

Junction 



2019/2020

ANNUAL REPORT



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JUNCTION'S WORK HAS NEVER BEEN MORE ESSENTIAL. WE ARE VERY PROUD OF THE WAY THAT OUR ORGANISATION HAS MOBILISED ITSELF AND BECOME EVEN MORE INNOVATIVE TO ENSURE OUR CLIENTS AND TENANTS REMAIN SUPPORTED AND CONNECTED - AND, OUR DEVELOPMENT PROGRAM MAINTAINED.

Pauline Rooney - Chair

The greatest demonstration of resilience - for individuals and organisations - isn't when things are going right. It is when we are challenged with extraordinary circumstances that our strength is truly tested.

When 2020 began, no one could have imagined our world would find itself in such chaos, threatening our livelihoods and indeed, our lives. During such challenges, our Board's role is clear - to provide every available support to our people, and, in doing so, to our clients.

Our solid financial position gave us a foundation to not only ensure business continuity over this time, but to step up. This was matched only by the passion, commitment and capability of our dedicated staff and volunteers.

Indeed, our challenges as an organisation were further compounded with the death of our chair, Mike Canny, amid the pandemic. This was a significant loss for us, but one which has provided even greater motivation to maintain momentum in positively impacting the lives of South Australians – just as Mike would have wanted.

We have embarked on the development of a new Strategic Plan for Junction, to drive our business and services for the next five years. Already, consultation has commenced with our staff, tenants and clients, to inform the direction of our future strategy.

We have also engaged with our stakeholders including; service partners, supporters, funders and contractors, to understand a wide range of perspectives.

This consultation process is extremely important for the future of our organisation, as funding is more competitive than ever before - requiring unprecedented innovation, accountability and transparency. This is particularly applicable to social impact bonds, private partnerships and government investment in our programs and services.

The successful establishment of our Foster Care Program in 19/20 is testament to our innovative and strategic approach. The State Government awarded Junction a contract to manage Family-Based Care and now, recruit carers.

This has enabled us to build on our work in Child Protection providing some of the most vulnerable children and young people in South Australia with a stable home, and the care and support to not only survive, but thrive. Just six months in, we are already supporting 20 families.

Our purchase of three new residential care houses is integral to our wider plan to increase our independence, sustainability and further improve the quality of our services.

By buying and owning these new properties, we can provide better and more appropriate housing, in safer neighbourhoods, for our children and young people in care - which is so important to helping them overcome trauma, and allowing them the opportunity to succeed in life.

Increasing our capacity and sustainability has been further demonstrated this financial year with the commencement of one of our key building projects at Melrose Park.

The State Government's announcement of the transfer of more than 250 properties to Junction at Oaklands Park was also a key milestone for us. Going forward, in what is an SA-first, Junction will be part of a private consortium to redevelop Oaklands Park to renew housing stock and neighbourhoods - driving generational, positive change.

For true prosperity to be achieved in our State, no-one can be left behind. The most successful economies, countries and communities are those which understand the value of increasing aspiration and opportunity to benefit all.

As the effect of COVID-19 continues to ripple through our economy and communities, and projections of unemployment and poverty emerge, this will never be more pertinent.

It is my honour, on behalf of the Board, to thank our Junction staff and community for their steadfast commitment and contribution.

Your collective strength and resilience has never been more important or valued.


PAULINE ROONEY
 CHAIR



Pauline Rooney - Chair



Stephen Olsson - Board Director and Company Secretary



Fairlie Delbridge - Board Director



Rebecca Foster - Board Director



Richard Osborne - Board Director



Tim Jackson - Board Director

NEW APPOINTMENT BOLSTERS BOARD

Trevor Cooke, CEO of property development and investment management leader, Commercial & General, joined the Junction Board as a non-executive Director in January.

Trevor has an outstanding track record in funds management and developing profitable real estate, infrastructure and securities businesses in the Asia Pacific region.

His exceptional credentials include being the former Managing Director - Global Head of Real Estate Asia Pacific for UBS and Managing Director of AMP Capital Investors, a globally listed joint venture with \$8 billion assets under management. In addition to his management of two Japanese real estate investment trusts with assets under management in excess of \$2 billion and Executive Director (International Capital and Markets Division) of the Property Council of Australia.



