



Junction
Support Services

Annual Report

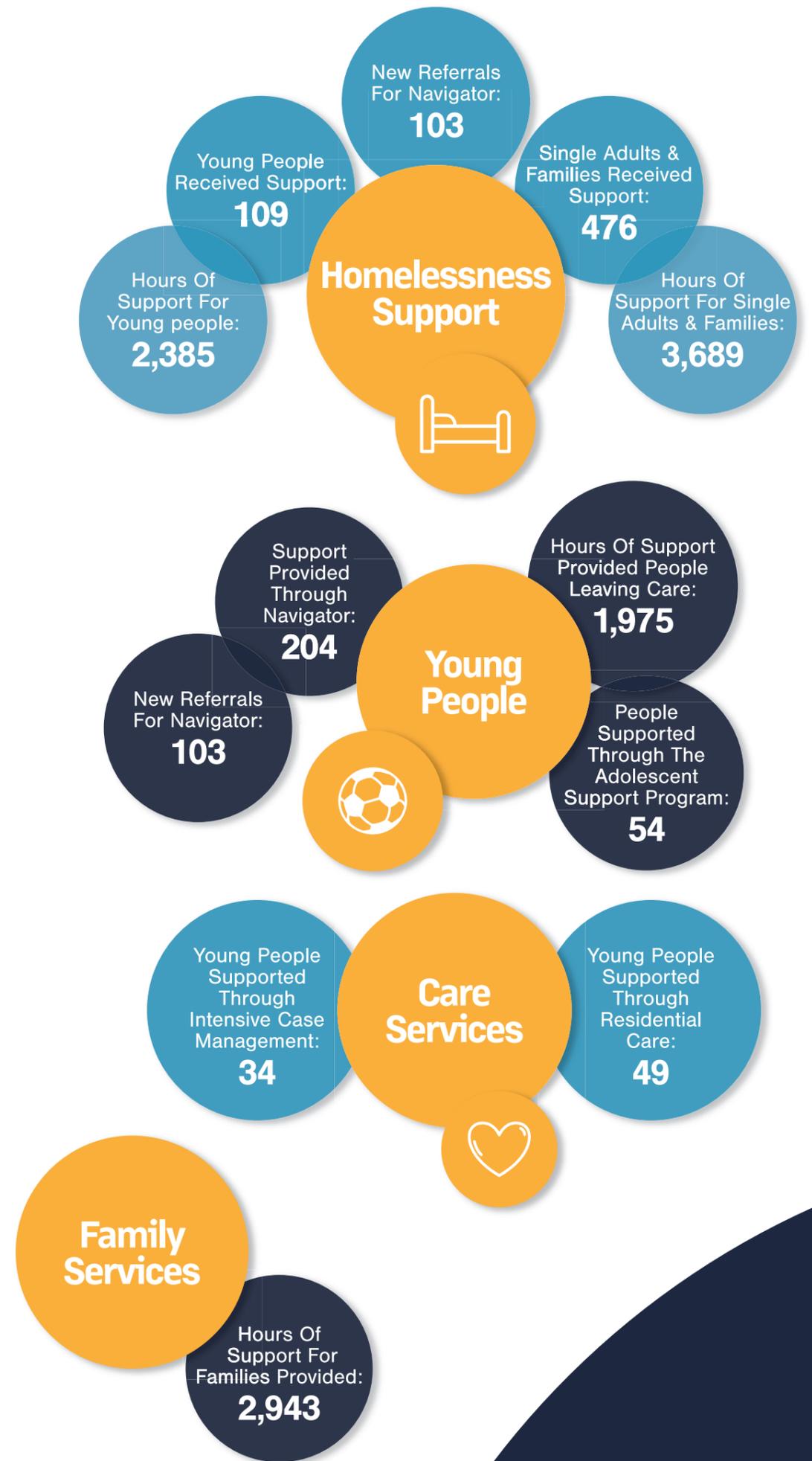
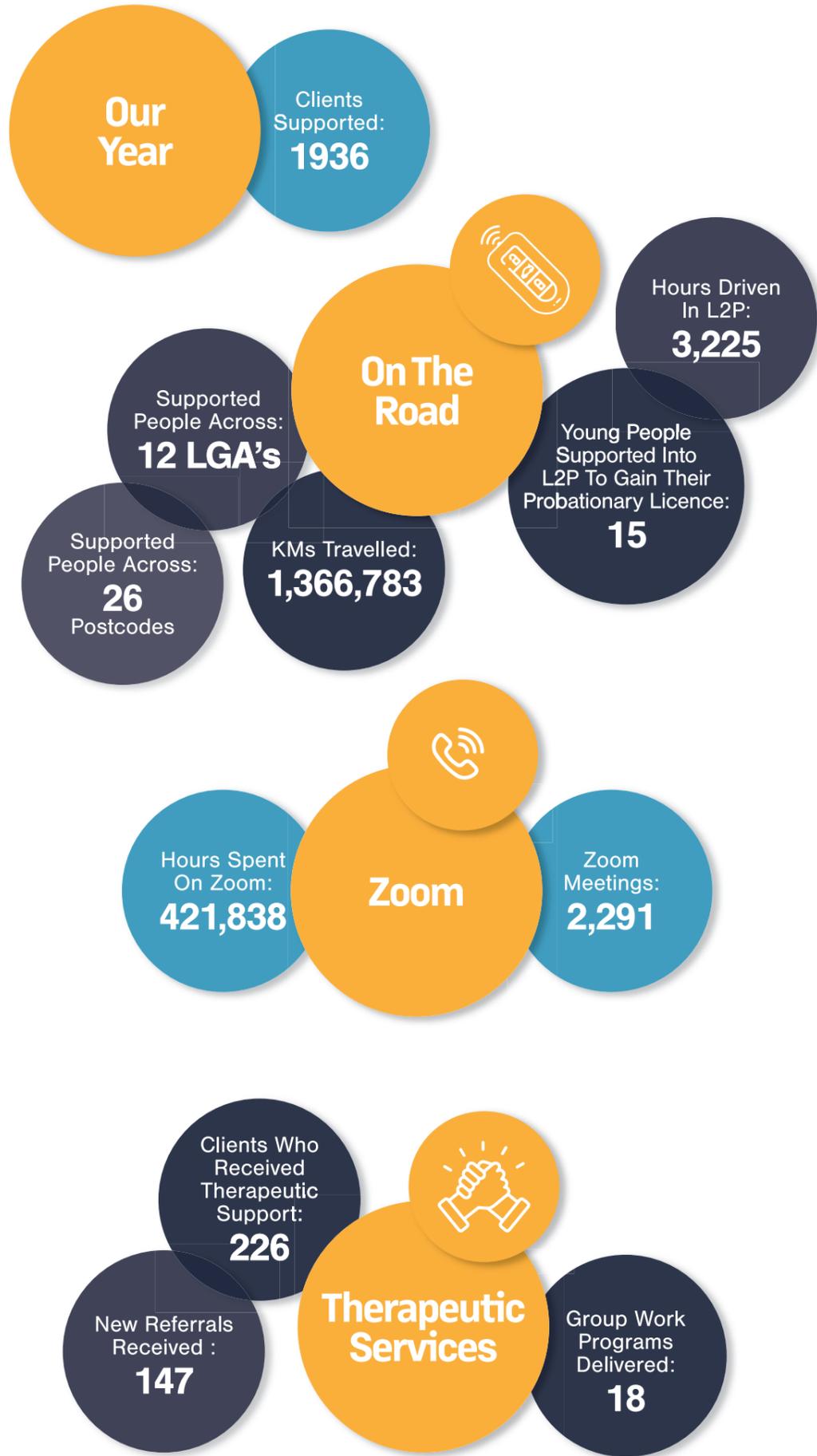
2022



