

zoe
SUPPORT
australia



2017 ANNUAL REPORT
CONNECTING – INSPIRING – LEARNING



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^ Gen and her daughter Storm

Since Zoe I've made other friends that are mums, which has helped a lot, because I can actually go to someone when I need a hand... or advice. ... I felt like I was on my own at the start, and then meeting everyone made it a lot easier. It's changed my opinion on a lot of things too, like... I was going to stay home and not do anything, and spend all my time with my baby... and now I realise I can't just stay home and do nothing all the time, because I need to provide for her to make a future.

- Gen

ZOE

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CONNECTING – INSPIRING – LEARNING

Zoe Support Australia ('Zoe Support') provides holistic, place-based support to young mums to re-engage in education. Since Zoe Support commenced in 2012, it has supported more than 100 young mothers (13–23 years) to address barriers to social connectedness, civic life and pathways to education and employment as they embark on their parenting journey.

Zoe Support provides a socially inclusive environment with connection to peers, support workers and the community, where young pregnant and parenting mothers can access and receive the support they need to increase their parenting capacity and improve their wellbeing.

OUR VISION:

Young Mothers: connecting – inspiring – learning

OUR MISSION:

To provide a supportive, place-based community for young mothers on their parenting and education journey

OUR VALUES:

Respect, Compassion, Courage, Diversity, Dignity, Choice, Justice

OUR GOALS:

- We will support young mothers at risk, in parenting and re-engagement in education.
- We will develop social enterprise models to assist Zoe Support social and economic outcomes.

ZOE SUPPORT:

- Will foster strong relationships with our key stakeholders.
- Will be a proactive, well-governed and responsible organisation, focused on key outcomes.



EXECUTIVE DIRECTOR'S REPORT



CONNECTING – INSPIRING – LEARNING

These three 'present continuous' tense words are key to the culture and practice of Zoe Support Australia. A little like puberty, this year has been one of frequently feeling uncomfortable with growth and the maturity required! Predominantly due to continuous increase in client numbers, finding the resources to meet the expressed and evidenced needs remains a challenge. We have experienced a much-needed increase of staff in 2016-2017, and yet somehow there is always more to do than time to do it!

Zoe Support is about client well-being: for the big ones and the little ones. Although our client data outcomes reflect our young mothers' achievements, the real number is double - given the children whom we are also supporting. Zoe outcomes are only possible through relationship, sheer hard work, dedication and the fortitude of our staff and volunteers - who go well and truly beyond expectation and the call of duty; who bring their skills, time and energy, and are evidence of the incredible support our young families have in this community. A wonderful development this year has been to witness young mothers who have been with Zoe Support for some years, and who are now taking up roles as mentors or program facilitators for younger mothers - perfectly intentional, and rewarding for everyone concerned.

Due to the hard work and strong relationships built across the community with Zoe Support this year, more mothers are engaged in education than ever before, including at university; more mothers and their children live in safe private accommodation due advocacy and support for sustainable rental practices and good rapport with many local real estate agents; more mothers are gaining financial support for studies thanks to the work of Chances; more mothers are receiving

support for mental health diagnoses; more mothers are accessing specialist antenatal and post-natal support onsite, and more children are engaged in Zoe quality day-care, kinder and school; more mothers and their children can be transported more efficiently. We have longitudinal data that is quite extraordinary in this annual report evidencing reductions in engagement with Child Protection, and incidences of Family Violence and Substance misuse. I hope you will take the time to peruse it. Of course, without an external tertiary evaluation of our program, that is, without control group measures and variables considered, it is not possible to claim that the holistic, wraparound, place based service we provide is responsible for these outcomes, but the individual stories you will find dotted throughout this report give anecdotal evidence. I hope this report will encourage interest in an external research institution to invest in one. We would welcome it.

We continue to struggle financially, which limits capacity and frustrates desired outcomes, though the large majority of grant submissions are unsuccessful, we maintain a rich and quality village environment with the staff and volunteers at Zoe, making it an organisation many young mothers choose to self-refer to.

We are encouraged by the endorsement of our largest funder William Buckland Foundation who states:

'The organisation is clearly meeting the need of the target group who are largely overlooked by the silos of Government policies and programs delivered from within the constraints of the public purse. The unique services Zoe Support provides in regional Victoria are making a difference in both the short and long-term outcomes of this at-risk group of young women and their children. We are pleased to endorse the work of Zoe Support and commend them for the outcomes they are achieving.'

We cannot thank William Buckland and the other philanthropic funders who support this organisation enough and also those who individually donate, and the community organisations who have made contributions to us. We cannot continue to do what we do without you.

Once again, I would like to thank the ever-patient Board of Directors for their invaluable support, advice and encouragement throughout this year (especially my loyal chair and husband Philip), thank you. It is never wise to single out people for thanks, but once again I thank Merinda who is my Executive Assistant and continues her devoted work for a cause she truly believes in. It is wonderful to do life with such amazing people.

Anne Webster

Executive Director, Zoe Support

CHAIR'S REPORT 2016 – 2017



The 2016-2017 financial year has been the second in the three year strategic/business plan. This year due to the multiple new opportunities opening for us we chose to undertake a significant review with the assistance of Fi Mercer a governance specialist and founder of 'Governance Evaluator'. With her help we have developed a business plan and proposal for a multipath future. The immediate ongoing need for sustainable funding being foremost in our minds.

We continue to experience growth in demand for our services and have increased the number of sites to four Centres. The employment of 2 F/T qualified case workers has enabled our ED (Anne) to further community and governmental advocacy and funding potential to support Zoe young families. A homelessness worker now works 0.5 EFT and correlates with increased sustainable private rentals for these families. While it is clear that we are held in high regard by our community, it is difficult to feel that our work is understood or appreciated beyond Sunraysia. Having said that, national media has shown some interest, and this is explicated later in the report. Though there are some organisations that deliver a partial 'like service' and are touted as being the same, Zoe Support remains unique in providing an 'evidence-based, client centred, place based, holistic, wrap around service'.

Zoe Support was the lead agent with a collaboration including Anglicare Vic and Melbourne City Mission in a submission to the Dept. of Social Services (Federal), and invited to participate in the co-design and co-development of policy for new funding under a program titled the 'Try, Test, Learn Fund'. This fund targets specifically three cohorts of long term welfare dependent people identified through an actuarial analysis of welfare data and projected calculations over a lifetime. The three groups were: young parents, perpetual students and young carers. As you can see, our clients fit into one or more of those groups. Through this contribution it became apparent that the unique Zoe Support model of service delivery was looked upon favourably but was considered too small to draw confident investment from government. We have previously identified the need to formalise a relationship with State-wide or National bodies to give us greater security when applying for government contracts. We continue to develop such relationships with Anglicare Victoria, Melbourne City Mission, and Brotherhood of St Laurence.

We foster and enjoy fruitful working relationships with many local agencies and practices, with many specialist services delivered at the Zoe Centres, thereby reducing barriers to engagement for our young families. We are very grateful for local businesses that give in kind support or donate services for the maintenance of our facilities. Again, with the generous support of Gandel Philanthropy and Markwell's Toyota we have been

able to purchase a second Toyota Commuter Bus. Transport is one of the basic needs identified in the research and underpins our service model, without it many of our mums would remain isolated and unable to access the services of Zoe Support.

We are very grateful this year as ever for the grants received from benevolent trusts especially our major funder the William Buckland Foundation. We acknowledge the ongoing support of Mildura Rural City Council. And welcome funding from the Mercy Foundation which has part funded our homelessness worker.

As you study our financial statements you will notice the appearance of a substantial surplus recorded on our bottom line. However, this is due to funds and grants received in this current period for service to be delivered in the next financial year. As you will appreciate we run on a very lean budget and our real cash accounting reveals a virtual zero balance.

It is my privilege to present this report on behalf of your directors who continue to give their time and energy at no cost. Once again we can report that Key Management costs for the year is zero.

