

2023 - 2024 Annual Report

*“Supporting young Tasmanians to be
healthy and empowered”.*



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thelink.org.au



Acknowledgement

We acknowledge the traditional custodians of the land lutruwita upon which we live, play, and work on. We also pay our respects to elders of all Aboriginal and Torres Strait Island communities on these lands, past and present.

A message from the RAP group:

The Link Youth Health Service (TLYHS) began working towards our first Reconciliation Action Plan (RAP) in 2021, initiated by the Youth Health Worker (YHW) Aboriginal and Torres Strait Islander champion. A RAP working group (RAP WG) was formed, composed of staff from TLYHS and headspace, and chaired by the YHW Aboriginal and Torres Strait Islander champion. The RAP WG meets every 6 weeks. On 30 October 2023, TLYHS RAP Reflect document was officially endorsed by Reconciliation Australia, now available to view publicly on their website.

Over the last 12 months, the RAPWG were involved in achievements such as creating a health promotion to inform young people around the Voice to Parliament referendum, opening the Open Access on the Invasion/Survival Day public holiday, the creation of a First Nations Health and Wellbeing Worker for headspace Hobart - to which Shannan, palawa woman and RAP WG member, was appointed; the coordination of a health promotion across headspace and TLYHS for National Reconciliation Week (NRW), and RAP WG chair YHW Harriet attended the Reconciliation Australia Learning Circles Day. The end of June 2024 also saw the completion of our current and first RAP cycle. Now, the RAP WG begin the evaluation process, before embarking on our next RAP.

Harriet Barrenger – Youth Health Worker

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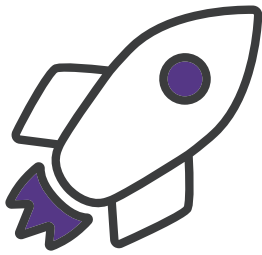
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ABOUT THE LINK

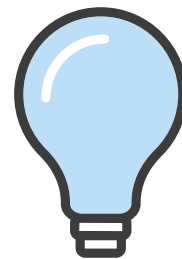
The Link Youth Health Service has been providing support to young people in Hobart since 1990. We provide free and confidential health and wellbeing services for young people aged 12-25. We are a service that celebrates the cultures, identities, languages, and beliefs that make us who we are.

We welcome all who connect with our service, and stand proud with the different lived experiences everyone brings, from diverse sexualities, genders & intersex variations, faiths, neurodiversities, careers and educations, disabilities, and all who call this island their home - either being born here, migrating, or humanitarian pathways. There are many more than we have mentioned, and we look forward to meeting you.



OUR MISSION

Supporting young Tasmanians to be healthy and empowered.



OUR VISION

To provide free and confidential health and wellbeing services for young people aged 12-25.



What We Do

- Deliver quality whole health services and programs.
- Provide information for young people about personal care, sexual and health management.
- Support young people overcome barriers preventing them from accessing services.
- Provide referrals and support to appropriate services. Advocate for young peoples' health and wellbeing.
- Support young people find the way that's right for them.

Who We Work With

- Young people aged 12 – 25. Our Youth Reference Group.
- Families, carers, and supporters of young people. Our Staff, Board, and volunteers.
- Other service providers. The Community.
- Government and our funding agencies. Sector peak bodies

OUR PROGRAMS

- *Alcohol, Tobacco, and Other Drug Services* - therapeutic case management and counselling services provided to young people experiencing problems with alcohol, tobacco, and other drug use. We also provide information and support to families, parents and carers. Outreach and onsite appointments available.
- *Community Youth Health Program* - A drop-in service for young people in the Hobart CBD, with domestic facilities (laundry, meals, lockers, showers, etc) and tailored information, support, advocacy and referral with Youth Health Workers. We also create health promotion activities with a focus on improving health and wellbeing.
- *headspace Hobart* - providing a range of mental health services and supports to young people. Other services include sexual health clinic, doctor appointments, alcohol & other drug support, community education outreach, and a First Nations Health and Wellbeing Worker.
- *Youth Health Fund* - financially supporting young people aged 12-24 experiencing disadvantage to receive immediate support and access to health services and/or health items to address health concerns via a network of trained access workers across the State.
- *Work & Study* - supporting young people reach their work and study goals. This program offers tailored 1-on-1 support to young people and employers.
- *On Country Health & Wellbeing* - In partnership with Karadi, a healthy lifestyle program aimed at supporting young people from Aboriginal & Torres Strait Islander or culturally diverse backgrounds to engage in various activities outdoors on a monthly basis.



PRESIDENT'S REPORT

Rory Wilson

Dear Board Members, Staff, and Stakeholders,

I am pleased to present the annual Chairman's Report for the Link Youth Health Service in Hobart. Our organisation remains committed to promoting the health, safety, diversity, and well-being of young people aged 12-25 in southern Tasmania. Reflecting on the past year, I would like to highlight some key achievements and express our gratitude to everyone involved.

Values at the Core:

At the heart of our work are the core values that guide our actions and decisions:

Health: We continue prioritising the physical, mental, and emotional health of the young people we serve. Our dedicated team of health professionals ensures that our services are accessible, confidential, and tailored to each individual's unique needs.

Safety: The safety of our clients is paramount. We have made significant strides in implementing the Child and Youth Safe Organisation Framework. Through rigorous training, policy development, and ongoing monitoring, we maintain a safe and supportive environment for all.

Diversity: Our commitment to diversity remains unwavering. We celebrate the rich tapestry of backgrounds, cultures, and identities represented among our clients. Our services are inclusive, respectful, and free from discrimination.

Youth-Centred Approach: We recognise that young people are experts in their own lives. Our programs and initiatives are designed with their input, ensuring their voices are heard and their

needs are addressed.

Organisational Capacity: We continue to focus on professional development, striving to build our knowledge and skills to serve young Tasmanians. We thank the team for their ongoing commitment to learning and development and for many of you for stepping up to take on a new challenge within the organisation.

We want to take this opportunity to extend our gratitude to an essential partner of the Link, X squared. They are generous supporters of our organisation and align strongly with our values. Over the last few years, they have supported several initiatives, ranging from investing in technology to help young Tasmanians to volunteering their time to support the team. We look forward to continuing to work with X squared throughout the following year.

I extend my heartfelt appreciation to our dedicated staff members who work tirelessly to make a positive impact:

Our health workers, counsellors, and support staff demonstrate an unwavering commitment to our mission. Their compassion, expertise, and tireless efforts are the backbone of our organisation.

The implementation of the Child and Youth Safe Organisation Framework would not have been possible without the diligence of our team. Their commitment to creating a safe space for young people is commendable.

Our Board of Directors plays a crucial role in shaping our strategic direction. I want to

acknowledge each member for their valuable contributions. Your guidance and vision have been instrumental in our success. I would also like to thank our life members, who have contributed to our organisation. Thanks to your generosity, your legacies will forever remain, with the lives of many young Tasmanians changed.

Lastly, I thank our CEO, who leads with dedication and foresight. Their leadership ensures that our organisation remains responsive, innovative, and impactful.

In closing, I am proud of what we have achieved together. Let us continue to uphold our values, collaborate, and empower the youth of our community.

Board Members

Ben Fisher	Member	<i>Clinical Governance</i>
Elenor Rigney (Elly)	Member	<i>Governance</i>
Eloise Day	Member (Youth)	<i>Governance</i>
Erin Stephens	Treasurer	<i>Finance & Risk (Chair)</i>
Kelly Pettit	Member	<i>Clinical Governance</i>
Lois Jenkins	Secretary	<i>Clinical Governance (Chair)</i>
Patsy Corrick	Member	<i>Governance (Chair)</i>
Rory Wilson	President	<i>Governance, Finance & Risk</i>
Suellen Taylor	Vice President	<i>Finance & Risk</i>
Troy Cook	Retired 2024 - Member	
Robert Meredith	Retired 2024 - President	

Senior Management Team

Angela Waite	CEO	<i>All</i>
Berny Carroll	Senior Clinical Lead	<i>Clinical Governance</i>
Rachel Sylvester	headspace Centre Manager	
Heidi Grainger	Finance Coordinator/ Lead	<i>Finance & Risk</i>
Andrew Badcock	Youth Health Service Manager (Partial Year)	



CEO'S REPORT

Angela Waite

As we reflect on the previous 12 months of The Link Youth Health Service, I am filled with respect, admiration, and passion for the work that our organisation, our people, and our partnerships continue to deliver in responding to the ever evolving and changing needs of young Tasmanians.

In reviewing the year, I find it hard to select only a few highlights as there have been so many to draw from for this report, with many achievements, challenges and changes all the while continuing to remain true and focused to our values, vision and mission, that ultimately unites us all in the work we do.

