



# ANNUAL REPORT

## 2014-2015

*“Serving Young People for Over 30 years”*



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# WHO WE ARE

## Who We Are

### MISSION

“**PICYS** is committed to working with young people in a non-judgmental and holistic way that fosters a belief in empowerment, integrity and collaboration, and which provides a safe and secure environment”.

Youth work is a practice that places young people and their interests first.

Youth work is a relational practice, where the youth worker operates alongside the young person in their context. Youth work is an empowering practice that advocates for and facilitates a young person's independence, participation in society, connectedness and realisation of their rights.

**PICYS** staff work under the WA Association of Youth Workers Code of Conduct.

### OBJECTIVES

**The Objects of Perth Inner City Youth Services Inc. Association as taken from our Constitution are:**

To provide services for young people this may include any of the following:

#### **Objective 1**

A service for contacting young people in places and at times they frequently attend and gather.

1.1 Appropriate supporting services, with special emphasis on:

1.1.1 Personal referral to existing services.

1.1.2 Being catalysts for development of new services where none exist.

1.1.3 The individual in the context of wider total environment (for example family/home situations).

#### **Objective 2**

Such facilities and/or services whereby young people may attend or gather as the Council may from time to time deem appropriate.

2.1 Such accommodation for young people, as the Council may from time to time deem appropriate.

# WHO WE ARE

**These objects of the Association shall also involve and/or in addition include, where appropriate (and without limitation), the following:**

- Identifying areas where preventative programs need to be applied and facilitating such action as is required.
- Acting as a bridge between youth and available resources and services within the community.
- Working in harmony with other agencies and organisations whose objects are compatible.
- Promoting and facilitating research into the needs and lifestyles of young people, with special emphasis on those young people contacted in services.
- Providing opportunities for social work and youth work students, and other persons interested in working for the objectives of the Association as a learning experience.
- Advising government and bureaucracy on youth needs.
- Educating the wider community on appropriate youth issues.
- Borrowing and raising money for any of the objects and purposes of the Association, with or without security, in such manner as the Council thinks fit and applying funding, collecting funds and accepting donations or bequests to further attain the objects and purposes of the Association.
- Doing all such acts as are conducive to the furtherance of the above objectives.

## VISION

“Our vision for young people is that they will have the opportunity to make positive choices in their lives and realise their own potential”.

## VALUES

**PICYS** believes in:

**Respect** for all young people and their individual differences

**Choices** for young people about their own lives

**Flexibility** within service provision

**Holistic Services** tailored to the young person, which are inclusive of their families, partners, friends and environment

**Access** to services on a non-discriminatory basis

**Collaborative Relationships** with young people and the community

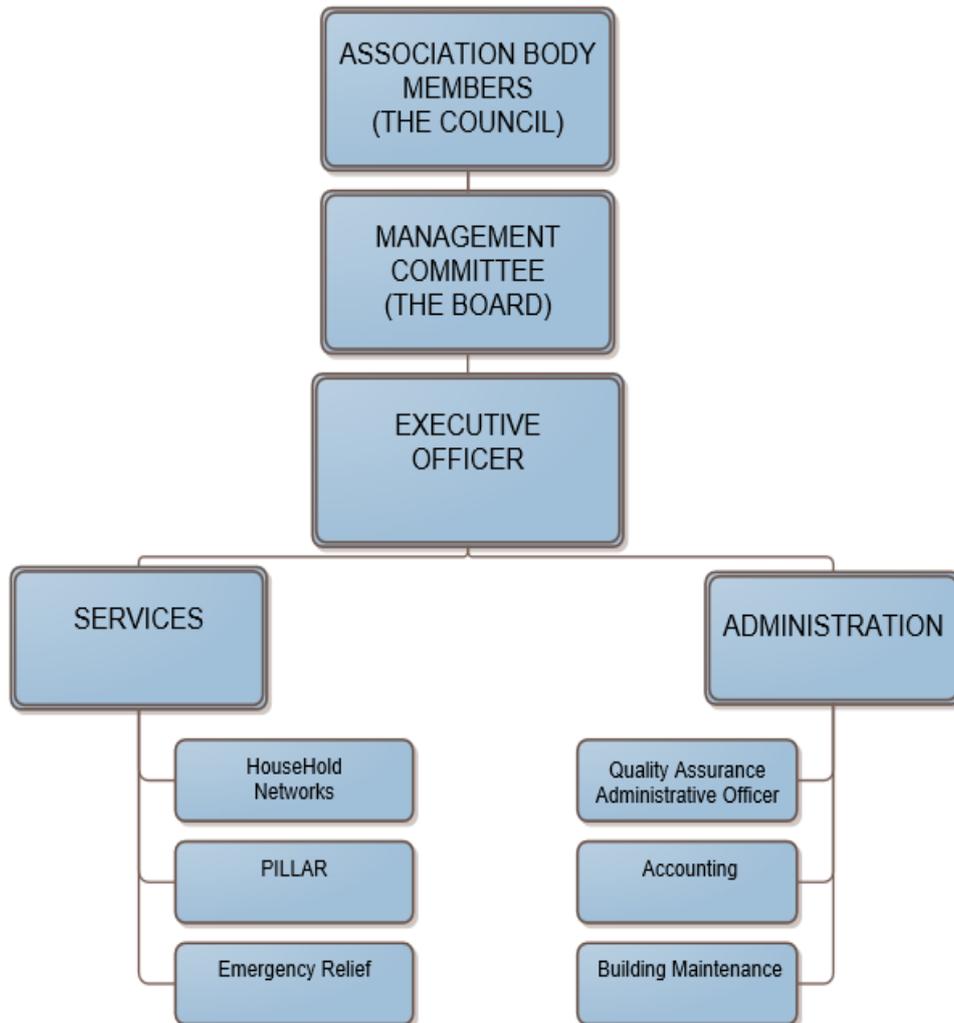
**Concern for the Environment** and environmentally sensitive living

## STATEMENT OF CONTINUAL IMPROVEMENT

How will we continually enhance the quality of life for young people who we seek to know and are privileged to walk alongside?