We have farewelled fellow directors Rebecca Crossling and Rebecca Arnol this year due to their growing families. Congratulations on your safe arrivals and we wish you and your families continued health and wellbeing. We welcomed Heather Young, elected to fill a casual vacancy and we continue to source other skilled directors to join us.

Finally I must give credit to our inexhaustible Executive Director, Anne. Your passion and enthusiasm continue to bring inspiration and hope to many young, and not so young lives.

Philip Webster

Chairman, Zoe Support



Georgia with baby Carlos

BOARD OF DIRECTORS



< PHILIP WEBSTER - CHAIR

Philip is a GP serving the Mildura community for more than 35 years. Having grown up in Red Cliffs he has a deep and abiding love for the region and its people.

He graduated MB.BS. (Melb. Uni 1977) & has post graduate qualifications in obstetrics Dip. Obs. RACOG, and general practice FRACGP & FACRRM. He has a Grad Cert in Clinical Medical Education. He is involved with teaching and supervising undergraduate students, registrars in the Australian GP training pathways and International Medical Graduate doctors.

Philip has always committed to community work in parallel to his medical work. He was recently appointed to the Community Advisory Board of the Mildura Base Hospital. He currently serves on several NFP Boards and on Audit & Risk Committees. He is a graduate of the Australian College of Company Directors. Philip brings extensive governance skills as well as his medical and community knowledge to the board of Zoe.

ANNE WEBSTER - FOUNDER & EXECUTIVE DIRECTOR >

With a commitment to establishing Zoe Support Australia on good foundations of evidence-based research, Anne Webster began studying two degrees concurrently in 2006, one in Social Work with Honours. She is now a Sociologist and researcher, and is currently studying her PhD on Australian Adoption at the Australian National University on a full scholarship. Prior to 2006, she was engaged in private business, volunteer work in the community, music teaching and raising a family.

She has been married to Philip for 38 years, and has three adult children, two of which are married, and together they have six grandchildren. She has served on another local medium sized (over \$5million) Community Welfare organisation Board for nine years and as Chairperson for two and a half. She was awarded a State Government scholarship in 2012 to complete the Australian Company Directors Institute. Anne has been executive director for Zoe Support since its inception in 2011.



< CHRIS CREWTER - DIRECTOR

Chris is the Federal Member for Dunkley in the Australian Parliament. Prior to this he ran his own small business and was CEO of Mildura Development Corporation. Chris has worked as an international lawyer in Kosovo, as a political advisor, and in private and public legal practice. He has a B. Laws (Hons), a M. Laws specialising in International Law, and a M. Diplomacy (Hons), in which he was awarded the James Ingram AO Prize for Excellence in Diplomatic Studies. Chris was admitted as a legal practitioner in 2006 and is also a qualified real estate agent.

Chris sits and has sat on the boards/committees of Zoe Support, Committee 4 Greater Frankston Steering Group, VECCL, Global Voices, Empty Space Project Inc., Northern Mallee Leaders Project, Advancing Country Towns (Mallee Track) and NorthWest Rail Alliance. While CEO of MDC, he helped establish Crafted by Mildura, the Mildura Asia Business Council and the Mildura Business Chamber.

REBECCA ARNOL - DIRECTOR/SECRETARY >

Rebecca Arnol is a married mother of one, also a passionate member of the Mildura community, seeing positive changes in the Sunraysia Region and beyond is a high priority for Rebecca and her family.

Rebecca is currently the Secretary for Zoe Support Australia. Rebecca is employed by the Department of Justice & Regulation as a Case Manager in Community Correctional Services.



BOARD OF DIRECTORS



< JENNY GARONNE - DIRECTOR

Strong community has been a passion of Jenny Garonne and this has been instilled from childhood growing up and being involved in many supporting organisations within the region. Jenny has contributed over twenty five years in North West Victoria in managing and facilitate programs that influence businesses, communities and regional development through positions held within State Government. At the same time personally being involved with Rotary for over twenty years, involvement as a player, coach and administrator in many sporting organisations and being on many committees to support the Mildura community's welfare aspiration including Sunraysia Rural Counselling Service and Emmaus House in its initial stages. Jenny is currently the acting CEO of the Mildura Development Corporation.

Jenny has held many board and leadership roles in economic, community and business advancement and is currently a Director of Mildura Development Corporation. Her formal qualifications including an Executive Masters in Public Administration, Bachelor of Commerce (Accounting), Graduate Diploma of Education and a Fellow CPA Accountant and will contribute governance and financial skills to advance the organisation.

GARY GREEN - DIRECTOR >

Youth Engagement Services Coordinator – Mildura Rural City Council – strategic leadership of Youth staff and programs FLO Connect Reengagement Centre – innovative partnership with education to reengage young people 12-18 who have not attended school for 3 months+

Strong commitment to improving outcomes for young people and schools. Worked in the education sector for over 30 years.

Previous roles include:

- Primary School Principal 20+ years
- Network Chair – Sunraysia Mallee SSS Network
- Chair – Sunraysia Primary Principal Association
- Victorian Principal Association – State Councillor – 10+ years
- International Teacher Exchange – USA 1992
- Diploma of Education - Coburg
- Bachelor of Education – Ballarat
- Volunteer administration roles with local sporting groups 30+ years



< HEATHER YOUNG - DIRECTOR

Heather Young is a mother and has worked for Sunraysia Rural Counselling Service for many years in an administration role.

She completed a Diploma of Community Services in 2015 and has been a therapeutic foster carer with MFC and Interchange worker for over 10 years. Heather volunteered for Zoe for 12 months, playing a vital role in supporting young mums and families within Zoe and the wider community. She is now a childcare educator at Zoe Support.



REBECCA CROSSLING - DIRECTOR >

Rebecca Crossling holds a background in marketing communications, public relations, event management and media liaison. She completed a Bachelor of Arts (Professional Communication) at RMIT University. Rebecca worked for a boutique PR firm after University, coordinating national campaigns for many not-for-profit organisations such as the Salvation Army, Landcare Australia and the National Council for Drugs. She then went onto working as the PR and Marketing Manager at Haileybury College before returning to her home town of Mildura. Rebecca is currently working at La Trobe University's Mildura Campus as the Community Engagement Coordinator. Since returning home Rebecca has been active on many boards and committees for organisations such as Mildura City, Northern Mallee Local Learning Network, Sunraysia Careers Network and Mildura Young Professionals Network. During her time at La Trobe Rebecca has witnessed how transformational an education can be to a person's life, hence her passion for Zoe Support.



WHO WE ARE AND WHAT WE DO

Zoe Support is a not-for-profit, community based organisation currently operating within the Mildura region, with a vision to replicate the model to other regions of high teen birth rate and low education retention.

OUR FOCUS

- Support services to assist pregnant and parenting young mums.
- Support services for young mums to re-engage in education.
- Life skills programs focused on parenting and running a home.
- Child care with a focus on early intervention and best start principles.

OUR COMMITMENT

To keep developing ideas, programs, events and education to make a positive impact on the opportunities of each young person we support.

OUR MODEL

The Zoe Support model is:

- Evidence-based
- Holistic
- Place-based
- Partnership, collaborative and community- based
- Demonstrating measurable educational, social and welfare benefits.

INDIVIDUAL INTERVENTION

Each mother and her child(ren)'s needs are considered and met on a case by case basis.

INNOVATION

Zoe Support responds to each person's primary needs, no other services provide this 'wrap around' approach.



Aliena



△ Zoey and her son Lincoln

ZOEY'S STORY

I'm Zoey and I'm 20 and I am mum to Lincoln who is 20 months old. Before Zoe I'd left school half way through year 11. When I first fell pregnant with Lincoln I got introduced to Zoe from a Zoe girl. I struggled a lot in school because of family life and things that were happening which were distracting. Then I woke up one day and realised my life needed to be about my little boy, I needed to be the best mum for my son. Zoe Support helped me get on track. I never pictured myself ever going back to study. When I was pregnant, one of the case workers asked 'Zoey what do you want to do?' And I said, I always wanted to work in childcare, but I just didn't know how to get there. She said 'it's possible, anything is possible if you want to do it, it's possible'. We went to TAFE and I started to study. Zoe also helped with my house, we settled into our first house when he was 3 months old. I couldn't have done it without Zoe. I had no idea what to do. It got so much better from there, realising I can do it with the support around me. ...I refused to let my son go to anybody else, I didn't want to feel disconnected from him. I didn't want somebody else raising my baby. But I signed up for daycare knowing that I would be studying in the same house and could be with him whenever I needed to be. I connected with one mum who has changed my world. We got stuck studying in the same house together, and ever since then we are inseparable. Without Zoe, I'd probably still be living in an abusive relationship. Probably still fighting the daily battle of not being able to do it on my own.

