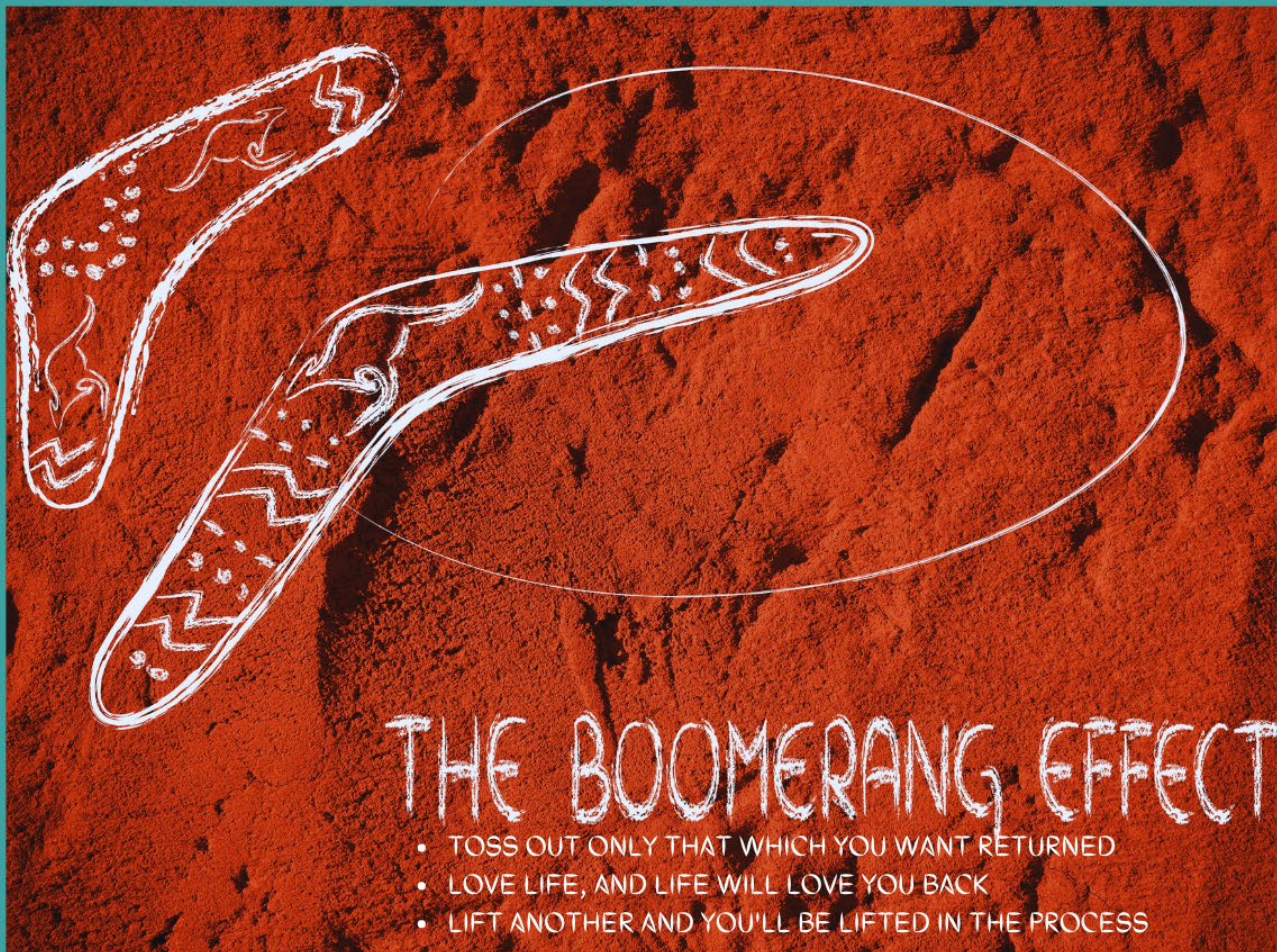




# **ANNUAL REPORT 2022**

**PREPARED BY JULIE GILL, CO-FOUNDER & CEO**



## ACKNOWLEDGEMENT OF COUNTRY

Making Tracks acknowledges the Wilyakali people and country on which our work takes place. Making Tracks pays respect to the Traditional Owners and Custodians of country throughout Australia. We honour and respect the cultural heritage, customs and beliefs of all Aboriginal and Torres Strait Islander people.