To highlight a few:

In September, the organisation (or The Link) attended an all day Cultural Awareness Training hosted on country at piyura kitina. A highlight that continues to be reflected on, talked about and influence our day-to-day work since.

In October, we celebrated headspace Day, with a focus on family and friend engagement at our headspace centre. Staff and community engaged in activities while we recognised the significant roles that family and friends fulfil in supporting Young People at all stages of their health and wellbeing.

We commenced and worked through The Link's first year of our Reconciliation Action Plan. An internal working group was established which contributed to many achievements throughout the year and supporting the organisation in the initial action plan's stage of 'Reflect'.

As a response to a staff survey and feedback

from Young People, The Link provided critical services and supports for Young People during the 2023/2024 Christmas/New Year period. I commend the staff who worked throughout this holiday season, and their passion for ensuring that during a period when many services and supports close, that our values of being client-led, diversity, safety and health were ever so evident in practice.

In April, we appointed Shannan Harris to the inaugural role of First Nations Health and Wellbeing Worker within our headspace Hobart program. The role continues to be embedded within the organisation and is providing greater support and connection for first nations Young People, and community accessing our program.

As always, our collaboration and partnership with Cornerstone Youth Health Services continued and in particular, we attended Agfest together and provided engagement, education, and resources for young people at the event.

Over the year we continued to develop our peer workforce, with designated Peer roles within our headspace Hobart Work and Study Team and our Alcohol and Other Drug team. Thank you to Shannan Harris and Hugh Alexander for their commitment and contribution within these positions.

Throughout the year, we have celebrated many achievements and milestones. We have welcomed and farewelled staff from across our organisation, and I would like to make acknowledgement to each and every staff member, student, volunteer, contractor, and Board member who has contributed to our organisation over the past 12 months.

I would like to take this opportunity to particularly acknowledge the commitment, dedication, and years of service from Marianne Wyrsh who completed 25 years of service and, Julie Downie who completed 10 years of service during this period.

We reached and supported more young Tasmanians through community engagement activities, events, service provision, and outreach models throughout the year, with a particular focus on supporting young people within the Derwent Valley region.



Additionally, we have continued to build on our robust, agile, and contemporary organisation through quality improvements, policies and procedures, training, professional development, and training opportunities.

I would like to take this opportunity to further thank The Link Board and Senior Management Team for their work, support and commitment to our organisation. I would like to pay particular attention to the ongoing input, dedication, value, and honest feedback from our headspace Hobart Youth Reference Group members. And acknowledge our sponsor and donors throughout the year, especially Xsquared for their contribution, time, and passion for the work we do. I continue to be in awe of the outcomes, achievements, passion, and dedication that I am privileged to be a part of.



TREASURER'S REPORT

Erin Stephens

For the financial year ended 30 June 2024, I am pleased to present the Treasurer's Report, highlighting our financial performance and position. While we faced some challenges with limited resources and difficulty in recruiting and retaining human resources, our overall financial health remains stable, which has allowed us to continue serving and supporting young people.

This year we had a surplus of income over expenditure of \$130,084 compared to the previous year of \$458,789. The main reason for this variance is a reduction in revenue due to the cessation of the Short Term Psychological Interventions Program, Colony 47 Horizon and other smaller grants.

Our expenditures remained consistent with the previous year, notable variances include a reduction in accountancy fees due to prepayment of fees in 2023 and additional expenses incurred relating to the recruitment process for our new CEO. Contractor expenses have also increased due to the sub-contracting of a new Executive Assistant, who has now joined The Link.

Our balance sheet reflects a healthy net asset value, ensuring that we can continue to support our programs effectively. The most significant liability is the provisions for employee leave, which is being actively managed by our team. We note however that these are full funded by our cash reserves.

We hold in the vicinity of half a million in unexpended grants which is not reflected in the balance sheet. The underspends have predominantly occurred due to staff vacancies throughout the financial year. In the ordinary course of business we would expect the majority

of the underspent grants to be carried forward to be spent in the coming financial year. We further highlight our significant cash reserves, well in excess of the underspent grants and sufficient to cover future expenditure or any return of grants to funding agency's, if required.

I would like to extend my gratitude to our team for their dedication and efforts in managing our resources effectively. Together, we will navigate the upcoming year with a focus on our mission and the health and wellbeing of young people in our community.



CLINICAL GOVERNANCE

Lois Jenkins

This sub-committee seeks to support the development of a clinical governance framework to ensure clinical excellence in the delivery of TLYHS services. The Committee comprise of three Board members with unique and distinct clinical experience and skills, the CEO and a Clinical Manager of The Link. Meetings are held on alternate months in advance of main Board meetings and any significant issues or matters arising are reported to the full Board for their consideration.

In the past year, the CGC has reviewed the Committee's Terms of Reference and The Link's Clinical Governance Framework, as well as reviewing other clinical policies and procedures. In recent years much attention was paid to how the organisation managed the COVID pandemic and in exploring practices that respected necessary infection control protocols and frameworks but enabled the young people of Hobart to continue to access and benefit from services. This year has provided opportunity for review of the COVID 'experience' and opportunity to ensure that valuable learnings from those years are not lost and become part of ongoing quality improvement and clinical practice where appropriate.

The Link staff also report on significant incidents and complaints reported through the organisation and the CGC monitors trends in reporting to support continuous improvement in the quality of clinical care through the development of risk-based systems and frameworks. It is encouraging this year, to see commitment from staff in identifying and reporting matters as they arise to support the evaluation and performance of systems and processes that supports robust clinical governance of the organisation.

It's been great to receive regular updates from clinical management of the work undertaken to ensure a child safe framework for the organisation. The Link's organisational approach to Child Safety and implementation of a Child Safe Framework has been impressive and, although it remains ongoing and will always be a work in progress, the CGC are confident that all legal requirements are met and that management has gone above and beyond what was required to ensure that young people have access to safe and appropriate services and support.

As the organisation enters another accreditation cycle, the CGC is available to provide input, support or advice where appropriate, with particular emphasis on the clinical aspects of the accreditation process.

On behalf of the CGC I would like to thank Angela and Berny, and the other clinical leaders who have attended the committee, for their hard work and commitment over the past year.



GOVERNANCE REPORT

Patsy Corrick

The Governance Sub Committee commenced in November 2023 with a workshop facilitated by Miriam Moreton with a full Board governance workshop in March 2024.

This subcommittee sits under The Link Youth Health Service Value of **Organisation Capacity**: We will always be professional, we will develop our skills and we will build our future as a sustainable, agile and well governed organisation.

It also furthers the following **Strategic goals**:

- To embed best practice financial, HR and governance systems and processes.
- Confidence in our policies and structures that support our people, and program leaders empowered to manage staff, budgets and contracts.

Actions:

1. During this year the Governance subcommittee has:

2. Developed and confirmed it's Terms of Reference.

3. Adopted governance principles and identified priority areas for 2024 which included:

- Improving accessibility and functioning of Board Papers – circulation, presentation, access, structure and flow of meetings, Board schedule – which has been actioned
- Board Member induction and mentorship – to be actioned early 2025
- Review Sub-committees Terms of Reference- actioned
- Constitution review – scheduled for 2025
- Develop a Board Skills Matrix (actioned) which will:



- o Create a self-audit tool for all Board members
- o Identify professional development opportunities for Board members.
- o map current Board member skills, and,
- o identify gaps for recruiting new board members
- o Improve connections with the organisation:
 - Introduced regular staff presentations at Board meetings – actioned and ongoing
 - Board Members and Staff to provide bio's for weekly updates – in progress
 - Organise strategic planning review and update for 2025 – in progress

4. Reviewed several TLYHS policies and procedures

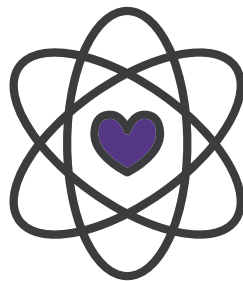
ACKNOWLEDGEMENT

A World of Lived Experience

We are enriched by listening, employing, and valuing people with lived experience of mental ill-health, substance use, and recovery and the experience of people who have been carers, families, or supporters. Each person's journey is unique and a valued contribution to Tasmania's commitment to mental health, alcohol and other drug support, and suicide prevention responses.



OUR VALUES



WHAT WE VALUE

Health

All young people should have access to health services when they need them and where they need them

Safety

We will support and encourage young people to make safe choices and minimise harm, whilst providing services within clinically-approved models.

Diversity

Everyone is welcome and their opinions and ideas are valued and celebrated

Youth Centred/Client led

Our clients are at the centre of everything we do

Organisation Capacity

We will always be professional, we will develop our skills and we will build our future as a sustainable, agile and well governed Organisation

HEALTH

headspace Hobart's Work and Study program follows the Individual Placement and Support (IPS) model of supported employment for people with mental ill health. The IPS model integrates with clinical supports and is a globally recognized and evidence-based best practice model to support mental health recovery. Research shows that not working or studying impacts on mental health and the longer you are not engaging with work and/or study, the harder it becomes to get back into it.