Trevor Cooke - Deputy Chair

Alongside this, Trevor has an inherent desire to find solutions for people to rise out of cycles of crisis and poverty. He sees safe, decent housing in connected communities as key to restoring dignity and building resilience.

He is passionate about deepening collaboration across construction, development and project management to deliver the best outcomes for South Australians.

FAREWELL ANN AND KATHRYN

Junction has farewellled long time Board Directors Kathryn Govan and Ann Nelson. Combined, Kathryn and Ann contributed 15 years of service in their roles before their terms concluded towards the end of 2019.

On behalf of the Junction community we thank them for their significant contribution and commitment.



Ann Nelson and Kathryn Govan

*Kristy Drew - General Manager - Community Services (maternity leave)



David Burton - General Manager - Housing Services



Ian Simpson - Chief Information Officer



Adam Green - Chief Financial Officer



Andrew Cockington - Acting General Manager - Community Services*



Kathryn Keenihan - Executive Manager - People And Culture

Turn back the clock. To a time when high fives, handshakes and hugs were how we greeted each other and social distancing sounded like something scarily foreign. Within days we faced a new norm – and necessarily so.

As the Corona curve flattened, the learning curve heightened. Through our neighbourhoods, across our workplaces and in our families, we have adapted and grown like never before. Take technology: We are more agile and innovative – even those of us (me) who are a little slower in this regard, have moved with the times and circumstances.

As part of our partnership with the University of Adelaide, research is now being collated around how our organisation evolved during COVID-19. The study will focus on the systems and cultural changes we adopted as we strove for best practice across our business.

Our workforce changed, almost overnight, to a new model. From tenant check-in calls to taking client programs online, essential grocery deliveries and drive-by drop offs of craft and play activities – we all stepped up and out of our comfort zone, epitomising our new values.

We made mistakes – and that was ok. That is how we learnt, and we certainly learnt a lot. We worked intensively and collaboratively, supporting each other as we supported others.

The foundations laid over the past 18 months, especially, have helped build our capacity. We have been working tirelessly to weave the Human Synergistic model into our workforce – to build a stronger, more productive culture. I have no doubt that our ability to adapt and innovate during the pandemic was bolstered by this.

Through workshops and consultation with our staff and stakeholders, we've also further developed our values – with an aim to demonstrate how they resonate not only internally but externally to our clients and tenants.

Of course, COVID-19 was not the first significant challenge we faced as a State or organisation, this year.

The Kangaroo Island bushfires hit close to home for us. As flames burned within 15km of Kingscote, our Community Centre on the Island was a safe haven and an invaluable source of help for locals. Within hours of the inferno, we launched an appeal for fuel cards to provide much-needed assistance to those affected by the blaze. We hit the ground running, raising almost \$17,000 in vouchers, which were put almost immediately into the hands of locals who would otherwise have been stranded.

This is where our services and support networks are so important. Joining forces with like-minded organisations and individuals to deliver programs is a priority for us.

Indeed partnerships – in the delivery of building projects, services, programs – will become even more important as we strive to increase our impact and help the economy and State move forward following the pandemic.

With our development pipeline including three new shovel-ready projects, we are poised to deliver 108 new affordable housing outcomes as well as an injection to the South Australian economy of around \$22 million in the coming financial year.

In times of unprecedented uncertainty, Junction will provide the support for South Australians to not just survive – but thrive once again.

MARIA PALUMBO
CHIEF EXECUTIVE OFFICER



Vale Mike Canny

13/5/55 – 23/4/2020

It was with great sadness we farewelled our Chair, Mike Canny, in April.

Mike passed away in hospital after a long battle with illness. He was 64.

Appointed to our Board in 2011, Mike was one of the most genuine, wise, compassionate and committed people you could meet.

Growing up in Panorama, Mike was a keen sportsman whose passion for engineering also emerged from an early age.

Following school he gained a degree in Civil Engineering and later, Urban Planning. He had extensive experience in the building, development and manufacturing industries holding a range of senior executive roles interstate and overseas during a 23 year career with CSR Limited.

In addition to his role as Junction Chair, Mike was on Assessment Panels for both the Mount Barker and Salisbury Councils as well as running his own consultancy supporting businesses with strategy formulation, growth and development. He also held Director and Chair roles for the Committee for Adelaide Roads and Ennio International.

