you think" in Social media, website, emails and staff.
- Each Team has developed and implemented a Consumer Participation Plan for 2015 and reports at a regional staff meeting on their activities throughout the year. This sharing assists the organisation with looking at best practice models.
- Social media sites continue to be developed for Brophy and program areas Kulcha Shift, YUMCHA and Foster Care, inform and connect with consumers and to gain and report on feedback.

## Diversity

The Diversity Working Group aims to improve the capacity of services and programs to provide for the diversity of client needs in a safe and appropriate manner. Its key objectives are to:

- Conduct diversity audit reviews.
- Recommend key diversity improvements to be implemented across the organisation annually and three yearly.
- Review policies and procedures related to improving diversity in service planning, access, assessment and delivery.
- Review and implement the organisation's Diversity Strategy in context of community diversity needs.
- Review the induction and orientation programs relating to diversity needs.
- Assist teams to implement diversity strategies.
- Liaise with the Learning Organisation Working Group to identify and disseminate key knowledge on diversity.

### Achievements:

- Delivery and regular review of the 2012-2015 Cultural Diversity Plan. Includes a broad range of strategies to be delivered under the areas of Culturally and Linguistically Diverse

(CALD) groups, indigenous, gender diverse and homelessness. The strategies apply across the organisation and are monitored for outcomes by the Diversity Working Group.

- Training delivered by Diversitat in March 2015 to all staff.
- Joined the Warrnambool Multicultural Network in 2014. Attend bimonthly meetings, continue to be involved in initiatives of the Multicultural network.
- All Brophy forms used to gather demographic data are now consistent. We now run relevant reports from the upgraded Brophy data base to ascertain numbers of clients with a CALD background.

### Achievements:

- Brophy and headspace participation on planning committee and Naidoc Week completed. 2013, 2014, 2015
- Close the Gap celebration – Brophy and headspace participation.
- Agency Gender and Sexual Diversity Training delivered to all staff.
- Staff survey on diversity training needs indicates good knowledge and support for gender and sexual diversity.
- Dedicated staff attended National Health conference in Geelong on transgender. Appropriate resources sourced and available.
- Idaho Day participation.
- Appropriate and consistent signage across all sites to create a welcoming environment.
- Achieved Quality Accreditation
- All recommended training under diversity, i.e. Indigenous Cultural Awareness, Aboriginal Mental Health First Aid, GLBTIQ Training, referred to Learning Organisation Working Group for implementation and is on the training calendar.
- Continuation of self-assessment to be considered for future Rainbow Tick accreditation.



## Quality Assurance and Safety

The Quality and Safety Committee is responsible for taking a leadership role around quality systems, and ensures accreditation standards and legislative requirements are met across Brophy.

Achievements:

At the end of last year our Medical Clinic was awarded full accreditation against the Australian General Practice Accreditation Limited Standards. This year saw Brophy accredited against the QIC and DHHS standards achieving 4 exceeds in the areas of: Management Systems, Service Coordination, Community and Professional Capacity Building and Responsive Service Integration and Referral.

This year also saw the committee oversee the implementation of a new automated incident and feedback system as well as a legislative compliance system.

## Workplace Health and Safety (WH&S)

Brophy continues to resource a Workplace Health and Safety Committee in accordance with the consultation arrangements outlined in the Occupational Health & Safety Act 2004, Section 72. The WH&S Committee's role is to:

- Facilitate cooperation between Brophy 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 saw the completion of the Emergency Response System, which resulted in the upgrading and implementation of consistent emergency response systems and procedures across all locations. Other activities the Committee

has been involved in include implementing the Riskman system, enabling all incidents to be captured and reported consistently across Brophy; this work amongst others has seen us pass our Accreditation standards around 'Safety and Quality integration'. The group has organised staff training this year around occupational violence prevention and first aid and continues to coordinate evacuation drills and site audits. The Committee continues to review Disease, Incident, Near Miss, Accident or Hazard (DINMAH)) reports and actions these to ensure that Brophy remains a safe place to work.

## Communication and Marketing

The purpose of the Communication and Marketing Working Group is to ensure that Brophy is recognised as a leader of community service in South West Victoria. Emphasis is placed on building a robust profile, coordinating communications and marketing, to connect in a meaningful way with all areas of the organisation and community. The Marketing and Communications Working Group has, over the last year, refined internal communication protocols, aiming to streamline information that is disseminated to all staff. Of note has been the development of a Facebook profile which has grown from strength to strength. The group redesigned agency brochures and is currently working on upgrading Brophy's external web site.

## Learning Organisation

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

- Planning and scheduling quarterly whole of agency days, ideally combining fun and learning. Last year topics included Take a Stand, Gender

Diversity and Cultural Awareness, Supervision, Keeping Safe in your Role, Clinical Governance, Incident Reporting, Manual Handling, Infection Control and Handle with Care.

- Considering the way in which organisational structures impact on learning and wellness and communicating this to Executive Management.
- Promoting learning activities through regional staff meetings, team meetings, specialist activity groups and electronic mail.
- Managing resources such as the library and practice tools through an electronic register.
- Assessing and monitoring professional development needs and activities and establishing the training calendar.
- Organising the annual archive day.
- Organising the Induction Program in collaboration with Human Resources.

