

ANNUAL REPORT 2018

THE POWER OF STORIES

*My story.
Your story.
These are our
stories.*



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One Tree Community Services acknowledges the many traditional owners of country throughout Australia and recognises their continuing cultural connections to their land, waters and communities. We pay respect to them and their elders past and present.

Ngala kaaditj Wadjuk moort keyen kaadak nidja boodja – We acknowledge the Wadjuk Noongar people as the original custodians of the land where our Perth office is based.



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Our stories are the threads that comprise life's rich tapestry.

 **one tree**
community services

FROM THE CHAIR

We've had a good year.

Not as good as some in the recent past but, despite the hesitant nature of recovery in the WA economy (which provides 80% of our income), we managed to maintain revenues at the \$17 million level.

For the first time in many years we have recorded a small deficit (\$80,000). This is largely due to our investment in the c-Verse program and in tendering for new interstate opportunities, both of which are areas where we see good prospects for expansion.

These investments support our new strategic plan and it's pleasing to report that we have achieved 80% of the first year's targets and are well set for coming years.

There have been no changes in board membership during the year with average eight-year tenure for our seven members.

Due to our part-time nature, board members deal almost exclusively with senior management. As a consequence, we will never have the opportunity to know everyone in the One Tree 'community' but I'm sure I speak for us all when I say our success comes from dedication, attention to detail throughout the organisation and putting the users of our services as our main priority.

Our thanks to everyone involved.

David Beattie

David Beattie
Chairperson

"Working with individuals, families and communities for us is about valuing history, culture and the environment and listening to, and becoming part of the stories that define them."

Karri Hillier - Chief Executive Officer



CEO REPORT

2017-2018 has been about wanting to shape our workplace community into a place that could further provide our dedicated staff, new and inspiring opportunities.

At the beginning of the 2017-2018 financial year, in terms of the life cycle of an organisation there were indicators that One Tree Community Services Inc. (One Tree) had achieved 'maturity'. With this in mind, to facilitate a period of 'rebirth' the Board of Directors (Board) and the executive worked together to create a new strategic plan. Research and a discussion paper provided the catalyst to talk about how we could take the organisation on a renaissance journey. Our focus has been on visioning and planning to do just that.

Communication, information technology, innovation and becoming an International Standards Organisation (ISO) were seen as key.

We were successful in securing a \$1.2 million grant from Lotterywest to significantly improve how we connect with our clients and services. Plans were written to enhance communication across our services nationally and to implement ISO over the next two years.

In consultation with staff and children, an innovative program was developed for out of school hours care. Ready to launch in 2018-2019 the program has been branded c-Verse and is featured in this report.

This year also saw us successfully tender for the Australian Defence Childcare Program. We begin operating the 19 early education and care services across six states and territories in January 2019. We will be building on the wonderful work Mission Australia has been doing for the last 6.5 years.

I hope you enjoy the stories we have to tell in this year's annual report. I am so pleased and grateful to be able to work in such a dedicated and inspiring workplace community. Our Board and staff are exceptional people who are committed to our spirit, purpose and values.

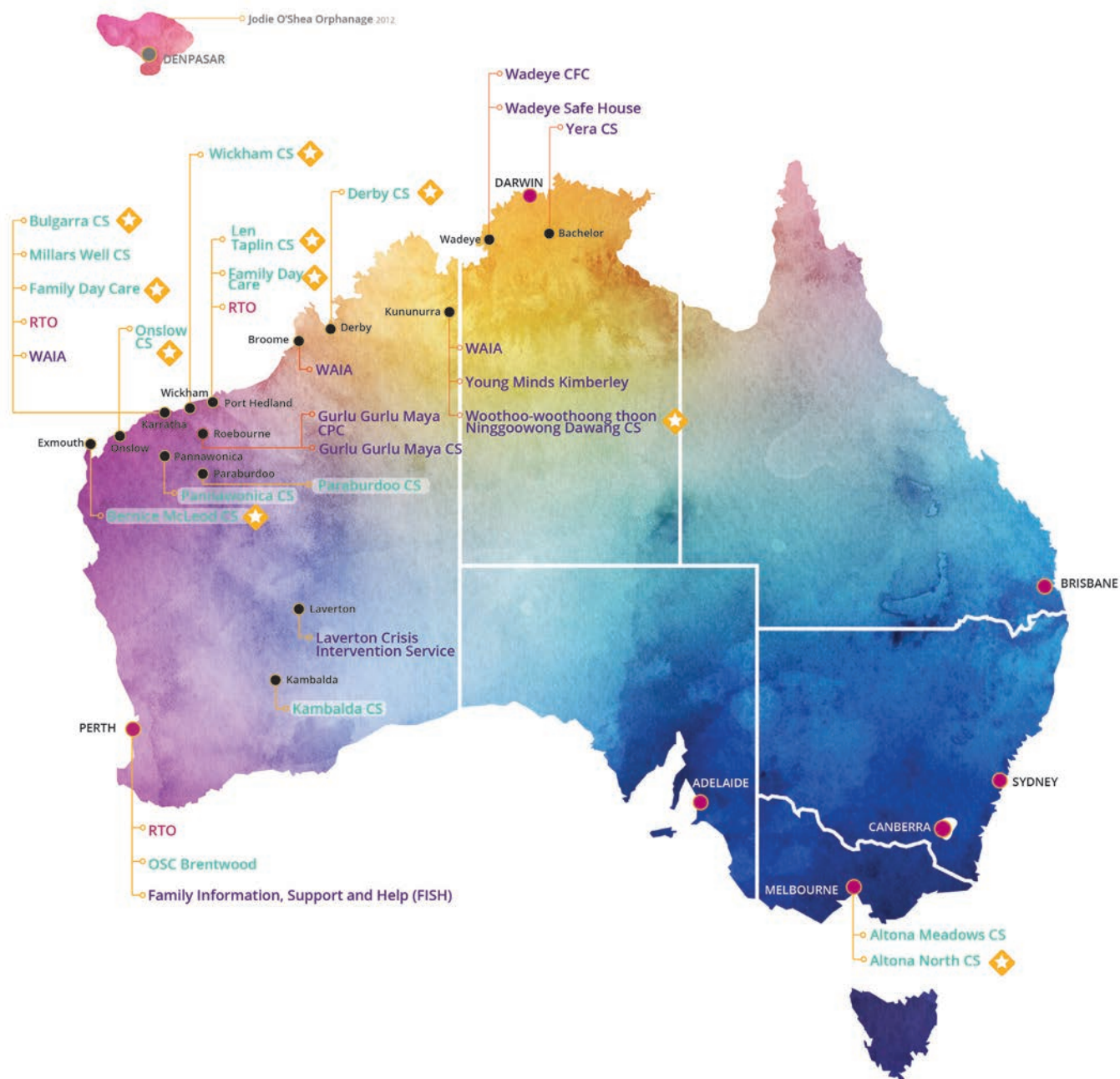
Each and every one is a part of our story and our success.

Karri Hillier
CEO

"After nourishment, shelter and companionship, stories are the thing we most need in the world."
Phillip Pullman



OUR SERVICES



◆ Children's Services
 ◆ Community Services
 ◆ RTO
 ★ Awarded Exceeding National Standard

We employed 292 staff



Females 96% Males 4% Indigenous 11.5%



ORGANISATIONAL CHART



OUR SUPPORTERS

One Tree Community Services extends our great thanks to everyone who has helped us to transform challenges into possibilities together this year. Our government, corporate and community funders and partners make a huge difference to our success and we are deeply grateful for their support.