Contents

Who Are We And What Do We Do?	6
A Message From Our Chairperson & CEO	8
COO Report	9
Inclusive	10
Teamwork	12
Expertise	13
Welcoming	14
Progressive	16
Our Initiatives	18
Our New Community Space	20
Community Development	22
2022-2023 Y.O.3690 Members	24
Quality & Safety	26
Diversity & Inclusion	27
Community Junction	28
Financials	30





Who Are We And What Do We Do?

Junction Support Services' purpose is to work towards communities without disadvantage.

Our mission is to work with individuals to support them to achieve their full potential.

Our work began in Wangaratta in 1989, with one worker and one program to support people who were experiencing or at risk of homelessness.

More than thirty years later, Junction Support Services is an award-winning not-for-profit organisation with almost 200 staff, and more than 34 programs that support people in need right across north-east Victoria.

We offer services to support people within our whole community – from infants who are part of our supporting young parents program, to the children and adults who receive counselling for trauma such as family violence. From the young people we care for in our Out of Home Care houses because they cannot live with their families or in foster care, to the adults of all ages who we support in response to homelessness and family violence.

Junction has been a positive presence and continue to expand our reach and provide more services to the Wodonga, Wangaratta and Shepparton communities. Our services expand throughout the Ovens and Murray and Goulburn regions.

All of us at Junction Support Services are proud to present our Annual Report, showcasing our work in 2021-2022, and we look forward to the next chapter for our organisation.

We are a Child Safe Organisation.

We have zero tolerance for child abuse and neglect.

We use safe recruitment practices, including police checks

Achieving Our Purpose Is Supported Through Our Strong Governance And Committed Leadership Team.

Board of Directors

Chairperson
Neville McCormick

Deputy Chairperson
Sandra Dalton

Secretary
Marianne Franke

Directors
Sherril Hodgens

Vern Hilditch

Stephen Lieschke

Linda Phillis

Noel Sargent

Our Management Team

Chief Executive Officer
Megan Hanley

Chief Operating Officer
Michelle Fell

Chief Financial Officer
Matthew Nardi

People & Culture Manager
Shayne Medcraft

General Manager - Client Services
Rhianna Coleiro

Continued Care Manager
Leanne Dennis

Families & Children's Specialist Services Manager
Tahlia McCulloch

Acting Annie Shirley

Specialist Adolescent Services Manager
Katherine Hodgens

Acting Colleen Tait

Youth Services Manager
Acting Briony Lloyd

Community Development Manager
Rachel Habgood

Research & Development Manager
Annie Shirley

Quality & Safety Manager
Peter Greaves

Project Lead - Community Space
Colleen Tait

A Message From Our Chairperson & CEO

Welcome to the new look Junction Support Services that is showcased throughout our 2021-2022 Annual Report. As we reflect on where we have come from, and reimagine our future, we felt it was time for a refresh of our brand and logo. We are delighted with our new branding, which is a wonderful combination of where we have come from and where we are headed, reflecting Junction as an organisation. The new icon with the highlighted J is representative of the wrap around support we provide to clients and signifies coming together and personalisation of service. Our website will also have a complete makeover as we venture into the social media platforms for the first time. Junction has had a presence on LinkedIn for some time. However, we feel that a further social media presence will reach out to the community more broadly and speak more personally – particularly to the young people we provide services to.

In a year of continuing uncertainty and change, Junction remains a supportive and welcoming presence in our community. Junction have seen many achievements and contributions, despite the challenges our community has faced with COVID, floods and the increased pressure on families due to the cost of living. Added to this are recruitment challenges experienced by our whole sector. In light of this, our annual report is reflective of the pillars of how we have worked and embedded into our practice our commitment to being inclusive, strong teamwork, a welcoming presence and actively progressive.

