



# ANNUAL REPORT

2018-2019



YOUTH  
EMPOWERED  
TOWARDS  
INDEPENDENCE



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**YOUTH**

**EMPOWERED**

**TOWARDS**

**INDEPENDENCE\***

**IS A COMMUNITY  
BASED  
ORGANISATION  
THAT WORKS WITH  
VULNERABLE  
YOUNG PEOPLE**

**\*YETI**

YETI recognises the importance of partnerships with other agencies to provide young people with coordinated care.

YETI provides youth services on the traditional lands of the Gimuy Walubara Yidinji and Yirrganydji (Irukandji) peoples. YETI acknowledges Elders both past and present and greatly respects the living culture of Gimuy Walubara Yidinji and Yirrganydji peoples.

# OUR VISION

Youth empowered towards independence.

# OUR MISSION

To provide a community based, supportive, empowering, responsive and healing environment that meets the needs of vulnerable young people through the provision of holistic services that foster social, emotional and physical well-being.





# OUR STAFF

## YETI MANAGEMENT COMMITTEE

Laurel Downey - *President*  
Andrea Davidson - *Vice President*  
Bob Dollery - *Secretary*  
Nathan Davis - *Treasurer*  
Petrina Cao-Kelly  
Amanda Baron  
Tegan Williams  
Emily Bin Awel  
Carly Martin

## YETI STAFF

### SENIOR MANAGEMENT

Genevieve Sinclair - *Chief Executive Officer*  
Melanie Spencer - *Senior Practitioner*  
Rod Seeber - *Finance Administration Manager*

### EXECUTIVE SUPPORT

Sarah Maloney - *Senior Admin & HR Officer*  
Lisa Rackstraw & Amelia Hosking -  
*Improved Services & Quality Managers*  
Maria Mabo - *Data & Quality Officer*  
Laila Whiteing & Mia Barnett -  
*Communications Officers*  
Adah Saveka - *Resource Officer*

### ALCOHOL + DRUG TREATMENT TEAM

Troy Davidson - *AOD Coordinator*  
Sayoko Akamatsu - *Counsellor*  
Lucia Hassett - *Counsellor*  
Jacqui Miller - *Counsellor*  
Wendy Sammons - *Case Manager*  
Sean McNamee - *Case Manager*  
Angelo Panitteri - *Case Manager*  
Mandy Teis - *Case Manager*

### CAPACITY BUILDING TEAM

Mandy Welfare - *Just North Coordinator*  
Tonya Fuschtei - *Supply Reduction Officer*  
Keeley Carr & Cathy Lee - *RADIO Coordinator*  
Helen Travers - *SUN Coordinator*  
James Edney - *CCYP Senior Care Coordinator*

### NEXT STEP TEAM

Nadia Rengifo - *Next Step Coordinator*  
Rob Allery - *Next Step Case Manager*  
Luke Jackel-David - *Next Step Case Manager*

### STRONG TOGETHER + BAIL SUPPORT TEAMS

Jess Spencer - *Strong Together Coordinator*  
Jason Von Roehl - *Strong Together  
Connections Officer*  
Shannon Keating - *Strong Together Family  
Support*  
Jessica Finitis - *Bail Support Coordinator*  
Joakim Conchur (Rob Wallace) -  
*Bail Support Practitioner*  
David Baird - *Bail Support Worker*  
Kate Millet - *Youth Legal and Court Support  
Worker*

### YOUTH SUPPORT TEAM

Bindi Diamond - *Youth Support Program Senior  
Care Coordinator*  
Derryn Knuckey - *Youth Support Program Senior  
Care Coordinator*  
Charmaine Armstrong - *Youth Support Worker*  
Cheyenne Purcell - *Youth Support Worker*  
Denae Diamond - *Youth Support Worker*  
Kylen Evans - *Child Safety Package Coordinator*  
Melody Carragher - *Youth Support Worker*  
Brooke White - *Child Safety Case Manager*

# OUR

# PRINCIPLES

Nine guiding principles underpin service delivery at YETI. The principles are incorporated into all aspects of service delivery and reflected in the service standards, policies and procedures.

**EMPOWERMENT**

**SOCIAL JUSTICE  
+ HUMAN RIGHTS**

**ACCESSIBILITY  
+ ACCEPTANCE**

**TRAUMA INFORMED**

**COMPASSION + CARE**

**INTEGRITY + RESPECT**

**HARM MINIMISATION**

**LEARNING + CHANGING**

**COMMUNITY FOCUSED**



# PRESIDENT'S REPORT

Another year has come and gone for YETI, who provide ever more extensive, tailored, innovative and responsive services for young people experiencing disadvantage, transitioning from care, experiencing mental health difficulties, substance misuse issues, involvement with the justice system and trauma.

The new Cairns and Yarrabah Youth Bail Support Service has demonstrated that yet again, YETI provides genuinely supportive, practical services for young people, no matter what difficulty they are facing in their lives. The Bail Support Service has already delivered fantastic support to young people, and the collaborative partnerships YETI has been able to develop with both the Youth Advocacy Centre and Gindjala Treatment and Healing Indigenous Corporation is a testament to the clarity and accessibility of the YETI approach.

The capacity building approach of both SUN and RADIO has been very successful, with support given to local services to run their own alcohol and drug intervention services for young people, and the ongoing productive work of SUN providing support to schools on Thursday Island and in Weipa. The extension of funding for RADIO is another demonstration of the fabulous work YETI staff have put in to building the capacity of workers on Cape York to deliver culturally and locally appropriate services.

YETI's scope has continued to expand over the last 12 months, with the above new services, however the core business of YETI, to provide services for young people that assist in reducing or ceasing drug and alcohol use, have remained steady. The new services and change enhance the ongoing excellent work of the counselling team, the drop-in centre, and outreach services that support vulnerable young people in the north and far north of Queensland.



On behalf of the Management Committee, I would like to thank Genevieve Sinclair for her ongoing leadership. Ten years as Manager, and now CEO of YETI gives her a depth of knowledge of both service delivery and the youth sector, providing a grounded management style. Her expertise in the area of Youth Drug and Alcohol and related services is exemplary, as is her support for YETI to remain a strong, stable, ethical organisation that is fully supportive of staff while remaining creative, innovative and an enjoyable working environment. Alongside Genevieve, the senior team of Melanie Spencer, Rod Seeber and Amelia Hosking contribute their skills and talents to keep YETI functioning as a successful, innovative organisation that continues to go from strength to strength.

The funding bodies also require a mention, particularly those who have taken a chance on new initiatives. North Queensland Primary Health Network; Commonwealth Department of Prime Minister and Cabinet; Queensland Department of Child Safety, Youth and Women; and Queensland Health keep the services running and provide support and partnership to work collaboratively in support of young people and their families.

Another huge thanks go to the other members of the Management Committee, who give up their own time to support the ongoing services and development of YETI. Our current MC consists of Nathan Davis, Petrina Cao-Kelly, Amanda Baron, Bob Dollery, Tegan Williams, and myself.

**LAUREL DOWNEY**

*President*

# CEO'S REPORT

Welcome to YETI's 2018-2019 Annual Report.

This has been my tenth year at YETI and another year in which I remain genuinely excited about all our work, the amazing staff and the energetic young people we support. The year has rushed by, as we now focus on developing new projects for 2019/2020 whilst ensuring that our existing programs continue to support young people to have hopeful futures.

## YOUTH JUSTICE REFORM + BAIL SUPPORT

This year I have found much of my focus directed towards the issues associated with youth justice reform. Many of the young people we work with unfortunately are involved with the youth justice system and have spent unnecessary time remanded in custody or detained in adult watch houses. In late 2018, media attention focussed on the issue and the State Government responded by implementing a reform program. This included the establishment of a Ministerial Youth Justice Reference group and new funding initiatives. I was invited to be a member of the Reference Group and have worked with a range of state wide colleagues to inform the development of the Youth Justice Strategy and Action Plan.

YETI was successful in being selected to deliver the Cairns and Yarrabah Youth Bail Support Service (CYYBSS). This program was developed as a partnership between YETI, the Brisbane based Youth Advocacy Centre and Gindaja Treatment and Healing Indigenous Corporation (auspice agency of the Yarrabah Justice Group). The program provides bail support services to young people, including daily watch house visits, individual case management support, court support and information services and culturally responsive support for young people from Yarrabah. The program supported 102 young people since commencement in April 2019. This was an exemplary achievement and I wish to thank all the staff who are responsible for implementing such a responsive and successful initiative. I'd also like to thank Ms Janet Wight, the CEO of the Youth Advocacy Centre and Ms Ailsa Lively, the CEO of Gindaja Treatment and Healing Indigenous Corporation for both supporting the program and being willing to



partner with us to reduce the likelihood of young people being held in adult watch houses, on remand or sentenced to long periods in detention.

## **REMOTE YOUTH ALCOHOL + DRUG SERVICE (RADIO) EXPANSION**

An evaluation of RADIO (Remote Alcohol and Drug Interventions and Outcomes) and feedback from the North Queensland Primary Health Network recommended an expansion of the program to occur commencing June 2019. RADIO is delivered by local services and local workers informed by practice frameworks designed by YETI and overseen by a Senior Clinical Coordinator. RADIO sites are currently in Weipa, Cooktown, the Northern Peninsula Area and Thursday Island. The expansion will enable us to form a new service in Mossman in partnership with the Mossman Justice Group. RADIO provides the first ever youth specific alcohol and drug treatment services provided in the Cape York and Torres Regions. We are lucky to work with RADIO collaborators at Weipa Community Care, Cooktown District Community Centre, Torres Health and Northern Peninsula Area Family and Community Services.

## **COORDINATED CARE FOR VULNERABLE YOUNG PEOPLE CARE COORDINATOR**

In June 2018 the North Queensland Primary Health Network provided funding for a Senior Care Coordinator to oversee and support the Coordinated Care for Vulnerable Young People initiative that has been a successful service integration model operational in Cairns for the past nine years. There was almost unanimous consensus amongst Panel agencies for YETI to host the Care Coordinator role. The initiative attracted interest from the State Government who commissioned a rapid review of the Care Coordinator role in early October 2019. The outcome of the evaluation was very positive, and we have seen significant improvement to the operations of the mechanism over the past twelve months.

# ANNUAL HIGHLIGHTS

There has been a range of other smaller achievements during the 2018/2019 Financial Year. These included:

 The highly successful **Transition to Independence Month** statewide launch in Cairns. Young people who attend the centre wrote hip hop songs and performed to an audience on the Cairns Esplanade. Thanks to all the Next Step team for making this event a success.

 We undertook a fun **team building activity day** in Port Douglas where we worked in the morning reflecting on our joint vision and way of working at YETI. The afternoon was spent crab spearing in the mangroves off Cooya Beach.

 **Just North completed a video** as part of their Inhalant Use training materials. The video will be useful for training new youth workers who are responding to young people misusing volatile substances.

 The agency undertook **rebranding of our logo, brochures and promotional materials**. The LGBTI youth group SSAY-IT has a range of new publicity materials with images developed by young people in the weekly youth group.



The year concluded with considerable planning underway for 2019/2020. New projects set to launch in the next financial year include: The Youth Sexual Violence Response project focussing on Cairns West and Aurukun, a second Shared Stories (youth work alcohol and drug conference for practitioners in Far North Queensland) and an Inhalant Supply Reduction project in partnership with the Cherbourg Aboriginal and Islander Community Controlled Health Service.

YETI would be unable to undertake all these great initiatives without the ongoing support of our funding bodies: North Queensland Primary Health Network; National Indigenous Australians Agency; Queensland Department of Child Safety, Youth and Women; Queensland Department of Youth Justice and Queensland Health. I have enjoyed working in partnership with all our funders to deliver evidence informed, high quality services.

I'd also like to extend our thanks to key partners over the past twelve months, Eddie Fewings from the Queensland Aboriginal and Islander Health Council; Rebecca Lang from the Queensland Network of Alcohol and Drug Agencies and Cameron Francis from Dovetail. Your knowledge and insight have informed our work in positive ways.

Our Management Committee continues to provide strong guidance for us all at YETI and their collective wisdom is a great asset for our organisation. My warmest thanks to the Committee Members involved with the organisation in this Financial Year: Laurel Downey, Andrea Davidson, Nathan Davis, Emily Bin-Awel, Petrina Cao-Kelly, Amanda Baron, Bob Dollery, Tegan Williams and Carly Martin.

