

**Berry Street  
believes  
all children  
should have  
a good  
childhood...**

**Annual Report 2007**



# Welcome to Berry Street's Annual Report 2007



# From the President and CEO

Berry Street's 130th year of service to the Victorian community was a watershed, as we moved from our historical home in Berry Street, East Melbourne. As many of you will know, we had well and truly outgrown the site and it was no longer adequate to support our extensive range of services across Victoria.

The move to our new premises in Richmond has given us all a boost, with professional workstations, meeting and training spaces.

As we move to this next chapter in the long and proud Berry Street story, it is appropriate to reflect on the commitment, vision and courage of those who first established the Victorian Infant Asylum back in 1877 and who laid the foundations for the great organisation Berry Street is today.

In essence, we continue to strive today for the same thing as did our founders - *that all children have a good childhood, growing up in families and communities where they feel safe, nurtured and have hope for the future.*

But, sadly, this is not the case for:

- far too many children, who are growing up in an increasingly hostile world;
- young people who feel alienated from their family, school and community;
- women and children living in constant fear of family violence and "doing the wrong thing";
- families who struggle with unemployment, homelessness and mental illness to create the home they want for their children; and
- Aboriginal children, young people and families who continue to face the disastrous legacy of colonisation.

Our commitment – **WE NEVER GIVE UP** – means that we will continue to help individuals, but also work to prevent problems before they emerge, and ensure that the system responds better when they do.

We can only achieve this goal with the contribution and commitment of our skilled staff and foster carers, the leadership of our advisors and volunteers and the support we receive from the community, our colleagues, governments, philanthropic foundations and the business sector – support for which we, and the Victorian children, young people and families we support, are most sincerely grateful.

Mary Clark



President

Sandie de Wolf



Chief Executive Officer

# The Year's Highlights

In our 130th year, our capacity, spread and diversity of services was greater than ever before.

Our commitment – **WE NEVER GIVE UP** – was demonstrated every day as our staff and foster carers earned trust, understood pain and anger and forged relationships to provide hope for the future.



## Key achievements are listed under our 5 Strategic Goals

### Services – Berry Street delivers the highest quality services

Five themes of innovation:

**Empowering young people** – through mentoring and a Road-2-Safety driving program in Gippsland; Our Kid's Kitchen life skills program and trip to the Northern Territory; and creation of a new position to drive this area of work.

**Creating new pathways in education** – BEST@TheShed in Morwell becoming the second campus for our registered school and a new Youth Transition program; through a strategic directions project funded by the Felton Bequest; and an Artist in Residence program in Shepparton.

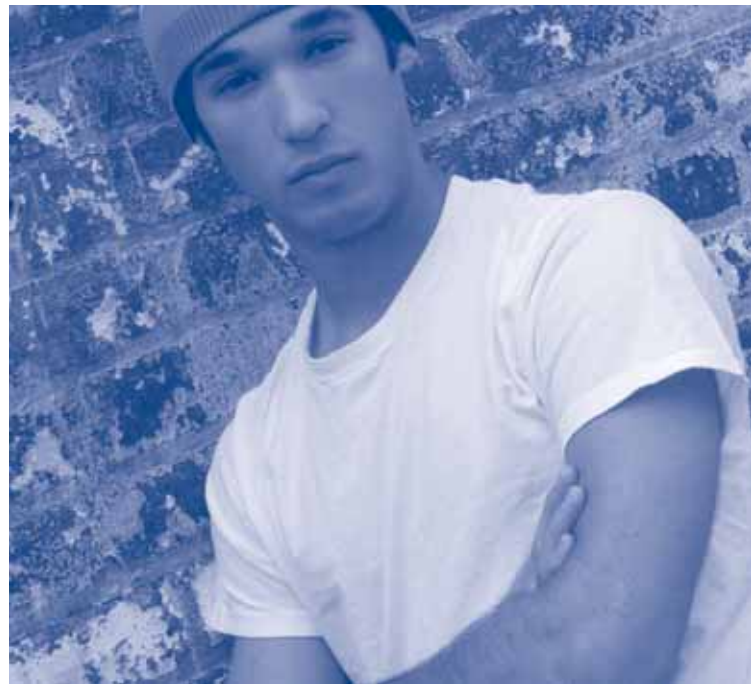
**Strengthening responses to family violence and child abuse** – through our lead role in the new integrated Family Violence services in the Northern suburbs; taking on responsibility for family support in Banyule and Nillumbik as part of Child FIRST; being part of the new Family Relationship Centre in Greensborough.

**Growing our capacity in the early years** – evaluating and then extending our very successful group work program, First Steps; securing resources to promote our innovative Early Learning is Fun (ELF) program.

**Working in partnership with Aboriginal organisations and communities** – with the Victorian Aboriginal Child Care Agency (VACCA) joining the Take Two partnership; supporting VACCA to develop tools to help mainstream organisations to become culturally competent; and a number of joint research activities.

### People – Berry Street has the best staff and foster carers

- Introducing a Code of Conduct, based on our Berry Street Values.
- Extending our very successful Employee Assistance Program to foster carers.
- Further reducing our WorkCover premium from 5.7% of total remuneration in 2005/06 to 4.3% of total remuneration.
- 95 new people joined us, taking the total number of staff to 499 (385 EFT).



### Resources – Berry Street has the right resources to do our work

- Successfully moving from our historical home in Berry Street, East Melbourne, to Richmond.
- Establishing of our new service centre in Clayton, with the generous support of Barbara Heine and the Late John Heine.
- Reviewing our Motor Vehicle Fleet Strategy to reduce environmental impact and create savings.

### Community – Berry Street is supported by, and contributes to, a fairer and more inclusive community

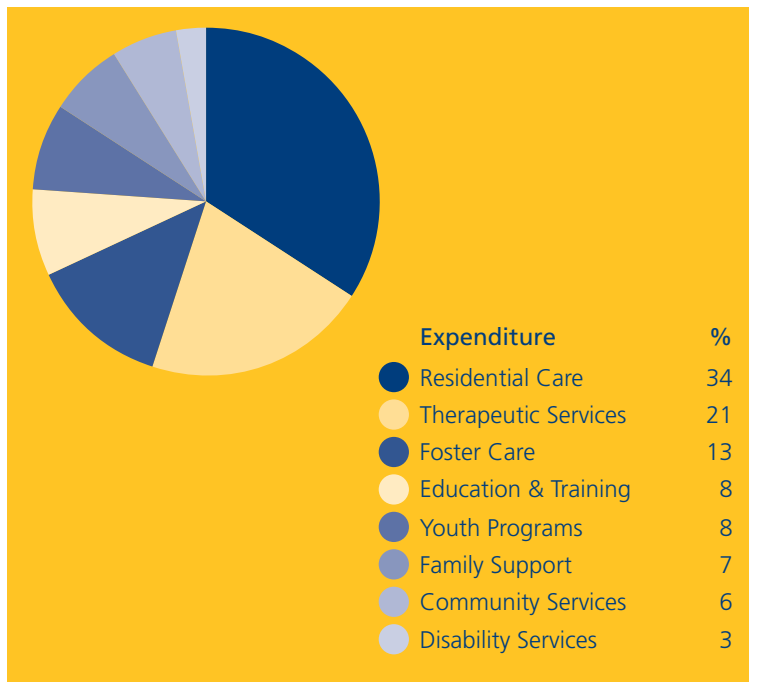
- Recognising our responsibility to past clients who may have been abused in our care, we made a formal apology and a separate one to Aboriginal children, young people and communities.
- Extending our very successful partnership with ANZ with 3 new sites for our Saver Plus matched savings program and MoneyMinded.
- Strengthening our partnerships with Melbourne Football Club, Ernst and Young, Goldman Sachs JB Were, The Australian Ballet, Freehills and RACV.