We recognise that Aboriginal and Torres Strait Islander peoples have spiritual, social and cultural connections to their traditional lands and waters. We would like to express our sincerest thanks and gratitude to the communities on whose land Making Tracks works.

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# MESSAGE FROM

## CHAIR - CHRIS



Working in a community program with challenging, disadvantaged and disengaged young people takes a dedicated team that are thinking and working with a never give up approach. That is Making Tracks. I am proud to be a part of this program as a board member and chair.

Making Tracks has an extremely committed staff and community, supporting the lifelong learning of the young people they work with. Their continued work through the Covid 19 pandemic has been outstanding.

Making Tracks is well supported by the Back Tracks Program, the local High Schools, our Police, the Police Boys Club, Maari Ma and the Broken Hill community in general as a team approach to continue the positive life skills of our group of young people.

The staff are passionate, innovative and flexible as they work towards long term goals to support the young people involved in Making Tracks program.

Making Tracks continues to seek ongoing funding through philanthropic and government sources to build the future of the extremely successful program.

It has been a privilege to be a board member of the Making Tracks Program over the last couple of years. To be elected chair at the 2019 AGM was a real honour. I am confident the board, staff and community will continue to support the Making Tracks Program and the young people involved in it.

Well done Making Tracks.

Chris Dougherty, Chair 2022

# MESSAGE FROM OUR CEO



2022 has shown how resilient our youth and communities can be. Covid 19 has presented challenges but has also provided opportunities to share kindness and compassion. Making Tracks continues to support the needs of the Broken Hill community to address intergenerational disadvantage and gaps in education and employment outcomes for its youth. With the help of Back Track, The Tracker Network and in recognition of the significant opportunities the not-for-profit sector enables, Making Tracks provides holistic support to youth, their families, and the wider community.

I was raised to believe it takes a village to grow independent, happy youth and build strong communities. I am grateful and thankful for the support of our village. This journey is only made possible with the support of all our believers, dreamers, doers, staff, board, funders, volunteers, mentors, and trail blazers.

It is always such a privilege to work with youth and communities and we are grateful and thankful to be welcomed into such an amazing community.

Living happy, healthy, and wealthy lives should be an expectation for all. I am Thankful and Grateful for the opportunity to share my experience, passion, and love of what I do and look forward to welcoming more family on our journey, supporting as many youth as possible to make this a reality. Bring on 2023.

*Julie Giff*

Making Tracks CEO



## OUR MISSION

At Making Tracks our mission is to inspire and empower disengaged youth.

## OUR VISION

For all youth to live happy, healthy and whole. Daring to dream, believe and achieve.

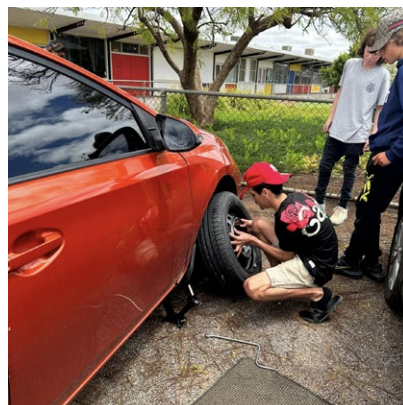
## OUR VALUES

- P** Power on
- R** Respect
- I** Identity
- D** Dare to Dream
- E** Effort = Results

# OUR HISTORY

The Making Tracks team is highly experienced and committed to the health and wellbeing of local youth. Two staff were originally employed by an Independent Secondary School, which closed at the end of 2018. As a result of the closure and with support and guidance from the local community and Back Track, the staff committed to establishing a new organisation. Making Tracks became an incorporated association with DGR status in 2019.

Making Tracks supports youth who are disengaged from mainstream schooling and have significant welfare challenges. Our youth experience homelessness have health issues, and the majority have been in contact with the legal system. Indigenous youth are overrepresented in this cohort. Making Tracks students are the most vulnerable and at-risk youth. Making Tracks team understands that a “one size fits all” approach to education does not work, particularly for our most vulnerable. We provide a holistic alternative learning environment with wrap around wellbeing support for individuals, families, and communities. Our youth experience intergenerational disadvantage and unemployment which is compounded by complex social issues including domestic violence, mental health poverty, and substance abuse.



# OUR PROGRAMS

## Wellbeing support:

- Connection to services, bringing in others to supplement learnings.
- Focus on personal development
- Support with personal documents, white cards, birth certificates etc.

