

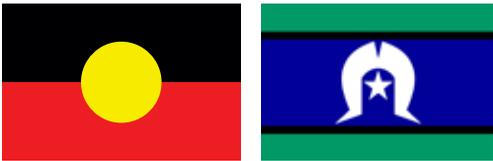


2019/20

.....  
WHITELION  
ANNUAL REPORT

## ACKNOWLEDGMENT OF COUNTRY

Whitelion acknowledges the Traditional Owners and Custodians of the land on which it is situated and we pay respect to their Elders past, present and emerging. We acknowledge and respect the continuation of cultural, spiritual and educational practices of Aboriginal and Torres Strait Islander Peoples across the nation. We acknowledge the sorrow of the Stolen Generations and the ongoing impacts of colonisation and dispossession on Aboriginal and Torres Strait Islander Peoples. We recognise the strengths and resilience of Australia's First Peoples and champion a reconciled, just and equitable Australia. We believe in the sovereignty and right of Australia's First Peoples to determine their own future.



## STATEMENT OF INCLUSION

We are passionate about creating a workplace that promotes and values diversity. We are committed to providing a safe environment for all people, regardless of their age, culture, ability, gender, language, racial origin, religious belief and/ or sexual identity.



### OUR VISION

A world where no young person is left behind.  
Where all young people have the right to equitable opportunities to reach their potential.



### OUR PURPOSE

To build positive connections and pathways to work for young people at risk.

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No young person

left behind

# WELCOME

## CEO REPORT

This year, annual reports across the world will tell the story of COVID-19. A global pandemic, felt locally, personally in each of our homes. Our homes that overnight also became our workplaces, coffee shops, gyms, and schools. You know all this, because you lived it alongside the rest of us.

In this report we pay tribute to our staff and the young people we work with and share with you how they managed through these extraordinary times.

The pandemic called on all our teamwork, good will, and energy to stay safe and on mission. This makes it hard to cast our mind back to the first six months of the 2019/2020 financial year before COVID-19 hit Australia. So much was achieved at Whitelion in 2019 that has become significant to our organizational history and it is important that we celebrate that in this report.

We farewelled Whitelion co-founder Mark Watt as he took his next steps to head up external initiatives and continuing his lifelong mission to support youth at risk. We launched our new strategic plan, *Strategy 2023: a new beginning*. Our new strategy sets out a refreshed approach to our work with young people - what we call our service blueprint. We were also pleased to make our overdue contribution to Australia's reconciliation journey by launching our first Reconciliation Action Plan.

We entered 2020 with optimism - an opportunity to introduce a renewed Whitelion. We now provide four service streams in four states. Everything we do now helps young people form positive connections and pathways to work. All our staff now work together to create a culture that is safe and inclusive where everyone belongs, and a culture that gives voice to young people at risk.

**This annual report celebrates this, as well as committing to memory our experience of COVID-19.**

We believe Whitelion's purpose - to provide opportunities for positive connections and pathways to work for young people at risk - is so critical to recovering well from the social and economic impacts of COVID-19. We have already noted the research that shows that isolation and disconnection create physical health, mental health, and economic problems for society. We know the future of work is going to be complex to navigate - 70% of young people are entering the workforce now in jobs that will be radically affected by automation. We already know young people at risk are disproportionately affected by these issues. Now we can see that the impacts of COVID-19 on youth mental health and the Australian economy will exacerbate these issues further.

We thank you, sincerely, for your support throughout this difficult year and in anticipation of your support in the future as we work tirelessly to ensure no young person is left behind.



Hang Vo



## 2020 IN THE WORDS OF A YOUNG PERSON

By Brodie Zane Campbell

**In a time of already overwhelming technological dependence, yet again we find ourselves glued to our screens. We have gone from Zenith, (Our peak), to Nadir (our lowest), in a matter of months. The home has become the office, the dinner table, is the boardroom and the weekend is no longer the weeks end; for some that is.**

These inconveniences are a luxury, they signify security, comfort, and highlight the ubiquitous convenience of corporate life. Now I don't mean to vilify or trivialise the hard work that goes into existing within bureaucracy, I simply wish to draw your attention to the importance of being aware, being thankful. In times where pandemic has drastically reshaped our everyday routines, we mustn't forget those unafforded the luxury of routine; of self-determination. Those who instead fight for self-preservation.

This past year, WL's younglions and I have had the opportunity to begin envisioning Whitelion's renewed Strategy 2023; "a world where no young person is left behind". From the Young Lion's Advocacy Program (YAP) which facilitated a program first event titled "Headed Home", with guest speakers, Greens MP, Samantha Ratnam and CEO Nick Pearce of HoMie. To the facilitation of workshops on the annual National Camp, and more recently the notorious Annual 3Peaks challenge, where we climbed our states' own Zenith Mount Bogong, the peak of Victoria. However, these mere snapshots, pale in-comparison to our greatest achievements this year, which are significantly more personal and nuanced.



