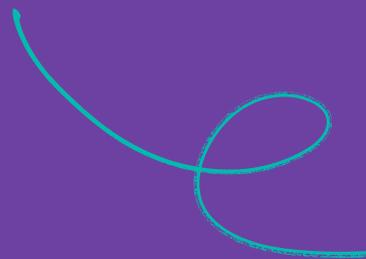


concern  
australia

**Concern  
Australia**

# **ANNUAL REPORT**

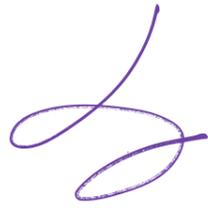
*2023 - 2024*





# TABLE OF CONTENTS

- WHO WE ARE** \_\_\_\_\_ **3**
- MESSAGE FROM THE CEO AND BOARD CHAIR** \_\_\_\_\_ **5**
- YUENDUMU NT** \_\_\_\_\_ **6**
- INSIDE OUT** \_\_\_\_\_ **7**
- STEPS OUTREACH SERVICE** \_\_\_\_\_ **11**
- 30 YEARS OF HANDBRAKE TURN** \_\_\_\_\_ **13**
- fixit** \_\_\_\_\_ **15**
- VALUES 4 LIFE** \_\_\_\_\_ **16**
- CELEBRATING OUR SUPPORTERS** \_\_\_\_\_ **17**
- THANK YOU** \_\_\_\_\_ **18**
- 2024-2027 STRATEGIC PLAN** \_\_\_\_\_ **19**
- GOVERNANCE** \_\_\_\_\_ **21**
- FINANCIALS** \_\_\_\_\_ **22**
- TREASURER'S REPORT** \_\_\_\_\_ **24**
- EXECUTIVE TEAM AND BOARD** \_\_\_\_\_ **25**



## ACKNOWLEDGEMENT OF COUNTRY

Concern Australia acknowledges the Traditional Custodians of the land on which we are situated, and we pay respect to Elders past and present. 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.

## OUR CHILD SAFE COMMITMENT

At Concern Australia the welfare of children and young people in our care will always be our first priority. Children have a right to be safe and protected. We are committed to the safety and wellbeing of all those in our programs and the full implementation and promotion of the Child Safe Standards. We also adhere to the principles outlined in the Victorian Statement of Recognition Act 2023, embedding culturally safe processes and service delivery for Aboriginal children and families.

## A COVENANT OF RECONCILIATION

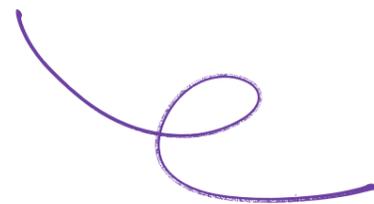
At Concern Australia, we acknowledge that we are based on the land for which the Wurundjeri people are the rightful custodians.

We rejoice that the falsehood and ignorance of Terra Nullius has been overturned by the historic High Court decision in the Eddie Mabo case. We apologise for the children and land stolen, for labour unrewarded, discrimination practised, and self-determination and dignity denied until now.

Concern Australia is currently developing a Reconciliation Action Plan to embed these initiatives to our workplace, turning good intentions into affirmative actions.

## EQUALITY & DIVERSITY

Concern Australia is passionate about creating an inclusive organisation that 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.



# MISSION

Concern Australia works in partnership with young people and children, creating opportunities for them to enjoy full and meaningful lives.

# VISION

An Australia where vulnerable young people and children have hope for a successful and positive life.

# VALUES

FAITH

INTEGRITY

RESPECT

BELONGING



# A MESSAGE FROM THE CEO AND CHAIR OF CONCERN AUSTRALIA

We are pleased to share with you our Annual Report 2023-24. This has been an exciting and productive year for Concern Australia, with much activity across all our programs. We hope that you enjoy reading some of the highlights.

Whenever we stop to reflect, we cannot help but be reminded of the many strengths we enjoy through our dedicated team of staff, volunteers and supporters. Working together we are privileged to partner with young people and their families to create positive opportunities and hopeful futures.

In the last year we undertook two significant pieces of governance work. The first was the development of our new Strategic Plan. In this, we have identified our key areas of focus for the next three years, and you will see that this Annual Report outlines many ways in which we're already working towards them.

Secondly, to ensure our foundations are strong going forward there has been an extensive review of our systems. This review identified incorrect applications of Modern Awards to our staff payments which are being remediated.

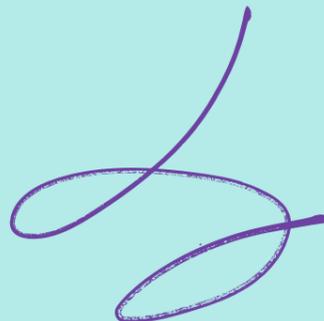
Another part of our response has been to implement significant process updates. You can read more about this on Page 21.

