



WHITELION

Annual Report

2015/16



A Message

from our CEO and Chairperson



Anne Barker
Chairperson



Mark Watt
Co-founder and
Chief Executive
Officer

This has been a year of transition for Whitelion, during which substantial steps were taken to position the organisation for a sustainable future. We launched Strategy 2020, our pathway to a strong outcomes focus, improved supporter and client engagement, and focussing our merged organisation on one true mission:

“ giving young people the courage to choose a better future. ”

Whitelion continued to explore collaborative delivery models this year, launching in Western Australia in partnership with longstanding Perth community organisation, Balga Detached Youth Work Project. In addition to our first foray into the west, we continued to deepen our services in our founding state, Victoria: in January 2016 we incorporated career transitions and social enterprise programs into Whitelion through a merger with fellow Melbourne youth agency, Youth Connect.

The top three support needs of young people accessing our services over the 12 month period were housing, mental health, and financial stability. Whitelion managed to help provide intensive support to over 2,700 of these young people thanks to our efforts to increase Whitelion's reach through mergers and acquisitions.

On behalf of the Board and leadership team, we thank all supporters for their continued support, and Whitelion's staff and volunteers for their contributions.



2700 young people

Supported in 2015/16 FY



Had 17,945 outreach interactions through our mobile outreach services



Supported 388 mentor matches



Supported over 400 young people on a vocational pathway, placing 128 into employment



Supplied 37 housing placements for homeless youth



Enrolled 112 young people into our alternative learning centres



Merged with Youth Connect and Balga Detached-Youth Work Project



Delivered 104 prevention workshops around Australia



Launched in Western Australia



1

2

3

4

5

Where we Make a Difference

1 WESTERN AUSTRALIA
Balga

2 SOUTH AUSTRALIA
Kilburn
Paralowie

3 NEW SOUTH WALES
Cabramatta
Campbelltown
Chipping Norton
Haberfield
Millers Point

4 VICTORIA
West Melbourne
Dandenong
Fitzroy
Thornbury
Ringwood
Footscray
Frankston
Geelong
Wyndham
Bendigo
Morwell

5 TASMANIA
Hobart
Burnie
Devonport
Launceston

How we Make a Difference



Provide mobile outreach services for homeless & disengaged youth



Provide case management & mentor programs to connect young people to their community & opportunity



Connect young people to education, training & employment to increase their economic participation rates



Help homeless young people find stable housing



Deliver prevention programs in schools

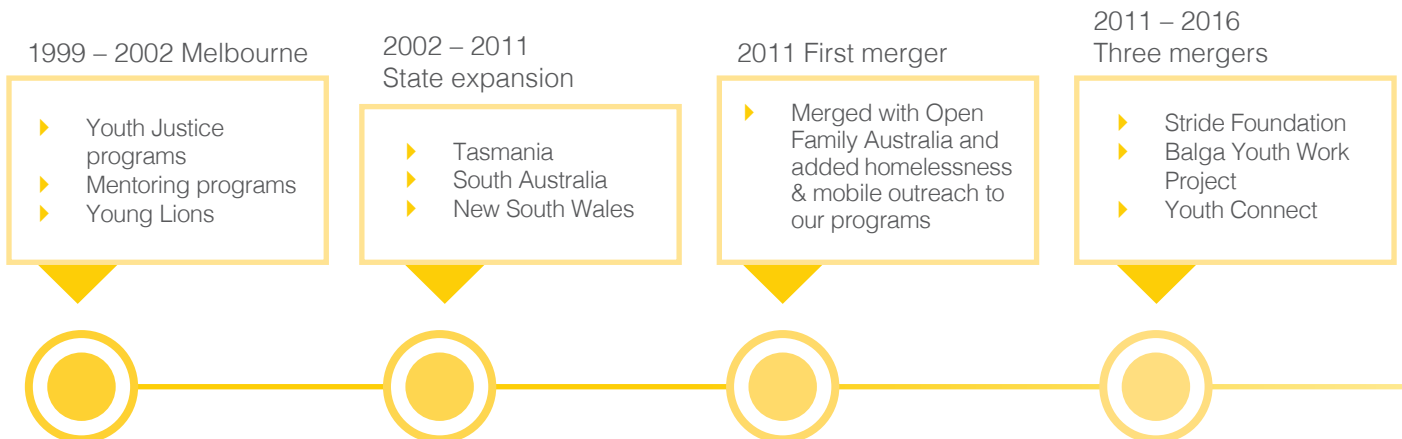
Merging to increase our reach and efficiency

Whitelion incorporates the experience, expertise and the best programs of four organisations: Whitelion, Open Family Australia, Stride Foundation, Youth Connect and Balga Youth Work Project.