# WHO WE ARE

## ORGANISATIONAL CHART



# CHAIRPERSON'S REPORT 2014/2015 AS PRESENTED AT THE AGM

## Chairperson's Report 2014/2015 as presented at the AGM

Firstly I would like to welcome you all to the PICYS AGM, particularly those who are new to PICYS as well as those who have been long supporters of the important work that PICYS does. The past financial year has been a period of reflection and change, further professionalising our operations and strengthening and consolidating both team and management structures. I think that as we look back on the work done this year, we can take pride in what has been achieved for now and the future.

PICYS has long prided itself on its ability to respond in a deep and meaningful way not only to young people, but also to how the community sees its commitment to young people. PICYS has always seen young people's starting point as being themselves, meeting with them as equals, as they are and where they are. While recognising the extreme difficulty of overcoming abuse, neglect, cultural marginalisation, mental illness, addiction and other trauma, PICYS has enduring faith in the ability of young people, given time and support, to achieve lives that are happy, fulfilling and able to contribute to society in ways that are positive for all. In nurturing the young person as the locus of control, forward movement can become intrinsic, organic and more likely to be lasting. This has enormous repercussions not only for the young person but for their now and future children, families and the society they live in, as old cycles of hurt and hardship are refashioned into more successful strategies - a process that PICYS has always recognised as taking not just time but quality time. This is certainly a financially expensive process but has the ability to repay its debt not just in better lives for individuals and their loved ones, but also in financial terms as reductions in the long term community costs of welfare, incarceration, child protection, mental health, drug use and so on.

I would like to note the tremendous support we receive from our principal funding agencies, the West Australian Department for Child Protection and Family Support, the West Australian Mental Health Commission and Lotterywest. In providing significant funding to PICYS these agencies not only recognise the service we provide but also the important way in which we work, a way which is now being recognised as best practice for responding to young people, especially those who may have exhausted most other options.

I would also like to extend thanks to our other donors, whose support is crucial to PICYS' ability to offer services beyond the basics. Many of these supporters have come on board due to the efforts of our new Executive Officer, who has worked hard to increase community awareness of the work PICYS does and find ways for the community to be involved in the solutions.

# CHAIRPERSON'S REPORT 2014/2015 AS PRESENTED AT THE AGM

Keeping these values at the forefront, PICYS has worked hard this year to ensure that its policies and procedures and structures are keeping pace with modern requirements, are in communion with our mission, continue to reflect best practice and will support future growth. As we go forward, we enter an exciting new phase of reflection and development as we make decisions about the future of PICYS and how to preserve the historic heart of PICYS mission while seeking to grow the organisation and extend the services we provide to young people in need of support.

In late 2014, PICYS underwent significant staff change and great effort was expended in ensuring new staff would come into a well-structured environment, with clear policies and procedures and the support they need to carry out their often difficult job. Consultants were employed to assist in the strategic planning process, fully develop and update policy and procedure documentation and to work with staff to implement financial and HR procedures and support and supervision structures.

In December 2014, Andrew Hall was appointed as the new Executive Officer, followed by several new staff recruited in the new calendar year. Andrew has undertaken his role with great energy and commitment, achieving a high level of accountability with regard to compliance issues. He has also revitalised PICYS operations and supported the staff team to confidently respond to young people in some innovative ways. Both Andrew and all staff are to be commended for their dedication to the needs of young people and their willingness to test some different ideas. With Andrew at the helm, the PICYS team operates a sensitive and responsive service with high quality staff. Staff morale is good and there has been great participation in professional growth and development by all. This includes youth work and casual sessional staff, volunteers and supporters and especially our administrative staff, who have been faced with the overhaul of our financial reporting and HR systems. I am deeply appreciative of the efforts of all staff and their commitment to the service and clients during what was at times a frustrating and slow process, especially while needing to operate despite significant staff shortages.

At a Board level, there has also been new participation and a broader diversity of membership, bringing new skills and perspectives. Finances are healthy and financial reporting has been overhauled to more accurately reflect the Association's activities and financial position. Many thanks are due to our new Treasurer, Richard Scott, who took on this role and has put a great deal of work into bringing our financial reporting up to standard. I would also like to take the opportunity to thank my fellow Board members for their perseverance and energy in getting our new team up and operational, and having the commitment to stay with the slow and often frustrating process of modernisation. It has been a pleasure to work with a team not only

# CHAIRPERSON'S REPORT 2014/2015 AS PRESENTED AT THE AGM

dedicated to the needs of the organisation but also able to work collaboratively towards solutions. The Board has worked hard this year not only to improve policies, procedures and reporting structures but also to explore strategic direction and future development. While this is a work in progress, I have faith that this work will continue to forge ahead to deliver a stronger agency delivering benchmark services to our most vulnerable young people. We expect this to lead to areas of growth and development that will enable us to offer a greater breadth of service to more of the young people we are currently forced to turn away for lack of resources.

Finally, thanks must go also to the young people who have placed their trust in PICYS to respect and respond to their needs. Young people have shared their lives and their wisdom with us, helping us to better understand how PICYS should and could move forward. At tonight's meeting you will hear from some of these young people through the universal media of music and film and I commend them not only for giving their time but also their trust that we will use their words wisely.