### Knowledge – Berry Street generates and uses knowledge, innovation and advocacy to meet changing needs

- Reviewing our three Intensive Case Management Services and articulating why this outreach service is so successful.
- Publishing the second Take Two Evaluation Report "Give Sorrow Words".
- Contributing to the "Write with Care" project, helping workers in residential care with recording information.
- Taking a leadership role in the piloting of Therapeutic Foster Care.
- Laurel Downey and Shaun Coade (Take Two) being awarded a Creswick Fellowship to the USA and Canada to learn more about trauma and Indigenous people.
- Developing "Calmer Classrooms", in conjunction with the Child Safety Commissioner, to disseminate Take Two learning to schools.

# Snapshot of Our Services

In our 130th year, Berry Street provides an extensive range of services across Victoria from 20 offices and another 29 worksites. We worked with, and for, more than 10,500 children, young people and their families, helping them deal with the devastating impact of family violence, neglect and abuse.



Service Type	Children, Young People and Families Assisted by Berry Street in 2006/07						
	Central	Gippsland	Hume	North	South-East	TakeTwo	Total
Community Services	140	483	2157	1470	628	0	4878
Disability programs	0	0	0	18	22	0	40
Education	0	151	282	250	39	0	722
Family Support	0	0	0	3028	0	0	3028
Foster Care	0	5	68	121	74	0	268
Residential Care	0	52	13	53	30	0	148
Therapeutic Services	0	0	10	369	0	604	983
Youth programs	0	343	214	63	94	0	714
<b>Total</b>	<b>140</b>	<b>1034</b>	<b>2744</b>	<b>5372</b>	<b>887</b>	<b>604</b>	<b>10781</b>

# Giving Kids a Second Chance

Berry Street's growing involvement in educational programs reflects the fact that too many children and young people cannot achieve in the mainstream education system. It also recognises our expertise in designing programs which re-engage young people.



Following the establishment of our independent school, the BEST Centre in Noble Park, in 2003, our second campus was registered in Morwell. On average, 65 young people attend BEST@TheShed each week to participate in the BEST School, Victorian Certificate of Applied Learning (VCAL), School/Adult Community Education (ScACE), and pre-employment programs.

In the Northern suburbs, we are part of an innovative program for 20 young people, with La Trobe Secondary College, Local Government and other community service organisations. We also provide an education program for the young people at the Department of Human Services (DHS) run Hurstbridge Farm.

Our first Artist in Residence program resulted in an exhibition at the Shepparton Art Gallery, where disaffected young people from different cultural groups created powerful images of their lives.

In Alexandra and Yea, ninety Year 10 students participated in the SET the Direction Pledge Event (Study Employment and Training), as part of an agreement between the students, their parents, the school and local businesses that no young person would leave school without a pathway to employment or further education.

Over 700 children participated in our Early Learning is Fun (ELF) Reading Days in Alexandra, Buxton, Eildon, Marysville and Yea, with reading/activity tents at the Alexandra Show, the Alexandra Truck, Rod and Ute Show and at the Thornton Primary School market/firework night.

Image top: *ELF Reading Day in Rutherglen*

Image above: *Steve Bracks and John Thwaites at our BEST@TheShed in Gippsland with Jenny Cummings - Regional Director, Marg Hamley - Deputy CEO and students.*

## Our New 'Positive Memory Bank'

Through our work, we know that far too many of our children, young people and their families have life experiences and memories that are sad and disturbing. We are committed to ensuring that our kids also have good memories.



We created a new Youth Empowerment position, to help develop the idea of a Positive Memory Bank and look at ways of involving young people in the design and delivery of our programs.

We want to build on our current programs to grow our Memory Bank.

■ **The Annual Foster Care Camp at Anglesea**, which is held in January each year, and involves 230 people (129 children and young people, 51 foster carers, 50 volunteers and staff) in a week of structured activities, as well as providing a first holiday for some of the children.

■ **The Gippsland Wilderness Program**, provides a challenging eight day wilderness experience and follow up program for 64 young people aged between 12 and 15 at risk of dropping out of school. The program runs four times a year and has achieved great success with 84% of the young people remaining in school.

■ **After months of planning, our dedicated staff took 11 young people to the Northern Territory.** Staying in an Aboriginal boarding school, visiting a crocodile park, a fishing expedition and a trip to the Tiwi Islands Football Grand Final, were experiences they would never have dreamed possible.

Each of the young people was given their own DVD of the trip and invited to a special dinner prepared by the young people in Our Kid's Kitchen and attended by the Child Safety Commissioner, Bernie Geary.

■ **Road-2-Safety.** Obtaining a driver's licence is an important rite of passage for all young people, as well as a means to employment, especially in rural areas. For most of the young people with whom we work, this is a distant dream, as they don't have the family support, access to a car or confidence to prepare for a driving test. With the generous support of the RACV and Subaru, we piloted a program in Morwell. Nine young people enrolled in the 8 week program, learning about responsible driving. Each young person was then matched with a mentor to undertake the 120 hours driving required. The evaluation demonstrated the value of the program in increasing young people's self-esteem, as well as developing responsible driving behaviour. *"Feels great to drive around... made a new friend [with my mentor]... can't wait to get up and go for a drive..."*

Image top: Young people enjoying a swim in the Northern Territory  
Image above Left: Jasmine with her croc friend in Darwin

# Working for a Fairer and Inclusive Community

Although a relatively new part of our work, we are committed to playing our role in building stronger communities.

## Carol – On The Way To Financial Independence

Carol, a single mother of three young girls living in Shepparton, wanted a better life for her family.

Through the MoneyMinded financial literacy training, Carol learned new skills, including budgeting. This helped her to start saving \$35 each fortnight. Over the year, Carol managed to save \$1,000 and used this money, together with matched funds provided by ANZ, to buy her family a computer.

Carol says Saver Plus gave her new confidence and soon after completing the program she decided to enrol in a computer course and then a second course to learn about running a small business.

Carol's self-belief continued to grow and she decided to launch her own small business, *Managing Unightly Mess (MUM)* – a cleaning company.

Starting a small business gave Carol an opportunity to realise another long-held goal – financial independence. Carol says the day *MUM* was up and running she cancelled her Sole Parent Pension and has been financially independent ever since.

Carol is still saving too and has decided to set herself another more ambitious goal – to save enough for a deposit on her first home.

Carol's story is a great example of how Saver Plus is empowering people's lives.



Wherever we are located, Berry Street staff are active in local groups, solving problems and helping to find ways of bringing people together.

In Alexandra and Yea, we are playing a critical role in helping the community work out what it wants and bringing people together to meet these needs. This work is only possible because of the very generous support of a private foundation.

