



ANNUAL REPORT
2021 -2022

About Karinya

Karinya Young Women's Service is an independent, not for profit organisation based in Launceston, Tasmania. The service provides programs in the areas of: inreach services for young women aged 13-20 years through short term crisis accommodation, outreach services for young families through Karinya Young Mums (KYM) and community tenancy for young families and youth.

Karinya crisis accommodation is funded under the Australian Government Specialist Homelessness Services (SHS) Program administered through the Tasmanian Government Department of Communities (DoC). Our Karinya Young Mums is also funded by the DoC.

We are also fortunate to have philanthropic donors whose generous contributions enable us to value add to our program areas.

Established in Launceston in 1979, the service is one of Tasmania's longest serving providers of crisis accommodation for young women and works collaboratively with other providers of youth crisis accommodation services to provide safe, short term accommodation for young women and support to young families and youth.

Vision

To be a leading provider of services that support the safety and wellbeing of our young people.

Mission

Empowering young people to create safe spaces.


Values

Hope

Integrity

Safety

kindness



Karinya Young Women's Service acknowledges and pays our respects to the traditional owners of lutruwita, the palawa/pakana people.

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Chairperson's Report

Reflecting on the past year at Karinya, the highlights that come to mind are working with the team to develop a new strategic plan, supporting Jane in continuing evolution of operations, and being able to move Management Committee (MC) meetings back on site. Common to all these highlights is working and living by the organisation's values.

HOPE

INTEGRITY

SAFETY

KINDNESS

Thinking about our values has been a focus for MC this year as we moved towards a governance approach rather than an operational role. We need to think strategically to ensure we continue to provide best practice services to our clients – homeless young people.

The recently published Better, Bigger, Stronger report summarises qualitative, targeted research into the mental health of unaccompanied homeless children (aged 10-17) in Tasmania. The report included in-depth interviews with professionals in community-based youth homelessness (including Karinya), youth outreach and youth mental health services. The report provides a brutally honest summary of the situation these children find themselves in:

"Unaccompanied child homelessness is the uniquely distressing and complex outcome of family conflict, abuse and a lack of effective guardianship provided by families or the State. Children who experience homelessness alone may sleep rough, couch surf with extended family, friends and acquaintances, or access Specialist Homelessness Services (SHS). During this time it is likely that they will lack adequate access to care and supervision, income, health care and education. This results in inadequate nutrition, lack of physical and mental health treatment and cognitive assessment, increased violent and sexual victimisation, and extended school absences of multiple terms, even years."

One of the report's recommendations is to strengthen response to unaccompanied children already experiencing homelessness and mental ill-health. The short-term crisis accommodation service model and funding for this type of service are not suitable for young people with complex mental health challenges. Our Karinya team and MC make every effort to provide safe and supported spaces for our young people within these limitations and current siloed services.

Strengthening Governance

With Jane established in the CEO role, MC has been able to focus on governance. We have more time to discuss our role in terms of strategy, risk mitigation and oversight of the organisation. Introducing a smoke-free worksite is an example of compliance with our duty of care and rights of the child, future proofing the organisation against anticipated requirements for funding, and most importantly, the health and safety of our staff and clients. We are thankful that staff and clients adapted to this change and were directly involved in smoke-free policy and procedure development. Congratulations to everyone on making this a smooth implementation.

Karinya budgeted for a deficit in the 2021-2022 financial year; however, with streamlined operational processes and successful grant applications we are pleased to report a surplus of \$19,295. Further details are available in the Treasurer's report and audited financial statements. Read Jane's CEO report for an overview of operations.

Thinking Strategically

Preparation of a new strategic plan for 2022-2025 was facilitated by the sensational Sara Redman, who led us through constructive consideration and discussion of our vision, mission and values. It was important to capture the input of the entire organisation and a preliminary survey was sent to all staff and MC members. Feedback from the survey and other stakeholders informed discussions at our planning workshop. Our strategic plan for 2022-2025 builds on our previous plan with four focus areas:

1. Safety + Quality
2. Organisational Investment
3. Sustainable Growth
4. Person-Centred

Being person-centred is core to who we are and our mission of:

Empowering young people to create safe spaces.

Our values and mission are incorporated into our vision:

To be a leading provider of services that support the safety and wellbeing of our young people.