I have greatly enjoyed the challenges of being at the helm of PICYS for this year, and to have the opportunity to steer PICYS through sometimes difficult change. PICYS has a great deal to contribute to the youth services sector and to the wellbeing of vulnerable and traumatised young people. I believe that PICYS can and will continue a long and valuable history of providing a safe haven for young people in need of dedicated and careful support, as they work towards recovery and joyful participation in life. I look forward to continuing to be part of this process.

**Salli Higham**

**PICYS Chair**



**We pledge to  
promote and support  
the positive wellbeing,  
appreciation, active  
participation and  
voices of young  
people in  
Perth & beyond.**

2015

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

*" Serving Young People for over 30 years "*

# EXECUTIVE OFFICER'S REPORT – YEAR IN REVIEW

## Executive Officer's Report – Year in Review

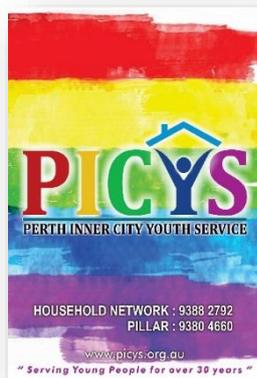
2014/2015 financial year has been a time of high activity for PICYS as outlined in the Chairperson's report with significant developments and enhancements building on the solid and well established work of PICYS. I acknowledge the good work of past and present people involved.

Operationally the year has been a period of reviewing and consolidating quality performance and productivity whilst holding our breath in relation to certainty of future funding from our two primary Service contracts. Like many not for profit organisations, PICYS has been continually focused on accomplishing positive outcomes being achieved against our Purpose and Mission, which for us is enhancing the quality of life for young people, many of whom are experiencing hardship or difficulty in one or more areas of their lives.

There are a number of endeavours and activities that PICYS has been involved with over the past year ranging from direct service provision to young people, community awareness and education, building a safe and friendly environment for young people to engage with, giving a voice to young people and their journeys, through to continual improvement of the operational systems and practices that support the fabulous work of PICYS people – our staff, volunteers, students and friends.

This report intends to share some of the work and productivity and visions that are happening in the world of PICYS, please enjoy reading about our achievements and works in progress, and take a moment to stop and think whether you, your family or your business or workplace might like to join us in any specific venture or as a supporter of the Association as a whole.

Now is a good time to grab yourself a cuppa and find a comfortable seat ☺.



### SERVICES

PICYS has two contracts with Government bodies to deliver services, firstly the longstanding Household Network which has been operating for over 30 years and secondly PILLAR a personalised care mental health service.

# EXECUTIVE OFFICER'S REPORT – YEAR IN REVIEW

## HOUSEHOLD NETWORKS

Household Networks worked with 26 young people and 4 accompanying children during the year, providing supported accommodation with our community housing partner agency for 12 young people and the 4 accompanying children. 17 young people were female and 9 young were male; with 8 self-identifying as LGBTIQ. Additionally 3 identified as Aboriginal or Torres Strait Islander; and 3 from culturally and linguistically diverse backgrounds.

### Ages

18-19 year olds = 12

20-24 year olds = 10

17 year olds = 2

25-29 year olds = 2

*Note: taken from national database reporting age group categories*

The three main presenting issues for the 26 young people assisted were; Inadequate/inappropriate dwelling conditions (22%); Housing crisis (18%); and Family breakdown/lack of family support (15%).

### Key Achievements for the young people were;

- ✓ 2 young people were granted priority housing
- ✓ 2 young people found employment
- ✓ 3 young people enrolled in education and training
- ✓ 3 young people moved into long term housing
- ✓ 2 young people got their learner driver permits
- ✓ 2 young people began their gender transition
- ✓ 1 young parent had her case closed with child protection

### The Issues or Trends

- Homelessness continues to be a problem within the LGBTIQ community
- The national homelessness database does not capture data for LGBTIQ people adequately
- Not enough accommodation options for young families or couples
- Young people struggle to enter into the workforce and many do not get adequate support from job network providers

**Zoe Iveson**

**HouseHold Network Coordinator**

# EXECUTIVE OFFICER'S REPORT – YEAR IN REVIEW

## PILLAR

PILLAR worked with 21 young people during the year, providing psychosocial support in partnership with mental health professionals. 11 young people were female and 8 young were male; and 2 transgender males, and another 3 who self-identify as LGBTIQI. Additionally 3 identified as Aboriginal or Torres Strait Islander; and 1 from a culturally and linguistically diverse background.

### Ages

16 year olds = 3

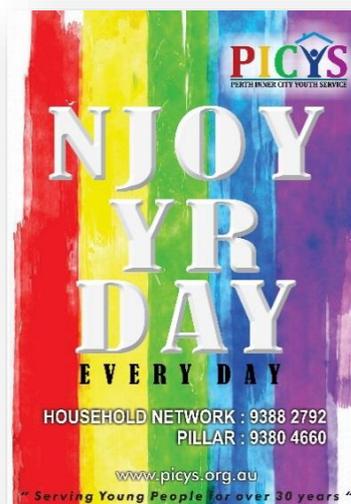
17 year olds = 6

18 year olds = 1

19 year olds = 6

20 year olds = 3

22 year olds = 2



### Main Concerns

The main presenting issues in PILLAR are homelessness due to mental health issues and/ or mental health issues exacerbated by homelessness.

Most young people accessing PILLAR have difficulties accessing accommodation that is responsive to their often very complex needs as many accommodation services are under resourced in this area which is a huge gap in the system with regards to funding.

