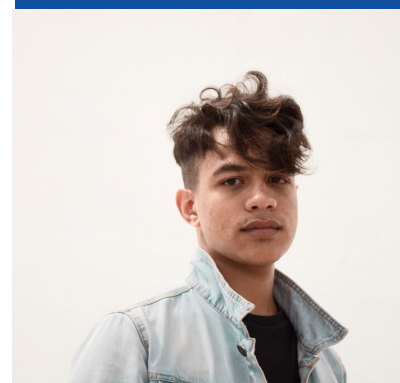


ANNUAL REPORT

20
22



PERFORMANCE SNAPSHOT

**1029 young
people
supported**

72% reported
improvement in
psychological wellbeing

67% reported improvement
in emotional wellbeing

67% reported improvement
in social wellbeing

We began measuring our impact against our new outcomes framework. 920 goals were recorded and of the goals achieved, 60% showed young people progress towards positive connections & pathways to work



WHO WE SUPPORTED

31% Aboriginal and Torres Strait Islander

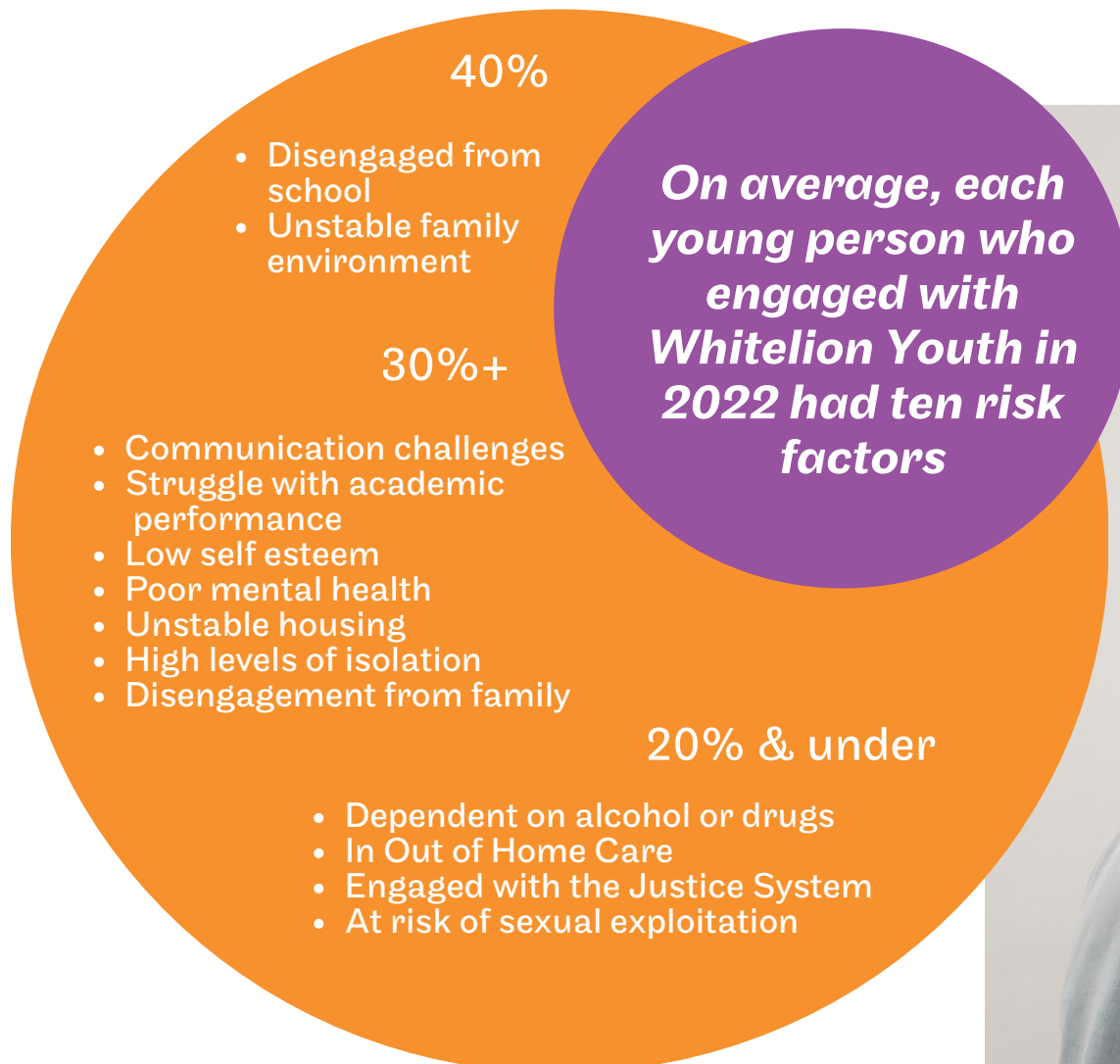
3% LGBTIQ+

1% experienced being a refugee, 3% born overseas

2% Nonbinary, transgender, or other gender

44% female, 54% male

92% aged 14–25, 6% aged 10–13



ACHIEVEMENTS

GROWTH

- Communities for Children (new program), NSW
- Youth Frontiers (new program) operating in the Illawarra (new region), NSW
- Junior RISE (new program, expansion), NSW
- Community for Youth Mental Health pilot (new program), VIC
- Enterprising Above Barriers pilot (new program), VIC
- Larita Academy pilot (new program), VIC
- Mobile Youth & Family Support Service (expansion – new region), WA
- Mentoring Unlimited (new program), WA
- Scarborough Outreach (new program), WA