It continues to be a privilege to lead Junction - the dynamic and purpose driven organisation that we are. We are deeply impressed by how our staff have provided the highest level of services to our communities, despite a year still marred by lockdowns and remote service provision due to state health requirements. Junction, as always, provides a positive presence in our community with new services expanding our reach and meeting needs for the community in bushfire response, and in new and unique ways, while we navigate changes due to the pandemic. Service provision continues to be creative and meaningful.

The year has also brought with it new opportunities and partnerships, increasing Junction's program breadth and staff group. We continue our collaboration on important initiatives including the advocacy around bringing the Education First Youth Foyer to our region and an improved Better Futures delivery model for young people leaving care. An important initiative for our Wodonga community is the Wodonga Project.

Junction continues to strongly advocate for the Wodonga Project to be funded in Victoria. In partnership with NELLEN, headspace, Gateway Health, Wodonga Senior Secondary College, Wodonga Middle Years College, North East Flexible Learning, Albury Wodonga Aboriginal Health Service, the Wodonga Council, Albury Wodonga Health, UMFC, Wodonga TAFE, Business Wodonga and Wodonga Police, the Wodonga Project will provide early intervention services to young people with the aim of preventing homelessness.

This year Junction have ventured into new territory – with the purchase of the former Café Grove building at 198A High Street. The purchase of this property is the first step in Junction's plan to have a presence in the centre of Wodonga and a place where young people can safely gather. The plan for this property is to develop a community youth space. This will be a welcoming space for young people and a positive after school gathering spot. We hope to establish a social enterprise café alongside this in 2023.

This year we lost an admired colleague and friend Kate Close after a brave fight against cancer. Kate was a much loved and respected member of the Junction family who was a passionate advocate for our young people and a supportive manager to Junction staff members. It is in Kate's honour that we will name the planned social enterprise café - Close Collective Café.

On behalf of the Board of Directors and Executive team we thank our staff and volunteers for the tireless efforts throughout the year. We extend our thanks to our volunteer Board of Directors for their leadership and guidance. We thank outgoing board Member Linda Phillis for her service for the past 10 years. Linda's experience and knowledge in the welfare sector have been a valuable contribution to the organisation. We wish Linda well in her future endeavours.

In 2023 we look to a new strategic plan which will set the direction for the coming years. We look forward to sharing this vision with you in the near future.



Neville McCormick
Chairperson



Megan Hanley
CEO

COO Report

The commitment to innovation, diversification and early intervention has formed key elements of the work the Junction team has undertaken over the past year. In my role as Chief Operating Officer I am honoured and privileged to work with such a committed, driven and passionate team. Our team has provided support to local communities all across Ovens Murray and Goulburn, no matter what challenge presented itself across the year. Their resilience and persistence has ensured vulnerable children, young people, single individuals and families received the support they needed, where they needed it, and for this I thank and applaud the Junction team.

Across the course of the year, the team at Junction has continued to progress its mission of working with individuals and families to support them to achieve their full potential. This is the cornerstone of why we do what we do. We have been enthusiastically working with our teams to achieve our strategic goals, adapting and ensuring the client's needs are front and centre. As a result of this, we have implemented a range of exciting new initiatives.

Junction's commitment to develop evidence informed practice and provide support services to our community, while ensuring service excellence, has been implemented by our new Research and Development team. This new addition has been and will continue to be invaluable in our future planning and model development. It will enhance our understanding of our clients' needs and experiences, while allowing us to further advocate for the needs of our local community.

Junction has continued to experience unprecedented demand across the past year. While our teams have worked diligently and creatively to engage and provide support to as many clients as possible, the service system is still overwhelmed. The team at Junction has taken this in their stride and have explored a range of possibilities on how we support our local community. For the first time, Junction has been successful with not one, but two Commonwealth Government funding opportunities. Our local community will see the Junction team providing early

intervention support to young people who may be at risk of Youth Justice involvement through the Diverge program. This program is in collaboration with Wodonga and Wangaratta Police, Department of Justice and Community Safety and Wodonga TAFE. Furthermore, Junction are supporting local bushfire affected areas with bushfire counselling for young people.

Junction is also excited to be working in partnership with VicHealth and their Big Connect initiative. This will see young people in the Wodonga area come together to form a youth reference group. The young people will co-design a new local youth space and then organise multiple and varying opportunities for connection for young people aged 12-25 years. The new reference group is passionate and the ideas are flowing freely. We are excited to see what is to come in the year ahead.

The past year has seen the Junction team come together and support our local communities to grow and thrive. I would like to extend my sincere thanks to our volunteers, staff and our management team. What has been achieved over the course of this year wouldn't have been possible without the teamwork, collaboration and commitment demonstrated by all.

As we forge into 2023, I look forward to continuing to work with our teams and other organisations to support our clients and local communities to achieve their full potential.

As Chief Operating Officer I welcome any feedback and can be contacted at michelle.fell@junction.org.au or 02 6043 7400.



Michelle Fell • COO

We Are

A not-for-profit organisation, our work has been changing lives since 1989. We work with people in need across north-east Victoria.

Our Values

Equity, Access & Diversity, Innovation, Collaboration

Our Mission

We work with individuals and families to support them to achieve their full potential.

Our Vision

Communities Without Disadvantage.



Inclusive

Our service meets the needs of diverse groups within our community. With a focus on being inclusive, we strengthened our commitment to reach people who could not reach us.