### Achievements

One of our most high needs, very complex clients has stayed engaged with the service quite well within a care team approach with Youthlink and their housing support worker. This has proven to work quite effectively in allowing the client to see that they have a good support system, within this they have been able remain in the department of housing accommodation despite many personal difficulties and have also began an online TAFE certificate course.

We currently have 3 young people and one young couple living in our accommodation units.

Another young person began a university course earlier in the year, however, whilst the client was unable to stay in the course due to personal difficulties, this was a very important and promising step for this young person in their recovery journey.

The two clients that recently left our accommodation, both felt they were stable and able to enter the rental market and are both currently in private rentals.

# EXECUTIVE OFFICER'S REPORT – YEAR IN REVIEW

## Trends

We have seen an increase in referrals in the past 12 months from many various mental health services including Youthlink, Youth Reach South, Child and Adolescent Mental Health Services, Bentley Adolescent Unit, Headspace and the various mental health wards in the hospitals that work with young people.

There does seem to be quite an increase in the prevalence of Borderline Personality Disorder in young people being referred into the service. We are not quite sure if this is due to being over diagnosed or if there is a higher number of people experiencing it.

**Sinead Flaherty**

**PILLAR Coordinator**



Zoe and Sinead

## DIRECT FEEDBACK FROM PICYS YOUNG PEOPLE

*“PICYS means a gate way to my future”*

*“PICYS is a place for you to change your life, to grow and develop into the person you are and for you to find what career suits you”*

*“Help and support when I need it”*

*“Non- Judgmental, understanding and supportive community of amazing workers”*

*“PICYS is kind of like a new family and definitely a place that I’ll always remember”*

*“PICYS are competent, reliable and professional in what they do. The support and help I have received is extraordinary and I hope they continue to help and improve the lives of other young people”*

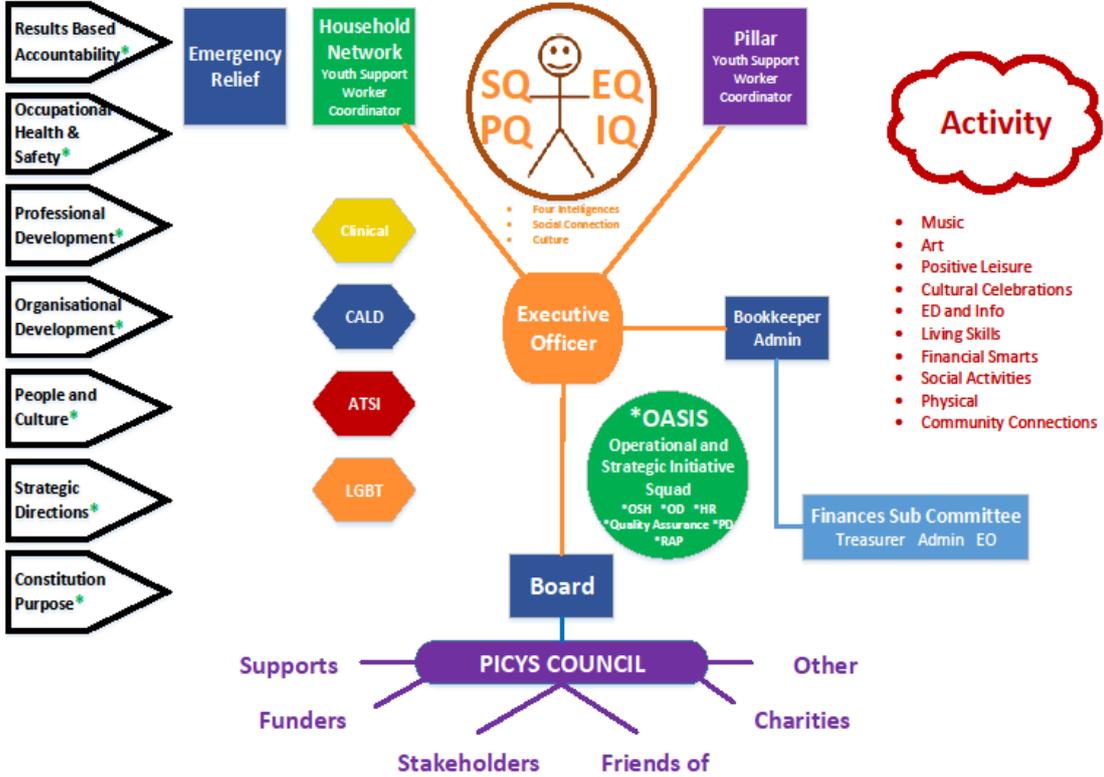
*“You guys do a great job”*

*“Over the last 7 months I have been involved with PICYS, I have not only found (and kept) a job, but I have also learned to cope better with my mental health issues. I’ve gotten to meet young people, some who I will be friends with long after I leave PICYS. PICYS is an amazing environment, especially the fun programs. Dog Day, ROAR, the Monday Breakfast club and events PICYS have been involved in for young people. The workers..... There’s not exactly many words in the English dictionary that can describe how amazing and helpful they all are!!!! LOVE Yaaaaaaaaaaaaaaaaa”*

# EXECUTIVE OFFICER'S REPORT – YEAR IN REVIEW

## OPERATIONAL ORGANISATIONAL DIAGRAM

To ensure everything operates well in an integrated service for young people, with the young person being the central purpose and driver of what PICYS is all about, we have developed a guiding operational organisation diagram to show the relationships of all the activities. The diagram below highlights the top central focus of everything PICYS does is on the young person we are engaged with and the immediate "world" of the young person including their whole being, their social connections and their cultural beliefs and environment.