## Education - academic studies:

- A modified school-based curriculum
- English, Maths, Science, Arts, PDHPE, History & Geography

## Life Skills - Driving Licences:

- Professional driving lessons
- Financial support for L's & P's tests and Identification

## Engagement:

- Work Crew, Animal Husbandry, Arts, Music,

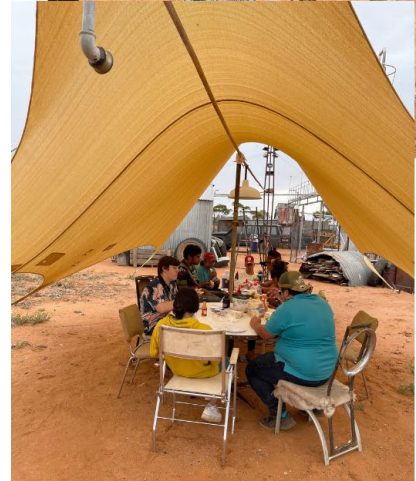
## Employment pathways - Careers:

- Job readiness, work experience, resumes





# OUR PROGRAMS



# DRIVING

With the support of Silver City Driving School our youth gain driving hours with an experienced driver. The skills and knowledge they develop is invaluable in establishing safe driving patterns and behaviours. Gaining a driving licence is fundamental to our youth accessing gainful employment, health and wellbeing services and breaking the cycle of disadvantage that comes from limited access to transport.



# HIGHLIGHTS OF THE YEAR



WE LOVE GOING OUT TO THE  
CAMELS. PETAH AND DUNCAN ARE  
EASY TO WORK WITH.  
KT 16YRS



# OUR OUTCOMES

## Social & Community

- Youth developing a sense of belonging and feelings of being cared for
- Positive Role Modeling to broader community

## Empowerment

- Youth developing belief in ability to create their own destiny in life
- Youth identifying and pursuing personal education and employment goals

## Health & Wellbeing

- Increased access to health and community services
- Improved ability to make informed decisions around health and wellbeing

## Economic

- Increased capacity to gain and maintain employment leading to reduced intergenerational disadvantage in the community

## Safety

- A reduction in youth crime in the community
- Informed decision making leading to a reduction in risky behaviours



# OUR OUTCOMES

**BECAUSE...** Many youth in broken Hill are disengaged from the mainstream education system with nowhere to go.

**WE BELIEVE...** Providing an alternative learning environment with wrap around wellbeing support will enable youth to feel they belong and can achieve their goals.

**SO, WE PROVIDE...** Daily activities which provide training, engagement and wellbeing support for youth who are not in any form of training or employment.

**THAT LEADS TO...** Empowered youth with the skills and self-belief to choose and pursue their own destiny in life.

**AND RESULTS IN...** A reduction in intergenerational disadvantage and negative perceptions towards disengaged people in the community.

Programs are mapped to achieve the following key outcomes

## Education & Skills Development

Youth engagement in daily activities designed to develop and strengthen functional life skills



# WORK CREW

**We know most of our guys learn best doing hands-on work, so this year we started experimenting with a work crew.**

Now most of our days start out with an academic lesson in the classroom before work crew go off site into the community during the middle part of the day. Everyone then comes back for lunch and some hands-on learning in our workshop ends the day.

Our work crew has cleared yards and rubbish, assisted with tree removal, removed weeds, and helped transport large items. Currently we don't charge for these services, as it is a great learning experience and a way to give back to our community, especially our Elders.



# ABOUT US

Making Tracks team understands and holds the philosophy that a “one size fits all” approach to education does not work, particularly for our most vulnerable. We provide a holistic alternative learning environment with wrap around wellbeing support for individuals, families, and communities. We believe youth need to feel they belong in order to strive for and achieve their goals. Our daily engagement and education programs are underpinned by the principles of the “Circle of Courage” which demonstrates that emotional health requires a sense of belonging, mastery, independence, and generosity. Making Tracks is committed to empowering our youth with skills and self-belief.

Making Tracks invest in youth who live with intergenerational disadvantage and hardship. We believe youth need to feel they belong in order to strive for and achieve their goals. Our daily engagement and education programs are underpinned by the principles of the “Circle of Courage” which demonstrates that emotional health requires a sense of belonging, mastery, independence and generosity.

Making Tracks delivers a holistic approach to improving youth engagement, functional life skills, education and employment opportunities. Our focus is initially on engagement to build self-esteem and new skills. This leads to youth making healthy decisions for themselves and ultimately becoming positive contributors to their community.

In 2020, Making Tracks became part of the “Tracker Network” which is made up of a group of like minded Not For Profit corporations who work within their community to support our most at risk youth.