GOVERNMENT

- Australian Government Department of Education and Training
- Australian Government Department of Jobs and Small Business
- Australian Government Department of the Prime Minister and Cabinet
- Australian Government Department of Social Services
- City of Melville
- Government of Western Australia Department of Communities, Child Protection and Family Support Division
- Government of Western Australia Department of Education
- Government of Western Australia Department of Justice
- Indigenous Land Corporation
- Northern Territory Government Territory Families
- Shire of Coolgardie
- Shire of Derby West Kimberley
- Shire of Exmouth
- Town of Port Hedland
- WA Police Community Safety Fund

CORPORATE

- AngloGold Ashanti
- Chevron
- Lynas Corporation
- Rio Tinto
- Qenos
- Toxfree

COMMUNITY

- Connect Groups, Dream it Forward
- Foundation Housing Ltd
- Gumala Aboriginal Corporation
- Lotterywest
- Minara Community Foundation
- Ngarluma Yindjibarndi Foundation
- The Foundation for Rural & Regional Renewal

PARTNERS

- Batchelor Institute of Indigenous Tertiary Education (BIITE)
- Communicare
- Helping Minds
- Wanslea Early Learning and Development



"I truly believe that people are looking for stories that really mean something – stories that are redemptive, inspiring, and bigger than the individual." Scott Harrison



STRATEGIC PLAN UPDATE

Building our capacity to work with people and communities facing significant challenges and with complex needs is the focus of our 2017-2020 strategic plan.

Five strategic priorities

These are:

- STRATEGIC PRIORITY 1** Focus business growth to ensure viability and purpose
- STRATEGIC PRIORITY 2** Financial stability
- STRATEGIC PRIORITY 3** ISO accreditation
- STRATEGIC PRIORITY 4** Create a culture of communication and engagement
- STRATEGIC PRIORITY 5** Gain recognition for innovative service delivery

These priorities reflect the culture and philosophy of One Tree. Our staff are key to our future success. If our employees are engaged, our levels of service will improve. Committed staff will drive innovation to move our organisation forward.

Financial stability puts us on a solid platform and in a position where we can sustain the services to the communities we support and expand the reach of our community impact.

We want to be a trusted organisation and a leader in our field. ISO accreditation will give us standards to measure our performance to ensure high quality service.

We believe that a foundation based on quality and a culture of communication and engagement with our stakeholders is essential to our purpose.

One Tree also wants to contribute to innovation in the industry sectors where we work, so that together we can continue to transform challenges into possibilities.

10-YEAR ANNIVERSARY

A decade of growth for Karri at One Tree.

This year has marked an important milestone for our CEO Karri Hillier who's served ten years as One Tree's CEO - and what a difference a decade makes.

Over the past ten years, the organisation has undergone a name change, expanded into community services, grown from an office team of just four staff to 30 and seen income grown nearly seven-fold. In 2019 there will be 600 staff employed nationally with 100 staff employed in Western Australia. Karri has worked from four different offices, received awards for our services and experienced the highs and lows of different economic climates.

Rewind ten years ago when Karri first arrived she stepped into an organisation which was at risk of losing its services.

"On day two of being employed as the CEO I received criticism from local government representatives over the organisation's commitment to providing services in their rural community."

Given all but one service was rural and remote Karri was concerned.

"However, parents that used our services had a different view and really supported us. They telephoned and sent letters of support to local government and members of parliament. From then on I never underestimated the importance of the local community in what we do."

One of Karri's first priorities was to consider ways to expand geographically and into different services. 2010 was a big turning point for One Tree. It was the year One Tree established its community services program and became a Registered Training Organisation (RTO). The Wadeye Children and Family Centre was established followed by the Wadeye Safe House in the Northern Territory. The RTO was launched to provide people in rural and remote areas the opportunity to gain a qualification in early childhood education and to solve the challenge of finding qualified staff in these areas.

In 2012, Wadeye Safe House won the National Homelessness Award: Closing the Gap; Excellence in Reducing Indigenous Homelessness.

"We were complete outsiders and new to community services. Officials spoke of the innovative way we'd approached the service and the outcomes we were achieving for women and children at risk in an Aboriginal community," Karri explains.

"At this time we began receiving feedback that our name Children's Services Support Unit sounded very much like a government welfare agency and could be alienating people,"

"Staff came up with our new name One Tree. The tree is symbolic as it represents strength, growth and community diversity."



THE HON SIMONE MCGURK MLA (SECOND LEFT) AND NERREDA HILLIER (LEFT) REPRESENTING LOTTERYWEST, PRESENTED THE CHEQUE AT AN AFTERNOON TEA ON WEDNESDAY 6TH JUNE. THE EVENT WAS ATTENDED BY STAFF, KARRI HILLIER (RIGHT) AND GORDON MELSOM (SECOND RIGHT) FROM ONE TREE'S BOARD OF DIRECTORS.



SWITCHED ON

Getting better connected to our communities.

Staying connected in remote areas is an ongoing challenge. Not so many years ago there was no internet or digital technology to many communities across the state. Now latest advancements have changed the way we communicate, opening up more opportunities to connect and support regional and remote WA.

With the majority of One Tree's services in WA being rural and remote, a much appreciated Lotterywest grant of nearly \$1.3 million is changing our ability to communicate across locations with staff and families. We'll be introducing faster more reliable internet, improving connectivity, and implementing facilities for video conferencing.

It will be easier and quicker for the Perth office to support its services. Our staff will be able to talk to colleagues, educators and clients through the introduction of the better Information Technology (IT) service. It will bring enormous benefits to all, especially with training and support to staff but also in connecting with families.

Delivering services to remote and regional communities is no easy task and this funding will go a long way to assisting One Tree to give a high level of support to these communities.

2019 sees the introduction of the innovative c-Verse program which will provide a different style of Out of School Hours Care.

The recent award of the contract to provide and operate 19 early education and care services under the Defence Childcare Program, has served to provide more opportunities to deliver services nationally and to extend our workplace community.

One Tree's pattern of growth looks set to continue and while success is built on many factors, Karri acknowledges that one key is to have the right staff on-board.

"For me it really is about the people in the organisation. Intrinsicly motivated people who want to contribute to their community can achieve great things..."

"I never forget that you can teach people new skills and knowledge, but good attitude is harder to instill."

"Storytelling has always been at the heart of being human because it serves some of our most basic needs: passing along our traditions, confessing failings, healing wounds, engendering hope, strengthening our sense of community."

Parker J. Palmer



CHILDREN'S SERVICES

Tracey's Story - From East London to Onslow, making a difference for children and families.

For One Tree's newest area manager, Tracey Jones, working with children was a dream from a very early age. At the age of 11, on holiday with her family, Tracey was left in the care of Big T's Holiday Club (similar to vacation care) in the UK. *"I remember saying to my mum- this is what I want to do when I grow up".*

This led Tracey to seek work as a babysitter in her teens. One evening, 14 year old Tracey found herself caring for 15 local children at the same time. Completely unruffled by this responsibility, Tracey and the children planned and rehearsed a show, performing for the parents when they came to collect them.

Tracey went on to study in her chosen field, and became a qualified educator. Naturally, one of her first jobs was back at the Big T holiday club, this time in Spain. Tracey then took on an educator role (followed soon by manager and area manager roles) in one of East London's most challenging socioeconomic areas. While now also caring for her own children, Tracey facilitated care for vulnerable children while their parents attended English and life skills classes on site.

Migrating with her family to Australia in 2008, Tracey was struck by the differences she found in the private sector. *"I was really disheartened by the way children, staff and families were undervalued"* says Tracey. *"Especially the staff - to me - if you don't have happy staff, you don't have happy families, so this is a big priority for me."*

Moving to the not for profit sector restored Tracey's faith in the childcare system, and thankfully led her to One Tree. Tracey has fond memories of coming to her interview to find Coral and Sarah in their pyjamas (it was an office dress up day!) instantly putting her at ease. Having completed her first year with us, we feel very thankful to have Tracey as part of our team.

Coral and Sarah promised Tracey that she would hit the ground running, and she sure did. One of Tracey's services was in Onslow, a very remote town 300km from Karratha. The remoteness of the town had led to challenges recruiting staff, which resulted in parents not being able to access care for their children. Tracey's first task, alongside new director Sue Mooren, was to regain trust and relationships with families in the town. Attending excursions, working alongside staff and greeting parents, Tracey soon became a very recognisable face in the community. Under her warm and committed leadership, the service in Onslow has gone from strength to strength.