## Case Practice

Brophy recognises the importance of providing high quality consistent case practices across all areas of service delivery which upholds and promotes the rights and responsibilities of people accessing services and maintain 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 the Clinical Governance framework across the organisation.
- Review policies, procedures and practice manuals to ensure they comply with legislation, reflect professional standards, are consistent and well implemented.
- Making recommendations around PD/core training to Executive Management and Learning Organisation Working Group, and assist

in the implementation of training internally.

- Promoting best practice and peer support by identifying best practice throughout the organisation.
- Coordinating and implementing recommendations through the annual client file audit.

## Volunteers

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

- ensure BFYS policy, procedures and program practice manuals incorporate and recognise the value and importance of volunteers
- develop comprehensive policies procedures in relation to all aspects of volunteering at Brophy
- develop an integrated approach to volunteer recognition and events
- seek volunteer feedback and participation in order to develop recommendations on how to improve the organisation's relationship with volunteers

Achievements:

The working group hosted another successful Christmas party for all the foster care, kinship care, opportunity shop volunteers, children and young people. The event was attended by well over 80 people with the Windamara Aboriginal dancers being a highlight.

*Brophy Family and Youth Services is a 'Take a Stand' Organisation.*





## Acknowledgements

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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 Health & Human Services

Department of Justice

Department of Education & Early Childhood Development

### Donations

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

The Lady Bay Social Club Inc

Powercor Australia Ltd

Sam Smith

The Foster Care Opportunity Shop

Portland Neighbourhood House Inc

Panmure CWA

Helen Coomber

Macarthur Social Club

Proudfoots

Deakin Student Association

The Workplace Giving Program, Deakin University, Warrnambool

Rotary Club of Warrnambool East

Sports Practitioners Group

Red Rooster

Hawkesdale P-12 College

Trinity Lutheran Church

Ladies Probus Club of Warrnambool

Rotary Club of Warrnambool Central

Yvonne Lesley Cook

### Foster Care Opportunity Shop

These hard working and dedicated volunteers provide great support to the Out of Home Care Program by providing clothing for children and with financial support to carers and children in care.

### 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.





## Partnerships and Supporters

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Australian Childhood Foundation  
Aquazone  
Barwon Youth  
Bethany  
Brauer College  
Centacare  
Centrelink  
Centre for Excellence in Child and Family Welfare  
Centre Against Sexual Assault  
Child & Adolescent Mental Health Service  
Clontarf Academy  
Conservation Volunteering (Green Army)  
Dale Cleves Music  
Deakin University Medical School  
Dhauwurd-Wurrung Elderly & Community Drum Drum  
Eastern Access Community Health  
East Warrnambool Community House  
Emma House  
3Way FM Warrnambool  
First Ladies Film Productions  
Foster Care Opportunity Shop  
Frances Hewitt  
Geelong Adolescent Sexuality Project (GASP)  
Glenelg Council  
Grandparents Victoria  
Gunditjmara Aboriginal Cooperative Ltd  
Hawkesdale College  
headspace National  
Hip Pocket Workwear  
Kinship Care Victoria  
Lavers Hill P12 College  
Local Learning & Employment Network  
Lyndoch  
Maternal & Child Health Services  
Mental Illness Foundation  
Mortlake College  
Mpower  
Norton Motor Group

Oz Child  
Portland Re-engagement Centre  
Portland Secondary College  
Proudfoots Restaurant  
Raphael Centre  
RMIT Hamilton  
Royal Children's Hospital Gender Centre  
Safe and Welcome Businesses  
Safe Schools Coalition Victoria  
Schools (Warrnambool City, Moyne, Colac Otway and Corangamite)  
Salvo Connect  
Services Connect  
Southwest Healthcare  
Southwest Healthcare Mental Health Services  
Southwest Institute of TAFE  
St John of God Hospital  
St Vincent de Paul  
Southern GP Training  
Southern Grampians Adult Education  
Southern Grampians Shire Council  
SYN Media Melbourne  
Take Two  
Tasty Plate  
The Good Guys  
The Western Region Alcohol and Drug Centre (WRAD)  
Youth Affairs Council of Victoria  
Youth Justice  
Victoria Police  
Volunteering Warrnambool  
Warrnambool City Council  
Warrnambool College  
Warrnambool Community House  
Warrnambool Foodshare  
Warrnambool Independent Traders  
Western District Employment Access  
Western District Health Service  
Westvic Staffing Solutions  
Windamara Aboriginal Corporation  
Y-Gender, Transgender Victoria  
Zoe Belle Gender Centre

## Acronyms

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ACP	Adolescent Community Placement	LBGTIQ	Lesbian Bisexual Gay Transgender Intersex Questioning
AGPAL	Australian General Practice Accreditation Limited	NFP	Not for Profit
BFYS	Brophy Family and Youth Services	NGO	Non-Government Organisation
CALD	Culturally and Linguistically Diverse	QIP	Quality Innovation Performance
CAMHS	Child and Adolescent Area Mental Health Services	RWAV	Rural Workforce Agency Victoria
CASA	Centre Against Sexual Assault	SAFE	Safe and Friendly Environment
COPS	Community Outreach Programs	SFYS	School Focused Youth Service
CRS	Commonwealth Rehabilitation Services	SGAE	Southern Grampians Adult Education
CTC	Communities That Care	SSAFE	Same Sex Friendly Environment
DEECD	Department of Education and Early Childhood Development	SSASGD	Same Sex Attracted. Sex/Gender Diverse
DEEWR	Department of Education Employment and Work Relations	SWELLEN	South West Local Learning and Employment Network
DHHS	Department of Health & Human Services	TTE	Transition to Employment
DPCD	Department of Planning and Community Development	TTEPA	Transition to Employment Pathways Advisory Program
EACH	Eastern Access Community Health	WCC	Warrnambool City Council
FAST	Family Adolescent and Support Team	WDEA	Western District Employment Access
GASP	Geelong Adolescent Sexuality Project	WRAD	The Western Region Alcohol and Drug Centre
IDAHO	International Day Against Homophobia	RWAV	Rural Workforce Agency Victoria
LLEN	Local Learning Employment Network	YACVic	Youth Affairs Council of Victoria
		YC	Youth Connections
		YUMCHA	Youth United Making Change Against Homophobic Attitudes



