



youth affairs network qld

# Annual Report

2008/2009



**Youth Affairs Network of Queensland Inc.  
Annual Report 2008-2009**

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30 Thomas Street  
West End Qld 4101

Telephone: +61 7 3844 7713  
Outside SEQ 1800 177 899  
Facsimile: +61 7 38 44 7713  
Email: [admin@yanq.org.au](mailto:admin@yanq.org.au)  
Web: [www.yanq.org.au](http://www.yanq.org.au)



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**Queensland Government**

YANQ acknowledges funding support from:  
Department of Communities – Office for Youth  
Multicultural Affairs Queensland  
Department of Education and Training

YANQ extends its appreciation to Telstra for again donating 5000 \$5 Telstra cards for distribution to young people in need

YANQ would also like to thank all individuals and organisations that have assisted us with our work during the past twelve months

Cover design by David Powell, using original photo's taken by YANQ during 2008/09.

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## Acknowledgement of Aboriginal & Torres Strait Islanders

**We believe that the primary culture of Australia is Aboriginal.** We recognise that Aboriginal, Torres Strait Islander and South Sea Islander peoples are 3 separate cultures. We recognise Aboriginal people as the permanent custodians of mainland Australia, including those areas of land whose owners have been wiped out as a result of racist policies and acts. We use the term custodianship in the context of protection and care for the land.

YANQ is committed to respecting Murri communities and individuals. We seek to understand their responses to policies and issues affecting them. We are committed to learning about their understandings of the impact of decisions on them. YANQ apologises for the past and present social mistreatment of Murri and Islander people created by colonisation, and is committed to supporting the healing process.<sup>1</sup>

### Aboriginal Flag



The Aboriginal flag was designed by Harold Thomas in 1971, and first flown in Adelaide's Victoria Square. The flag is still widely recognised today as being the symbol of the Aboriginal people for the Aboriginal people.

The flag is made up of three colours-black, red and yellow. Black represents the Aboriginal people of this land, the red represents the earth we live and feed off and the yellow represents the sun, "the giver of life".

### Torres Strait Island Flag



The Torres Strait Island flag was designed in 1992 by a 15 year old student, Bernard Namok of Thursday Island. The flag has a white star underneath it.

The green represents the land and the Deri is a symbol of all Torres Strait Islander people.

The black represents the people and their culture while the five pointed star symbolises the many island groups and represent peace. The flag also stands for unity and identity of all Torres Strait Island people.

<sup>1</sup> This is an extract from YANQ Values – for a full outline of YANQ's value see [www.yanq.org.au/values](http://www.yanq.org.au/values).

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## About the Youth Affairs Network of Queensland

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The Youth Affairs Network of Queensland Inc (YANQ) is the peak community youth affairs organisation in Queensland, representing individuals and organisations from Queensland's youth sector.

We promote the interests and well being of young people across the state by:

- disseminating information to members, the youth sector, and the broader community
- undertaking campaigns and lobbying
- making representations to government and other influential bodies
- resourcing regional and issues-based networks
- consulting and liaising with members and the field
- linking with key state and national bodies
- initiating projects
- hosting forums and conferences
- input into policy development
- enhancing the professional development of the youth sector

We advocate on behalf of young people in Queensland, especially disadvantaged young people, to government and the community.

We promote and support cultural diversity. We encourage the development of policies and programs that respond to the rights and needs of young people.

YANQ employs a small team in its Brisbane based secretariat. The organisation is managed by a committee.

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## A Summary of YANQ's Values

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At YANQ, we believe that everyone is unique. At the same time, human beings share a lot in common, and are essentially social. We envisage a society where everyone lives in harmony. For this to happen, society must both value every individual and seek the best outcome for the community as a whole. There is the same diversity amongst young people as the rest of the community; like everyone else, young people need to feel respected and valued. When young women and young men are treated as important, the rest of society will gain from their insights and experiences.

We aim to contribute to developing a society that genuinely includes all its members. That's why we are committed to promoting multiculturalism (in its widest sense), and supporting and respecting the wide range of cultures that are part of Australian society. Aboriginal and Torres Strait Islander people always have been, and always will be, the first people of this land. Because of their special relationship with the land, indigenous culture will always have a particular significance in Australian society. Focussing on reconciliation with indigenous people is an important starting point toward creating a more inclusive society. It also provides a model for other areas of action, including strategies toward improving the situation of young people.

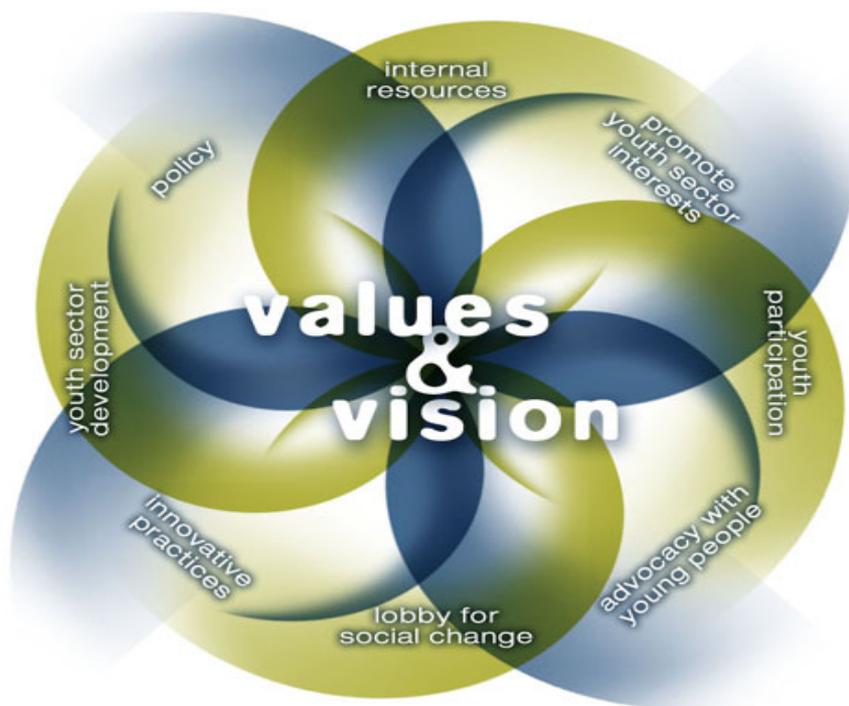
We believe that the most effective way to achieve constructive social change is for people to work together. Economic, social and political change is happening all the time, and it is critical that we constantly assess and reassess our strategies if we are to influence change. Both the process and outcomes of change must be fair if sustained, constructive social change is to occur.

