



Our youth, their future.



THE burdekin
ASSOCIATION

ANNUAL REPORT 2018-19





CONTENTS

| | |
|--------------------|----|
| FROM OUR PRESIDENT | 3 |
| FROM OUR CEO | 4 |
| SERVICE DELIVERY | 5 |
| FUND RAISING | 9 |
| OUR SUPPORTERS | 13 |
| FINANCIAL SUMMARY | 14 |



FROM OUR PRESIDENT

Finally, we welcome this year two new board members Jon Davies and Paul Bailey, both will bring a wealth of experience to the Board in the coming years. I thank my fellow board members, the CEO and all staff for the commitment and effort that you brought this year. I look forward to the year ahead working with you all as well as our stakeholders, funders, donors, community members and most importantly for our young people. Gill Lawrence

The Burdekin Association is entering its 4th decade of service delivery in the Northern Sydney/Beaches community. From its humble beginnings as a small refuge and youth housing provider we have seen continued growth and development which remains community and client led. The strong thread of our relational and therapeutically driven care and support remain a key focus for the organisation.

Our core offerings are centred on the support of children and young people 12-24 who are at risk of homelessness. We know that the key drivers of this risk are related to school disengagement, family breakdown, mental health, drug and alcohol as well as financial pressures.

Our program areas are therefore focussed on disrupting the risk factors with our community and family intervention program and the delivery of accommodation and support for those in need. Overall we desire to build resilience and capacity in young people to prevent the risk factors from emerging or taking hold as well as ensure young people that are in our accommodation are supported and equipped with the necessary tools to pursue their goals and to leave the organisation at a sustainable level of independence.

This past year has seen immense growth in our Out of Home Care program, within our Supported Family Group Home Model as well as the introduction of a new Supported Independent Living model that enables young people in care to extend their stay up to the age of 19. We know that in general the positive outcomes for young people in Out of Home Care are not as high as we would like. However, I am pleased to say that the quality of care and opportunities that the young people within our Out of Home Care Program receive have resulted in excellent outcomes, well above the state average for young people leaving care.

A significant amount of thanks must go to all staff for their commitment, capability and compassion they have shown to our clients as well as each other as we exceeded capacity across the organisation as we grew. It is exciting to see many new faces and positions across the organisation which show a wealth of knowledge within a very challenging field.

The nature of a locally based community organisation results in an ability to be very close and in touch with the needs of that community. In addition, many staff and board reside in our local community which further enhances the delivery of a very informed and considered plethora of programs delivered.

This year has seen the community engagement program further embed itself within the Pittwater community as we look to support an area of the Northern Beaches which has been neglected from youth services for some time. As the lead agency of The Avalon Youth Hub it has been pleasing to see the continued engagement from the young people within this community, the expansion of the program to include workshops and the sustained and growing partnerships with other services that is integral to the success of this Hub.

I would like to thank the Northern Beaches Council for their proactive partnership and seed funding for this project. The support from various levels of council has been imperative to the current success and we look forward to what the future may bring.

All this work could not occur without the funds to sustain the organisation, as programs have grown so have the costs and we are pleased to have seen a growth in our contracts across Department of Community and Justice as well as the significant increase from generous community members.

WELCOME



FROM OUR CEO

I thank those that hold us most accountable, the Board with your unwavering governance and professionalism to the young people we are here to support day and night. I have the pleasure of engaging with many of the young people that we support and delight in the encouragement and thanks they offer as well as the insightful and engaging feedback they impart. Justene Gordon

An important part of practice is how we view or understand the people we work with. Our view is that young people are considered competent and capable of making choices and achieving change. They are respected, valued, encouraged and genuinely cared for. It is a privilege and honour to be invited (however also foisted) into their world as we walk alongside each of them in their journey. This journey is rarely straightforward yet the determination and strength that we see in every young person we support needs to be acknowledged and applauded.

THE MAJOR PRACTICE PRINCIPLES WHICH SUPPORT OUR WORK INCLUDE:

- ▶ individual case management – each young person experiences continuity of their case worker throughout the service
- ▶ responsibility for primary case co-ordination
- ▶ family inclusive, wherever possible
- ▶ commitment to flexible and creative solutions
- ▶ access to a broad range of services within the organisation
- ▶ priority access to key local services
- ▶ solution focused approach.

Co-operation and collaboration with government non-government/community and private agencies adds significant value to the Association’s service provision and enhances client outcomes. To this end I thank every service and agency that has supported our young people through individual service support or broader community-based engagement. It has never been more true that a community needs to raise a child. I wish to thank all those that support us from the community whether through goods or financial donations.