WHY THIS SERVICE, WHY THIS REGION?

The Mildura Local Government Area (LGA) is located in north western Victoria. With a population of 53,878 and 3.8% of the population identifying as Indigenous compared to only 0.8% of the Victorian population.

- Mildura has a strong community focus and good partnerships across health, welfare and the business community, and many have an optimistic outlook, there is also significant entrenched poverty.
- The Mildura LGA ranked as the third most disadvantaged LGA in Victoria, falling in the highest 10% of disadvantaged LGA's¹ (p.15).
- The number of children aged 0-17 years placed on a child protection order in 2010, was almost 3 times the Victorian average¹ (p. 31) Our children are three times more likely to be maltreated than those in Metropolitan areas. Our substantiated child abuse is twice the state average.
- In the Mildura LGA, 4.4% of houses are rented from the government housing authority between 2006-2011, when the average in the state is 2.8%¹ (p.35).
- The number of jobless families with children under 15 years old is 20.2% compared to Victoria average of 12.3%¹ (p.37);
- Teen birth rate is 23.56 per 1000, almost three times the Victorian rate of 8.4 per 1,000 and almost twice the National at 12.9 per 1,000 (2014 figures courtesy of ABS Births, research requested and accessed Oct 1st, 2016)

- The local Indigenous teen birth rate is six times higher than that of non-indigenous teens (Aboriginal Early Childhood Community Profile, 2009, p. 34-35 sourced <http://www.education.vic.gov.au/Documents/about/programs/aboriginal/abprofmildura.pdf>) This link doesn't work
- One in five mothers smoke during pregnancy, compared to one in ten across Victoria²(p.4);
- 70% of residents in Mildura hold a Health Care Card.
- Adult unemployment is 8.3% compared to the state at 5.6%, 65% of adults have not completed year 12;
- less young people access mental health service compared to the state; yet over twice the number of mental health clients are registered compared to the state, along with twice the number of registered people with AOD issues.

2014 TEEN BIRTH RATE FOR NATIONAL, VICTORIA & MILDURA



2014 figures courtesy of ABS Births, research requested and accessed Oct 1st, 2016

Sources: Mildura Social Indicators Report (2012), Mildura Rural City Council and the Northern Mallee Community Partnership. The State of Mildura Rural City's Children and Young people report 2014.; Northern Mallee Local Learning and Employment Network [NMLLEN], 2015. 1. The State of Mildura's Children and Young People: [file:///Users/annewebster/Downloads/State-of-Mildura-Rural-City-Children-and-Young-People-2014-Report%20\[3\].pdf](file:///Users/annewebster/Downloads/State-of-Mildura-Rural-City-Children-and-Young-People-2014-Report%20[3].pdf) 2. Hands Up Mallee http://media.wix.com/ugd/11f84f2_88f736c627cd4f75b4679ec72b844147.pdf

BARRIERS TO EDUCATION

The research identified the following as key barriers to young mothers re-engaging with education, training and employment:

FINANCIAL CONSTRAINTS:

Many young mothers cannot afford childcare. Many are unaware of available financial assistance, while others have an unreal expectation of how far government assistance will go.

HOUSING:

Affordable, accessible, stable and safe housing is a daily challenge for many teen mothers. There is limited public housing in Mildura with long waiting lists. Temporary accommodation, such as couch surfing, places young mothers and their children at risk of harm.

TRANSPORT:

Transport is unreliable, inadequate and costly, resulting in isolation and social disadvantage for teen mothers. Lack of transport makes the use of external child care centres impractical.

CHILDCARE:

Childcare needs are currently not met for teen mothers who wish to study, unless family members offer this support. Places in external childcare centres are competitive, with children of working mothers given priority. Childcare centres are also in flexible due to the requirement for permanent bookings.

EDUCATION:

There are no flexible education delivery options or additional curricula to assist teen mothers to manage their student and parenting roles. Schools do not offer parenting training or additional tutoring.

ISOLATION:

Support services do not meet the complex emotional and psychological needs of teen mothers, including those who live with domestic violence and substance abuse.

5 RECURRENT THEMES:

- Diverse needs but limited choice
- Stigmatization
- Reliance on family support (if any)
- Existing problems prior to motherhood
- Costs of education and employment

4 MAJOR PROBLEMS:

- Poor quality housing
- Subdivisions with high crime, poverty, drug use and vandalism
- Isolation and loneliness
- Relationship breakdown and domestic violence



Riana and Miller

RIANA'S STORY

Life before Zoe was just after the breakup with Miller's dad, (I was) living with my mum, which wasn't a good environment. Just an overcrowded house, it was a messy house with lots of kids. I moved from there to a caravan, and that's when I started bringing Miller to Zoe. And then we were in the caravan for a little while Miller and me went to the playgroup. I think Miller had a day or two in daycare when I went to school and TAFE. I started doing an Art course but I didn't find it was really what I wanted to do, so I changed and did an accounting course. I am much more enjoying accounting.

I was doing at TAFE, and I was living in a caravan, and had Miller and I was lost. Without Zoe I wouldn't know what I would have done with Miller, he would have just been with one of my sisters or sister in law so ...having Zoe and having him at daycare impacts his life. How much he's grown since coming to daycare and how important it is, because he's talking better and learns things and Linda teaches him stuff, and he comes home and he'll do something and I'm like ... 'I didn't teach you that! Where did you learn it?' ...at daycare. He's really excelled at being at daycare.



^ Dustin playing at Zoe Support

I was doing TAFE until I found out I was pregnant, and then I dropped out because it was tricky to work being so sick, and I didn't really have a friend and I was living at home still and that was pretty much it. I came to Zoe when Dustin was 6 weeks old, so about May 2016. Zoe has helped me with housing, and then they helped me get back into finishing my Cert III Childcare course.

– Caitlin Turlin

PLACE BASED WRAP AROUND SUPPORT

CHILDCARE ONSITE

- Family Day Care In-Venue Care is provided by qualified early years educators onsite while their parent attends school or programs.

TRANSPORT

- Transport: 2 vans transport mothers and babies to and from education, medical, and other appointments.

EMOTIONAL SUPPORT

- Intensive Case work by a team of qualified case managers, including a new housing case worker
- Peer Mentoring. Peer to peer support between mothers. Older mothers who are successfully engaging in education and managing their parenting role encourage newer mothers to engage in the Centre and offer positive support for their own futures.

HOUSING

- Eighty-two per cent of young mothers who come to Zoe Support are either homeless or at risk of homelessness. When young parents have stable and safe accommodation, risks are reduced and education becomes doable.

FLEXIBLE EDUCATION OPTIONS & TUTORING

- Study Hubs at each venue. Workstations with computers in a designated area within each centre.
- Tutoring support provided by qualified teachers
- Pre-accredited training. Zoe Support is a Learn Local and delivers three courses: Bridging Numeracy and Literacy; Sewing, Marketing and Small Business; and Cooking Nutritious Healthy Food and Kitchen Gardening.

FINANCIAL SUPPORT

- Social enterprise 'paying it forward'. Business skills development, teaching young mothers to budget, create a product, cost it and market it. Profit goes to products for baby baskets, which are given to other vulnerable young mothers identified by midwifery staff at the hospital or through the Partners in Pregnancy program.

ADVOCACY

- Advocacy and referrals with valued partners in health, education, welfare and employment.