Merging helps Whitelion achieve its mission: we reach more young people with a combined suite of high impact programs than we would be able to engage on our own.

Through mergers, Whitelion also plays a significant role in creating a more efficient non-profit sector – we achieve around \$800K of ongoing cost-savings via consolidation of back office and management functions, and have reduced the regulatory compliance costs of five separate entities, down to one.

We celebrate all the contributions made to giving a young person the courage to grow.



Merger impact on young people

Prevention Programs	<p>Youth Connect career transition programs add an additional offering to our existing employment programs, enhancing our ability to deliver pre-employment training. One such example is the successful integration of Youth Connect into the Solid Youth Program in WA.</p> <p>With Whitelion's corporate supporters, we also resuscitated the Parents as Career Transition Support program, which builds capacity in parents and teachers to provide careers counselling to young people. This program was not running at the time of the merger and is now being delivered again and reaches people across Australia.</p>
Outreach	<p>Under Open Family Australia the Chatterbox service was run entirely by 12 volunteers, and went out 2 nights a week. By combining resources, Whitelion has secured philanthropic support from Colonial Foundation for six years (entering final three years now). This enabled the hiring of two full time professional youth workers to enhance the service.</p> <p>The concept and reputation of the OFA Chatterbox was strong but its practice required modernisation and professionalization. Volunteers now undertake Whitelion volunteer essential training, and never undertake their role without supervision of paid staff. This makes the program safer for young people.</p>
Employment	<p>The team at Balga previously offered training and pre-employment programs but had no employment program to help the young people access jobs. Whitelion's experience with finding employment for at-risk youth completed the service offering in the west.</p>
A Service Continuum	<p>The best example of what the mergers have given us is Dean. Dean was engaged by the Chatterbox program (OFA), transitioned into Young Lions (Whitelion), transitioned into employment program (Whitelion), and now employed by Wheelly Good Coffee (Youth Connect).</p>

Merger impact on efficiency and sustainability

Scale	<p>Scale of merged organisation required new operational management positions, most critically in human resources and the position of Chief Operating Officer, which has positively impacted the organisation in terms of staff engagement, professionalization of workforce and practice improvement. These new positions have freed up internal resources to focus on compliance and Child Safety.</p>
Self-funded Programs	<p>With the acquisition of Youth Connect came ownership of Wheelly Good Coffee which was our first foray into Whitelion-run social enterprise (PAWS being run by an independent organisation). Since joining Whitelion, Wheelly Good Coffee has skyrocketed with its first fixed location in the Docklands and over 20 young people employed.</p>

Strategy 2020

At the heart of this strategic plan is Whitelion's determination to change young lives for the better.

Since 2011 Whitelion has merged with four specialist youth work agencies. This gives us a unique opportunity to create a very different kind of youth service.

- ▶ We now have the ability to offer integrated services targeting different types of youth disadvantage within one community.
 - ▶ We want to build on this advantage by becoming true youth specialists.
 - ▶ And we want to ensure our programs exist for young people who desperately need our help – today, and in the future.
-

To achieve this, we have developed three clear strategies:

1. Build Young People's Lives

Whitelion will focus on improving practice and deepening our services, rather than diversifying. This will allow Whitelion to focus energy where we have the most skill and impact – namely prevention programs in schools, outreach and case management, mentoring, and vocational pathways & employment.

Outside of these core skills we will rely on partnerships with specialist service providers to create holistic pathways for young people.

2. Build a Youth Focused Organisation

Whitelion will introduce a youth participation framework to assist young people to tell their stories and advocate for issues that are important to them.

Whitelion will create an operating structure that enables young people to influence our decision-making, as well as exploring program co-design, consumer-led evaluation – and much more.

3. Build a Sustainable Organisation

We will take deliberate and strategic steps reduce our reliance on unsustainable income streams.

In addition we will focus on increasing staff engagement and wellbeing, create a branding strategy that people identify with the leading youth support service in Australia, continue our commitment to monitoring and evaluation, and focus on stakeholder engagement.