A special thanks to all our partner agencies that have embraced The Avalon Youth Hub to ensure it is reaching as many members of the community as possible. Your support has been truly valued.

A significant commitment and engagement from a number of services from the very beginning has resulted in the success of the Hub. These services include Mission Australia, Streetwork, CCNB, Catholic Care, KYDS, headspace Brookvale and the Manly Warringah Sea Eagles.

The Burdekin Association placed its first youth worker (under the student wellbeing in schools’ program) in Barrenjoey High School which has enhanced the connection for young people to support services delivered through the Hub. This has proven to be a highly successful synergetic relationship, a model which has great potential to benefit more communities.

The Avalon Youth Hub is currently under review and evaluation as we look to ensure we are best meeting the needs of the community, funders, partner agencies and other stakeholders. We know this model has made a positive impact in the Pittwater community and we are giving thoughtful consideration as to how we can build and expand to support more young people in need.

Whist the past year has been one of growth, the year ahead is one of consolidation, learnings, development and quality improvement. Over the year we expanded our program offerings and numbers which also resulted in a significant increase in staffing numbers, 14 to 41. This resulted in recruitment, restructure, promotions and opportunities for staff across the organisation. The nature of our team is far more diverse, both in what each staff member personally brings as well as the nature of their engagement within our service.

This growth has at times been challenging yet also rewarding. At the end of the year we find ourselves in a situation that every position across the organisation is full and filled with the most exceptionally talented, passionate and inspirational staff. I thank each of you for the hard work that you all contributed to this organisation over the past year and I am so excited to see how we will further develop and enhance our programs moving forward.

AN INTEGRATED APPROACH TO ISSUES OF CHILD AND YOUTH HOUSING, INTERVENTION AND SUPPORT

Over the past year The Burdekin Association have directly supported over 320 young people across our core accommodation and support programs.

Our Community Engagement program has bridged the gap between young people and community services. With a focus on bringing services into the community we have further supported hundreds of young people as well as the boarder community in Pittwater to build better connections with youth services.

The Burdekin Association provides an accommodation, care and support continuum that is responsive to the individual needs of a diverse range of young people aged 12-24 years and their families.

This has involved putting together a range of flexible and innovative programs which reflect the immediate and changing needs of young people and families. To achieve this, a client directed case management approach is essential as is a commitment to internal teamwork and communication.

An inclusive approach to parents and a commitment to partnership and collaboration with local agencies are an integral part of the development of the model. This allows the organisation to work with more difficult clients including those with a trauma background.

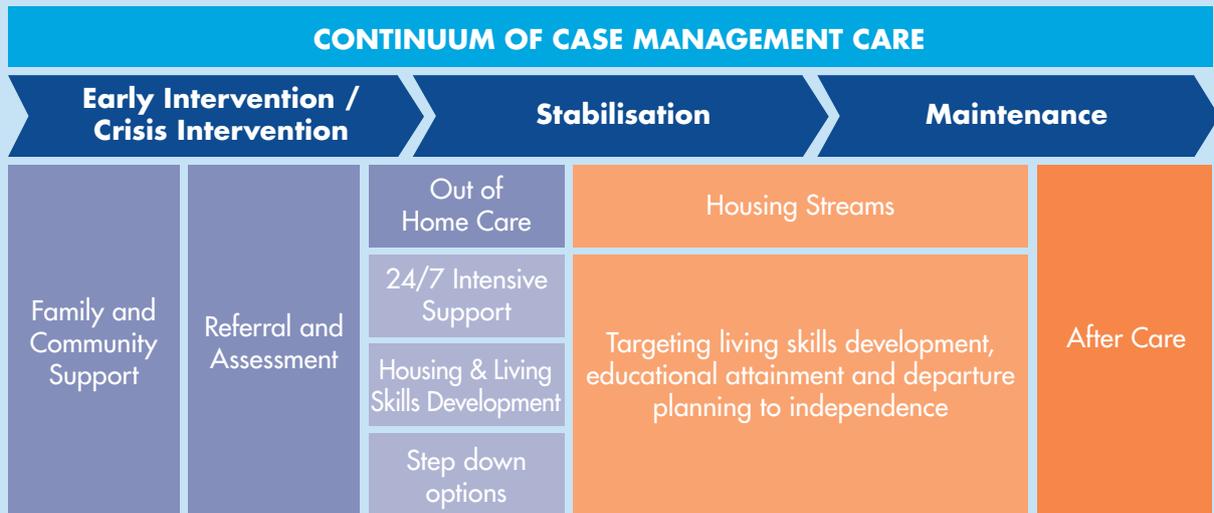
The individual nature of service provision combined with a flexibility of approach, trauma informed practice, a commitment to creative solutions and appropriate expectations greatly enhances the ability to work with more children and young people.