## Financial Statements 2014/2015

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Brophy Family and Youth Services Inc.

# **Financial Report**

**For the Year Ended 30 June 2015**

210 Timor Street  
Warrnambool, Victoria 3280

[www.brophyweb.org.au](http://www.brophyweb.org.au)

# Brophy Family and Youth Services Inc.

## COMMITTEE REPORT FOR THE YEAR ENDED 30 JUNE 2015

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The committee present their report, together with the financial statements, on the incorporated association for the financial year ended 30 June 2015.

### Committee Members

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

Danielle Cornelissen	(Chair)
Anna Macgarvey	
Robert van Duynhoven	
Karen Foster	
Richard Van Bergeijk	(appointed November 2014)
Mary Pendergast	
Clare Vaughan	
Jenny Madden	

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
Danielle Cornelissen	8	6
Anna Macgarvey	8	6
Robert van Duynhoven	8	8
Karen Foster	8	4
Richard Van Bergeijk	8	3
Mary Pendergast	8	4
Clare Vaughan	8	6
Jenny Madden	8	6

### 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 (\$2,312) 2014 \$20,007.

# Brophy Family and Youth Services Inc.

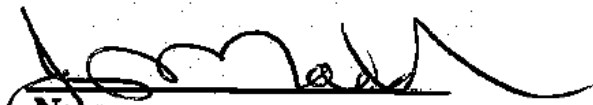
## COMMITTEE REPORT (CONT.) FOR THE YEAR ENDED 30 JUNE 2015

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### 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:**

**Dated this 27th day of October 2015.**

# Brophy Family and Youth Services Inc.

## COMPREHENSIVE INCOME STATEMENT FOR THE YEAR ENDED 30 JUNE 2015

	Notes	2015 \$	2014 \$
<b>REVENUE</b>			
Operating grants	2	7,521,796	7,263,683
Interest		74,569	41,155
Donations and fundraising	2	57,709	159,770
Net gain/loss on disposal of physical assets	3	918	(1,035)
Other revenue	4	505,917	305,085
<b>TOTAL REVENUE</b>		<b>8,160,909</b>	<b>7,768,658</b>
<b>EXPENSES</b>			
Employee benefits	5	6,031,099	5,902,309
Operating expenses	5	1,853,796	1,552,033
Depreciation	6	278,326	294,309
<b>TOTAL EXPENSES</b>		<b>8,163,221</b>	<b>7,748,651</b>
<b>RESULT FOR THE YEAR</b>		<b>(2,312)</b>	<b>20,007</b>
<b>COMPREHENSIVE RESULT FOR THE YEAR</b>		<b>(2,312)</b>	<b>20,007</b>

The accompanying notes form part of these financial accounts.

# Brophy Family and Youth Services Inc.

## BALANCE SHEET

AS AT 30 JUNE 2015

	Notes	2015 \$	2014 \$
<b>ASSETS</b>			
<b>Current assets</b>			
Cash and cash equivalents	7	2,288,414	2,531,634
Receivables	8	27,822	75,007
Inventories		4,195	4,395
Other assets	9	40,672	11,566
<b>Total current assets</b>		<b>2,361,103</b>	<b>2,622,602</b>
<b>Non current assets</b>			
Property plant and equipment	10	5,240,137	5,387,969
Investments and other financial assets	1k		25,000
<b>Total non current assets</b>		<b>5,240,137</b>	<b>5,412,969</b>
<b>TOTAL ASSETS</b>		<b>7,601,240</b>	<b>8,035,571</b>
<b>LIABILITIES</b>			
<b>Current liabilities</b>			
Payables	11	479,472	627,388
Employee benefits	12	851,536	757,263
Other liabilities	13	241,539	561,576
<b>Total current liabilities</b>		<b>1,572,547</b>	<b>1,946,227</b>
<b>Non current liabilities</b>			
Employee benefits	12	104,522	162,861
<b>Total non current liabilities</b>		<b>104,522</b>	<b>162,861</b>
<b>TOTAL LIABILITIES</b>		<b>1,677,069</b>	<b>2,109,088</b>
<b>NET ASSETS</b>		<b>5,924,171</b>	<b>5,926,483</b>
<b>EQUITY</b>			
Accumulated funds		5,456,861	5,459,173
Asset revaluation reserve		467,310	467,310
<b>TOTAL EQUITY</b>		<b>5,924,171</b>	<b>5,926,483</b>

The accompanying notes form part of these financial accounts.