I also want to thank the most fabulous individuals who make up the diverse and energetic staff team at YETI. Each one of you is passionate, caring and dedicated to supporting real changes in the lives of young people we work with. Your commitment to social justice, human rights, dignity and hope for vulnerable young people's future is what makes YETI such a wonderful place for young people to seek support. The staff teams' commitment to kindness, patience and keeping laughing even when it is very hectic is what makes it such a nice organisation for me to come to work in each day. Thank you all again for another great year.

In particular, I want to thank Melanie Spencer the most amazing senior practitioner who is deeply valued by myself, all the staff and young people at YETI. Melanie celebrated her ten-year anniversary working at YETI in June 2019 and all of us know the organisation wouldn't be what it is, without her ongoing kindness and dedication. Thanks also to Rod Seeber who keeps all our finances and administration in order. It can be an onerous task trying to keep all of us on track and I value your patience and support as you work within our organised chaos. Thanks also to Mandy Welfare, the amazing growth and building reputation of Just North can be attributed to your hard work, great supports to staff and warm engaging approach with our many partners across the region.

Finally, it is young people and families who access supports from YETI that make our service what it is. It is a real privilege to spend time with young people when they are going through the change and growth period that typifies adolescence. It is the amazing energy of young people that keeps YETI going and I am looking forward to an exciting year ahead.

## **GENEVIEVE SINCLAIR**

*Chief Executive Officer*

# SENIOR PRACTITIONER'S REPORT

June 2019 marked my ten year anniversary at YETI, and what a lot of changes have occurred at the service in that time.

When I began at YETI, the drop-in was operating out of a garage under a Queenslander in Draper St, furnished with donations of second-hand furniture. We were working with a small group of about twenty very high risk young people that we would see on a regular basis. There was no case management of these clients and limited referrals through the drop-in for additional support.

By the end of that year, through the procurement of our Queensland Health funded programs, we moved to our current premises in Winkworth Street and expanded our workforce to about twelve staff. The word of our new 'gigantic' drop-in spread and it wasn't long before we were inundated with young people. In 2010, we had to develop new processes and ways of working to meet the needs of young people which spurred the establishment of programs such as the Co-ordinated Care for Vulnerable Young People panel, case co-ordination, our intake processes, data collection and accreditation. In 2011, our key worker documents record four Case Managers and two Counsellors working with thirty five clients, though we also had a large number of under fifteen year old clients who were managed through the drop-in.



Throughout the past ten years, a large number of new programs have been developed including Young People in Space (outreach based diversionary activities- no longer operating), Next Step (a Transition from Care program), Strong Together (a Youth Justice Family Support program), Just North (to address supply reduction and capacity building regarding volatile substance misuse), RADIO (a capacity building program to support a youth drug and alcohol workforce in the Cape and Torres), a CCYP Coordinator position, PSI ( Psycho-social Interventions – a case management program), Child Safety Packages, Prison Transition and a Bail Support Program. Our most recent key worker documents record 19 full and part time workers with 165 clients.

This constant growth and fluidity in programs has meant many changes for our organisational structure over the years. In particular, in the last financial year the development of the role of Client Operations Co-ordinator has enabled me to focus less on the ongoing crisis and possible conflict of clients presenting (particularly to the drop-in). Instead, the Senior Practitioner role has more time to focus on staff support and program supervision, and the Child Safety packages.

The new 2019-2020 financial year will see YETI begin a new twelve month project in Cairns West and Aurukun focussed on Sexual Violence Prevention and Reduction. I will be Co-ordinating this project, leaving the majority of my Senior Practitioner role in the capable hands of Derryn Knuckey. This is an exciting challenge and I look forward to the coming year.

**MELANIE SPENCER,**  
*Senior Practitioner*

# DRUG + ALCOHOL COUNSELLING

The Adolescent Drug Treatment Program is a free service available to vulnerable young people aged between 12 and 25 years who reside in the Cairns region. The program provides appropriate treatment interventions for young people who are at risk of, or engaging in the use of illicit drugs and alcohol and who are wishing to reduce, cease or become safer within that use.

The YETI counselling team is comprised of three staff members who use a holistic model of practice that focuses on empowerment, harm minimisation, and strength based interventions. This year the counselling team have seen a continued increase in the number of young people accessing services for support in response to their use of methamphetamines, cannabis, alcohol, volatile substances and prescription drugs. In order to provide the best possible therapeutic support to young people, the counselling team use a wide range of evidence based intervention techniques that include Motivational Interviewing, Narrative Therapy, Acceptance and Commitment Therapy (ACT), Dialectical Behaviour Therapy (DBT), Emotional Regulation and Impulse Control (ERIC), Cognitive Behaviour Therapy (CBT), and psychoeducation. By encompassing a holistic approach, YETI counsellors are flexible and responsive to the individual issues faced by young people we work with. The issues presented include, but are not limited to alcohol and drug misuse, mental health, suicidal ideation, self-harming behaviour, family and relationship conflicts, disengagement from education and employment, and histories of trauma.

The YETI counselling team also understands the importance of providing a service that is not only flexible, but also has the ability to meet a young person's needs in a timely and appropriate manner. This is achieved by incorporating informal and formal counselling, screening and assessment, case planning and management, home and school visits, on the spot counselling in the drop in, outreach and transport support, and telephone counselling to clients of the service who have relocated or returned to country.

In order to provide the best possible support to young people that access the counselling program, the counselling team strive to continually develop their professional skills and have attended the following training opportunities in the 2018-2019 period:

- Sensory Modulation Training
- Young People and Drugs (YPAD) workshop
- Motivational Interviewing
- Friends Protect – sexual violence training
- Bessel Van Der Kolk, Trauma conference
- Narrative Therapy
- Youth Adolescence Health Conference
- Winterschool Alcohol and Other Drug Conference
- Culturally Safe Trauma Informed Practice
- Trauma Informed Practice training

The YETI counselling team also continue to provide a 'Through-Care' service in partnership with the Queensland Corrective Services Department to support young people who are remanded in custody and or sentenced to a term of imprisonment. This program aims to support young people while they are incarcerated in regards to their social and emotional wellbeing and to assist young people in the transition from prison to the community with a focus on continuation of support to decrease the likelihood of re-offending. This service is in its fourth year of supporting young males aged 18 – 25 years at Lotus Glen Correctional Facility and in the second year of providing support to females aged 18-25 years in Townsville Women's Correctional Service and young people at Cleveland Youth Detention centre aged 12-18 years. Over the past year, there has been an increase in young people accessing this support with client numbers (in particular at Cleveland Youth Detention Centre) increasing significantly. It is evident that therapeutic support in regards to drug and alcohol misuse being provided to young people while incarcerated can significantly help young people reflect on the impacts of their use and support them to identify strategies and goals to reduce or cease use at a time when they are motivated to do so.

In 2018-2019, the YETI counselling team also renewed their partnership with Headspace, providing specialist drug and alcohol counselling on an outreach basis one day a week to young people accessing Headspace.

In the last year, the YETI counsellors have witnessed young people that engage with our services achieve a variety of outcomes in their lives. This includes, but is not limited to, reducing and or ceasing drug use, becoming safer with their drug use, attending rehabilitation services, acquiring independent accommodation, engaging in employment, repairing and strengthening their relationships with family and peers, engaging in education and pro social activities, returning to country, and improvements in mental health and social and emotional wellbeing.

As the end of 2019 approaches, the YETI counsellors would like to express their appreciation of YETI management and the rest of the YETI team for their continued support and assistance throughout the year. Most importantly, the YETI counsellors would also like to thank young people that have accessed the service and allowed us to play a part during a time in which they seek support and achieve the outcomes they want in their lives. Their strength, resilience and growth make the team grateful to be a part of their journey.

### **TROY DAVIDSON**

*Alcohol and Other Drugs Coordinator*

# DRUG + ALCOHOL CASE MANAGEMENT

2018/2019 has seen a continued high demand for case management supports by vulnerable young people accessing YETI's services.

The participants that receive case management and psychosocial supports through the Queensland Health funded programs are predominantly of Aboriginal and Torres Strait Islander background and aged between 18 and 25 years old. The target group includes participants who are residing in Cairns or transient, going between Cairns and remote communities in Cape York and the Torres Strait Islands.

Young people engaged in the case management program frequently present with issues such as alcohol and other drug use, homelessness, financial issues, lack of good health and wellbeing, mental health issues and disconnection from family, culture and country.

Case management support plans are designed by young people with case managers assisting them to identify their personal goals and developing pathways to achieve these goals. The plans include short, medium and long term goals such as obtaining identification, attaining safe accommodation, engaging in employment and education and reducing or ceasing drug and alcohol dependence. Flexibility within these plans is essential, as outside factors can often interfere, placing young people in crisis. Case managers are sometimes required to adapt to the emergent concerns and address the immediate needs of young people, while not losing sight of their longer term goals.

Case managers assist by booking appointments and transporting young people to job or health services, writing support letters, advocating for young people and referring to external services to meet personal needs. Goals often focus on stabilising housing, finances, health, legal and training while reducing their alcohol and drug use. The practical supports provided by case managers help build positive relationships, and these trusting relationships enable more in-depth and therapeutic conversations to support young people to create changes in their lives.

Collaborating with outside organisations is common in case management, to meet diverse needs and ensure young people get the full benefit of supports available to them. Services that YETI works closely with include family, sexual and mental health services, Centrelink and employment agencies, legal professionals and Probation and Parole, Department of Housing and community housing services to name just a few. Collaboration occurs through regular communication, referrals and formal case coordination meetings.

The case managers also work in close coordination with the broader YETI team, including referrals to the counselling team, the bail support and youth justice programs and the capacity building programs such as RADIO and Just North to support young people as they move between Cairns and their home communities. It is great to have the variety of programs and supports available to help young people identify their goals and work towards creating positive outcomes in their lives.

**ROB ALLERY, WENDY SAMMONS,  
SEAN MCNAMEE + TROY DAVIDSON**

*Case Managers*



# DAY PROGRAM

YETI's Day Program is open Monday to Friday from 9am to 1pm. The Day Program provides a safe, comfortable space for vulnerable young people where they can get access to practical facilities and supports as well as further case management and therapeutic support.

The Day Program is available to young people aged 12 to 25 years and the majority of young people accessing the space are experiencing multiple and complex issues such as homelessness and rough sleeping, drug and alcohol misuse, domestic violence and mental health just to name a few. The number of young people that access the Day Program can be up to twenty eight each day.

The Day Program offers a range of facilities and activities for young people such as a kitchen and food, laundry, showers, computers, internet access and music writing and rapping with DJ Dizzy (the very talented Charmaine Armstrong). We have weekly in-service visits by Centrelink, a doctor and nurse through the Wheels of Wellness (WOW) program and a psychologist from Headspace. Having these services operate out of YETI's Day Program each week provides an essential access point for at-risk young people who perhaps wouldn't ordinarily seek supports in mainstream services. Different activities occur throughout the year depending on the interests of young people who are encouraged and supported to participate in special events such as International Women's Day, NAIDOC week, Youth Week, 'YETI Fish Day' and 'R U OK? DAY'. These significant cultural and wellbeing days provide an opportunity for young people to feel more connected to the wider community and afford a way for staff to make new connections and work with young people in positive and healthy ways. The focus of the Day Program is on addressing the basic needs of vulnerable young people and providing crisis responses to presenting issues. All of the staff that have the opportunity to work with young people in this space have received training on how to build healthy relationships and different trauma-based therapies.



The Day Program also serves as a soft entry point into the greater YETI service, where young people accessing the drop in space receive a full intake to assess their needs and identify their goals in seeking support. Young people are then linked to the most appropriate YETI case manager or counsellor who can support them to work towards achieving these goals through the NQPHN funded counselling program, the Queensland Health funded Case Management programs and the Youth Kinnections program (supporting young people aged 12 -21 years) funded by the Queensland Department of Child Safety, Youth and Women. YETI aims to improve the social and emotional wellbeing of young people and looks to reduce the risks associated with their drug and alcohol use and related issues. YETI also works in conjunction with a range of other services such as Queensland Health, Queensland Education, Youth Justice, Child Safety, Centrelink, Wuchopperen Health Service, Headspace, Youth Link and many more through supported referral pathways and models of coordinated care.

The YETI Day Program staff love having the opportunity to get to know young people and support them to access the services required to identify and achieve their goals.