The Burdekin Association has developed the following range of distinct but interrelated programs.

112 PHONE CALLS
to the Hub were made

114 FREE
Counselling Session held

40 INSTAGRAM ENQUIRIES



COMMUNITY AND FAMILY

This program provides a Family Intervention Program that supports families with 12-24 year olds to reduce stresses and conflict, manage adolescent behaviours in positive ways and increase the potential for family reconciliation. Outreach supports are accessible, practical and able to respond flexibly to the changing needs of the young person and their family.

The program does not provide mediation or family counselling but works with local agencies that provide these services, often introducing families to appropriate services and working together on the issues.

The program also works within the community to identify gaps in service provision to ensure appropriate support and intervention can occur for families and children/young people as required. This can include and is not limited to such actions as speaker nights, community collaboration resulting in service design and delivery, projects and group work.

In the past year our community engagement program has been instrumental in the delivery of The Avalon Youth Hub, a truly collaborative and community-based program. In the first year of service this program has connected and enhanced the lives of young people and the community in the Pittwater Region.

39 AFTERNOON COMMUNITY ENGAGEMENT SESSIONS

with average of 150 children and young people presenting each session resulting in 38 one on one or group interventions, 5 parent drop ins, 4 general community drop ins, 30 referrals.

YOUTH ADVISORY GROUP ESTABLISHED

38 DROP-INS

9 SCHOOL PRESENTATIONS

20 WORKSHOPS held with over 210 participants

OUT OF HOME CARE

Since January 2018 we have seen a significant increase in the number of placements on offer as well as the type of placements. These placements have been created in response to client needs and each placement can scale up or down as required. The following placement types exist:-

1. Supported Family Group Home Placements
2. Emergency Placements (Staffed home model within the community)
3. Supported Independent Living (Caretaker model, lead tenant model, Caretaker Granny flat model and Independent model)
4. Placement Option for OOHC Young people who are pregnant and/or have children

All care home placements are delivered under best practice standards and guided by research and evidence around trauma, attachment and resilience which is further enhanced by our Therapeutic Practice Framework.

Our Supported Family Group Home is a bespoke model for Children and young people who are cared for by a permanent authorised live-in carer who provide care in a home provided and maintained by The Burdekin Association.

Children and Young people within our Care Homes are provided with a safe structured and nurturing environment, they receive ongoing intensive casework, respite and access to specialist support services.

Some of the benefits provided by our Model of Care Home include:-

- ▶ A "supported" living situation where a child or young person is more likely to develop the skills for living independently in the community
- ▶ A flexible and individualised form of care
- ▶ A safe and stable living environment within which the child or young person can work on their chosen goals
- ▶ It is local, reducing disruption to the child or young person's life and allowing them to keep in contact with their support networks
- ▶ It is part of a continuum of care with children and young people exiting into our other program options resulting in support extended well beyond 18.

This year has seen a significant growth in our OOHC program, in total a 167% growth which has been due to the capacity and commitment of our organisation to accommodate every child or young person that is connected to the Northern Sydney region in a home that provides for their needs and allows them to commence the recovery from their trauma.

EDUCATION AND EMPLOYMENT

Education and employment are valued highly at The Burdekin Association, we have strong connections with our local Behaviour Specialist High School, school counsellors as well as a supportive TAFE.

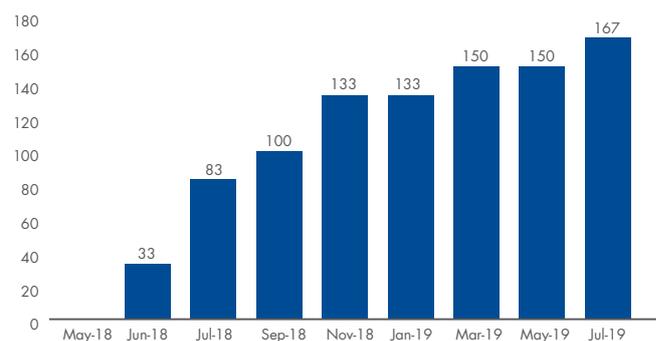
Every young person in our care is expected to have a day placement or be working towards a day placement. We acknowledge that some children and young people enter our service with a huge array of trauma fuelled experiences and require support, intervention and a sense of security before they are able to establish a consistent and engaged routine in a day placement.