# Brophy Family and Youth Services Inc.

## CASH FLOW STATEMENT FOR THE YEAR ENDED 30 JUNE 2015

	Notes	2015 \$	2014 \$
<b>CASH FLOWS FROM OPERATING ACTIVITIES</b>			
Grants received		7,248,944	7,400,557
Donations received		57,709	159,770
Interest received		74,569	41,155
Other revenue received		470,405	305,085
Payments to employees		(5,995,165)	(5,736,792)
Payments to suppliers		(1,970,106)	(1,394,458)
<b>NET CASH PROVIDED BY OPERATING ACTIVITIES</b>	14	<b>(113,644)</b>	<b>775,317</b>
<b>CASH FLOWS FROM INVESTING ACTIVITIES</b>			
Purchase of non-financial assets		(222,138)	(160,899)
Proceeds from sale of non-financial assets		92,562	70,857
<b>NET CASH (USED IN) INVESTING ACTIVITIES</b>		<b>(129,576)</b>	<b>(90,042)</b>
<b>CASH FLOWS FROM FINANCING ACTIVITIES</b>			
Movement in borrowings		-	(99,963)
<b>NET CASH PROVIDED BY/(USED IN) FINANCING ACTIVITIES</b>		<b>-</b>	<b>(99,963)</b>
<b>NET INCREASE IN CASH AND CASH EQUIVALENTS HELD</b>		<b>(243,220)</b>	<b>585,312</b>
CASH AND CASH EQUIVALENTS AT BEGINNING OF YEAR		2,531,634	1,946,322
<b>CASH AND CASH EQUIVALENTS AT END OF YEAR</b>	7	<b>2,288,414</b>	<b>2,531,634</b>

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 2015

	\$	\$	\$
	Asset Revaluation Reserve	Accumulated Funds	Total
Balance 1 July 2014	467,310	5,439,166	5,906,476
Comprehensive result		20,007	20,007
Balance 30 June 2014	<u>467,310</u>	<u>5,459,173</u>	<u>5,926,483</u>
Comprehensive result		(2,312)	(2,312)
Balance 30 June 2015	<u>467,310</u>	<u>5,456,861</u>	<u>5,924,171</u>

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 2015

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### **Note 1: Statement of accounting policies**

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

The financial statements were authorised for issue on the 27th October 2015 by the members of the committee.

### **Basis of preparation**

These general purpose financial statements have been prepared in accordance with the Associations Incorporation Reform Act 2012 and Australian Accounting Standards and Interpretations of the Australian Accounting Standards Board. The association is a not-for-profit entity for financial reporting purposes under Australian Accounting Standards. Material accounting policies adopted in the preparation of these financial statements are presented below and have been consistently applied unless otherwise stated.

The financial statements, except for the cash flow statement have been prepared on an accruals basis and is based on historical costs, modified where applicable, by the measurement at fair value of selected non-current assets, financial assets and financial liabilities. The amounts presented in the financial statements have been rounded to the nearest dollar.

#### **(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) Fair value of assets and liabilities**

The association measures some of its assets and liabilities at fair value on either a recurring or non-recurring basis, depending on the requirements of the applicable Accounting Standard.

Fair value is the price the association would receive to sell an asset or would have to pay to transfer a liability in an orderly (ie unforced) transactions between independent, knowledgeable and willing market participants at the measurement date.

As fair value is a market-based measure, the closest equivalent observable market pricing information is used to determine fair value. Adjustment to market values may be made having regard to the characteristics of the specific asset or liability. The fair values of assets and liabilities that are not traded in an active market are determined using one or more valuation techniques. These valuation techniques maximise, to the extent possible, the use of observable market data.

# Brophy Family and Youth Services Inc.

## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2015

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### (b) Fair value of assets and liabilities (cont.)

To the extent possible, market information is extracted from the principal market for the asset or liability. If the absence of such a market, information is extracted from the most advantageous market available at reporting date.

For non-financial assets, the fair value measurement also taken into account a market participant's ability to use the asset in its highest or best use or to sell it to another market participant that would use the asset in its highest or best use.

### (c) Property, plant and equipment

#### 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 2015

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(c) **Property, plant and equipment (cont.)**

**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:

<b>Class of Fixed Asset</b>	<b>Depreciation Rate</b>
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.

(d) **Leases**

Lease payments for operating leases, where substantially all the risks and benefits remain with the lessor, are recognised as expenses on a straight line basis over the term of the lease.

(e) **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 uncollectable are written off.

(f) **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.



# Brophy Family and Youth Services Inc.

## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2015

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### (g) Employee benefits

#### Short-term employee benefits

Provision is made for the associations obligation for short-term employee benefits. Short-term employee benefits are benefits (other than termination benefits) that are expected to be settled wholly before 12 months after the end of the annual reporting period in which the employees render the related service, including wages, salaries and sick leave. Short-term employee benefits are measured at the (undiscounted) amounts expected to be paid when the obligation is settled. The associations obligations for short-term employee benefits such as wages, salaries and sick leave are recognised as a part of current trade and other payables in the statement of financial position.

#### Other long-term employee benefits

Provision is made for employees' annual leave entitlements not expected to be settled wholly before 12 months after the end of the annual reporting period in which the employees render the related service. Other long-term employee benefits are measured at the present value of the expected future payments to be made to employees. Expected future payments incorporate anticipated future wage and salary levels, durations of service and employee departures, and are discounted at rates determined by reference to end-of-reporting-period market yields on government bonds that have maturity dates approximating the terms of the obligations. Any remeasurements of other long-term employee benefit obligations due to changes in assumptions are recognised in profit or loss in the periods in which the changes occur. The associations obligations for long-term employee benefits are presented as non-current provisions in its statement of financial position, except where the association does not have an unconditional right to defer settlement for at least 12 months after the reporting date, in which case the obligations are presented as current provisions.