**ANGELO PANITTERI**

*Client Operations Coordinator*

**DENAE DIAMOND**

*Day Program Coordinator*

# NEXT STEP AFTERCARE PROGRAM

The Next Step Aftercare Tailored Individual Support program is funded by the Queensland Government Department of Child Safety, Youth and Women provides supports to young people between the ages of 15 and 25 who have been, or are currently, in foster care or other out-of-home care arrangement and are transitioning to independence.

Over the past twelve months, the Next Step program continued to provide a diverse demographic of young people with tailored individual supports. Throughout the course of the 2018/19 financial year, 94 young people were supported, with an average of 54 young people accessing support per quarter. During this time, 40 young people exited the program, with 28 of these young people being exited due to their goals being achieved. A total of 2873 hours of tailored individual supports were delivered to young people transitioning to independence over the last financial year. Next Step in the Far North Queensland region continues to maintain high levels of engagement with Aboriginal and/or Torres Strait Islander young people, with 70 per cent of our total client base being Indigenous. In the last reporting period, we have supported young people from the greater Cairns area, as well as young people living in Lockhart River, Pormpuraaw, Mareeba, Malanda, Atherton, Yarrabah, Kuranda and the Torres Strait Islands.

To ensure the transition process is as smooth as possible, the Next Step program offers flexible and responsive supports which are tailored to meet individual young people's needs. Working from trauma informed, strengths based and empowerment practice frameworks, our team work alongside young people to achieve their goals. Some examples of the practical supports that the Next Step team provided in recent months included support in seeking accommodation and managing tenancies, accessing training and further education, job readiness and job seeking, practical living skills and advice, managing finances, advocacy, gaining identification and driver's licences,

Return to Country and connecting with culture and family, expanding support networks, accessing counselling, and submitting YHARS or TILA funding applications. As we have a high percentage of young people with complex case support needs, our staff also often support participants with issues relating to mental health, disabilities, homelessness, alcohol and other drug issues, justice and corrections system navigation and intimate partner violence. We would like to highlight that despite these complexities, so many young people engaged with the program continue to rise above their challenges to attain their desired goals, to attain tenancies, complete training, become employed, reconnect with family, friends or culture and learn the life skills imperative to living independently.

In November last year, we celebrated Transition to Independence (T2I) month by collaboratively hosting a T2I launch party on the Cairns Esplanade. The event was very well received and was organised in partnership with Child Safety, Integrated Family & Youth Services (IFYS), Create, Lives Without Barriers, Alternate Care and YETI. Whilst having other Next Step service providers visiting Cairns, we took the opportunity to also host the first Next Step Workshop at YETI facilitated by Margaret McDonald. The purpose of the workshop was to have all Next Step service providers engage in open dialogue and share learnings and ideas about how to improve outcomes for young people through the Next Step program. With positive feedback on the first workshop, the second workshop was delivered in March 2019 facilitated by IFYS in Mooloolaba.

Next Step Cairns continues to have monthly T2I meetings where representatives from the Department of Housing, Child Safety Service Centres (Senior Practitioners) and Placement Services Unit (Senior Services Support Officer) come together to identify young people transitioning to adulthood who require housing as part of their transition. Discussions can occur regarding the urgency of the housing placement, paperwork still being required and identification of issues around potential properties. These meetings also discuss case management barriers and strengths to enable better working relationships between the agencies and help to facilitate strong partnerships that support transition to adulthood planning.



The Next Step program continues to work closely with local Child Safety Service Centres and a range of other government and non-government agencies in the provision of supports to young people transitioning to independence. We would like to thank the Department again for their ongoing commitment to young people exiting care in the region.

YETI continues to deliver the Next Step program in partnership with another Cairns based youth service, Youth Link. The program has greatly benefited from the tireless efforts of case manager Ashleigh Richardson, who continues to provide great outcomes for her clients. The program has also greatly benefited from a partnership agreement with the Youth Link housing team, where a minimum of three beds are accessible for Next Step clients in their supported youth accommodation.

I would like to express how incredibly appreciative I am of the commitment, compassion and advocacy of the Next Step team. A big thank you to Ashleigh Richardson (Youth Link) and Robert Allery (YETI) for their invaluable contributions to the program and ongoing support provided to young people to help them achieve their goals and develop self-efficacy. You are truly amazing!

**NADIA RENGIFO**

*Next Step Aftercare Coordinator*

# STRONG TOGETHER

YETI's Strong Together program has been running since October 1st 2017. The program is a partnership between the Cairns Youth Justice Service Centre and YETI in an effort to address the need for early intervention and family support for young people aged 10-15 years old involved in the criminal justice system.

Referrals to the program are primarily from Youth Justice and the Cairns and Yarrabah Bail Support Service. Common issues for young people include issues around family relationships and the need to build the capacity of parents to better manage behaviours, domestic violence, housing and accommodation issues and substance misuse. The diversification of referrals and investment in family support have seen this space change dramatically over the last year which has increased opportunity for early intervention.

YETI's work to support the family centres around stabilising housing, relationships, improving school engagement, exploring employment options and cultural connections. The Strong Together Program offers families a culturally appropriate, tailored case plan that offers access to intensive case management, therapeutic support and practical parenting strategies. Practice is trauma informed, strengths based and focused in family function.

## **The Strong Together team at YETI consists of:**

**Family Support Co-ordinator** – Jessica Spencer

**School Connections** – Jason Von Roehl

**Community Connections** – Shannon Keating

To date, Strong Together has supported 61 young people with a total of 4019 contacts. Young people engaged in the program are primarily from the Western and Southern corridor of Cairns with 89 per cent identifying as Aboriginal and/or Torres Strait Islander.

Strong Together offers assertive outreach five days per week, 9-5pm. Staff often discover that initial goals around practical case management tasks lead towards more therapeutic relationship with both parents and young people experiencing difficulties. The primary outcome identifiers are building capacity within families to become more cohesive, sustainable and develop help seeking behaviours. Upon closure, a warm/ supported referral is made or contact with other services are identified.

Now two years into operation, there has been significant changes in the Youth Justice space which has seen this program's function change. One impact has been the Youth Justice movement into an intensive case management (ICM) space with their ICM program as well as new roles in Youth Justice that include education support workers and more assertive outreach models. Furthermore, there has also been a recent increased investment within family support in the community sector that targets families involved with Youth Justice with Wuchoppreren Health Service which is still in development. Strong Together is keen to participate in a co-ordinated approach to service delivery for families to minimise service duplication and increase transparency for families.

Worth highlighting is the specialist skill set and knowledge involved in delivering family support to young people involved in Criminal Justice. Understanding the intersections between criminal justice, child safety and the impacts on family functioning is a priority. Secondly, ensuring that families are supported to navigate these systems, comprehend their positions and have access and capacity to be able to engage with these systems in a non-oppressive way is an ongoing challenge.

Some of the ways in which Strong Together works to do this is through the ability to engage with young people and families over a long period with cases typically open for approximately eighteen months. Another is ensuring they have access to good legal representation, can engage in choice around this and that families understand their child's position and support them emotionally through this process.

The last year has been an exciting time in the family support space and particularly in developing community solutions. Jason and Shannon's dedication and can-do approach have been a pleasure to work alongside. I look toward the future with excitement and optimism at the possibilities of community based solutions that support families towards safety, stability and strength.

### **JESS SPENCER**

*Strong Together Coordinator*



**STRONG  
TOGETHER**

# CAIRNS + YARRABAH YOUTH BAIL SUPPORT SERVICE **CYYBSS**

The Cairns and Yarrabah Youth Bail Support Service (CYYBSS), funded by the Department of Child Safety, Youth and Women, commenced service delivery on 11 March 2019. The CYYBSS is a collaboration between three organisations – Youth Empowered Towards Independence (YETI), Gindaja Treatment and Healing Centre in Yarrabah and the Youth Advocacy Centre (YAC).

The CYYBSS works primarily with young people aged 10 – 17 years who are involved, or at risk of becoming involved, in the juvenile justice system and living within the Cairns or Yarrabah area. The service is also available for young people that are remanded in detention and are requiring support to prepare for their release into the community.

CYYBSS aims to address the reasons behind young people being remanded in custody. By providing the required support and interventions to young people, CYYBSS aims to increase the confidence of the court and police that a young person will comply with the conditions of their bail. CYYBSS provides a holistic response to addressing the risk factors that have contributed to a young person's involvement in the youth justice system. The service is voluntary and prioritises support over supervision.

## **The CYYBSS team is comprised of:**

### **Bail Support Coordinator**

– Jessica Finitsis

### **Cairns Bail Support Practitioner**

– Rob Conchur

### **Yarrabah Bail Support Practitioner**

– David Baird

### **Youth Legal and Court Support Worker**

– Kate Millett

Young people that come into contact with CYYBSS frequently present with issues such as unstable home life, disengagement from education, not being linked in with Centrelink, limited knowledge of their legal rights or understanding of the court system, lack of positive support from their community, mental health issues and disconnection from family and culture.

Kate, in her role as the Youth Legal and Court Support Worker, conducts daily welfare checks on young people at the Watch House and ascertains whether their parents or guardians are aware that they are in custody. The court support worker plays an invaluable role in assisting with the timely resolution of court matters. Kate speaks with young people in the Watch House to determine an appropriate adult to attend court for them and will make contact with the family to confirm whether they require transport to court. If a young person does not have an adult or guardian at court, they are at risk of being remanded in custody or held in custody for longer than necessary. Kate attends the childrens' court each week to provide support and information about the court process to young people and their families.

Rob and David provide individualised case management to young people that have requested ongoing support from the CYYBSS. As bail support practitioners, they provide assertive outreach to meet the holistic needs of young people. This often involves practical supports such as transport for young people and their families to and from court or legal appointments, connecting young people with learning and education support, providing court support letters, connecting young people with their culture, arranging health check-ups and providing assistance to access stable accommodation.



We work closely with the Watch House staff, Youth Justice, legal representatives and Child Youth Mental Health Service (CYMHS) to ensure the best outcome for the young person going through court. Over the last 6 months the CYYBSS has worked with 143 young people, with Aboriginal and Torres Strait Islander young people making up 90 per cent of that number. This number includes short contact such as meeting with a young person in the Watch House or at court and providing brief intervention or information, and also longer term case management over a few weeks or months.

I'm really proud of the team as we have worked incredibly hard over the last six months to build up the service and to meet the needs of young people going through the juvenile justice system. We've achieved some great outcomes and have provided support to families on a weekly basis to ensure that young people have an adult present at court. I am looking forward to seeing what more the Cairns and Yarrabah Youth Bail Support Service team can achieve over the coming year.

### **JESS FINITSIS**

*Bail Support Coordinator*

# JUST NORTH

There have been many highlights for YETI's Just North program in 2018-2019.

The first is the production of a new VSM (Volatile Substance Misuse) education tool in the form of a video created by YETI with support from Dovetail, the state-wide peak body for youth drug and alcohol services. Working with a film producer, Just North created this new tool to complement and enhance existing VSM education delivered by the team. The ten minute video describes VSM, the different types of inhalants and paraphernalia used, the effects and dangers to users, and harm minimisation strategies. Two real-life scenarios depict how workers can respond to young people intoxicated from inhalants. Harnessing YETI staff knowledge and experience, as well as their acting skills, has resulted in a video that is both engaging and informative and feedback from workers across the region has been very positive. The Just North team thank Bindi Diamond, Luke David, Ashleigh Richardson and Cheyenne Purcell for their time and expertise.

Another highlight was the validation received from the Office of Prime Minister and Cabinet (PMC) for the work that the Just North program undertakes. The Department was seeking services to support the development and delivery of supply reduction work in the South Burnett region, particularly in Cherbourg, and have appointed YETI to do this work due to the successes achieved by the Just North team. YETI have built on an existing relationship with Cherbourg Regional Aboriginal & Islander Community Controlled Health Service (CRAICCHS) to negotiate the subcontracting arrangement that is now in place to enable the project. Tonya Fuschtei, Just North's highly experienced Supply Reduction Officer, is now in the position of Queensland Supply Reduction Officer and working 3 days a week overseeing this new project. She is in the early stages of providing support to CRAICCHS through activities such as recruitment and marketing, VSM data input, maintenance and monitoring, supervision and reporting. Wendy Sammons has returned to the role of Just North Supply Reduction Officer ensuring that the program can seamlessly continue supply reduction work across Far North Queensland.