Upon young people exiting our Out of Home Care program 95% of clients were engaged in education. This is a significant achievement.

In the previous 7 years we have provided intensive and long term accommodation and support to 39 children and young people. Of these 39, 44% continue to remain in our care (either the SFGH model or SIL), of those that have exited our OOHC program 23% moved into our Aftercare youth housing service often with the same Case Manager supporting them into their new placement, 18% exited OOHC to Family and 9% exited to friends or previous carers.

McDowell conducted research in 2008, 2009, 2013 and found that there was a significant lack of support

The Burdekin Association OOHC Placement % Growth May 18 - July 19



in the transition phase when young people leave care. For example, of the 50% of young people interviewed that were leaving care at age 18, 40% did not know where they were going to live.

The Burdekin Association clearly exceeds these statistics with all our clients knowing where they were going to live when leaving care.

YOUTH HOUSING

This program offers semi-supported, affordable housing for young people ready to make the transition to semi-independent living. The level of support is tailored to the needs of the young person or household which will vary over time. Housing options for teenage parents and their babies help establish new families and provide optimum opportunities for a stable future.

This program offers a number of beds across the Northern Sydney Region with most of these beds within the Northern Beaches Community. It is our aim to support every young person to identify their goals, believe in themselves and achieve these goals. The capacity of every young person is immense and it is our challenge to walk beside our young people, with an occasional little nudge, or rather large prod and ensure they complete education, go to University, look after themselves better, enhance their resilience, forgive themselves or their family, restore relationships and to see themselves and successful and competent young adults.

We attempt to do this through wrap around case management support. Every Case Manager at The Burdekin Association works with a number of young people. This work is individually tailored and can include a lot of talking therapy, appointment making, shopping, cleaning, driving, supporting, guiding and advocating.

TOP 5 REASONS FOR PRESENTING TO OUR YOUTH HOUSING PROGRAM

1. Relationship and Family Breakdown
2. Current issue with housing (eviction/ lease ending/affordability)
3. Mental Health
4. Financial difficulties
5. Lack of family/community support

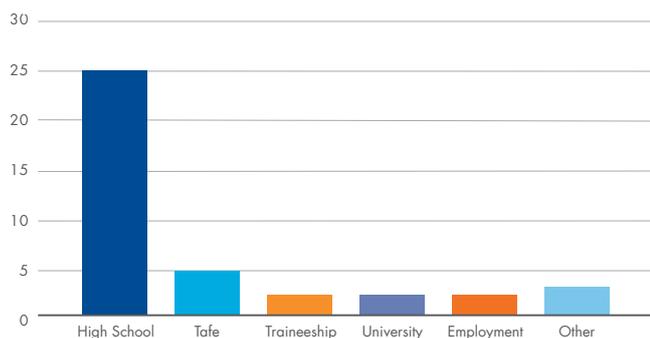
AGE OF YOUNG PEOPLE SUPPORTED IN YOUTH HOUSING

| | |
|-------------|-------|
| 0-5 years | 2.3% |
| 16 years | 3% |
| 17 years | 15.8% |
| 18-19 years | 36.1% |
| 20-24 years | 42.8% |

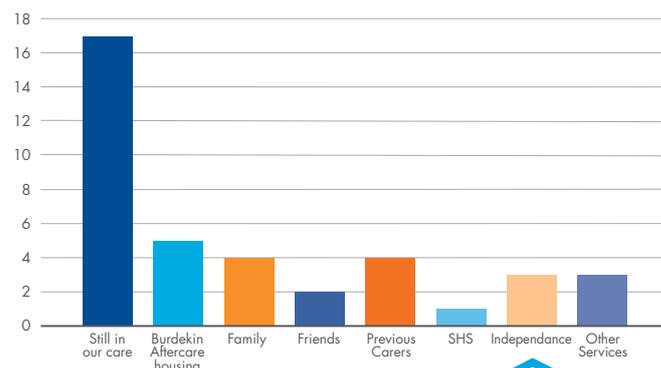
LENGTH OF TIME IN ACCOMMODATION

| | |
|--------------------|---------------------|
| Up to 14 weeks | 7.7% |
| 14-26 weeks | 15.4% |
| 26-52 weeks | 23.1% |
| More than 52 weeks | 53.8% |
| 49.4% MALE | 50.6% FEMALE |