"Storytelling captures an aspect of childhood experience when being told a story was a common ritual. It's a warm place for most of us and in some ways represents our first experience in really listening." Paul Lansky



"Story telling is about connecting to other people and helping people to see what you see."

Michael Margolis



CHILDREN'S SERVICES

What we can achieve when we work together.

Services in remote areas can only be as successful as the relationships they have with community. Here are some of our year's success stories:

In Port Hedland, One Tree has operated the Len Taplin Children's Service since 2005, however the service was built in 1971. Like many buildings of its age, it was in desperate need of a revamp to keep up with the ever expanding demand for childcare places. Claire Bennett, Len Taplin's tenacious director, worked closely with the Town of Port Hedland to source funding for a brand new kitchen. The Town of Port Hedland generously provided new floors, fittings, painting and a redesign, at a cost of around \$30,000. One Tree provided new white-goods, including commercial fridges, dishwasher and freezers, creating a functional, modern kitchen ready to serve many hungry little bellies.



Len Taplin are also very thankful for the community support they have received during their 'backyard blitz' this year. A team of workers from the BHP Mooka Ore maintenance workshop, volunteered their time and services, alongside our dedicated educators, to improve the outside area for the children.

While they supplied the labour and muscle power, Claire approached local companies for materials and plants to landscape the garden. Donations received included three tons of stone and sand from Brookdale Contractions, \$500 worth of decking oil and paints from Inspirations Paints, flowers from Nature's Bloom and a skip from Toxfree to clear everything away. The children are loving their new and improved outdoor area.

In Onslow, a parent approached staff to ask how families could be more involved in supporting their local service. This led to the formation of a Parent Advisory Group (PAG), who have already proved to be a great asset to the service. For a tiny 19 place centre, having six parents who are willing to be actively involved in the running of the service is invaluable. Robust discussions have been held, with proposals to upgrade outdoor environments, and ways to expand the service to the community. In addition, friendships have been formed over social events, and a recent weekend open morning was held, allowing parents who work to spend some precious time sharing in their children's learning journeys.



One Tree Millars Well Children's Service has also been on a journey this year. Under the leadership of new director Hailey Farrell, supported by a dedicated team of educators, raising the bar with inclusion has been the service's focus. The children who attend this service have many of their own stories to tell. Sadly some of these stories involve past trauma, hardship and challenges, both physical and emotional. Working closely with One Tree's Inclusion Support team, the staff have accessed valuable on the job training to help them give all children every opportunity to thrive. Hailey has this to say about the Inclusion team;

"I cannot recommend them enough, no matter what your challenge is, even if you just want someone to bounce ideas off, these ladies are amazing."

In addition, the service is embracing its local Indigenous culture. Hailey's daughter Jacinta, a talented Indigenous artist, shared her paintings, and the associated stories, culminating in a collaborative art piece created with the children. This now hangs proudly in the centre. Children are learning local language from elders, as well as growing and eating bush tucker as part of their curriculum.



ONE TREE AWARDED NATIONAL DEFENCE CHILDCARE PROGRAM

A story from the CEO

"Just living is telling a story. You're put on this earth to tell that story, to share those stories."

Judith Jamison

Following a competitive tender process, One Tree Community Services was selected as a new contract provider for the Defence Childcare Program. The new contract is to take effect on 1 January 2019, providing childcare places for 950 children. The program will also include an individual case management (ICM) service. The function of the ICM is to assist defence families who are having difficulty finding childcare by sourcing and connecting defence families with services in their community.

The program previously managed by Mission Australia Early Learning (Mission) for the past 6.5 years provides long day care and out of school hours care at 17 locations throughout Australia.

One Tree looks forward to working with Mission over the coming months to ensure a smooth and seamless transition. It was heartening to see that Mission shares similar values with One Tree, we believe that this will assist in transitioning services for staff and families.

As this annual report is focused on our stories I thought that I would tell you our unusual tale of writing this particular tender. Sometimes circumstances arise that are out of everyone's control, with the potential to test what we are made of. This is such a story.

For the first time ever, I found myself at the office at 3.20am in the morning with three colleagues. We had been at work for 18 hours straight and were attempting to submit a 700-page tender document over the internet via the hotspot on a mobile phone. The tender was due at 5.30am.

How did we get to this point in time and place? That's another story that pales in comparison to the story I am going to tell. This story is about the amazing people I work with who live our spirit of 'Working Together - Meeting the Challenge - Determined to Lead'.

Coral Callan, Executive Manager Children's Services has worked with One Tree for eight years. She is a grandmother of two who enjoys competitive shooting and camping. That night, the internet goes down without warning due to unscheduled maintenance. It is Coral who suggests we hotspot off her mobile as a solution to get the tender submitted.

The alarm on our building goes off and the police arrive, and it is Natasha Esau, Executive Manager Corporate and qualified lawyer who's been with One Tree for six years, who convinces the officers we are not criminals who've broken in and that we're authorized to be in the building after hours.

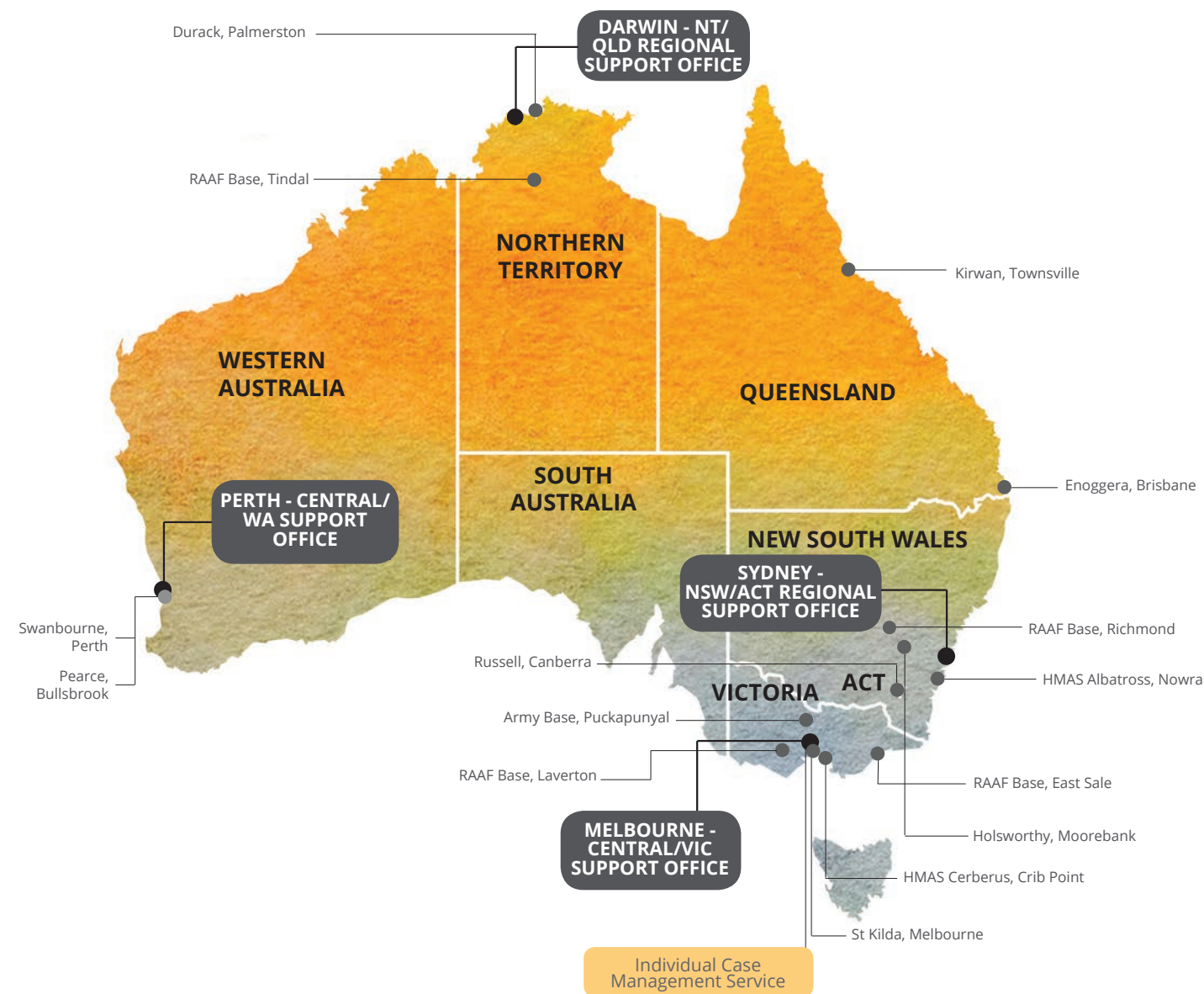
Jacque Shaw, Marketing and Graphic Design Officer is still recovering from my attempt to river dance throughout the office corridors at 1am in the morning in an attempt to keep her awake. Jacque's creative flair added the magical touch to the final tender document. Her artistic expertise can be seen throughout the design of this annual report.