Paddy McLaughlan - Senior Vocational Specialist/IPS Supervisor



headspace Day was celebrated on the 4th of October 2023 and in Hobart we focused on supporting the Families and Friends caring for a young person. We collaborated with headspace National staff and our



Family and Friend Representative, providing a range of topics relevant to Families. The team prepared resources on topics including headspace's Partners in Parenting online training, online work and study support and tips on effective communication with your teen.

The team reflected on their own learning from the day and how it increased their understanding of the resources available within headspace and how they can provide a family inclusive practice.

Rachel Slyvester - headspace Hobart Centre Manager

The Youth Health Fund (YHF) program financially supports young people aged 12-24 experiencing disadvantage or homelessness to receive immediate support and access to health services and/or health items to address health concerns via a network of over 350 trained Youth Health Fund Access Workers across the State.

The top three health areas were:

- Sexual Health
- General Health
- Mental & Emotional Health.

During this period the YHF provided:

- 868 applications
- 809 toiletry kits
- 245 dental packs

Georgia Hardy - Youth Health Fund Senior

SAFETY



This year for World No Tobacco Day our ATOD team organized in collaboration with Wellington Court and Quit Tasmania a small health promotion event on 'Cut Back your Vaping'. The ATOD set up a table in Wellington Court with promotional material and practical tips on cutting back vaping. Although our event was cut short in Wellington Court due to the weather, the team moved the table back to The Link and continued the promotional activity in Open Access engaging young people in conversations on how to delay, distract, and destress to cut back use.

Hannah Poon - Alcohol, Tobacco and Other Drug Program - Acting Senior

The safety of young people is paramount, and our team have completed Child Safety Modules to support the organisation's Child Safety Accreditation.

Paddy McLaughlan - Senior Vocational Specialist/IPS Supervisor

The Clinical Lead team have worked hard to embed the Child Safe Framework into our organisation to ensure The Link is a safe space for children and young people to access our services.

The new Child Safe Framework was created to support organisations to prevent child abuse and ensure children and young people have a safe space to voice their concerns. The Link's Board President Rory Wilson and CEO Angela Waite have signed a Public Commitment to Child Safety which details how The Link will continue to provide safe services to children and young people. All staff and students (including clinical and administrative staff) of The Link have completed the Child Safe Framework modules online training which provides information about the new principles. We are committed to ensuring The Link continues to be an organisation that priorities the safety and concerns of young people.

Berny Carroll - Senior Clinical Lead

Improved mental health and well-being was observed in participants demeanors from when they arrived at activity to completion of activity as well as through comments such as: "I feel free and happy here", "Everything we have done is fun, meeting new people out in nature, and doing relaxing painting",

"I like being amongst nature, it feels nice".

Hannah Poon - On Country Health and Wellbeing Program Lead



DIVERSITY

Although our main age cohort are young people ages 12-25, there are many occasions where we support family and friends who are concerned about their young person. There are many occasions where our clinician team have spent time on the phone and in person with loved ones supporting a young person with substance misuse discussing harm minimization principles, providing information on drugs, drug withdrawals, and safety, and making referrals for additional support. In one case, this year, one of our clinicians supported a parent/child relationship in better communication and boundary setting which in turn improved the young person's relationship with their parent as well as their readiness to access ATOD and mental health support.

Hannah Poon - Alcohol, Tobacco and Other Drug Program - Acting Senior

The headspace Hobart Work and Study team worked with 40 truly diverse young people that included those identifying as culturally and linguistically diverse (10%), LGBTIQ+ (38%) and Aboriginal and Torres Strait Islander (21%).

Paddy McLaughlan - Senior Vocational Specialist/IPS Supervisor



The Link was successful in obtaining a grant to employ an identified First Nations Health and Wellbeing Worker in the headspace program. We recruited for the role, and the successful applicant started on the 29th of April. Employing an identified worker in support of Aboriginal, Torres Strait Islander and Multicultural young people and their mob has been a wonderful achievement that The Link are very proud of. We are excited about what this role and what we hope it will bring to our work the Aboriginal, Torres Strait Islander and Multicultural young people mob.

Rachel Slyvester - headspace Hobart Centre Manager

Ongoing collaboration with the Tasmanian Aboriginal Centre (TAC) has resulted in successes with young people who are from an Aboriginal background. The Link has conducted a "pop up clinic" at the Tasmanian Aboriginal Centre (with the TAC AOD Worker) on a regular basis since early 2023. One young person who was engaged through this pop-up clinic in August 2023 was then introduced to The Link and ATOD support. He has gone from being homeless and addicted to methamphetamines at that time, to being healthy and in stable accommodation with a girlfriend for nearly a year. He has accessed services at The Link weekly or fortnightly during that period for a range of supports and continues to drop-in weekly for food, Youth Health Fund services and other support.

Peter Callander - Youth Health Services Lead

DIVERSITY



On Country Health and Wellness is a nature-based, On Country program that takes young people offsite once a month for an experience in nature, On Country. The program has been funded for 2 years and is a partnership between The Link Youth Health Service, Karadi Aboriginal Corporation, and AdventureWorks. On Country Health and Wellness has completed its first year of programming offering 11 On Country monthly activities for young people aged 12-18. For this first year we focused on engaging the younger cohort with the aim of

engaging those ages 18-25 in the second year of this programming. Young people have learnt about health and wellness through the Aboriginal informed Social Emotional Well-being Wheel. Each activity planned featured one of the aspects of well-being: Connection to Body and Behaviors, Connection to Mind and Emotions, Connection to Family and Kinship, Connection to Community, Connection to Culture, Connection to Country and Land, and Connection to Spirit, Spirituality, and Ancestors. Young people engaged in this program have also learnt of the support available to them from The Link Youth Health Service, Migrant Resource Centre, AdventureWorks, and Karadi Aboriginal Corporation. Participants in this program have come from various socio-economic and cultural backgrounds. Ninety percent of participants are from Aboriginal/Torres Strait Islander and CALD backgrounds. Through engaging in this program, participants met new friends, made new connections, visited new places around Hobart and surrounds, learned about health and well-being, as well as increased knowledge on Tasmanian Aboriginal and Aboriginal culture.

Hannah Poon - On Country Health and Wellbeing Program Lead



The number of young people from accessing the service who were from CALD backgrounds increased to 10% in the July- December 2023 period and remained high during the 1st half of 2024. The outreach to the TasTAFE Young Migrant Education Program continues to be a great engagement opportunity with a Youth Health Worker now co-presenting the Students Against Racism (SAR) workshops at the Tas Police recruit training centre.

Peter Callander - Youth Health Services Lead

YOUTH CENTRED CLIENT LED

Each activity this year has given participants an opportunity to visit a different natural space, engage in discussions about health and wellness, and learn more about Tasmanian Aboriginal culture and history. The activities this year included a South Hobart rivulet walk, cave exploration on Waterworks reserve, a visit to Shag Bay, Walk to Sama Hut on Kunanyi, Tarooma Beach clean up, Walk to Sphinx Rock, Mural painting of Kunanyi, visit to Putalina, Garden sign painting, and an upper Waterworks reserve walk.

Hannah Poon - On Country Health and Wellbeing Program Lead

Our team has worked hard to support young people in their vocational goals and to promote the benefits of work and study for improved mental health. We met young people and employers at trade events, local and regional careers expos, schools, community events and of course at headspace in Hobart. We work with our young program participants where they are comfortable and frequently meet them in community at local libraries, cafes, training venues and workplaces.

Paddy McLaughlan - Senior Vocational Specialist/IPS Supervisor

It was with great excitement that the fund was able to supply young people with deodorants for the last half of the financial year, due to the successful management of the budget. This was a well-received opportunity from Access Workers and young people throughout the state. Previous feedback received voiced frustrations that deodorant wasn't offered by the fund when it is considered an essential need for young people to maintain their personal hygiene and sense of dignity. We heard this feedback and answered by initially purchasing several months' worth of deodorant stock for vulnerable young Tasmanians, however, we were unprepared for the uptake, and the stock was depleted within four days!

Georgia Hardy - Youth Health Fund Senior

This year we have again utilised the Youth Reference Group (YRG) members in many areas of service design and delivery. The Open Access space and interview rooms re-decoration continued in the second half of 2023 and the design and suggestions came from the YRG. The Youth Reference Group have also been involved on our interview panels and central to the design, development, promotion and delivery of our programs.

Peter Callander - Youth Health Services Lead



YOUTH CENTRED CLIENT LED

Most of those young people remain with the program this financial year and while some have jobs already, many choose to voluntarily stay with the program to ensure their long-term employment goals are attained and to help them with 'next steps' in their work life. Of those young people that exited the program in 2023-24, over 63% achieved a positive work or study outcome.