## MAKING TRACKS FAMILY SHARE THEIR HOPES & DREAMS





# BACKTRACK TRACKER NETWORK

In the last year, BackTrack formalised our relationship with our partner organisations through the establishment of the Tracker Network, a collective of like-minded organisations working to support young people having a tough time through holistic, flexible and long-term support. Making Tracks is a founding member of the BackTrack Network and brings considerable knowledge and understanding of the NSW Education system.



**Candice Van Doosselaere**

CEO Julie-Lee Gill is a consistent contributor to the Network, who shines with enthusiasm, positive attitude and generosity of spirit. We have had the pleasure of walking alongside Making Tracks for the past three years and are heartened by their outcomes with young people and the Broken Hill community, and know there are many exciting projects on the horizon.

We're so excited for our evolving partnership and to see where the tracks we are making together lead us, and the young people Making Tracks supports!

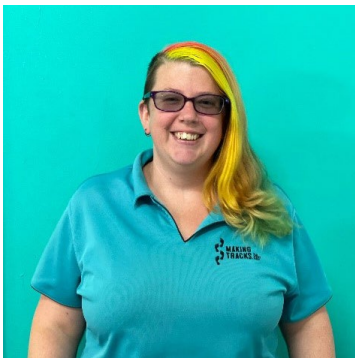
# OUR PEOPLE

## MAKING TRACKS MOB



### Jules Gill CEO

After 18 years teaching in mainstream and special education, operating a weighbridge during Cotton Ginning and Grain Harvest seasons for 4 years and two years as a Regional Foster Carer Support Worker I recognise that there can be no “one size fits all” approach to education if we are to raise happy, healthy and competent youth. In 2017, I completed my Masters in Educational Research, reigniting my love of learning. I am passionate about working with communities toward improving health, wellbeing, education, and employment outcomes. As a mum of 3 Barkindji daughters and 4 grandsons, I recognise that despite best efforts, gaps exist in mainstream schooling in providing a holistic, individual and relevant wrap around support for our most vulnerable and disadvantaged.



### Kat Kenny, Teacher/Youth Worker

I’m originally from Sydney but moved to Broken Hill at the beginning of 2018. I graduated from the University of Technology, Sydney in 2015 with a Bachelors of Primary Education. I am passionate when it comes to helping our youth learn new skills. I believe Making Tracks can help make a positive difference in the lives of our young people. After 4 years with Making Tracks, I am leaving at the end of 2022 to travel Australia in my new caravan.



### Jamie Gilby, Youth Worker

I Am a proud Wankumurra/Malyangapa man who is passionate about helping youth that struggle with school and life to help them find understanding and meaning with themselves and to help them accomplish their hopes and dreams. I have five years of experience as an ATSI SLSSO at a secondary school and have been working at MakingTracks now for three and a half years I truly believe that our organization is needed in our community to help keep the youth of broken hill moving forward and achieving their goals to make our community a fun and happy place to live. I think the best medicine is having a laugh and working together to help them achieve what they think is impossible.

# OUR PEOPLE

## MAKING TRACKS MOB



### **Sophie Steele - Youth Worker**

I have lived in Broken Hill my whole life and am very passionate about helping our youth become the best versions of themselves and strive to help them complete their goals in life.

I am undertaking a Cert IV in Community Services and have previous experience working with youth as a Teacher's Aide. I also work as a Support Worker, providing services and support for our communities' youth and children, in interim and out of home care. I wish to keep

building positive relationships and rapport with our youth, during my journey with Making Tracks.



### **Chelsea Trenerry- Youth Worker**

I'm one of the Youth Workers at Making Tracks and have been at Making Tracks for a year now.

I have a strong background in the community services sector where I spent five years in the Dubbo working with children with a disability specialising in behavioural and neurological disorders such as Autism Spectrum Disorder, ADHD and ODD that are experiencing out of home care. I obtained vital skills in how to manage behavioural cycles and

improve their overall mental health well-being. Making Tracks is a vital youth organisation of the Broken Hill youth community as we manage youth that struggle within the mainstream education system to obtain an education and to prepare them to be job ready.



## **Chris Doherty** **Chairperson**

Chris has 37 years involvement in education including 20 years as an educational leader and 6 years' experience in special education. Chris' leadership and commitment to rural and remote education has provided him with an in depth understanding of the unique challenges youth in these areas experience. Since his retirement Chris has continued to support the local community through his active involvement in many organisations including Foundation Broken Hill, Rotary, Agfair and the

Perilya Community Consultative Committee.