**“Whitelion’s
Determination
to change
young lives for
the better”**

Every day we are inspired by brave, resilient young people who deserve a bright future

John* is one of them.

*Alias used for privacy reasons

1 We first met John in 2015.

John had left school in 2013 (aged 14) after concerns regarding bullying. On commencing a new school, he was soon recommended to leave following a string of violent incidents and intoxication. John came from a history of verbal and emotional abuse in the home. His father had an explosive temper and continually expressed to John that he was worthless. In addition to this, John had attention deficit and hyper-activity disorder (ADHD) which impacted on his sense of social connectedness and overall mental health.

2 Whitelion was there to help.

Whitelion worked with John for around nine months through a range of interventions and activities, providing intensive support planning to assist John in identifying his goals and empower him to make positive change in his life. Over the support period, John worked on emotional management techniques and was supported to transition into a more conducive living environment. John was also assisted to engage in an alternative education system which was better matched to his needs at the time.



3. Positive Changes.

As John's circumstances improved, so did his overall outlook to the extent that he felt ready to actively seek part-time employment. Whitelion worked with John on his resume and interview readiness. Throughout the support period John's overall health, wellbeing and behaviour indicators improved considerably.

John is an incredibly resilient young man who found the courage to make positive change in his life.

Brooke is one resilient young woman.

1 Brooke is 15 years old

Last year she made the brave decision to report a decade of family abuse to the Department of Family and Community Services. Brooke was doing her best to deal with all this, however, it was creating issues with school.

Lashing out against bullying, Brooke was constantly suspended. A change of schools help Brooke to focus on her studies for a short time, until family issues saw her leave home and resort to couch surfing, and she turned to using substances to help her deal with her problems.

2 Support through a tough time.

By the time Brooke connected with the RISE program she had not attended school for 6 months. Initially shy and extremely anxious, after several weeks of informal coffee meetings and excursions Brooke became to open up.

When Christmas came around, Whitelion provided a food hamper and gifts. Brooke cried as this was the first Christmas she could recall that was free of abuse.



3. Rising to the challenge.

After building initial trust with Brooke, an individual plan of support was developed to assist her access mental health interventions, reconnect with school and provide her creative outlets to express herself. Brooke chose to continue her studies through distance education and RISE provided her with a 5 day a week program where she could access computers, internet, life skills workshops, supported education sessions, individual support and excursions. Brooke is on track to complete her Year 10 certificate and her school reports include glowing feedback from teachers.

4. "I have self-worth now".

The RISE program is made possible through the generous financial support of the Sydney Community Foundation. When Brooke was interviewed recently by SCF she spoke very highly of the program and the changes she identified in herself. Brooke herself has noted the changes that have come from being a part of the RISE program:

"I have self-worth now. Growing up, I felt worthless due to different situations. When I'm with Corin and part of the program, I feel I'm worth something because I get invited to things and get asked to be involved with things. You get invited to things and taken places and you feel wanted and it's great experiences."

Across Australia, Whitelion is achieving great things

VIC

- The combined forces of NOSH and Chatterbox provided outreach services to 16,297 young people, including basic material aid and information.
- Whitelion Wyndham, together with Lets Feed ran a yearlong campaign called the 'Wyndham Youth Homelessness Project 2016'. This project aimed to raise awareness and fund to support youth homelessness in the region. Through a series of local community events and activities we managed to raise over \$16,000.
- 20 young people participated in the Young Lions program, gaining motivation, skills and resources necessary to achieve their personal and collective goals while developing their leadership skills around communication, confidence, values, problem solving and team-work.
- Nearly 50 young people participated in group activities like Art Space and WRAP (Wyndham Resilience Adventure Program) to foster personal development and learn communication skills.
- We secured the contract to deliver the Jobs Victoria Employment Network program, the Victorian Government's major activity to help disadvantaged jobseekers gain employment.
- Achieved continual success with our Indigenous employment program.

NSW

- RISE endeavours to provide young people who have been suspended, expelled or are chronically disengaged from school.
- RISE allows for the planning of short and long term education, employment, health and recreation goals, and is youth focussed, collaborative, and flexible.
- Since its inception in 2015, the RISE program has had 47 referrals for young people disengaged or suspended from school, with 66% actively engaged in the program.