### (h) 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).

### (i) 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 2015

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**(j) 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 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.

**(k) 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.

During the year the investment in Tasty Plate for \$25,000 was written off.

**(l) 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**

Brophy 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.

The Tasty Plate investment was written down to its recoverable amount during the year.

**Key judgments - Provision for receivables**

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

**(m) 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 2015 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 2015

	2015 \$	2014 \$
<b>Note 2: Grants received</b>		
<b>Operating grants</b>		
Department of Human Services	5,833,245	5,323,974
Department of Education, Employment & Workplace Relations	387,004	698,105
Department of Education & Early Childhood Development	302,052	283,011
Department of Families, Housing, Comm. Services and Indig. Affairs	14,825	27,873
University of Melbourne: Headspace	782,404	742,803
Other grants	202,266	187,917
	<b>7,521,796</b>	<b>7,263,683</b>
<b>Donations and fundraising</b>		
Donations	57,709	159,770
	<b>57,709</b>	<b>159,770</b>
<b>Note 3: Net gain from disposal of non-financial assets</b>		
Proceeds from disposal	92,562	70,857
Less: written down value of non-financial assets disposed	(91,644)	(71,892)
	<b>918</b>	<b>(1,035)</b>
<b>Note 4: Other revenue</b>		
Co-location, rent and service fees	40,499	52,552
Miscellaneous income	465,418	252,533
	<b>505,917</b>	<b>305,085</b>

# Brophy Family and Youth Services Inc.

## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2015

	2015	2014
	\$	\$
<b>Note 5: Expenses</b>		
<b>Operating expenses</b>		
Delivery costs	920,948	557,584
Building and occupancy	141,515	239,328
Service contracts	75,915	84,903
Recruitment and training	168,863	165,358
Motor vehicle expenses	169,378	174,733
Office expenses	169,922	139,082
Computer expenses	67,459	68,800
Audit and legal fees	11,693	11,505
Banking costs	4,554	10,284
Memberships and subscriptions	13,967	24,964
Staff expenses	35,147	40,108
Committee of management & AGM	12,140	8,206
Consultancy	62,295	27,178
	<u>1,853,796</u>	<u>1,552,033</u>
<b>Employee expenses</b>		
Salaries and wages	5,438,880	5,353,221
Superannuation	497,210	448,705
Workcover	95,009	100,383
	<u>6,031,099</u>	<u>5,902,309</u>

# Brophy Family and Youth Services Inc.

## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2015

	2015 \$	2014 \$
<b>Note 6: Depreciation expense</b>		
Buildings	108,008	123,020
Plant and equipment	55,412	53,163
Motor vehicles	114,906	118,126
	<u>278,326</u>	<u>294,309</u>
<b>Note 7: Cash and cash equivalents</b>		
Cash in hand	2,600	2,700
Cash at bank	2,285,814	2,528,934
	<u>2,288,414</u>	<u>2,531,634</u>
<b>Note 8: Receivables</b>		
Trade and other receivables	<u>27,822</u>	<u>75,007</u>
<b>Ageing of these receivables is as follows:</b>		
Less than 30 days	11,178	30,040
31 to 60 days	9,532	15,112
61 to 90 days	1,558	8,393
91 + days	5,554	21,462
	<u>27,822</u>	<u>75,007</u>
<b>Note 9: Other assets</b>		
Prepayments	22,521	8,371
Accrued income	18,151	3,195
	<u>40,672</u>	<u>11,566</u>



# Brophy Family and Youth Services Inc.

## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2015

	2015 \$	2014 \$
<b>Note 10: Property, plant and equipment</b>		
<b>Land</b>		
Land - at cost	338,000	338,000
Land - at valuation 2011	718,000	718,000
<b>Total Land</b>	<b>1,056,000</b>	<b>1,056,000</b>
<b>Buildings</b>		
Buildings - at valuation 2011	3,847,477	3,847,477
Less accumulated depreciation	(660,935)	(565,174)
	<b>3,186,542</b>	<b>3,282,303</b>
Building - at cost	488,914	506,939
Less accumulated depreciation	(49,806)	(57,509)
	<b>439,108</b>	<b>449,430</b>
Leasehold improvements	151,153	151,153
Less accumulated depreciation	(38,293)	(23,177)
	<b>112,860</b>	<b>127,976</b>
<b>Total buildings</b>	<b>3,738,510</b>	<b>3,859,709</b>
<b>Plant and equipment</b>		
Plant and equipment	488,459	517,702
Less accumulated depreciation	(396,148)	(397,826)
<b>Total plant and equipment</b>	<b>92,311</b>	<b>119,876</b>
<b>Motor vehicles</b>		
Motor vehicles	532,206	543,728
Less accumulated depreciation	(178,890)	(191,344)
<b>Total motor vehicles</b>	<b>353,316</b>	<b>352,384</b>

# Brophy Family and Youth Services Inc.

## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2015

	2015	2014
	\$	\$
<b>Note 10: Property, plant and equipment (cont.)</b>		
<b>Summary</b>		
Total property, plant and equipment - at fair value	4,565,477	4,565,477
Total property, plant and equipment - at cost	1,998,732	2,057,522
Less accumulated depreciation	(1,324,072)	(1,235,030)
	<b>5,240,137</b>	<b>5,387,969</b>

Valuation of land and buildings at Portland was undertaken by an independent 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 was undertaken by an independent Certified Practising Valuer ("Opteon") 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.