Despite these feats, following WL's end of year Christmas celebrations (where many of you probably met me), I'm still left wondering what next? I mean, I'd be lying if I said this year hadn't presented its own personal challenges. Like many of us have, I've drifted from close friends and family, I'm moving house for the fourth time in three years and stupidly decided to pick up smoking among other bad habits; and honestly I probably couldn't give you an explanation as to why, but if I had to guess, I'd say, I've simply been self-preserving, because it's easier to accept a situation as is, rather than improve it.

Now that we're approaching a new Zenith, as restrictions ease and we emerge from our cocoons, worn-out streaming services and endless zoom meetings. I ask anyone reading simply to be thankful, and if their feeling brave enough, encourage them to shift perspectives and understand that we're never truly at Nadir (our worst) or our Zenith (our best). Simply a place in time, where we're in a position to help, or need a little help ourselves and that's okay, but to empower young people you must walk alongside young people, even if you're ahead; because a "world where no young person is left behind" is a world where none of us are.

# WHY WE EXIST AND WHAT WE DO

Whitelion is a nonprofit youth service that exist because social isolation and unemployment will have serious, lifelong impacts for young people. We believe young people at risk will be disproportionately affected by these problems.

## WHY WE EXIST

To address two defining problems facing young people into the future:

### Social isolation

<sup>1</sup>  
**1 in 10**

Australians aged 14 and over report lacking social support

<sup>2</sup>  
**1 in 4**

report they are currently experiencing an episode of loneliness

<sup>3</sup>  
**Social isolation**

has been linked to mental illness, emotional distress, suicide...premature death, (and) poor health behaviours.

### Unemployment

<sup>4</sup>  
If a young person isn't in meaningful employment by the age of 22, they're much more likely to face a future of welfare dependency

<sup>5</sup>  
**Youth unemployment rose to 13.8% in April 2020** - double the headline unemployment rate, and more than 20% of Australians aged 15-24 are underemployed

<sup>6</sup>  
**70%**

of young people currently enter the workforce in jobs that will be radically affected by automation

<sup>7</sup>  
Entry level jobs for young people are disappearing

<sup>1</sup> Relationships Australia 2018

<sup>2</sup> Australian Psychological Society 2018

<sup>3</sup> Hawthorne 2006, Holt-Lunstad et al. 2014

<sup>4</sup> Need to find citation

<sup>5</sup> Grattan Institute

<sup>6</sup> Source for items 3-5 Foundation for Young Australians, The New Work Order 2019

<sup>7</sup> As above

## YOUNG PEOPLE AT RISK

We consider young people at risk to be those who have experienced multiple and complex disadvantage. This includes those who have lived in out of home care, experienced homelessness or the youth justice system. Young people in these systems often leave school early, live with mental and the impacts of trauma, misuse substances and have experienced family violence. No young person wants to be considered at risk. None of them are responsible for all the complex, co-occurring issues that have resulted in them being considered at risk.

**Whitelion walk alongside these young people, while many others walk away.**

## HOW WE ACHIEVE OUR PURPOSE

We help young people at risk with their immediate needs to ensure they are safe and stable, while maintaining our focus on their future. By helping young people at risk form positive connections and pathways to work Whitelion provides them with the tools they need to thrive independently as adults and break cycles of disadvantage.



### 1. Intensive Support:

Support episodes, brief intervention, outreach and case management to support safety and stability.

### 2. Community Connection:

Opportunities to form positive relationships through mentors and local community connections.

### 3. Education Support:

Practical support to complete school or connect with training opportunities.

### 4. Pathways to Work:

Building employability skills and intensive support towards employment.

## WHAT YOUNG PEOPLE TOLD US ABOUT THEIR EXPERIENCE WITH WHITELION

81%

have greater access to support services

73%

feel better about themselves

71%

feel more confident

82%

had opportunities to try new things

76%

have more people in their lives who care

71%

feel better about the future

73%

feel they have become more independent

## BEST THINGS ABOUT BEING INVOLVED WITH WHITELION



Getting support and being supported

Engaging with Whitelion staff, volunteers

Access to more opportunities, or new and better opportunities



Having someone who cares and understands

The education support provided

The welcoming, friendly and non-judgmental environment Whitelion provides



The activities Whitelion offers

Help with their goals and plans

Connecting with the community

# OUR EXPERIENCE OF COVID-19

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**From 13 March to 3 April 2020 we closed face to face, in person delivery systematically as the COVID-19 virus spread from the east to the west of the country. By 3 April all Whitelion staff were working from home.**

This presented a challenge that Whitelion had never faced before: How to do online youth work effectively?

Our National Practice Lead prepared a fortnightly resource for staff, 'Practical Practice' to help staff make the quick change to online and telephone engagement. We also extended this to supporting our volunteer mentors with tips for engaging with their mentees online.

We quickly developed new online child safety protocols. We were troubled by the increase in need for material aid in the form of food relief, and greatly concerned by how some of the young people we worked with did not have mobile telephones or computers to use to contact us.