The breadth of, and community involvement in, the various activities is inspiring. They include:- the Safe and Caring Community Day for 1,200 people; the Pledge made by businesses, students, teachers and parents that no young people will leave school without a pathway to education or employment; the development of a foodshare program; reading days; painting of the Marysville mural by 140 young people; volunteers providing information; the much loved "Fame or Flop" spectacular; and wetlands fossil art project.

In Seymour, we have been integrally involved with the neighbourhood renewal program. A number of innovative programs have been developed, including:- a Walking School Bus; a Workplace Participation Project; a Garden Blitz project; and leadership training for young people.

Image above: A Walking School Bus in Seymour

## Financial Inclusion

Following their research on the impact of not being 'financially literate', ANZ, together with the Brotherhood of St Laurence, developed the matched savings program, Saver Plus. Berry Street was one of four organisations nationally who piloted the initial program.

Now Berry Street delivers Saver Plus and the financial education program, MoneyMinded, from 4 sites across Victoria. Nearly 500 people benefited from the matched savings program, over 1,800 people participated in workshops and we trained 140 facilitators from other organisations.

In Shepparton we are working with six local Aboriginal organisations to develop and deliver a financial literacy program specifically for Aboriginal people 'My Moola'. The pilot program has just finished, with much excitement about the outcomes achieved.

# Our Special People

To achieve all that we do, we need special people. People who believe in the right of all children to have a good childhood... in the need for a more tolerant and inclusive society... and who have the skills, knowledge and determination to work in this complex area.



## Our Committed Board of Directors

**Mary Clark** *BA, Journalism*  
(President) Public Relations & Media Consultant

**Laurinda Gardner** *BA (Hons Geog.)*  
(Vice-President) Deputy Secretary, Strategic Management,  
Department of Treasury & Finance

**Janine Kirk, AM B.Ec.**  
(Vice-President) Lead Partner – Victorian Government,  
Ernst and Young

**Judge Michael Strong LL.B.**  
(Immediate Past President) County Court Judge

**Dr Neil Coventry MB.BS., FRAWZCP Cert. Child Psych.**  
Director, Austin Child and Adolescent Mental Health Service  
(CAMHS)

**Gerard Dalbosco (to Feb 07) B.Comm, M.AppFin, ACA, ASIA**  
National Managing Partner, Transaction Advisory Services,  
Ernst & Young Corp Finance

**Mithran Doraisamy BSc, MBA, ACA**  
Partner, Business Advisory Services, Ernst & Young

**David Green BA, Dip.Soc.Stud, MA(Hons) (Chicago), PSM**  
Associate Professor, School of Social Work, La Trobe University

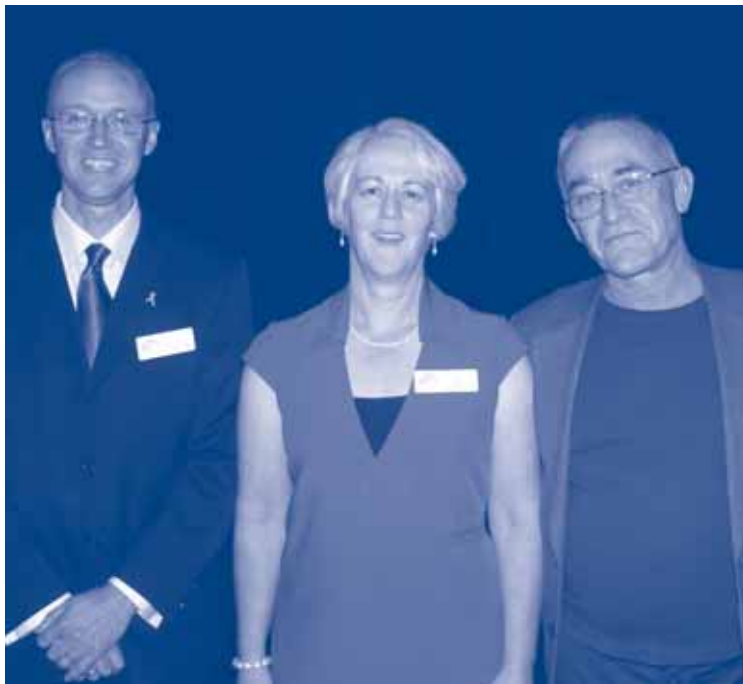
**Russell Incoll BE, Dip. Ed.**  
Senior Management Consultant, Workforce Management

**Kate Jenkins BA (Hons), LL.B(Hons)**  
Partner, Employee Relations, Freehills

**Peter Koren B.Bus, AANA**  
Managing Director, Oceanis Australia Pty Ltd.

**Bill Noonan, OAM (to Feb 07)**  
Victorian Branch Secretary, Transport Workers' Union

**Paul Wappett (From Jun 07) B.Comm, LL.B, MBA**  
Executive Director, International Development, CPA Australia Ltd



## Selina Sutherland Outstanding Volunteer Award

This Award is presented in honour of Selina Sutherland, the first licensed Child Rescuer in Victoria, and part of our heritage. Kevin Winch, a Police Officer in Shepparton, was presented with the Award for the invaluable support he provides to Berry Street through his liaison role, contribution to the annual Foster Care Camp and community support with events like the annual Easter Egg Hunt.

## Deb Kearsey Outstanding Staff Award

Joint winners, Neil Hutchins (Manager Finance) and Paul Pease (Manager Complex Client Services in the South) were chosen because of their extraordinary commitment and contribution to Berry Street. With 28 years' service to Berry Street between them, both are outstanding examples of people who live our Berry Street Values.

Image top: Selina Sutherland Award Winner Kevin Winch with his family and Anita Pell, Regional Director for Hume  
Image above: Deb Kearsey Award Winners Neil Hutchins and Paul Pease with CEO Sandie de Wolf

## Life Membership

The Board awards Life Membership to very few people or groups whose contribution to Berry Street is exceptional. Awards were presented to:

- Bruce Heymanson – in recognition of his exceptional support of Berry Street through fundraising activities.
- Janine Kirk – in recognition, not only for her 10 years' service on the Board, including three as President and five as Vice-President, but also for her generosity in connecting Berry Street to people who can help us. (Pictured on previous page).

## Goodbye and Thank You Coral!

After 33 years, Coral Loft decided to retire in June. Starting as a 'domestic' in a cottage in Sutherland Homes, Coral taught herself administrative skills. She took on the role of Team Leader of Human Resources in 2001 and Manager Personnel Services from April 2006. Coral's influence on Sutherland and then Berry Street was profound. She was admired and respected by everyone for her unceasing good humour, intelligence, wisdom and willingness to do whatever needed to be done. We wish Coral and Ernie, who also worked for Berry Street for 10 years, a great retirement.

Image top: Life Member recipient Bruce Heymanson with CEO Sandie de Wolf  
Image above: Coral Loft

# Strengthening Community Partnerships

While Berry Street receives considerable funding from government, we rely on the support of individual donors, philanthropic foundations, community groups and business to meet needs not prioritised by governments, to add value to our existing services and for innovation.



## Our Key Partnerships

We work with businesses to develop long term partnerships that provide substantive and consistent benefits for both our business partners and the children, young people and families with whom we work. Our key partners include: Allens Arthur Robinson, ANZ, Ernst & Young, Freehills, Goldman Sachs JBWere, Medicare - Galleria Branch, MELBOURNEfc, RACV, The Australian Ballet and The Shell Company in Australia.