Irina Cattalini, Executive Manager Services was unable to stay as late, as she had visitors arriving. The work she did was phenomenal and in reality, we would not have succeeded without her. She expresses her regret at not seeing me laughing hysterically around midnight for no particular reason.

Sarah Pope, who worked for One Tree as my executive assistant some years back came in to assist us with editing the document. Sarah is a qualified editor and writer and now works in Bali. Sarah checks in regularly to see how we are going and was over the moon when she heard that we had been chosen as the successful provider.

Coral Callan, Executive Manager Children Services will be moving to Melbourne from Perth in September to support the transition and to oversee the Defence Childcare Program going forward. She will be working closely with Claire McManus (currently located in the Melbourne office). Coral is dedicated to her work and one of the best people I know.

It will be hard for me having her work away from the Perth office where she is always on hand. Coral is totally committed to the Defence Childcare Program, having bought a house in Melbourne and willing to move away from family and friends. I can assure staff and families currently attending the services that she will give you 100%.



THE WORLDS OF C-VERSE

Embarking on a new journey of adventure with the c-Verse program.

Children born in the new millennium, are drawn to computer games and have virtual as well as real buddies. With both parents working it can be difficult for them to enjoy traditional outdoor activities and to be involved in after school organisations like scouts and guides.

Back in 1973 One Tree was a pioneer in after school hour's activities for children. Since out of school hours care (OSHC) services have become regulated there has been little change and we thought it time to have a re-think.

We pictured an OSHC program that mirrored the gaming world in how it looked and included other interests of children like collectible cards and different levels for achievements. Picture a program where children can spend time in different 'worlds' and master those worlds. Where there are chests, maps, keys and children create their own avatar. We think of it as 'gaming in the real world'.

The program has been brought to life by the stunning illustrations of our very own graphic designer Jacque Shaw.

Because the program was designed by experienced OSHC professionals Sarah Short and Danielle Baker (and an over imaginative CEO) in consultation with children, we know it meets the National Quality Standards (NQS). Feedback from schools, children and parents is that they love the program.

A big part of the program is a focus on safety. We've included an avatar named S.A.M (Safety Always Matters) to keep staff and children focused on the safety of children at the service.

We are piloting the program at One Tree Brentwood OSHC and have had some good feedback from children.

"I love the new program, I think it's pretty cool."

"Collecting these will be fun for kids, because it's something a lot of kids like."

"I like the card idea, and I like that we get to add more to the worlds."

C-Verse will be fully implemented at One Tree Brentwood OSHC by the end of 2018 and open for interested schools and community groups to view the program in action in 2019.



"Stories are powerful; because they transport us into other people's worlds."

Paul J. Zak



COMMUNITY SERVICES

Facilitating connections.

Claire McManus, our regional manager in Victoria has been building relationships with the Wyndham Aboriginal community over a period of time. The Wyndham Aboriginal community are working with the Wyndham City Council to establish a community centre. One Tree was pleased to be able to share our experience of undertaking a similar project and invited them to Western Australia.



Representatives from the Wyndham Aboriginal Community Centre (WACC) flew to Perth and were welcomed to country by Noongar elders, representatives from the One Tree Board and staff at the One Tree Perth office. The Noongar elders and visitors from Wyndham shared stories about their respective communities and approaches to designing and supporting service delivery.

They then flew up to Roebourne with Claire and Irina Cattalini (Executive Manager Services) to visit the One Tree Gurlu Gurlu Maya Children's Service and Child and Parent Centre (CPC) to see first-hand how the facilities are operating and benefiting local Aboriginal people.



The traditional owners, represented by the Ngarluma elders in Roebourne sat with the representatives from the WACC and shared their stories about the success of their work and their relationship with the CPC. The Ngarluma elders spoke of enjoying the opportunity, comparing it in contrast to people visiting Roebourne that are often said to be like seagulls. They fly in and peck at problems and fly out again rather than focusing on some of the really positive things that were being done in the community.

Representatives from the WACC flew back to Victoria, inspired by what they had seen and heard and ready to look at establishing their own community hub.

"Stories create community, enable us to see through the eyes of other people, and open us to the claims of others" Peter Forbes - photographer and author



COMMUNITY SERVICES

Supporting a community through change.

Running the Wadeye Children and Family Centre, situated in a remote Aboriginal community in the Northern Territory, or the Creche as it is locally known, has always been a huge job for the local director. When the Federal Government indicated its intention to roll out major reforms that would directly impact the service, we knew the centre and the community would benefit from additional support. Working with the centre staff and executive, we were able to restructure the management model and introduce a new community outreach coordinator position. They have been able to work with the local families to support them through the introduction of new fees and childcare subsidies, and to complete all the necessary paperwork.

The changes introduced by the Federal Government are aimed at trying to make the service more sustainable over-time, but we recognise the real challenges and barriers to becoming a fee-based service, and are committed to ensuring the centre remains affordable and accessible for all local families.

At the Wadeye Safe House, this year we welcomed a new manager, Elina Beswick. Elina recognised it was time to replace furniture that had become a little tired over time and oversaw a makeover. An intern Rachel Hall, who was studying for a degree in social work, spent four weeks with us and suggested decorating the common rooms and bedrooms with pictures painted by the children. This has helped to create a warm, homely feel.

Both services are working cooperatively with local inter-agency forums to drive greater collaboration between services in Wadeye. We will be actively supporting the new Wadeye Early Childhood Working Group, which has been set up to drive collaboration and integration.

Reflections on reconciliation.

This year the community services team have lead the development of a Reconciliation Action Plan (RAP) for One Tree. We decided to start with the development of a 'Reflect' RAP which is for organisations just starting out on their reconciliation journey who need to build the foundations for relationships, respect and opportunities.

A Reflect RAP will give your organisation the time and opportunity to raise awareness and support for your RAP inside your organisation. It will also assist you to develop a solid RAP governance model and build the business case for future commitments to cultural learning, and practicing cultural protocols considering Aboriginal and Torres Strait Islander employment. {Reconciliation Australia}.

The process of developing the RAP was a great opportunity for our Aboriginal staff to share reflections with each other, and with our non-Aboriginal staff, to learn from a number of Aboriginal representatives from Reconciliation WA, Bringing Them Home Committee and Yokai, who supported us through the journey.

The One Tree Reflect RAP is made up of 14 key actions, divided across the 4 areas of Relationships, Respect, Opportunities, and Governance & Tracking. It is due to be launched in 2019. The RAP builds on our current work in promoting Indigenous employment and procurement. At One Tree we endeavour to make purchases from Aboriginal enterprises as much as we possibly can, including everything from catering and stationary to decorative art pieces.



"We are all storytellers. We all live in a network of stories. There isn't a stronger connection between people than storytelling." Jimmy Neil Smith

AN INSPIRATIONAL TALE:

From crisis to connections and camping on country.

"This fire is good for our minds, it brings us peace. Being out here in the bush is what our people need to do to let go of all the stress and problems we have in our lives. We need to connect with our land, it makes us happy." (Local elder from Laverton during Women's Camp.)