Here's some of the ways we maintained our connection with young people in this extraordinarily difficult year:

**Created a virtual drop-in centre to maintain engagement with young people - this included a virtual cooking workshop online conducted during our virtual drop in. This was again where Whitelion had conducted a non-contact drop off for ingredients, then delivered the workshop online.**



**Created and delivered Hope resource packs to help isolated young people maintain personal wellness.**

**Created and delivered food hampers, care packs and other emergency relief items.**

**Maintained engagement with young people via phone and social media as well as home visits conducted within social distance guidelines.**

# OUR WORK

1 JULY 2019 – 30 JUNE 2020



## Who we supported

**23%**

came to us  
experiencing  
unstable housing

**38%**

had diagnosed  
mental health issues

**16%**

were in Out of  
Home Care

**25%**

experience  
substance issues or  
dependence

**19%**

engage in offending  
behaviour

**8%**

have experienced  
periods in custody

**5%**

are carers

**8%**

have a diagnosed  
intellectual disability

**53%**

identify as male

**46%**

identify as female

**1%**

identify as non-  
binary, transgender,  
or other

**24%**

identify as ATSI

**19%**

CALD

**12%**

born overseas

**6%**

language other  
than English as their  
main language

**94%**

aged between 14-25

## What we did

In the previous 12 months  
Whitelion provided

136  
JOB  
PLACEMENTS

11,874  
SUPPORT EPISODES  
via mobile assertive outreach  
and drop in services

1,739  
INTENSIVE  
service supports  
across 36 individual  
programs

544  
EDUCATION  
SUPPORTS

158  
community  
connections  
and mentor  
matches

442  
outreach  
and case  
management  
supports



# LIVING OUR VALUES

## Giving voice to young people at risk



Ten young people were involved in facilitating and being participants of a panel at the launch of the Whitelion Strategic Plan in both Victoria and New South Wales. Due to COVID-19 the plan to undertake this same panel approach in South Australia and Western Australia had to be cancelled.



Five young people participated in a focus group to provide feedback about our values and behaviours to help develop Whitelion's new Strategic Plan.



Two young people are members of a Whitelion working group that is designing a new pathway to work program.



Six young people challenged themselves to take part in our annual Three Peaks Challenge.



Nine young people from four states provided feedback in an on-line focus group regarding Whitelion's draft Youth Engagement and Participation model.



Four young people provided feedback about their lived experience that was incorporated into Whitelion's submission to the Victorian government regarding the development of their LGBTIQ strategy.



Two young people attended an external youth workshop regarding the Royal Commission into Victoria's Mental Health.



Two young people attended a Victorian-wide focus group to provide their lived experience to assist in the development of the Victorian Government's Crime Prevention Strategy.



One young person co-hosted the 'Friends of Whitelion' end of year party in 2019.

## Safe and inclusive culture where everyone belongs

We embedded four values into our new strategic plan to drive our behaviour towards creating the culture that we want. These are:

**WE WORK TOGETHER**

**WE TURN UP AND DO OUR BEST**

**WE DELIVER ON COMMITMENTS**

**WE WANT EVERYONE TO BELONG**

We introduced quarterly staff pulse checks and got the following results from our team:

**88%**

**agree** Whitelion offers a safe space for me to speak up and contribute my views without judgement

**92%**

**agree** Whitelion encourages everyone to bring their whole self to work and values the many dimensions of who we are as individuals

**98%**

**agree** that at Whitelion we all have a responsibility to perform at our best and contribute to positive organisational outcomes

*We were also proud of the work we undertook to contribute to the wider community externally, and the quality of our work internally*

Launched our new strategic plan, Strategy2023, in December 2020

Launched our first Reconciliation Action Plan (Reflect) during National Reconciliation Week 2020

Donated part of our February 2020 Three Peaks Challenge fundraising to local fire relief efforts in affected national parks where we hosted our events.

Launched our first Quality Framework in February 2020

# LOCAL SERVICE DELIVERY



## South Australia

### **FLO (Flexible learning Options) Assertive outreach and inhouse case management services**

Offered remotely during COVID restrictions  
*Kilburn and Marion (Adelaide Metro)*  
*Mt Gambier and Millicent*  
*Yorke Peninsular*  
*Mid north (Balaklava)*  
*Murray Mallee (Mannum)*

### **RISE (Independent Learning Centre) "The Engine Room"**

Offered remotely during COVID restrictions  
*Kilburn*  
*Marion*

### **Mentoring Support Program (Department for Education, Department for Child Protection and NDIS)**

Offered remotely during COVID restrictions  
*Adelaide Metro*

### **Chatterbox Bus (Assertive Outreach and targeted assessment and case work program)**

*City of Marion*  
*City of Onkaparinga*

## New South Wales

### **RISE Alternative Learning Centre (Claymore)**

### **LEAP (Learning and Employment Achievement Program) (Cabramatta)**

### **Dural Men's Shed Mentoring Program (Dural)**

### **CBD Outreach (Sydney)**

### **NOSH (Nutrition Outreach Support and Health) (Campbelltown)**

### **Breakthrough Youth Employment Mentoring (Campbelltown/Camden)**

### **Joint Support Program (JSP) (Blacktown and Penrith)**

### **Hospitality Employment Program (Mt Druitt)**

### **If It Wasn't For This Coffee... (Mt Druitt)**

## Outcome Areas



Positive Connections



Pathways to Work

## Victoria

### Western

**Wyndham House** (*Wyndham*)

**NOSH** Nutrition Outreach Support and Health (*Wyndham*)

**Wyndham Outreach** (*Wyndham*) includes

- a. **WRAP** – Wyndham Resilience Adventure Program and
- b. **Wyndham Outreach Connect Project**
- c. **H3 Alliance** (Health Housing Homelessness)