A man of the highest integrity with extraordinary astuteness, his approach, as our Board Chair, was to always seek ways to best serve our organisation, our staff and clients. His voice was strong, but gentle.

Even though he hadn't been well, Mike's passing still shocked us considerably.

The reality was he was very much involved in leading the governance direction of our organisation right up until the end.

Mike chaired our March Board meeting.

At Easter, he sent a message to our staff to ensure they knew how much the Board valued and appreciated the way they had worked to keep our services going through the pandemic.

This, alone, speaks volumes about Mike.

Mike will be greatly missed by Junction – but no-one more so than his wife Gabrielle and their family.

His contribution will live on in our work, our service and our impact.



“REMEMBERING MIKE AS A WISE AND COMPASSIONATE CHAIR OF JUNCTION FOR MANY YEARS. A GOOD MAN WHO WILL BE MISSED BY MANY.”

Pauline Rooney
Chair, Junction Board

“MIKE WAS A KIND, INTELLIGENT AND ASTUTE LEADER WHO I LEARNED A GREAT DEAL FROM.”

Adam Green
Chief Financial Officer, Junction

“HE WAS A LOVELY MAN WHO WAS KIND ENOUGH TO OFFER ME ADVICE AND SUPPORT WHILE I WAS AT JUNCTION.”

Scott Langford
CEO, St George Community Housing
(Former General Manager, Housing Services, Junction)

“MIKE HAS LEFT AN INCREDIBLE MARK ON JUNCTION AND HIS LEGACY OF COMPASSIONATE AND COMMITTED SERVICE WILL ENDURE FOR MANY YEARS TO COME.”

Fairlie Delbridge
Director, Junction Board

OUR PROGRAMS & SERVICES

“THE IMPORTANCE OF THE GROUP FOR THEM AND **THE HAPPINESS THEY SHARE** ABOUT ATTENDING ALWAYS GIVES ME A BUZZ.”

TANYA GALBRAITH
CO-ORDINATOR SIBLINGS IN FOCUS



Rosemary and Siblings in Focus participants at Hackham Community Centre



REYNELLA EAST COLLEGE STUDENT ROSEMARY HAS GROWN UP FAST

Her dad is blind, her mum suffers from chronic illness and with siblings also living with disabilities including autism, the now 14-year-old has taken on more responsibility already than many people will in a lifetime.

“I’ve always been mature,” Rosemary explains. “I’ve always cared for my family especially my dad – helping him to do things and go places especially on the bus. But, I did always wonder if there was anyone else like me.”

That was until late 2016, when a friend introduced Rosemary and her mum to Siblings in Focus – a Communities for Children AnglicareSA activity, funded by the Australian Government Department of Social Services, designed to support young people whose siblings have disabilities and complex needs.

“I was shy at first but it was really welcoming and to just have a break. My mum used to stay for most of it and it was good for her too.

“I wanted to hear how other people felt about having siblings with disabilities but it’s not like we talk about it all the time.”

“I felt like I was the only one who had been living like this but then there were other people going through the same thing even though our situations are all very different. I just felt comfortable.”

Now, almost three years later, Rosemary has gone from participant to mentor undertaking a volunteering role to support the initiative run out of Hackham Community Centre.

She was also a worthy recipient of a 2019 Children’s Week Award presented at Government House in October for her outstanding and selfless contribution and services to the community.

“Once I turned 13 I was too old to continue as a participant but Tanya (SIF co-ordinator) asked if I would like to become a volunteer. I was so keen. I can catch the bus straight to Hackham. It works perfectly for me and I am really excited about it.”

Rosemary, who wants to study psychology when she leaves school, said she really liked “talking with people and hearing their problems and seeing how (she) could help them.”

“It’s hard to imagine everyone else’s life. With my own family I get sad sometimes because I can’t relate to them and it can be sad and confusing watching things happen in the house and all the doctors’ appointments.

“For most people, the program is just about having a break from all that which is really important.”



A LIFE TO LOOK FORWARD TO

Luke and Gabrielle are new parents who want to build the best possible life for their family.

But it hasn't been easy.

Leading up to the arrival of their daughter, Aria, 18 months ago, the couple struggled for two years to find a place to call home.