NOELENE JORGENSEN

Noelene Jorgensen is the manager of the Laverton Crisis Intervention Service (LCIS) in the Goldfields region of WA, offering a safe haven for woman and children experiencing Family and Domestic Violence (FDV). Noelene's work in Laverton has had a dramatic impact on the lives of local employees, women using the LCIS service and the broader community and was recently featured in the media.

She says the centre is an open house to all women, no matter what their background or situation. If they're feeling vulnerable and need someone to talk to, they can receive support and guidance. Women can also use any of the facilities on offer, the showers and internet, as well as make phone calls or have breakfast. If their situation is at a crisis point because of domestic violence, they can stay for several nights.

Noelene has employed, trained and mentored local Aboriginal woman and built a team of volunteers, including elders. One of the staff who has had her own FDV experiences, was recently promoted to the position of community liaison worker. This acknowledgment was received with pride and the employee has become a great leader at the service.

"The Laverton Crisis Intervention Service is an oasis in the desert," says Noelene Jorgensen. "Most of our referrals come from the police and this is a testament to the way the service has evolved. It's a unique set-up, the women feel comfortable getting help before trouble flares."

Noelene has worked tirelessly to address service gaps in the Laverton community. This year she completed a total refurbishment of the LCIS on-site shed, to create a second-hand store providing affordable clothing and household items to the community. Noelene overcame many barriers and challenges including securing and coordinating funding, overseeing the building works and managing the huge amount of donations that flooded in to the service. Through Noelene's determination and patience the community's shared vision for a clothing service was successfully realised.

Noelene has also built trusted and caring relationships to help bring people together in the community and to resolve personal tensions. A beautiful moment during the first woman's group camping trip was watching a mother and daughter reconnect, laugh and share stories together. The mother is a frequent visitor at women's group, and the daughter has received ongoing support and case management. A breakdown in their relationship had occurred over time in response to situational stresses. The mother recognised this special moment that brought them together, and she shared invaluable words with the group.

The night went on with numerous stories being shared, both in words and drawings in the red sand, and as they drove off the next day there was a strong sense of connectedness, healing, cultural awareness and respect experienced by all.





INCLUSION SUPPORT TEAM FROM LEFT TO RIGHT:
KYLIE TRUEMAN, SARAH WOODS, RACHEL JOHNSON, MELANIE HAWKINS & EMER DONOHOE

"When we share our stories,
we step outside our comfort
zones. And we grow." Anon

WA INCLUSION AGENCY

Supporting Inclusion in Regional WA.

This year has proven to be another successful and busy year for the Inclusion Support Program. We have continued to strengthen our partnership with Communicare and Wanslea Early Learning and Development. The three organisations have worked closely to ensure we provide adequate and consistent support to Early Childhood and Child Care (ECCC) services across the state, through the WA Inclusion Agency (WAIA). This year WAIA were a main sponsor for the annual Early Childhood Australia Reconciliation Symposium. The WAIA created an inviting provider stall that showcased examples of work undertaken throughout the year, in supporting ECCC services to embed culture, whilst supporting their reconciliation journey. We had the privilege of working alongside Marinwarntikura Women's Resource Centre in Fitzroy Crossing to create some wonderful bush toys that were shared with delegates at the conference. These special handmade resources were shared with ECCC services to encourage and provoke discussion around the history of the first nation people. Supporting and encouraging reconciliation in the early year's sector.

We have been fortunate to welcome another enthusiastic and talented Inclusion Professional to our Pilbara team. Michelle Nolan joins our team with a wealth of knowledge and experiences. We look forward to working and learning alongside Michelle this year.

We have been humbled to receive some wonderful feedback from community members which further encourages our team to continue to work that extra mile, to ensure all community members benefit from having locally based Inclusion Professionals in the community.

One Kimberley parent stated:

"I want to make sure that you and Sarah know how you have turned the program around, have given One Tree a firm presence here in the Kimberley. People we can trust and rely on. Even your manager makes the effort to be here!"

The feedback received throughout the year further cements the importance of having the Inclusion Support Program locally based in the regional areas. It allows the Inclusion Professional to have a true understanding of the challenges that remote services can encounter. Inclusion Support is a journey and is everyone's responsibility. WAIA take great pride and responsibility to ensure we provide a quality program to ensure all children have the opportunity to participate in education alongside their peers.



YOUNG MINDS

The art of healing through creativity.

The natural way to express ourselves is through words and actions, but some people find it difficult to talk openly about emotions and feelings, especially if they're feeling vulnerable and that's where art therapy can help.

Caris Pepper, an acclaimed art therapist in WA has been bringing her skills and expertise to the Young Minds project in Kununurra. She has been working on a variety of creative programs for youth mental health, as an early intervention to promote positive mental health.

Art can be an outlet for people to express their experiences, which are just too difficult to put into words. Studies have shown there are huge benefits with this type of therapy and it can have a real positive impact on helping people relax, alleviate stress and foster positive emotions.

Caris has been organising workshops and establishing connections with the community and working with young people on interactive creative projects. NAIDOC Week was the perfect opportunity to explore traditional Indigenous art.

Some of the projects included a community event with 'Junkadelic' which involved building instruments, which were then brought to life in trash music workshops. The participants were also encouraged to paint nails and apply creative make-up in preparation for the NAIDOC Early Years and Youth Ball.

This year also saw the establishment of a new office location for the Young Minds Kimberley program, and this extra room is ideal for private consultations or creative arts.

The Young Minds Kimberley program continues to be delivered as a successful partnership between One Tree in the east and Helping Minds in the west, to deliver the Family Mental Health Support Service across the Kimberley.



FROM LEFT TO RIGHT:
ANAMERA, AROHA AND MAHALIA
HINAKI

REGISTERED TRAINING ORGANISATION (RTO)

A family affair.

Your family can influence you in many ways. How you're raised, your beliefs and values, it can even shape your career path.

This is a story about one Maori family in the Pilbara region, where the three elder sisters, followed in each others footsteps to work in childcare.

The Hinaki's moved to Australia in 1994 from New Zealand. Tangiora and her husband Renz were expert sheep shearers, who easily found work when they landed on Australian soil.

The Hinaki's eventually settled in Roebourne with their seven children and became well known in the local community. Mum, Tangiora became a broadcaster and a singer and her children inherited her musical talents. Proud of their roots, the family like to perform their own Haka dance on ANZAC Day along with the New Zealand national anthem.

The children started school, the older ones going to Karratha High School, the younger ones at Wickham Primary.

In 2014, the older daughter Mahalia began a Certificate III in Early Childhood Education and Care with One Tree's school-based traineeship program at Karratha High School. The program provides classes at the school and offers students one day a week, paid, to work in a childcare centre.

Mahalia was a fantastic student winning an award for her dedication to study. She was snapped up by the One Tree Gurlu Gurlu Maya Children's Service as an educator as soon as she qualified.

Seeing her sister's success, Anamera followed suit, completing her Certificate III in Early Childhood Education and Care in the same program. She was employed at the Roebourne Police and Community Youth Centre while also assisting at the One Tree Gurlu Gurlu Maya Child and Parent Centre.

Aroha is the latest sibling to start her school-based traineeship with One Tree. Two...then three sisters entering the childcare industry.

This unique program delivered by the One Tree RTO since 2013 is providing approximately 10 students a year the opportunity to gain a qualification while still at school and real employment up on completion. It is a win for local young people and for the childcare centres that previously found it difficult to employ appropriately qualified staff in rural and remote communities.



"The best way to teach people is by telling a story."

Kenneth Blanchard

A MODEL SUCCESS STORY

Calyca's story.

In the far north of Australia, up in the Kimberley where the climate is harsh, and the summer months bring endless days of humidity and scorching high temperatures, the One Tree Woothoo-woothoong thoon Ninggoowoong Dawang Children's Service welcomes forty babies and young children into their care every day.

The leader of the toddler's room, is twenty-four year old Calyca Rogers. Born in Darwin but raised in Kununurra, this young Indigenous woman has spent most of her working life at the service.