LIFE SKILLS

- Life Skills programs including cooking, parenting skills, birthing classes provided by the Partners in Pregnancy midwives at Ramsay Healthcare, Maternal and Child Health visits to encourage breastfeeding and early years development, self-care and development courses.



INNOVATIVE INDIVIDUAL INTERVENTION

STAGES OF INDIVIDUAL, INTEGRATED INTERVENTION TO INDEPENDENCE

REFERRALS

- Self Referral
- Maternal & Child Health
- Child Protection
- Department of Justice
- Base Hospital
- Obstetrician & Gynaecologist
- Medical Clinics
- Community Welfare Agencies
- Secondary Schools

STAGE 1

Supported Playgroup:

- New pregnant or parenting mothers
- General playgroups
 - Focus on mentoring
 - Importance of play
 - Attachment
 - Peer support

Partnering Professionals:

- Dental Hygiene
- Maternal & Child Health
- Mental Health
- Birthing Classes
- Early Years Reading
- L to P Driving program
- Family Violence
- Alcohol and Other Drugs
- Physical Fitness programs

Pre-Accredited Training:

- Cooking Healthy meals
- Bridging Numeracy & Literacy
- Sewing – social enterprise, farmers markets
- Swimming
- Housing Advocacy:
- Sustainable private rental

Personal Development:

- Image consulting – job ready
- Healthy relationships
- Peer group sessions

STAGE 2

Education pathways with flexible options:

- Completion of Secondary or equivalent
- VCAL or VCE both online or
- Enrolment and support for tertiary:
 - Certificates
 - Diplomas
 - Bachelors
 - Apprenticeships
- Scholarships

Childcare and Early Years

- Onsite childcare as a priority
- Early years principles
- Maternal and Child Health checks on time

Advocacy for:

- Child Psychology as required
- Medical specialist support
- Perinatal Mental Health

STAGE 3

Employment Support

- Job readiness
- Work placements
- Suitable childcare

- Connection to external playgroups
- Kinder enrolments
- Primary School enrolments

Supported exit from program



Maddy and her children Kaura and Phoenix

MADDY'S STORY

Before reaching out to Zoe Support, I was lost and emotionally isolated. I was 22, pregnant with my second child and certainly not in a position to be able to provide stability for my family on my own. I was also living without my first child after experiencing a breakdown. From the first time I entered the Zoe, my life changed. I felt accepted, appreciated & understood, all of which I had not experienced in a very long time. Despite my hardships and mistakes, I was greeted kind hearts and accepting friends. With this new support from both workers and other mums, I discovered my potential. I have achieved things I had given up hope on. Seven years after dropping out of school, the Zoe team have helped me re-engage in education, and I am now completing my first year of Bachelor of Arts at LaTrobe University. My children are transported every morning by bus to Zoe centres and school; my education resources are provided for me through a scholarship organised through Zoe with Chances, and I have access to a work space where I can study with my children close by. Without access to these resources and the supportive Zoe network that provides them, my achievements would have remained unobtainable. As well as allowing me to excel academically, the Zoe Support team has inspired confidence in other aspects of my life. Attending Zoe playgroup has benefitted my bond with my children and my confidence in forming friendships, the various programs help my parenting. The caring of all the Zoe Support team, along with their persistence and dedication to my wellbeing, is not only inspiring, but means my family is better prepared for our future, thanks to their consistent and passionate support. Connecting with Zoe Support has completely turned my life around. I can't imagine where I'd be without them.

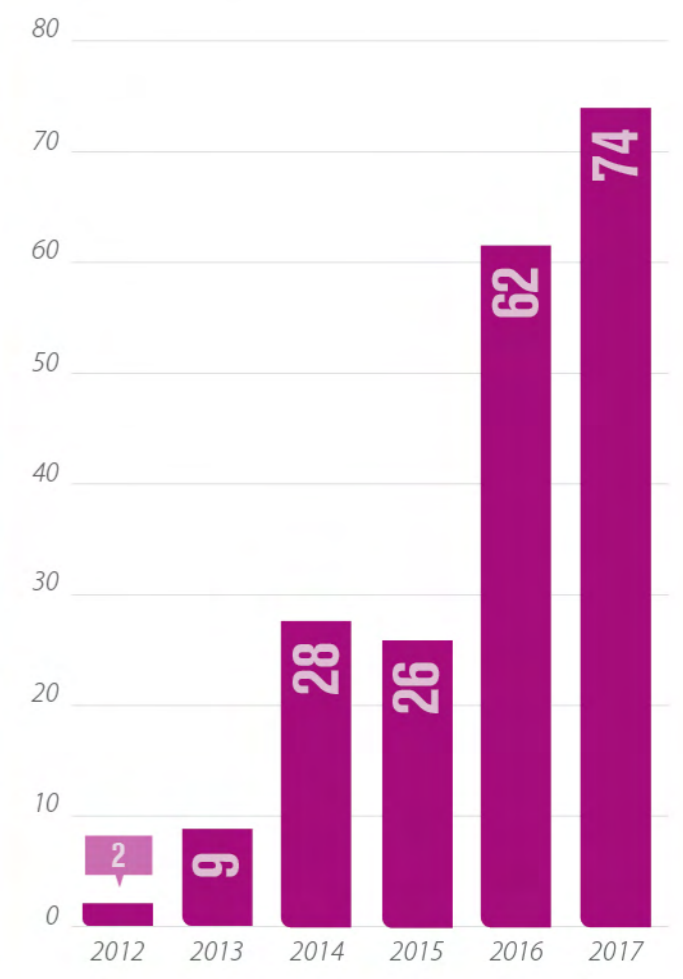


^ Jas and her daughter Tiger-Lilly

YOUNG MOTHERS ENGAGEMENT

THE SUCCESS OF THE ZOE MODEL

Luttrell (2003) proposes a need for reappraisal of educational discourses, challenging the notion of teen parenting as a 'problem'. She argues that schools are sites of "profound anxiety for students, teachers and teen mothers, all of whom worry about fitting in, being judged and measuring up to their respective roles" (p. 173). The 'problem' of teen mothering is also contested by Petchesky (1984, cited in Luttrell, 2003), who refutes the framing of a teen mother as the "wrong girl"; rather, it is a "...wrong society". Zoe Support seeks to address this with a welcoming and accepting environment and practically addresses the complex needs as defined by mothers themselves and evidenced in the research. We believe the success of the Zoe model is self-evident.



YOUNG MOTHERS ENGAGEMENT age group 13 - 25 years

In addition to the numbers shown above, Zoe Support have closed on 75 mums, totalling 150 since 2013 and increasing.

KEY ACHIEVEMENTS IN 2016 - 2017

61% OF ZOE YOUNG MUMS
are engaged in education (see page 22)

37% OF CLIENTS
have been assisted in attaining private rental accommodation.

ZOE PLAYGROUP

- Won the Victorian Supported Playgroup of the Year 2016.
- 95 young mothers and their children attended playgroup.
- Zoe Playgroup continues to visit BUPA aged care once a term.
- New Cupcakes playgroup began in March for pregnant and first time mums with babies up to 8 months old.

AUGUST
two Latrobe Social Work Placements began work with Zoe for 3 months

MOU

- Discussions initiated with Anglicare Victoria in August.
- New Birthing classes began with Partners in Pregnancy (PIPs) Ramsay Hospital delivering onsite.
- Department of Justice partnership began in May to assist with maintenance

BERRY STREET DOING SCHOOL DIFFERENTLY
Anne presented the Zoe Story at this national conference.

PETER CRISP AND ANDREW BROAD LOCAL MEMBERS
for Mallee visited Zoe Support sites

MINI EDUCATION FORUM
occurred onsite in September 2016

MILDURA LIVING - STORY PUBLISHED ZOE SUPPORT
in Spring edition 2016

THE LITTLE SPROUTS
The Op Shop Business Plan was completed

TRY, TEST LEARN FUND - DEPARTMENT OF SOCIAL SERVICES
Zoe Support in partnership with Anglicare and Melbourne City Mission successfully submitted a policy idea for this new fund. Zoe Support was the lead agent and invited to participate in the co-development and the co-design of this new national initiative. At time of print DSS yet to finalise.