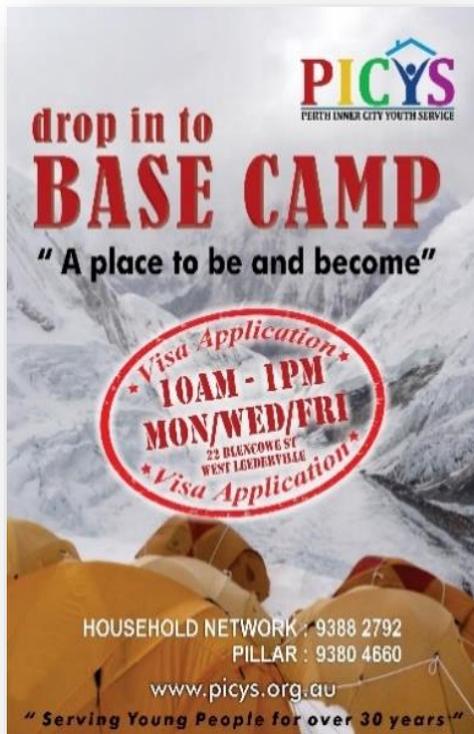


The diagram demonstrates the direct connections between the young person and the two aforementioned primary Services of HouseHold Network and PILLAR, as well as the additional services PICYS can provide to young people through the availability of Emergency Relief funding provided by Lotterywest, and the Activities we provide.

# EXECUTIVE OFFICER'S REPORT – YEAR IN REVIEW

## EMERGENCY RELIEF

During 2015 PICYS has developed a regular drop-in time for young people on Mondays, Wednesdays and Fridays between 10:00am and 1:00pm which is a primary activity of our Emergency Relief work. The drop-in time has been named "Basecamp" which is modelled on the concept of the basecamp at Mount Everest, a place to stop over on an exhausting journey where you can relax, replenish and prepare for the next stage in your journey. BaseCamp provides a regular time and safe place to do what you need to do whether that is practical tasks like washing, eating, attending to equipment, gaining practical assistance or planning for the next stage through to having a safe place to mentally relax, regroup and address any stressors or difficulties.



In addition, Emergency Relief funds are used for addressing crises that occur in the lives of both young people who call into PICYS and engage once off through to assisting young people who are in case managed plans.

## ACTIVITIES

In our week to week work there are a number of key regular activities available to young people to provide some routine and regular expectations of the PICYS team. These include;

An open house Monday Brunch during Basecamp on Mondays following the weekend when PICYS is closed. This time is invaluable when young people and staff

## EXECUTIVE OFFICER'S REPORT – YEAR IN REVIEW

prepare food together and sit around the kitchen table and share stories and catch up in a supportive friendly environment. It also facilitates an opportunity for people to make arrangements to follow up one to one afterwards or plan a time to do so. Food preparation, cooking and clean up, plus conversational and listening skills are all part of the fundamental focus, as well as ensuring a healthy meal is eaten to start the week.



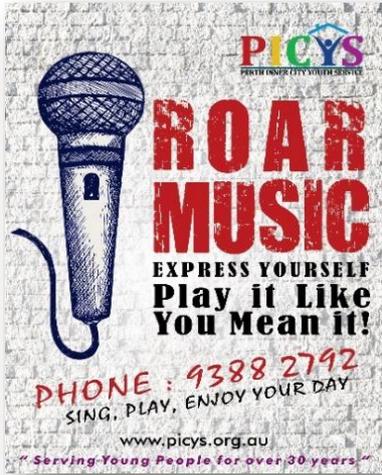
House Pride Wednesdays happens simultaneously with Wednesday Base camp time. The focus of House Pride is developing household maintenance skills including indoor



minor everyday maintenance through to projects both indoor and outdoor at our property. This is facilitated by PICYS staff along with our contracted Maintenance man – Super Steve and often ties in with Dog Day Wednesday when staff dogs visit for the day. This replicates working around the house or property alongside a skilled property maintenance person often with a dog in tow for company. Tasks undertaken in the last year include replacing doors, painting, upgrading a patio roof to waterproofing and guttering, gardening, laying a lawn, preparing for bulk rubbish collection, to name a few. On Wednesday

# EXECUTIVE OFFICER'S REPORT – YEAR IN REVIEW

afternoons, there is also the opportunity to participate in some local area recreational activities including gym, swimming and indoor soccer.



Roar is our musical and singing activity which occurs every second Friday facilitated by young musicians and open to anyone who wishes to participate irrespective of their musical or singing ability. It's a time of being together and sharing through the art of music, whether that's singing old favorites or belting out a new creation of self-expression.



PICYS also involve themselves in Community Awareness and Education Week activities such as National Homelessness week; White Ribbon activities; National Mental Health week; National Youth week and National

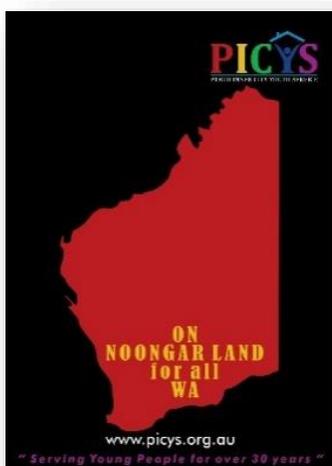
Anti-Poverty week by way of examples. Each of these focused community awareness campaigns provide a fabulous opportunity to openly discuss people's views and opinions and discuss readily available information and conduct education activities. Often PICYS will participate in activities with other agencies and young people.