*"ANZ and Berry Street have a deep partnership which creates fantastic outcomes in the community - particularly our financial literacy and inclusion programs, Saver Plus and MoneyMinded. Our staff also love getting involved with Berry Street through volunteering, specific skills projects and donations (which are matched by ANZ). Along with our other partners, Berry Street and ANZ were acknowledged when we received a Special Award for Impact in the Community at the 2006 Prime Minister's Awards for Excellence in Community Business Partnerships."* Michelle Commandeur, Head of Community Relations ANZ.

One of the very important components of our partnerships with business is Workplace Giving. Workplace Giving allows employees to make regular deductions from their pay to Berry Street. These contributions are then often matched by their employer.

We are most grateful to our partners who have supported us through their Workplace Giving programs and, in turn, provided funding for our Gippsland Wilderness Program, Family Violence emergency relief, therapeutic toys for counselling and Our Kids Kitchen cooking and life skills program.

Our Corporate Volunteering program is another key element of our partnerships. Through these activities we are able to offer to our children and young people a fun distraction from the challenges they face in their everyday lives.

For example:- a "Melbourne Aquarium Fun Day" - hosted by ANZ and "A Day in the Big Smoke" - hosted by Ernst & Young and Goldman Sachs JBWere.

Our partners provided their technical expertise with the redesigning of our website, marketing and legal advice and IT systems development.

Image top: Kids and volunteers enjoying A Day in the Big Smoke  
Image above: Prime Minister John Howard with representatives from ANZ and community partner organisations, including Berry Street at the 2006 Prime Minister's Awards for Excellence in Community Business Partnerships



## A Reflection on Christmas 2006

Written by Anita Pell, Regional Director for Hume, December 22, 2006.

*Well it has been the most emotional Christmas in the Shepparton office that I can remember. We have had so many people either ringing or just coming in through the door asking us if we could help them with toys this Christmas. Some of the situations; a young couple with a new baby who has a blood clot on her brain, who have spent all available cash on hospital expenses in Melbourne; orchardists suffering from the drought; a huge number from the Refugee settlement group – families of 6-10 children. One of them was the man who featured in the Herald Sun on arrival four months ago – so malnourished he was carried – his wife died and he has six children. He was crying so much when we were getting toys for him. We had two staff supporting him. It goes on... Just taking a break and thought I would share the emotion. The frost, the fires, the drought are all having a huge impact on families. Five suicides this week also. A reminder of who we are. The amazing thing is that people in the Goulburn Valley know they have Berry Street to turn to.*

Image below: Anita Pell, Regional Director for Hume



## Our Good Friends – the MELBOURNEfc

The Melbourne Football Club has been supporting Berry Street for over 20 years. Players Clint Bartram and Nathan Jones attended our 20th Foster Care Camp at Anglesea. Clint and Nathan had a great time joining in the camp activities and the footy clinic was a huge hit with the kids!

Image above: MELBOURNEfc Players Clint Bartram and Nathan Jones at this year's Foster Care Camp in Anglesea



## Our Berry Merry Christmas Gift Appeal – a community effort

Each year Berry Street is delighted with the response of the community to our annual Christmas gift appeal. In 2006, over 110 companies, groups, churches, schools and individuals donated over 4,000 gifts, food hampers and books for the children and young people who spent Christmas in our care. In addition, over 70 hard working volunteers donated their time to pack and distribute the gifts to the kids across Victoria.

A Berry Merry thank you to all who supported the appeal!

# Striving for a Fair Go

“They stick with you... they see you as a kid who can do things and has problems, rather than a whole set of problems, who can't do anything”.



A critical part of our role is advocacy. Advocacy for the right of all children to a good childhood... for young people to get an education... for all families to have access to support with the difficult task of bringing up children... and for communities to be places where we all feel included.

We do this every day, with and on behalf of individual clients and at a systemic level to improve policies and services.

As we strengthen our capacity to capture and 'package' our experience and knowledge, we expect to be even more active in helping the community understand the needs of the children, young people and families with whom we work.

*As featured in the Sunday Age, 18 February 2007 Page 6.*

## Striving for a Fair Go for all Kids

Blaming the system for the problems facing children in crisis is too simplistic, writes Sandie de Wolf.

*“Crisis kids exposed to low-lives”* was the headline on the front page of the last Sunday Age. The article questioned the way the Department of Human Services intervenes in the lives of families and the state of residential care.

As an organisation which has been caring for these children and young people since 1877, we welcome the opportunity to debate – how do we best help the growing number of children and young people

whose lives are damaged by family violence, child abuse and neglect.

If we start at the beginning, almost every parent wants the best for their child. But the reality is that not every parent is able to provide the care and safety that children need. Intellectual disability, mental health problems, isolation from friends and family, family violence and their own experiences as a child, often mean that despite their best intentions, they cannot provide a home where children are safe from harm.

Sometimes, things can be held together until the child leaves primary school and hits adolescence. But often, the seriousness of the child's situation means that some action is required.

The State, through the Department of Human Services, is never the first choice for a “parent” – nor should it be. Despite all the good work done by committed and skilled people – foster parents, residential care workers, counsellors, child protection workers and caseworkers – wherever possible children should be living in their family.

But the facts show a growing social problem – 266,745 reports of suspected child abuse and neglect, involving 167,433 children in Australia in 2005/06. Reports and substantiation rates have almost doubled since 2001/02. It is also highly likely that even where significant child abuse and neglect was not substantiated, the family needed some help.



These are the children and young people who some may label as "low-lives", perhaps not as babies and young children, but often when they are adolescents.

Part of the challenge for those working in this extraordinarily complex area is that most family violence, child abuse and neglect is hidden – hidden in families, but also hidden because the children and young people who suffer it look the same as other kids. But they're not... they share the same dreams and hopes as their peers, but they have suffered profound trauma, their world is a very scary place and they are usually way behind socially, emotionally, with developmental milestones and at school.

As someone who has worked in this area for over 30 years, I am tired of the simplistic belief that if the "system" was better, then there wouldn't be a problem.

With 11.6% of Australian children growing up in families below the poverty line (2006 UNICEF Report), coupled with increased substance use, mental health problems and family breakdown, more children are likely to suffer.

There are some promising developments – a recognition of the vital importance of investing in children's early years and supporting parents, neighbourhood renewal strategies for particularly disadvantaged communities, and new therapeutic services, to help children recover from the trauma of family violence, abuse and neglect.

Not for one moment do the people who work in this complex and challenging area think we have got it all right. But the problem of child abuse and neglect is not just ours to solve. We need the support and real understanding of the community, an appreciation of the complexity and critical importance of the work and a commitment to a "fair go" for all our children.

*"They stick with you... they see you as a kid who can do things and has problems, rather than a whole set of problems, who can't do anything".*

This was one of the positive comments from a young person involved in one of our three Intensive Case Management Services.

We believe that the Intensive Case Management Service is a critical service for young people who have very complex needs and are very difficult to engage. We contracted consultants to review all our programs, undertake a literature review of best practice, examine case records and how staff used their time, and interview the young people, their families, carers and the Department of Human Services (DHS).

The review confirmed our view of the value of this neglected program. We will use it to further improve our practice and advocacy with DHS.

## Question:

Given all the problems and risks, why is Berry Street so committed to these young people?