INITIATING INDEPENDENT SCHOOL PROCESS
Met with the VRQA and the Independent Schools Victoria organisation to discuss becoming an Independent Specialist School

FEDERAL GOVERNMENT SUPPORT

- Meeting with Christian Porter, Federal Minister for Social Services in Canberra, with Chris Crewther's assistance.
- Minister Simon Birmingham's office advocating for Zoe's work with DET

FOURTH STUDY HUB AND CHILDCARE CENTRE
Opened at 259 Deakin Ave in February 2017

NEW HOUSING WORKER
Funding from Mercy Foundation meant this role could begin in April

NORTON ROSE FULBRIGHT AUSTRALIA LAW FIRM
began work to develop our Intellectual Property Licence; the Zoe Model Manual and to register our trademark. \$30,000 - pro bono.

RESEARCH
Our mothers participated in several pieces of research including: a DET research into how to prevent teen births and support young mothers better funded by Mallee Children and Youth Area Partnerships.

REGIONAL AWARENESS CREATED WITH HANDS UP MALLEE
Zoe Support has been actively engaged in the Collective Impact. Hands Up Mallee involvement including the Pre-parenting Quick Win.



Amber and her two children

AMBER'S STORY

Reflecting on the past five years... I engaged with Zoe Support in 2013, with my 3 year old daughter and 4 month old son in tow.

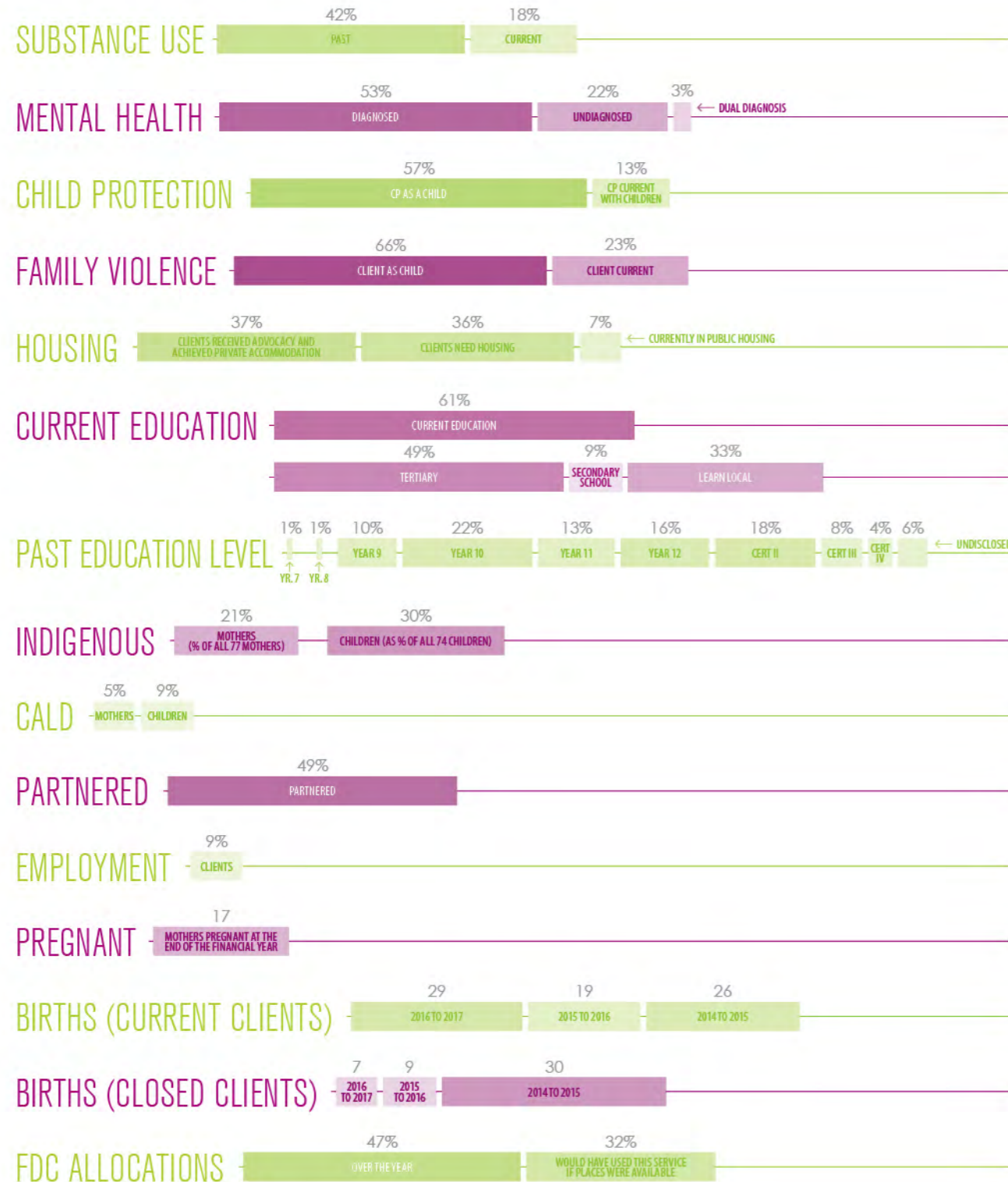
From the first time I walked through the doors of Zoe I have been overwhelmed with support, information, encouragement and kindness. Having left school at 15, I had no intentions of further study... ever. But I quickly became excited by the many opportunities provided to me and my children. I learned skills such as cooking, budgeting and sewing. Zoe supported me to get my licence, move into safe housing and to parent well. My daughter completed 3 year old kindergarten and my son went from being a babe in arms to an active and happy toddler, and I was able to breastfeed him for ten months even while attending school! I completed VCE in 2014 and received an early offer to study social work at LaTrobe University. I am now in my third year or a four year degree. My daughter is in grade one and is considered 12-18 months advanced in reading and writing, to which I credit Zoe staff and volunteers who spent countless hours educating her through stories, playtime and daily care. My son is in kindergarten. Zoe has continued to support me from afar, assisting me with countless successful scholarship applications. I am the first in my family with children to have a job or study beyond high school! I have been volunteering at Zoe since last year and I am honoured to be able to give something back. Zoe gave me back my future.

OUR YOUNG MUMS

COMPLEX NEEDS

While parenting young is associated with poor educational, economic and social outcomes, research shows there are many heterogenous factors that must be acknowledged and addressed

in a holistic way for change to occur. Zoe Support works holistically with wrap around support for each young family to support positive outcomes.



Prue and Savannah

PRUE'S STORY

Zoe Support has had an enormous impact on my life not only as a mother of a 22-month-old daughter, but as a 21-year-old woman. It has helped and encouraged me to grow into the confident person and mother that I didn't think I could ever be. Since being involved with Zoe Support they have taught me that your life choices are your own key to success. I have learnt that you may have days where you fail, but you learn from these days. I now can see that my life is like an aeroplane: I am the pilot and I have passengers; some get off at different destinations; others stick by you, but in the end, you choose the route you want to fly. I am choosing to learn, succeed, and deal with the bumps as they arise and become the best person that I can be for myself and my daughter. Zoe Support has helped me keep focussed and I'm studying Certificate IV Allied Health at TAFE. I see this as a once in a lifetime opportunity to better myself and better my daughter's opportunities for the future. Being able to watch her grow and learn, I have realised that I want to do the same, grow and learn alongside her. Having the Zoe Bus for transport makes it a lot easier for me and my daughter to get into a routine. We get up early, get ready and arrive at Zoe where my daughter attends day care and I study for 6-8 hours a day. Zoe is helping with tutors, childcare and finding the right support to suit my individual needs. Without this assistance and support I wouldn't be half the mother and person I am today.

SUPPORTED PLAYGROUP



Playgroup provides a soft entry for young mothers. Mothers invite others to come and the relaxed and positive atmosphere has a momentum of its own. The playgroup continues to go from strength to strength under the leadership of Libbie McBain and her team of Zoe volunteers.