TAS

- Received a National Award for Industry Collaboration with Clennett's Mitre 10 and MEGT
- First ever team from Tasmania competed in the Three Peaks Challenge.
- The 30 Jobs in 30 Days Campaign, launched in conjunction with State Government, was a great success.
- Launched new Jumpstart Program.

Youth Connect

- Youth Connect programs support and add value to Whitelion's programs that address risk factors including unemployment and school-disengagement.
- Through intervention services including support for vocational pathways and preventative programs in schools, the combined suite of programs aims to support greater youth independence with an increase in the number of at risk young people into employment.

SA

- Right Turn Driver Training program was delivered to support young people increase their driving lesson hours, pay for permits and tests. 110 professional driving lessons were received, 20 learner permits obtained, and 18 young people passed their provisional license test.
- Successful delivery of an outreach engagement program at two local community centres.
- 10 young people successfully completed their Barista qualification with Tauondi Aboriginal College
- Successful delivery of the Live Learn Move project supporting "at risk" young people engage in physical wellbeing, learning and mental health.
- Deadly Identities (parenting program for young parents in partnership with Thebarton Senior College) was awarded through City of PAE with recognition of contribution to the ATSI community.

WA

- Balga Detached Youth Work Project became part of the Whitelion Family
- Commenced delivery of first Indigenous Employment Program in WA under Whitelion with 16 young indigenous people being connected with employment, and received great support from the Wandoo Integration facility.
- Secured funding from WA Police to support 18 of the most prolific and priority young offenders in the West Metropolitan Police District.
- Had the first ever WA Bail Out, raising \$64,000 towards delivery of programs and services for at-risk youth in WA.
- Took part in Aboriginal Reconciliation Walk as part of celebration and promotion of Aboriginal culture, including creation of impressive banner involving Whitelion youth.



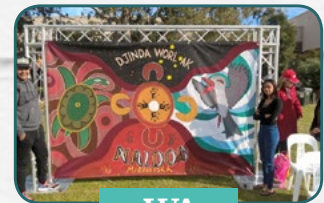
VIC



VIC



TAS



WA

Thank you to everyone who supported a Whitelion Fundraising Event in 2015/16.



17th Annual AFL Finals Series Luncheon

Held at the MCC Dining Room on 10 September, 450 people attended the lunch, hosted by Tony Shaw with special guest panellists Mark Maclure, Peter Schwab, Paul Little and Nathan Grima. Over \$75,000 was raised with thanks to sponsors Optus, 3Dynamics, Schweppes, Boags, BWired, Treasury Wine Estate, Lion, MINT Management Australia, Lee Sanders, Lexus Travel, the ALF and Rendina Real Estate.



Jungle Ride

In October, 200 people raised \$38,695 by cycling from Port Douglas to Cape Tribulation along Queensland's spectacular coastline. Special thanks to the event sponsors, Port Douglas Gym, H2O and Marlin Coast Cycle.



Eureka Climb

A keenly awaited event in our fundraising calendar, 1400 people raised \$140,473 by making the climb to the top of the Eureka Tower in Melbourne. Big thanks to Osteoeze for supporting this year's event.



Three Peaks Challenge

In March 2016, 114 committed climbers took up the challenge to climb Mount Bogong, Mount Kosciusko and Mount Tennant, raising \$230,000. Adventurer Kyle Williams joined in competing in a "Man vs Machine" challenge, sponsored by Jeep.



Whitelion Charity Golf Day

Guest speaker, Paralympic Silver Medallist Lynda Holt spoke on overcoming barriers, while competitors fought it out on the golf course. Over \$5000 was raised, with thanks to event sponsor Schweppes.



Bail Out

The cornerstone of Whitelion fundraising saw 480 inmates across 5 states get locked up to experience just how it feels to spend a night in detention. Nearly \$650,000 was raised in support of the young people we work with, thanks in part to the work of the below fundraising teams:

- ▶ The Crackers - \$62,675
- ▶ KFC Bandits - \$34,682.90
- ▶ PFM Chain Gang - \$21,478
- ▶ Vantage Villains - \$20,380
- ▶ Orange is the New Black - \$17,578
- ▶ Jail ME (Minter Ellison) - \$17,362
- ▶ Mastercard - \$12,883

With thanks to event sponsors Southern Cross television, O'Driscoll Coaches, Clennet's Mitre 10, Vantage Hotel Group, Historic Richmond Gaol, Programmed, Hockeyroos, Workwear Group, Clark Rubber, Dunlop Foams, Andre's Cucina, Adelaide Gaol, Minter Ellison, Peers & Players Corporate Actors, National Trust and the Old Melbourne Gaol.