Our Community Outreach and Counselling Hub van (The COACH) continues to provide vital services across our region. To ensure it is used to its full potential and is a comprehensive resource for all, it received a makeover this year. It is now fully independent, with solar panels and battery storage, an all-weather awning, TV, WIFI, seating and cabinetry. This provides Junction with a mobile specialised space, enabling Junction to offer wide-ranging service delivery to all areas within the Ovens and Murray, thus ensuring that all clients' needs can be met, regardless of location, without exception.

The establishment of NDIS Support Coordination this year has not only increased our service offerings at Junction, but it allows us to provide a more holistic service response to clients who are

also participants of the NDIS. Our NDIS Support coordination is trauma-informed, culturally safe and inclusive of the LGBTIQ+ community. We are able to provide a wrap-around response to participants, utilise our shared knowledge and expertise of the local community to link participants with formal and informal supports based on their needs and wishes.

The Family Services Specialist Disability Practitioner is another new role this year that has increased access for families as well as increased the capacity of other staff members to support families with disability-related support needs.

The Specialist Disability Practitioner has provided consultation to staff internally, as well as broadly across the Family Services sector, including The Orange Door, Child First, Child Protection, and other DFFH representatives.

This position plays a crucial role in increasing access for people within the community who need support to navigate the NDIS, directly through interactions with clients and indirectly through supporting other staff.

Welcoming

Junction Support Services was the successful applicant for the BorderTrust's Give500 campaign. Junction received \$15,000 to establish an Animal Assisted Therapy (AAT) program.

Junction partnered with The Dog Education Centre and chose a pup "Toast". Since this time Toast has become a very valued member of the Junction team.

Toast attends counselling and support sessions with children who have experienced homelessness and family violence. He also attends group work with young people working to re-engage with education and spends a lot of time in our residential houses helping to bring some normalcy to young people who have experienced adversity in their lives. Toast also helps by demonstrating how to regulate emotions and assists workers to build strong rapport with people seeking support.

Toast is often seen trotting around the office bringing joy to staff and clients alike – his smiling face makes everyone feel welcome and wanted. Toast is making a significant difference and we look forward to the future years as he grows and develops.

What Is Wellbeing?

Wellbeing is defined as "the state of being comfortable, healthy, or happy." There are many different types of wellbeing including physical, social, emotional, psychological, intellectual and economic wellbeing.

At Junction Support Services, we believe that being happy at work and enjoying what you do is incredibly important, particularly within our sector of working with vulnerable people.

People who love their jobs are more likely to be optimistic, motivated and make fewer mistakes, while those who do not carry that same sense of fulfilment are likely to feel higher levels of stress, and be potentially less engaged. A sense of happiness at work is also closely linked to overall employee wellbeing, as well as being a great indicator of positive mental health.

As we return to a sense of normality following the pandemic, it is now more important than ever to ensure as an agency we have our staff wellbeing at the forefront of our decision making, strategic planning and service delivery.

As such, the People & Culture Team are actively collaborating with our service areas to re-engage, implement and deliver health and wellbeing strategies that create a strong sense of work/life balance for our staff now and into the future.

Staff Profile

As an agency "welcoming" is a cornerstone of who we are and what we do.

There is an old saying "You never get a second chance to make a first impression" and that applies to us every time someone walks into the front door at Junction Support Services. It's about the first face you see, the welcoming smile, the polite and positive attitude, that voice over the phone that not only assists you with your immediate enquiry, but also can immediately direct you to the right person for your needs.

For us here at Junction Support Services that role is covered by our front desk and reception function which is manned by the wonderful, exceptional, "Jack of all trades" Michelle.

Michelle is that first face you see or the voice you hear when calling into our offices and typifies everything outlined above on a daily basis by ensuring the often unheralded, unnoticed aspects of the daily operations support continues to occur ranging from client appointments and fleet management to office groceries and stakeholder enquiries just to name a few.

"Welcoming", is in our DNA and we are tremendously fortunate to have Michelle deliver on that definition day in and day out at our front desk

Toast's Impact Goes a Long Way

This young person has been re-engaging with education by attending the Choice Learning Space, an alternative education program delivered by a local school in partnership with Junction.

Often this young person would get frustrated and leave the learning environment. One particular day, this young person was completing a maths board game when she grew increasingly frustrated. She flipped the game and pieces went everywhere. Toast jumped up from the place he was resting, placed his head on the young person's lap and pressed down applying light pressure.

The young person, although very agitated, started patting Toast's head. This continued for a few minutes until the young person said 'Thanks Toastie'. She then got up, picked up all the pieces, and restarted the game. Toast lay at her feet while she did this. The teachers were flabbergasted, as this sort of event would usually end up with the young person too upset to continue for the rest of the day. Toast has continued to support this young person.



Progressive

The team at Junction continue to work towards achieving our strategic goals, particularly focusing on supporting more children, young people and families through the provision of innovative support services.

Junction has identified the gaps in services within the community and progressively sourced funding to expand our service offerings.

Early Help:

We are pleased to deliver Early Help in partnership with the Department of Families, Fairness and Housing, which is an initiative outlined in the Roadmap to Reform; Strong families, safe children, to deliver this new family service program that focuses on early intervention. Research tells us that intervention is more effective when it is provided earlier in life. Early Help is working with families with children aged 0-12 years, who have emerging vulnerabilities and support needs. By providing short-term intervention now, we are preventing the need for longer-term, more intensive support later in life. This means we identify needs sooner, support sooner, and change the trajectory of a child's life.

Diverge:

Diverge is an innovative step forward for Junction as we continue to explore opportunities in the early intervention space.