We believe that everybody is entitled to have their basic emotional and material rights met. The central role of governments is to ensure that this occurs. Unfortunately, at the moment, governments in Australia focus on supporting global economic interests. Whilst we believe that everyone is fundamentally equal, some sections of our society do not have access to their fair share

of society's resources. This includes young people, whose basic human rights are currently not being met. YANQ is committed to encouraging positive discrimination on behalf of those groups which *miss out* in society so that this type of social injustice will be overcome. It is only when everyone's fundamental rights are fulfilled, and each has the means to fully participate, that it will become relevant to talk about "mutual obligation" between society and its members.

We believe that a range of strategies is required to achieve constructive social change. Governments in Australia appear committed to stopping the voice of those who challenge their misplaced priorities. YANQ is responsible for being a strong public voice which lobbies and advocates on behalf of those young people who particularly *miss out* in society and of young people as a whole. To undertake this role effectively, it is crucial that we draw on the expertise of those working most closely with issues affecting particular groups of young people - young women and young men themselves, youth workers and youth organisations. That's why networking is another important social change strategy; it enables the youth sector to participate in collective action.

Ultimately, YANQ's credibility is maintained by *practising what we preach*. Our whole structure is designed to ensure that our values and vision permeate the organisation. We are committed to maintaining an open, flexible, accountable, consistent, inclusive, valuing approach in all our dealings - within YANQ, and in our relations with our members and the wider community. We are committed to applying our values in everything we say, and everything we do.



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## The YANQ Team from July 2008 to June 2009

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### Committee Executive

Ms Patricia Ferrier **President**  
Ms Angela Barnes **Vice President**  
Mr Adam Barnes **Secretary**  
Ms Anne Castles **Treasurer**

### Committee Members

Ms Gillan Mason Johnson  
Ms Tanya Genito – resigned May 2009  
Ms Tamsin McGuin  
Mr Barry Springett  
Ms Kerri Byenhof  
Ms Matilda Alexander – on leave until May 2010

### Staff

Mr Siyavash Doostkhah  
**Director**  
Mr David Powell  
**Network Development Officer**  
Mr Daniel Walker  
**Multicultural Development Officer**  
Ms Marilyn Topp  
**Administration & Finance Officer**  
Ms Caroline Woods  
**Project Officer** – Re-engagement Project and YDAQ  
Karen McKeering-Smith and Tiara Shafir **Casual Project Officers** – Re-engagement Project  
Heather Stewart  
**Student on Placement** - National Human Rights Consultation  
Dr Bob Jacobs  
**Volunteer** - Director of YDAQ Campaign

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## President's Report

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Another year has passed and YANQ staff and management committee have been very busy. This report sets out the work we have done in 2009 and we hope you enjoy reading about our achievements.

A big thanks to all of our members and all of the networks connected to YANQ. This is a vital part of YANQ's operation and your participation is greatly appreciated.

Thanks to all the staff for their very hard work. Whilst a small team, they have done a great job in advancing YANQ's objectives. Also thanks to all the management committee members – they have been very active this year and their support to the organisation is invaluable. Thanks to those management committee members who stepped down throughout the year for health, travel and study reasons, including Matilda Alexander, Kerri Byenhof and Tanya Genito. And welcome to Dr Bob Jacobs who joined our management committee as an Ex Officio member.



A big thanks to our funding partners, without you YANQ would not be able to play its role in the youth sector.

I asked staff and management committee a few questions about 2009 as I thought it would be interesting to see what they thought were the biggest achievements of YANQ as well as our challenges. In terms of YANQ's achievements this year they were the commencement of the Youth Sector Workforce Development Project and funding to incorporate consultation with the indigenous youth sector. This landmark project will for the first time paint a picture of the youth sector in Queensland and provide us with necessary data to plan and implement a range a sector development activities in years to come.

Other achievements include the building a campaign network to help YANQ advocate for a youth disability advocacy service in Queensland, the Moreton Re-Engagement Forum, our involvement in the State Government Compact with NGO's, research and advocacy on juvenile justice issues in particular the high number of young people in Youth Detention Centres who are on Remand and the 17 year old children that are locked up in Queensland Adult Prisons, and negotiating a three year service agreement with State Government for core operation of YANQ. You will be able to read about each of these initiatives in the report.

In terms of organisational achievements, they felt that the Strategic Plan that was undertaken was a significant outcome for 2009, which provided opportunity for sector input, as well as continual upgrading of the website, and the smooth operation of YANQ when the Director was on sick leave.

In terms of challenges for YANQ this year most people saw the loss of our funding from Multicultural Affairs Queensland (MAQ) to fund our Multicultural Development Officer position as the most significant challenge for 2009. Another challenge is the lack of capacity for YANQ to visit the regions. However despite these challenges the YANQ team has worked together to ensure that our work can continue and build on the many years of work in providing information and support to the youth sector.

I hope in 2010 we will be able to continue to build on these strengths and work closely with the youth sector in Queensland.

Trish Ferrier  
President

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## How We Run Organisational Development

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### Strange Shapes in YANQ-land: Developing the 2009-2011 Strategic Plan

On the 25<sup>th</sup> of May 2009 we asked our members, subscribers and readers of our email bulletin about their views on YANQ's future. We asked about what is important to them, what they think is important to young people. We also asked them to be a little creative and describe how they saw the shape and height of YANQ.

We received advice back from nearly 50 people and their ideas led to some great discussions within YANQ about our future and helped us to develop our 2009-2011 Strategic Plan.

The feedback reinforced YANQ's role in helping to develop strong networks and relationships as well as for providing regular information and updates. There were also many comments urging YANQ to continue to be a strong voice for social justice for young people.

Respondents also talked about what they thought was important for young people. Belonging, access to opportunities and a sense of hope for the future were common responses.

When asked to describe YANQ's shape, we got some great answers – trees, octopuses, starfish, flowers, a burning spear and a pregnant woman, among others. When describing some of the shapes (especially the trees, starfish and octopuses) respondents talked about YANQ's role as a central point of contact, bringing a diverse network of people and organisations together.

If you'd like a little more detail on the ideas we received, you can read more on our website at <http://www.yanq.org.au/about/news/1836-strange-shapes-in-yanq-land>.

With the advice from the sector fresh in our minds, all of YANQ's staff and management got together for two days of workshops in June. The workshops were facilitated by Linda-Ann Northey.

The result of all this work is the 2009-2011 Strategic Plan which will be available on YANQ's website early in 2010.

### Loss of funding for YANQ's Multicultural Development Officer

In late 2008, YANQ had to re-apply for the MDO position under the Coordinated Advocacy in the Multicultural Sector (CAMS) program, delivered by Multicultural Affairs Queensland (MAQ). In late April we received the bad news that YANQ had not been successful in its funding application. What this meant, at a logistical level, was that all the other key areas (MYNQ, Eracism, ongoing systemic advocacy for culturally and linguistically diverse (CALD) young people) were threatened. We have not received any specific feedback on our funding application other than there were many competitors. None of the funded services however do have CALD young people and CALD youth service providers as their focus. Here at YANQ, we felt a little deflated at this news, especially as YANQ had employed a multicultural worker for the last fifteen years, and now faced a large hole in our ongoing advocacy and sector development campaigns.