Being Person-Centred

MC work hard to put people first in all our decisions in making Karinya both a great place to work for staff, and a leader in best-practice service delivery for our young people. A sincere thank you to all staff for your dedication to Karinya in the past year with all the challenges of ongoing COVID restrictions for our service.

We were delighted to host our patron Her Excellency the Honourable Barbara Baker and Distinguished Emeritus Professor Don Chalmers to afternoon tea in November 2021. We truly value their warm and genuine interest in our service and clients.

I am every thankful and grateful to work with an incredible group of skilled and knowledgeable women on MC. We are all volunteers and I am humbled by your commitment of time and energy to Karinya. Special thank you to MC member Amanda Duigan who retired from MC after an impressive nine years on MC. Amanda was central to the functioning of MC during that time, stepping up into executive roles when required. Her calm and balanced approach to decision making was invaluable. Amanda was key in building stronger governance processes into the organisation, including establishment of the Governance Subcommittee. We also farewelled Georgie Scott who stepped down from MC after valiantly juggling full time work and studying. Georgie's skills in finance and policy were most appreciated, particularly in establishing the Audit and Risk Subcommittee. With departures come new arrivals and we were delighted to welcome new MC members Susan Skinner and Suezanne Horder to MC.

While the nature of youth homelessness is an untenable concept, I am confident and excited about Karinya Young Women's Service's future. Karinya is in an excellent position to work towards our mission of empowering young people to create their own safe spaces, including good mental health, for their futures. We will do this by continuing to advocate for a holistic approach to care – "wrap around, coordinated care supported by a multi-disciplinary specialist team".

Melissa Hughes
Chairperson

Karinya Management Committee

as at June 2021

CEO/Public Officer

Jane Gaetani-Black

Executive

Melissa Hughes **Chair**

Lisa Amerikanos **Vice Chair**

Amanda Reilly **Secretary**

Ashley Amore **Treasurer**

Members

Melody Kuhlmann

Erin Kirkman

Libby Newman

Georgie Scott

Suezanne Horder

Susan Skinner



**EMPOWERING YOUNG PEOPLE
TO CREATE SAFE SPACES**

Treasurer's Report 2022

The 2022 financial year resulted in a net surplus of \$85,471 for Karinya Young Women's Service. Total revenue, including donations and grants received from the Department of Communities Tasmania and Department of Health and Human Services, was \$1,375,923, whilst total expenses incurred throughout the year were \$1,290,452.

Karinya performed favourably in comparison to budget, due to additional grants and initiatives resulting in expenditure savings. A strong balance sheet continues to enable Karinya to address longer term strategic goals.

The organisation has increased focus on accountability and transparency, both internally and externally. With the development and implementation of a new strategic plan for 2023 and beyond, further attention will be given to financial procedures and policies.

The financial statements were prepared and audited by Preece Accounting for the year ended 30 June 2022. Please see the Independent Auditor's Report and Financial Statements for further detail.

Profit & Loss Statement

For the Year Ended 30 June 2022

	2022 \$	2021 \$
Gross profit contribution from: Operational	21,936	54,678
Gross profit (loss) contribution from: Wages Account	7,233	(33,609)
Gross profit (loss) contribution from: Young Mums And Bubs	156,233	(23,586)
Gross profit (loss) contribution from: Northern Youth Accommodation Coalition	(73,916)	21,811
Gross profit (loss) contribution from: Administration	(26,016)	-
	<u>85,471</u>	<u>19,295</u>
NET OPERATING PROFIT	<u>85,471</u>	<u>19,295</u>
	Note	
	2022 \$	2021 \$
NET OPERATING PROFIT	85,471	19,295
Retained Profits at the beginning of the financial year	<u>145,127</u>	<u>124,057</u>
TOTAL AVAILABLE FOR APPROPRIATION	230,598	143,352
Aggregate of amounts transferred to (from) reserves	<u>(62,666)</u>	<u>(1,775)</u>
RETAINED PROFITS AT THE END OF THE FINANCIAL YEAR	<u>293,264</u>	<u>145,127</u>