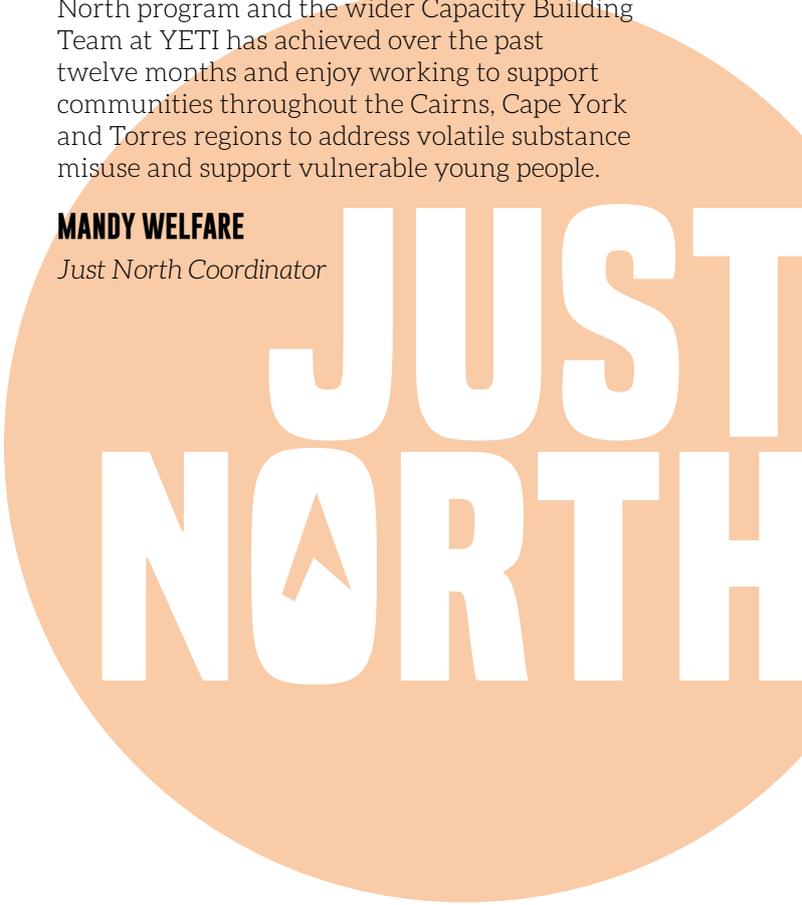
Early in 2019, YETI's four capacity building programs – 1) Just North: Mandy Welfare, Tonya Fuschtei, Wendy Sammons, 2) RADIO: Remote Alcohol and Drug Interventions and Outcomes, Coordinator Keeley Carr, 3) SUN: Schools Up North, Coordinator Helen Travers and 4) CCYP: Coordinated Care for Vulnerable Young People, Senior Care Coordinator James Edney, commenced regular meetings to make explicit and actively develop the strong synergies between the programs. After a couple of meetings, it became obvious that the early work that the group would focus on was the design, preparation and management of YETI's second SHARED STORIES workshop for remote AOD workers. Not only was it an ideal vehicle for increasing the cohesion of the Capacity Building Team (CBT), it was the highlight of the year. The CBT invited the Queensland Aboriginal and Islander Health Council (QAIHC) to collaborate as part of the working group. Three months of intensive work ended on a high with SHARED STORIES II being held at the Cairns Hilton in early July. Over one hundred people attended and a significant proportion of those attendees were from rural and remote areas. The first day consisted largely of training and the second featured three interactive workshops focusing on practical skills building. The first of these workshops focused on supporting a young person in a police interview; the second on the complexities of being an Indigenous AOD worker in your own community; and, the third on working collaboratively to get the best outcomes for vulnerable and at-risk young people. The event was recorded creatively and comprehensively through an artist-in-residence, vox pops with participants, film footage, photos and a scribe. Thank you to Tonya, Helen, James, Keeley and YETI's former RADIO Coordinator Cathy Lee for all your inspiration and effort in making SHARED STORIES-II an amazing event, and thank you to all YETI staff for your help and support before, during and after the workshop.

YETI's Just North program has spent time analysing the magnitude and significance of information gained when undertaking Just North day to day activities. YETI's Data and Quality Officer, Maria Mabo, has worked magic with this information to further develop the VSM data base and develop a new info graphic reporting tool that is inclusive of this new data. The new data entry pertains to support systems linked with young people inhaling, responses following VSM incidents and more specific data around inhalant activity. Maria has worked with the team to develop an online VSM reporting form that can be found on the home page of the YETI website, an essential tool for Just North that has been made very accessible and user friendly for workers across Far North Queensland to report VSM to Just North.

We are very proud of the work that the Just North program and the wider Capacity Building Team at YETI has achieved over the past twelve months and enjoy working to support communities throughout the Cairns, Cape York and Torres regions to address volatile substance misuse and support vulnerable young people.

#### **MANDY WELFARE**

*Just North Coordinator*



**JUST  
NORTH**

# REMOTE ALCOHOL + DRUG INTERVENTIONS + OUTCOMES **RADIO**

RADIO is a community based, youth focused, AOD service funded by the North Queensland Primary Health Network (NQPHN). Utilising a holistic approach to address complex needs, the program provides a sense of connectedness for young people living in remote communities.

The program offers a range of diversionary activities as a means of alternatives to AOD use, whilst promoting strategies for harm minimisation and safer use. A positive and respectful therapeutic relationship forms the basis of all interactions between young people and the RADIO workers.

RADIO was officially launched on 24th October 2017 and has been operational now for two years. In this second year of service delivery, the program has seen a steady growth of referrals and feedback from service users and collaborators has been extremely positive. Motivation remains high and a lot of positive outcomes for the 12-25 year old age group have been achieved.

Delivery of the program, under subcontract agreements with YETI, continues with Cooktown District Community Centre (CDCC), Weipa Community Centre (WCC) and NPA Family and Community Services ATSI Corporation (NPAFACS). This year, the program also welcomed the addition of a RADIO worker based in Torres Health on Thursday Island. This means the program is now being delivered across four sites in the Torres & Cape Region.

As stated by one of the program stakeholders, “The addition of a fourth site means that RADIO is now even more accessible for young people moving between remote communities in the Cape & Torres Region”.

Foundations and pathways that were developed in the first year of the RADIO program have been reviewed and the referral and intake processes have been streamlined. The introduction of a RADIO intake email address provides a clear referral pathway which has been well received by collaborating community services such as Schools and Remote Youth Justice. Channels of communication remain strong and partnerships with other community services are going from strength to strength.

There have been some changes in RADIO staffing due to one worker going travelling and another choosing to focus full-time on his studies. The induction of new RADIO workers will provide an opportunity for a team building day hosted at YETI and the opportunity to bring all of the RADIO workers from the various communities together. Another key change to the RADIO program was the introduction of a new RADIO Program Coordinator, Keeley Carr, who brings with her a wealth of knowledge and experience gained whilst working in the AOD and mental health fields.

RADIO continues to promote a collaborative, case management model that incorporates best practice principles. A number of positive outcomes have been achieved for young people that have accessed and participated in the program, and feedback regarding both the one on one support sessions and group work activities have been very positive. Strong partnerships have been built and we look forward to achieving more positive outcomes in the coming year.

**KEELEY CARR**

*RADIO Program Coordinator*



# SCHOOLS UP NORTH SUN

Teachers play a vital role in the lives of their students, and it is through this influence that the Schools Up North program (SUN) is making a difference to the mental health and wellbeing of young people in the Cape and Torres region.

Now in its second year, SUN is a capacity building project facilitated at both Western Cape College in Weipa and Tagai State College on Thursday Island. It aims to support teachers, student-support teams and school leaders to respond to the mental health and social and emotional wellbeing needs of students in their care.

Rigorous evaluation of the SUN pilot in 2018 led to the program being funded for this second phase of work in 2019. This involves the creation of an Education Platform that supports new teacher resilience and longevity in the remote school environment; establishes their role in supporting student wellbeing and resilience; and facilitates appropriate referral of students to mental health services where necessary. Through ongoing experience, evaluation and co-design, the particular salience of ensuring that both the educational system and the teachers within it are informed and skilled in terms of Trauma Aware Practice, has resulted in this being the primary component of SUN's skills development approach at both schools. In addition, SUN facilitates a series of interactive processes of reflection, communication and adaptation for teachers across the three levels to which they must relate – the system, their peers and students.

During 2019, we expanded from the original primary focus on peer-based activities (experienced and new remote-area teachers) to also engaging at teacher-system and teacher-student levels. Through the co-design of SUN's ongoing activities and the resulting emphasis on local contextualisation, the immediate outcome – increasing context-informed teacher agency – has become increasingly clear.



Going forward, Western Cape and Tagai State Colleges will decide how the SUN project is adapted to their local strengths and needs. Given that the turnover of staff is likely to remain high in these remote settings, the need to ensure context-informed teacher agency will remain critical. The sustainability of local gains resulting from the SUN project after the conclusion of this two-year trial implementation will be determined by joint planning that is underway with each school now.

Planning is also underway for work to commence with Kowanyama State School in 2020, following a request for trauma informed practice training and support to help teachers improve the retention rates of students in their classrooms. We look forward to this opportunity to further refine our work by partnering with a school in a discrete Aboriginal community for the first time.

Highlights for 2019 include co-presenting the impact of the SUN project to date, with Principals from each of our schools, at a national Trauma Aware Schooling Conference in Brisbane in June. Together, we got to delve deep and meet some of the leading minds in the field. SUN was also part of the driving force behind the first Youth Forum to be held in the Torres in over 25 years. This key event ensures that the voices of young people are at the centre of key decisions being made about their lives in the future. Finally, to be part of the foundational work being conducted in Weipa and Thursday Island to create youth-focused Health Hubs within each of the secondary school campuses has been exciting. It's an important step in improving access to holistic health and social services to enhance learning for students and their families.

A big thank you to SUN consultants, Ernest Hunter and Veronica Graham, who each bring a unique set of talents and skills to the project, greatly enriching the work we do. Teachers report being profoundly moved by the knowledge and insights they've gained into the lives of young Indigenous people they teach, the generations that preceded them, and the places in which they now live. And to the schools who have come on board in a spirit of creative collaboration and commitment, we are grateful for the opportunity to do such meaningful, fun and important work with you.

Thank you also to our team leader at YETI, Mandy Welfare, for her guidance and support over the last two years, and her vision for the capacity building team that SUN is a part of. The recent coordinated effort made by the team to support the people of the Torres through what has been a traumatic time of loss and grief affecting young people, their families and the school community, really demonstrated the impact that a skilled community development team can have. It was great to hear one of the key stakeholders who was present at the time say, "I love working with the team at YETI. When they're involved you know it will be ethical, have integrity and the job will get done".

The SUN program has achieved great results since its inception and we look forward to continuing to build strong partnerships with communities and schools in order to achieve results for young people in the year ahead.

**HELEN TRAVERS**

*SUN Coordinator*



# **COORDINATED CARE FOR VULNERABLE YOUNG PEOPLE**

Having secured two years of funding from the NQPHN (North Queensland Primary Health Network) to appoint a Senior Care Coordinator (SCC) for the Coordinated Care for Vulnerable Young People (CCYP) mechanism, YETI welcomes CCYP into the family of programs nestled within the broader Capacity Building Team.

YETI has invested heavily in CCYP historically, through the gifting of human resources and/or time and expertise, however the commencement of the SCC position has seen not only a reduction of time spent by other YETI staff supporting the interagency initiative, but also the rapid escalation of joint aspirations for CCYP that support and benefit YETI and Young People that frequent the service.

CCYP became organically emergent in 2010 in collective response to the identified risks associated with supporting a small selection of the most vulnerable Young People in Cairns. At the time, Cairns was facing a noticeable increase in Volatile Substance Misuse (VSM) amongst this cohort. The formal collaboration of associated services and agencies that already formed the unofficial network on which such Young People already drew upon to meet their critical needs has since provided increased guardianship for these Young People across the sector. The success and longevity of CCYP has since been recognised across Queensland as an example of best practice for coordinating multi-stakeholder complex case mechanisms. The Department of Child Safety, Youth and Women (CSYW) even conducted their own evaluation of the role in late 2018 to inform their future strategic planning across the state.