When living arrangements with a relative became unsustainable, Gabrielle, then heavily pregnant, and Luke, were facing homelessness.

"We'd tried just about everything," Luke said. "Rental agents were unable to find us anything suitable and we were needing somewhere safe and secure to raise our daughter who was about to be born.

"As a last resort, we called a nearby homeless centre. That was the call that changed everything. They put us in touch with Junction and they assisted us to get into where we are living now at Morphett Vale, not far from our family and friends in Victor Harbor."

Since then, Junction has also worked with Luke and Gabrielle through the organisation's community services program.

Gabrielle said outreach support worker, Liam, had been "fantastic."

"Liam regularly checks in on us to see how we're getting along," she said. "Some days it might be our general well-being and just to say hi or other days to make sure we're managing financially. We never expected that constant level of support."

"We're going okay but it's hard and we're so grateful to have some help," Luke said. "There's something to look forward to."



Terezia at Coffee and Craft

TEREZIA KNOWS THE DIFFERENCE A CUPPA CAN MAKE

As a single mum who has battled significant illness and depression, she says the impact of this simple gesture cannot be underestimated.

Now, the volunteer facilitator of a new coffee and craft group at the Hackham Community Centre, Terezia is “sharing the love.”

“Just being able to sit down and have someone make you a cup of tea or coffee and having a chat is such a peaceful thing but something some women never get to do,” Terezia said.

“They don’t have to do craft but if they want to, it’s there – beading or decorating. They can just sit and talk or watch. There’s no pressure. It’s just fluid and it has to be for those who need it.”

“We don’t have to have a room full of people, either.”

While life is good now for Terezia, she is the first to admit, 12 months ago it was a very different story.

“I really hit rock bottom,” she said.

“I had been very sick in hospital and I had really bad anxiety. I was just starting to come out of that when my friend, Eden, brought me along to Women’s Group here at Hackham (Community Centre).

“I really enjoyed it. Then, I had the chance to facilitate a group leading a mindfulness and gratitude session. I just loved it and I had so many of the women saying the same thing.

“From there I just wanted to do more.”

Terezia, who has an honours degree in sociology, combines her knowledge and learnings with her own personal experiences and intuition to support others. Six months after joining the Women’s Group, the initiative has grown significantly now supporting around 18 women each week.

“I hadn’t realised what I had been through until I heard others’ stories and talked to other people.

“I really understand how important making connections is and just feeling comfortable.

“I’m very happy to be enjoying life again. I have gained so much and grown so much in the last 12 months.

“If I can make one woman happy every time I do this, my job is done.”

DV SURVIVORS SHARE STORIES

The camera lens has provided an avenue for domestic violence survivors to share their story and heal.

The Photovoice Project run through our Hackham Community Centre, in partnership with Woodcroft Heights Children’s Centre, recently culminated in an exhibition at the Port Noarlunga Community Centre.

The initiative provided women who have survived family and domestic violence the opportunity to learn photography skills and share their stories and imagery, while encouraging the community to become active bystanders against violence and abuse – physical, emotional, sexual and spiritual.

The seven-week program was led by Blaze Pilgrim, who owns art and design business Digido Studios.

“It’s about taking women through their experiences and working with them to demonstrate that,” Blaze, 25, said. “I try to support them to find a way to articulate their story.”

Blaze brought her own camera equipment to teach participants but also encourages them to use their phone cameras as much as possible.

“There is a technical aspect but it’s really about capturing the emotion and the message they want to convey.

“I believe that all the experiences we have in life – good and bad – are valuable. Our lives aren’t defined by what we go through but how we choose to respond and that by sharing our stories, we empower and educate others.”

Program participant Hayley said she previously felt “silenced”.

“It was so good to be supported and encouraged to explore and express my experience. *Photovoice* helped me work through the shame I felt from being involved in domestic violence. It was fantastic to learn new skills and to be empowered.

“I went from not knowing how to use a camera to selling four pieces of work in an exhibition – in a matter of weeks. It was liberating to realise I had a story that could be heard.”



“Everything I do is with love and care. I want to show it through my actions – to make sure people always feel safe and welcomed.”

For Junction volunteer Jennifer, her challenging past has culminated in a determination to create positive spaces for women.