Statement of Financial Position

As at 30 June 2022

	Note	2022 \$	2021 \$
ASSETS			
CURRENT ASSETS			
Cash on hand	1	509,435	486,315
Other current assets	2	74	127
TOTAL CURRENT ASSETS		509,509	486,442
NON-CURRENT ASSETS			
Property, plant and equipment	3	65,082	47,169
TOTAL NON-CURRENT ASSETS		65,082	47,169
TOTAL ASSETS		574,591	533,611
LIABILITIES			
CURRENT LIABILITIES			
Accounts payable and other payables	4	20,487	33,215
Borrowings	5	10,000	40,000
Provisions	6	135,272	135,528
Other	7	6,516	7,196
TOTAL CURRENT LIABILITIES		172,275	215,939
TOTAL LIABILITIES		172,275	215,939
NET ASSETS		402,316	317,672
MEMBERS' FUNDS			
Reserves		109,053	172,546
Retained earnings		293,264	145,127
TOTAL MEMBERS' FUNDS		402,316	317,672

Message from CEO

With now 18 months in the position of CEO, I can honestly say it's been a big 12 months for me professionally and for Karinya Young Women's Service.

We have achieved so much during 2021-2022 in terms of service development due to the commitment of our staff, funding bodies and philanthropic donors who continue to support and advocate for some of the most disadvantaged and marginalised young people in our local community.

While we have continued to operate in a pandemic environment and the associated challenges of communal living, with financial assistance from the MyState Foundation we have used this time as an opportunity to improve our young people's capacity to successfully transition to independent living and thereby integrate into the community. Our Creative Living Skills Program has enabled our young people both in crisis and community tenancy to develop skills in reconnecting with education, budgeting, health and wellbeing and maintaining a safe home environment. All of these are basic essentials that support a young person to successfully transition from supported accommodation either back to their family home or community housing. Over 70% of clients in the Program have achieved their identified goals which is a terrific result for the young person and our team of support workers.

Our crisis accommodation has undergone a number of cosmetic enhancements with improvements to client and staff spaces. With the support of Bunnings Hardware, generous donations from the community and the support of Bridget Archer MP and Honourable Jo Palmer MLC we have updated our office areas to accommodate social distancing, refurbished our client communal living areas and improved our energy efficiency with heating enhancements to all areas respectively.

Our Karinya Young Mum's Program is growing in response to demand and we continue to make a positive impact on the young families who participate in our program. All the best research and evidence tells us that positive interventions and experiences in the early years are critical for a young child's development and KYM continues to provide intensive support in partnership with stakeholders engaged in supporting the rights of a child.

We have hosted a number of visits from service groups, schools and our Patron, the Governor, Her Excellency the Honourable Barbara Baker AC and Distinguished Emeritus Professor Don Chalmers. It was such a pleasure for staff and management to share afternoon tea with Her Excellency and Professor Chalmers who toured the facility and also spoke with clients.

While homelessness, and those at risk of homelessness continue to feature in the media and increasingly so in our local community, rental accommodation availability and affordability also continue to impact young people and young families. It is no longer unusual to see people sleeping rough in shop doorways, under bridges in tents, cars, parks or even in trees. Karinya will continue to advocate for these people and deliver programs that give young people the best opportunity to create their own safe space.

We remain committed to serving our local community and maximising every opportunity available to us to positively impact the homelessness sector and make a difference in a young person's life. We do so in partnership with our generous local community who continue to acknowledge the value of what we do through donations, and while I am able to reflect positively on the past 12 months, I am excited and hopeful for the opportunities we can create together in the coming year.

Jane Gaetani-Black
CEO



Karinya Strategic Plan 2022 – 2025

It is a privilege to stand on Country and walk in the footsteps of those before us. We pay our respects to elders past and present, and to the palawa/pakana community that continue to care for Country.

Our Mission Empowering young people to create safe spaces

Our Vision To be a leading provider of services that support the safety and wellbeing of our young people

Our Values **HOPE** **INTEGRITY** **SAFETY** **KINDNESS**

We believe in every young person’s right to safety. We believe there is hope and opportunity in every young person. We act with integrity and kindness in all that we do.

We are person-centred. We do what we say. We are honest and transparent. We always seek to do what is right. We are inclusive and open-minded.

Focus Areas >	C - Sustainable Growth	B - Organisational Investment	A - Safety & Quality	D - Person-Centred
Outcomes >	Karinya is a diversified service provider.	Karinya practices good governance and invests in its resources.	Karinya is a best practice provider.	Karinya continues to be a person-centred organisation

What Does Success Look Like?