We would like to take this opportunity to thank everyone who has supported Concern Australia to make such a positive impact for young people and our community over the past year.

Through many challenges—including in our operating environment—our underlying strengths have led to increased opportunities to grow our work into the future. It is truly an honour to be part of such a wonderful organisation and we thank you for your partnership in this important work.

*Judith A*  
**Judith Atkinson,**  
CEO

*Jonathan Ma*  
**Jonathan Ma,**  
Chair of the Board



# YUENDUMU NT

## TALENT, INSPIRATION & CAPACITY-BUILDING IN YUENDUMU, NT

Concern Australia returned to Yuendumu, NT, this year to partner with the Warlpiri Community and the Central Desert Land Council to deliver the Hand Brake Turn course.

Yuendumu is a remarkable village on the edge of the Tanami Desert, north-west of Alice Springs, and home to around 800 people.

In Warlpiri country the earth is russet-red and water is in limited supply. The temperature often hovers around 40 degrees and the beauty of the skies has to be seen to be believed. Fifty children are educated at a bi-lingual school, learning the curriculum in English and Warlpiri. Across the community the opportunity to speak the local language is taken up with fierce pride.

Sean Wilson, a proud Warlpiri man, works alongside many in the town as a Community Development Program Manager with the NT Government, nurturing innovative initiatives that pave the way to steady employment and rewarding work.

Being around 300 km in any direction from the nearest town creates some challenges in this respect, but he says it's the best part of his job, "seeing the young fellas getting into employment, getting a start."

This is an extremely resourceful community. As the consequences of cars breaking down in the red centre are so serious all the locals "learn how to fix them young".



"We've got a stockpile of car parts here," says Sean. "Anyone needs a part, they can just go get it from the dump. All different pieces of cars from all the years, all saved and working."

To build on this depth of talent Sean partnered with Concern Australia to run a Hand Brake Turn course in Yuendumu, giving 6 people under 45 the opportunity to fill in any knowledge gaps, achieve a strong foundation in mechanics and develop their incredible abilities.

"It's been awesome, seeing people learn even more. They can fix anything out in the bush. They can do normal checks, basic checks, [solve] difficult problems.

"There's a lot of jobs round here fixing different kinds of cars, and they can fix four or five cars in a day.

"As soon as the course ends everyone starts asking if they can do the next one.

"This is good stuff. We need a lot more of it."

# INSIDE OUT

Inside Out provides housing and support to young people aged 16-19 as they transition to independence.

We partner with the Victorian Government Department of Families, Fairness and Housing to provide an 'Enhanced Lead Tenant' Model where young people live in shared housing with volunteer live-in mentors.

Young people and mentors are further supported by our team of youth workers and case managers. Together, we work to empower and upskill young people so they will be able to navigate adulthood successfully. Housing arrangements are tailored specifically to each young person's situation, creating a safe and secure place where they feel valued and have a sense of belonging.



24 LIVE-IN MENTORS

31 YOUNG PEOPLE WERE SUPPORTED THROUGH THE LEAD TENANT PROGRAM

In 2023-24, across metropolitan Melbourne, live-in mentors inspired, encouraged, role modelled and helped young people to learn healthy independent living skills and achieve their individual goals.

**THE PROGRAM WAS DELIVERED THROUGHOUT METROPOLITAN MELBOURNE IN ALL FOUR CHILD PROTECTION REGIONS**

16% OF YOUNG PEOPLE SUPPORTED HAD AN ATSI BACKGROUND

4 YOUNG PEOPLE SUPPORTED THROUGH TARGETED CARE PACKAGES



## LIVE-IN MENTORS

Live-in mentors bring great value to Inside Out, providing positive role models to young people as they learn to navigate the transition to independence. Our mentors are diverse in age, background, career and the like—but they share a deep commitment to making a difference for young people.

Mentors are provided with regular supervision and training.

## CREWY - CREATING REAL EXPERIENCES WITH YOUTH

CREWY is an essential and very popular part of our Inside Out program.

It is an opportunity for young people, staff and mentors to spend time together creating community and happy memories.

This year CREWY activities included a trip to the snow, a scavenger hunt, bowling, laser tag, and the Melbourne Show.



## ANNUAL HOUSE CHRISTMAS DECORATION COMPETITION

The House Christmas Decoration Competition was fierce this year with many strong contenders. Young people supported by mentors showed some impressive artistic skills.



## THE INSIDE OUT YOUTH ADVISORY COMMITTEE

The Inside Out Youth Advisory Committee, made up of participant representatives (from different houses) met regularly over an evening meal throughout the year. The group provided ideas about the program, and there were some good discussions about program rules and feedback about staff and volunteer roles.