Day Placement



Clients' Living Arrangements After Our Care



FUND RAISING

We are forever grateful for the outpouring of community support we receive. From donations of hand knitted beanies that were worn by a number of young people we took to the snow, food hampers, local groups that have come together to fundraise, all participants at our events, individual donors, corporate support, pro bono support, school groups and our generous philanthropic supports. Every dollar or item donated is directed towards our program delivery ensuring we are able to provide a high quality of service delivery as well as ensure we can be responsive and innovative to our community. Without the generous support of everyone we simply would not be able to offer what is required.



MELBOURNE CUP LUNCHEON

Once again on the first Tuesday in November the staff from The Burdekin Association gathered at the Novotel Sydney Manly Pacific for the annual Peninsula Pals Melbourne Cup Luncheon. This amazing event has been supporting local charities for several years. The charities supported this year included Be Centre, SMS Lighthouse, Sunnyfield and The Burdekin Association.

The committee of Peninsula Pals work so hard to create a wonderfully decorated, beautiful luncheon that is enjoyed by all who attend. Special thanks must go to our Patron Kerryn Baird, who has led this fabulous event for several years. Burdekin staff work hard on the day, selling lucky horses and running the all-important Melbourne Cup race sweeps. Congratulations to all the winners and thank you to Peninsula Pals, and their many sponsors and donors for your continued generosity and support.



CROMER GOLF CLUB CHARITY GOLF DAY

For a third year now The Burdekin Association were extremely fortunate to be the beneficiaries of 50% of the funds raised from the Cromer Golf Club's Annual Charity Golf Day. This club has so many wonderful and generous members and volunteers who ensure that their charity golf day is a fabulous success year in, year out. The Burdekin staff were on hand to talk to members as they stopped to chat at various charity donation holes about Burdekin's work and how our work benefits our most vulnerable youth.

After the day the club put on a scrumptious dinner, that was again well attended this year and thoroughly enjoyed by all. Thank you once again to the members, staff and management of Cromer Golf Club. We are so grateful that you chose to support The Burdekin Association for the past three years. That invaluable support allows us to continue our work with disadvantaged young people on the Northern Beaches.



SEAFORTH ARTS FESTIVAL

In September last year the 16th Seaforth Arts Festival was held. Its focus every year is to encourage those in the community with creative gifts in visual arts, music and dance. Commission from the sale of visual arts works raises funds for us at The Burdekin Association. A Gala Dinner is held on the Saturday night and all who attended enjoyed the Sri Lankan buffet dinner and were entertained by the marvelous singing of Northern Beaches Chorus.

We would like to thank Phillip Young and the entire Seaforth Arts Festival committee, we are so grateful for their hard work, generosity and continued support of local artists and The Burdekin Association.

BURDEKIN CHARITY GOLF DAY

In May this year we held our fifth Annual Charity Golf Tournament at Cromer Golf Club. We have been so blessed at Burdekin to have many of our sponsors and golfers support us every year, but we also welcomed some new players and sponsors this year and it was wonderful to have them join us. After a hot breakfast our players headed off to start their 18 holes of golf. The weather was amazing, and we had some new staff join us for the first time, some playing golf and some working on the holes to greet the players. After the playing was done, everyone relaxed in the Clubhouse with some cold drinks and hot canapes. Our silent auction was held and the prizes were awarded to all the deserving winners. This year two Manly Warringah Sea Eagles legends Mark Bryant and Steve Menzies joined us displaying their golfing skills before posing for photos with our auction winners.

Every year our local community turn out to support us by sponsoring holes and playing golf and we cannot thank them enough. Their invaluable support allows us to continue to care for local at risk and homeless youth. The players have a real chance to learn more about our work as they make their way around the course. The day was once again an incredible success and we cannot wait to do it all again in 2020!



THE MANLY WARRINGAH SEA EAGLES COMMUNITY PARTNERS

Manly Warringah Sea Eagles continue to proudly support their local community. This season they have narrowed their focus in order to act as a vehicle to promote and support genuine social impact and change based on our community's needs. With this focus, they have formalised a charity partnership with The Avalon Youth Hub. The Avalon Youth Hub is a safe space for young people to connect with a range of youth services and in one short year the 'Hub' has made a significant impact to the overall wellbeing of young people in the Pittwater community and they are delighted to have played a role in this.