## Answer:

Because we know that adolescence is a 'window of opportunity' to help them get back on track... because we are committed to those children and young people with the most complex needs... and because **WE NEVER GIVE UP.**



### A place I can call home...

Although Berry Street now provides a rich diversity of services, caring for children and young people when they can't live safely at home remains a core part of our work.

In 2005/06, the Victorian Children's Court decided that 3,166 children and young people needed to be placed away from home. Of the 4,800 children 'in care', 34% are placed with relatives and 59% rely on foster care. The remaining 7% are placed in residential care, as the impact of their abuse, neglect and trauma means that they don't fit in elsewhere.

Residential care is very hard work. All the young people face many challenges to get through each day. They are usually angry - with the world and themselves - and have little hope. Our skilled staff have to play many roles - the person who sets limits, a mentor, teacher, mediator, advocate, cook, driver, cleaner.

They go to sleep when the young people are settled at night and are there in the morning. They deal with the sadness of seeing the young person hurting themselves and being let down yet again. They also have to deal with their frustration when the young people 'stuff up', yet be there to help pick up the pieces.

### Paula

When our case manager first met 'Paula' she was being violent to her family, using substances, at high risk of suicide and sexual exploitation and was threatening staff at the unit where she lived. Following rejection by another agency, Paula moved to a Berry Street residential unit.

From the start, Paula knew that *we would never give up* on her, which was essential given all the loss Paula had experienced.

Through the intensive work of our skilled staff, Paula started dealing with her destructive family relationships and experience of trauma. She enrolled in our school (the BEST Centre), with a particular interest in learning automotive skills.

Although Paula still has challenges to face, she has made huge gains over the last 2 years. She now lives with a foster family and will soon start a pre-employment automotive program - something that would have been impossible in the past.

### Cooking - A Way to the Heart

Often the best memories are sharing meals together as a family. Instinctively we watch our parents shop, cook, serve and clean up and often get opportunities to join in.

Sadly, this is not the case for most of the children and young people with whom we work. We have to create opportunities for young people to learn these invaluable life skills, especially when they will be living on a tight budget.

Three Berry Street young people have taken their interest to a new level.

■ 'Paul' was selected for the inaugural group of Jamie Oliver's Fifteen Foundation's first Melbourne restaurant and is now working in Sydney.

■ Meri found her passion for food through our innovative Our Kid's Kitchen program in the North. She was selected as one of the final 20 and is now undertaking training at TAFE as part of the Fifteen Foundation's program for this year. When asked about the difference being part of this program has made to Meri, she stated *"because of the opportunity to be a part of the cooking program at Berry Street I found out what I wanted to do with my life. I love being at Fifteen and all the new things I am learning. Hospitality is where I want to be and I wouldn't be here if it was not for the 'Our Kids' Kitchen' program opening my eyes and the doors."*

■ Rita, a young person with our Intensive Case Management Service in the South, was homeless since she was 11. After completing the 'Chefs of the Future' 13 week course with ASCET TAFE in mid August, Rita was offered a number of jobs as a result of the publicity she attracted in "the Age" article (14/8/07). Rita was interested in working in the Frankston area for transportation reasons and after a few interviews in that area, a local Bistro hired her as an assistant chef with an apprenticeship option. Rita now radiates a new confidence, and in her words *"watch this face, because one day I'm going to own a restaurant"*.



## Working Together for Ann

'Ann's' story typifies the importance of one of Berry Street's Values - *Working Together*. Ann was removed from her mother's care when she was three, because of neglect, physical abuse, family violence and her mother's mental illness. Ten years later, with multiple placements and further emotional abuse, Ann was showing many signs of serious emotional distress.

Our Take Two clinician became involved when Ann was placed in Secure Welfare because of her serious self-harming and challenging behaviours. After a comprehensive psycho-social assessment, the clinician worked intensively with Ann to help her to make sense of her life. He also worked with the residential care staff to help them understand the reasons for Ann's behaviour and developed with them a plan on how to respond.

Although Ann's mental health issues, stemming from her early trauma, are ongoing, she has not returned to Secure Welfare and the residential care staff feel more positive about their ability to help her.



## Thomas

'Thomas's' entry to the world was difficult. He was born six weeks premature and needed medical treatment to withdraw from the heroin his young mother was using.

After six weeks in hospital and six weeks in foster care, he returned home to his mother.

Two months later, Thomas ended up in the Children's Hospital with serious seizures. Subsequent investigation revealed a number of fractures. Child Protection and the Police became involved.

Given his medical needs, his traumatic history and the complex relationships with his mother and her extended family, Thomas was placed through our Therapeutic Foster Care program in Shepparton.

Therapeutic Foster Care involves all the key professionals and foster carers in a care team, focussing on Thomas' needs. The foster carers receive more intensive support and advice about how best to manage Thomas' birth family.

Thomas is coming up for his first birthday. He is meeting most of his milestones. Importantly, his mother is learning from the foster carers how she can play a positive role in Thomas' life.

## Helping Ruby understand her roots

'Ruby' was eight days old when her father met her for the first, short time. Her mother re-partnered whilst pregnant with Ruby and her partner was Ruby's 'Dad'. She did not meet 'Peter', her biological father, again until she was five years old. To ensure Ruby felt comfortable about meeting Peter, they came to our Contact Centre for supervised access. Through five months of supervised contact, Ruby and Peter established their relationship to the point where the whole family is now able to communicate and arrange changeovers between themselves.

Ruby's mother wrote to the staff a couple of months after they stopped using the service: *"Thank you for your caring assistance in guiding our family through challenging changes and helping to facilitated safe, supportive, positive first meetings... Your personal care and patience have helped so much to give us all confidence to accept change."*

## Helping Laura say no to Family Violence

We first met 'Laura' when our after hours domestic violence outreach worker Faye, was asked to go to the Emergency Department at Austin Health.

Laura, who was pregnant with her second child, told Faye that her partner 'Dave's' abusive behaviour had worsened since she became pregnant. He wouldn't let her see her friends, gave her only \$10 a day to buy dinner and meet all her needs and would ring her frequently during the day to check on her whereabouts. Laura was also worried about the impact of Dave's behaviour on 'Brett', her 11 year old son from a previous relationship.

Faye reaffirmed that physical assaults were a crime and that Laura did not deserve to be treated this way. Before she was discharged from hospital, Faye made sure Laura had a comprehensive risk assessment and safety plan.

Dave was charged with assault and removed from the home. When he went to Court he agreed to attend a Men's Behaviour Change Program.

Laura was relieved that Brett agreed to talk to one of our counsellors, and has joined a support group for survivors of family violence.

# Our Commitment as a Learning Organisation



As part of our commitment to the highest quality services, and the promotion of a learning culture, Berry Street continues its substantial investment in professional development, with a 2.3% budget allocation of total salaries.

54 staff were awarded paid Study Leave to improve their qualifications.

20 new residential staff undertook our specifically designed 6 day orientation program, "You Can Make a Difference".

60 staff completed our 4½ day specially designed supervision course.  
17 staff completed a Diploma of Business.

72 residential, education and administrative staff completed specially designed Effective Conflict Management training.

29 staff undertook the "Creating a Positive Workplace Culture" training.  
Our new training room facilities enabled us to hold IT training on site for the first time. 61 staff participated.