Chris identified Making Tracks programs as fundamental to filling a gap within education and his involvement as Chairperson allows Chris to share his wealth of experience and expertise. Chris acknowledges Making Tracks programs address the educational and wellbeing needs of Broken Hill youth as is proud to be a part of the team.



## **Heather Smith** **Secretary/Treasurer & Publicity Officer**

Heather is passionate about youth living happy and healthy lives and, in her youth, held the Australian Triple Jump Record. Heather returned to her hometown of Broken Hill and identified a real need to engage the local youth and get them off the streets. Heather's passion and desire to help others led her to become Director of the local PCYC from 2016-November 2021. In this role Heather has formed a strong partnership with Making Tracks, recognising their ethos and programs as

making a positive impact on the youth they work with and the wider community.

Heather continues to make a difference in the lives of local youth and recognises Making Tracks programs and her strong partnerships with them as another layer of support for Broken Hill youth.



## **Geoff Webb, Board Member**

Geoff has worked in education in the Far West for 37 years before retiring in 2017. He has had experience in the classroom and in administration through his roles as classroom teacher, Head Teacher, Deputy Principal and Principal in the secondary setting. He also spent five years as a consultant for Far West schools between 2003 and 2007. The role involved working with schools in the areas of leadership, Quality Teaching and in compliance while supervising other consultants.

Geoff has worked closely with indigenous students in different settings. He negotiated with the Clontarf Foundation to bring an academy for indigenous boys to Broken Hill High School. This has involved sport related activities and relevant educational programs to assist students to complete their secondary education and to form goals for post school life. He worked as a relieving Principal in a predominately indigenous Central school for a short time and understands the needs of students in these isolated settings. He has worked closely with the community and Aboriginal Education workers to improve outcomes for students.

He has also been an advocate for students on the District Placement committee to ensure positive outcomes for students with behaviour and disability needs. He believes in the Making Tracks Program and is hoping to assist in achieving the program's goals of ensuring better futures for its students.



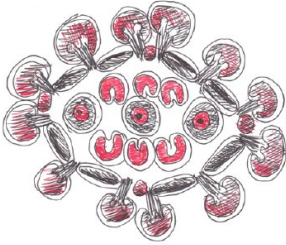
## **Mikey Cutmore-Stokes, Board Member**

Mikey is a proud Barkinji man who has used his life experiences to learn new skills and help others. Mikey started a Agriculture Traineeship with Backtrack in 2014 and has since gone on to gain many qualifications including; Cert 2 in Agriculture, small motors and volunteering, first aid, white card, fire warden, forklift, chainsaw, food handling, barista and chemcert. He has also gained coaching certificates in archery, NRL coaching and referee and drumbeats facilitator. Mikey believes in sharing his knowledge with the local community and is a PCYC Vision Program Volunteer and a Making Tracks Board member. Mikey understands

firsthand how Making Tracks programs support the youth and community of Broken Hill and surrounding areas.

# YARRN

## YOUTH AT RISK RESEARCH NETWORK



Making Tracks has contributed to the YARRN (Youth At Risk Research Network) which was driven by the UNSW Drug and Alcohol Research Centre. This national study to identify innovative ways to engage at-risk youth. This in-depth analysis looked at education, health, crime statistics, suicide risk, well-being, drug and alcohol, employability skills and identity and identified individuals who required additional monitoring based on risk factors.

Currently two papers have been written about the research that Making Tracks and a number of other Not For Profit's involved in the Tracker Network have contributed to. Those papers are in the final stages of Community approval and will hopefully be published in the next 12 months.

Meanwhile, the underpinning paper on IDS has been published and is available at the following link.

[https://www.thelancet.com/journals/eclinm/article/PIIS2589-5370\(22\)00032-3/fulltext](https://www.thelancet.com/journals/eclinm/article/PIIS2589-5370(22)00032-3/fulltext)

Making Tracks commenced data collection to better understand and analyse young people's pathways. This research and data collection has led to further measurement and evaluation work within the Tracker Network. Data collection has since been revised and embedded using Social Suite.

Making Tracks is proud to be part of best evidence approach to working with young people and contributing to the evidence base of research aimed at supporting young people at-risk.