<p>1. Identify and manage strategic partnerships. Explore and establish partnerships that enhance our service offerings and youth advocacy.</p> <p>2. Develop new and innovative service delivery programs that value add to youth. Apply our existing service expertise to identify, develop, implement and evaluate innovative service delivery.</p> <p>3. We have strong and efficient systems that support growth. Ensure our internal organisational structure is fit for purpose and supports our growth strategies.</p> <p>Ensure our financial position is optimised, sustainable and transparent.</p>	<p>1. Our Values are part of everyday service. Retain and attract a high quality workforce that focuses on Our Values.</p> <p>2. Our staff are a resourced, high quality workforce. Develop a highly skilled and agile workforce that aligns with organisation and client goals.</p> <p>3. Our governance structure is contemporary and relevant. Maintain a skills based board that upholds good governance practices.</p>	<p>1. Safety and Quality processes are embedded across the organisation. Ensure that all policies, procedures and practices are underpinned by legislative compliance and evidence based practice.</p> <p>2. Accreditation of the service is achieved. Implement quality improvement plans that support all program areas.</p> <p>Develop a process for tracking preparedness for assessment against industry standards to achieve Accreditation status.</p>	<p>1. We respect client rights, their choices and their goals. Ensure that our internal processes reflect Our Values and enhance the client experience.</p> <p>2. We embed the voice of the client in everything we do. Ensure our programs and service are underpinned by a co-design process.</p> <p>Create opportunities for active engagement with our clients to improve our understanding of the issues impacting young people.</p> <p>We position ourselves as learners to embrace peoples from all socioeconomic and cultural backgrounds.</p>
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Our Programs

Karinya is the only provider of young women's crisis accommodation across north and northwest Tasmania and works in partnership with a range of service providers across Tasmania dedicated to urgent, short term housing. We are also the only provider of accommodation together with wrap around services for young pregnant women and young families at risk through Karinya Young Mums. The organisation also provides tenancy management for youth at risk of homelessness aged 16-19 years across the greater Launceston area.

Crisis Accommodation Services

Our 24-hour crisis accommodation provides for up to six young women at any given time with capacity for an overnight couch emergency. We also have a two-bedroom unit available for extended crisis stays and/or when a young person is preparing for greater independence and a trial of living independently. A two-bedroom transitional property is available nearby for those where family unification is not an option and transition to the community for longer term accommodation is required. This facility also enables us to prepare young people for the likelihood of shared accommodation as an option, as affordability of individual private accommodation continues to decline.

This past year with COVID-19 has required staff and clients to adapt to a range of new ways of working with communal facilities. At times we have been unable to take on new referrals due to bed closures and thereby reduced capacity to comply with infection control measure.

We have also upgraded our living areas which are now brighter, warmer and comfortable.

Over the past 12 months we have provided a total of 1436 bed nights.

Karinya Young Mums

Karinya Young Mums (KYM) is committed to providing safe, supported and stable accommodation to Tasmania expectant mums and young families with children for up to two years. Knowing that baby's experiences for the first 1,000 days impacts on their health and wellbeing and developmental milestones, the program provides accommodation, case management, education and practical support with a focus on building better long-term outcomes for children.

Our KYM Program has grown during this period and we are now supporting 18 families in our accommodation across the greater Launceston area and outreach to regional areas across northern Tasmania.

Consistent with international and national findings during this time, we noted increased levels of poor mental health, economic hardship and reduced housing availability and affordability. As a result, we continue to experience referrals for clients with multiple, complex needs requiring higher levels of support and limited options for those who are planning to exit the program.

Over the reporting period, the service has supported 35 families, 26 of whom were under the age of 18 years. Of these, twelve families (including couples) identified as Indigenous and 23 children are under two years of age.



KYM Group

KYM Group meets weekly and continues to focus on personal self-growth, intuitive awareness, and building overall life skills. Enabled through the Kimberley Foundation, group participants are our young mums and their babies/toddlers in the KYM Program.

The Group has continued to expand and explore additional activities and education based on building strong foundations with self, peers and community. Over the past 12 months, KYM Group has provided a wide range of activities and educational sessions with a variety of community groups and organisations.