Whitelion is a Community Effort!

Thank you to all our partners:

Our Donors:

Thanks to all of our generous Open Family Australia and Whitelion donors who have contributed to our success. Their continuing generosity supporting the important work that we do is vital, and we cannot thank them enough. A special thank you to all those who have become regular givers, or who have chosen Whitelion as their charity of choice in their companies workplace giving programs, as well as our regular contributors to our yearly Christmas and Tax Appeals.

Our Major Sponsor



Our Government Partners

Government of Victoria
Government of Tasmania
Government of South Australia
Government of Western Australia
Commission for Children & Young People, Victoria

Launceston City Council | City of Melbourne | Parramatta City Council | Port Adelaide Enfield | City of Yarra
Wyndham City Council | City of Port Phillip | Fairfield City Council | Magistrates' Court of Victoria



Our Service Delivery Partners



Our Corporate Partners

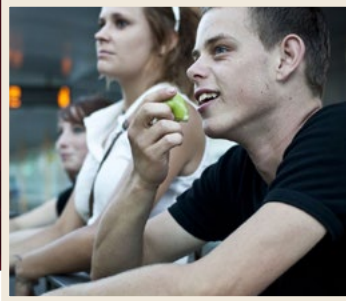


Whitelion is a Community Effort!

Thank you to all our partners:

Our Generous Event Sponsors & Event Supporters





Our Philanthropic Partners



Flora and Frank Leith Trust
Jack & Ethel Goldin Foundation
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John and Betty Laidlaw Legacy
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Portland House Investments Ltd
Radford Family Foundation

The Snow Foundation Trust
The Jack Brockhoff Foundation
Kiwamis Brighton Bayside
William Buckland Foundation 1
Hareda Foundation
Coopers Foundation
WD Booth Foundation

Governance & Financial Performance

Board

Chairperson: Anne Barker

Directors: David Tucker
Donna Watt
Kevin Mullen
Emma Needham
Mark Watt

Victorian Ambassadors:

Lead Ambassador: John Turner

Ambassadors: Doug Christie Penny Lane
Ivan Backman Phil Harrington
Jerome Haoust Peter Wilson
Bob Dalziel Phil Ruthven
Peter Gunn Steve Maher
Noel Gould

Victorian Leadership Council:

Barry Hickman Melanie Lewis
Justice Vickery John Henderson
Shayne La Combre Nicholas Burt
Cameron Oxley Peter Vickery
Luke van Kempen Greg Spring
Sean Curtain Geraldine Leslie
Christian Mengler

Victorian Ambassadors:

Lead Ambassador: John Turner

Ambassadors: Doug Christie Penny Lane
Ivan Backman Phil Harrington
Jerome Haoust Peter Wilson
Bob Dalziel Phil Ruthven
Peter Gunn Steve Maher
Noel Gould

New South Wales Ambassadors:

Catherine Caruana-McManus
Dr Carlos Raimundo
Jamie Lobina
Kevin Cranfield
Ian Murray
Dr Andrew Refshaug
Sanjeev Gupha

Steven Cronshaw
Alan Higgins
Michael Talia
Rod Jones
Gergana Kiryakova

Financial Report



Whitelion Incorporated and Controlled Entity Financial Report for the Year Ending 30 June 2016

STATEMENT OF PROFIT OR LOSS AND OTHER COMPREHENSIVE INCOME

	Note	Group		Whitelion	
		2016	2015	2016	2015
		\$	\$	\$	\$
Revenue	2	9,891,702	9,392,792	7,767,113	7,415,045
Administration expense	3	(677,842)	(983,057)	(532,311)	(775,995)
Advertising and promotion expenses	3	(1,561,532)	(1,339,785)	(1,226,063)	(1,057,674)
Service provision expenses	3	(7,586,453)	(8,982,105)	(5,957,373)	(5,511,943)
Current year surplus/(deficit) before tax		65,875	87,845	51,366	69,433
Income tax expense	4	-	-	-	-
Net current year surplus/(deficit)		65,875	87,845	51,366	69,433
Net current year surplus/(deficit) attributable to members of the entity		65,875	87,845	51,366	69,433
Other comprehensive surplus/(deficit)					
Fair value re-measurement gains on available-for-sale financial assets, net of tax	19	21,246	(58,254)	21,246	(58,254)
Fair value re-measurement gains on acquisition of a freehold property, net of tax	19	339,000	-	339,000	-
Total comprehensive surplus/(deficit) attributable to members of the entity		426,121	29,591	411,612	11,179

The accompanying notes form part of these financial statements.