HIGHLIGHTS FOR THE YEAR

- regular outreach playgroup trips to BUPA aged care;
- many guest speakers from dieticians, mental health professionals, baby massage, music fun for toddlers and many more.

VICTORIAN SUPPORTED PLAYGROUP OF THE YEAR 2016.

This is the second year in a row that Zoe has been awarded this valuable prize. Great work team!

A SECOND PLAYGROUP IS BORN!

A second supported playgroup 'Cupcakes Playgroup' began in early 2017, designed for expectant mums and first-time mothers with babies up to 8 months old. This provides a smaller and more intimate playgroup for young mums to get to know a few people and form some friendships before they head to the larger (read louder) playgroup. And yes, cupcakes are fresh every week (thank you Karen)!





SOPHIE'S STORY

I'm Sophie .. I'm 21. My kids are Arianna and Xander they are aged three and one. I'd finished year 12 at the Senior College and I had no idea what I wanted to do with my life... I had wanted to become a social worker, but I wasn't 100% sure. And wasn't really doing much, I had one kid at that stage. And then I got told about Zoe Support, so I was interested to join. But before then I hadn't really had any friends, and I hadn't got much support from my family. It made a huge difference coming to Zoe. I was able to get my studies done, ...and get my life on track. My kids got to interact with other kids and have new friends, 'cause they were just by themselves at home. The Zoe bus brings me here in the morning with my kids. I take them into care onsite and I study from 8.30 to 4.30. It's good to know that if I need to see him or he needs me, I'm there with him, and I know that when I'm studying that he's going to be looked after by the daycare educator. I have a lot of interaction with the educator. She tells me how the kids went during the day, and what they learnt. Even though, I see the kids every day all the time. I'm studying Cert IV in Community Services. Playgroup is good! The kids get to interact with other kids and play. It's good to make friends and communicate with other mums and watch the kids grow and learn with the other kids. There are speakers too, one was from the dentist who was explaining all about our kids teeth and what they should and shouldn't be eating. Which is good because I didn't know half of the stuff.

^ Sophie with Arianna and Xander

The Zoe bus brings me here in the morning with my kids. I take them into care onsite and I study from 8.30 to 4.30. It's good to know that if I need to see him or he needs me, I'm there with him, and I know that when I'm studying that he's going to be looked after by the daycare educator.

- Sophie

ZOE SUPPORT STAFF & VOLUNTEERS 2016/17

FAMILY DAY CARE ALLOCATIONS

47%

Of Zoe Support Mothers use local family day care

32%

Would have used this service if places were available

Research shows that childcare onsite or in close proximity to education facilities is essential for young mothers to re-engage in education. Without it, most young mothers will put their child first and remain disengaged.



Educators from left to right: Karen Mitchell, Simone McFarlane, Heather Young, Linda Mitchell and Sandy I'Anson



Merinda Robertson, > Executive Assistant.

< Volunteers Moira Parr, Marg Armsden, Libbie McBain (award winning Playgroup Co-ordinator) and Bev Arrol.



^ Some of our fabulous case management staff from left to right: Amanda Harvey and Cindy Cavanagh-Knez



^ Peta Duncan



ROSE'S STORY

My name is Rose, I'm 16 years old and I've a daughter named Isabella and she is 16 months old. Before Zoe, I wasn't attending school, I didn't end up completing year 8. When Isabella was about 6 months old, I started back at Chaffey last year and I did term 3 and term 4, and now I'm doing year 10. It's a lot easier with (Zoe) Daycare looking after Isabella because I can see her whenever I can, on recess and lunch. Playgroup is good, interacting with other mums and playing with other babies. Next year, I'm going to do year 11, and then probably finish up my Beauty Services Cert III next year as well at Senior College. My case worker Cindy helps out a lot with Centrelink payments, and all that...doing transport. Without Zoe, I don't think I'd still be studying, it would be too hard.

 Rose and Isabella

ORGANISATIONAL ACHIEVEMENTS & THE FUTURE

Staff

Zoe Support Australia employs two full time case managers and has gained partial funding for a housing worker who now works 0.5 EFT, but when further funding becomes available will increase to 0.8 EFT. There are increased casual hours due to small grants for a tutor at 12 hours per week; admin 0.6EFT; casual IT and graphic design. Zoe Support auspices 5 Family Day Care Educators at 0.8EFT each who operate under MRCC. Staff ratios to client numbers can only be managed with our additional excellent trained and qualified volunteer staff.

Volunteers

Zoe Support Australia has 30 volunteers, including the Executive Director, and continues to rely on the wonderful commitment from volunteers with many skills to share and who generously allocate time to support the mission of Zoe – to be the village many would not otherwise have. We are thrilled with our quality volunteers and could not achieve what we achieve without their support. Thank you!!

A special mention of Daryl Hunter our ever present maintenance man, and all round great guy. Thank you Daryl!!!

Marketing

- Winning the Victorian Supported Playgroup of the Year 2016; several ABC radio interviews and online stories, one being found here: <http://www.abc.net.au/news/2017-05-24/teen-mums-missing-out-on-celebratory-side-of-motherhood/8533572>; and <http://mobile.abc.net.au/news/2016-12-20/homeless-pregnant-young-mum-turns-her-life-around/8128130?pfmredir=sm>, and another [cid:6CC9BC8C-47B6-46D4-90DC-AECC56BF092B/7A51FDE9-1307-4E1C-AF79-26C3E3E21FAA](http://www.abc.net.au/news/2017-05-24/teen-mums-missing-out-on-celebratory-side-of-motherhood/8533572) and Sunraysia Daily stories;
- Invitation to participate at a national level with the co-design and development of a national young parent's intervention with the Department of Social Services.
- Invitation to join the Human Rights Commission Roundtable focussing on young parenting in Melbourne.
- Podcast with SBS reporter for Bank Australia, to help raise the profile of young parenting and the support that is needed <https://soundcloud.com/bank-australia-onpurpose/7-not-a-sexy-cause-to-support-young-parenting>

Training

Training continues to be a priority to leadership and funding is being sought for further training for all staff and volunteers. Team building and self-management are two that have taken place this year, while other programs to train in trauma

informed practice continue to be offered.

Partnerships, Collaborations and Consortiums

A strong collaborative approach is a strength of the Zoe Support model and we value those that have assisted us by providing services on site, reducing the barriers to quality services for clients, some of these are:

- PIPs who provided birthing and parenting classes in 2016-17;
- SCHS providing various programs which are now increasing for 2017-2018 year;
- MCHN collaboration,
- Mallee Family Care Chances program which has assisted over 22 of our young mothers to reengage in education by reducing or removing the financial burden of education costs;
- MADEC who have partnered with us to provide the Bridging Numeracy and Literacy course;
- The Shared Local Solutions partnership evolved with the Learn Local consortium consisting of SMECC, MADEC, Red Cliffs Resource Centre and Eastend House and Zoe Support.
- We are so grateful to all businesses and agencies who support the work we do. We literally could not achieve the amazing outcomes without you!
- Charles and Partners who continue to provide pro-bono accounting services to Zoe Support;
- Elmslite Fencing who once again donated and installed fencing to assist with compliance with FDC regulations;
- Markwell Toyota who continue to support Zoe with support for the purchase of a second van.
- Laser Signs who assisted with signwriting;
- DOJ are now in partnership with us, providing workers to assist Daryl with maintenance at Zoe.



Vans provided with support from Markwell Toyota and Gandel Philanthropy

STRATEGIC PLAN 2017 - 2019

MISSION

CONNECTING – INSPIRING – LEARNING

To provide a supportive, place-based community for young mothers on their parenting and education journey.