Staff presented at international and national conferences, including the International Association of Child and Adolescent Psychiatry Congress, the Australian and New Zealand Family Therapy Conference and International Foster Care Organisation conference in New Zealand.

In addition to providing opportunities for learning and professional development, Berry Street provides:

Regular supervision and support.

Opportunities for secondments and higher duties, were taken up by 70 staff.

8 weeks paid maternity leave and 2 weeks paid paternity leave.

An Employee Assistance Program for staff and/or their families, was accessed by 68 people. Following very positive feedback, we have extended the program to include foster carers and their families.

Equal Opportunity training across the whole organisation.

Image top: *Berry Street delegates at the International Foster Care Organisation Conference in New Zealand*

# Our Commitment to Accountability



Berry Street takes very seriously its accountability to all our stakeholders – our clients, staff and foster carers, funders and supporters.

The Board engaged Freehills to undertake a Board Effectiveness Review, benchmarked against ASX companies. This confirmed the Board's strengths as - the quality and commitment of Board members, Board dynamics and the good relationship between the Board and management. A plan was developed to address areas requiring improvement.

Take Two earned certification from the Australian Council on Healthcare Standards with the surveyors' pleasing assessment: *"the immediate impression of the Take Two program is one of a service run by a dedicated team striving to achieve the highest level of responsiveness to client needs"*.

The Board and Executive Management Team met for a day and a half to revisit our vision, branding and develop a new 3 year Strategic Plan.

Our Board met 11 times over the year. Our website was redeveloped.

Board members, external advisors and senior staff met together through the Finance and Investment Committee, Education Advisory Committee, Marketing Committee and the Clinical and Program Advisory Group.

Good financial management and high returns from the stock market resulted in a \$2.15 million surplus. Combined with the proceeds from the sale of Berry Street, East Melbourne, our net assets reached \$23.6 million.

We established a new Risk Management system and ensured all staff had appropriate pre-employment checks.

A new Strategic Plan 2007-2010 was developed and launched.

Image top: *The Board and Executive Management Team Retreat*

# Berry Street Summarised Financial Statements 2006 - 2007

Berry Street Victoria Inc (Berry Street)  
ABN 24 719 196 762



# Discussion and Analysis of the Financial Summary

## Information on Berry Street Victoria Inc Financial Summary

The financial summary presented in this Annual Report has been derived from the Financial Report of Berry Street for the year ended 30 June 2007.

The discussion and analysis, together with the financial summary has been included to provide an overview of the financial performance of Berry Street for the year ended 30 June 2007 and of its financial position at 30 June 2007.

A copy of the full financial report and auditor's report is available free of charge, upon request.

### Income Statement

#### Revenues:

The profit for the year ended 30 June 2007 is \$2.1 million, a decrease of \$2.0 million on the previous year. The major items contributing to this result were:

- Government and other grants increased by \$1.9 million.
- The profit from sale of non current assets reduced by \$2.0 million, as the result for 2006 included profits from the sale of two major properties.
- Income from investments increased by \$1.2 million.

#### Expenses:

- Employee benefits expenses increased by \$2.2 million.
- Motor Vehicle expenses increased by \$0.3 million due to an increase in the motor vehicle fleet and increased vehicle utilisation.
- Other Costs increased by \$0.6 million due to additional one off projects, including the relocation of the East Melbourne and Dandenong offices to Richmond and Clayton.

### Balance Sheet

Net Assets increased by \$2.1 million to \$23.5 million. The major changes were as follows:

- In Current Assets, a decrease in Trade and Other Receivables of \$4.9 million. This predominantly represents the payment of balances due on settlement of two properties sold by Berry Street in 2005/2006.
- In Current Assets, an increase in Other Financial Assets of \$7.7 million representing the investment of the \$4.9 million received through the property settlements, a re-allocation of \$1.0 million out of cash assets and the reinvestment of investment income and capital gains, surplus to operating requirements, totalling \$1.8 million.
- An increase in Property, Plant and Equipment of \$2.3 million due to the fit out of the new Richmond and Clayton offices.
- Short and long term borrowings increased by \$2.1 million representing an increase in finance lease liabilities used to fund part of the motor vehicle fleet.
- Short and long term provisions increased by \$0.4 million predominantly due to an increase in the Long Service Leave provision to reflect a change in entitlement commencing at 7 years rather than 10 years.

### Statement of Changes in Equity

Total equity increased by \$2.1 million representing the profit for the year.

### Cash Flow Statement

There was a net increase of \$4.2 million in cash holdings during the year. The major changes in cash movements during the year included the following:

- Cash generated through operating activities contributed \$7.9 million, due to non-cash expenditure items such as depreciation and increases in employee benefit provisions which totalled \$2.3 million; and investment income, bequests and other charitable fund raisings which totalled \$5.6 million.
- Expenditure on the purchase of property, plant and equipment, net of sale proceeds, totalled \$0.7 million.
- The equity investment portfolio increased by \$2.0 million.
- Repayment of borrowings (Finance Lease Liabilities for motor vehicles) totalled \$1.0 million.

# Income Statement for the Year Ended 30 June 2007

	2007 \$	2006 \$
<b>Revenue from operating activities</b>		
Government and other grants	30,309,226	28,395,032
Other revenue	916,129	687,783
<b>Total revenue</b>	<b>31,225,355</b>	<b>29,082,815</b>
<b>Expenses from operating activities</b>		
Employee benefits expenses	(23,553,781)	(21,365,847)
Depreciation and amortisation	(1,805,721)	(1,668,805)
Finance costs	(199,950)	(96,985)
Doubtful debts	(49,003)	(57,976)
Repairs, maintenance and vehicle running expenses	(1,780,679)	(1,458,013)
Clients' expenses	(1,452,125)	(1,027,438)
Fuel, light and power expenses	(197,365)	(185,732)
Rental expenses	(503,098)	(482,464)
Training expenses	(810,927)	(743,520)
Audit, legal and consultancy expenses	(579,267)	(813,296)
Administration expenses	(978,443)	(1,213,737)
Other expenses	(908,029)	(261,820)
<b>Total expenses</b>	<b>(32,818,388)</b>	<b>(29,375,633)</b>
<b>Operating deficit</b>	<b>(1,593,033)</b>	<b>(292,818)</b>
<b>Revenue from non operating activities</b>		
Gain on sale of non current assets	399,650	2,499,268
Gain on sale of investments	105,765	(78,902)
Charitable and fundraising revenue	618,769	485,632
Income from investments	2,434,717	1,223,148
Proceeds from bequests	217,397	402,149
Capital grants	34,767	23,577
<b>Total non operating revenue</b>	<b>3,811,065</b>	<b>4,554,872</b>
<b>Expenses from non operating activities</b>		
Property transaction costs	(2,182)	(24,461)
Fundraising expenses	(85,339)	(70,535)
<b>Total non operating expenditure</b>	<b>(87,521)</b>	<b>(94,996)</b>
<b>Non-operating surplus</b>	<b>3,723,544</b>	<b>4,459,876</b>
<b>Profit before income tax</b>	<b>2,130,511</b>	<b>4,167,058</b>
Income tax expenses	-	-
<b>Profit after income tax</b>	<b>2,130,511</b>	<b>4,167,058</b>