## 'RAKE IT IN'

The Rake It In program has allowed young people with an interest in and aptitude for gardening and lawn mowing to care for different grounds across Melbourne.

Says one, "Rake It In was good; it showed me what it was like to be a lawn mower or gardener, and it helped me be in the routine of getting up in the morning to work. It was good to see other places and made me feel energised." - As told to Luke Philp

## INSIDE OUT'S CCC MODEL

CONNECT      COACH      COMMUNITY



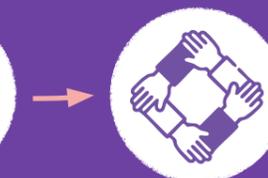
FOR THEM

- Safety, stability and belonging
- Relationships with family, culture, existing and new supports
- Identifying with home and neighbourhood



WITH THEM

- Using role-modelling to coach through shared experiences
- Skill development, accomplishments
- New opportunities and increased responsibility



BY THEM

- Independence
- Support the young person to live in community, access resources
- Ongoing development of skills
- Purpose and potential

**"The young people have provided some great insight and brilliant new ideas which have really enriched the program."**

Manager Luke Philp

# STEPS OUTREACH SERVICE

The STEPS Outreach Service supports young people experiencing and moving on from homelessness.

It has a focus on equipping young people with the tools they need to create a positive future and build a sense of self-worth.

Week by week STEPS workers and volunteers help young people, children and families with long-term relational and practical support, including advocacy, referral and material aid.

During 2024, cost-of-living pressures meant that the STEPS program was busier than ever. The donations provided by supporters often proved essential.

## SCHOLARSHIP PROGRAM

STEPS provides school scholarships to children of families who have been supported by the program over the years and referrals from other services. Staff work with families to identify what is most important in empowering children and young people to engage positively with education, whether it be new uniforms, backpacks, activities fees, sport shoes or haircuts. STEPS recognises that engagement in school can be one of the most important pathways to creating positive futures. We are grateful to Rotary Central Melbourne for their ongoing partnership and support of the STEPS scholarship program.

## THE STEPS LIVED EXPERIENCE ADVISORY GROUP

The STEPS Lived Experience Advisory Group and peer support volunteers are a key part of the program, providing resources and guidance.

They are also involved in advocacy for holistic, effective responses to support people in successfully moving on from homelessness.

## ADVOCACY

Giving young people a voice in the sector is essential to effective decision-making. STEPS Manager Anne Mitchell provided valuable insights about the challenges and approaches in supporting young people experiencing homelessness when she was featured in *Homelessness Expert Shares Stories From the Street*, an Apple podcast from Conversations For Change by We Are Mobilise.

### Anne on the STEPS program in 'Conversations for Change' podcast:

"During street outreach, we meet a lot of young and older people who are experiencing homelessness. We wander around, have a chat. We might offer them a warm pair of socks or a beanie in winter, or a sleeping bag."

"It's so important to remember people's names, to ask, 'Hey, what happened with that story you were telling me last week? How's your son's broken leg?' Saying hello, talking if they want to. Not if they don't want to."

"We have a very laid-back approach. It's just saying 'Hello, how are you? Is there anything I can do to help you today?' 'It's not a standard approach, it's approaching someone however they would like you to approach them.'"

"50% of young people coming out of the system become homeless. The two most important things for young people in this situation are a sense of safety, and empowerment to make their own choices. Often they haven't had either."

"We're looking for the strengths in people and letting them be the experts."

# 30 YEARS OF HAND BRAKE TURN

It's a true delight to celebrate 30 years of the Hand Brake Turn program (HBT). We are proud of everyone who has grown through the program and grateful to all who have contributed to its success.

For those less familiar with HBT, it is a pre-accredited, five-week automotive skills program designed to support young people disengaged from education or community, or those transitioning out of youth justice. Since 1994, the program has helped over 10,000 participants develop practical motor mechanic skills, build confidence, and gain job readiness, opening pathways to positive life outcomes.

This year, our focus has been on the development of the program so it continues to provide high-quality support for years to come.