Paddy McLaughlan – Senior Vocational Specialist/IPS Supervisor

The Clinical Lead have worked closely with the Youth Reference Group (YRG) on various topics to ensure everything we do is Young Person centred and led. We have consulted with the YRG around appropriate language on our Welcome Forms, ways to receive feedback and complaints, auditing our physical spaces and assisting on interview panels. The YRG continues to be a vital asset to the organisation and the Clinical Lead team, and we value their feedback and opinions greatly.

Berny Carroll – Senior Clinical Lead

The Link were successful in obtaining funding for a Saturday service in the headspace program, which started July 1, 2023. The Saturday service has been hugely successful with young people and their families. Saturday's have been vital in supporting a family inclusive culture at headspace Hobart and reducing barriers for families by enabling them to attend/be available at their young person's session.

Rachel Slyvester – headspace Hobart Centre Manager

The ongoing service evaluation mechanisms at Open Access for young people to give feedback continue to inform and guide improvements and recommendations from young people in the development of service design and delivery.

Peter Callander – Youth Health Services Lead



ORGANISATION CAPACITY

Our team's growth has enabled us to develop more of the ATOD program building into our clinical practice, networking within the sector, our outreach capacity, health promotions, support for family and friends, and education.

Hannah Poon - Alcohol, Tobacco and Other Drug Program - Acting Senior

We continue our strong relationships with Tas Police, Youth Justice, Tasmanian Aboriginal Centre, Karadi Aboriginal Corporation, Pulse, Alcohol Drug Service, Colony 47, Migrant Resource Centre, and headspace Hobart for referrals of young people experiencing substance misuse issues. We also continue to engage in outreach at shelters such as Colville and programs such as Youth Beat in Wellington Court and YouthARC. We continue to be known in the sector as the Youth specialist ATOD service in Hobart.

Hannah Poon - Alcohol, Tobacco and Other Drug Program - Acting Senior

Each year IPS Works conducts a review of our practices to ensure that our work is of a high standard and adheres to the IPS framework. In our recent IPS fidelity review, our team maintained a Good Fidelity rating with a score of 114 out of a possible 125.

While positive outcomes at exit are important, the team also works towards continuous quality improvement and all team members are committed to developing skills to be a sustainable and youth centered service. In 2023/24 our team has completed training in Mental Health First Aid, Motivational Interviewing, SASS training, leadership development and various micro credentials developed by Orygen, headspace National's partner in organisational development. Additionally, the team attended the headspace National Forum in May 2024, the headspace IPS Learning Collaborative last November and the Workplace Mental Health Symposium 2023.

Paddy McLaughlan - Senior Vocational Specialist/IPS Supervisor

The Clinical Lead team has worked hard to support the ongoing professional development needs of our staff, including scheduling 2-day Dialectical Behaviour Therapy (DBT) training for all clinical staff. This training was scheduled over 2 different sessions to ensure The Link was able to continue to provide services to young people whilst staff were in training. DBT is an evidence-base and clinically approved therapeutic intervention which teaches practical skills to help support emotion regulation, distress



tolerance and improve relationships. Staff have found the training to be very beneficial to their practice and have implemented DBT skills with their young people since the training. The headspace Hobart program commenced a DBT-informed group for young people based on the training provided. The Alcohol, Tobacco and other Drug (ATOD) program will also be facilitating DBT-informed groups later this year because of the training.

Berny Carroll - Senior Clinical Lead

ORGANISATION CAPACITY

The headspace Hobart Youth Reference Group members have continued to participate on internal and external committees and working groups separate, but relevant to, the YRG:

- *The Link Youth Health Service Board - Grace M (finished in October) and Eloise;*
- *headspace Hobart Consortium - Lottie as Consortium Chair, and Eloise;*
- *Mental Health, Suicide Prevention Young People Working Group (sits under the Premier's Advisory Council) – Eloise;*
- *Mental Health Council of Tasmania Peer Work Advisory Committee (currently suspended) – Mikaela and Susannah.*
- *Provided input to the headspace National Participation team for the development of their National Participation Framework – Ava H and Grace M.*
- *Peer Support Facilitator at OutSpace - Dre*

In conjunction with our usual school and community health and wellbeing events we participated in:

- *Aurora staff Wellbeing Day with a stall of resources and mindfulness sessions run by headspace clinician Emma;*
- *Rev It Up in Huonville (for year six students) with bag decorating and badge making- Taylor Swift badges were VERY popular;*
- *Judy's Junior Dance and Drag events, a drug and alcohol-free event for under 21s, teaming up with the fabulous Pussay Poppins providing our Chill Out Space;*
- *The Youth ARC Maker's Market with our smoothie bike;*
- *Youth Network of Tasmania's Tasmanian Youth Forum with our Chill Out Space- always such great energy in the room at this event;*
- *RACT Pride Week event with Working It Out;*
- *The Ron Barwick Health and Wellbeing Expo at Risdon Prison with our thong throwing activity; and,*
- *Agfest with Cornerstone Youth Health Services.*



Shelagh Curtain – Community Health Educator

The Link team worked hard to complete the hMIF (headspace Model of Integrity Framework) process and it required a number of key Link staff members to focus on the quality improvement opportunity. The Link were successful in supporting the headspace program to pass the hMIF process and celebrated the completion of that piece of work.

Rachel Slyvester – headspace Hobart Centre Manager



PROGRAM IN SPOTLIGHT

Our Community My Future

Launched in October 2022 in collaboration with the Migrant Resource Centre (MRC) and Cornerstone Youth Services in Launceston, Our Community My Future (OCMF) aimed to reduce the disengagement of young people aged 12-24. The program concluded in mid-April 2024 after 18 months.

Throughout the program, OCMF focused on strengths-based case management and goal setting, which were complimented by workshops designed to foster skill development and social cohesion. The final stage of the program included a collaborative project between The Link and MRC, which emphasised the practical and social skills built throughout the program.

Over 70 participants were provided with comprehensive case management support, assisting with things such as accessing secure and safe housing, re-engaging with education, finding meaningful employment, and advocating for young people needing financial assistance from Centrelink when it was deemed unreasonable for them to live at home.

It was wonderful for the organisation to have the opportunity to provide outreach to schools to meet with clients, and we thank Indie School Kingston, Campania District School, St Francis Flexible Learning and New Norfolk High for these collaborations.

OCMF also had a significant impact on the health and well-being of clients in other ways, supporting them to address specific barriers that hindered their ability to progress positively. These included: purchasing a laptop for a young person to appropriately engage in school work

and study, another participant was provided with a new phone as they found not having one was a barrier to finding a job (they weren't able to receive calls for interviews etc.), two homeless young people were provided with new pots and pans for cooking, another pregnant participant was provided with a new double bed frame after escaping a family violence situation, another young person was provided with body and haircare essentials to boost confidence and help with personal presentation when approaching prospective employers and attending job interviews. Finally, a new mountain bike was purchased for a young person, to help achieve their main goal of improving their cardiovascular fitness and living a healthier lifestyle. OCMF also supported young people to book medical appointments and access essential healthcare, including mental health services via advocacy, empowerment, and the use of the Youth Health Fund.

Other opportunities for young people included the program funding an Auslan (sign language) course for one young person, and three others completed their RSA and barista training. One client has found the opportunity to volunteer at a pop-up café for elderly people in the Kingborough area since getting her qualifications as a barista.

The highlight of the 23/24 financial year for OCMF was providing five participants with the opportunity to undertake an 8-week introduction to Animal Handling course in collaboration with The Happy Paws, Happy Hearts Foundation and Ten Lives Cat Centre. The young people enjoyed spending time playing with and learning how to care for cats and kittens and had the opportunity

to meet guest speakers from different animal welfare organisations. In keeping with the animal theme, we welcomed Therapy Paws Tasmania to The Link, who brought in two therapy dogs to spend time with young people. At the end of both opportunities, young people reported an uplift in mood and mental health as well as describing the positive benefits that group work had brought to them, including feeling a sense of belonging, community connection and new friendships. After the program finished, it was uplifting to reflect on the healthy friendships that the OCMF participants built organically over the 18-month project, especially as feelings of isolation and loneliness were one of the major issues reported by young people at intake.

The program finished with a collaborative project with the cohort from MRC, where the young people assisted in refurbishing a dinghy as part of a play area for the Goodwood Accommodation and Learning Centre. A highlight was one of The Link's participants having the opportunity to mentor others in painting and designing the artwork on the side of the boat. It was heartening to see young people from different cultures coming together and enjoying a shared sense of purpose.