## Balance Sheet as at 30 June 2007

	2007 \$	2006 \$
<b>Assets</b>		
<b>Current Assets</b>		
Cash and cash equivalents	407,466	1,410,929
Trade and other receivables	989,376	5,892,581
Financial assets	19,180,304	11,421,166
Other current assets	952,281	109,766
<b>Total Current Assets</b>	<b>21,529,427</b>	<b>18,834,442</b>
<b>Non - Current Assets</b>		
Property, plant and equipment	14,051,938	11,730,218
Intangible assets	-	77,752
<b>Total Non - Current Assets</b>	<b>14,051,938</b>	<b>11,807,970</b>
<b>Total Assets</b>	<b>35,581,365</b>	<b>30,642,412</b>
<b>Current Liabilities</b>		
Trade and other payables	6,785,962	6,438,621
Short term financial liabilities	1,723,142	775,011
Short term provisions	911,155	489,015
<b>Total Current Liabilities</b>	<b>9,420,259</b>	<b>7,702,647</b>
<b>Non - Current Liabilities</b>		
Long term financial liabilities	2,284,519	1,181,766
Long term provisions	378,423	390,346
<b>Total Non - Current Liabilities</b>	<b>2,662,942</b>	<b>1,572,112</b>
<b>Total Liabilities</b>	<b>12,083,201</b>	<b>9,274,759</b>
<b>Net Assets</b>	<b>23,498,164</b>	<b>21,367,653</b>
<b>Equity</b>		
Retained Earnings	22,032,722	19,902,211
Asset Revaluation Reserve	1,465,442	1,465,442
<b>Total Equity</b>	<b>23,498,164</b>	<b>21,367,653</b>

## Statement of Changes in Equity for the Year Ended 30 June 2007

	Retained Earnings	Asset Revaluation Reserve	Total
Balance at 1 July 2005	13,115,228	4,085,367	17,200,595
Profit attributable to the entity	4,167,058	-	4,167,058
Transfer of realised gains to retained earnings	2,619,925	(2,619,925)	-
<b>Balance at 30 June 2006</b>	<b>19,902,211</b>	<b>1,465,442</b>	<b>21,367,653</b>
Profit attributable to the entity	2,130,511		2,130,511
<b>Balance at 30 June 2007</b>	<b>22,032,722</b>	<b>1,465,442</b>	<b>23,498,164</b>

## Cashflow Statement for the Year Ended 30 June 2007

	2007 \$	2006 \$
<b>Cash Flow From Operating Activities</b>		
Receipts from operating activities	40,386,721	31,301,491
Interest received	507,047	383,684
Dividends received	1,209,334	598,382
Payments to suppliers and employees	(34,092,074)	(28,336,859)
Finance costs	(199,950)	(96,985)
<b>Net cash generated from operating activities</b>	<b>7,811,078</b>	<b>3,849,713</b>
<b>Cash Flow From Investing Activities</b>		
Proceeds from sale of property, plant and equipment	2,064,283	2,648,570
Payment for property, plant and equipment	(5,792,074)	(5,020,257)
Proceeds from sale of investments	3,555,048	1,189,701
Payment for investments	(5,530,240)	(5,979,318)
<b>Net cash used in investing activities</b>	<b>(5,702,983)</b>	<b>(7,161,304)</b>
<b>Cash Flow From Financing Activities</b>		
Repayment of motor vehicle lease commitments	(985,581)	(822,902)
Increase in motor vehicle lease commitments	3,036,465	1,866,717
<b>Net cash generated from financing activities</b>	<b>2,050,884</b>	<b>1,043,819</b>
<b>Net increase (decrease) in cash held</b>	<b>4,158,979</b>	<b>(2,267,776)</b>
Cash at the beginning of the financial year	5,856,248	8,124,024
<b>Cash at the end of the financial year</b>	<b>10,015,227</b>	<b>5,856,248</b>

## Directors' Declaration

In the opinion of the Board of Directors the summarised financial report presented in the 2007 Annual Report is consistent with the annual statutory financial report from which it is derived and:

1. Presents a true and fair view of the financial position of Berry Street Victoria Inc. as at 30 June 2007 and its performance for the year ended on that date.
2. At the date of this statement, there are reasonable grounds to believe that Berry Street Victoria Inc. will be able to pay its debts as and when they fall due.

For a more comprehensive understanding of the financial position of Berry Street Victoria Inc, the full financial report and auditor's report should be read.

This statement is made in accordance with a resolution of the Board of Directors and is signed for and on behalf of the Board of Directors by:

Mary Clark



President

Russell Incoll



Chairperson of the Finance Committee

Dated this Second day of October 2007

## Independent Audit Report on the Summarised Financial Report

Audit Report On Summarised Financial Report – Extracted From The Financial Report To The Members Of Berry Street Victoria Inc

We have audited the summarised financial report of Berry Street Victoria Inc (The Association), comprising the Balance Sheet as at 30 June 2007, Income Statement, Statement of Changes in Equity and the Cash Flow Statement for the year ended 30 June 2007, in accordance with Australian Auditing Standards.

In our opinion, the information reported in the summarised financial report is consistent with the annual statutory financial report from which it is derived and upon which we expressed an unqualified audit opinion in our report to the members dated 2 October 2007. For a better understanding of the scope of our audit, this report should be read in conjunction with our audit report on the annual statutory financial report.

Moore Stephens



Chartered Accountants

Grant Sincok



Partner

Melbourne, 2 October 2007

# Thank You



## Bequests

Douglas Robert Jane  
Edith and Maurice  
Feitel Fund  
Iris Leonie Polley  
Mrs Stephanie Knapp  
Rhona Audley Hampton

## Government

Banyule Shire Council  
City of Greater Dandenong  
City of Greater Shepparton  
City of Kingston  
City of Latrobe  
City of Stonnington  
Department of Education,  
Science & Training  
Department of Education  
and Early Childhood  
Development  
Department of Employment  
& Workplace Relations  
Department of Family,  
Community Services &  
Indigenous Affairs  
Department of Human  
Services  
Department of Justice  
Department of Treasury  
& Finance  
Magistrates' Court  
of Victoria  
Mitchell Shire Council  
Murrindindi Shire Council  
Nillumbik Shire Council  
Victoria Legal Aid  
Victoria Police

## Trusts & Foundations

Agmal Pty Ltd  
ANZ Trustees  
Bell Charitable Fund  
Benjamin Barnes Bequest  
Bishop's Family Foundation  
Campbell Edwards Trust  
Charlotte Marshall Estate  
Estate Late Charles K Edwards  
Estate of John Smith Murdoch  
Estate of L J Baldy  
Foundation for Rural  
& Regional Renewal  
Fred J Cato Charitable Fund  
Freemasons Public  
Charitable Foundation  
G W & V Morewood  
Trust Fund  
George Warman Charitable  
Bequest  
Harry Yoffa Charitable Bequest  
Henry and Robert D'Estere  
Taylor CF  
Henry Berry Estate & Trust  
Howard Norman Trust  
J William & A Maria Ford  
Memorial Fund  
Joe White Bequest  
Joseph Herman Charitable Trust  
Kilwinning Trust  
Lord Mayor's Charitable Fund  
M & E Sheehan Memorial Fund  
Melbourne Olympic Park Trust  
Phyllis Nerelle Turner Trust  
T & L Cowell Memorial Estate  
The Andrews Foundation  
The Community Fund -  
Goulburn Valley  
The Felton Bequests' Committee  
The Helen Fookes Trust  
The Ian Potter Foundation  
The Invergowrie Foundation  
The Margaret J Sutton Estate  
The Walter & Eliza Hall Trust  
The William Angliss  
Charitable Fund  
Thomas Daley of  
Blackwood Fund  
Trust Company Ltd  
Walter Campbell Memorial Trust  
William Arthur Shipperlee Trust