Junction has been successful with securing Commonwealth Government funding for the first time in the 2021-2022 year through the Department of Industry, Science, Energy and Resources. With this opportunity comes the ability to deliver more diverse support services that meet the communities need with the new Diverge Program. Diverge is an innovative and progressive step forward for Junction as we continue to explore opportunities in the Early Intervention space. Based on the successes of a previously funded program at Junction, we sought the opportunity to bring a similar program back into the light that supports young people at risk of police and Youth Justice involvement through the Diverge Program in collaboration with Wodonga and Wangaratta Police, Department of Justice and Community Safety and Wodonga TAFE to young people aged 13 – 21 years.

The team will support young people by providing holistic and collaborative support to strengthen commitment to education, reduce involvement with police, foster a sense of connection with the community and assist young people to prepare for the workforce. Junction is also supporting bushfire affected areas through the provision of bushfire counselling for young people. These local areas will see the Junction team up in their local communities providing one on one counselling and group work in the local schools or out in the community.

A Home For Young People Leaving Care:

Our community is experiencing an unprecedented homelessness crisis, exacerbated by COVID-19 and natural disasters. The demand for housing and support far exceeds our ability to provide it and young people are disproportionately impacted by this. Rental vacancies are at an all-time low, at 0.3%. With these trends, our young people's pathways into housing is extremely difficult and almost unobtainable.

Junction acknowledges the pathways into independent living are often complex and challenging. For some young people, especially those with little to no support or family connections and insufficient life skills, the task is made all the more daunting. We observe these barriers are often exacerbated in young people leaving care, whether that be residential care, foster care or kinship care. For this reason, the Transition to Independence Property program has been designed to provide sustained support and responsiveness to the needs of young people.

Junction Support Services was fortunate to purchase a block of units to meet the need of young people leaving care. The program will allow young people leaving care to gain private rental experience and a renting reference. The property will provide three young people with safe accommodation and wrap-around support to empower the young person with the necessary life skills required to move into sustainable, independent living arrangements and achieve self-determination.



Our Initiatives

Innovation - Brighter Futures:

Junction is the lead organisation in the initiation of the Community of Schools and Services (CoSS) more commonly known locally as the The Wodonga Project. The project is a collective impact, early intervention and place based model of support provision to young people experiencing or at risk of homelessness, mental health or school disengagement. It is particularly innovative as it pulls together the expertise of services, schools and community to address difficult issues within community. The main aim of this collective is to see systemic change, flipping the system to providing support earlier and not only when a crisis is occurs.

“We need to stop just pulling people out of the river. We need to go upstream and find out why they’re falling in.” - Desmond Tutu

After three years of collaboration and advocacy for the establishment of CoSS locally, the Wodonga Project coalition are upping the ante with a community campaign called “Building Brighter Futures, 3690”. This campaign is garnering the support of our local community, along with local business, parents, young people, schools and services to bring attention to the needs of young people in Wodonga. We are calling for the Victorian Government to fund the model in the 2023 budget in Wodonga to change the trajectory of many of our local young people.

As part of this campaign, a petition has been launched and community members and organisations are invited to sign the petition to show their support.



Close Collective Cafe:

A main purpose for the purchase of the former Cafe Grove building was to be able to create a social enterprise cafe. This started out as a place where we could deliver a great local cafe experience to the local community whilst providing a training ground for disadvantaged young people to gain work ready skills that are transferable to any workplace. As this idea has grown, Junction have been inspired by other social enterprises and plan to bring them together under the name Close Collective Cafe. The name Close was inspired by a valued and much admired staff member Kate Close who passed away in 2022 from cancer. Kate was a strong advocate for young people and her passion for her work will not be forgotten.

We look forward to seeing this come to life in 2023 through our new community space.



Our New Community Space

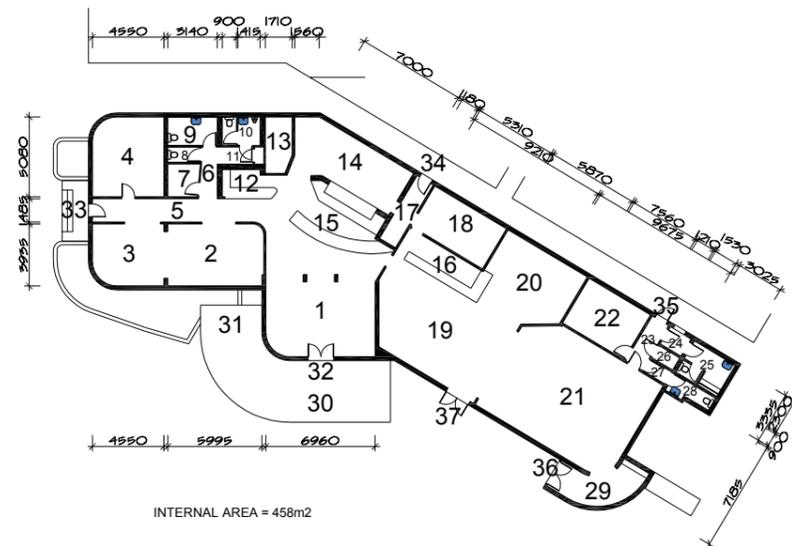
Junction is committed to supporting the Wodonga and surrounding communities by purchasing and transforming a local building into a local welcoming space for youth.

This is reflective in Junction's long-term strategic vision and it has excitedly come to fruition in 2021 with the purchase of a local building.

In December 2021, we saw the beginnings of this vision come to life when Junction purchased the building formerly known as Cafe Grove at 198A High Street, in the heart of Wodonga. The purchase settled in January 2022 and planning commenced to refurbish this beautiful old art deco building and create a youth space for the young people of the Wodonga community.