# EXECUTIVE OFFICER'S REPORT – YEAR IN REVIEW

## RECONCILIATION ACTION STATEMENT

PICYS staff and Board have an active commitment to seeing and demonstrating a fully inclusive service and community where young Aboriginal and Torres Strait Islander people and their culture is recognised, welcomed and celebrated. Currently PICYS staff are developing a Reconciliation Action Plan for PICYS going forward.



### **DRAFT Statement**

Our commitment to Reconciliation is a whole of agency pledge to working in a culturally competent manner that incorporates consultation with Aboriginal and Torres Strait Islander people.

PICYS acknowledges Aboriginal and Torres Strait Islander people as the original custodians of this land and supports their status as the first Australians.

We understand that the well-being of Aboriginal and Torres Strait Islander people is intrinsically linked to land, law, spirituality and culture.

PICYS recognises the negative consequences of marginalisation of Aboriginal and Torres Strait Islander people, through the past and present impact from laws, policies and practices.

PICYS strives to recognise and support the first Australians and to demonstrably do its part in building the future through our management, planning and integrated service delivery. This will be achieved through ensuring Aboriginal consultation and input in all aspects of our work and making meaningful connections and partnerships with agencies and community leaders who can help to guide our work with and for Aboriginal people and their young people.

# EXECUTIVE OFFICER'S REPORT – YEAR IN REVIEW

We believe that reconciliation is a journey, with a shared responsibility to collaboratively recognise the unique status of Aboriginal and Torres Strait Islander people in Australia and to actively contribute to improving outcomes.

Development of our Reconciliation Action Plan (RAP) will involve establishing a RAP working group and consulting with staff across our organisation including Aboriginal and Torres Strait Islander staff and/or Aboriginal and Torres Strait Islander stakeholders.

PICYS' Reconciliation Action Plan will detail how we are implementing our reconciliation intention by identifying measurable targets and timeframes and creating respectful relationships and tangible outcomes.

## **PICYS' RAP activities may include yet not be limited to:**

- ✚ Partnering with Aboriginal and Torres Strait Islander people and organisations
- ✚ Striving for active membership and participation of Aboriginal and Torres Strait Islander people and organisations within our Association and activities
- ✚ Recognition of Cultural Consultation in organisational development as well as service delivery
- ✚ Cultural Awareness professional development for all staff with a determination to increase Cultural competency
- ✚ Recognition and celebration of key dates and events in the Aboriginal and Torres Strait Islander calendar such as Sorry Day, Reconciliation Week, NAIDOC, activities to share appreciation and understanding of Aboriginal and Torres Strait Islander history and culture
- ✚ Public acknowledgement in all promotional material such as posters, brochures, web design, display maps of Aboriginal and Torres Strait Islander lands and sea, and on PICYS standardised email signatures

## **CASE MANAGEMENT AND THERAPEUTIC RELATIONSHIPS/SERVICES**

PICYS engages with young people who choose to engage with our professional staff in one to one relationships with case planning and therapeutic approaches to work towards goals each young person individually sets and prioritises. This work is delivered through the HouseHold Networks and PILLAR services mentioned earlier. This leads on to our focus of achieving positive outcomes for each individual young person and using a methodology of continual reflection, evaluation and planning as we strive to achieve the highest quality positive outcomes possible.

# EXECUTIVE OFFICER'S REPORT – YEAR IN REVIEW

## RESULTS BASED ACCOUNTABILITY

All PICYS operational systems, functions and activities are focused on delivering each young person the best possible outcomes for them, guided by their planning and goals with all the resources and relationships working together in a focused collaborative manner. PICYS has adopted Mark Friedman's Results Based Accountability framework. PICYS has focused on developing a scope of outcome areas which represent a wide array of everyday knowledge, skills and relationships that assist a young person to have a healthy, productive and safe life.

These include:

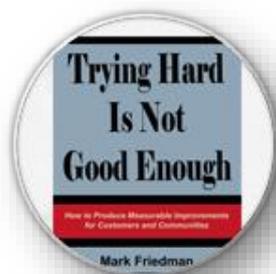
Primary outcome headline counts/statements:

- Improved mental health
- Improved physical health and hygiene
- Improved accommodation tenure and associated life skills
- Improved resiliency
- Increased connection with family, friends and kin
- Increased community connectivity
- Improved financial and material aid circumstances
- Increased engagement with education, employment and or training

Additional demographic and throughput information:

- Number of young people engaged; and new relationships they have been established
- Number of young people who identify as Aboriginal and Torres Strait Islander
- Number and percentage of young people who identify as Cultural and Linguistically Diverse [CALD]
- Number and percentage of young people who identify as LGBTQI

PICYS has recently developed Results Based Accountability reporting frameworks for our services and will be directly canvassing young people's feedback every six months. We will endeavour to use this reflective evaluation practice as part of our commitment to continual improvement and will provide information in future Annual Reports.



# EXECUTIVE OFFICER'S REPORT – YEAR IN REVIEW

## QUALITY MANAGEMENT SYSTEM

To further ensure our quality services to young people PICYS has been reviewing its internal operational systems and policies and procedures and creating a modern IT based Quality Management System. The basis of the QMS is to ensure our work with young people and the systems that support and guide the day to day business activities are up to date and to a high standard. This is important for both quality outcomes for the young people as well as the contractual and legal compliance of business activities and accountabilities. PICYS Quality Management System is well advanced and assists everyone in the organisation to know exactly how to maintain a level of consistent quality against the organisation policies and legal requirements. In the Organisation Operational diagram much of this work sits with "OASIS" – the 'Operational and Strategic Initiatives Squad' comprising of the two Services Coordinators, the Quality Assurance and Administration Officer and the Executive Officer.