### Movements in carrying amounts:

#### Land

Balance at beginning	1,056,000	1,056,000
Carrying amount at end	<b>1,056,000</b>	<b>1,056,000</b>

#### Buildings

Balance at beginning	3,859,709	3,981,486
Additions	2,004	1,243
Depreciation expense	(123,203)	(123,020)
Carrying amount at end	<b>3,738,510</b>	<b>3,859,709</b>

#### Plant and equipment

Balance at beginning	119,877	130,419
Additions	19,072	42,621
Disposals	(6,471)	-
Depreciation expense	(40,167)	(53,163)
Carrying amount at end	<b>92,311</b>	<b>119,877</b>

#### Motor Vehicles

Balance at beginning	352,384	425,366
Additions	201,141	117,036
Disposals	(85,303)	(71,892)
Depreciation expense	(114,907)	(118,126)
Carrying amount at end	<b>353,315</b>	<b>352,384</b>

# Brophy Family and Youth Services Inc.

## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2015

	2015 \$	2014 \$
<b>Note 10: Property plant and equipment (cont.)</b>		
<b>Total</b>		
Balance at beginning	5,387,970	5,593,271
Additions	222,217	160,900
Disposals	(91,773)	(71,892)
Depreciation expense	(278,277)	(294,309)
Carrying amount at end	<u>5,240,137</u>	<u>5,387,970</u>

### Fair value hierarchy

	Carrying amount as at 30 June 2015	Fair value measurement at end of reporting period using:		
		Level 1 (i)	Level 2 (i)	Level 3 (i)
Plant and equipment	92,311			92,311
Vehicles	353,315			353,315
Land and buildings	4,794,510		1,056,000	3,738,510

Total of plant, equipment and vehicles at fair value

### (i) Fair value hierarchy

All assets and liabilities for which fair value is measured or disclosed in the financial statements are categorised within the fair value hierarchy, described as follows, based on the lowest level input that is significant to the fair value measurement as a whole:

**Level 1** — Quoted (unadjusted) market prices in active markets for identical assets or liabilities

**Level 2** — Valuation techniques for which the lowest level input that is significant to the fair value measurement is directly or indirectly observable; and

**Level 3** — Valuation techniques for which the lowest level input that is significant to the fair value measurement is unobservable.

For the purpose of fair value disclosures, the association has determined classes of assets and liabilities on the basis of the nature, characteristics and risks of the asset or liability and the level of the fair value hierarchy as explained above.

In addition, the association determines whether transfers have occurred between levels in the hierarchy by re-assessing categorisation (based on the lowest level input that is significant to the fair value measurement as a whole) at the end of each reporting period.

### Vehicles

Vehicles are valued using the depreciated replacement cost method. The association acquires new vehicles and at times disposes of them before the end of their economic life. The process of acquisition, use and disposal in the market is managed by experienced fleet managers in the association who set relevant depreciation rates during use to reflect the utilisation of the vehicles.

# Brophy Family and Youth Services Inc.

## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2015

	2015	2014
	\$	\$

### Note 10: Property plant and equipment (cont.)

#### Plant and equipment

Plant and equipment is held at fair value. When plant and equipment is specialised in use, such that it is rarely sold other than as part of a going concern, fair value is determined using the depreciated replacement cost method. There were no changes in valuation techniques throughout the period to 30 June 2015.

For all assets measured at fair value, the current use is considered the highest and best use.

There have been no transfers between levels during the period.

#### Non-specialised land and buildings

Non specialised land and buildings are valued using a market approach. Under this valuation method, the assets are compared to recent comparable sales or sales of comparable assets which are considered to have noinal or no added improvement value.

To the extent that non specialised land and buildings do not contain significant, unobservable inputs, these are classified as Level 2 under the market approach.

#### Specialised land and buildings

The depreciated replacement cost method is used, adjusting for the associated depreciations. As depreciation adjustments are considered as significant, unobservable inputs in nature, specialised buildings are classified as Level 3 fair value adjustments.

#### Description of significant unobservable inputs to Level 3 valuations

	Specialised land and buildings	Vehicles	Plant and equipment
Valuation techniques	Depreciated replacement cost	Depreciated replacement cost	Depreciated replacement cost
Significant unobservable inputs (range)	Direct cost per square metre	Cost per unit (\$20,000 to \$25,000)	Cost per unit (\$100 to \$10,000)
	Useful life	Useful life (3 to 5 years)	Useful life (1 to 10 years)
Sensitivity of fair value measurement to changes in significant unobservable inputs	A significant increase or decrease in cost per square m would result in a significantly higher or lower fair value. A significant increase or decrease in the estimated useful life of the asset would result in a significantly higher or lower valuation.	A significant increase or decrease in cost per unit would result in a significantly higher or lower fair value. A significant increase or decrease in the estimated useful life of the asset would result in a significantly higher or lower valuation.	A significant increase or decrease in cost per unit would result in a significantly higher or lower fair value. A significant increase or decrease in the estimated useful life of the asset would result in a significantly higher or lower valuation.