Many wonderful things have happened since then; we have engaged local building company Premier Building & Construction to refurbish the building - and we are hopeful that this work will commence in the very near future. Following receipt of funding from the Victorian Government through the VicHealth Big Connect initiative, we brought together young people to form a Youth Advisory Group.

This group will advise and inform on the fitout for the youth space. We are also in the planning stages of a social enterprise cafe. The cafe will provide training opportunities to disadvantaged young people - and we are certain will be a welcome addition to the cafe scene in Wodonga.



Community Development

This year Junction established a youth advisory group with funding from VicHealth under the Victorian state government's Future Healthy Big Connect initiative.

Our newly established YAG attended an inaugural leadership retreat, where members of the Youth Advisory Group set themselves a challenge of coming up with a new name for the group. They are excited to launch their new name as Y.O.3690 (Youth of Wodonga 3690).

The initial members range from 15-18 years old and have identified themselves as Aboriginal or Torres Strait Islander, having a disability, culturally or linguistically diverse, members of the LGBTQIA+ community, or have experienced being in out of home care, homelessness, mental health or other hardships.

The program aims to:

- Support young people to feel like they belong to a community.
- Create opportunities to address barriers to participation.
- Destigmatise and increase the understanding of loneliness, social isolation and mental health issues.
- Utilise the expertise and lived experience of members to inform the development of Junction's Community Youth Space including branding, design and activation of the space
- Local young people will have more opportunities to connect, both face to face and online, helping to reduce isolation, loneliness and foster community connectedness, self-esteem and resilience.



2022-2023 Y.O.3690 Members



Chyanne-Lily Franzi - 15

Why did I join the Yo-3690?

I wanted to join to help the youth of Wodonga get on a better path for their future.

My Superpower

Invisibility - So I could steal plants and not feel guilty.



Alex Atkins - 17

Why did I join the Yo-3690?

I joined to be a voice for the youth of Wodonga, to provide an inclusive space for young people.

My Superpower

Magical Powers, that allow me to do anything. Including invisibility, flight, super strength and weather control.



Angle Hawkins - 18

Why did I join the Yo-3690?

To make new and better changes for the youth of Wodonga, and to be apart of a team that can make that happen.

My Superpower

To be able to turn invisible.



Lu Nistico - 15

Why did I join the Yo-3690?

So I could further connect with my community and make friends with other people my age that had a similar interest.

My Superpower

Flight - Because it would be pretty cool to see the world from above.

Anthony Brown - 17

Why did I join the Yo-3690?

I wanted to join to spread awareness in the community, about helping one another. I also wanted learn more about being a leader.

My Superpower

Super Strength - Who wouldn't want to lift the heaviest things in the world. Basically I'd be the Hulk!



Steph Sedgwick - 16

Why did I join the Yo-3690?

Make new connections within Wodonga and beyond. Also to expand existing support.

My Superpower

Invisibility - So I could find out all the world secrets.



Hailey Donald - 16

Why did I join the Yo-3690?

To make Wodonga a better place for youth, and create a community where youth don't have to travel across the border or four hours to Melbourne to have experiences they need and deserve.

My Superpower

Control the weather - it often gets in the way of things and being able to control it freely would be super beneficial!



Rosalie Thomson - 17

Why did I join the Yo-3690?

To make Wodonga a better environment for young people.

My Superpower

To turn invisible at will.



Quality & Safety

The Quality and Safety team continues to guide and support the organisation to maintain and exceed the attainment of relevant sector standards, ensuring registration, accreditation and service excellence.

Not only does this ensure the organisation is operating at the highest possible standards for our clients, it also creates a happy, inclusive and safe workplace for all of our staff.

The past 12 months have been an exciting time in the world of Quality. The team led the organisation through our successful mid-cycle accreditation. Accreditation is the independent recognition and assurance that the organisation meets the Human Services Standards and QIC Governance and Management Standards. Not only has the organisation seen exciting growth and change over the past year, the organisation has continued to provide significant evidence that we meet all relevant standards. Furthermore, the organisation's commitment to quality improvement is evidenced through the adoption of all improvement opportunities identified in the previous full cycle accreditation.

As Junction expands its service offerings to the community, the Quality and Safety team have worked in collaboration with the operational teams to successfully gain NDIS accreditation. While this was an enduring and comprehensive process, it is with great excitement that the organisation became operational in this space. Junction has commenced its NDIS journey with the employment of our first NDIS Support Coordinator. Junction is delighted to bring the local community a trauma informed NDIS response.

This financial year also saw the teamwork diligently with the broader organisation to prepare the organisation for the new Child Safe Standards that came into effect on 1st July 2022. Victoria's Child Safe Standards are a set of mandatory requirements to protect children and young people from harm and abuse. The Child Safe Standards commenced in Victoria in January 2016. After six years, we have seen how the Standards improve safety for children and young people. Changes have been made to make the Standards even stronger and ensure every child and young person feels safe, and is safe.

The year has also seen increased participation and engagement by the staffing team with organisation wide quality initiatives. Most specifically this has been seen in the participation with the policy committee and the quality sub-committee.

Furthermore, significant efforts have been undertaken this year to strengthen our steps forward with regards to achieving Rainbow Tick accreditation and the organisation's five diversity and inclusion action plans.

Diversity & Inclusion

The Diversity and Inclusion Officer has taken the lead in furthering the organisations push towards achieving Rainbow Tick accreditation by fostering meaningful relationships.

This year we welcomed a new Diversity and Inclusion Officer who is driving the five action plans:

- Disability Action Plan
- Aboriginal Reconciliation Action Plan
- Gender and Sexual Diversity Action Plan (Rainbow Tick)
- CALD Action Plan
- Mature Age Employee Strategy.