**Leaving Care Mentoring** – transitioned to Better Futures Community Connections in Nov 2019

**Community Integration Program**

**Employment Program** – JVEN, VTEC and General Employment Support

### Central and Eastern

**Chatterbox Street Outreach** (Melbourne CBD and Surrounds)

**Health and Community Link** (Melbourne) – in partnership with St Kilda Gatehouse

**Youth Programs** (Metro Melbourne) and includes

- a. **Cullity Program in Youth Justice** and
- b. **Young Lions Advocacy & Ambassadors Program** (YAAP) – closed earlier this year

**Leaving Care Mentoring** – transitioned to Better Futures Community Connections in Nov 2019

- a. **Northern** b. **Eastern** c. **Gippsland** (in partnership with Berry St)

**RAMP** (Eastern) - in partnership with Reach  
**Employment Program** – JVEN, VTEC and General Employment Support (Northern and Metro)

### Southern

**Southern Homeless Youth Assistance Program** (Frankston)

**PIVOT:** Youth Crime Prevention Program (Frankston)

**Community Integration Program**

**Employment Program** – JVEN, SJAPH, VTEC and General Employment Support

**Deadly Lions** (Fitzroy) – in partnership with MAYSAR

**Y4Y** (Youth for Youth) Youth Force – Metro Melbourne

**The Street Law Coffee Van** – Peninsula Community Legal Centre and Social Engine, supported by Whitelion

*NB VTEC is a national employment program delivered in partnership with Thamarrurr Youth Indigenous Corporation (TYIC) – WA, NSW and Vic participate in this program.*

## Western Australia

**HOPE (Home & Outreach Promoting Education) for Youth**

(Perth North Metropolitan)

**RISE (Reconnection into Supported Education)** (Perth North Metropolitan)

**Ballajura Youth Drop-In Centre** (Ballajura)

**Mobile Youth Service (Balga/Ballajura)**

**Target 120** (Mirrabooka Communities District)

**Deadly Diversions** (Mirrabooka Police District)

Our work's purpose is to build positive connections and pathways to work for young people at risk

# EVENTS AND CAMPAIGNS

## EVENTS

A heartfelt thanks to everyone who was involved in our events this year. Supporting Whitelion events is an opportunity not only to raise valuable funds for young people at risk but also to engage and educate the wider community about the barriers they face, so that we can work collectively towards our vision where no young person is left behind.



### AFL Lunch

In September 2019 the 19th Annual AFL Finals Series Luncheon was hosted by full-time funny person and long time Whitelion friend Lehmo. Over 400 attendees heard from our CEO, Hang Vo plus our panel of footy legends in, Matthew Lloyd, Elise Muller, Katie Brennan and Matthew Lobbe. The event saw \$78,029 raised to support young people.

### Leading the Pride

In October 2019 over 180 attendees joined us at The Langham Melbourne for our second Leading The Pride high tea event which raised \$30,138. Our wonderful Master of Ceremonies Husna Pasha kept the room energised and

entertained. A highlight of the event was our panel discussion on how workplaces can support young women – especially those experiencing disadvantage, to enter the world of work, and flourish. Our CEO Hang Vo joined by Lexie Walter from the Cross Yarra Partnership, Marta Malchevski from Foundation for Young Australians and Whitelion young person Sian Prangnell. Each panellist shared their experience of entering the workforce and overcoming challenges, and stimulated a great audience discussion about what we can all do to support young people in work. A special thanks goes to our incredible event sponsors IRESS, Pesel & Carr and My Perfect Cosmetics Company and to The Langham Melbourne who hosted the event.

### Three Peaks Challenge

In March 2020 a truly remarkable \$336,737 was raised through Whitelion's 14th annual Three Peaks Challenge in March 2020, sponsored by IRESS Foundation and Crown Coaches. 154 fit and committed Three Peakers roughed the conditions to climb 3 of Australia's top peaks in 3 states in only 33 hours.

Due to extreme fire damage this year's climb saw logistical changes made, which moved the first climb from Mount Tennant to Mount Majura, ACT.

In support of the affected fire damaged areas Whitelion made a \$10,000 contribution of the funds raised towards Belconnen Community Service, with a particular focus on their youth programs within fire affected areas.

Hiking three mountains across three states in 33 hours is not only a test of endurance - its sheer commitment to young people at risk. It's a show of resilience, courage and determination - the very strengths that young people at risk demonstrate in their everyday struggle to reach their potential against all odds.

## Bail Out

The disruption of COVID meant that we were not able to host our annual Bail Out events.