# Brophy Family and Youth Services Inc.

## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2015

	2015 \$	2014 \$
<b>Note 11: Payables</b>		
Accrued salaries and wages	37,842	249,629
Superannuation payable	151	42,480
Trade creditors	72,715	98,945
Other payables	368,764	236,334
	<u>479,472</u>	<u>627,388</u>
<b>Note 12: Employee benefits</b>		
<b>Current</b>		
Annual leave		
Expected to be settled within the next 12 months	362,020	400,569
Expected to be settled after 12 months	108,473	126,495
Long service leave		
Expected to be settled within the next 12 months	-	-
Expected to be settled after 12 months	381,043	230,199
	<u>851,536</u>	<u>757,263</u>
<b>Non current</b>		
Long service leave	104,522	162,861
	<u>104,522</u>	<u>162,861</u>
<b>Note 13: Other liabilities</b>		
Income received in advance	211,539	531,576
Interest free loan - Gwen & Edna Jones Foundation	15,000	15,000
Interest free loan - Ray & Joyce Uebergang Foundation	15,000	15,000
	<u>241,539</u>	<u>561,576</u>

# Brophy Family and Youth Services Inc.

## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2015

	2015 \$	2014 \$
<b>Note 14: Cash flow information</b>		
Net result for year	(2,312)	20,007
Non-cash flows in profit		
Depreciation	278,326	294,309
Net (gain) / loss on disposal of assets	(918)	1,035
Changes in assets and liabilities:		
(Increase)/decrease in other assets	(29,106)	21,192
(Increase)/decrease in inventory	200	(7,705)
(Increase)/decrease in receivables	47,185	12,950
(Increase)/decrease in investments	25,000	-
Increase/(decrease) in other liabilities	(320,037)	123,924
Increase/(decrease) in payables	(147,916)	144,088
Increase/(decrease) in employee benefits	35,934	165,517
<b>Net cash provided by operating activities</b>	<b>(113,644)</b>	<b>775,317</b>

### 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	95,898	124,326
- between 12 months and 5 years	82,800	178,285
- greater than 5 years	-	-
	<b>178,698</b>	<b>302,611</b>

#### Motor vehicle leases

Includes two motor vehicle leases which expires 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.



# Brophy Family and Youth Services Inc.

## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2015

	2015	2014
	\$	\$

### Note 17: Contingent liabilities and contingent assets

The association is not aware of any contingent liabilities or assets as at 30 June 2015 (2014: nil).

### Note 18: Related party transactions

There have been no related party transactions during the year (2014: nil).

### Note 19: Key management personnel compensation

Short term benefits	<u>500,791</u>	<u>514,661</u>
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### 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: Association details

The registered office and principal place of business is:

Brophy Family & Youth Services  
210 Timor Street  
Warrnambool VIC 3280

# Brophy Family and Youth Services Inc.

## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2015

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### Note 22: 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 2015

#### (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.

# Brophy Family and Youth Services Inc.

## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2015

### Note 22: Financial risk management (cont.)

#### b. Financial instrument composition and maturity analysis

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		Floating Interest Rate		Within 1 Year		1 to 5 Years		Non Interest Bearing		Total	
	2015	2014	2015	2014	2015	2014	2015	2014	2015	2014	2015	2014
	%	%	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$
<b>Financial assets</b>												
Cash and cash equivalents	2.80	1.00	2,285,814	2,528,934	-	-	2,600	2,700	2,288,414	2,531,634		
Loans and receivables	-	-	-	-	-	-	27,822	100,007	27,822	100,007		
<b>Total financial assets</b>			<b>2,285,814</b>	<b>1,943,822</b>	<b>-</b>	<b>-</b>	<b>30,422</b>	<b>102,707</b>	<b>2,316,236</b>	<b>2,631,641</b>		
<b>Financial liabilities</b>												
Payables	-	-	-	-	-	-	479,472	627,388	479,472	627,388		
<b>Total financial liabilities</b>			<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>479,472</b>	<b>627,388</b>	<b>479,472</b>	<b>627,388</b>		
<b>Net</b>			<b>2,285,814</b>	<b>1,943,822</b>	<b>-</b>	<b>-</b>	<b>(449,050)</b>	<b>(524,681)</b>	<b>1,836,764</b>	<b>2,004,253</b>		

# Brophy Family and Youth Services Inc.

## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2015

### Note 22: Financial risk management (cont.)

Trade and sundry payables are expected to be paid as follows:

	2015	2014
	\$	\$
Less than 6 months	479,472	627,388
<b>Total</b>	<b>479,472</b>	<b>627,388</b>

#### 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.

	2015		2014	
	Carrying	Net Fair	Carrying	Net Fair
	\$	\$	\$	\$
<b>Financial assets</b>				
Cash and cash equivalents	2,288,414	2,288,414	2,531,634	2,531,634
Loans and receivables	27,822	27,822	100,007	100,007
<b>Total</b>	<b>2,316,236</b>	<b>2,316,236</b>	<b>2,631,641</b>	<b>2,631,641</b>

# Brophy Family and Youth Services Inc.

## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2015

### Note 22: Financial risk management (cont.)

#### Financial liabilities

Trade and other payables

#### Total

	2015		2014	
	Carrying	Net Fair	Carrying	Net Fair
	\$	\$	\$	\$
	479,472	479,472	627,388	627,388
	<u>479,472</u>	<u>479,472</u>	<u>627,388</u>	<u>627,388</u>

Fair values are materially in line with carrying values.