2019 GOLF DAY HOLE SPONSORS



We would also like to thank the following clubs for their generosity and commitment to improving the lives of young people in our community:

- ▶ Manly Golf Club – Ladies Committee
- ▶ Manly Warringah Netball Association
- ▶ Pittwater RSL Football Club

OUR SUPPORTERS

4 Pines Brewing
Anthony Poate Design
Art Opian
Avalon Beach RSL
Avenel Gray
Blackmores
Brian Burdekin AO, Patron
C3 Church
Children's Promise – Ulrike Schuermann
Community Services NSW, Department of Human Services
Compass Project Management
Cromer Golf Club
CVC Group
Four Seasons Hotel Sydney
Gur Taj Indian Restaurant
Hillsong Church Northern Beaches - Stuff the Bus
Inner Wheel Club of Belrose
The Hon. James Griffin MP
Link Housing
Lions Club of Bondi
LJ Hooker Forest
Manly Bombers Junior AFL Club
Manly District Cricket Club
Manly Ladies Golf Club
Manly Warringah Netball Association
Manly Warringah Pest Control
Manly Warringah Sea Eagles

Mary Vernon Foundation
Northern Beaches Community College
Norton Rose Fulbright
NSW Health – Office of Community Housing Paper 2
Peninsula Pals
Peninsula Personnel
Pittwater RSL
Pittwater RSL Soccer Club
Pro Build
Property Industry Foundation
Romejanic Development – Jack Davenport
Rotary Club of Manly
Seaforth Arts Festival
Share the Dignity
Sharon Moss Legal
SJB Architects
St Anthony In The Fields Catholic Church
St Faiths Quilting & Needlework Club
St John's Church Dee Why
Sydney Beach Homes
Tim's Handyman and Gardening Services
Warringah Ladies Golf Club
Watermark Freshwater
Westfield Warringah Mall
West's Tigers
WT Partnership

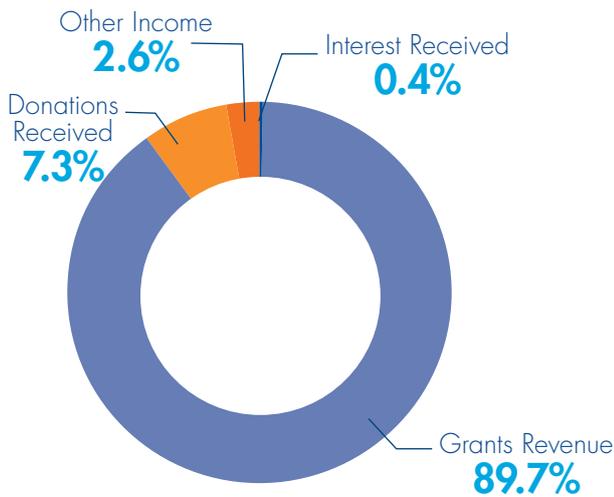
THANK YOU

FINANCIAL SUMMARY

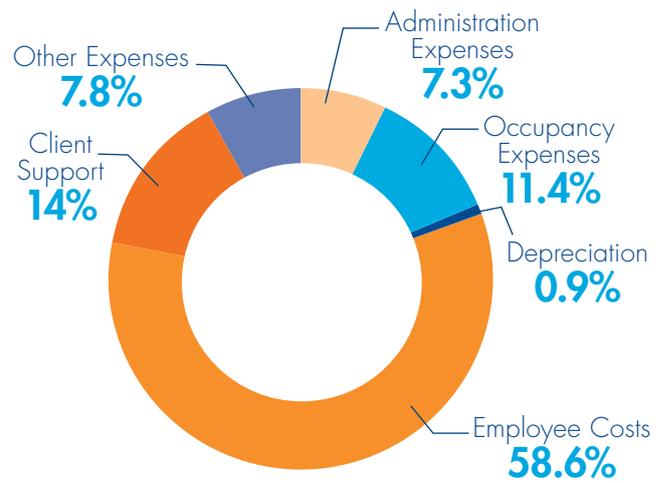
In this financial year The Burdekin Association achieved a net loss of \$7,420. We received funding of 3.08 million from various government sources, including the NSW Department of Communities and Justice, Department of Health and Northern Beaches Council. In addition our service delivery was enhanced by donations, fundraising and philanthropic support.

Additional Financial Report details are available from the ACNC website.

INCOME



EXPENDITURE



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To make a donation, contact us on the above numbers or send to the above postal address.
All donations over \$2 are tax deductible

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