OUR STRATEGIC PILLARS AND OBJECTIVES

Integrity of Model

- 1.1 Articulate our story
- 1.2 Capture the philosophy of Zoe Model
- 1.3 Continue to deliver the successful Zoe Model locally
- 1.4 Ensure IP protection
- 1.5 Sustain the governance structure

Funding

- 2.1 Acquire sustainable finances
- 2.2 Ensure sustainability of local service provision
- 2.3 Advocate for a sustainable national approach
- 2.4 Manage financial risk

Scalability

- 3.1 Design scope for scalability
- 3.2 Package Zoe Model for scaling up
- 3.3 Develop competent leadership and staffing models for scaling up

Strategic Partners

- 4.1 Engage a patron
- 4.2 Establish partnerships with large scale NGOs
- 4.3 Create a Digital and Communication Strategy

STRATEGIC PILLARS: 1. INTEGRITY OF MODEL

1.1 ARTICULATE OUR STORY

Describe the stories of the founder, participants, volunteers and staff.

1.2 CAPTURE THE PHILOSOPHY OF ZOE MODEL

This will be captured through describing:

- The Zoe Model Values and unique "village" approach
- The holistic individual, integrated intervention for young pregnant and parenting women and their families
- The evidenced based research embedded in the model
- Trans-generational approach
- Purpose and objectives of Social Enterprise within the Model
- Importance of inclusion of study hub/child care centre(s) and flexible learning options
- Need for collaboration with other professional agencies across education, community, business, welfare, health and government.

1.3 CONTINUE TO DELIVER THE SUCCESSFUL ZOE MODEL LOCALLY

Refer to Operation Plan, to deliver a sustainable service and staffing operation that successfully supports our mission.

1.4 ENSURE IP PROTECTION

To include:

- IP Licence
- Manual and Platform (cloud based)
- Trademarks

1.5 SUSTAIN THE GOVERNANCE STRUCTURE

Establish and instigate governance processes for model replication

STRATEGIC PILLARS: 2. FUNDING

2.1 ACQUIRE SUSTAINABLE FINANCES

Gain sustainable finance for replicating the model in other locations. This could be through the following:

- Multi-level government contracts
- Partnerships with other major services
- The establishment of Independent Specialist School status

2.2 ENSURE SUSTAINABILITY OF LOCAL SERVICE PROVISION

- Develop registration for becoming an Independent Specialist School
- Seek Philanthropic Funds
- Register as a Community Service Organisation under DHHS
- Continue developing the Learn Local programs

2.3 ADVOCATE FOR A SUSTAINABLE NATIONAL APPROACH

Pursue national rollout funding projects

2.4 MANAGE FINANCIAL RISK

Ensure Risk Management Plan for finances, reputation, staffing and duty of care for clients at all stages of the Zoe Model so it is contextual and relevant

STRATEGIC PILLARS: 3. SCALABILITY

3.1 DESIGN SCOPE FOR SCALABILITY

Investigate and design the model for local, regional and urban settings

3.2 PACKAGE ZOE MODEL FOR SCALING UP

Utilise the IP licence, manual and trademarks and develop a cloud based platform

3.3 DEVELOP COMPETENT LEADERSHIP AND STAFFING MODELS FOR SCALING UP

Formalise training for establishing new centres

STRATEGIC PILLARS: 4. STRATEGIC PARTNERS

4.1 ENGAGE A PATRON

Develop a recruitment process for engagement of dynamic patron

4.2 ESTABLISH PARTNERSHIPS WITH LARGE SCALE NGOS

Continue to develop formal strategic partnerships

4.3 CREATE A DIGITAL AND COMMUNICATIONS STRATEGY

Create a strategy for marketing and communicating the Zoe story



Georgia and her son Carlos

GEORGIA'S STORY

I am Georgia and I'm 21 and Carlos is 9 months old. I was living on top of a pub, by myself, in just one room in Sydney. I was studying at TAFE. It wasn't very good. ... never enough money to feed myself, but when I found out I was pregnant I decided it was better to move here, because I can afford to rent, it's a lot cheaper than Sydney. I didn't want Carlos growing up in a really small apartment with no backyard to play in. I just think it's a lot safer to have kids in the country rather than in the city. I didn't know about Zoe when we moved back here, but I'm glad it was here, and that now I can go back and finish my course. If Zoe wasn't around I probably wouldn't have been able to go back to studying because childcare is really expensive, and also, I don't trust that many people to watch him (Carlos). But I got to meet Linda (FDC educator), so I felt a lot more comfortable leaving him here. Carlos loves coming to Zoe and playing with all the kids and he gets really excited when he sees the Zoe bus coming to pick him up. Once you have a baby... there are a lot more things you've got to think and worry about. I did Cert IV last year and I'm doing a Diploma onsite at TAFE. My long-term goal is to get a job working in disability. I've done a lot of placements and work experience in disability. It's a growing industry. The main reason though is that I've seen a lot of abuse and neglect in the accommodation places, and I want to be a case worker for disability, so that I can make a difference to what is going on in the houses I am working in.

DIRECTOR'S REPORT

Your directors present their report on Zoe Support Australia ("the company") for the year ended 30th June 2017.

PRINCIPAL ACTIVITIES

The principal activities of the company during the financial year were;

- providing services to our target group of unsupported pregnant and early parenting families;
- providing non financial outcomes in response to funding body agreements; and
- providing turnover, cash flow and surplus to meet the financial objectives of the company.

There were no significant changes in the nature of the company's principal activities during the financial year.

DIRECTORS

The names of directors in office at any time during or since the end of the year are:

- Philip Webster
- Anne Webster
- Chris Crewther
- Rebecca Crossing (resigned 18 July, 2016)
- Jennifer Garonne
- Gary Green
- Ms Rebecca Arnol resigned from the position of company secretary on 21st November, 2016.
- Heather Young was appointed company secretary on 21st November, 2016 and held the position at the end of the financial year.

MEETINGS OF DIRECTORS

During the financial year, 8 meetings of directors were held. Attendances by each director were as follows:

	No. eligible to attend	No. attended
Philip Webster	8	8
Anne Webster	8	8
Chris Crewther	8	6
Rebecca Crossling	1	1
Jennifer Garonne	8	7
Gary Green	8	8

SHORT TERM OBJECTIVES OF THE COMPANY

The company has identified the following short-term objectives;

- be viable and sustainable into the future; and
- provide service to the target group identified in our object.

The company has adopted the following strategies for achievement of these short term objectives;

- the preparation of a business plan;
- the preparation of an annual budget for financial performance and the regular review of the company performance against the budget by management and directors;
- the review of the company compliance with funding bodies, regulations as well as occupational health and safety; and
- An updated Risk Register and mitigation plan.

LONG TERM OBJECTIVES OF THE COMPANY

The company has identified the following long term objectives;

- grow the service and commit to long-term quality improvements
- secure long term recurrent funding;
- look at opportunities to expand the service;
- increase partnerships with key stakeholders
- provide mitigation of identified needs to the target group and improve social, educational and economic outcomes for this group which will impact on the community as a whole by reducing welfare dependency, improving engagement in education and social interaction
- be a leading service organisation in support for young parenting families and their return to education

The company has adopted the following strategies for achievement of these long term objectives;

- the preparation of a business and strategic plan to identify the opportunities and strengths of the company to provide sustainable services to the Sunraysia region;
- the preparation of a marketing plan to communicate the company long term objectives to the community, funding bodies, government and employees; and commitment to quality improvement in all service areas
- the development of a social enterprise

DIRECTOR'S REPORT

PERFORMANCE MANAGEMENT

The profit from ordinary activities for the company amounted to \$48,770.92 for the financial year ended 30th June 2017 (2016: \$86,558.71).

MEMBERSHIP DETAILS

The company is incorporated as a company limited by guarantee that requires the members of the company to contribute \$50 per member towards the company liabilities on the winding up of the company. At 30 June 2017 the number of members was 8 (2016: 8).

Signed in accordance with a resolution of the Board of Directors:



Anne Webster
Director



Philip Webster
Director

Dated: 28th August, 2017

DIRECTORS DECLARATION

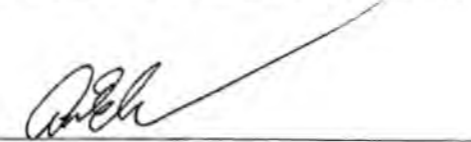
ZOE SUPPORT AUSTRALIA
ABN 76 161 029 705
Directors' Declaration

The directors have determined that the company is not a reporting entity and that this special purpose financial report should be prepared in accordance with the accounting policies prescribed in Note 1 to the financial statements.