These plans make up our Diversity and Inclusion Strategy leading us on the path to being a truly diverse and inclusive organisation. A large body of work has been undertaken in that space with our Aboriginal Reconciliation Action Plan completed and submitted for ratification by Reconciliation Australia.

We have seen the development of a number of important relationships with indigenous networks in the local community such as Mungabareena, Aboriginal Victoria, VACCA, Local Aboriginal Network (LAN) and take part as an active member and financial supporter of the Albury Wodonga NAIDOC committee.

A number of great training opportunities and partnerships have also been identified and developed in relation to recognising, supporting and working with people who are living with disabilities and engaging with those from culturally and linguistically diverse backgrounds.

Great progress is being made with our Disabilities Action Plan and sees the Quality team working in partnership with People and Culture to create better pathways for employment opportunities and access to Junction.

The Diversity and Inclusion Officer has taken the lead in furthering the organisations push towards achieving Rainbow Tick accreditation by fostering meaningful relationships with various service providers, government departments and community groups as well as our continued involvement with the North East Pride Collective and the Rainbow Ball.



Community Junction



Financials

The financial information presented in this Annual Report has been derived from the audited Financial Report of Junction Support Services for the year ended 30 June 2022.

The objective of Junctions strategic reserves are primarily to safeguard against the risk of major unforeseen events, ensuring the long-term sustainability of Junction and its activities to support those most in need.

These funds are utilised to fund major strategic initiatives and the continuation of major transformation projects that will further build organisational capability to ultimately support service delivery to clients.

Total Comprehensive Result

\$1,618,308

2021: \$909,383

Revenue Totalled

\$17,575,861

2021: \$16,812,365

From Operating Activities

\$17,464,250

2021: \$16,593,681

From Non-Operating Activities

\$111,611

2021: \$218,864

Junction continues to maintain a robust financial position with working capital of \$6,603,277 and a current ratio of 2.58 with the key strength supporting this being the strong cash reserve of \$10,439,929.

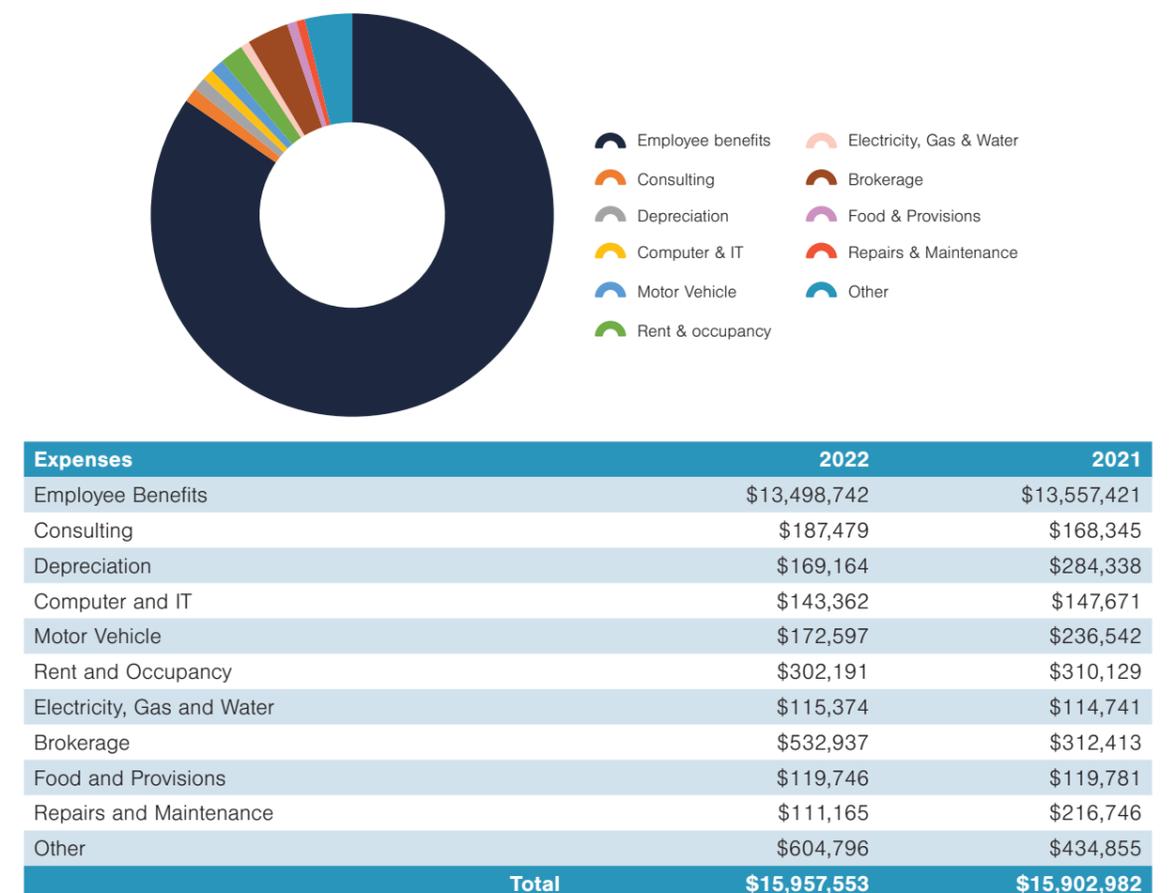
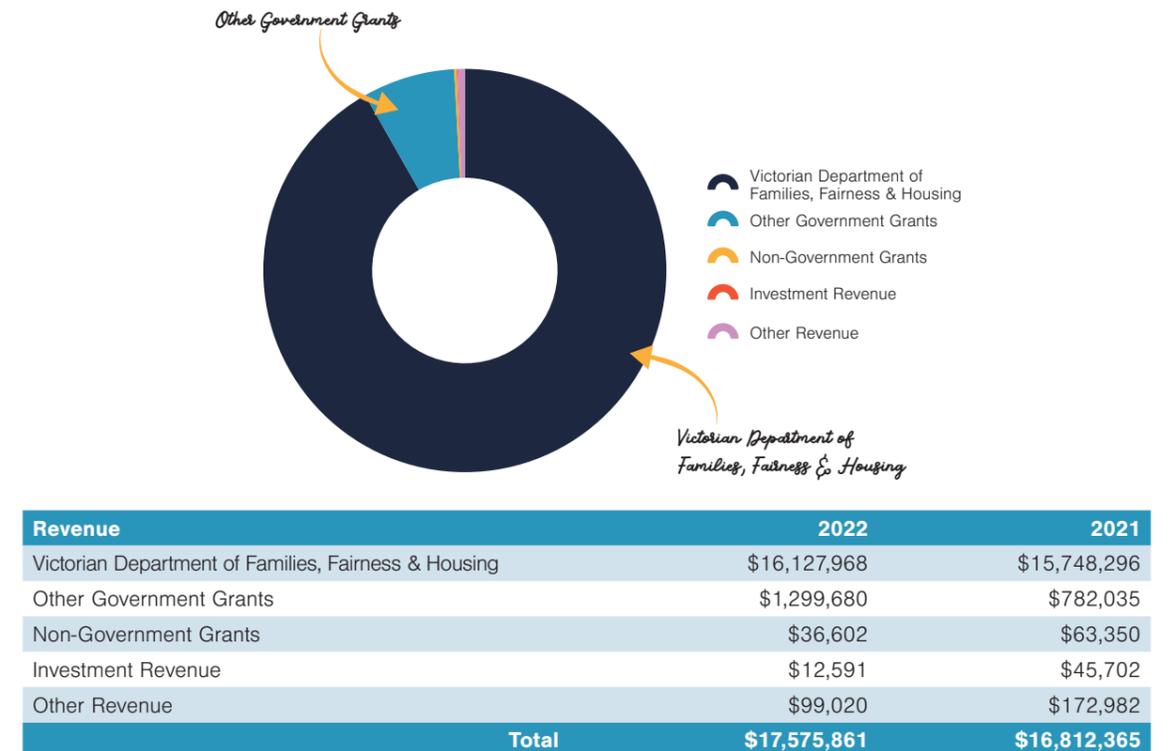
Working Capital