## Groups & Individuals

Abode  
Acacia Trefoil Girl Guides  
Andrew Chirnside  
Berry Street Masonic  
Support Group  
Berry Street Young  
Visionaries Group  
Brivis Social Club  
Bruce & Rosalie Heymansson  
Brunswick United Lodge  
No 924  
Carl Garley  
Church of Scientology  
Cordiality Lodge  
CWA of Murrumbeena  
CWA of Research  
CWA of Woorayl Inc  
David Edney  
Diamond Valley  
Swimming Club  
GIO Social Club  
Ian & Nelleke Clark  
Encouragement Fund  
Joanne Pulling  
Justin Schooneman  
Lifesaving Victoria  
Lindenow Lions Club  
Lioness Club of Trafalgar  
Lions Club of Briagolong  
and District  
Lions Club of Clarinda  
Lions Club of Heyfield  
Lions Club of Lakes Entrance  
Lions Club of Maffra  
Lions Club of Marysville  
& District  
Lions Club of Neerim  
& District  
Lions Club of Oakleigh  
Lions Club of Paynesville  
Lions Club of Sandringham  
Lions Club of Stratford  
Lions Club of Trafalgar  
Lions Club of Warragul  
Lions Club of Yarram  
Lower Plenty Garden Views  
Malcolm Chestney  
Mark Hall  
MCC Bowls Section  
Melbourne Theosophical  
Society

Mrs Patricia Peck  
Neerim and District Lions  
Club Inc  
Pam Longley  
Parks Victoria  
Phil Berry  
Queen's College Sports  
& Social Club  
Rotary Club of Alexandra  
Rotary Club of Clayton  
Rotary Club of Gisborne  
Rotary Club of Glenferrie  
Royal Victorian Bowls  
Association  
Shanhigh Club  
Soroptimists Club of  
Shepparton  
South Eastern LLEN  
State Bank of Victoria  
Retired Officers  
The Needle Workers  
The Royal Society of St George  
Upwey-Tecoma Bowls Club  
Val Freeland  
Victorian Women's Auxillary  
VWA Institute of Mining  
& Metallurgy  
Wattle Valley Golf Club Inc.  
Whittlesea Combined Churches  
Yarra Glen Dance Incorporated  
Yea Golf Club  
YMCA - Eltham



## Business Supporters

Adidas  
 Allens Arthur Robinson  
 Alphabet  
 Amcor  
 Angus & Robertson  
 ANZ  
 Applied Chemicals  
 Australian Communications & Media Authority  
 Australian Football League Player's Association  
 Australian Taxation Office  
 Bakers Choice Watsonia  
 Bakers Delight - Heidelberg  
 Barber & Bunton  
 Bendigo Bank  
 Bendigo Bank Leongatha  
 BLADE WORX  
 BMW Financial Services  
 Bombardier Transportation Services  
 Browns Audio Visual  
 Canoes Plus  
 Centrelink - Moreland Call Centre  
 Channel Seven  
 Coomes Consulting Group  
 Darryl Twitt Honda  
 Di Riccardos Restaurant  
 Lower Plenty  
 Dixon Appointments  
 DLA Phillips Fox  
 Dysons Bus Services  
 Ernst & Young  
 Esanda Finance  
 Ford Credit Australia and New Zealand  
 FOX FM  
 Freehills  
 Gallagher Bassett Services  
 Workers Compensation VIC Pty Ltd  
 Garland Hawthorn Brahe  
 Goldman Sachs JBWere  
 Grace Pharmacy Heidelberg  
 HWZ Partners  
 Ideas That Work  
 Institute of Knowledge Development  
 Kavant Nominees  
 Ken Muston Automotive

Kine Graffiti  
 Konica Minolta  
 Liberty Kitchens  
 Linfox  
 Macmillan Education Australia  
 Maroondah Credit Union  
 Maunsell Australia Pty Ltd  
 Medicare Australia - Galleria Branch  
 Melbourne Cricket Club  
 Melbourne Retina Association  
 MELBOURNEfc  
 Minds at Work  
 Monichino Wines of Victoria  
 Moore Stephens  
 National Australia Bank - Alexandra  
 Nova FM  
 Oke's Toy Warehouse  
 Optus Business  
 Origin of Image  
 Pacific Brands  
 Palace Cinemas  
 Penguin Group (Australia)  
 PETStock  
 Pioneer Road Services Pty Ltd  
 Polarity Consultants Pty Ltd  
 Preston Motors  
 Pro Trader Pty Ltd  
 Publicis Mojo Pty Ltd  
 RACV  
 Raypack Australia Pty Ltd  
 Readings  
 Realestate.com.au  
 Replenish  
 Research Fruit Supply  
 Richmond Football Club  
 Ritchies  
 Robert Half International  
 Roberts Research Group  
 Rodney Printers  
 RUCC  
 Safeway Employees Association  
 Servier Laboratories (Aust) Pty. Ltd.  
 Simon's Discount Stores  
 SP Ausnet  
 Spotless  
 St George  
 Stadia Media

Staging Connections  
 Subaru Australia  
 Subaru Melbourne  
 The Adidem Group  
 The Aussie Princess  
 The Australian Ballet  
 The Body Shop - Northland store  
 The Shell Company of Australia  
 The Shepparton Adviser  
 The Surgery  
 The Works  
 Thompson Shepparton  
 Thomson Legal & Regulatory Limited  
 TradeCentrix Pty Ltd  
 Transport Workers Union (VIC)  
 Turning Point Imports  
 Uni-drive  
 Vega FM  
 Victorian Transport Association  
 Village Roadshow  
 Ward Mckenzie Pty Ltd  
 Watermark Lawyers  
 Westpac

## Education

Auburn Primary School  
 Briar Hill Pre School  
 Buckley Park College  
 Commercial Road Primary School  
 Concord Special School Bundoora  
 De La Salle College  
 Drouin Secondary College  
 Holy Trinity Primary School  
 Ivanhoe Girls' Grammar School  
 John McKenzie Kindergarten  
 Kurnai College  
 La Trobe University - Course and Careers Services  
 Latrobe Secondary College  
 Le Page Primary School  
 Lowanna Secondary College  
 Luther College  
 Maffra Secondary College  
 Melbourne Girls' Grammar School  
 Melbourne Grammar  
 Methodist Ladies' College  
 Pascoe Vale Girls' College  
 Presbyterian Ladies' College  
 Roxburgh College  
 Sacred Heart Primary School  
 St Helena Secondary College  
 Thomas Mitchell Primary School  
 Traralgon Secondary College  
 Warragul Secondary College



[www.berrystreet.org.au](http://www.berrystreet.org.au)

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All donations over \$2 are tax deductible.  
Berry Street Victoria Inc. is an Income Tax Exempt Charity  
and a Deductible Gift Recipient.

### Some of our Supporters



*To protect the identity of our clients, their names have been changed and models were used in some of our photographs.*

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