The directors of the company declare that:

1. the financial statements and notes are in accordance with the Corporations Act 2001:
 - (a) comply with Accounting Standards described in Note 1 to the financial statements and the Corporations Regulations; and
 - (b) give a true and fair view of the company's financial position as at 30 June 2017 and of its performance for the year ended on that date in accordance with the accounting policies described in Note 1 to the financial statements.
2. in the directors' opinion, there are reasonable grounds to believe that the company will be able to pay its debts as and when they become due and payable.

This declaration is made in accordance with a resolution of the Board of Directors.



Anne Webster
Director



Philip Webster
Director

Dated: 28th August, 2017

STATEMENT OF PROFIT OR LOSS & OTHER COMPREHENSIVE INCOME FOR THE YEAR ENDED 30 JUNE 2017

	2017	2016
Income	\$	\$
Grants	384,989.36	249,800.00
Donations	8,496.36	3,014.90
Fundraising	1,759.40	1,516.85
Programme Income	779.46	3,795.13
Interest received	3,506.84	2,181.97
Other income	9,818.24	
Subsidies received		11,357.06
Total income	409,349.66	271,665.91

Expenses	\$	\$
Advertising and marketing	2,403.03	5,700.00
Audit fees	1,975.00	750.00
Bank Fees And Charges	187.00	147.25
Contract payments	21,837.26	15,477.27
Depreciation	5,663.00	5,763.00
Entertainment	1,870.07	420.00
Fuel & oil	2,407.18	
Gifts & Donations	2,366.66	694.81
Hire/rent of Plant & Equipment	2,657.62	1,116.76
Insurance	769.82	1,605.03
Interest - Australia	15.96	
Light & power	7,572.58	4,872.21
Memberships & Subscriptions	412.73	397.18
Motor Vehicle expenses	6,739.74	3,336.44
Office expenses	5,880.21	1,552.12
Programme Expenses	34,257.66	37,359.74
Provision for Employee Entitlements	3,575.77	
Rates & land taxes	937.00	597.40
Rent on land & buildings	50,819.11	34,110.00
Repairs & maintenance	14,294.09	4,280.76
Setup costs	320.80	320.80
Staff training	3,891.31	1,639.68
Superannuation	14,365.03	4,706.58
Telephone	4,514.92	2,007.87
Travel expenses	2,901.36	1,499.40

STATEMENT OF PROFIT OR LOSS & OTHER COMPREHENSIVE INCOME FOR THE YEAR ENDED 30 JUNE 2017

	2017	2016
Expenses	\$	\$
Wages	160,646.94	49,521.62
Website and software expenses	4,249.48	6,274.66
Workcover Premium expenses	3,047.41	1,003.90
Uniform		(47.28)
Total expenses	360,578.74	185,107.20
Profit from Ordinary Activities before income tax	48,770.92	86,558.71

STATEMENT OF FINANCIAL POSITION AS AT 30 JUNE 2017

	Note	2017	2016
Current Assets		\$	\$
Cash Assets			
bankmecu - Community Access Acct		196,015.02	147,416.56
		196,015.02	147,416.56
Receivables			
Accounts Receivable		2,526.00	11,230.00
		2,526.00	11,230.00
Current Tax Assets			
GST payable control account		1,092.12	1,506.78
		1,092.12	1,506.78
Other			
Setup Costs		46.00	366.80
		46.00	366.80
Total Current Assets		199,679.14	160,520.14
Non-Current Assets		\$	\$
Property, Plant and Equipment			
Lease improvements		25,851.64	24,301.64
Less: Accumulated depreciation		(8,491.00)	(6,064.00)
Plant & equipment		42,706.47	9,714.89
Less: Accumulated depreciation		(8,327.00)	(5,338.00)
Office equipment		3,878.00	3,878.00
Less: Accumulated amortisation		(3,691.00)	(3,504.00)
Furniture & Fittings		725.00	725.00
Less: Accumulated depreciation		(551.00)	(491.00)
		52,101.11	23,222.53
Total Non-Current Assets		52,101.11	23,222.53
Total Assets		251,780.25	183,742.67

STATEMENT OF FINANCIAL POSITION AS AT 30 JUNE 2017

	Note	2017	2018
Current Liabilities			
Payables			
Accrued Expenses		6,232.22	
		6,232.22	
Financial Liabilities			
Credit Card		696.61	689.80
		696.61	689.80
Current Tax Liabilities			
Amounts withheld from salary and wages		12,710.00	4,469.00
		12,710.00	4,469.00
Provisions			
Employee entitlements		3,575.77	
		3,575.77	
Other			
Superannuation Liability		2,027.17	816.31
		2,027.17	816.31
Total Current Liabilities		25,241.77	5,975.11
Total Liabilities		25,241.77	5,975.11
Net Assets		226,538.48	177,767.56
Equity		\$	\$
Retained profits / (accumulated losses)		226,538.48	177,767.56
Total Equity		226,538.48	177,767.56

ZOE SUPPORT AUSTRALIA
 ABN 76 161 029 705
INDEPENDENT AUDIT REPORT

Report on the Financial Report

I have audited the accompanying financial report of Zoe Support Australia, which comprises the statement of financial position as at 30 June 2017, the statement of profit or loss and other comprehensive income, statement of changes in equity and statement of cash flows for the year ended on that date, notes comprising a summary of significant accounting policies and other explanatory information, and the directors' declaration.

Directors' Responsibility for the Financial Report

The directors of the company are responsible for the preparation of the financial report that gives a true and fair view in accordance with Australian Accounting Standards and the *Corporations Act 2001* and for such internal control as the directors determine is necessary to enable the preparation of the financial report that is free from material misstatement, whether due to fraud or error.

Auditor's Responsibility

My responsibility is to express a conclusion on the financial report based on my audit. I conducted my audit in accordance with Australian Auditing Standards. Those standards require that I comply with the relevant ethical requirements relating to audit engagements and plan and perform the audit to obtain reasonable assurance whether the financial report is free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial report. The procedures selected depend on the auditor's judgement, including the assessment of the risks of material misstatement of the financial report, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial report that gives a true and fair view in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by the directors, as well as evaluating the overall presentation of the financial report.

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

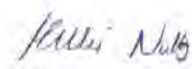
Independence

In conducting my audit, I have complied with the independence requirements of the *Corporations Act 2001*. I confirm that the independence declaration required by the *Corporations Act 2001*, which has been given to the directors of Zoe Support Australia, would be in the same terms if given to the directors as at the time of this auditor's report.

Conclusion

In my opinion the financial report of Zoe Support Australia is in accordance with the *Corporations Act 2001* including:

- (a) giving a true and fair view of the company's financial position as at 30 June 2017 and of its performance for the year ended on that date; and
- (b) complying with Australian Accounting Standards [and *Corporations Regulations 2001*].



Kellie Nulty
 RCA 298704
 Date: 28th August 2017

PHILANTHROPIC FUNDING ORGANISATIONS

- William Buckland Fund 2nd Year
- Bank Australia X 2
- Jack Brockhoff X 2
- Mary MacKillop
- Collier Foundation
- Gandel
- FRRR Small Grants
- Mercy Foundation
- WDEA
- Besen

LOCAL GOVERNMENT

- MRCC Community Project
- MRCC Community Partnership Grant

**DEPARTMENT EDUCATION AND TRAINING
 ADULT COMMUNITY FURTHER EDUCATION**

- Learn Local

LOCAL COMMUNITY DONATIONS

- Southern Cross Quilters
- Rotary
- Irymple Innerwheel
- CWA
- Lower Murray Water Staff

In addition, we are grateful for local individual donors
 Family Day Care in Venue Care
 Four Centres with the newest one opening
 this year. Five daycare educators.



Collier Charitable Fund





^ Larni reading to Pandora and Nova