#### iii. 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.

# Brophy Family and Youth Services Inc.

## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2015

### Note 22: Financial risk management (cont.)

#### Interest rate sensitivity analysis:

At 30 June 2015, 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:

	2015	2014
	\$	\$
Change in profit		
Increase in interest rate by 2%	\$45,768	\$50,633
Decrease in interest rate by 2%	(\$45,768)	(\$50,633)
Change in equity		
Increase in interest rate by 2%	\$45,768	\$50,633
Decrease in interest rate by 2%	(\$45,768)	(\$50,633)

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



# Brophy Family and Youth Services Inc.

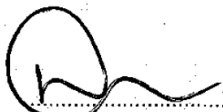
## STATEMENT BY MEMBERS OF THE COMMITTEE FOR THE YEAR ENDED 30 JUNE 2015

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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 2015 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   
Position Chair

Name   
Position Treasurer

Dated this 27th day of October 2015.



21 October 2015

Mr C Kol  
Partner  
Coffey Hunt  
PO Box 677  
WARRNAMBOOL VIC 3280

Dear Auditor

This representation letter is provided in connection with your audit of the financial report of Brophy Family and Youth Services Inc. for the year ended 30 June 2015 for the purpose of expressing an opinion as to whether the financial report is presented fairly, in all material respects, (or gives a true and fair view) in accordance with the Australian Accounting Standards and the *Associations Incorporation Reform Act 2012 (VIC)*.

We confirm that:

**Financial Report**

- We have fulfilled our responsibilities, as set out in the terms of the audit engagement, for the preparation of the financial report in accordance with Australian Accounting Standards and the *Associations Incorporation Reform Act 2012 (VIC)*; in particular the financial report is fairly presented in accordance therewith.
- Significant assumptions used by us in making accounting estimates, including those measured at fair value, are reasonable. (ASA 540)
- Related party relationships and transactions have been appropriately accounted for and disclosed in accordance with the requirements of Australian Accounting Standards. (ASA 550)
- All events subsequent to the date of the financial report and for which Australian Accounting Standards require adjustment or disclosure have been adjusted or disclosed. (ASA 560)
- Income in Advance for the year ended 30 June 2015 is \$531,576, being unspent program funding to be carried forward.
- The effects of uncorrected misstatements are immaterial, both individually and in the aggregate, to the financial report as a whole. A list of the uncorrected misstatements is listed below. (ASA 450)
  - No unadjusted misstatements. All adjustments have been made.

Warrnambool: 210 Timor Street Vic 3280  
Portland: 5 Gawler Street Vic 3305  
Hamilton: Frances Hewett Centre 2 Roberts Street

Ph: 5561 8888  
Ph: 5523 2411  
Ph: 5551 8556

Fax: 5561 8816  
Fax: 5523 2739  
Fax: 5572 5371

Email: [admin@brophy.org.au](mailto:admin@brophy.org.au)

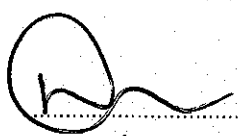


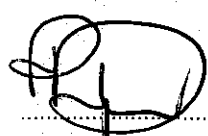
#### Information Provided

- We have provided you with:
  - Access to all information of which we are aware that is relevant to the preparation of the financial report such as records, documentation and other matters;
  - Additional information that you have requested from us for the purpose of the audit; and
  - Unrestricted access to persons within the entity from whom you determined it necessary to obtain audit evidence.
- All transactions have been recorded in the accounting records and are reflected in the financial report.
- We have disclosed to you the results of our assessment of the risk that the financial report may be materially misstated as a result of fraud. (ASA 240)
- We have disclosed to you all information in relation to fraud or suspected fraud that we are aware of and that affects the entity and involves:
  - Management;
  - Employees who have significant roles in internal control; or
  - Others where the fraud could have a material effect on the financial report. (ASA 240)
- We have disclosed to you all information in relation to allegations of fraud, or suspected fraud, affecting the entity's financial report communicated by employees, former employees, analysts, regulators or others. (ASA 240)
- We have disclosed to you all known instances of non-compliance or suspected non-compliance with laws and regulations whose effects should be considered when preparing the financial report. (ASA 250)
- We have disclosed to you the identity of the entity's related parties and all the related party relationships and transactions of which we are aware. (ASA 550)
- We have provided you with all requested information, explanations and assistance for the purposes of the audit.
- We have provided you with all information required by the *Associations Incorporation Reform Act 2012 (VIC)*.

The approval of this letter of representation was minuted by the board of directors at its meeting on the 27th October 2015.

Signed on behalf of the board of directors

Name   
Position Chair

Name   
Position Treasurer

Warrnambool: 210 Timor Street Vic 3280  
Portland: 5 Gawler Street Vic 3305  
Hamilton: Frances Hewett Centre 2 Roberts Street

Ph: 5561 8888  
Ph: 5523 2411  
Ph: 5551 8556

Fax: 5561 8816  
Fax: 5523 2739  
Fax: 5572 5371

Email: [admin@brophy.org.au](mailto:admin@brophy.org.au)

## **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 2015 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 \$211,539 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 2015 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,

*16<sup>th</sup> November 2015.*