"I love coming to work, there's a real community feel here and we are such a diverse team. Around a third of our children are Indigenous, and the staff come from Taiwan, Cambodia, India, Colombia and Japan. We must have one of the most ethnically diverse services in Australia."

The educators encourage the children to learn about their cultures. Within the service's walls, children have already embarked on their global travels.

Calyca is also contributing to One Tree's Reconciliation Action Plan. This will map out a vision to bring about further change and greater awareness of Aboriginal and Torres Strait Islander cultures within the organisation.

Calyca started out as the receptionist in 2013, and volunteered to help with the toddlers and babies when educators were on their breaks.

She studied for her Certificate III in Early Childhood Education and Care with One Tree's Registered Training Organisation (RTO) and when a maternity cover position came up she was offered a role in the babies room. She now has her diploma and leads the toddler room.

"I've watched the children come in as babies, become toddlers and then enter the kindy room. They've become little people and I enjoy being part of their journey to see them develop and grow."

A lover of nature, Calyca was part of a team which developed the 'Bush Kindy' at the back of the service. It really is a magical area, the children can unleash their imagination in the fairy garden, scramble up the tyre mountain or cook mud pies in the kitchen.

"For the foreseeable future, I definitely see myself staying here at Kununurra. It's a lovely service. There are challenges within the wider neighbourhood, but once you've lived here, it's very hard to leave."

"Stories tap into not only our minds but also our hearts." Jon Thomas

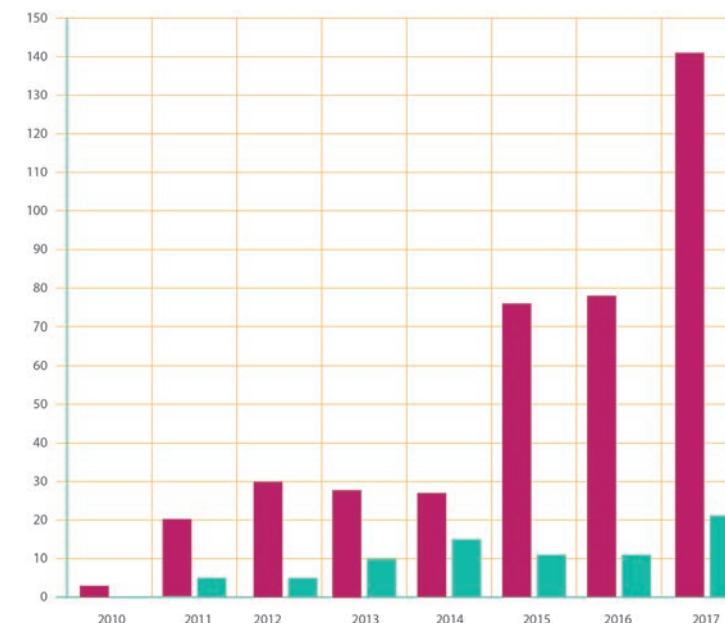
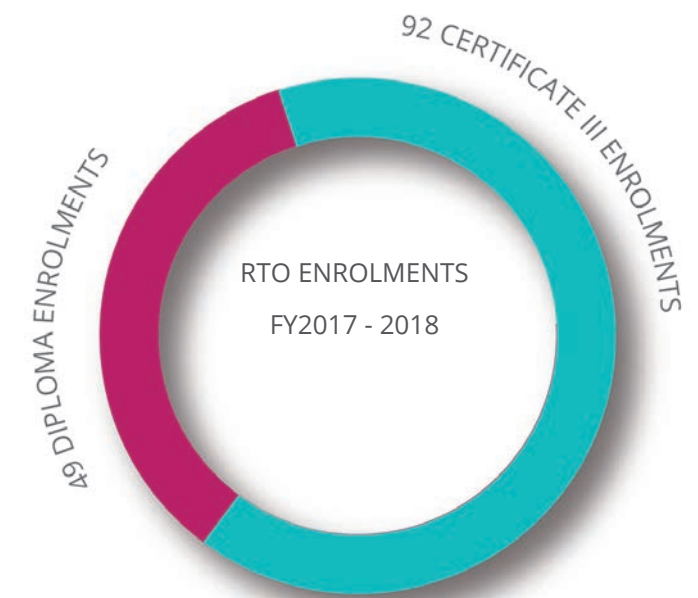




LIST OF COMPLETED STUDENTS AND RTO STATS

For the financial year July 2017 to June 2018

- | | |
|--------------------|-------------------|
| Madisen Owens | Irene O' Riordan |
| Shamin Misso | Ebonie Read |
| Brooke Vivian | Treinaya Phillips |
| Anahera Hinaki | Sarah Skilandis |
| Ashleigh West | Tash Mauve |
| Schuyler Stoney | Shannagh Moore |
| Shelcey Kilvington | Kim Beeler |
| Melissa Hasluck | Natalie Djuric |
| Kahlia Minissale | Sherri Brenton |
| Danielle Hutchings | Ruby McWatters |



◆ ENROLMENTS ◆ COMPLETIONS

141

STUDENTS IN 2017-2018

18

SCHOOL BASED TRAINEE GRADUATES BECAME FULL TIME ONE TREE EMPLOYEES IN 2017-2018

104

STUDENTS GRADUATED FROM ONE TREE'S RTO WITH ACCREDITED QUALIFICATIONS SINCE 2010

BOARD OF DIRECTORS

"Storytelling is important. Part of human continuity." Robert Redford



David Beattie
MBA, FCMA
Chairperson
SINCE 2008

David brings more than 15 years of experience as a Chief Financial Officer with various commercial organisations. He has extensive experience in general and financial management, corporate governance and commercial activities.

David runs his own financial and management consultancy.



Anne-Marie Connolly
Assoc. Diploma (Social Science)
Vice Chairperson
SINCE 2003

Anne-Marie brings 25 years of experience with the City of Perth Childcare Centre where she currently works as the Coordinator. She has been involved in both the Training and Quality Improvement aspects of both long day care and occasional care services in the metropolitan area during this time.



Sandro Patat
B.JURIS, LLB
Board member
SINCE 2009

Sandro has over 20 years' experience as a commercial lawyer. He currently has his own legal practice and is also employed by two legal firms. Sandro has extensive experience in contract advice and negotiations, business and property transactions (including acquisitions and leasing), franchising, estate and business planning, licensing and legal compliance issues.



Terri-Anne Pettet
BSC (Health Science)
GAICD (Diploma Australian Institute of Company Directors)
Board member
SINCE 2011

Terri-Anne brings more than 17 years of experience in research, community development, program planning, development and management. She is currently Manager of the RoadWise Program for WALGA.

Terri-Anne has a keen interest in governance and has completed the Company Directors Course (MAICD).



Zeljko Krestelica
Cert IV (Training & Education)
GRAD DIP (Social Science - Counselling)
BA (Philosophy & German Language and Literature)
DIP (German)
Board member
SINCE 2009

With over 9 years of experience in management and team leader positions, Zeljko has extensive skills and knowledge in family and workplace mediation and counselling. Additionally, he has experience working with refugees and cross-cultural issues.



Katherine Hoar
Certified in Cultural Intelligence (CQ)
Assessment Facilitation, Grad Dip (Management)
B Econ (Hons - Japanese Studies)
Board member
SINCE 2014

Katherine has over 20 years of corporate international business experience and has held various senior management and specialist roles in the public and private sector. Utilising her expertise in strategy and program development, Katherine has a long history of participating in various committees. Katherine is currently the Principal Consultant at Culture Flex, which provides culturally-informed strategic business consulting and cultural intelligence training.



Gordan Melsom
Post GRAD (Business)
MAICD
Board member
SINCE 2016

Gordon has been a CEO in for profit and not-for-profit organisations for over 25 years. He is a former lecturer in management studies at Edith Cowan, Curtin Graduate School of Management and Notre Dame universities for over 13 years and is an experienced coach and mediator.

Gordon currently provides mediation and coaching services through his own consultancy.