At the beginning of 2024, we consulted with young people, their supporters and other stakeholders. Their input informed a review and program update which includes:

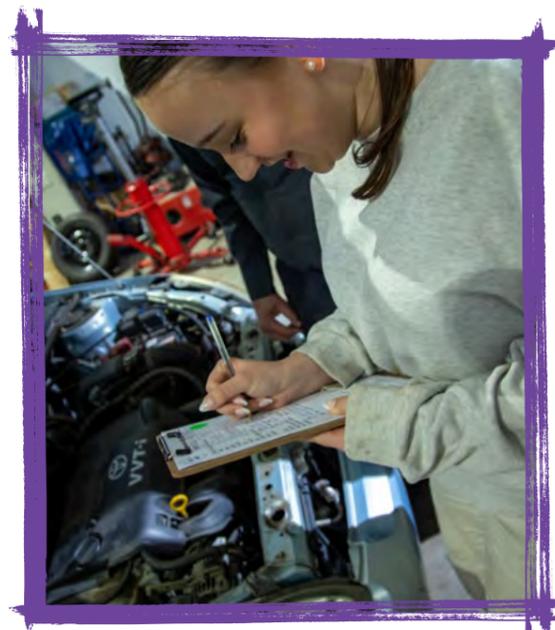
- Increasing resources to support neurodiverse learners and ensure an inclusive learning space
- Re-design of the workshops and classrooms incorporating a trauma-informed approach
- Increasing flexibility of curriculum content and delivery



- Increasing accessibility for young people who have disengaged/missed significant periods of schooling
- Opportunities to strengthen digital workplace skills
- Introducing new employment readiness activities

Young people have been involved in the co-design and piloting of new elements, which have also been shaped by recent research into successful (re)engagement in education and training.

We are confident that Hand Brake Turn will provide high-quality, effective support well into the future.



## SUSIE THE STUDENT

One of the enriching opportunities HBT offers is the chance for tertiary students to bring their knowledge and perspectives to placements with us.

Susie joined us earlier this year and discovered what everyone at Concern Australia has learned too; that walking alongside our young people is a privilege.

*"I am currently completing a Diploma in Youth Work at RMIT and a requirement of the Diploma is placement."*

*"I have been extremely fortunate to have had the opportunity to complete my placement at Hand Brake Turn and work with an awesome team/family."*

*"Your continuous support throughout my placement helped me to achieve my goals."*

*"Through my placement journey I met so many wonderful young people that were disadvantaged due to unforeseen circumstances beyond their control."*

*"It was an honour to have met them and be part of their journey as a friend/mentor."*

This year, Hand Brake Turn Trainer Phil Bloy finally laid down his tools and retired from the program. After an initial retirement, Phil had worked for HBT for the last 12 years but supported the program as a local business owner for nearly three decades. In that time, he has trained thousands of students and connected many with local employers and their first job.

As Phil has become famous for saying at graduation:

**"Remember, tomorrow is the first day of the rest of your life. And you get to decide how you're going to live it..."**

We are grateful to Phil for all he gave to Concern Australia and wish him a very happy retirement.



**BIG THANK YOU TO PHIL BLOY**

# fiXit

The fiXit Social Enterprise was established to create entry-level jobs for young people graduating from our Hand Brake Turn program.

Since 2021, it has employed 27 young people. fiXit's business model is based around repurposing donated cars and providing trusted car servicing to the wider community.

## CAR DONATIONS AND REPURPOSING

In the last financial year, more than 90 cars were donated by members of the public to fiXit. Many of these cars were able to be repaired and resold, providing a good-value vehicle to the young people and families who bought them.

Cars which had reached the end of their driving life were used as learning tools for young people and, where possible, the parts repurposed.

## TRUSTED CAR REPAIRS AND SERVICING

Over the past two years, we have seen fiXit's servicing and repair arm grow.

We are delighted to see many community service organisations refer families to us.

They know we provide a trustworthy and trauma-informed service, as well as reliable vehicles.

We also appreciate that an increasing number of community members choose fiXit as the place to service their car, knowing that in doing so they increase our capacity and ability to create positive futures.

## ENTREPRENEURIAL SPIRIT CREATING OPPORTUNITY

In its early years, fiXit was generously supported by grant funding.

We are thrilled to say that in FY24 operating income continually exceeded grant income, representing 76% of funding and cementing fiXit's future as a viable business.

The fact that fiXit generates significant trading income from the wider community means we can create more tangible pathways for young people to enter employment. It also diversifies and strengthens the funding base of the wider organisation and adds impetus to our entrepreneurial approach.



# VALUES 4 LIFE

The Values for Life Program (V4L) delivers educational seminars that provide a space to engender pro-social values, empathy, and resilience.

We do this through delivering dynamic workshops and seminars in primary and secondary schools, youth organisations, plus faith and community settings throughout Australia.

After the departure of a longstanding staff member, the V4L program underwent some review with a focus on updating materials.

Young people from our programs, school settings and church partners participated in the co-design and updating of materials.

An exciting pilot was undertaken with the youth mental health charity Headspace in northern metropolitan Melbourne. This involved delivering a series of seminars to secondary school students which combined V4L topics and hands-on Hand Brake Turn mobile sessions. The aim was to make workshops attractive and accessible to young people and create spaces where healthy conversations could take place. We look forward to building on this pilot into the future.