## CAMPAIGNS

**The 'Invest In Me' campaign was created pro-bono by Ogilvy, Sydney to raise awareness and funds for Whitelion, and to change perceptions around young people at risk and ran in July/August 2019.**

The campaign showcased the courage, resilience and strengths of the young people Whitelion supports. It told their powerful stories and highlighted their determination and ability overcome their past to create better futures on their terms. It's these stories that meant a donation to Whitelion was much more than a one off, it's an investment in the life of a young person. Says Damien Pashby, group account director, Ogilvy: "It's staggering that there are approximately 36,000 young people in Australia who are currently homeless or sleeping rough. Young people who due to family circumstances and other issues usually outside of their own control, have ended up in a position where they need help. Before adulthood, these

young people have often faced more challenges than most of us would in a lifetime and the daily determination that keeps them going is what we really wanted to focus on. They're not homeless, they're survivors. "Despite their situation, they have the ambition and drive to work to better their situations. This is a side of homelessness that hasn't been focused on to date, and essentially is the point of impact for Whitelion - helping to provide support and guide the next steps in their lives to impact them for the better. The real young people who feature across the 'Invest in Me' campaign were a true inspiration to work with and the hope was that through this campaign, we helped Australians recognise the potential that exists inside each and every one of the young people that Whitelion work with."

The campaign received unprecedented support from across the industry with over \$2.9m worth of media inventory donated through UnLtd. Says

Chris Freel, CEO, UnLtd: "Our role at UnLtd is to unlock the power of our industry to help children and young people at risk and this campaign was a perfect example of the good we can do when we work together. Thank you to the 35+ companies that have donated media space, Wavemaker for managing this, OGB for the PR, Kantar for measuring effectiveness, and Ogilvy for creating the campaign. This was collaboration at its finest and testament to a wonderful industry for rallying behind Whitelion.



# THANK YOU

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256 incredible volunteers gave their time to young people this year to help them form positive connections and find pathways to work. It is a truly special individual who can give up their time and freely give their energy to form a bond with a young person and provide them with a positive, stable relationship and access to community opportunities. Here is one of many, many volunteer stories from this year; in August one of our mentoring matches attended a Board meeting to talk about their experience of the Community Integration Program. The stories shared showed the creative ways that our volunteer mentors

remained engaged with young people during the COVID-19 lockdown. The mentor and mentee have an excellent relationship and our board members loved hearing about their weekly connections via Zoom. Their relationship really thrived, despite not being able to see each other face to face. They would play chess and Minecraft virtually, and also started cooking together online (they made a delicious frittata that the young person enjoyed sharing with his Nan and siblings). It was so clear from hearing from this young person just how much his volunteer mentor means to him and the positive impact their relationship has.



## OUR SERVICE DELIVERY PARTNERS

- Anglicare Victoria
- Berry Street
- Brake the Psychol
- Cullacabardee Aboriginal Corporation
- Duncraig Lions Club
- Dwayne Rowland
- Ebenezer Aboriginal Corporation
- Givit
- Indigo Junction
- MackillopFamilyServices
- Melbourne Aboriginal Youth Sport and Recreation
- Paul Huntley
- RASA SA
- Reach
- Red Cross
- Social Engine
- St Kilda Gatehouse
- Talent Rise
- Wadjak Northside Aboriginal Resource Centre
- Wyndham Community Education Centre
- YMCA SA
- Youth Futures
- YSAS
- Catherine Nolan
- Edith Cowan University
- Lawry Halden (Murals)
- Margaret Baker
- Murray Bawden
- Shaun Nannup

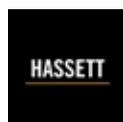
## OUR GOVERNMENT PARTNERS

- Australia ngovernment
- Blacktown City Council
- City of Marion
- City of Onkaparinga
- City of Stirling
- City of Swan
- City of Yarra
- Frankston City Council
- South Australian government
- Victorian government
- West Australian government; WA Police, Department of Communities, Department of Education
- Wyndham City Council

## OUR PHILANTHROPIC PARTNERS

- Colonial Foundation
- Flora and Frank Leith Trust
- Inner North Community Foundation
- Jack and Ethel Goldin Foundation
- John T Reid
- KFC Youth Foundation
- Perpetual Trustees
- Property Industry Foundation
- St George Foundation
- Sydney Community Foundation

# Corporate Supporters





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UnLtd.