The OCMF program left a lasting impact on Southern Tasmania's youth sector, emerging as a catalyst for positive change and demonstrating the difference that can be made to the lives of young people when they are empowered to overcome challenges, embrace new opportunities and forge meaningful relationships with their peers and the community.

Georgia Hardy - Senior Youth Case Manager



PROGRAM IN SPOTLIGHT

B4 1000 - THE EARLY YEARS - THE POWER OF STORYTELLING

Shannan and Shelagh continued their work on the Community Story Tellers project that The Link had received funding for in the previous financial year.

The powerful and effective nature of storytelling to relay and retain information is the underlying basis of B4 1000, with B4 1000 itself representing the early years of a child's life before they start school.

Shannan and Shelagh reached out to a range of individuals in the early childhood space, for example Child and Family Learning Centres, Child Health Nurses, and Midwives in an effort to obtain access to young parents and young parents to be, to aid us in developing this project. We found however, that young parents and young parents to be can be difficult to get a hold of, due to a range of reasons.

After running information sessions to Link Staff at our meetings, explaining the concept and story structure, we developed some stories, and worked with some young parents within the community. We have put together 'parent packs' which contain a range of toiletries, a blanket and a board book. We have also developed a resource book containing a wide range of contacts for local and online services for young parents and young parents to be, which is available in print format, and on The Link's website.

Shelagh Curtain & Shannan Harris - B41000 Program Leads



PROGRAM IN SPOTLIGHT

STUDY SPACE

The Link received a grant from the My State Foundation to run Study Space for terms 1 and 2 of 2024. Three hourly drop-in sessions were held throughout the terms with the aim being to provide a safe, quiet space providing practical supports – and healthy snacks – for young people aged 12-25.

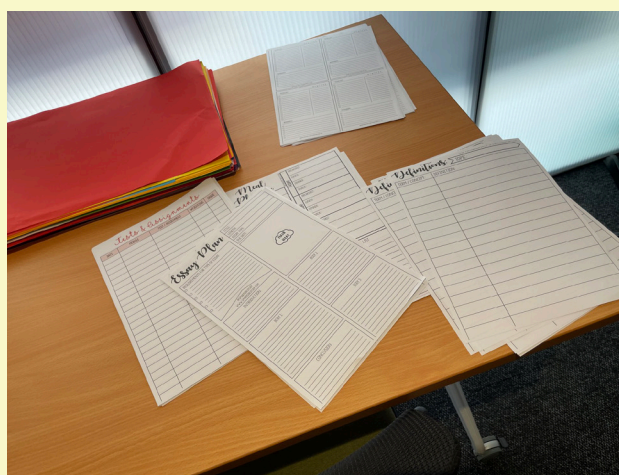
Study Space was run out of the headspace Hobart meeting room by Peer Educator – Emily, and Peer Facilitator – Kai. Prior to school returning for the year, Emily and Kai sourced and designed a range of useful resources, including learning style posters, and a range of relevant templates. Whilst session plans were developed, the sessions being primarily driven by the requirements of the young people attending, including developing essay plans, study plans and meal plans. Resources provided included access to computers, stationery (including calculators), fidget toys, headphones and ear plugs.

Emily and Kai provided a flexible learning environment within the room utilising the tables and chairs, but also beanbags. At the start of the project, they researched snack options that were not only healthy in a physical sense, but also good for healthy brain functioning.

We have developed study packs to be distributed to clients of The Link which include:

- Notebook and pen;
- Fidget toy; and,
- Study related affirmation cards.

Shelagh Curtain - Community Educator



The Link Youth Health Service Inc

ABN 11 770 186 878

Annual Report - 30 June 2024



**The Link Youth Health Service Inc
Board members' report
For the year ended 30 June 2024**

The Board of Management present their report, together with the financial statements, on the association for the year ended 30 June 2024.

Board Report

The following persons were board members of the association during the whole of the financial year and up to the date of this report, unless otherwise stated:

Rory Wilson – President
Lois Jenkins
Ben Fisher
Elenor Rigney
Kelly Pettit
Erin Stephens - Treasurer
Patsy Corrick
Suellen Taylor
Eloise Day

Principal activities

During the financial year the principal continuing activities of the association consisted of:

- The provision of health information to young people
- Running a walk-in holistic health service for young people 12-25 years
- The promotion of harm reduction strategies for young illicit drug users
- The diversion of young people with alcohol and other drug issues from the court system
- The provision of funds for young people to access health services statewide through a network of trained access workers
- Headspace Hobart (The Link Youth Health Service Inc as the lead agency)
- Deliver flexible, friendly, relevant and practical service options at a centralised site
- Provide timely, relevant interventions to improve the overall wellbeing of young people in primary health, mental health, alcohol and drug, and vocational assistance including with partner organisations
- Use a cost-effective collaborative approach that draws on sharing resources and expertise within the health and community sector
- Establish new service opportunities that can assist young people earlier in the onset of mental health and associative substance use problems
- Ensure all work practices have a current evidence base
- Utilise pre and post qualitative measures to assess client outcomes
- Reform local service systems; implementing community awareness campaigns and community education to assist young people experiencing mental health problems and influence both policy direction and community attitude
- Individual Placement and Support Program for assisting headspace clients in employment and training opportunities

Significant Changes

This year additional funding in the form of enhancement funding for headspace was provided by Primary Health Tasmania, to improve access to coordinated multidisciplinary care for young people and to improve workforce attraction and retention. This funding has enabled the employment of the organisation's first ever First Nations Health and Wellbeing Worker. The funding has also been utilised to deliver both Dialectical behaviour therapy (DBT) and Single Session Thinking (SST) training for headspace staff throughout the year.

The Link secured funding in June 2023, provided by the Department of Health, for "On Country Health and Wellness," a program that promotes active living and positive mental health and wellbeing for young people of diverse backgrounds. This program started in 2023-24 and will run for 2 years until June 2025.

Through the Tasmanian Government's Tasmanian Community Food Relief Grants Program, The Link was able to secure a small grant to support the provision of food hampers and meals to young people accessing The Link's services during the year, with the funds fully expended and the grant program finishing on 30th June 2024.

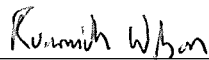
Operating Result

The Surplus for 2023/2024 amounted to \$130,039

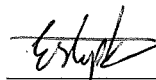
Signed in accordance with a resolution of the Members of the Board.

**The Link Youth Health Service Inc
Board members' report
For the year ended 30 June 2024**

On behalf of the Board of Management



Rory Wilson
President



Erin Stephens
Treasurer

15 October 2024

The Link Youth Health Service Inc
Contents
For the year ended 30 June 2024

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General information

The financial statements cover The Link Youth Health Service Inc as an individual entity. The financial statements are presented in Australian dollars, which is The Link Youth Health Service Inc's functional and presentation currency.

The Link Youth Health Service Inc is a not-for-profit incorporated association, incorporated and domiciled in Australia. Its registered office and principal place of business are:

Registered office

57 Liverpool Street
Hobart TAS 7000

Principal place of business

57 Liverpool Street
Hobart TAS 7000

A description of the nature of the association's operations and its principal activities are included in the board members' report, which is not part of the financial statements.

The financial statements were authorised for issue on 15 October 2024.

The Link Youth Health Service Inc
Statement of comprehensive income
For the year ended 30 June 2024

	Note	2024 \$	2023 \$
Revenue			
Government Grants	3	3,232,082	3,555,288
Other Grants	4	96,523	58,090
Medicare Payments Headspace		50,990	125,109
Self-Generated Income	5	83,575	81,699
		<u>3,463,170</u>	<u>3,820,186</u>
Return of underspent funds		(38,746)	-
Operating Surplus		<u>3,424,424</u>	<u>3,820,186</u>
Expenses			
Youth Health Fund Services	6	152,656	168,796
Audit and accountancy		6,565	54,278
Employee benefits expense		2,516,916	2,551,526
Depreciation and amortisation expense		46,168	73,646
Information Technology		56,117	55,984
Vehicles and Travel Expenses		54,809	59,324
Other expenses		145,100	93,278
Marketing		16,265	15,822
Occupancy		241,504	253,683
Training/Professional Development		58,228	34,699
Finance costs		<u>57</u>	<u>360</u>
Surplus for the year	16	130,039	458,790
Other comprehensive income for the year		<u>-</u>	<u>-</u>
Total comprehensive income for the year		<u><u>130,039</u></u>	<u><u>458,790</u></u>

The above statement of comprehensive income should be read in conjunction with the accompanying notes

The Link Youth Health Service Inc
Statement of financial position
As at 30 June 2024