The irony of the situation is that in the past two years Queensland and Victoria have been working hard to establish a National Multicultural Youth Network (NMYN) and to assist the States and Territories who lack a state Multicultural Youth Network and processes for advocacy and sector development to develop appropriate responses. The Federal Government has acknowledged this and has funded the Centre for Multicultural Youth (CMY) in Victoria to assist states with this task. Although Queensland has been on the forefront of this work, the recent funding cut by MAQ has put 15 years of investment and progress in jeopardy.

Ultimately, YANQ has decided to fight the loss of this position, and is currently funding the role from various limited sources, in the hope that we can successfully campaign for a review of this decision in the next budget. Young people from culturally and linguistically diverse backgrounds are among some of the most disadvantaged in the State, and without dedicated, ongoing systemic advocacy and sector development to support those in the youth sector who work with them, these young people face an uncertain future.

## How We Connect Participation & Engagement

### Youth Consultative Network

The Youth Consultative Network (YCN) is a tool that the youth sector, through interagencies and networks, can use to raise issues with YANQ and propose solutions. Interagencies are invited to submit a standard form twice each year, highlighting the issues and solutions that the network has agreed to raise with YANQ. During 2008/09 ten youth interagencies participated in the YCN. The participating networks were:

- Brisbane Inner Urban Youth Interagency
- Bundaberg District Youth Sector Network
- Caboolture Youth Area Network
- Goodna & Ipswich Youth Interagencies (combined)
- Fraser Coast Youth Sector Network
- Logan Youth Network
- North East Youth Organisations Network
- Northern Sunshine Coast Interagency Network
- Redcliffe Youth Service Providers Network
- Whitsunday Youth Focus



Of the issues raised with regard to young people, **housing, mental health and education for disengaged young people** were the most common. With respect to services, issues about **funding viability and flexibility and recruitment and retention of staff** were commonly raised.

### Social Policy Solutions Workshops

In the 2008/09 year YANQ conducted five Youth Social Policy Solutions Workshops, two of which were held in partnership with the Queensland Council of Social Service (QCOSS). The aim of the workshops was to generate some debate and discussion about possible ideas to some of the more intransigent issues that youth interagencies have raised with YANQ via the YCN.

The workshops generated a lot of ideas, such as

- funding flexible, wrap around youth services that can work with young people who meet a much broader range of (need) criteria than is often the case now;
- ensuring that there is a steady progression of housing support services for young people that can support them from crisis through to independence;
- universal family support services;
- funding projects specifically focused on supporting collaboration between services; and
- getting young people much more closely involved in the planning of services;

You can find reports from all of these workshops at [www.yanq.org.au/ycn/reports](http://www.yanq.org.au/ycn/reports).

## Multicultural Youth Network of Queensland

The Multicultural Development Officer (MDO) role continues to convene the Multicultural Youth Network of Queensland (MYNQ), and after a hiatus in the second half of 2008 when the position was vacant, the network met in January 2009. MYNQ has been very supportive of YANQ's funding crisis, and began to offer suggestions on how to keep the network alive in the long term. MYNQ had three meetings in the first half of 2009, and continued to identify and discuss issues facing young people from CALD backgrounds, and those in the sector who work directly with them.

## Multicultural Youth Network Queensland Blog

In line with the new online presence of ERACISM!, YANQ also decided to create a central space for all information coming in for the MYNQ network. We all have to read through several emails each day, and many of them are the same, having been forwarded on from other people, or through other networks. To save time, we allocated a section of the YANQ website as a blog for all this information, as it comes in. It can also serve as a discussion space, as members can comment on entries, and post their own items. The blog can be found at [www.yanq.org.au/mynq](http://www.yanq.org.au/mynq).

Early in 2009, YANQ prepared a number of short papers to launch on the new MYNQ Blog. These included reports on "Cyber Bullying", "Being Black in Australia", "Discrimination Against Same-Sex Attracted Youth" and "Refugee Youth and Education". These reports are available on the MYNQ Blog.

## Sharing the News - Network Noise, Email Bulletin and the Website

YANQ continued to provide the sector with up-to-date information on all things related to youth services and the rights of young people.

During the 2008/9 year we published over 500 items on our website including research updates, job and event notices, funding announcements and opinion pieces. Our website recorded more than 51,000 visits (or around 4,300 per month) and close to 400,000 page hits (about 33,000 per month).

The E-mail Bulletin, YANQ's fortnightly newsletter was distributed to over 770 people throughout 2008/09 and continues to rate well with our members as a useful service.

YANQ's Network Noise is our hardcopy newsletter that is distributed quarterly to just our members and subscribers. During 2008/09 we featured many articles on a range of topics, for example:

- youth disability advocacy
- youth sector development
- wages and conditions of youth workers
- medicalisation of young people affected by poverty and discrimination
- alcohol and drug use
- young Muslim women and sport
- social security
- self-harm
- homelessness
- flexi-schooling
- human rights
- meeting the Needs of Marginalised Young Men

## Telstra Phone Cards for Young People

Once again this year, in partnership with Telstra, YANQ distributed 5000 Telstra Cards across the state. Youth sector members from various regions have been assisting YANQ with promotion and distribution of these cards amongst young people in most need.

## Networking with the Sector

YANQ is a member of many advisory and reference groups that are relevant to young people and the sector. The committees YANQ is a member of include:

- Health and Community Services Workforce Council Industry Reference Group
- Ministerial Advisory Committee on Hepatitis C, HIV and Sexual health
- Equity Committee of Queensland Studies Authority
- Anti Discrimination Commission of Queensland - Youth Reference Group
- Incorrections Network
- Young Workers Advisory Service (YWAS)
- Milpera State School Advisory Committee
- Department of Communities, Office For Youth - Support Plan Reference Group
- Southside Multicultural Network
- Community Health Action Group (CHAG)
- Queensland Intercultural Cities Forum (Formerly South East Queensland Intercultural Cities Forum) (QICF)
- Cultural Diversity Network
- National Multicultural Youth Advisory Network – executive member
- Access to Interpreters Steering Committee

In addition to these groups and committees, YANQ also network meetings with:

- Queensland Alliance of Mental Illness Psychiatric Disability Groups
- Queensland Youth Housing Coalition
- Queensland Programs of Assistance to Survivors of Torture
- Anti Discrimination Commissioner
- Kelvin Anderson (Commissioner for Corrective Services)
- Human Rights Commission (HRC) session on Human Rights Consultation
- Ethnic Communities Council Queensland
- Michael Choi the Parliamentary Secretary for Multicultural Affairs
- Youth Advisor to Premier
- Youth Violence Taskforce/Youth Violence Ministerial Advisory Committee
- Youth Advisory Group for the Anti-Discrimination Commission of Qld
- Aboriginal and Torres Strait Islander Community Health Services (AICHS)
- Pacific Youth Association of Queensland (PYAQ)
- Coordinated Advocacy in the Multicultural Sector (CAMS) Network members and Local Area Multicultural Program (LAMP) workers
- Muslim Youth Services and Al-Nisa Youth Group
- South East Queensland Intercultural Cities Forum (SEQICF) meeting which focused on a proposal to work with young people on issues of safety and violence
- Multicultural Development Association's launch of their Indigenous policy by Tom Calma, the Federal Race Discrimination Commissioner



- Open Doors launch of the youth suicide prevention project
- Youth Week event acknowledging the work of Brisbane Youth Service which was hosted by the Governor

## Leading the Sector Workforce Support & Development

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### Youth Sector Workforce Skills & Training Project + Aboriginal Youth Sector Workforce Skills and Training Project

**\* Reports to be released in December 2009 \***

The first report is the product of a collaborative effort from the youth sector in South West Queensland and Brisbane and Brisbane South regions and other key government stakeholders. The specific Aboriginal Youth Sector Workforce Skills project was undertaken in partnership with Murri communities in Brisbane, Central Coast including Rockhampton and North West region of Queensland. The reports capture the data and findings that have been generated over a four month period in 2009 to create a youth service sector workforce profile and to identify key training and skilling priorities for current and future youth sector workforces.

The Queensland Government *Toward Q2: Tomorrow's Queensland* platform with its 2020 vision for the state contains five key areas of focus; strong economy, smart, green environment, healthy and fair communities. This statement provides the framework to inform government priorities and initiatives towards 2020 and provides the policy guideposts in which to situate workforce development initiatives. 'Three out of four Queenslanders will hold trade, training or tertiary qualifications by 2020' provides a key message and a key avenue for workforce development initiatives in the area of 'smart' Queenslanders ([www.thepremier.qld.gov.au](http://www.thepremier.qld.gov.au)).

Strategies to meet this target include funding and delivering flexible, high quality, post-school training, matching the provision of training places to the skill needs of particular regions and increasing the number of vocational education and training places available to Queenslanders. Recommendations and strategies that relate to skilling and training for a 'smarter' youth services sector that support healthy and fair communities have been identified through recommendations developed for the Youth Sector Development Plan for Queensland that outline government's role in working towards these goals and the place of industry to support workforce skilling.

YANQ has been advocating for a systematic approach to the development and maintenance of the youth sector workforce to ensure quality services for young people for some time. For the past two years YANQ has been seeking funding support from the Queensland Government to gather data and to develop a Youth Sector Workforce Development Plan. In early 2009, YANQ received funding support from the Department of Education and Training (DET) and Office for Youth, Department of Communities to undertake a Youth Services Workforce Skills and Training Project. The project goes some way towards this goal through the development of this Youth Sector Development Plan, creating a platform to support a vibrant and sustainable youth sector workforce that protects and promotes young people's rights.

The project involved:

- **researching literature** about youth workforce skill development and vocational education and training requirements and products across Australia as well as internationally;
- **collecting data** on the current skills, competencies and qualifications of youth workers;

- **projecting future skills** needs in line with young people's needs, government priorities and contemporary practice frameworks;
- **identifying preferred models** and potential alliances to support skill development.

The project has been designed to create opportunities for the youth services workforce to be engaged through surveys, workshops and discussions about the viability and sustainability of a vibrant youth sector in Queensland. This approach is based on the premise that sector engagement will ensure that a plan is developed by the sector, for the sector, paving the way for successful implementation of the plan.

To maximise potential outcomes, the project has been designed to consider youth sector development needs in the broader context of workforce development. Contemporary concepts of workforce development provide a framework for organisations, industry and the government to systematically approach industry or sector wide development. While workforce development typically incorporates the traditional focus of developing a workforce through training and professional development opportunities, it locates these type of strategies within a broader organisational and system approach that takes into account the range of factors that can impact on workforce capacity and effectiveness including, but greater than the individual and their development needs in their current role, to building capacity of the sector overall. Typical workforce development approaches consider systemic issues such as job role and design, recruitment and retention, policy and funding along with training and professional development and focus on both current and future workforce. The project has gone some way towards identifying issues and themes more broadly than training needs and attempted to capture needs of both current and future workforce.

The Youth Sector Development Plan provides a summary of the data gathered during the project, key themes that emerged and recommendations that can be used to inform skilling and workforce development initiatives.

The Plan will:

- develop a baseline picture of the youth sector workforce for the identified target groups against which capacity and future workforce development strategies can be measured;
- identify important issues that impact on the development of the youth sector workforce;
- identify areas for further research and discussion towards systematic development of the youth sector; and
- provide a picture and strategies and recommendations that can validate across all regions in Queensland to strengthen the rigour of the data and ensure regional variations and characteristics can be integrated into the plan.

Genuine sector development is a long term process requiring interest, ownership and buy-in from those within the sector both to inform what is required and how this is possible and from government to work collaboratively with peak bodies and other key stakeholders to implement and evaluate strategies and initiatives. Working in partnership, short and medium term contributions can be developed while seeds are planted for long term sustainable development and support.

The next phase of this project involves the validation of both the data collected and the picture that has emerged with other regions across Queensland. This will create the opportunity to build in regional variations, identify regional specifics and increase interest and ownership across the sector and with government and other stakeholders at a local level.

Project outcomes will be work-shopped at youth sector networks across the state where the reports will be presented and a discussion facilitated about how the data applies in this region, what is the same, what is different, if recommendations and strategies are relevant and what it would take for them to work.

Data collected through the Aboriginal and Torres Strait Islander project will be validated both back with the local communities from where it emerged to ensure accuracy and understanding of their story and then more widely across the state in a process similar to that discussed above.

For further information on this project visit: <http://www.yanq.org.au/workforce>.

## Launch of the New Community Services Training Package

After two years of consultation and rewriting, the new Community Services Training Package was launched. YANQ attended and gave a presentation at the launch of the new package outlining the various changes to the Community Services Training Package, which is now called CHCO8. This new package replaces the CHCO2 and has some very positive additions to it. For the past two years YANQ has been representing the Australian youth sector on the National Industry Reference Group, which guided the development of the new training package.