SENIOR STAFF

"To be a person is to have a story to tell." Isak Dinesen



Karri Hillier
CEO
 BA (Training and Organisational Development)
 Cert IV Workplace Training and Assessment

Karri has over 25 years in management positions in the not-for-profit sector and five years as a strategic planner and business consultant. Working with organisations experiencing barriers to success, and facilitating organisational development is where much of Karri's experience lies. One Tree has grown significantly since Karri became the CEO in 2008. This is through her maintaining consistent growth both financially and in terms of quality.



Irina Cattalini
Executive Manager Services
 BA HONS (Political Science)
 Diploma (Business Community Leadership)

Irina has more than twenty years experience in community and public service management and governance, including 11 years at the WA Council of Social Service, as CEO and Director of Social Policy. She has served on a number of international, national and local professional and voluntary Boards and remains deeply committed to community service..



Coral Callan
Executive Manager Children's Services
 Diploma (Children's Services)
 Grad Dip (Management)
 Cert IV (Workplace Training and Assessment)

Coral has 25 years' experience in the children's services sector in not-for-profit and government agencies, including directing an Indigenous early learning centre and coordinating parenting programs in rural and remote locations. She is currently studying a Master of Business Administration and is trained in protective behaviours.



Natasha Esau
Executive Manager Corporate
 BA (Media & Information)
 LLM (Juris Doctor)
 Grad Dip (Legal Practice)

Natasha is an admitted solicitor of the Supreme Court of New South Wales. She has extensive experience working in the legal industry, including not-for-profit and international environments. She started her career working as a producer and production manager in the media industry and has experience in research and recruitment.



Raf Kimberley-Bowen
Chief Financial Officer
 Master (Business Administration)
 Bachelor (Science)
 Member of the Australian Institute of Company Directors
 FCMA
 CPA
 CGMA

Raf has over 15 years experience in financial management, including more than seven years working in diverse CFO roles, including in the banking, agricultural and charitable sectors.



Claire McManus
Operations Manager Children's Services
 Cert IV (Training and Assessment)
 Diploma (Children's Services)
 BA (Child Psychology and Education)
 Post Grad (Anthropology)

Claire has worked with One Tree for five years, managing a 112-place childcare centre in Karratha and a community hub in Roebourne before moving to Melbourne to lead One Tree's operations in Victoria. Claire's background includes setting up new services, developing programs and campaigning for communities.



Sam Bullen
RTO Manager
 Advanced Diploma (Early Education and Care)
 Cert IV (Workplace Training and Assessment)

Sam has 28 years' experience in the childcare industry and is an experienced trainer. She has worked for One Tree for 11 years, starting as a regional manager before taking over management of the RTO. Sam pioneered One Tree's school-based traineeship program which she continues to deliver, along with on-the-job training.



Sarah Short
Operations Manager Projects
 Advanced Diploma (Early Education and Care)
 Cert IV (Workplace Training and Assessment)

Sarah joined One Tree as a regional manager in 2013 with 20 years' experience in the private childcare sector. Sarah has worked in a variety of roles over the years, from cook and bus driver to centre director and general manager for OSHC services. Working at One Tree has given Sarah the opportunity to develop her skills in training and mentoring others.





FINANCIAL OVERVIEW

Planning ahead for major projects.

It's been a busy time for One Tree Community Services as we look ahead to the future, planning ahead for a period of expansion.

There's been lots of consultation and preparation work involved in the new Defence Childcare Program contract to provide early childhood education and care to 19 settings throughout Australia.

We've also had staff working on a new innovative out of school hours care program called c-Verse, which will be introduced at schools.

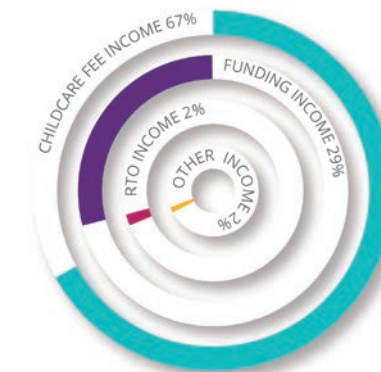
These two new big ventures had a natural impact on our finances this year. The One Tree Community Service's Audited Financial Statements for the period ending 30th June 2018 recorded a deficit of \$82,105.

Childcare revenue is up 2% over the previous financial year. Community services revenue increased by 7.8%.

As always, our childcare services continued to be our largest source of external revenue, at 67% of our total revenue. Government funding made up 29% of our 2017-2018 financial year total.

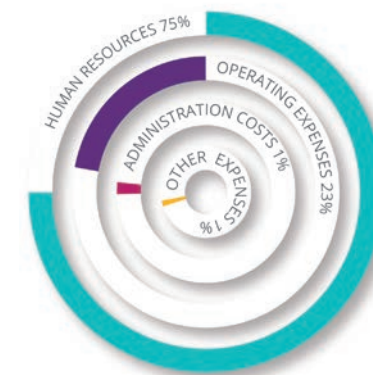
Our human resources proved to be a major cost. Many of our services are remote prompting slightly higher salaries, and staff in the Perth office were busy working on projects which were yet to go 'live.' The costs in human resources was 1% higher than the previous year accounting for 75% of our overall expenditure.

Other operational expenses made-up 23% of our total expenses.



OPERATING INCOME

\$17,831,784 REVENUE



OPERATING EXPENDITURE

97% SPENT ON SERVICES

EQUITY \$2,395,707

LIQUIDITY RATIO 1.76%

CASH IN BANK \$3,374,724

"Story telling is the greatest activity of any culture.
Storytelling is how you build a family, how you pass along an identity."

Randall Wallace

STATEMENT OF COMPREHENSIVE INCOME

For the year ending 30 June 2018

Revenue	Jul 17- Jun 18	Jul 16 - Jun 17
Childcare Fees	11,957,625	11,287,561
Funding Income	5,201,940	5,076,108
Registered Training Organisation Income	394,782	516,037
Interest Income	60,254	66,604
Other Income (includes Residential Income)	217,183	336,720
Revenue and Other Income	\$17,831,784	\$17,283,030
Expenditure		
Audit Fees	31,088	19,495
Bank Fees	12,261	8,698
Board of Management Costs	6,209	12,636
Consumables General & Service Delivery	1,064,509	856,169
Depreciation	127,459	123,652
Electricity & Gas	233,026	205,335
Equipment	53,238	81,946
Excursions & Events	27,209	36,464
Family Day Care Educator's Expense	225,015	254,008
Funded Equipment Expense	102,549	7,234
Insurance - General	207,702	185,969
Interest Expense	-	24,379
IT Expenses	308,875	337,206
Motor Vehicle Expenses	175,413	136,041
Other Expenses	261,658	438,368
Rates & Taxes	26,869	42,330
Rent & Outgoings - Commercial & Residential	537,498	606,898
Repairs & Maintenance	142,621	132,343
Salaries & On Costs	13,375,129	12,589,566
Staff Expenses & Training	363,352	231,423
Travel Expense	632,210	641,466
Total Expenditure	\$17,913,890	\$16,971,626
Net Surplus	-\$82,106	\$311,404

STATEMENT OF FINANCIAL POSITION

For the year ending 30 June 2018

Current Assets	Jul 17 - Jun 18	Jul 16 - Jun 17
Cash and Cash Equivalents	3,374,724	4,060,584
Trade and Other Receivables	681,509	430,388
Other Assets	86,445	57,143
Total Current Assets	\$4,142,678	\$4,548,115
Non - Current Assets		
Property, Plant and Equipment	614,572	566,164
Total Non - Current Assets	614,572	\$566,164
Total Assets	\$4,757,250	\$5,114,279
Current Liabilities		
Accounts and Other Payables	758,270	916,024
Grants Received in Advance	58,946	349,507
Borrowings	376,841	297,469
Provisions	1,167,487	964,584
Total Current Liabilities	\$2,361,544	\$2,527,584
Non-Current Liabilities		
Provisions	-	108,883
Total Non-Current Liabilities	-	\$108,883
Total Liabilities	\$2,361,544	\$2,636,467
Net Assets	\$2,395,706	\$2,477,812
Equity		
Retained Surplus	2,395,706	2,477,812
Total Equity	\$2,395,706	\$2,477,812

"The best stories are those of real people."
Jason Rezaian

One Tree staff as at 30 June 2018

Thank you to our passionate, dedicated staff for the work you do to make each service *the place to be* in your community.