# CELEBRATING OUR SUPPORTERS

## REMEMBERING NAN LOWING

Without supporters and donors, Concern Australia would look completely different, if it existed at all.

Our supporter community is close to our teams' hearts. We want to take a moment to remember a woman of great kindness and fortitude who passed away in 2024.

"Nan loved the God's Squad," says her daughter-in-law, Kerry. "That's where her support for Concern Australia started, many years ago. She liked that they reached people who needed a lot of help where they were, whether it was on the road, on their bikes or at a concert organised by the Hells Angels.

She met Reverend John Smith over 30 years ago, and appreciated the way he reached out to people, he didn't wait for people to come to church."

The team at Concern Australia appreciated Nan too—her compassion, strength, deep faith and focus on the wellbeing of the whole community.

"She really liked the idea of people getting another crack at life, especially teenagers: helping them see their strengths.

She felt strongly about the rights and opportunities of Aboriginal and Torres Strait Islander people too, especially in Central Australia.



Nan was a nurse and a farmer, but I think she would have liked to have spent more time doing that kind of work as a young woman.

She wanted to empower people to make their own choices; to take control of their own lives."

Nan was a bright, insightful woman with enormous capacity and interest in the lives of people around her.

"She was stylish too. We only convinced her to stop wearing high heels when she broke a bone, and that was when she was 91."

Thank you for all the care and kindness you brought to the world, Nan, and for your support for our young people. You are missed.

# THANK YOU

## THANK YOU TO OUR WONDERFUL SUPPORTER ORGANISATIONS

We are very grateful to individual supporters and donors and also those who donated cars, volunteered, provided pro bono professional services, and supported fundraising activities. This work is only possible because of you.

## STEPS

Once again STEPS supporters took part in Run Melbourne to raise funds and awareness for youth homelessness. Thank you to everyone who so generously invested their time and energy in training with such enthusiasm!



## FIXIT

We are grateful to our corporate partners Bosch Automotive for their mentoring and practical advice over the past year. Their support with business planning and workshop operation has been very helpful in enabling us to strengthen business delivery.

### Victorian Government Funders

- Department of Families, Fairness and Housing
- Department of Justice and Community Safety
- Department of Jobs, Skills, Industry and Regions - ACFE Board

### Local Government Funders

- Central Desert Regional Council Northern Territory
- City of Greater Dandenong
- Brimbank City Council

### Philanthropic Funders

- Gospel Resource
- Igniting Change Foundation
- Jack Brockhoff Foundation
- LMCF TAN Family Fund
- Spotlight Foundation
- StreetSmart Australia
- The Flora & Frank Leith Trust
- Western Region Aged Care

### Corporate Sponsors and Supporters

- Alpheus Advisory Pty Ltd
- Aussie Tune – Dandenong
- Elaren Security Services
- Robert Bosch (Australia) Pty Ltd
- Gandel Metals
- Greater Western Water Corporation
- Currie & Brown
- The TAL Victorian Adviser Community

### Faith and Community Organisations

- Rotary Clubs of Central Melbourne, Footscray, Greater Dandenong, Southbank & Carlton
- Airport West Uniting Church
- Anglican Parish of Mt Dandenong
- Melbourne Welsh Church
- St James & St Peter's Anglican Church, Kilsyth
- St Faith's Anglican Church, Glen Iris
- St Hilary's Women on Thursday group
- We Are Mobilise
- Backpacks for Kids
- Brooks Running Shoes
- Steer Incorporated
- The Good Vibe Society

**"Thank you to our wonderful community for donating your cars! Your generosity and stories have moved us this year."**

ALL THE TEAM AT CONCERN AUSTRALIA

# OUR STRATEGIC PLAN 2024-2027



### Centre young people's voices and experiences

- Deliver culturally-informed services.
- Ensure co-design and youth advisory activities remain at the centre of the development and delivery of all our services.
- Invest in youth leadership development, work experience and volunteering opportunities.
- Offer additional regular opportunities across our services for young people to retain their positive connection with us for as long as they need it.

### Work alongside young people, their families and wider communities in ways that respect and promote positive connection to their communities and culture.

- Partner with relevant agencies to expand programs to new groups, including development of resources in language and supporting members of newly arrived communities.
- Deliver the commitments in our Reflect Reconciliation Action Plan (RAP) and develop an Innovate RAP to continue our reconciliation journey.

### Provide inclusive, trauma-informed services

- Advocate for high-quality supports to young people being sensitive to their needs and goals. This will include building capacity for staff and mentors to create inclusive and accessible spaces.