\$6,603,277

Cash Reserve

\$10,439,929

A current ratio of 2.58



Directors' Declaration

As stated in Note 1(a) to financial statements, in option of the Directors' the Company is not a reporting entity because there are no users dependent on general purpose financial statements. These are special purpose financial statements that have been prepared to meet the requirements of the Australian Charities and Not for Profits Commission Act 2012.

The financial statements have been prepared in accordance with applicable accounting standards and mandatory professional reporting requirements to the extent described in Note 1(a).

The Directors declare that the financial statements and notes set out on pages 3 to 13:

a. Comply with the Accounting Standards, as detailed above, and the Australian Charities and Not for Profits Commission Act 2012; and

b. Give a true and fair view of the company's financial position as at 30 June 2022, and of its performance, as represented by the results of its operations and its cash flow, for financial year ended on that date.

In the opinion of the Directors 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 Directors.

Revenue and Wage Growth

**3 Year
Revenue Growth**
39%

**3 Year
Wage Growth**
37%

**Increase in direct program
expenditure on last year**
51%



Statement Of Profit Loss And Other Comprehensive Income

For the year ending 30 June 2022

	2022 \$	2021 \$
Employee Benefits Expense	\$13,498,742	\$13,557,421
Consulting Expenses	\$187,479	\$168,345
Depreciation Expenses	\$169,164	\$284,338
Computer and IT Expenses	\$143,362	\$147,671
Motor Vehicle Expenses	\$172,597	\$236,542
Rent and Occupancy Expenses	\$302,191	\$310,129
Electricity, Gas and Water Expenses	\$115,374	\$114,741
Brokerage Expenses	\$532,937	\$312,413
Food and Provisions Expenses	\$119,746	\$119,781
Repairs and Maintenance Expenses	\$111,165	\$216,746
Other Expenses	\$604,796	\$434,855
Total Expenditure	\$15,957,553	\$15,902,982

Statement Of Financial Position

As at 30 June 2022

	2022 \$	2021 \$
Assets		
Current Assets		
Cash and cash equivalents	\$10,439,929	\$9,143,319
Accounts receivable	\$206,327	\$67,519
Other account assets	\$130,108	\$40,327
Total Current Assets	\$10,776,364	\$9,251,165
Non-Current Assets		
Property, plant and equipment	\$3,095,896	\$1,600,045
Total Non-Current Assets	\$3,095,896	\$1,600,045
Total Assets	\$13,872,260	\$10,851,210
Liabilities		
Current Liabilities		
Account Payable	\$815,363	\$761,847
Provisions	\$1,787,651	\$1,588,733
Other	\$1,570,073	\$419,765
Total Current Liabilities	\$4,137,087	\$2,770,345
Total Liabilities	\$4,137,087	\$2,770,345
Net Assets	\$9,699,173	\$8,080,865
Equity		
Retained Earnings	\$9,699,173	\$8,080,865
Total Equity	\$9,699,173	\$8,080,865

This is a summarised statement of financial position which is full consistent with externally audited financial statements and are available by calling 02 6043 7400

Thank You To Our Valued Supporters In 2022

Major Funder



Major Supporters



Supporters



Thank You To Our Staff,
Clients And Volunteers For
A Great Year At
Junction Support Services



Junction
Support Services