	Note	2024 \$	2023 \$
Assets			
Current assets			
Cash and cash equivalents	7	1,220,722	1,133,618
Trade and other receivables	8	3,704	4,281
Prepaid cards	9	3,881	637
Payments in Advance	10	2,049	28,845
Total current assets		<u>1,230,356</u>	<u>1,167,381</u>
Non-current assets			
Property, plant and equipment	11	410,904	448,049
Total non-current assets		<u>410,904</u>	<u>448,049</u>
Total assets		<u>1,641,260</u>	<u>1,615,430</u>
Liabilities			
Current liabilities			
Trade and other payables	12	142,283	260,317
Employee benefits	13	118,833	173,048
Subsidies and grants received in advance	14	90,725	26,981
Total current liabilities		<u>351,841</u>	<u>460,346</u>
Non-current liabilities			
Employee benefits	15	86,433	82,137
Total non-current liabilities		<u>86,433</u>	<u>82,137</u>
Total liabilities		<u>438,274</u>	<u>542,483</u>
Net assets		<u>1,202,986</u>	<u>1,072,947</u>
Equity			
Retained surpluses	16	1,202,986	1,072,947
Total equity		<u>1,202,986</u>	<u>1,072,947</u>

The above statement of financial position should be read in conjunction with the accompanying notes

The Link Youth Health Service Inc
Statement of changes in equity
For the year ended 30 June 2024

	Retained Surpluses	Total equity
	\$	\$
Balance at 1 July 2022	614,157	614,157
Surplus for the year	458,790	458,790
Other comprehensive income for the year	-	-
Total comprehensive income for the year	<u>458,790</u>	<u>458,790</u>
Balance at 30 June 2023	<u>1,072,947</u>	<u>1,072,947</u>
	Retained Surpluses	Total equity
	\$	\$
Balance at 1 July 2023	1,072,947	1,072,947
Surplus for the year	130,039	130,039
Other comprehensive income for the year	-	-
Total comprehensive income for the year	<u>130,039</u>	<u>130,039</u>
Balance at 30 June 2024	<u>1,202,986</u>	<u>1,202,986</u>

The above statement of changes in equity should be read in conjunction with the accompanying notes

The Link Youth Health Service Inc
Statement of cash flows
For the year ended 30 June 2024

	Note	2024 \$	2023 \$
Cash flows from operating activities			
Government grants, fees and other income		3,424,473	3,878,006
Payments to suppliers		(3,432,734)	(3,325,882)
		(8,261)	552,124
Interest received		36,784	9,670
Net cash from operating activities		28,523	561,794
Cash flows from investing activities			
Proceeds from disposal of property, plant and equipment		24,545	-
Other cash items from investing activities		16,641	(26,656)
Net cash from/(used in) investing activities		41,186	(26,656)
Cash flows from financing activities			
Other cash items from financing activities		17,395	(118,515)
Net cash from/(used in) financing activities		17,395	(118,515)
Net increase in cash and cash equivalents		87,104	416,623
Cash and cash equivalents at the beginning of the financial year		1,133,618	716,995
Cash and cash equivalents at the end of the financial year	7	<u>1,220,722</u>	<u>1,133,618</u>

The above statement of cash flows should be read in conjunction with the accompanying notes

The Link Youth Health Service Inc
Notes to the financial statements
For the year ended 30 June 2024

Note 1. Material accounting policy information

The accounting policies that are material to the association are set out either in the respective notes or below. The accounting policies adopted are consistent with those of the previous financial year, unless otherwise stated.

New or amended Accounting Standards and Interpretations adopted

The association has adopted all of the new or amended Accounting Standards and Interpretations issued by the Australian Accounting Standards Board ('AASB') that are mandatory for the current reporting period.

Any new or amended Accounting Standards or Interpretations that are not yet mandatory have not been early adopted.

Basis of preparation

These general purpose financial statements have been prepared in accordance with the Australian Accounting Standards - Simplified Disclosures issued by the Australian Accounting Standards Board ('AASB'), the Australian Charities and Not-for-profits Commission Act 2012 and Tasmanian legislation the Associations Incorporation Act 1964 and associated regulations, as appropriate for not-for profit oriented entities.

Historical cost convention

The financial statements have been prepared under the historical cost convention.

Critical accounting estimates

The preparation of the financial statements requires the use of certain critical accounting estimates. It also requires management to exercise its judgement in the process of applying the association's accounting policies. The areas involving a higher degree of judgement or complexity, or areas where assumptions and estimates are significant to the financial statements, are disclosed in note 2.

Revenue recognition

The association recognises revenue as follows:

Rendering of services

Revenue from a contract to provide services is recognised over time as the services are rendered based on either a fixed price or an hourly rate.

Interest

Interest revenue is recognised as interest accrues using the effective interest method. This is a method of calculating the amortised cost of a financial asset and allocating the interest income over the relevant period using the effective interest rate, which is the rate that exactly discounts estimated future cash receipts through the expected life of the financial asset to the net carrying amount of the financial asset.

Other revenue

Other revenue is recognised when it is received or when the right to receive payment is established.

Income tax

As the association is a tax exempt institution in terms of subsection 50-5 of the Income Tax Assessment Act 1997, as amended, it is exempt from paying income tax.

The Link Youth Health Service is endorsed as a Deductible Gift Recipient (DGR) for taxation purposes.

Current and non-current classification

Assets and liabilities are presented in the statement of financial position based on current and non-current classification.

An asset is classified as current when: it is either expected to be realised or intended to be sold or consumed in the association's normal operating cycle; it is held primarily for the purpose of trading; it is expected to be realised within 12 months after the reporting period; or the asset is cash or cash equivalent unless restricted from being exchanged or used to settle a liability for at least 12 months after the reporting period. All other assets are classified as non-current.

A liability is classified as current when: it is either expected to be settled in the association's normal operating cycle; it is held primarily for the purpose of trading; it is due to be settled within 12 months after the reporting period; or there is no unconditional right to defer the settlement of the liability for at least 12 months after the reporting period. All other liabilities are classified as non-current.

Impairment of non-financial assets

Non-financial assets are reviewed for impairment whenever events or changes in circumstances indicate that the carrying amount may not be recoverable. An impairment loss is recognised for the amount by which the asset's carrying amount exceeds its recoverable amount.

Note 1. Material accounting policy information (continued)

Recoverable amount is the higher of an asset's fair value less costs of disposal and value-in-use. The value-in-use is the present value of the estimated future cash flows relating to the asset using a pre-tax discount rate specific to the asset or cash-generating unit to which the asset belongs. Assets that do not have independent cash flows are grouped together to form a cash-generating unit.

Goods and Services Tax ('GST') and other similar taxes

Revenues, expenses and assets are recognised net of the amount of associated GST, unless the GST incurred is not recoverable from the tax authority. In this case it is recognised as part of the cost of the acquisition of the asset or as part of the expense.

Receivables and payables are stated inclusive of the amount of GST receivable or payable. The net amount of GST recoverable from, or payable to, the tax authority is included in other receivables or other payables in the statement of financial position.

Cash flows are presented on a gross basis. The GST components of cash flows arising from investing or financing activities which are recoverable from, or payable to the tax authority, are presented as operating cash flows.

Commitments and contingencies are disclosed net of the amount of GST recoverable from, or payable to, the tax authority.

Note 2. Critical accounting judgements, estimates and assumptions

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the reported amounts in the financial statements. Management continually evaluates its judgements and estimates in relation to assets, liabilities, contingent liabilities, revenue and expenses. Management bases its judgements, estimates and assumptions on historical experience and on other various factors, including expectations of future events, management believes to be reasonable under the circumstances. The resulting accounting judgements and estimates will seldom equal the related actual results. The judgements, estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities (refer to the respective notes) within the next financial year are discussed below.

Allowance for expected credit losses

The allowance for expected credit losses assessment requires a degree of estimation and judgement. It is based on the lifetime expected credit loss, grouped based on days overdue, and makes assumptions to allocate an overall expected credit loss rate for each group. These assumptions include recent sales experience and historical collection rates.

Estimation of useful lives of assets

The association determines the estimated useful lives and related depreciation and amortisation charges for its property, plant and equipment and finite life intangible assets. The useful lives could change significantly as a result of technical innovations or some other event. The depreciation and amortisation charge will increase where the useful lives are less than previously estimated lives, or technically obsolete or non-strategic assets that have been abandoned or sold will be written off or written down.

Impairment of non-financial assets other than goodwill and other indefinite life intangible assets

The association assesses impairment of non-financial assets other than goodwill and other indefinite life intangible assets at each reporting date by evaluating conditions specific to the association and to the particular asset that may lead to impairment. If an impairment trigger exists, the recoverable amount of the asset is determined. This involves fair value less costs of disposal or value-in-use calculations, which incorporate a number of key estimates and assumptions.

Employee benefits provision

As discussed in note 1, the liability for employee benefits expected to be settled more than 12 months from the reporting date are recognised and measured at the present value of the estimated future cash flows to be made in respect of all employees at the reporting date. In determining the present value of the liability, estimates of attrition rates and pay increases through promotion and inflation have been taken into account.