As CCYP has operated for so long prior to the commencement of the SCC role, it is difficult to report upon without blurring the achievements of CCYP versus those championed by the SCC.

In detailing the key actions of the SCC over the 2018-19 year, YETI does not claim sole credit for work achieved at the broader level. CCYP consists of a Reference Group, Panel and Stakeholder Groups supporting individual Young People. A 2015 evaluation of CCYP presented key recommendations that the Reference Group have been working on steadily. One key recommendation was the establishment of an SCC role. The other recommendations then formed the basis of the Reference Group's ongoing action plan, most of which have since fallen to the SCC and have scaffolded achievements this past 12 months.

The SCC role can be divided into the static tasks associated with the ongoing support of the CCYP mechanism and dynamic tasks associated with specific aims outlined in the ongoing action plan. The static tasks take up the day-to-day function of the SCC and represent the tangible support arm of the CCYP Panel to bolster identified Stakeholder Groups struggling to support a specific Young Person and ensure flow within the referral process. This includes the mentoring and support of Stakeholder Groups to ensure outcome-focused and coordinated service delivery; acting as interim lead of CCYP Stakeholder Groups where there is no agreed lead among CCYP partners; managing the intake, referral and assessment of Young People to the CCYP Panel; monitoring outcomes and barriers to outcomes, and to monitor and assess Stakeholder Group effectiveness and functionality. Other static tasks fall equally into sector capacity building with agency visits promoting CCYP and supporting ground staff in delivering quality care.

The dynamic tasks within the SCC role include those specific to the establishment of the role and the creation of infrastructure to enable the static tasks to function smoothly. Since commencing the role in late July 2018, the SCC has reviewed the CCYP client journey through referral to service delivery and closure; developing additional tools to better measure baseline, progress and outcome assessments. These processes reviewed and renewed all templates and processes to meet current needs and has engaged with Infoxchange to design and build a specific CCYP database workgroup within SRS (the Service Record System used by YETI).

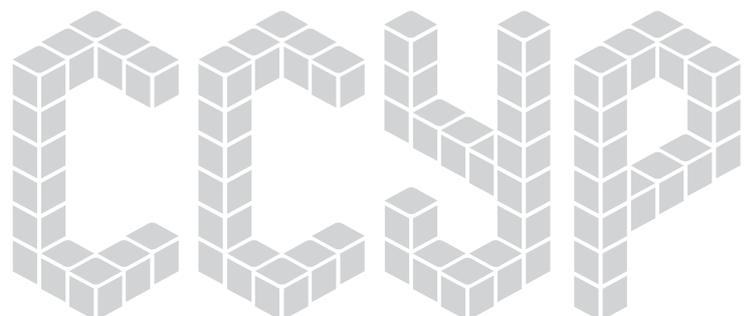
SRS now enables CCYP to track more effectively the actual outcomes for Young People against the degree of coordination and connectivity that CCYP has facilitated. SRS went live in April 2019, naturally prompting the launch of the new documents. For the first time in CCYP's history we have the capacity to accurately map CCYP activity, identify trends in vulnerability and track outcomes for Young People and compare their service connectivity. The SCC completed backdated referral data entry for all Young People still open to CCYP in 2019, revealing early trends including areas of concern at referral, predominant referring agencies, weight of stakeholder meeting lead responsibility, duration of contact with Panel and regular progress assessments to ensure relevancy.

Other dynamic tasks this past year have included the facilitated support of other regions who have expressed an interest in the CCYP model to establish a place-based response in their own communities. To this aim the SCC has shared resources with Mt Isa and Brisbane, as well providing one-on-one support for Wujal Wujal and Weipa. Other regions across Cape York have also voiced interest with potential relationships with Aurukun and Thursday Island also presenting for follow up in 2019-20.

Finally, with such a degree of internal restructuring to meet arising need, and external interest recognising local success, NQPHN have commenced exploring with YETI the prospect of ongoing funding post April 2020.

### **JAMES EDNEY**

*Senior Care Coordinator, CCYP*



COORDINATED CARE FOR  
VULNERABLE YOUNG PEOPLE

**SAME SEX  
ATTRACTED YOUTH  
INTERSEX + TRANS**

**SSAYIT**

**SUPPORT GROUP**

**SSAYIT is a diverse LGBTIQ+ youth group that supports young people to grow socially and emotionally by giving them a safe, non-judgemental space with the added element of peer support to enable young people to support each other.**

As facilitators of the program, the main aim is to empower young people to grow and be confident, to be secure in their diversity and to celebrate their own acceptance and the acceptance of their peers. Throughout the last few years, young people we work with have formed close bonds which has helped with intake of new-comers as young people are encouraged and show great talent in stepping up to a “mentor” position.

Just recently we have had another key facilitator join the group, Melody Carragher, who has been developing more of an online presence through social media platforms. With Melody coming on board, we have refreshed the SSAYIT brand developing new promotional materials to give to schools and other organisations and to let more young people and professionals know about the SSAYIT group and the support available to the LGBTIQ+ youth community.

Attendance rates usually fluctuate between six to ten young people weekly. Young people who attend the group have a variety of needs; some attend primarily for the social interactions with other members, whilst others come for emotional support and require a more therapeutic environment, and with the help of the facilitators young people have created this space themselves.

Young people who attend SSAYIT are also offered counselling and case management through YETI, as required. Some of the issues we see and deal with as facilitators are mental health, bullying, issues regarding gender, sexuality and diversity, family issues, isolation, anxiety, depression and general well-being.

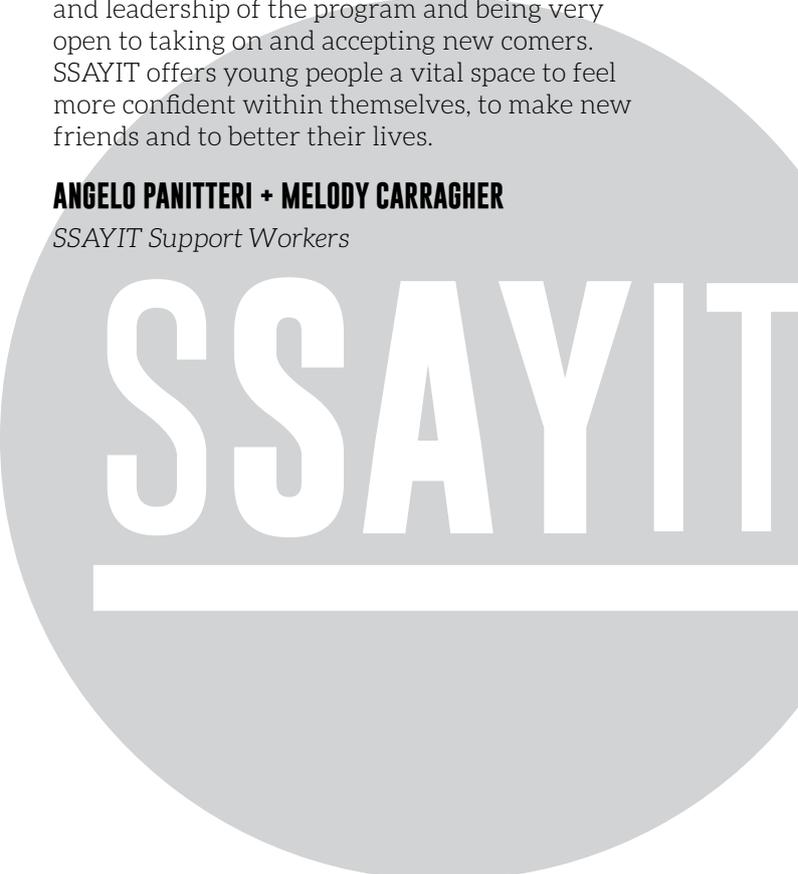
SSAYIT continues to provide service information sessions covering topics such as healthy relationships, legal issues, mental health and online bullying. These sessions are facilitated by the YETI staff and other organisations such as QUAC (Queensland Aids Council), Relationships Australia, and Sexual Health just to name a few.

Other activities that SSAYIT young people are engaged with include a new garden project where young people are giving back to the organisation that has helped them by working on the garden space in the YETI Drop in. This has been an ongoing project, planting mostly native plants and herb gardens. Some other activities have included arts and crafts projects, picnics and BBQ's, healthy walks, movie nights and external activities such as bowling, laser tag, etc. Young people are also encouraged to put forward any ideas as to what social activities they would like to take part in as a group.

This year, a lot of the long term SSAYIT participants are showing particular enthusiasm in making the group grow and making it more accessible to young people who may feel isolated. They are showing great ownership and leadership of the program and being very open to taking on and accepting new comers. SSAYIT offers young people a vital space to feel more confident within themselves, to make new friends and to better their lives.

**ANGELO PANITTERI + MELODY CARRAGHER**

*SSAYIT Support Workers*



**SSAYIT**

# MEETING MINUTES

## YETI ANNUAL GENERAL MEETING 2017-18

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### **Chair**

Laurel Downey

### **Minutes**

Michael Abbott

### **Attendees**

#### **Staff:**

Adah Saveka; Amelia Hosking; Angelo Panitteri; Bindi Diamond; Brooke White; Charmaine Armstrong; Cheyenne Purcell; Denae Diamond; Derryn Knuckey; Genevieve Sinclair; Helen Travers; Jacquelin Miller; James Edney; Jason Von Roehl; Jessica Spencer; Jodi Farrell; Lucia Hassett; Luke Jackel-David; Mandy Teis; Mandy Welfare; Maria Mabo; Melanie Spencer; Mike Abbott; Nadia Rengifo; Rod Seeber; Sayoko Akamatsu; Shannon Keating; Tonya Fuschtei; Troy Davidson; Wendy Sammons

#### **Committee:**

Amanda Baron; Andrea Davidson; Emily Bin Awel Laurel Downey; Nathan Davis; Petrina Cao-Kelly