## Cross Cultural Youth Work Practice Training

In November 2008, YANQ ran our very popular Cross Cultural Youth Work Practice Training (CCYWPT) as a two-day session, facilitated by Dr Peter Westoby. In previous sessions, feedback has been consistently positive, with attendees being surprised at how much they took away from the session, even if they regularly work with young people from CALD backgrounds. The training allows participants to deepen their own understanding of issues faced by refugee young people, and indeed anyone living in an environment that exposes them to more than one cultural influence. The session engages participants in discussion and hands-on learning activities, and encourages us to continually examine the cultural influences on young people in Australia.

The training covers a number of issues, including:

- defining and understanding culture, identity and ethnicity
- understanding and defining youth within a cross-cultural framework
- diverse experiences of young people from CALD diverse backgrounds, and
- thematic issues facing young people from CALD background.

Peter Westoby is a Lecturer in Community Development within the School of Social Work and Human Services at the University of Queensland, while also working as a research consultant with the Australian Centre for Peace & Conflict Studies. He has worked in development practice within South Africa, PNG, the Philippines, and Australia. Some of this recent work is focused on peaceful development practice within Vanuatu, social cohesion and community conflict practice within Australia and the application of community development within school settings. In 2008, he was awarded a Churchill Fellowship enabling him to investigate innovative community approaches to the problem of intra and inter cultural youth conflict and violence. He lectures in community development theory/practice, methodology, frame-working and community-based training. His most recent publications include two books: *Dialogical Community Development: with depth, solidarity and hospitality* (Tafina Press, 2009), and *The Sociality of Healing: In Dialogue with Resettling Sudanese Refugees within Australia* (Common Ground, 2009).

At YANQ, we believe that cross cultural competence is a vital part of successfully working with people of CALD backgrounds in Australia, whether you work in education, health, employment, government, or any range of service delivery. A greater understanding of cross cultural issues makes for stronger and more informed decision making and planning, and allows us to take the interests of ALL Australians into account.

This is a very helpful and consistently popular course, and YANQ plans to continue conducting sessions for all interested parties. The training is normally conducted for groups of between twelve and fifteen, and can be run off-site, or at your workplace if you have several workers interested. In

the past it has been run as either a two-day or a one-day session. If you would like to learn more about our upcoming sessions, please contact Marilyn at 3844 7713 or email [admin@yanq.org.au](mailto:admin@yanq.org.au).

## **Australia Council for Arts and the Human Rights Commission - Community Cultural Development**

YANQ was invited to join an expert panel for an initiative of Australia Council for Arts and the Human Rights Commission. The initiative is about community cultural development with young Muslim Australians. YANQ attended a one-day session, which was mainly focused on initiative background and our role as advisors. We also reviewed a number of projects already funded and under way across Australia.

## **Representing the Sector to Government**

YANQ continues to represent the youth sector at quarterly meetings of State Peaks with Linda Apelt, the Director-General of Department of Communities. These meetings focus on a range of issues relevant to all stakeholders including the Qld Compact and the structural changes to the new department.

## **Challenging, Facilitating & Promoting Social Change Advocacy, Campaigns & Research**

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### **Rethinking Youth Remand and Enhancing Community Safety**

In March 2008, YANQ launched this report, which made the argument that inappropriately detaining young people in custody puts community safety at risk.

Repeated studies indicate that the younger a person is when they are first detained in custody, the greater the likelihood that they will go on to re-offend and end up in adult prison. 74% of the young people in custody in Queensland Youth Detention Centres on 30 June 2006 were on remand - i.e. they were being held in custody before a finding of guilt had been made or before their sentence had been finalised. This is largely unnecessary and jeopardises both the safety of the community and the future chances of success in life for the young people detained.

After launching the report in March 2008, YANQ has been advocating for implementation of various strategies outlined in the report.

For more info on this report please visit: <http://www.yanq.org.au/our-work/papers>.

### **17 year olds in adult prison**

Seventeen year old children continue to be treated as adults by criminal law in Queensland, the only state in Australia to treat 17 year olds as adults in the criminal justice system.

During the year, YANQ continued to advocate for treating 17 year olds as children within the criminal justice system. One highlight of the year was an interview with the Uniting Church's Centre for Social Justice. The interview was published in the Centre's Queensland-wide magazine. YANQ has also continued to raise the issue with a range of stakeholders including the Governor of Queensland.

**Background:** Fifteen years ago, when the *Juvenile Justice Act* was passed by Parliament, the Government said:

"It is the intention of this Government, as it was of the previous Government, to deal with 17-year-old children within the juvenile, rather than the adult system, as per the Kennedy Report into prisons. This is consistent with the age of majority and avoids such children being

exposed to the effects of adults in prisons, thereby increasing their chances of remaining in the system and becoming recidivists. This change will occur at an appropriate time in the future.”

YANQ argues that it is unfair that 17 year olds are treated as adults by the criminal law because:

- 17 year olds are often still physically and mentally immature, and ought to be dealt with by a legal system that understands that developmental immaturity;
- if children cannot vote, drink alcohol, buy cigarettes, or otherwise participate fully in society until they become 18, they should not be treated as adults by the criminal law;
- children should not be kept in adult jails;
- the Child Protection system treats 17 year olds as children; so should the Youth Justice system;
- Queensland 17 year olds should not be worse off than 17 year olds in every other Australian state;
- year 12 students should be treated the same way by the criminal law, irrespective of whether they happen to be 16 or 17;

Queensland’s current practice is inconsistent with the UN *Convention on the Rights of the Child (CROC)* which says that 17 year olds are to be treated as children.

There have been numerous reports raising concerns that Queensland continues to treat 17 year old children as adults rather than juveniles, including:

- the 1988 Kennedy Review Into Corrective Services
- the 1997 Australian Law Reform Commission Report
- the 2002 Youth Justice Conference in Brisbane
- the 2002/03 Annual Report of the President of the Children’s Court
- the 2006 Anti-Discrimination Commission Qld Report on Women In Prison



The Queensland Children’s Commissioner and the State Anti-Discrimination Commissioner have also raised major concerns and have asked the State Government to change this practice.

Child protection, not child abuse is what the 'Smart State' deserves.

## Queensland's Police Move-on Powers - a Breach of Trust

During the year the Crime and Misconduct Commission undertook a review of Queensland's Police Move-on Powers. YANQ consulted with its members and a number of young people and prepared a brief submission. In it, YANQ argued that young people have a right to trust that adults will fulfil their responsibility to provide opportunities for them - opportunities to learn, to play, to make decisions for themselves, take risks, to have fun and to participate in community life and decision making. YANQ argued that Queensland’s Police Move-on Powers are a breach of the communities responsibility to young people and may actually do more harm than good, for young people and the community generally.

To read YANQ’s submission to CMC on this issue visit: <http://www.yanq.org.au/our-work/papers>.