Heading into 2016 as part of our strategic directions and quality assurance PICYS will be ensuring it addresses the Child (and Youth) Safe Organisation Principles currently being developed by the Commission of Children and Youth WA to ensure our commitment to the highest quality service provision to young people and children.

# EXECUTIVE OFFICER'S REPORT – YEAR IN REVIEW

## CONSULTANTS

The PICYS Operations Diagram also highlighted four areas where we identified that our operational systems, policies and work with young people is greatly enhanced through the engagement of consultants who contribute their expertise. The four specific areas we have focused on to ensure we have high quality performance towards quality positive outcomes for young people include; Clinical supervision, Cultural advice and guidance in our relationships with both Aboriginal and Torres Strait Islander people as well as people from Culturally and Linguistically Diverse (CALD) backgrounds; and expertise in the Lesbian, Gay, Bisexual, Transitioning, Questioning and Inquiring (LGBTQI) communities and life experiences.

## SPECIFIC PROJECTS IN 2015

### Trans Film

Over the past decade or more PICYS has journeyed with many young people through their exploration and identification in the areas of LGBTQI. PICYS seeks to celebrate each individual person and their life, and the positive relationships people share. During 2015 we facilitated and supported some young people who are engaged with PICYS to follow their interest and explore community understanding of their gender transition. This exploration has been captured in a short film (approx. 18 minutes) including inner city public street interviewing; as well as talking with young people who are transitioning or who have transitioned.

The film is entirely scripted, filmed and produced by young people, it's the work and voices of young people and has not been controlled or edited by anyone else. The Trans film was produced by a 19 year old who is employed by PICYS as a casual and is developing her own film and music career.

This project is our Community Awareness raising project for 2015, and we hope to maximize its broadcasting via YouthTube and also a focused session at future WA Council of Social Services and Youth Affairs Council of WA conferences.

### PICYS Youth Village Concept

Since April 2015 PICYS has been exploring and discussing with Partner Agencies involved in Community Housing and the State Housing Authority, the potential of purchasing the adjoining property to 22 Blencowe Street where PICYS is located with a view to establishing PICYS Youth Village. The concept is based on the idea of owning two adjoining properties and building some specific youth accommodation across the rear of both lots. The first phase is to buy the adjoining property which is available for sale, then build a number of single and some double

# EXECUTIVE OFFICER'S REPORT – YEAR IN REVIEW

units across the rear. The properties are ideally located with a rear access laneway and the other side of the laneway is zoned light commercial and mixed business. The third strategic phase in years to come would be to purchase the next adjoining property and build more suitable youth focused accommodation as best suited to the needs determined closer to that time. Essentially this would provide a precinct not dissimilar to a caravan park community with a central caretaker/on site manager residence in the existing dwelling on the adjoining property at number 24 Blencowe Street. To date PICYS is exploring avenues for funding and town planning requirements and potential developments considering the interests of urban infill. The PICYS Youth Village is a visionary project, yet I quote an Aboriginal proverb shared with me once by a wise Aboriginal woman - *"Those who lose Dreaming are lost"*.

## CONCLUSION

As you can see from the snapshots in this report, 2014/15 has been a busy and exciting, and sometimes exhausting yet always rewarding year at PICYS. As the new Executive Officer I acknowledge those who have worked in PICYS before me, and also pay credit to those who I have the pleasure of working alongside as colleagues. I look forward to our continuing work together as we are privileged to "walk alongside young people" and may we continually grow our "trustworthiness" in both integrity and competency to enhance the quality of the lives of young people.

**Andrew Hall JP**

**Executive Officer**

**In the immortal words of the late Joe Cocker's fabulous song, my favourite,**

***"I get by with a little help from my friends"***

**😊😊 thank you**

**NJOY YR DAY**

# SPECIAL ACKNOWLEDGEMENTS

## Special Acknowledgements

### Member Agencies

- Cambridge Youth Centre – Town of Cambridge
- Earthwise
- Gay & Lesbian Counselling Service
- Mission Australia
- Palmerston Association
- Salvation Army Crossroads West
- Sexual and Reproductive Health WA – Magenta
- St Georges Anglican Cathedral
- Starick Services
- WA Substance Users Association
- Women's Health Services
- Youthlink

### Individual Members

- Nic Hasting-James
- Christina Jones
- Damien Smith
- Margaret Smith
- Mary Smith

### Board Members

- George Davies – Palmerston
- Nic Hasting-James – Individual Member
- Salli Higham – Cambridge Youth Centre
- Mat Jovanou – Coopted  
*(from April 2015)*
- Mikayla-Jay McGinley – WASUA  
*(to March 2015)*
- Richard Scott – Coopted  
*(July 2015)*
- Damien Smith – Magenta  
*(AGM 2014 to April 2014)*
- Wanjie Song – Casual Vacancy  
*(from July 2015)*
- Cathy Townsend – Individual Member  
*(AGM 2014 to March 2015)*
- Frankie Valvasori – WASUA
- Andrew Hall – Executive Officer  
*(from December 2014)*
- Ross Oliver – Executive Officer  
*(to September 2014)*
- Denaë Basley – Coopted staff rep  
*(November – December 2014)*
- Sinead Flaherty – Coopted staff rep  
*(December 14 – January 2015)*
- Zoe Iveson – Coopted staff rep  
*(February 2015 – December 2015)*
- Teal Prus – Coopted staff rep  
*(September - October 2014)*
- Jen Van Der Ende – minute taker  
*(from June 2015)*