Governance & Financial Performance

Financial Report

Whitelion Incorporated and Controlled Entity Financial Report for the Year Ending 30 June 2016

STATEMENT OF FINANCIAL POSITION

	Note	Group		Whitelion	
		2016	2015	2016	2015
		\$	\$	\$	\$
ASSETS					
CURRENT ASSETS					
Cash on hand	5	1,495,326	987,545	1,070,076	685,613
Accounts receivable	6	1,287,130	640,106	980,567	366,621
Financial assets	8	1,191,343	1,173,327	1,191,343	1,173,327
Other current assets	7	-	-	491,518	21,158
TOTAL CURRENT ASSETS		3,973,799	2,800,978	3,733,504	2,246,719
NON-CURRENT ASSETS					
Property, plant and equipment	9	798,234	578,692	739,734	513,301
TOTAL NON-CURRENT ASSETS		798,234	578,692	739,734	513,301
TOTAL ASSETS		4,772,033	3,379,670	4,473,238	2,760,020
LIABILITIES					
CURRENT LIABILITIES					
Accounts payable	10	676,111	400,943	638,772	343,702
Employee provisions	11	541,602	385,728	499,531	316,949
Finance liabilities	12	90,259	75,754	85,542	68,118
Income in advance	13	1,768,097	1,300,604	1,672,612	925,079
TOTAL CURRENT LIABILITIES		3,096,069	2,163,230	2,896,467	1,653,848
NON-CURRENT LIABILITIES					
Employee provisions	11	196,497	133,362	184,827	100,819
Finance liabilities	12	251,532	281,264	251,532	276,543
TOTAL NON-CURRENT LIABILITIES		448,029	414,626	436,359	377,362
TOTAL LIABILITIES		3,544,098	2,577,856	3,332,816	2,031,210
NET ASSETS		1,227,935	801,814	1,140,422	728,810
EQUITY					
Reserves	14	502,395	142,149	502,395	142,149
Retained surplus		725,540	659,665	638,027	586,661
TOTAL EQUITY		1,227,935	801,814	1,140,422	728,810

The accompanying notes form part of these financial statements.



Financial Report

Whitelion Incorporated and Controlled Entity Financial Report for the Year Ending 30 June 2016

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF WHITELION INC

Report on the Financial Report

I have audited the accompanying financial report of Whitelion Incorporated (the association) and Controlled Entity, which comprises the statement of financial position as at 30 June 2016, the statement of profit or loss and other comprehensive income, statement of changes in equity and statement of cash flows for the year then ended, notes comprising a summary of significant accounting policies and other explanatory information and the certification by members of the committee on the annual statements giving a true and fair view of the financial position and performance of the association.

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 Australian Accounting Interpretations) and the Associations Incorporation Reform Act 2012 (Vic) and for such internal control as the committee determines is necessary to enable the preparation and fair presentation of the financial report that is free from material misstatement, whether due to fraud or error.

Auditor's Responsibility

My responsibility is to express an opinion on the financial report based on my audit. I conducted my audit in accordance with Australian Auditing Standards. Those standards require that we comply with relevant ethical requirements relating to audit engagements and plan and perform the audit to obtain reasonable assurance about 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 association'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.

I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my audit opinion.

Opinion

In my opinion, the financial report of Whitelion Incorporated is in accordance with the requirements of the Associations Incorporation Reform Act 2012 (Vic), including:

- (i) giving a true and fair view of (or presenting fairly, in all material respects – refer to the applicable state/territory Act) the association's financial position as at 30 June 2016 and of its performance for the year ended on that date; and
- (ii) complying with Australian Accounting Standards.

Philip Elliott *

B Comm CA

Dated this 28th day of November 2016

*Liability limited by scheme approved under professional standards legislation