#### **Members:**

-

### **Apologies**

Bob; Carly Martin; Cathy Lee; Robert Allery

### **Date**

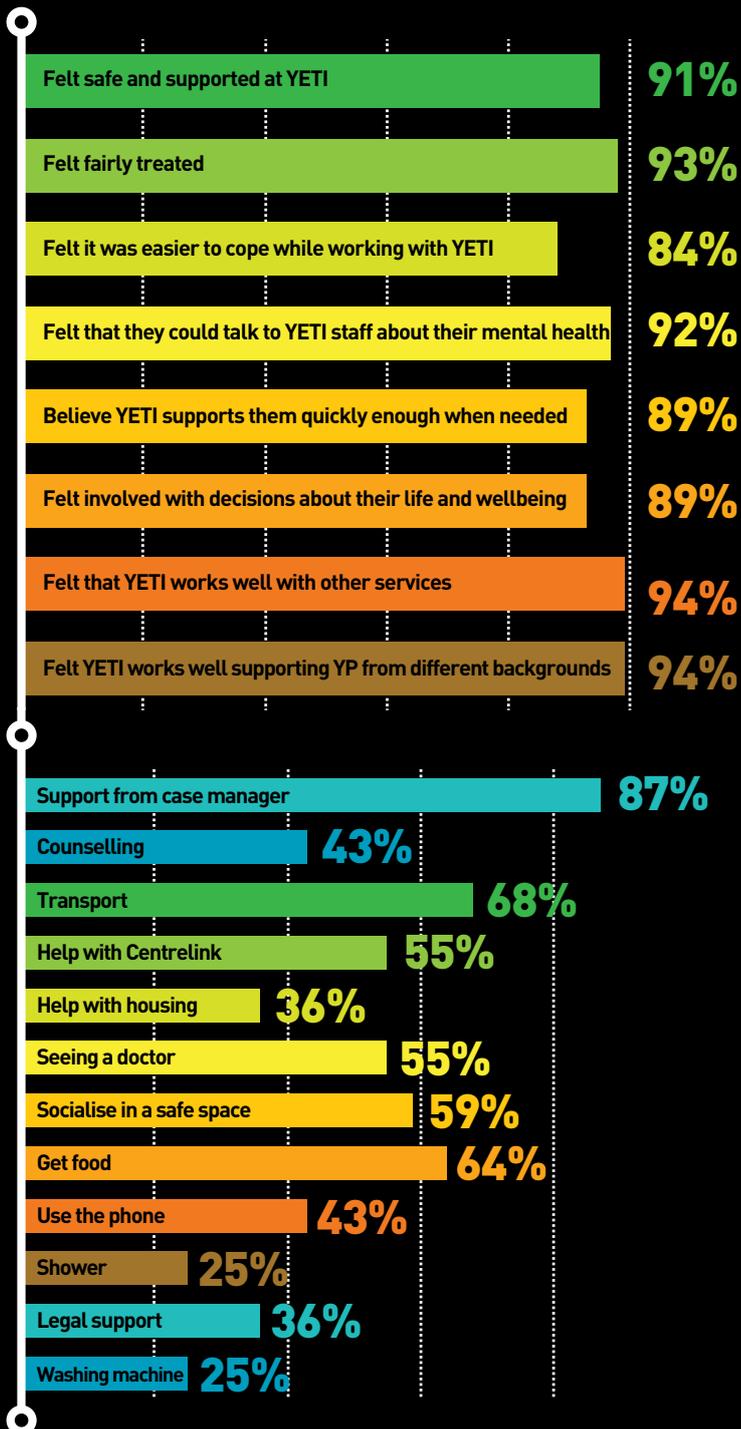
13 November 2018

### **Location**

3 Winkworth Street, Bungalow, CAIRNS 4870

<b>ITEM:</b>	<b>RECORD:</b>										
<b>Meeting open</b>	6:30pm, 12 November 2018										
<b>Welcome</b>	Introductions and opening comments from the Chair										
<b>Previous Minutes</b>	Chair Moved to accept 2017 AGM Minutes <i>Motion seconded by Petrina Cao-Kelly</i>										
<b>Matters Arising</b>	No Matter Arising										
<b>Annual Report</b>	Chair handed down YETI's 2017-2018 Annual Report, acknowledged the contents and moved that it is accepted <i>Motion seconded by Patina Cao-Kelly and Nathan Davis</i>										
<b>Audited Financial Report</b>	Chair moved to accept 2017 - 18 Audited Financial Statement <i>Motion seconded by Patina Cao-Kelly and Nathan Davis</i>										
<b>Other Business</b>	<p>Genevieve expressed her thanks to all staff during this period of growth and in dealing with the complexity of the work around young people. Genevieve acknowledged YETI's reputation and standing in the community is built on the work of its staff. Genevieve expressed special thanks to Tonya Fuschtei for her work on the Reconciliation Action Plan, Rod Seeber for his management of the finances and back office and Mel Spencer for her support. Genevieve acknowledged the contribution and commitment of Tamara Baumann who is leaving the organisation after 9 years. Genevieve expressed her thanks to the Management Committee for their advice and commitment over the 17 - 18 year.</p> <p>The Chair would like to thank and acknowledge YETI staff. The Chair stated that she is proud to lead the committee of a very highly regarded organisations. The Chair expressed her thanks to the other committee members for their commitment and contribution and to Genevieve and Mel for their leadership over the 17 - 18 year.</p>										
<b>Membership</b>	<p>YETI has received one application for membership: <i>Rob Seeber moved that Michael Abbott's application for membership to YETI be accepted</i> <i>Motion seconded by Emily Ward</i></p>										
<b>Election of Office Bearers</b>	<p>The following nominations were received:</p> <table border="0"> <tr> <td>President: Laurel Downey Nominated by: Amanda Baron Seconded by: Petrina Cao-Kelly</td> <td>Ordinary member: Amanda Baron Nominated by: Emily Bin Awel Seconded by: Andrea Davidson</td> </tr> <tr> <td>Vice President: Andrea Davidson Nominated by: Emily Bin Awel Seconded by: Amanda Baron</td> <td>Ordinary member: Petrina Cao-Kelly Nominated by: Nathan Davis Seconded by: Andrea Davidson</td> </tr> <tr> <td>Secretary: Emily Bin Awel Nominated by: Rod Seeber Seconded by: Andrea Davidson</td> <td></td> </tr> <tr> <td>Treasurer: Nathan Davis Nominated by: Andrea Davidson Seconded by: Emily Bin Awel</td> <td></td> </tr> <tr> <td>Ordinary member: Carly Martin Nominated by: Andrea Davison Seconded by: Emily Bin Awel</td> <td></td> </tr> </table>	President: Laurel Downey Nominated by: Amanda Baron Seconded by: Petrina Cao-Kelly	Ordinary member: Amanda Baron Nominated by: Emily Bin Awel Seconded by: Andrea Davidson	Vice President: Andrea Davidson Nominated by: Emily Bin Awel Seconded by: Amanda Baron	Ordinary member: Petrina Cao-Kelly Nominated by: Nathan Davis Seconded by: Andrea Davidson	Secretary: Emily Bin Awel Nominated by: Rod Seeber Seconded by: Andrea Davidson		Treasurer: Nathan Davis Nominated by: Andrea Davidson Seconded by: Emily Bin Awel		Ordinary member: Carly Martin Nominated by: Andrea Davison Seconded by: Emily Bin Awel	
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Treasurer: Nathan Davis Nominated by: Andrea Davidson Seconded by: Emily Bin Awel											
Ordinary member: Carly Martin Nominated by: Andrea Davison Seconded by: Emily Bin Awel											
<b>Meeting Close</b>	6:45pm, 13 November 2018										

# CLIENT FEEDBACK



# **FINANCIAL REPORT**

## **Youth Empowered Towards Independence Incorporated**

ABN: 34 797 758 772

Annual financial report  
For the year ended 30 June 2019

# Contents

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## Abbreviations

DOC	Department of communities – Child safety, Youth and Women
PMC	Department of Prime Minister and Cabinet
DJAG	Department of the Justice and Attorney General
NQPHN	North Queensland Primary Health Care Network

# Statement of comprehensive income

For the year ended 30 June 2019

	Note	2019 \$	2018 \$
<b>Income</b>			
Revenue	8	4,909,883	3,948,492
		<u>4,909,883</u>	<u>3,948,492</u>
<b>Expenses</b>			
Accounting and bookkeeping fees		24,260	16,868
Bank charges		1,187	1,024
Brokerage		171,026	118,486
Cleaning		51,862	36,355
Client expenses		224,395	121,572
Computer expenses		33,566	65,559
Depreciation and amortisation expenses		46,006	44,718
Donations and gifts		5,048	2,022
Evaluation costs and establishment fees		112,321	64,020
Employee expenses	9	2,844,801	2,275,886
Funding for other agencies/subcontracted amounts		829,955	411,302
Grants repaid		41,839	-
Insurance		18,239	15,290
Motor vehicle expenses		108,425	96,084
Minor equipment		22,208	35,314
Photocopying, printing and stationery		42,766	29,860
Professional fees – audit		12,500	9,860
Rent expenses		133,192	112,892
Telephone		38,707	30,203
Training		44,467	28,517
Travelling and accommodation expenses		157,264	119,703
Other expenses	10	47,368	56,068
		<u>5,011,402</u>	<u>3,691,603</u>
<b>Results from operating activities</b>		(101,519)	256,889
Bank interest received		11,809	13,192
<b>Net finance income</b>		<u>11,809</u>	<u>13,192</u>
<b>Net surplus before tax</b>		(89,710)	270,081
Income tax expense		-	-
<b>Net surplus</b>		<u>(89,710)</u>	<u>270,081</u>
Other comprehensive income		-	-
<b>Total comprehensive income</b>		<u>(89,710)</u>	<u>270,081</u>

This statement should be read in conjunction with the notes to the financial statements.

# Statement of financial position

As at 30 June 2019

	Note	2019 \$	2018 \$
<b>Assets</b>			
Cash and cash equivalents	11	1,484,045	1,276,885
Trade and other receivables	12	10,678	200,750
Other assets	13	13,230	7,980
<b>Current assets</b>		<u>1,507,953</u>	<u>1,485,615</u>
Property, plant and equipment	14	236,801	234,444
<b>Non-current assets</b>		<u>236,801</u>	<u>234,444</u>
<b>Total assets</b>		<u>1,744,754</u>	<u>1,720,059</u>
<b>Liabilities</b>			
Trade and other payables	15	657,878	574,196
Provisions	16	65,242	56,074
<b>Current liabilities</b>		<u>723,120</u>	<u>630,270</u>
Provisions	16	106,744	85,189
<b>Non-current liabilities</b>		<u>106,744</u>	<u>85,189</u>
<b>Total liabilities</b>		<u>829,864</u>	<u>715,459</u>
<b>Net assets</b>		<u>914,890</u>	<u>1,004,600</u>
<b>Equity</b>			
Retained surplus		914,890	1,004,600
<b>Total equity</b>		<u>914,890</u>	<u>1,004,600</u>

This statement should be read in conjunction with the notes to the financial statements.

## Statement of changes in equity

For the year ended 30 June 2019

	Retained surplus \$	Total equity \$
<b>Retained surplus</b>		
Balance at 1 July 2017	722,095	722,095
<b>Total comprehensive income</b>		
Net surplus	270,081	270,081
Total other comprehensive income	-	-
Total comprehensive income	270,081	270,081
Adjustment to prior year retained surplus	12,424	12,424
Balance at 30 June 2018	1,004,600	1,004,600
Balance at 1 July 2018	1,004,600	1,004,600
<b>Total comprehensive income</b>		
Net deficit	(89,710)	(89,710)
Total other comprehensive income	-	-
Total comprehensive income	(89,710)	(89,710)
Balance at 30 June 2019	914,890	914,890

This statement should be read in conjunction with the notes to the financial statements.

# Statement of cash flows

For the year ended 30 June 2019

	2019	2018
Note	\$	\$
<b>Cash flows from operating activities</b>		
Grants received	4,957,136	4,465,989
Cash receipts from customers	349,792	212,791
Cash paid to suppliers and employees	(5,063,214)	(4,192,776)
Cash generated from operating activities	243,714	486,004
Interest received	11,809	13,192
<b>Net cash from/(used in) operating activities</b>	<b>17</b> 255,523	499,196
<b>Cash flows from investing activities</b>		
Payments for property, plant and equipment	(48,363)	(136,577)
<b>Net cash from/(used in) investing activities</b>	(48,363)	(136,577)
Net increase (decrease) in cash and cash equivalents	207,160	362,619
Cash and cash equivalents at 1 July	1,276,885	914,266
<b>Cash and cash equivalents at 30 June</b>	<b>11</b> 1,484,045	1,276,885

This statement should be read in conjunction with the notes to the financial statements.

# Notes to the financial statements

## 1 Reporting entity

Youth Empowered Towards Independence Incorporated (the "Association") is domiciled in Australia. The Association's registered office is at 3 Winkworth Street, QLD 4870. The Association is a not for-profit entity and is primarily involved in assisting young people by providing them with information about youth issues including physical, social and emotional health.

In the opinion of the management committee, the Association is not a reporting entity because there are no users dependent on a general purpose financial report. The financial statements of the Association have been drawn up as special purpose financial statements for distribution to the members and for the purpose of fulfilling the requirements of the *Associations Incorporation Act 1981* (Qld) and the *Australian Charities and Not-for-profits Commission Act 2012*.

## 2 Basis of accounting

### Statement of compliance

The financial statements are special purpose financial statements which have been prepared in accordance with the requirements of the *Associations Incorporation Act 1981* (Qld), the *Australian Charities and Not-for-profits Commission Act 2012* and the recognition, measurement and classification aspects of all applicable Australian Accounting Standards ("AASBs") adopted by the Australian Accounting Standards Board ("AASB"). The financial statements do not comply with International Financial Reporting Standards ("IFRSs") adopted by the International Accounting Standards Board.

The financial statements do not include the disclosure requirements of all AASBs except for the following minimum requirements:

AASB 108	<i>Accounting Policies, Changes in Accounting Estimates and Errors</i>
AASB 1048	<i>Interpretation of Standards</i>

The financial statements were authorised for issue by the management committee on the date shown on the committee's declaration.

### Basis of measurement

The financial statements have been prepared on the historical cost basis.

### Economic dependency and going concern

The financial statements have been prepared on a going concern basis, which contemplates continuity of normal business activities and the realization of assets and settlement of liabilities in the ordinary course of business.

The Association is a not-for-profit entity and is reliant on government funding in order to continue its operations. The members have no reason to believe that the required funding will not be forthcoming for the foreseeable future. However, should future government funding be significantly reduced or curtailed, the Association would be unlikely to continue its operations at current levels.

## 3 Functional and presentation currency

These financial statements are presented in Australian dollars, which is the Association's functional currency.