The Link Youth Health Service Inc
Notes to the financial statements
For the year ended 30 June 2024

Note 3. Government Grants

ATOD - Core Funding

Grant income received	634,986
Bank interest, medicare and other	8,490
Funds available	643,475
less grant expenditure	546,258
Underspend	97,218

AOD Peer Worker

Grant income received	-
Bank interest, medicare and other	-
Funds available	-
Less grant expenditure	54,461
Overspend	54,461

Grant monies were received in the financial year 2022-23

Community Youth Health

Grant income received	243,235
Bank interest, medicare and other	3,252
Funds available	246,487
Less grant expenditure	248,819
Overspend	2,332

Overspend offset by underspend in prior year

headspace

Grant income received	1,032,070
Bank interest, medicare and other	74,641
Funds available	1,106,711
Less grant expenditure	1,034,802
Underspend	71,909

headspace - Demand Management

Grant income received	219,733
Bank interest, medicare and other	-
Funds available	219,733
Less grant expenditure	181,291
Underspend	38,442

headspace - Early Career

Grant income received	53,475
Bank interest, medicare and other	-
Funds available	53,475
Less grant expenditure	55,403
Overspend	1,928

Overspend offset by underspend in prior year

The Link Youth Health Service Inc
Notes to the financial statements
For the year ended 30 June 2024

Note 3. Government Grants (continued)

headspace - Enhancement Uplift

Grant income received	217,930
Bank interest, medicare and other	-
Funds available	217,930
Less grant expenditure	166,851
Underspend	51,079

Illicit Drug Diversion Initiative (IDDI)

Grant income received	143,402
Bank interest, medicare and other	1,917
Funds available	145,319
Less grant expenditure	131,616
Underspend	13,703

On Country Health

Grant income received	-
Bank interest, medicare and other	-
Funds available	-
Less grant expenditure	39,479
Overspend	39,479

Grant monies were received in the financial year 2022-23

Work & Study(IPS)

Grant income received	364,622
Bank interest, medicare and other	6,186
Funds available	370,808
Less grant expenditure	419,535
Overspend	48,727

Overspend offset by underspend in prior year

Youth Health Fund

Grant income received	322,629
Bank interest, medicare and other	4,315
Funds available	326,944
Less grant expenditure	308,970
Underspend	17,974

Note 4. Other Grants

B4 First 1000 Days Storyteller

Grant income received	16,981
Bank interest, medicare and other	-
Funds available	16,981
Less grant expenditure	16,968
Underspend	13

**The Link Youth Health Service Inc
Notes to the financial statements
For the year ended 30 June 2024**

Note 4. Other Grants (continued)

MRC (Our Community My Future)

Grant income received	36,435
Bank interest, medicare and other	6,565
Funds available	43,000
Less grant expenditure	56,964
Overspend	13,964

Overspend offset by underspend in prior year

Small Grants

Grant income received	10,000
Bank interest, medicare and other	-
Funds available	10,000
Less grant expenditure	9,890
Underspend	110

TAS Community Food Relief Grant

Grant income received	8,500
Bank interest, medicare and other	-
Funds available	8,500
Less grant expenditure	8,515
Overspend	15

Derwent Valley Youth Support

Grant income received	12,037
Bank interest, medicare and other	-
Funds available	12,037
Less grant expenditure	3,337
Underspend	8,700

MHCT Peer Support

Grant income received	2,870
Bank interest, medicare and other	-
Funds available	2,870
Less grant expenditure	1,500
Underspend	1,370

Mystate Grant (Study Group)

Grant income received	-
Bank interest, medicare and other	9,700
Funds available	9,700
Less grant expenditure	9,679
Underspend	21

The Link Youth Health Service Inc
Notes to the financial statements
For the year ended 30 June 2024

Note 5. Self-Generated Income

	2024	2023
	\$	\$
Interest Income	36,784	9,670
Donations	2,072	3,861
Sundry Income	34,110	49,572
Administration	10,200	18,130
Client Payments Headspace	409	466
	<u>83,575</u>	<u>81,699</u>

Note 6. Youth Health fund Services

	2024	2023
	\$	\$
Physiotherapy	1,436	4,406
Pharmaceutical Services	8,193	8,467
Optical	1,120	1,627
Counselling Services	22,886	37,837
Complimentary Therapies	508	1,520
Dental Services	3,530	4,857
Family Planning	10,619	12,593
GP/Specialist	30,981	34,772
Toiletries	26,467	17,223
Surgery	46,916	45,494
	<u>152,656</u>	<u>168,796</u>

Note 7. Current assets - cash and cash equivalents

	2024	2023
	\$	\$
Cash at bank	302,752	246,802
Cash on deposit	917,970	886,816
	<u>1,220,722</u>	<u>1,133,618</u>

Accounting policy for cash and cash equivalents

Cash and cash equivalents includes cash on hand, deposits held at call with financial institutions, other short-term, highly liquid investments with original maturities of three months or less that are readily convertible to known amounts of cash and which are subject to an insignificant risk of changes in value.

Note 8. Current assets - trade and other receivables

	2024	2023
	\$	\$
Trade receivables	<u>3,704</u>	<u>4,281</u>

Accounting policy for trade and other receivables

Trade receivables are initially recognised at fair value and subsequently measured at amortised cost using the effective interest method, less any allowance for expected credit losses. Trade receivables are generally due for settlement within 30 days.

The association has applied the simplified approach to measuring expected credit losses, which uses a lifetime expected loss allowance. To measure the expected credit losses, trade receivables have been grouped based on days overdue.

The Link Youth Health Service Inc
Notes to the financial statements
For the year ended 30 June 2024

Note 9. Current assets - Prepaid cards

	2024	2023
	\$	\$
Prepaid Cards	<u>3,881</u>	<u>637</u>

Note 10. Current assets - Payments in Advance

	2024	2023
	\$	\$
Payments in Advance	<u>2,049</u>	<u>28,845</u>

Note 11. Non-current assets - property, plant and equipment

	2024	2023
	\$	\$
Freehold improvements - at cost	<u>375,785</u>	<u>375,785</u>
Leasehold improvements - at cost	<u>169,075</u>	<u>169,075</u>
Plant and equipment - at cost	<u>190,347</u>	<u>190,346</u>
Motor vehicles - at cost	<u>138,671</u>	<u>176,524</u>
Less: Accumulated depreciation	<u>(462,974)</u>	<u>(463,681)</u>
	<u>410,904</u>	<u>448,049</u>

Accounting policy for property, plant and equipment

Plant and equipment is stated at historical cost less accumulated depreciation and impairment. Historical cost includes expenditure that is directly attributable to the acquisition of the items.

Depreciation is calculated on a straight-line basis to write off the net cost of each item of property, plant and equipment (excluding land) over their expected useful lives as follows:

Buildings	40 years
Leasehold improvements	3-10 years
Plant and equipment	3-7 years

The residual values, useful lives and depreciation methods are reviewed, and adjusted if appropriate, at each reporting date.

Leasehold improvements are depreciated over the unexpired period of the lease or the estimated useful life of the assets, whichever is shorter.

An item of property, plant and equipment is derecognised upon disposal or when there is no future economic benefit to the association. Gains and losses between the carrying amount and the disposal proceeds are taken to profit or loss.

The Link Youth Health Service Inc
Notes to the financial statements
For the year ended 30 June 2024

Note 12. Current liabilities - trade and other payables

	2024 \$	2023 \$
Trade payables	33,122	156,186
Accruals	7,254	-
BAS payable	101,907	104,131
	<u>142,283</u>	<u>260,317</u>

Accounting policy for trade and other payables

These amounts represent liabilities for goods and services provided to the association prior to the end of the financial year and which are unpaid. Due to their short-term nature they are measured at amortised cost and are not discounted. The amounts are unsecured and are usually paid within 30 days of recognition.

Note 13. Current liabilities - employee benefits

	2024 \$	2023 \$
Annual leave	110,891	142,993
Staff Liabilities	7,942	30,055
	<u>118,833</u>	<u>173,048</u>

Accounting policy for employee benefits

Short-term employee benefits

Liabilities for wages and salaries, including non-monetary benefits, annual leave and long service leave expected to be settled wholly within 12 months of the reporting date are measured at the amounts expected to be paid when the liabilities are settled.

Note 14. Current liabilities - Subsidies and grants received in advance

	2024 \$	2023 \$
Subsidies and grants received in advance	<u>90,725</u>	<u>26,981</u>

Note 15. Non-current liabilities - employee benefits

	2024 \$	2023 \$
Long service leave	<u>86,433</u>	<u>82,137</u>

Accounting policy for other long-term employee benefits

The liability for annual leave and long service leave not expected to be settled within 12 months of the reporting date are measured at the present value of expected future payments to be made in respect of services provided by employees up to the reporting date using the projected unit credit method. Consideration is given to expected future wage and salary levels, experience of employee departures and periods of service. Expected future payments are discounted using market yields at the reporting date on national government bonds with terms to maturity and currency that match, as closely as possible, the estimated future cash outflows.