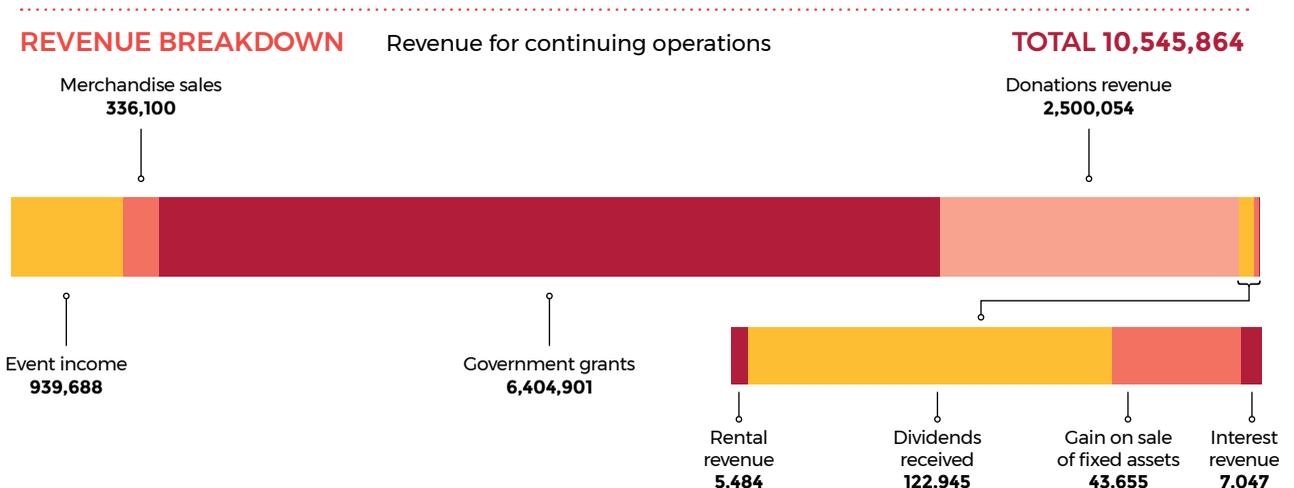
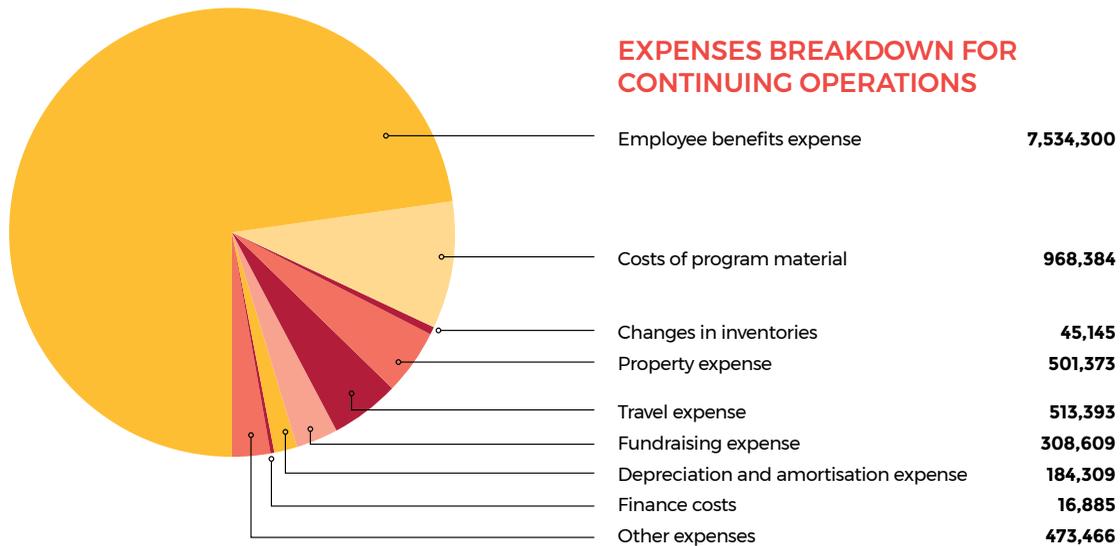
WISEWORLD MAHONY

## Finance

Effective 30 September 2019 Whitelion made a reduction of approximately 20% of operations including a decrease in workforce from 160 to 120, closure of all operations in Tasmania, the sale of the Fruit2Work business, Wheely Good Coffee cafes, closure of Victorian programs, restructures and the transfer of Stride. These “non-continuing” businesses were operating as part of Whitelion for a full quarter of the financial year which contributed to the overall deficit. Focusing on continuing business only, Whitelion returned a small surplus this financial year.

With a new strategic plan, rigour and discipline, the Group has achieved a 78% improvement reducing the comprehensive loss of **(1,211,639)** in FY18-19 down to a **(261,204)** this year. This is a transformative achievement and consistent with the long term strategic direction to rebuild and grow the organisation for greater for impact and sustainability.

As a result of public health directives in Australia, Whitelion’s flagship annual Bailout events were unable to proceed which would ordinarily contribute a significant amount of fundraising income. The Group met the requirements of the JobKeeper payment scheme and were able to use this to supplement the lost events income.



**Whitelion Youth Agency Limited and Controlled Entities****A.B.N. 15 347 659 323**

# Consolidated Statement of Profit or Loss and Other Comprehensive Income

**For the year ended 30 June 2020**

	Note	2020 \$	2019 \$
<b>Continuing operations</b>			
Revenue and other income	2	9,863,918	10,359,874
Employee benefits expense		(7,305,741)	(7,534,300)
Costs of program material		(680,692)	(968,384)
Property expense		(506,639)	(501,373)
Travel expense		(387,322)	(513,393)
Fundraising expense		(148,687)	(308,609)
Depreciation expense	7	(289,705)	(184,309)
Finance costs		(22,460)	(16,885)
Other expenses		(493,879)	(518,611)
<b>Surplus/(deficit) before income tax from continuing operations</b>		<b>28,793</b>	<b>(185,990)</b>
Income tax expense		-	-
<b>Surplus/(deficit) from continuing operations</b>		<b>28,793</b>	<b>(185,990)</b>
<b>Discontinued operations</b>			
Deficit from discontinued operations, net of tax	3	(274,997)	(1,025,649)
<b>Total deficit for the year</b>		<b>(246,204)</b>	<b>(1,211,639)</b>
<b>Other comprehensive income for the period, net of income tax</b>		<b>-</b>	<b>-</b>
<b>Total comprehensive loss for the period</b>		<b>(246,204)</b>	<b>(1,211,639)</b>