## 4 Use of judgements and estimates

In preparing these financial statements, management has made judgements, estimates and assumptions that affect the application of the Association's accounting policies and the reported amounts of assets, liabilities, income and expenses. Actual results may differ from these estimates.

Estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to estimates are recognised prospectively.

## Judgements

Management is not aware of any judgements that have a significant risk of resulting in a material adjustment within the next financial year.

## Assumptions and estimation uncertainties

Management is not aware of any assumptions and estimation uncertainties that have a significant risk of resulting in a material adjustment within the next financial year.

## 5 Changes in significant accounting policies

The Association has initially applied AASB 9 from 1 July 2018. A number of other new standards are also effective from 1 July 2018 but they are not relevant to and/or do not have a material effect on the Association's financial statements.

### AASB 9 Financial Instruments

AASB 9 *Financial Instruments* replaces AASB 139 *Financial Instruments: Recognition and Measurement*. It makes major changes to the previous guidance on the classification and measurement of financial assets and introduces an 'expected credit loss' model for impairment of financial assets.

When adopting AASB 9, the Association has applied transitional relief and opted not to restate prior periods. Any differences arising from the adoption of AASB 9 in relation to classification, measurement, and impairment are recognised in opening retained surplus as at 1 July 2018.

On 1 July 2018, the date of initial application, the Association re-assessed the classification, measurement category and carrying amount of each financial instrument (listed below) in accordance with AASB 9. There were some changes to classification, but this did not result in changes to measurement categories (listed below). Carrying amounts were also unchanged.

Financial asset/liability	Measurement category (unchanged)
Cash and cash equivalents	Amortised cost
Trade and other receivables	Amortised cost
Trade and other payables	Amortised cost

## 6 Significant accounting policies

The accounting policies set out below have been applied consistently to all periods presented in these financial statements, except for the changes in accounting policies as explained in Note 5.

### 6.1 Revenue

Revenue arises mainly from government grants and other income. Revenue is measured at the fair value of the consideration received or receivable and is presented net of returns, discounts and rebates allowed.

#### Other income

Other income is recognised when it is received or when the right to receive payment is established.

### 6.2 Government grants and other contributions of assets

Government grants and other contributions of assets are accounted for in accordance with AASB 1004 *Contributions* based on whether they are reciprocal or non-reciprocal in nature and are measured at the fair value of the contributions received or receivable.

Reciprocal transfers are those where approximately equal value is exchanged in the transfer between the transferor (grantor) and the transferee (grantee). Non-reciprocal transfers are those where equal value is not exchanged.

### Reciprocal transfers

Where grants and other contributions are received that are reciprocal in nature, revenue is recognised over the term of the funding arrangements. The Association currently does not have any reciprocal grants.

### Non-reciprocal transfers

Revenue from a non-reciprocal grant that is not subject to conditions is recognised when the Association obtains control of the funds, economic benefits are probable and the amount can be measured reliably. Where a grant may be required to be repaid if certain conditions are not satisfied, a liability is recognised at year end to the extent that conditions remain unsatisfied.

Where the Association receives a non-reciprocal contribution of an asset from a government or other party for no or nominal consideration, the asset is recognised at fair value and a corresponding amount of revenue is recognised.

## 6.3 Finance income and finance costs

Finance income and finance costs include interest income. Interest income or expense is recognised using the effective interest method.

## 6.4 Employee benefits

### Short-term benefits

Short-term employee benefits are expensed as the related service is provided. A liability is recognised for the amount expected to be paid if the Association has a present legal or constructive obligation to pay this amount as a result of past service provided by the employee and the obligation can be estimated reliably.

Liabilities for wages and salaries, including non-monetary benefits, and annual leave expected to be settled within 12 months of the financial reporting date as recognised in current liabilities in respect of employee's services up to the reporting date and are measured at the amounts expected to be paid when the liabilities are settled.

### Defined contribution superannuation plans

Obligations for contributions to defined contribution superannuation plans are expensed in the financial reporting period in which they are incurred. Prepaid contributions are recognised as an asset to the extent that a cash refund or a reduction in future payments is available.

### Other long-term employee benefits

The Association's net obligation in respect of long-term employee benefits is the amount of future benefit that employees have earned in return for their service in the current and prior periods. That benefit is discounted to determine its present value. Remeasurements are recognised in profit or loss in the period in which they arise.

The liability for long service leave is recognised in current and non-current liabilities, depending on the unconditional right to defer settlement of the liability for at least 12 months after the financial reporting date. Consideration is given to the expected future wage and salary levels, experience of employee departures and periods of service. Expected future payments are discounted using market yields at the financial reporting date on national government bonds with terms to maturity and currency that match, as closely as possible, the estimated future cash outflows.

## 6.5 Income tax

The Association has been granted exemption from income tax under Division 50 of the *Income Tax Assessment Act 1997*.

## 6.6 Property, plant and equipment

### Recognition and measurement

Items of property, plant and equipment are measured at cost less accumulated depreciation and any accumulated impairment losses.

If significant parts of an item of property, plant and equipment have different useful lives, then they are accounted for as separate items (major components) of property, plant and equipment.

Any gain or loss on disposal of an item of property, plant and equipment is recognised expenses.

### Subsequent expenditure

Subsequent expenditure is capitalised only when it is probable that the future economic benefits associated with the expenditure will flow to the Association.

### Depreciation

Depreciation is calculated to write off the cost of property, plant and equipment less their estimated residual values using the straight line basis over their estimated useful lives and is generally recognised in profit or loss. Leased assets are depreciated over the shorter of the lease term and their useful lives unless it is reasonably certain that the Association will obtain ownership by the end of the lease term.

The depreciation rates used for each class of property, plant and equipment are as follows:

- Plant and equipment                      5% to 40%
- Motor Vehicles                              25%

Depreciation methods, useful lives and residual values are reviewed at each reporting date and adjusted if appropriate.

## 6.7 Financial instruments

### Recognition, initial measurement and derecognition

Trade receivables are initially recognised when they are originated. All other financial assets and financial liabilities are initially recognised when the Association becomes a party to the contractual provisions of the instrument.

A financial asset, unless it is a trade receivable without a significant financing component, or a financial liability is initially measured at fair value plus, for an item not at fair value through profit or loss, transaction costs that are directly attributable to its acquisition or issue. A trade receivable without a significant financing component is initially measured at the transaction price.

A financial asset is derecognised when the contractual rights to the cash flows from the financial asset expire, or when the financial asset and all substantial risks and rewards of ownership are transferred.

A financial liability is derecognised when its contractual obligations are discharged, cancelled or expire.

### Classification and subsequent measurement

#### Financial assets

#### *Policy applicable from 1 July 2018*

For the purpose of subsequent measurement, financial assets are classified into the following categories upon initial recognition:

- amortised cost
- fair value through profit or loss
- equity instruments at fair value through other comprehensive income
- debt instruments at fair value through other comprehensive income

Classifications are determined by both:

- the Association's business model for managing the financial asset
- the contractual cash flow characteristics of the financial asset

All income and expenses relating to financial assets that are recognised in income are presented within finance income, finance costs or other financial items, except for impairment of trade receivables which is presented within other expenses.

#### *Financial assets at amortised cost*

A financial asset is measured at amortised cost if it meets both of the following conditions and is not designated as at fair value through profit or loss:

- it is held within a business model whose objective is to hold assets to collect contractual cash flows, and
- its contractual terms give rise on specified dates to cash flows that are solely payments of principal and interest on the principal amount outstanding

After initial recognition, these are measured at amortised cost using the effective interest method. Discounting is omitted where the effect of discounting is immaterial. The Association has determined that all of its financial assets fall within the amortised cost category.

#### *Policy applicable before 1 July 2018*

The Association classified its financial assets into one of the following categories:

- loans and receivables
- held to maturity
- available for sale
- at fair value through profit or loss

For the comparative period, all of the Association's financial assets fell within the loans and receivables category.

After initial recognition, financial assets in the loans and receivables category were measured at amortised cost using the effective interest method.

#### **Financial liabilities**

For the purpose of subsequent measurement, financial liabilities are classified as measured at amortised cost or fair value through profit or loss. A financial liability is classified as fair value through profit or loss if it is held-for-trading. Other financial liabilities are subsequently measured at amortised cost using the effective interest method. The accounting for financial liabilities under AASB 9 from 1 July 2018 remains largely unchanged from the accounting under AASB 139 before 1 July 2018, i.e. in the comparative period.

The Association has only financial liabilities classified as measured at amortised cost.

## **6.8 Impairment**

#### **Non-financial assets**

At each reporting date, the Association reviews the carrying amounts of its non-financial assets to determine whether there is any indication of impairment. If any such indication exists then the asset's recoverable amount is estimated.

The recoverable amount of an asset is the greater of its value in use and its fair value less costs to sell. As the Association is a not-for-profit entity, value in use is the written down current replacement cost of an asset as the future economic benefits of the asset are not primarily dependent on the asset's ability to generate net cash inflows and as the entity would, if deprived of the asset, replace its remaining future economic benefits.

An impairment loss is recognised if the carrying amount of an asset exceeds its recoverable amount.

Impairment losses are recognised in expenses.

An impairment loss is reversed only to the extent that the asset's carrying amount does not exceed the carrying amount that would have been determined, net of depreciation or amortisation, if no impairment loss had been recognised.

### *Trade and other receivables*

The Association makes use of a simplified approach in accounting for trade and other receivables as well as contract assets and records the loss allowance at the amount equal to the expected lifetime credit losses. In using this practical expedient, the Association uses its historical experience, external indicators and forward-looking information to calculate the expected credit losses using a provision matrix.

The Association assesses impairment of trade receivables on a collective basis as they possess credit risk characteristics based on the days past due. The Association allows 100% for amounts that are 60 days past due.

### *Policy applicable before 1 July 2018*

Financial assets are assessed at each reporting date to determine whether there is objective evidence of impairment

Objective evidence that financial assets are impaired include default or delinquency by a debtor, restructuring of an amount due to the Association on terms that the Association would not consider otherwise, or indications that a debtor or issuer will enter bankruptcy.

The Association considers evidence of impairment for financial assets measured at amortised cost (loans and receivables) at a specific asset level.

An impairment loss in respect of a financial asset measured at amortised cost is calculated as the difference between its carrying amount and the present value of the estimated future cash flows discounted at the asset's original effective interest rate. Losses are recognised in profit or loss and reflected in an allowance account. When the Association considers that there is no realistic prospects of recovery of the asset, the relevant amounts are written off. If the amount of impairment loss subsequently decreases, and the decrease could be related objectively to an event occurring after the impairment was recognised, the previously recognised impairment loss is reversed through expenses.

### **Non-financial assets**

At each reporting date, the Association reviews the carrying amounts of its non-financial assets to determine whether there is any indication of impairment. If any such indication exists then the asset's recoverable amount is estimated.

The recoverable amount of an asset is the greater of its value in use and its fair value less costs to sell. As the Association is a not-for-profit entity, value in use is the written down current replacement cost of an asset as the future economic benefits of the asset are not primarily dependent on the asset's ability to generate net cash inflows and as the entity would, if deprived of the asset, replace its remaining future economic benefits.

An impairment loss is recognised if the carrying amount of an asset exceeds its recoverable amount.

Impairment losses are recognised in expenses.

An impairment loss is reversed only to the extent that the asset's carrying amount does not exceed the carrying amount that would have been determined, net of depreciation or amortisation, if no impairment loss had been recognised.

## **6.9 Provisions**

Provisions are determined by discounting the expected future cash flows at a pre-tax rate that reflects current market assessments of the time value of money and the risks specific to the liability. The unwinding of the discount is recognised as finance costs.

## **6.10 Leases**

### **Determining whether an arrangement contains a lease**

At inception of an arrangement, the Association determines whether the arrangement is or contains a lease.

At inception or on reassessment of an arrangement that contains a lease, the Association separates payments and other consideration required by the arrangement into those for the lease and those for other elements on the basis of their relative fair values. If the Association concludes for a finance lease that it is impracticable to separate the payments reliably, an asset and a liability are recognised at an amount equal to the fair value of the underlying asset.

Subsequently the liability is reduced as payments are made and an imputed finance cost on the liability is recognised using the Association's incremental borrowing rate.

### Leased assets

Assets held by the Association under leases which transfer to the Association substantially all of the risks and rewards of ownership are classified as finance leases. The leased assets are measured at an amount equal to the lower of their fair value and the present value of the minimum lease payments. Subsequent to initial recognition, the assets are accounted for in accordance with the accounting policy applicable to that asset.