The Link Youth Health Service Inc
Notes to the financial statements
For the year ended 30 June 2024

Note 16. Equity - retained surpluses

	2024	2023
	\$	\$
Retained surpluses at the beginning of the financial year	1,072,947	614,157
Surplus for the year	<u>130,039</u>	<u>458,790</u>
Retained surpluses at the end of the financial year	<u><u>1,202,986</u></u>	<u><u>1,072,947</u></u>

Note 17. Events after the reporting period

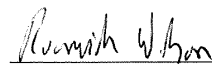
No matter or circumstance has arisen since 30 June 2024 that has significantly affected, or may significantly affect the association's operations, the results of those operations, or the association's state of affairs in future financial years.

**The Link Youth Health Service Inc
Board members' declaration
For the year ended 30 June 2024**

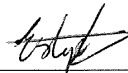
In the Board's opinion:

- the attached financial statements and notes comply with the Australian Accounting Standards - Simplified Disclosures, the Australian Charities and Not-for-profits Commission Act 2012 and Tasmanian legislation the Associations Incorporation Act 1964 and associated regulations;
- the attached financial statements and notes give a true and fair view of the association's financial position as at 30 June 2024 and of its performance for the financial year ended on that date; and
- there are reasonable grounds to believe that the association will be able to pay its debts as and when they become due and payable.

On behalf of the board members



Rory Wilson
President



Erin Stephens
Treasurer

15 October 2024

**INDEPENDENT AUDIT REPORT TO THE MEMBERS OF
THE LINK-YOUTH HEALTH SERVICE INC
ABN: 11 770 186 878**

Opinion

We have audited the special purpose financial report of The Link-Youth Health Service Inc (the Entity), which comprises the balance sheet as at 30 June 2024, the profit & loss statement for the year then ended, statement of changes in equity, statement of cash flows and notes to the financial statements, including a summary of significant accounting policies, and the Board declaration.

In our opinion, the accompanying financial report of The Link-Youth Health Service Inc has been prepared in accordance with Division 60 of the Australian Charities and Not-for-Profits Commission Act 2012, including:

- a) giving a true and fair view of the registered entity's financial position as at 30 June 2024, and of its financial performance for the year ended on that date; and
- b) complying with Australian Accounting Standards to the extent described in Note 1, and Division 60 the Australian Charities and Not-for-profits Commission Regulation 2013.

Basis for Opinion

We conducted our audit in accordance with Australian Auditing Standards. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Report section of our report. We are independent of the Entity in accordance with the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 Code of Ethics for Professional Accountants (the Code) that are relevant to our audit of the financial report in Australia. We have also fulfilled our other ethical responsibilities in accordance with the Code.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Emphasis of Matter – Basis of Accounting

We draw attention to Note 1 to the financial report, which describes the basis of accounting. The special purpose financial report has been prepared for the purpose of fulfilling the Board's financial reporting responsibilities under the ACNC Act. As a result, the financial report may not be suitable for another purpose. Our opinion is not modified in respect of this matter.

Responsibility of the Responsible Entities for the Financial Report

The Board of the entity is responsible for the preparation of the financial report that gives a true and fair view and have determined that the basis of preparation described in Note 1 to the financial report is appropriate to meet the requirements of the ACNC Act and the needs of the members. The Board's responsibility also includes such internal control as the Board determines is necessary to enable the preparation of a financial report that gives a true and fair view and is free from material misstatement, whether due to fraud or error.

In preparing the financial report, the Board is responsible for assessing the entity's ability to continue as a going concern, disclosing, as applicable, matters relating to going concern and using the going concern basis of accounting unless the Board either intends to liquidate the registered entity or to cease operations, or have no realistic alternative but to do so.

Auditor's Responsibilities for the Audit of the Financial Report

Our objectives are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with the Australian Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this financial report.

As part of an audit in accordance with Australian Auditing Standards, we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit 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.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the Board.

- Conclude on the appropriateness of the Board's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Entity's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial report or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Entity to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial report, including the disclosures, and whether the financial report represents the underlying transactions and events in a manner that achieves fair presentation.

We communicate with the Board regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.



Michael Ian Derbyshire
Director

Hobart

10 October 2024



WHO WE ARE

2023-2024

headspace Team

Adela Marrone
Aisling O'Driscoll
Alison Hardinge
Ben French
Bhargavi (Aavi) Desai
Cindy Goh
Clare Penny
Emma Bunzli
George Williams
Helen Shann
Jake Kean
Jeremy Alman
Keilan Grey
Liam O'Loughlin
Marina Buttemer
Melanie Spunt
Melissa Saragih
Shannan Harris
Shelagh Curtain
Susan De Paoli

Our Community My Future

Georgia Hardy

headspace General Practitioners

Alison Edwards
Anthea Dallas
Alessandra Kraft
Rekha Ratnagobal

Administration Team

Alison Lancaster
Heidi Grainger
Julie Downie
Renee Brown
Lise Wyatt

Work and Study Team

Angela Woodward
Benjamin Murray
Jagdeep Kaur
Paddy McLaughlan
Ryan Burley

Senior Management Team

Andrew Badcock
Angela Waite
Bernadette Carroll
Miranda Ashby
Rachel Sylvester

Youth Health Fund Team

Marianne Wyrsh
Yan Rayner
Nikala Post

Clinical Leads Team

Rebecca Grant
Wayne Frost

Reception Team

Bridget Jensen
Daisy McMullen
Ellie Dimitroff
Jennifer Lewis
Madeleine Weir
Nellie Ryan

Study Space Team

Emily Jackson Chivers
Kai Currie

ATOD Team

Hugh Alexander
Fleur Bradburn
Hannah Poon
Jessica Fleming
Mirtemaaij Van Schooten
Peter Callander

Community Youth Health Program Team

Aaron Kwan
Brooke Cantrell
Harriet Barrenger
Heetham Hekmat

Graduates: Jasmine Appleford, Maggie Edwards, Eleri Morgan

Students: Helene Attrill, Caitlin Gorringer, Brooke Cantrell, Daisy Parsell, Anne Marie Palmer, Eleanor Vincent, Grace Beck, Hannah McHardy, Jana Panagakos, Susan De Paoli, Zoe Julian Best, Annie Lord, Thomas Lawton, Aisling O'Driscoll, Maggie Ellard, Holly Allen, Nigel Moyo, Garrett Hudson, Jane Mulumba.

CORPORATE SPONSORS

With thanks to X-Squared Architects

The Link Youth Health Service and our headspace Hobart program are proud to once again have the support of Xsquared Architects as our Corporate Partner for the 23/24 financial year.

Thanks to this ongoing partnership, we are proud and excited to be able to offer the new mobile/device charge bar and support young Tasmanians in being connected. The charge bar is based in our Liverpool Street Open Access at The Link Youth Health Service, but will also be seen in the community when we are out and about at events.



Public Commitment to Child Safety and Wellbeing

The Link Youth Health Service (The Link) has implemented Tasmania's Child and Youth Safe Organisations Framework in line with current legislation. The Link is committed to being a child and young person safe organisation, ensuring the rights of children and young people are at the centre of all our actions, thoughts, decisions, and values. The Link will continue to affirm our commitment to listen to and empower all children and young people accessing or volunteering in our organisation.

Our policies and procedures seek to address and mitigate risks to children and young people and establish a safeguarding culture and practices. They are easily accessible and promoted within the organisation and to members of the public and are regularly reviewed and endorsed to ensure they remain current and appropriate to the needs of children, young people, and their families and friends.

The Link recognises some children and young people face additional risks of harm. We are committed to meeting the diverse needs and ensuring the cultural safety of:

- Aboriginal and Torres Strait Islander children and young people
- Children and young people from culturally and linguistically diverse (CALD) backgrounds
- Children and young people who are unable to live at home –
- Children and young people living with differing abilities.
- Lesbian, gay, bisexual, transgender, gender diverse, intersex, queer, questioning, asexual (LGBTIQA+) children and young people
- All other children and young people

The Link will actively inform and involve children and young people on decisions that affect them, and we commit to listening to and championing their voice.

More information about Tasmania's Child and Youth Safe Organisations Framework can be found here: [National Principles | Child Safe Organisations \(humanrights.gov.au\)](https://humanrights.gov.au/child-safe-organisations)



Rory Wilson
The Link President
On behalf of the Board



Angela Waite
The Link Chief Executive Officer
On behalf of staff

'Supporting young Tasmanians to be healthy and empowered'



www.thelink.org.au