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

# Consolidated Statement of Financial Position

**For the year ended 30 June 2020**

	Note	2020 \$	2019 \$
<b>Current assets</b>			
Cash and cash equivalents	4	1,562,983	2,003,713
Trade and other receivables	5	592,126	540,755
Other assets		24,982	38,691
Assets classified as held for sale	3	-	339,785
<b>Total current assets</b>		<b>2,180,091</b>	<b>2,922,944</b>
<b>Non-current assets</b>			
Financial assets	6	50,875	50,875
Property, plant and equipment	7	1,608,019	730,122
<b>Total non-current assets</b>		<b>1,658,894</b>	<b>780,997</b>
<b>Total assets</b>		<b>3,838,985</b>	<b>3,703,941</b>
<b>Current liabilities</b>			
Trade and other payables	8	857,434	1,173,726
Employee provisions	10b	655,831	805,210
Financial liabilities	6	526,147	80,407
Contract liabilities	9	857,894	1,130,756
Liabilities classified as held for sale	3	-	343,013
<b>Total current liabilities</b>		<b>2,897,306</b>	<b>3,533,112</b>
<b>Non-current liabilities</b>			
Employee provisions	10b	43,825	36,235
Financial liabilities	6	1,116,890	168,770
<b>Total non-current liabilities</b>		<b>1,160,715</b>	<b>205,005</b>
<b>Total liabilities</b>		<b>4,058,021</b>	<b>3,738,117</b>
<b>Net (liabilities)/assets</b>		<b>(219,036)</b>	<b>(34,176)</b>
<b>Equity</b>			
Asset revaluation reserve		339,969	339,969
Accumulated deficit		(559,005)	(374,145)
<b>Total deficiency in equity</b>		<b>(219,036)</b>	<b>(34,176)</b>

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



Elliott Assurance Pty Ltd \*  
Audit and Compliance Services

## **Independent Auditor's Report to the Members of Whitelion Youth Agency Ltd and Controlled Entities for the Year ending 30 June 2020**

### **Audit Opinion**

I have audited the financial report of Whitelion Youth Agency Ltd and Controlled Entities (the Group), which comprises the statement of financial position as at 30 June 2020, the statement of profit or loss and other comprehensive income, statement of changes in equity, statement of cash flows for the year then ended, notes to the financial statements and director declaration.

In my opinion, the accompanying financial report of Whitelion Youth Agency Ltd and Controlled Entities is in accordance with *the Australian Charities and Not for Profits Commission (ACNC) Act 2012*, including:

- (a) giving a true and fair view of the group's financial position as at 30 June 2020 and of its financial performance for the year then ended; and
- (b) complying with Australian Accounting Standards – Reduced Disclosure Requirements, ACNC Regulations and any other mandatory professional reporting requirements

### **Basis for Opinion**

I conducted my audit in accordance with Australian Auditing Standards. My responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Report* section of our report. I am independent of the companies within the Group in accordance with the auditor independence requirements of the *Corporations Act 2001* and the ethical requirements of the Accounting Professional and Ethical Standards Board's *APES 110 Code of Ethics for Professional Accountants* (the Code) that are relevant to my audit of the financial report in Australia. I have also fulfilled my other ethical responsibilities in accordance with the Code.

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

### ***Emphasis of Matter***

Without qualifying my opinion, I draw attention to the Group's financial statements which show a working capital deficiency of \$717,215, a deficiency of equity of \$219,036 and a loss for the year of \$246,204. This financial situation prima facie indicates that there is doubt as to whether the company can meet its debts as and when they fall due and can indicate that the group is insolvent. If this is the case the financial report would ordinarily be adjusted to reflect changes to the recoverability and classification of recorded asset amounts and/or to the amounts and classification of liabilities. The financial report for 2020 has not been adjusted as the directors believe the Group is still a going concern. Their comments in relation to this issue and their reasons for accepting that the Group can continue to meet its debts, as and when they fall due, are contained at note 1.2 of the financial statements. I am prepared to accept that at 30 June 2020 the directors have an appropriate strategy in place to turnaround the Group's financial position and profitability.

\* Liability limited by a scheme approved under Professional Standards Legislation

## **Responsibilities of the Directors for the Financial Report**

The directors of the entities are responsible for the preparation and fair presentation of the financial report in accordance with Accounting Standards and the ACNC Act and for such internal control as the entities determine is necessary to enable the preparation of the financial report that is free from material misstatement, whether due to fraud or error.

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

The directors are responsible for overseeing the entities financial reporting process.

## **Auditor's Responsibilities for the Audit of the Financial Report**

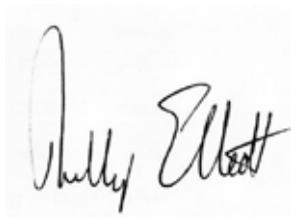
My objectives are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that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

As part of an audit in accordance with Australian Auditing Standards, I exercise professional judgment and maintain professional scepticism throughout the audit. I also:

- Identify and assess the risks of material misstatement of the financial report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Entity's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Entity's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial report or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Entity to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial report, including the disclosures, and whether the financial report represents the underlying transactions and events in a manner that achieves fair presentation.