## Juvenile Justice Act

YANQ attended a briefing by Communities Minister about the new Juvenile Justice Act. Most of the concerns of the community sector expressed through various submissions and consultation forums have not been included and no framework was articulated on how we should deal with a system headed for crisis.

## From Myth to Reality - Achieving Multiculturalism

In a global context, recent events around the world and at home necessitate an open public debate on multiculturalism and to form effective strategies for community engagement with this issue. Oft times, even within the Community Services Sector, many organisations are increasingly regarding 'multiculturalism' as being solely related to issues regarding non-English speaking migrants and refugees.

This interpretation and use of 'multiculturalism' not only denies the role of English speaking migrants, residents and citizens, but also fails to acknowledge the important contributions that Indigenous peoples play in the construction of effective multiculturalism. Indeed, alienating English speakers and Indigenous peoples by denying them a place within concepts of multiculturalism, may serve instead to reinforce the 'us and them' mentality amongst some members of the wider community, in which the somewhat ignorant ideologies of assimilation and total conformity to mainstream 'Anglo' culture is a goal.

YANQ has developed a discussion paper on this issue and has presented it at a number of seminars and forums. To learn more about YANQ's proposal for achieving multiculturalism visit:

<http://www.yanq.org.au/our-work/papers>.

## ERACISM! Project

In previous years, the ERACISM! Project has involved forums focusing on issues of racism and how it affects young people. This year, facing funding cuts and an uncertain time-frame, YANQ decided to take ERACISM! into the more sustainable world of cyberspace. ERACISM! has a website, a blog, and an events calendar, all at [www.eracism.com.au](http://www.eracism.com.au). It also has a new logo, and some great merchandise—bumper stickers, button badges, fridge magnets, post-its and calico carry bags, all bearing the logo, and the message "together we can erase racism!" In line with its new online presence, ERACISM! also has a Facebook fan page (search for "ERACISM!

Project" on Facebook and become a fan!) and a Twitter account (follow me at @cald\_yanq). It is hoped that through the internet, YANQ can spread the message of ERACISM! to a broader audience, and use the website to educate, motivate and assist young people in making a change in their outlook.

As an exciting project for the new website, YANQ employed young people to hit the streets with a video camera, and ask other young people what they thought about racism in Australia: had they observed it? Why did they think people were racist? Had they ever experienced racism? And what did they think we should do about it? The results are enlightening and interesting (and at times entertaining!) and can be seen on the website.



For Refugee Week, ERACISM! joined forces with QCOSS and QPASTT to deliver a training day and workshop on “Working with Young People from Refugee Backgrounds”. The day included a session of storyboarding, which is a fun and productive way of pictorially representing ideas and issues in a clear way. The training day was well attended, and final discussions took place outdoors, overlooking the Brisbane River. Attendees loved the new hands-on approach and felt they really took something away with them.

ERACISM is also hosting a youth multimedia competition under the theme “racism in public spaces”. The competition closes on 30<sup>th</sup> June, and has been circulated to high schools, art colleges and TAFEs around Brisbane.

## Muslim Young Women in Sports



*YANQ President, Trish Ferrier, Faiza El-Hegzi, Kareema Benjamin, Homa Fortan and Nick Earls*

Sports is very much part of the Australian culture. Although sports itself is a universal activity, it is also a uniquely Australian affair shaped by what is often referred to as the Australian lifestyle. Yet sports and recreational activities in Australia are not always entirely inclusive, particularly for people from CALD groups such as Muslim young women. Physical, cultural, social, economic and religious barriers may limit Muslim young women’s participation in sports and recreation.

This report is the result of a YANQ research project that aimed to identify and analyse socio-cultural barriers affecting Muslim young women’s participation in sports and recreation and to develop strategies that promote a greater participation in sports and recreation by young Muslim women in Queensland. The report was launched as part of the Muslim Women’s Conference ‘Towards Common Ground’ on July 16<sup>th</sup> 2008 at Government House. Since the launch of the report a number of action groups have been formed across the state to progress the recommendations at local and regional level.

## Campaign for a Youth Disability Advocacy Service in Queensland

Throughout the year YANQ has been campaigning for the establishment of a youth disability advocacy service in Queensland. Such a service would be a comprehensive state-wide service providing both individual and systemic advocacy for young people with disabilities. The service would focus on, but not be limited to, equal opportunities in education, employment, housing, and access to the community.

As part of the campaign YANQ has consulted closely with a broad range of individuals and organisations. Some of the organisations that have been supportive of YANQ's campaign include Queensland Advocacy Inc., Queensland Parents of People with a Disability, Queenslanders with Disability Network, National Disability Services and Deaf Services Queensland among others.

Beginning in March 2009, YANQ began research for a detailed report that was released later in 2009 - 'The Case for a Youth Disability Advocacy Service in Queensland'. We also met with a number of government officials including: Rachael Nolan, Parliamentary Secretary for Communities Department; Wendy Bourne, Senior Advisor to Minister; Graeme Innes, National Human Rights Commissioner and Disability Discrimination Commissioner; and Susan Booth, the Queensland Anti-Discrimination Commissioner.

Support in the general community for a youth disability advocacy service also continues to grow. By the end of June 2009, over 100 people had registered their support on YANQ's website, and almost 150 had joined the Youth Disability Advocacy Queensland Facebook group.

The campaign will continue and you can find more news and information at [www.yanq.org.au/ydaq](http://www.yanq.org.au/ydaq).

## **Chemical free Kids**

Dr Bob Jacobs, who has worked alongside YANQ for a number of years, contributed a chapter to the book “Chemical free Kids” published by the University of Queensland. The chapter focused on the use of medically prescribed drugs for 'managing' the behaviour of children and young people.

For further information on this book visit <http://www.chemicalfreeparenting.com/>.

## **National Human Rights Consultation**

As an organisation that believes in the universality of human rights, YANQ advocates strongly for governments to do more to ensure the basic rights of all human beings are met in a modern society where inequalities are still prevalent.

During 2008/2009, the Commonwealth Government conducted an Inquiry into the protection of human rights in Australia. As part of this Inquiry the Human Rights Commission (HRC) held a number of forums in Brisbane. As well as attending the Community Sector Workers session, YANQ assisted HRC with organising visits to Brisbane Youth Service, Deception Bay Community Youth Programs and Southside Education.

While the National Human Rights Consultation Committee's commitment to promote human rights is admirable, YANQ believes the limited terms of reference that restricts the human rights debate to the promotion of options that preserve the sovereignty of Parliament and excludes the possibility of a constitutionally entrenched Bill of Rights is not the best method to achieve the genuine protection of human rights in Australia.