# FINANCIALS

## STATEMENT OF FINANCIAL POSITION

**Making Tracks Far West NSW Inc**  
**Statement of Financial Position**  
**As at 30 June 2022**

	Notes	2022 \$	2021 \$
<b>Assets</b>			
<b>Current</b>			
Cash and cash equivalents	6	42,548	223,432
Trade and other receivables	7	1,486	-
Other assets	8	424	1,203
<b>Current assets</b>		<b>44,458</b>	<b>224,635</b>
<b>Non-current</b>			
Property, plant and equipment	9	10,597	14,118
<b>Non-current assets</b>		<b>10,597</b>	<b>14,118</b>
<b>Total assets</b>		<b>55,055</b>	<b>238,753</b>
<b>Liabilities</b>			
<b>Current</b>			
Trade and other payables	10	28,368	24,140
Provisions	11	18,603	-
<b>Current liabilities</b>		<b>46,971</b>	<b>24,140</b>
<b>Non-current</b>			
<b>Non-current liabilities</b>		<b>-</b>	<b>-</b>
<b>Total liabilities</b>		<b>46,971</b>	<b>24,140</b>
<b>Net assets</b>		<b>8,084</b>	<b>214,613</b>
<b>Equity</b>			
Accumulated funds		8,084	214,613
<b>Total equity</b>		<b>8,084</b>	<b>214,613</b>

# FINANCIALS

## COMPREHENSIVE PROFIT & LOSS

**Making Tracks Far West NSW Inc**  
**Statement of Profit or Loss and Other Comprehensive Income**  
**For the Financial Year Ended 30 June 2022**

	Notes	2022 \$	2021 \$
<b>Revenue</b>			
Revenue from contracts with customers	4	2,318	151,023
Other income	5	183,480	296,009
<b>Total revenue</b>		<b>185,798</b>	<b>447,032</b>
<b>Expenses</b>			
Administration		(57,841)	(123,770)
Depreciation		(3,521)	(11,487)
Employee benefits		(284,424)	(251,986)
Finance costs		(224)	-
Lease payments for short-term/low-value leases		(25,721)	(28,050)
Student program costs		(20,596)	(30,656)
<b>Total expenses</b>		<b>(392,327)</b>	<b>(445,949)</b>
<b>Net (deficit)/surplus for the year</b>		<b>(206,529)</b>	<b>1,083</b>
Income tax expense		-	-
<b>(Deficit)/surplus after income tax</b>		<b>(206,529)</b>	<b>1,083</b>
Other comprehensive income		-	-
<b>Total comprehensive (loss)/income</b>		<b>(206,529)</b>	<b>1,083</b>



# OUR SUPPORTERS

We are able to help those that need it thanks to our philanthropic and in-kind supporters. Thank you! We are so Grateful and Thankful for the efforts and support of so many. Making Tracks ability to engage and achieve with our youth is made possible by the generous support of those invested in our community. Every investment in our community: in-kind and financial is fundamental to our success. When we work together as individuals, organisations, community groups, funders, donors, partners, volunteers, employers, and supporters we achieve magnificent results.

## Special appreciation to:

- Bernie Shakeshaft
- BackTrack
- Radge Design
- The Scully Fund
- PCYC Broken Hill
- KPAC
- Cooper Investments
- Rebecca Gorman and John Seviour
- UNSW -YARRN (Youth At Risk Research Network)
- Westpac
- ANZ
- IAC Safety Services
- The Funding Network Australia
- FRRR - Foundation for Rural & Regional Renewal
- Local Area Command
- Department of Community Services
- As well as several private donations

**A big thank you to all “photographers” whose pictures have filled the pages of this report. A big shout out to:** Jamie, Soph, Chels, Kat & Jules

# OUR FUTURE

Continue as part of the Tracker Network; developing joint opportunities, sharing experiences and building staff skills and capacity through ongoing training.

Making Tracks vision for the next 12 months is focused on securing multifaceted, flexible funding to continue our grass roots community work and to grow our existing program and concepts; increasing the number of youth we can support by 10%.

## **SOCIAL ENTERPRISE**

Identifying potential gaps in the local employment market will provide us with a platform to establish Making Tracks social enterprises towards sustainable employment for our youth.

To maximise successful outcomes, it is essential that our social venture ideas come from our youth; “having ownership of our own business and the ongoing support and guidance of mentors will help us get the skills we need to get and keep a job”. Our youth will develop work readiness skills across lawn maintenance, gardening, woodcutting cleaning, furniture removalist and customer service. These skills can be transferable across a number of industries and establishes a pathway to successful short- and long-term employment.

Establishing a sound foundation allows us to build a strong economically viable and sustainable future.





**MAKING  
TRACKS.** FAR  
WEST  
NSW

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