## OUR APPROACH

### Focus Area One-

Providing high quality homes and support for young people as they transition from state care.

### Focus Area Two

Effective support of people experiencing and moving on from homelessness.

### Focus Area Three

Creating positive diversions for young people at risk of disengagement and in contact with the criminal justice system.

### Focus Area Four

Utilising social enterprise to create employment pathways and leverage commerce to provide inclusive services.

- Deliver a comprehensive staff and mentor training and development program, informed by sector best practice and youth advisory feedback.
- Promote equal access to opportunities for the young people we work with.

### Build strong partnerships

- Value and support the contribution of volunteers, corporate supporters, and faith communities to increase our resources and capacity.
- Raise the profile of our work and increase the visibility of young people and their challenges through strategic communications.
- Prioritise investment in strategic partnerships to increase outcomes for young people.
- Foster a strong organisational culture, investing in staff and volunteers.
- Undertake a cultural audit and work to maintain a culture which enables us to put young people and their needs at the centre of everything we do.
- Invest and position Concern Australia as an employer of choice, where staff and volunteers feel supported to flourish.

### Leverage research and best practice, measuring social impact

- Participate in the Social Impact Hub Fellowship.
- Contribute to sector research and innovation to bring about better outcomes for young people, in particular those in contact with the child protection, youth justice and homelessness systems.
- Further develop the Concern Australia Evaluation and Impact Framework.

### Maintain governance and financial health

- Maintain excellent standards of governance and compliance across the organisation.

## THE WAY FORWARD

We have six areas of ambition

1. Preventing Homelessness
2. Facilitating Belonging & Social Connection
3. Building Resilience
4. Creating Positive Diversions
5. Creating Positive Transitions to Independence
6. (Re)Engaging with Employment & Education

- Develop a robust fundraising strategy and longer-term financial policy to maximise stewardship opportunities.

Concern Australia knows that the right interventions can create positive trajectories, equipping young people to achieve their goals.

With over 50 years' experience working with young people at risk, we know how to deliver effective support. Our work always begins with the young person and is holistic, flexible and strengths-based.

This approach is at the heart of all we do.

# GOVERNANCE

## INDUSTRIAL RELATIONS WORK

Soon after I joined Concern Australia in May 2023, we began a substantial piece of work to comprehensively review and update our systems. We wanted to ensure that we were appropriately supporting our workforce in all respects.

We were very fortunate in securing the pro bono support of Industrial Relations advisor Stephen Sasse of Alpheus Advisory Pty Ltd. Without him, it would have been much harder to undertake this work, and we are extremely grateful for his support.

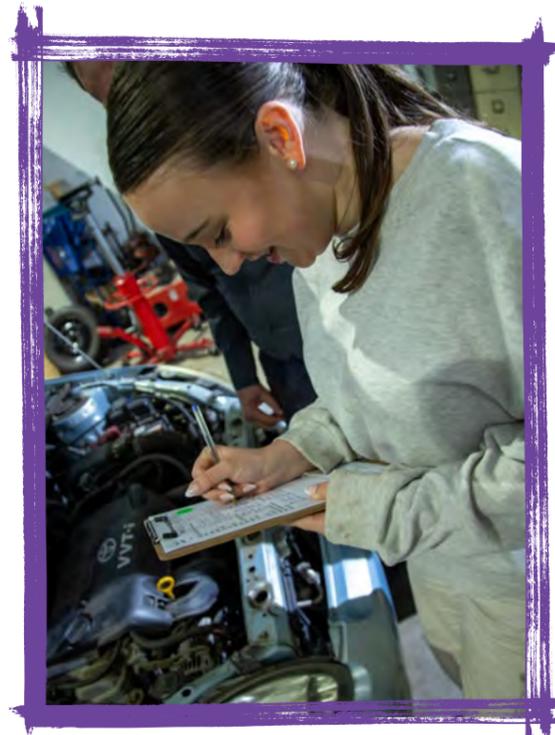
The review identified that we needed to make adjustments in relation to our application of Modern Awards and update our systems. We are also addressing historical errors and this has involved communications with the Fair Work Ombudsman as well as current and previous staff.

On behalf of Concern Australia, I would like to apologise to everyone who has been affected by these errors.

Correcting these historic discrepancies has come at an unexpected and significant cost.

At the time of writing, we are working to complete the process, with final financial adjustments to be taken to account in the 2024-25 financial year.

We have now implemented measures to strengthen our systems and processes going forward.



This has included updating employment contracts and position descriptions and ensuring that all applicable terms and conditions of Modern Awards are properly applied. We have also instigated some additional review processes to incorporate lessons learned and ensure that we are organisationally robust, enabling all our employees to continue to provide excellent and valuable services to young people.