It is for this reason that YANQ submitted a proposal that addresses the basic problems with a Federal Human Rights Act that aims to preserve Parliamentary sovereignty by adopting a dialogue between the legislature and the judiciary currently enshrined in legislation in the United Kingdom, Victoria and the Australian Capital Territory (ACT).

YANQ advocates an alternative model for the protection of human rights at a Federal level that overcomes the constitutional problems of a dialogue model and provides more comprehensive protection of human rights in Australia. To read more about YANQ's submission visit: <http://www.yanq.org.au/our-work/papers>.

## **2009/2010 State Budget Response**

YANQ also prepared a response to the State Government's Budget in June, outlining the lack of funding for youth services, and questioning the ongoing practice of pouring money in to youth detention, rather than supporting early intervention and systemic change.

The response also summarises the impact of the funding for wage increases that were provided by the State Government in response to the Pay Equity Increase.

The budget response is available on the YANQ website at <http://www.yanq.org.au/our-work/papers>.

## Census of Re-engagement Services in Queensland

During August 2008, YANQ conducted a Census of services in Queensland that supported young people to re-engage with learning. 185 people responded to the Census from 128 unique services. The responses came from all across the State representing many different types of services. The results have given us a much better idea of what is available for young people.

You can find the Census report online at [www.yanq.org.au/reengage](http://www.yanq.org.au/reengage).



## Media

05/07/08	Courier Mail re Homelessness and Criminal Justice
29/09/08	ABC Talk Back Across Australia – Interview on “ADHD”
05/11/08	101.5 FM. Interview with Peter Campbell about the Re-engagement Project
22/01/09	SBS Radio Interview about Invasion Day

### *Media Releases:*

01/08/08	Medical Guidelines used to justify chemical restraint
24/09/08	Kids In Care are drugged out
11/02/09	CNP Risking community Safety
04/03/09	No efficiency in cutting services to the community.

## Stretching our Reach Rural and remote activities

### Townsville Youth Engagement Forum

In August 2008, YANQ supported the Youth Network NQ – a Townsville Based Youth Interagency – to host their regional Youth Engagement Forum. YANQ's role was to provide advice through the planning stages as well as running policy workshops on the day both for youth workers and young people.

### Regional Interagencies connect via the Youth Consultative Network

While YANQ lacks the financial resources to have a strong physical presence in the regions, we are still able to maintain contact with the sector via the website and tools like the Youth Consultative Network (YCN). We still have more work to do, however it was pleasing to see that four out of the ten interagencies that participated in the YCN were from outside of the South East Corner – these were:

- Bundaberg District Youth Sector Network
- Fraser Coast Youth Sector Network
- Northern Sunshine Coast Interagency Network
- Whitsunday Youth Focus

## Youth Sector Workforce Skills and Training Projects

These projects (see above for more detail) began in the first half of 2009 and provided YANQ with a great opportunity to connect with the youth sector in South West Queensland and (via the specific Aboriginal Youth Sector Workforce Skills project) Central Queensland, including Rockhampton and the North West region of Queensland.

## Gold Coast Youth Network

YANQ attended the Gold Coast Youth Network and ran a short brainstorming session to get ideas for issues the Network had raised via the Youth Consultative Network. The session focused mostly on homelessness and housing issues.

## Strengthening Relationships & Outcomes Partnerships

### Moreton Bay Re-engagement Forum and Expo

The Moreton Bay Re-engagement Forum and Expo was held on the 11th of November, 2008 organised by YANQ in partnership with the Caboolture Area Youth Service, Deception Bay Community Youth Programs, Kidz Youth Community (KYC) Consultancy and the Salvation Army Youth Outreach Service. Over 200 people, including more than 60 young people attended the Forum and Expo on the day. Participants were able to connect with service providers and participate in a variety of workshops. Reports, videos and photos from the day are available on YANQ's website at <http://www.yanq.org.au/reengage>.



### Working with the North East Youth Organisations Network - Re-engagement Project

During the latter half of 2008 services connected to the North East Youth Organisations Network (NEYON) began to notice an increase in the numbers of young people under 15 years who were not attending school. NEYON contacted YANQ about this issue seeking advice. As a result, YANQ and NEYON have been working together during the year on a process to help quantify the issue - i.e. figure out how many young people under 15 are disenfranchised from learning and need support in the North Brisbane area. This research task is ongoing and YANQ will continue to support the network to raise these issues at the Government and Community Levels. YANQ has also been supporting the network to explore possible support and prevention responses.

YANQ's hope is that our work and learnings with NEYON will be transferable to other parts of the state.

### Commissioner for Children and Young People

YANQ held quarterly meetings with Elizabeth Frazer the Commissioner for Children and Young People. These are productive one-on-one meetings where we exchange information about our current projects and key policy issues to collaborate on.

## Peak bodies for youth in each Australian State and Territory

Throughout the year YANQ participated in networking teleconferences with peak bodies for youth in each Australian State and Territory. These are opportunities to hear about various work undertaken by state peaks and to identify potential partnership and/or collaborations.

## Australian Youth Affairs Coalition (AYAC)

YANQ is an executive member of AYAC. In the last twelve months we have been finalising our contract with the Federal Government and have received the full allocation of funding for 2008. AYAC has employed an establishment director to assist us with setting up the infrastructure for a fully functioning national youth peak body.

## ADCQ Youth Advisory Committee

YANQ attended the quarterly meetings and gave a presentation about our report "Muslim Young women and sport". Also proposed holding an annual census on discrimination (one week a year). This could be an opportunity for youth workers to encourage young people to register any problems they might have and reasons for not making a formal complaint to ADCQ. We are looking at undertaking this census during Youth Week in 2010.

## QAI Justice Reference group

Queensland Advocacy Inc (QAI) invited YANQ to join a reference group for a project they are implementing on justice issues. In particular the reference group has been established to monitor progress in the development and implementation of QAI's initiative to develop a training package for volunteers and support people with disability who are required to participate in a police interview or attend court, and to recruit, train, deploy and advise a team of volunteers to provide such support. YANQ continues to support QAI's initiative to provide support and legal services to people with disabilities in the justice system. This will include police station, courts, prisons etc.

## The National Multicultural Youth Advocacy Network (NMYAN)

Auspiced by the Centre for Multicultural Youth in Melbourne, NMYAN is comprised of a key representative from each state, and works to advocate for common issues at a national level. NMYAN became aware of a funding opportunity in March 2009, and was awarded federal funding for two years from DIAC to employ a national coordinator, and streamline the advocacy issues from the states to a national body. As the Queensland representative on this network, YANQ is pleased to see the role of this network increasing at a federal advisory level, and will continue to promote the needs and interests of young CALD Queenslanders in the second half of 2009, when the network will meet face to face to discuss future advocacy directions for the network.