IMPROVEMENT

- Customer journey mapping – Break Through, NSW
- Reviewed social enterprise cafe resulting in redesign to a youth training
- cafe & employment foundations program, NSW
- Redesigned Victorian operations structure – 'new ways of working' project
- Introduced communities of practice
- Volunteer management improvement project resulting in new ways of
- supporting, communicating with, & recording data for volunteers

ACHIEVEMENTS

SYSTEMS TO MAKE US MORE EFFICIENT

- SharePoint, including new intranet
- Upgrade to two-factor authentication to improve cyber security
- Smartfleet to automate fleet management
- Team Tailor to streamline recruitment
- Go 1 to introduce Whitelion's first online learning & development platform
- IntelliHR, Whitelion's first Human Resources Information System
- Workzone online timesheet & leave system
- New salary package provider

GIVING YOUNG PEOPLE A VOICE

- Youth Council met regularly, with a young person as Chair
- Young people were trained to join interview panels for youth worker recruitment
- Youth Council members were paid as Whitelion Youth spokespeople, participating in panels at supporter luncheons & Three Peaks Challenge
- Youth Council members contributed to Whitelion Youth submissions to government enquiries
- Youth Council members designed a new client feedback campaign

FINANCIAL PERFORMANCE

Significant changes in state of affairs

Although the overall financial result was positive, the COVID-19 pandemic continued to have an impact on the Group during the financial year. Ongoing lockdowns and disruption caused by new variants have limited the Group's ability to fundraise through events and to facilitate face-to-face program work with young people across all states. The primary source of government assistance to offset losses relating to the pandemic, JobKeeper, was not continued beyond 31 March 2021 resulting in a decline in revenue and surplus year on year. In addition to this, the significant flooding events in New South Wales specifically resulted in the cancellation of the Three Peaks Challenge and reduced capacity to run programs in the state.

Despite these challenges, the Group has achieved the following during the financial year.

- 1) Successful rollout of key system improvements as part of our overall Information Communication Technology Plan.
 - including new payroll system, new human resources information system and transition to Sharepoint for intranet and file mangement.
- 2) Invested in developing leadership capability
 - Including using Human Synergistics to measure and drive cultural change.

There were no other significant changes in the state of affairs of the Group during the financial year.

Matters subsequent to the end of the financial year.

Subsequent to the end of the financial year Hang Vo announced her pending departure as CEO. The board has put in place a clear transition plan for the 6 months following Hang's departure and have appointed Peter Ruzyla as Interim CEO during this period.

No other matter or circumstance has arisen since 30 June 2022 that has significantly affected, or may significantly affect the Group's operations, the results of those operations, or the Group's state of affairs in future financial years.

Signed in accordance with a resolution of directors.

On behalf of the directors



Rod Jones (Chair) 23 November 2022



Whitelion Youth Agency Limited and Controlled Entity

A.B.N. 15 347 659 323

Consolidated Statement of Profit or Loss and Other Comprehensive Income

For the year ended 30 June 2022

	Note	2022 \$	2021 \$
Revenue and other income	2	8,624,379	9,807,674
Employee benefits expense		(6,544,903)	(6,707,007)
Costs of program material		(538,668)	(465,996)
Property expense		(160,315)	(183,838)
Travel expense		(158,454)	(193,357)
Fundraising expense		(87,446)	(138,287)
Depreciation expense	6	(383,853)	(448,374)
Finance costs		(27,911)	(19,973)
Other expenses		(363,570)	(509,567)
Surplus before income tax from continuing operations		359,259	1,141,275
Income tax expense		-	-
Total surplus for the year		359,259	1,141,275
Other comprehensive income for the period, net of income tax		-	-
Total comprehensive income for the period		359,259	1,141,275

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

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

Consolidated Statement of Financial Position

For the year ended 30 June 2022

	Note	2022 \$	2021 \$
Current assets			
Cash and cash equivalents	3	1,971,092	1,858,350
Trade and other receivables	4	537,457	455,477
Financial assets	5	876,068	660,905
Other assets		30,507	11,807
Total current assets		3,415,124	2,986,539
Non-current assets			
Property, plant & equipment and intangibles	6	459,435	1,168,491
Total non-current assets		459,435	1,168,491
Total assets		3,874,559	4,155,030
Current liabilities			
Trade and other payables	7	786,811	716,790
Employee provisions	9b	544,576	540,632
Financial liabilities	5	105,098	542,791
Contract liabilities	8	1,043,592	744,375
Total current liabilities		2,480,077	2,544,588
Non-current liabilities			
Employee provisions	9b	108,659	81,022
Financial liabilities	5	4,325	607,181
Total non-current liabilities		112,984	688,203
Total liabilities		2,593,061	3,232,791
Net assets		1,281,498	922,239
Equity			
Asset revaluation reserve		339,969	339,969
Retained surplus		941,529	582,270
Total equity		1,281,498	922,239

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.

We are passionate about creating a workplace that promotes and values diversity. We are therefore 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.