**Judith Atkinson, CEO**

# FINANCIALS

## CONCERN AUSTRALIA WELFARE INC COMPREHENSIVE INCOME

Statement of profit or loss for the year ending 30 June, 2024

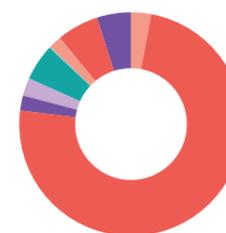
		2024 (\$)	2023 (\$)
<b>Revenue</b>			
Donations	2.92%	107,237	122,778
Government grants	74.02%	2,718,493	3,372,881
Non-government grants	2.18%	80,058	106,118
Enrolment fees	2.58%	94,653	60,592
Sales	5.27%	193,369	108,435
Fundraising	0.16%	5,728	7,644
Interest	1.88%	69,088	50,161
Management, operation, and services fees	6.07%	222,748	286,990
Other revenue	4.94%	181,285	109,373
		<b>3,672,659</b>	<b>4,224,972</b>
<b>Expenses</b>			
Employee benefits expense	70.64%	2,518,227	2,924,838
Program expense	15.28%	544,741	788,042
Motor vehicle expense	3.31%	118,102	127,367
Depreciation expense	0.99%	35,294	30,439
Occupancy expense	6.31%	224,814	198,351
Office expense	3.46%	123,473	123,848
Other expenses	0.01%	359	24,894
		<b>3,565,010</b>	<b>4,217,779</b>
<b>Operational Surplus/(deficit) for the year</b>		<b>107,649</b>	<b>7,193</b>
Historical payroll payment	12%	(425,696)	
<b>Surplus/(deficit) for the year</b>		<b>(318,047)</b>	<b>7,193</b>

## CONCERN AUSTRALIA WELFARE INC FINANCIAL POSITION

Statement of financial position as at 30 June, 2024

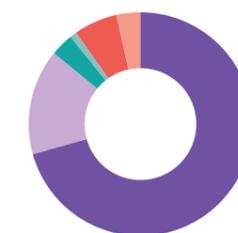
	2024 (\$)	2023 (\$)
<b>Current assets</b>		
Cash and cash equivalents	788,634	522,952
Trade and other receivables	58,683	14,732
Financial assets	1,000,000	1,536,622
Other	122,488	140,503
<b>Total current assets</b>	<b>1,969,805</b>	<b>2,214,809</b>
<b>Non current assets</b>		
Property, plant and equipment	54,037	72,195
Intangible assets	2,010	3,820
<b>Total non-current assets</b>	<b>56,047</b>	<b>76,015</b>
<b>Total assets</b>	<b>2,025,852</b>	<b>2,290,824</b>
<b>Current liabilities</b>		
Trade and other payables	476,925	280,582
Provisions	219,421	239,888
Income in advance	324,159	440,623
<b>Total current liabilities</b>	<b>1,020,505</b>	<b>961,093</b>
<b>Non-current liabilities</b>		
Provisions	3,683	10,020
<b>Total non-current liabilities</b>	<b>3,683</b>	<b>10,020</b>
<b>Total liabilities</b>	<b>1,024,188</b>	<b>971,113</b>
<b>Net assets</b>	<b>1,001,664</b>	<b>1,319,711</b>
<b>Equity</b>		
Retained surpluses	1,001,664	1,319,711
<b>Total equity</b>	<b>1,001,664</b>	<b>1,319,711</b>

### REVENUE



- Donations 2.92%
- Government grants 74.02%
- Non-government grants 2.18%
- Enrolment fees 2.58%
- Sales 5.27%
- Fundraising 0.16%
- Interest 1.88%
- Management, operation, & services fees 6.07%
- Other revenue 4.94%

### EXPENSES



- Employee benefits expense 73.77%
- Program expense 13.65%
- Motor vehicle expense 2.96%
- Depreciation expense 0.88%
- Occupancy expense 5.63%
- Office expense 3.09%
- Other expenses 0.01%

# FINANCIAL

## CONCERN AUSTRALIA MINISTRY INC COMPREHENSIVE INCOME

Statement of profit or loss for the year ending 30 June, 2024

	2024(%)	2024 (\$)	2023 (\$)
<b>Revenue</b>			
Donations	60.69%	11,522	18,501
Grants - Government Funding	0.00%	0	30,000
Services	36.34%	6,900	129,540
Interest	1.71%	324	2,561
Other	1.26%	240	-50
		<b>18,986</b>	<b>180,552</b>
<b>Expenses</b>			
Employee benefits expense	46.81%	26,588	99,071
Program expense	0.00%	0	34,234
Motor vehicle expense	8.26%	4,690	16,405
Depreciation expense	12.56%	7,135	6,012
Occupancy expense	6.00%	3,409	3,414
Office expense	6.86%	3,896	21,727
Other expenses	0.79%	449	397
Audit Fees	0.00%	0	5,600
Advertising	0.06%	33	5,405
Insurance expense	18.66%	10,602	9,748
		<b>56,802</b>	<b>202,013</b>
Operational Surplus/(deficit) for the year		<b>(37,816)</b>	<b>(21,461)</b>
Surplus/(deficit) for the year		<b>(37,816)</b>	<b>(21,461)</b>