## South Bank Action Research

This project aims to increase community cohesion and integration through developing innovative community development, social policy and community/public sector responses to reduce intra-cultural and inter-cultural youth conflict across two sites in Brisbane: Southbank, West End, South

Brisbane and Moorooka/Yeronga/Annerley. The project is a partnership between University of Qld, YANQ, Brisbane City Council and the Praxis Co-op.

## **Coordinated Advocacy in the Multicultural Sector**

Up until the end of June 2010, the Multicultural Development Officer will continue to be a part of the CAMS network, under the “Coordinated Advocacy in the Multicultural Sector” program (funded by Multicultural Affairs Qld).

## **Incorrections Network**

The Network which focuses on criminal justice issues has met a couple of times focusing on its structure and processes we have established an operational model and are planning to establish a broad based Criminal Justice Network by end of 2009.

## **Futures Forum**

The Future of the Sector Project is a long term project aiming to strengthen the position of the community services sector. The project is being driven by the Community Services Futures Forum.

This project aims to:

- Build a shared identity for the sector through creating a collective vision
- Develop a strong collective voice for the sector to increase our influence
- Raise the profile of the sector & awareness of its role and contribution to society
- Engender proactive, cooperative action around key issues of concern

To achieve these objectives the Futures Forum is working to implement the following key strategies:

- Development of a Community Services Sector Charter articulating a shared vision and values for the sector
- Communication strategy to raise the profile of the sector
- Development of mechanisms for the sector to work better together
- Implementation of cooperative strategies to address key issues of concern for the sector.

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## Treasurer's Report

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### Financial Year 2008/2009

YANQ's Management Committee has pleasure in presenting the independent Auditor's Report for the year ending 30<sup>th</sup> June 2009, incorporating the Balance Sheet and Consolidated Income and Expenditure Statement of Youth Affairs Network of Queensland Inc.

As Queensland's Youth Affairs Peak Body, YANQ continues to promote the interest and well-being of young people across the state and undertake many activities throughout the year as detailed earlier in this Annual Report.

During the year, YANQ negotiated a three year Service Agreement with Department of Communities securing our core funding until the end of June 2012.

YANQ's Treasurer, Anne Castles, has taken time out to travel overseas and is not able to present this Report. However committee members would like to thank Anne for her dedication and hard work as the Treasurer for the past 12 months.

If you require any further information and/or clarification about any item presented in the Audit Report, please contact our staff at YANQ's office.



*Anne Castles, Treasurer*

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## Auditor's Report

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### INDEPENDENT AUDIT REPORT

To the members of Youth Affairs Network of Queensland Inc

#### Scope

We have audited the attached financial statements, being a special purpose financial report of Youth Affairs Network of Queensland Inc for the year ended 30 June 2009. The Youth Affairs Network of Queensland Inc Committee of Management is responsible for the financial report and have determined that the accounting policies used are consistent with the financial reporting requirements of the Youth Affairs Network of Queensland Inc constitution and are appropriate to meet the needs of the members. We have conducted an independent audit of the financial report in order to express an opinion on it to the members of Youth Affairs Network of Queensland Inc. No opinion is expressed as to whether the accounting policies used are appropriate to the need of the members.

The financial report has been prepared for distribution to members for the purpose of fulfilling the Committee of Management's financial reporting requirements under the Youth Affairs Network of Queensland Inc's constitution. We disclaim any assumption of responsibility for any reliance on this report or on the financial report to which it relates to any person other than the members or for any purpose other than that for which it was prepared.

Our audit has been conducted in accordance with Australian Auditing Standards. Our procedures included examination, on a test basis, of evidence supporting the amounts and other disclosures in the financial report and the evaluation of significant accounting estimates. These procedures have been undertaken to form an opinion whether, in all material respects, the financial report is presented fairly in accordance with the accounting policies described in Note 1 to the financial statements. (These policies do not require the application of all Accounting Standards and UIG Consensus Views).

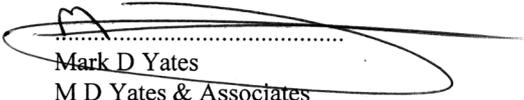
The audit opinion expressed in this report has been formed on the above basis.

#### Qualification

As the organisation is entirely dependent on the internal control exercised by the management committee and members, no warranty can be given that all entitlements of revenue have been received or that all services or goods paid for have been utilised for the Associations purposes. My audit of the profit and loss account items extends only to vouching the records of receipts and payments.

#### Qualified Audit Opinion

In my opinion, subject to the preceding paragraph, the financial statements are properly drawn up in accordance with the provisions of the Incorporated Associations Act and present fairly, in accordance with the accounting policies described in Note 1, the position of Youth Affairs Network of Queensland Inc for the year ended 30 June 2009 and the results of its operations for the year then ended.

  
Mark D Yates  
M D Yates & Associates  
Level 2 490 Upper Edward Street  
SPRING HILL QLD 4004

Dated 19th day of November 2009

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## Acronyms

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<b>ADCQ</b>	Anti-Discrimination Commission of Queensland
<b>ADHD</b>	Attention Deficit Hyperactivity Disorder
<b>AICHS</b>	Aboriginal and Torres Strait Islander Community Health Services
<b>AYAC</b>	Australian Youth Affairs Coalition
<b>CALD</b>	Culturally and Linguistically Diverse
<b>CAMS</b>	Coordinated Advocacy in the Multicultural Sector
<b>CCYWPT</b>	Cross Cultural Youth Work Practice Training
<b>CHAG</b>	Community Health Action Group
<b>CMY</b>	Centre for Multicultural Youth
<b>DET</b>	Department of Education and Training
<b>DIAC</b>	(Federal) Department of Immigration and Citizenship
<b>HRC</b>	Human Rights Commission
<b>KYC</b>	Kidz Youth Community
<b>LAMP</b>	Local Area Multicultural Program
<b>MAQ</b>	Multicultural Affairs Queensland
<b>MDO</b>	Multicultural Development Officer
<b>MYNQ</b>	Multicultural Youth Network of Queensland
<b>NEYON</b>	North East Youth Organisations Network
<b>NGO</b>	Non-government Organisation
<b>NMYN</b>	National Multicultural Youth Network
<b>PYAQ</b>	Pacific Youth Association of Queensland
<b>QAI</b>	Queensland Advocacy Inc.
<b>QCOSS</b>	Queensland Council of Social Service
<b>QICF</b>	Queensland Intercultural Cities Forum
<b>QPASTT</b>	Queensland Program of Assistance to Survivors of Torture and Trauma
<b>SEQICF</b>	South East Queensland Intercultural Cities Forum
<b>TAFE</b>	Technical and Further Education
<b>YANQ</b>	Youth Affairs Network of Queensland Inc.
<b>YCN</b>	Youth Consultative Network
<b>YWAS</b>	Young Workers Advisory Service