Thank you from all of us at
One Tree

PERTH OFFICE

Danielle Baker
Rachel Barker
Wade Brady
Coral Callan
Sally Campbell
Irina Cattalini
Carley Crimp
Jordan Davis
Aaron Divitini
Natasha Esau
Naomi Gentely
Sally Grandy
Mandy Harrison
Karri Hillier
Tracey Jones
Lia Jones
Debra Kilford
Rafael Kimberley-Bowen
Keryn Lewis
Jackie Sandilands
Jacque Shaw
Sarah Short
Dillon Spicer
Vicky Thompson
Sandra Totaro
Kathy Trinh
Nicole Vernede
Nicola Weber

MELBOURNE OFFICE

Claire McManus (Bouwer)
Bradley Miller

KARRATHA OFFICE

Danielle Chamberlain
Melanie Dejong

DARWIN OFFICE

Diane St Jack

ALTONA MEADOWS CS

Zainab Al Hasany
Ashlyn Boyce
Caitlin Casley
Jillian Clayton
Karen Curtis
Melissa Dinh Cameron
Lysa Ecijan
Sinem Gungor
Make Lakatani
Chittima Limrostip
David Maurer
Ruby McWaters
Vedrana Mitrovic
Connie Muliatt
Thi Dang Nguyen
Nam Nguyen
Chelsea Phillips
Isabelle Popovic
Rebecca Ramondetta
Farah Sarwardy
Beset Tibebu
Rhonda Walta
Simone Watkins

ALTONA NORTH CS

Janine Appleby
Vanessa Atanasoska
Kerri Bowen
Natasha Breen

Stacey Buttigieg
Natalie Djuric
Amanda Donoghue
Michelle Flynn
Belinda Fowles
Ruth Goga (Civelle)
Anna Grove
Jennifer Heathcote
Abbey Hudson
Ratinder Kaur
Hannah Long
Helen Loutakis
Glenn Luke
Monika Madan
Irina Magurean
Andrea Menon
Angela Mitrevska
Paraschiva Raducanu
Maria Schirripa
Effie Tavlaridis
Annelise Van Zyl
Xiaoli Yuan

BERNICE MCLEOD CS

Jasmin Achilles
Cindy Battley
Nikita Butler
Nichola Curnow
Samantha Downs
Taylah Kostantinidis
Michelle O'Keefe
Ayla Olsen
Ellen Penn
Anika Smith
Karen Towell

BRENTWOOD OSHC

Bryttany D'Agui
Nancy Fielding
Ashleigh Harvey
Charleigh Kimber
Sorcha Patchell
Brooke Welsh

BULGARRA CS

Courtney Aagesen
Samantha Benaddi
Karen Burgess
Julie Carr
Cornelia De Koker
Ashleigh Dodd
Alysa Jackman
Natalie Jarvis
Mackenzie Kervin
Shelcey Kilvington
Elle Oliver
Angelika Ordiales
Teliah Patton
Amy Senior (Mitchell)
Teagan Singer
Ashleigh West
Rhiannon White

DERBY CS

Sangdao Eggleston
Melissa Hasluck
Astrid Kenworthy
Diana Larkin
Karma Lhamo
Kelly Mulhall
Tracy Roberts
Tashina Shadforth
Eleni Svarnia
Sharon Young

FAMILY DAY CARE
Rebecca Robb

GURLU GURLU MAYA CS

Katherine Bach
Katherine Bach
Melanie Hawkins
Mahalia Hinaki
Miranda Ihanimo
Jacinta Lane
Jessica Linge
Nasima Nazim
Marites (Tess) O'Dea
Madisen Owens
Darius Parker
Dakota Tahitahi
Karen Thompson
Marion Whitworth
Charlotte Boona
Anahera Hinaki
Keran Kramme
Gloria Newland
Jessica Taylor
Bianca Thomas
Ronariah Toby
Ian Wally

INCLUSION SUPPORT PROGRAM

Emer Donohoe
Rachel Johnson
Michelle Nolan
Kylie Trueman
Sarah Woods

KAMBALDA CS

Dilmaya Chhetri
Adriana Fabiano
Madeleine Free
Gena Martin
Cara Arabella McCaw
Claudia Nagy
Lucie Robinson

LAVERTON CRISIS INTERVENTION SERVICE

Heidi Abbott
Bianca Dixon
Rhonda Foley
Louise Johnston
Noelene Jorgensen
Jesamine Thomas

LEN TAPLIN CS

Micaela Ams
Claire Bennett
Pornnada Chuncharoen
Susan Coleman
Sierra Cooper
Tracey De Caluwe
Alana Louise Dimmock
Bronwyn Edwards
Dannika Farmer
Manveet Kaur
Bianca Lambert
Jessica Pearson
Emma Porter
Maria Smith
Tanisha Smith Bolton
Tracey Tottman
Zoie Ward
Tracy Wynwood

MILLARS WELL CS

Junainah Binti Husain
Marnie Burley
Hayley Carr
Ma Mina Curioso
Hailey Farrell
Juliet Fran
Shae Hawkes
Aroha Hinaki
Emma Johnson
Sofia Karagiozidou
Donna Kemp
Jennifer Lee
Rona Marlina
Aly McCoy
Luciana Mendonca
Samantha Moore
Muliaty Muliaty
Marina Pires Batista
Keeley Plate McPartlan
Limia Proma
Ebonie Read
Pia Salt
Heidi Singer
Schuyler Stoney
Krupa Upadhyay
Hayley Walding
Danielle Wickens

ONSLOW CS

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Naomi Johns
Susan Moorren

PANNAWONICA CS

Rhiannon Dunn
Nikki Lawson
Ljubica Vranjesevic
Rebecca Young

PARABURDOO CS

Sherri Bregon
Haley Camp-Walker
Nicole Divitini
Rachel Maxfield
Nancy Niaga
Bryarnnii Peta
Caitlyn Sarich

RTO

Monica Bianchini
Samantha Bullen
Courtney Bushby
Alexandra Gerrard
Annmarie Murrenhan
Renae Notis

WADEYE CFC

Ajok (Maya) Agout
Francine Burrenjack
Cass Cameron Taylor
Cecily Jinjair
Chelsea Keir
Joy Kungiang
Pallavi Pallavi
Sarah Price
Joanna Swan
Joanne Tchেমjiri
Kaitlyn Woods

WADEYE SAFE HOUSE

Elina Beswick
Barbara Dulla
Grace Lantjin
Daniela Mardigan
Norma Mardigan
Angela Ninnal
Mavis Pultchen
Julie Thardim
Annunciata Thardim
Christina Weekend

WICKHAM CS

Kanchanaporn Garrioch
Shaniah Grassenis
Rachel Harvey
Pia Hunt
Sharni Lee Kemp Ginn
Thi Phung Le
Bianca Miller
Toshika Pattiyage (Peiris)
Makaila Saylor

WOOTHOO-WOOTHOO THOON NINGGOOWOONG DAWANG CS

Nicole Alexander
Lynette Bronca
Gail Carlton
Isabella Dew
Danielle Hastle
Ena Hopgood
Hui-Yuan Hu
Parmjeet Kaur
Michelle Liddlelow
Michelle McClements
Hayley Meyer
Darcy Milner
Cora Miorelli
Zarina Montenegro
Thao Nguyen
Somaly Ouk
Calyca Rogers
Elizabeth Stanger
Luong Ngoc Kim Tran
Kiah Trust McGlade
Shari Vincent

YERA CS

Keiryn Christodoulou
Himaben (Hima) Lalwani
Nyarua Lam
Marjan Le Faucheur
Jessica Maddison
Claudine Marten (Brain)
Gail Rioli
Sherrilee Sherriff

YOUNG MINDS

Caris Pepper

One Tree Community Services Inc.

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