## CONCERN AUSTRALIA MINISTRY INC FINANCIAL POSITION

Statement of financial position as at 30 June, 2024

	2024 (\$)	2023 (\$)
<b>Current assets</b>		
Cash and cash equivalents	68,830	112,881
Trade and other receivables	195	5,560
Other	5,043	5,218
<b>Total current assets</b>	<b>74,068</b>	<b>123,659</b>
<b>Non-current assets</b>		
Property, plant and equipment	18,590	25,567
<b>Total non-current assets</b>	<b>18,590</b>	<b>25,567</b>
<b>Total assets</b>	<b>92,658</b>	<b>149,226</b>
<b>Current liabilities</b>		
Trade and other payables	9,034	27,786
Provisions	0	0
Other	900	900
<b>Total current liabilities</b>	<b>9,934</b>	<b>28,686</b>
<b>Non-current liabilities</b>		
<b>Total non-current liabilities</b>	<b>0</b>	<b>0</b>
<b>Total liabilities</b>	<b>9,934</b>	<b>28,686</b>
<b>Net assets</b>	<b>82,724</b>	<b>120,540</b>
<b>Equity</b>		
Retained surpluses	82,724	120,540
<b>Total equity</b>	<b>82,724</b>	<b>120,540</b>

# TREASURER'S REPORT

As noted in other reports, this has been both a rewarding and challenging year for Concern Australia. Like many organisations, we have been impacted by the economic environment and cost of living increases. In the face of these, we were especially grateful for the continued generosity of those who donated to our work financially and through pro bono supports—this really increases the impact we are able to make in the lives of young people.

As noted, the Industrial Relations corrections work has significantly impacted our end-of-year financial result for Concern Australia Welfare. At the time of writing, the full figure is still being finalised with the Fair Work Ombudsman. This readjustment involved six years of historical errors which, while a small percentage of each year, the cumulative impact in this financial year has been significant.

There was less activity under our Ministry entity this year as the Values for Life program has been under review.

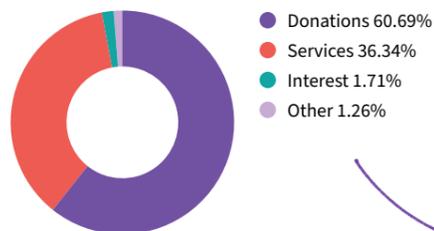
Operationally, careful financial planning meant that Welfare did produce a surplus, demonstrating a solid basis for our planning and cost controls for the year. The Board and Executive Team are working together on our long-term strategy regarding our financial position, and we are optimistic that our underlying position remains strong.

I would like to take this opportunity to say thank you to Stephen Sasse for his pro bono work this year. Also, thank you to the volunteer Board members who give so much of their time and expertise, but especially the FRAC sub-committee members who meet each month to provide the detailed overview of this team.

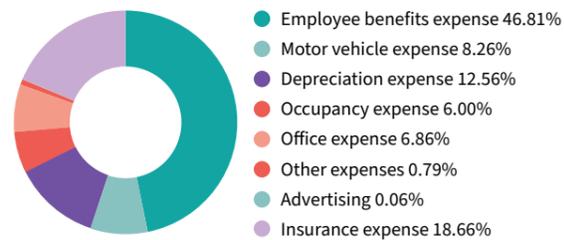
**Jamie Munton, Treasurer**



### REVENUE



### EXPENSES



# EXECUTIVE TEAM



**Judith Atkinson**  
CEO



**Andrea Greenwood**  
General Manager,  
Service Delivery



**Georgette Wardan**  
General Manager,  
Business Operations

# BOARD



**Jon Ma**  
Chair



**Stephanie Armstrong**  
Secretary



**Jamie Munton**  
Treasurer



**Brendan Littlechild**  
Deputy Chair  
- to November 2023



**Nathan Linton**  
Ordinary Member (to November 2023),  
Deputy Chair (from November 2023)



**Michelle Low Paterson**  
Ordinary Member



**“I long for a better world. And as much as possible, I intend to be part of the solution, not the problem.”**

Rev Dr John Smith (1942 - 2019), Concern Australia founder



concern  
australia