The Group adds value to the KYM Program in terms of creating learning and social opportunities through activities and experiences for parents and babies in a fun and relaxed group setting.

Over 136 occasions of service were provided during the reporting period.

Tenancy

Our tenancy program encompasses KYM clients in addition to youth tenancy. In total our tenancy management and support have oversight of 30 properties for young people and young families at risk.

Our KYM tenancy includes 18 two-bedroom properties made available through Housing Tasmania. These properties are available to KYM program participants for a period of up to 2 years. Exit options for our young mums continue to be limited as the private rental market is limited in terms of available and affordable properties and the lengthy wait time for public housing.

Our youth tenancy includes 12 one-bedroom units made available to Karinya through Housing Tasmania for youth aged 16- 19 years of age. Many of these young people have limited living skills such as cooking, budgeting and knowledge of how to maintain a home in good condition.

All 12 properties have been occupied during the reporting period.



Creative Living Skills – Capability building

Karinya has been fortunate to receive a grant from the MyState Foundation to implement a living skills program for young people transitioning to independence in social youth housing. This program commences while the young person is in crisis accommodation and follows the young person into the community to ensure a successful transition between fully supported accommodation to achieving independent living and community integration.

A total of 22 clients were assisted within the program overall. A total of 12 clients progressed into transitional accommodation. 9 clients developed a budget. 4 clients opened separate saving accounts. 12 clients further developed living skills such as cleaning and cooking. 4 clients supported to seek employment. 3 client gained full time employment. 6 clients re engaged with full-time education. One client returned to live with family after rebuilding relationships and working on setting boundaries with parent. 2 clients secured private rental. 2 clients moved into a longer term transitional program with accommodation. 2 clients will transition to the second year of the program.

Success is measured by each client continuing in the program and working towards the achievement of goals identified in their case plans.

A total of 22 clients participated in the program over the 12 month period with two young people continuing beyond the reporting period. Of the 22 clients who identified between two to four goals, 70% of clients identified achievement of their goals.



Acknowledgements:

Tasmanian community and organisation support for Karinya enables us to continue to provide a range of local services and items for our young people.

Karinya would like to acknowledge its patron, the Honourable Barbara Baker, Governor of Tasmania.

Karinya would like to acknowledge the generous support and assistance received from the following sponsors and partners.

Funding & Philanthropy

Department of Premier and Cabinet
Department of Communities
Department of Education
Department of Industry, Innovation and Science
Kimberley Foundation
MyState Foundation
Launceston City Council

Assistance & Support

Shelter Tas
St Vincent de Paul Society - Vinnies
Document Management Tasmania
Effective Naturally
Begents Launceston
Choir in the Pub Launceston
Newstead College
Launceston College
PCYC Launceston
Office of the Anti-Discrimination Commissioner

Community Groups & Associations

Examiner Newspaper
Soroptimist International Launceston
Friends of Clifford Craig
Rotary Club Launceston
Rotary Club Central

Partners

Youth Futures Inc.
Youth, Family and Community Connections
Colony47
Family Violence Counselling Support Service
Laurel House
Magnolia Place
Housing Connect
Strong Families Safe Kids
Youth Network Tasmania
Launceston Women's Legal Service
Family Planning Tasmania
MRC North
Health Promotion North
University of Tasmania
Tasmania Police
Mission Australia
Catholic Care Tasmania
Anglicare Tasmania
Launceston Medical Centre



Donations & Bequests

Would you like to donate to support our work at Karinya?

Donations ensure we can continue to provide services to vulnerable and disadvantaged young women, families and youth. Donations are used in a variety of ways, including providing resources to support our programs, enable social participation in community activities, equipment and supplies to support learning needs and basic items for hygiene and clothing.

All donations over \$2 are tax deductible.

Would you like to make a bequest to Karinya?

Bequests can be a gift in your Will as a valuable legacy for the future general support of Karinya Young Women's Service. All monies received are used to support our clients and services that are based in Tasmania.

How to make a donation or bequest:

If you would like to donate please click on the link below.

www.givenow.com.au/karinyayoungwomensservice

Alternately you may wish to contact us directly at:

ceo@kyws.org.au

or post your details to:

CEO, Karinya Young Women's Service Inc.

PO Box 358, Kings Meadows, Launceston 7249





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