# SPECIAL ACKNOWLEDGEMENTS

## Staff

- Samuel Andrews
- Susan Badcoe
- Denaë Basley
- Katrina Browning
- Robyn Cardy
- Tania Dodd
- Erin Donovan
- Sinead Flaherty
- Andrew Hall
- Tashi Hall
- Rodney Hislop
- Zoe Iveson
- Ross Oliver
- Teale Prus
- Jennifer Van Der Ende

## Volunteers

- Board Directors
- Steve Archibald – Recruiting and fundraising
- Crystal Bradley – Chef skills and cooking
- Edie Burnitt – Cooking, home economics, sewing
- Jane Gibson – Graphic designing
- Mitchell Hall – Music, building and property maintenance
- Josey Hansen – Aboriginal & Torres Strait Islander Consultancy
- Carol Innes – Fundraising
- Desiree Nangle – RBA Consultancy
- Jai Ryan – Website assistance
- Lucy Sherlock
- Jennifer Van Der Ende - Administration

## Students

- Robyn Cardy
- Crystal Bradley
- Jordan Foster

## Key Partners

- Cambridge Youth Centre
- CrossRoads – Salvation Army
- Earthwise
- Foundation Housing
- Rise Community Network

# SPECIAL ACKNOWLEDGEMENTS

## Key Contractors

- Kingston Harrop Accounting
- Dr Darryl Milovchevich
- Rare as Steve – Maintenance
- Helen Doran-Wu
- Vital Communications

## Funders, Sponsors and Donors

- AnglicareWA
- Bakers Delight – Fred
- Benchads – Len Luxford
- Castledine Gregory Law and Mediation
- Charity Link
- Child Protection and Family Services
- Earthwise
- Hakea Prison
- KBE Human Capital
- Local residents
- Lotterywest
- Mental Health Commission
- Mustang Print – Dave Gillam
- Shane Honeysett
- St Anselms Anglican Parish Kingsley
- United Way
- Uniting Church Parish Wembley

# TREASURER'S REPORT

## Treasurer's Report

### Overview of FYE 15

During FYE 15 the Board recognised that the traditional format of the accounts and balance sheet reports had evolved over time to a point where they did not easily support the need for simple and transparent information needed in a modern not-for-profit organisation. The Board provided direction that this was to be reviewed and improved processes and formats were to be in-place for FYE 16.

The FYE 15 reports still reflect a transition period in presentation however the review process carried out has allowed a full reconciliation of the balance sheet and accounts processes and whilst the future format will change these Reports reflect all the adjustments required during this process to bring all aspects of PICYS to account.

### Funding

PICYS Funding was primarily from three sources contributing over \$543k of funding:

- Western Australia Department for Child Protection & Family Support
- Western Australia Mental Health Commission
- Lotterywest

PICYS thanks these three departments for their continued support for the valuable programs we deliver. We can also confirm that these funding lines have been extended through FYE 16. PICYS primary Government funded programs can be summarised as follows.

- HHN Program delivered \$281k of services and realised a modest surplus of \$12k (4.3%)
- PILLAR Program delivered \$193k of services and realised a small loss of \$0.4k (-0.5%).

Both are in line with Board expectation.

### Balance Sheet Audit & Reconciliation

All assets and liabilities were reviewed and reconciled against recognised accounting protocols and in line with PICYS policies. A number of items required adjustment to bring all items to account. This process has significantly changed the Balance sheet of PICYS and now accurately reflects the position of the entity.

# TREASURER'S REPORT

## Items of significance included:

1. Bringing non-current assets to account including vehicles and property currently valued at \$1.2m
2. Cleaning up current liabilities to ensure they were still relevant
3. Aligning recognition of income to services delivered

Overall for the financial performance during FYE 15 PICYS has realised a small increase in retained earnings of around \$33k with an overall increase in equity of +\$1.2.

## Cash Management

PICYS cash position increased from \$565k to \$638k (+74k) during FYE 15

After adjusting for changes in how the organisation recognises revenue and accounting for the liabilities associated with this change the underlying cash movement is a small negative cash movement of approx. -\$6k

As part of improved cash management PICYS invested \$307k of reserves into term deposits

PICYS Reserving Policy was also reviewed as part of the financial review process and this now forms part of the strategic planning & management of the organisation. PICYS cash management during FYE 16 will be in line with the Reserving Policy as set out by the Board.

## Profit & Loss

Like the Balance Sheet, the Profit & Loss statement in PICYS has evolved over time and different administrations to include complexities and processes that made it difficult to use as an ongoing management information tool.

As a result of the clean-up of the balance sheet some adjustments have been made to the P&Ls that make a direct comparison with FYE 14 difficult. We are however satisfied that the information within them is of significantly higher quality.

## Overview

1. Income was down on previous year by \$27k
2. Expenses were up on previous year by \$100k
3. Net Profit was down by -\$73k achieving a surplus of \$31k

# TREASURER'S REPORT

## **Summary**

Overall PICYS performance was within the expectations of the Board. The organisation has strengthened its service delivery and improved customer service whilst commencing an organisational review.

PICYS Board also recognises the uncertainty in the funding environment. The Board are continuing the process of modernising the organisation, the way it manages itself and delivers programs to ensure it is best placed to deliver a quality service in the future. As a result PICYS will incur further costs through FYE 16 to support these improvements.

The Board are confident that the organisation has begun implementing improved financial policies, procedures and management and we are looking forward to reporting continued progress over the coming months.

**Richard Scott**

**Treasurer**

# INDEPENDENT AUDITOR'S REPORT

## Independent Auditor's Report