Assets held under other leases are classified as operating leases and are not recognised in the Association's statement of financial position.

### Lease payments

Payments made under operating leases are recognised in expenses on a straight-line basis over the term of the lease. Lease incentives received are recognised as an integral part of the total lease expense, over the term of the lease.

Minimum lease payments made under finance leases are apportioned between the finance costs and the reduction of the outstanding liability. The finance costs are allocated to each period during the lease term so as to produce a constant periodic rate of interest on the remaining balance of the liability.

## 7 Standards issued but not yet effective

A number of new standards and amendments to standards are effective for annual periods beginning after 1 July 2018, and have not been applied in preparing these financial statements. The following new standards may have an impact on the Association's financial statements, although any such impact has not yet been fully assessed:

- AASB 15 *Revenue from Contracts with Customers*, AASB 1058 *Income of Not-for-profit Entities* and AASB 2016-8 *Amendments to Australian Accounting Standards – Australian Implementation Guidance for Not-for-profit Entities* become mandatory for annual periods beginning on or after 1 January 2019. AASB 15 will replace AASB 118 *Revenue*, AASB 111 *Construction Contracts* and a number of Interpretations. AASB 2016-8 sets out Australian requirements and provides guidance for not-for-profit entities in applying AASB 9 and AASB 15, and AASB 1058 will replace AASB 1004 *Contributions*. Together, they establish a comprehensive framework for determining whether, how much and when revenue is recognised.
- AASB 16 *Leases* becomes mandatory for annual periods beginning on or after 1 January 2019 (with early adoption permitted) and in essence requires a lessee to:
  - recognise all lease assets and liabilities (including those currently classed as operating leases) on the statement of financial position, initially measured at the present value of unavoidable lease payments;
  - recognise amortisation of lease assets and interest on lease liabilities as expenses over the lease term; and
  - separate the total amount of cash paid into a principal portion (presented within financing activities) and interest (which entities can choose to present within operating or financing activities consistent with presentation of any other interest paid) in the statement of cash flows.

The Association does not plan to adopt these standards early.

## 8 Revenue

<b>Grant revenue</b>	<b>2019</b>	<b>2018</b>
	<b>\$</b>	<b>\$</b>
Grants received		
Centrelink	22,870	10,679
DOC	1,493,211	927,202
PMC	587,295	391,530
DJAG	209,875	500,000
NQPHN	1,717,069	1,617,100
Queensland Health	694,802	613,479
	<hr/>	<hr/>
	4,725,122	4,059,990
Grant balances at 1 July	268,012	4,486
Grant balances at 30 June	(210,354)	(268,012)
	<hr/>	<hr/>
	4,782,780	3,796,464
<b>Operating revenue</b>		
Donations	150	20,050
Fee for service	69,552	102,660
Insurance proceeds	-	14,273
Member funds	5	40
Parental leave subsidies	25,892	-
WorkCover claim proceeds	20,089	9,611
Other income	11,415	5,394
	<hr/>	<hr/>
<b>Total operating revenue</b>	127,103	152,028
	<hr/>	<hr/>
<b>Total revenue</b>	4,909,883	3,948,492

## 9 Employee expenses

	<b>2019</b>	<b>2018</b>
	<b>\$</b>	<b>\$</b>
Annual leave expenses	33,197	14,107
Long service leave expense	30,721	18,531
Other	-	3,466
Recruitment expense	8,624	7,460
Superannuation	241,467	195,048
Wages and salaries	2,516,987	2,026,586
Workcover	13,805	10,688
	<hr/>	<hr/>
	2,844,801	2,275,886

The Association makes contributions to defined contribution plans. The amount recognised as an expense was \$241,467 for the year ended 30 June 2019 (2018: \$195,048).

## 10 Other expenses

	2019 \$	2018 \$
Meeting costs	5,130	4,948
Electricity and energy costs	17,264	15,337
Staff amenities and resources	22,364	8,455
Other fees	-	23,301
Consultancy fees	2,610	4,027
	<u>47,368</u>	<u>56,068</u>

## 11 Cash and cash equivalents

	2019 \$	2018 \$
Bank balances	1,483,545	1,276,352
Cash on hand	500	533
Cash and cash equivalents in the statement of cash flows	<u>1,484,045</u>	<u>1,276,885</u>

## 12 Trade and other receivables

	2019 \$	2018 \$
Current		
Trade receivables	10,678	200,750
	<u>10,678</u>	<u>200,750</u>

There was no impairment charge for the year ending 30 June 2019 (2018: \$Nil).

## 13 Other assets

	2019 \$	2018 \$
Current		
Security deposits	8,230	7,980
Prepayments	5,000	-
	<u>13,230</u>	<u>7,980</u>

## 14 Property, plant and equipment

	2019 \$	2018 \$
<b>Motor vehicles</b>		
Cost	130,555	130,555
Accumulated depreciation	(99,624)	(89,314)
Carrying amount	<u>30,931</u>	<u>41,241</u>
<b>Plant and equipment</b>		
Cost	376,121	327,757
Accumulated depreciation	(170,251)	(134,554)
Carrying amount	<u>205,870</u>	<u>193,203</u>
Total property, plant and equipment – carrying amount	<u>236,801</u>	<u>234,444</u>

## 15 Trade and other payables

	2019 \$	2018 \$
Annual leave liability	178,470	145,273
Trade payables	67,029	19,409
Credit cards	49,109	-
GST payable	83,584	16,710
PAYG withholding	47,043	104,580
Superannuation payable	22,289	20,212
Unexpended grants	<u>210,354</u>	<u>268,012</u>
	<u>657,878</u>	<u>574,196</u>

## 16 Provisions

	2019 \$	2018 \$
<b>Current</b>		
Long service leave	<u>65,242</u>	<u>56,074</u>
	<u>65,242</u>	<u>56,074</u>
<b>Non-current</b>		
Long service leave	<u>106,744</u>	<u>85,189</u>

### Long service leave

The provision for long service leave represents the Association's best estimate of the future benefit that employees have earned. The amount and timing of the associated outflows is uncertain and dependant on employees attaining the required years of services. Where the Association no longer has the ability to defer settlement of the obligation beyond 12 months from the reporting date, liabilities are presented as current. This would usually occur when employees are expected to reach the required years of service in the 12 months from reporting date.

## 17 Reconciliation of cash flows from operating activities

	2019 \$	2018 \$
Net (deficit)/surplus	(89,710)	270,081
<i>Adjustments for:</i>		
Depreciation and amortisation	46,006	44,719
<i>Changes in:</i>		
Trade and other receivables	184,822	45,560
Trade and other payables	50,486	108,069
Provisions	63,919	30,767
Net cash from operating activities	<u>255,523</u>	<u>499,196</u>

## 18 Capital and leasing commitments

	2019 \$	2018 \$
Minimum lease payments under non-cancellable operating leases:		
Not later than one year	53,600	33,113
Between one year and five years	65,276	24,077
Total capital leasing commitments	<u>118,876</u>	<u>57,190</u>

Operating leases are in place for a number of motor vehicles and normally have a term between 2 and 3 years. Lease payments are increased on an annual basis to reflect market rentals.

## 19 Auditor's remuneration

	2019 \$	2018 \$
<i>Auditors of the Association – Grant Thornton</i>		
Audit of financial statements	10,500	-
In relation to other services	2,000	-
	<u>12,500</u>	<u>-</u>
<i>Auditors of the Association – Vincents Assurance and Risk Advisory</i>		
Audit of financial statements	-	8,800
In relation to other services	-	1,060
	<u>-</u>	<u>9,860</u>

## Management Committee declaration

The management committee of Youth Empowered Towards Independence Incorporated (the "Association") declare that in their opinion:

- a the Association is not a reporting entity;
- b the financial statements and notes are in accordance with the *Associations Incorporation Act 1981* (Qld) and satisfy the requirements of the *Australian Charities and Not-for-profits Commission Act 2012*, including:
  - i giving a true and fair view of the Association's financial position as at 30 June 2019 and of its performance for the financial year ended on that date; and
  - ii complying with Australia Accounting Standards to the extent described in Note 2; and
- c there are reasonable grounds to believe that the Association is able to pay its debts as and when they become due and payable.

Signed in accordance with subsection 60.15(2) of the *Australian Charities and Not-for-profits Commission Regulation 2013*:



\_\_\_\_\_  
President

1.11.2019

\_\_\_\_\_  
Date

# Independent auditors report

## Independent auditor's report to the members of Youth Empowered Towards Independence Incorporated

### Qualified opinion

We have audited the financial report of Youth Empowered Towards Independence Incorporated (the "Association"), which comprises the statement of financial position as at 30 June 2019, the statement of comprehensive income, statement of changes in equity and statement of cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies, and the management committee declaration.

In our opinion, except for the effects of the matter described in the *Basis for qualified opinion* section of our report, the accompanying financial report of Youth Empowered Towards Independence Incorporated has been prepared in accordance with the *Associations Incorporation Act 1981* (Qld) and Division 60 of the *Australian Charities and Not-for-profits Commission Act 2012*, including:

- a giving a true and fair view of the Association's financial position as at 30 June 2019 and of its financial performance for the year then ended; and
- b complying with Australian Accounting Standards to the extent described in Note 2 and Division 60 of the *Australian Charities and Not-for-profits Commission Regulation 2013*.

### Basis for qualified opinion

#### 1 Comparative disclosures

Our appointment as auditors of the Association became effective on 13 November 2018. The Association's financial statements for the year ended 30 June 2018 were audited by another firm.

It has not been practicable for us to undertake audit procedures in respect of revenues and expenses for the year ended 30 June 2018 or in respect of certain account balances at that date. Since opening balances in respect of assets and liabilities enter into the determination of the results of operations, we were unable to determine whether adjustments to the results of operations and retained surplus at the beginning of the year might be necessary for the year ended 30 June 2019.

We conducted our audit in accordance with Australian Auditing Standards. Our responsibilities under those standards are further described in the *Auditor's responsibilities for the audit of the financial report* section of our report. We are independent of the Association in accordance with the auditor independence requirements of the *Australian Charities and Not-for-profits Commission Act 2012* and with the ethical requirements of the Accounting Professional and Ethical Standards Board's *APES 110 Code of Ethics for Professional Accountants* (the "Code") that are relevant to our audit of the financial report in Australia. We have also fulfilled our other ethical responsibilities in accordance with the Code.

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

#### **Emphasis of matter – Basis of accounting**

We draw attention to Note 2 to the financial report, which describes the basis of accounting. The financial report has been prepared for the purpose of fulfilling the committee's financial reporting responsibilities under the *Associations Incorporation Act 1981* (Qld) and the *Australian Charities and Not-for-Profits Commission Act 2012*. As a result, the financial report may not be suitable for another purpose. Our opinion is not modified in respect of this matter.

#### **Responsibilities of the committee members for the financial report**

The committee members of the Association are responsible for the preparation of the financial report that gives a true and fair view and have determined that the basis of preparation described in Note 2 to the financial report is appropriate to meet the requirements of the *Associations Incorporation Act 1981* (Qld), the *Australian Charities and Not-for-profits Commission Act 2012* and the needs of the members. The committee members' responsibility also includes such internal control as the committee members determine is necessary to enable the preparation of the financial report that gives a true and fair view and is free from material misstatement, whether due to fraud or error.

In preparing the financial report, the committee members are responsible for assessing the Association's ability to continue as a going concern, disclosing as applicable, matters related to going concern and using the going concern basis of accounting unless the committee members either intend to liquidate the Association or to cease operations, or have no realistic alternative but to do so.

#### **Auditor's responsibilities for the audit of the financial report**

Our objectives are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with the Australian Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this financial report.

A further description of our responsibilities for the audit of the financial report is located at the Auditing and Assurance Standards Board website at: [http://www.auasb.gov.au/auditors\\_responsibilities/ar4.pdf](http://www.auasb.gov.au/auditors_responsibilities/ar4.pdf). This description forms part of our auditor's report.

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Grant Thornton Audit Pty Ltd  
Chartered Accountants



H A Wilkes  
Principal – Audit & Assurance

Cairns, 1 November 2019



YETI would like to thank and acknowledge our funding bodies for their ongoing support:

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YOUTH  
EMPOWERED  
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INDEPENDENCE

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