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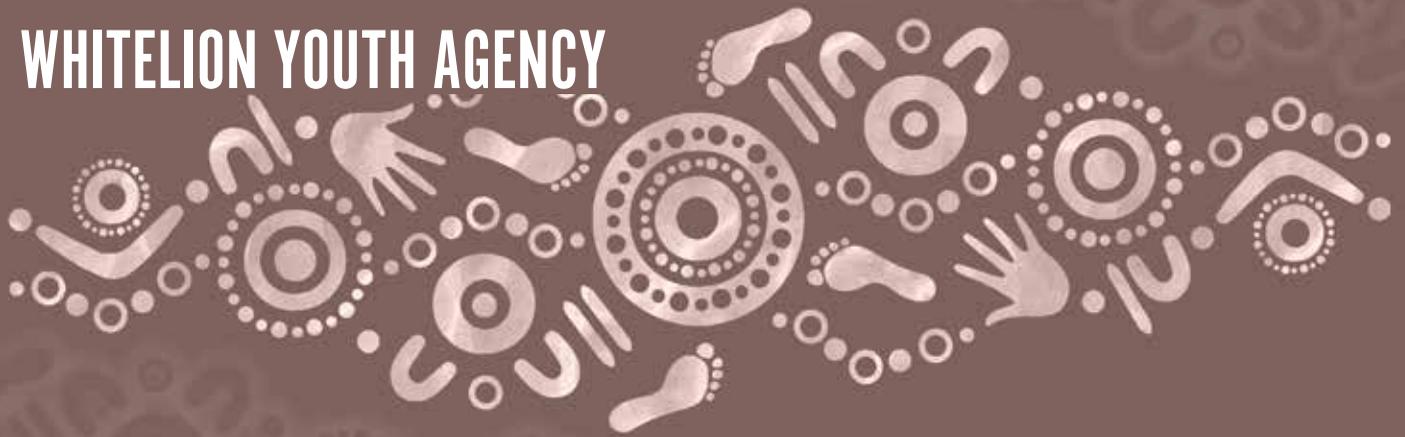
I communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that I identify during my audit.

A handwritten signature in black ink, appearing to read "Phillip Elliott". The signature is written in a cursive style with a large initial "P".

.....  
Phillip Elliott \*  
Suite 105, 620 St Kilda Road, Melbourne

Dated : 30 October 2020

# WHITELION YOUTH AGENCY



## REFLECT RECONCILIATION ACTION PLAN January 2020 – June 2021



On 8 May 2020 we were proud to launch our inaugural Reconciliation Action Plan for January 2020 to June 2021. It was a privilege to have Shaun Nannup, a Senior Aboriginal Leader from Noongar Country in Western Australia conduct a “Welcome to Country” live-streamed from the Whitelion Youth Drop-in Centre in Ballajura, Perth to all Whitelion staff to celebrate this occasion.

The RAP formalises our commitment to a reconciled Australia. Through strategies outlined in this plan, Whitelion plays our part in ‘closing the gap’ between Aboriginal and Torres Strait Islander peoples and other Australians, by ensuring that Aboriginal and Torres Strait Islander young peoples have equitable opportunities for health, education, and employment.

In FY19, 23% of the young people we worked with identified as Aboriginal or Torres Strait Islander and through building relationships with Aboriginal and Torres Strait Islander organisations and

leaders, we can better serve these young people and other members of our community.

With an established RAP Working Group, chaired by the CEO and complemented by the recruitment of Local RAP Champions in each State, we have commenced engagement from across the organisation to support the implementation and achievement of ongoing actions and deliverables to enact our RAP. This included commemorating National Reconciliation Week through an all-staff virtual gathering where Jack Kanya Kudnuitya Buckskin, a proud Kurna and Narungga man from South Australia, provided a moving Welcome which captured the year’s “In This Together” theme.

We will continue to encourage and support everyone within the Whitelion community to engage within our RAP in order to better understand and promote our commitment and strategy behind working towards a reconciled Australia: <https://www.whitelion.asn.au/reconciliation-action-plan>

# HOW TO GET INVOLVED

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ATTEND AN EVENT



EMPLOY A YOUNG PERSON



BECOME A MENTOR



MAKE A DONATION



VOLUNTEER



BECOME A PARTNER



None of the work we have done would have been possible without the passion and dedication of our volunteers and supporters.







A big thank you to the passionate individuals who dedicated their time to help change the lives of young people this year.



**WHITELION**  
courage to grow

No young person

left behind

## Feedback and questions

We welcome your feedback and any questions you may have.

**Please contact us on:**

 1300 669 600  [whitelion@whitelion.asn.au](mailto:whitelion@whitelion.asn.au)

 [WhitelionAustralia](https://www.facebook.com/WhitelionAustralia)  [www.whitelion.org.au](http://www.whitelion.org.au)