Now leading the Women’s Group at Hackham Community Centre (HCC), Jennifer’s past experiences with domestic violence and homelessness give her real empathy for those who attend.

“Women’s Group is sometimes the only chance for someone to reach out and connect,” she explained. “We all have different stories – and for some people having this chance is just what they need.

“I wanted it to be a group where we could come together in a safe environment and have a space where we’re not afraid to say anything. Somewhere you can go for a couple of hours to sit down, talk and relax.”

Before connecting with Junction, Jennifer escaped from an abusive and violent relationship, leaving her homeless.

Forced to uproot her life and give up her education to care for her daughter, she found it difficult to see a way forward.

It was through Hackham Community Centre that she was able to access the support she needed.

“Crèche helped me so much,” she said.

“Knowing my daughter was cared for and safe opened a lot of doors for my study and self-care. I also did a lot of programs with Junction – Circle of Security and Managing Challenging Teenage Behaviour, which really helped too.”

She said the relationships she’s formed with the staff and volunteers at HCC are irreplaceable.

“As a single parent, it’s easy to feel like you’re on your own. I’ve worked in childcare and had connections with lots of different services – but there’s nothing quite like Hackham. To be a part of this, it’s like an extension of my family. I love it there,” she said.

“I’m especially grateful to my good friends Theresa and Hayley, who have supported me through it all.”

Jennifer had been attending Women’s Group for six months prior to stepping into the leadership role.

Inspired by the dedication of those involved, she felt it was a natural step when the opportunity arose.

“It took me a while to build up my confidence but by the end of the year, I was already contributing a lot of ideas,” she said.

“When they were looking for volunteers to lead the group and no one else stepped up, I decided to do it,” she said. “It’s not always easy to see the amount of work that goes into running it. Tammy (HCC Team Leader and Co-ordinator) did it so well – and I wanted to provide something of an equally high standard.”

As the only weekly programmed activity for women in SA, attendance at the group has almost doubled in the past year.



Jennifer at Hackham Community Centre

“It’s great to have big numbers but the most important thing is being consistent for people who really need it,” Jennifer said. “I know what that feels like. There are some who really need a place to feel valued.”

Jennifer eventually hopes to re-enrol in her Diploma of Community Services, complete a Bachelor of Counselling and get a paid job working with families and children doing support work. She also hopes to take her children on holiday - one day.

For now though, she is committed to her volunteer role and is glad to be in control of her own future.

“I know what I’m interested in now,” she said. “I can identify my strengths, weaknesses, find somewhere to use the skills. It’s nice to have that.”

PRIVATE RENTAL INFORMATION SESSIONS

Junction's Private Rental Information Sessions are free information sessions featuring presentations from industry experts designed to help with tenancy information, advice and financial counselling.

With the goal of enabling tenants to achieve the best possible outcome in gaining a private rental, Junction postponed sessions during COVID but will resume in the second half of 2020.



Junction staff with Dress for Success staff and clients

FORGING CAREERS AND FUTURES

Now you have the 90s Roxette song in your head, think again.

A Junction partnership initiative by (almost) the same name is helping equip tenants to gain employment and pursue their goals.

Dress for Success SA is a local organisation empowering women with skills, knowledge and access to corporate clothing and accessories, mentoring and advice to support them to thrive in work and life.

Through the agreement, Junction is providing a group of eligible tenants with the chance to benefit from the program at no cost to them.

"This is a wonderful opportunity for a number of our tenants who have a strong commitment to job seeking, are motivated and have the capacity to complete the program," Junction CEO Maria Palumbo said.

"We are opening the door for them and you can already see the difference it is making."

STAYING HOME ON THE FLEURIEU

Junction is working with real estate agents and property managers on the Fleurieu to prevent homelessness through a new program.

Staying Home in the Fleurieu is an initiative designed to tackle homelessness via strategic partnerships based on early intervention to stop the breakdown of housing situations.

CEO Maria Palumbo said at the core, it was about working together to help some of the most vulnerable to access stable, appropriate and secure housing and support them to successfully maintain private rental tenancies.

“The most prosperous communities are those where people have access to secure, affordable and stable housing. If we want to be safe and successful as a society, we all have a role to play,” Ms Palumbo said.

“Like our staff, property managers and realtors are at the coal face. Every day they are dealing with people searching for housing. They are also on the front line with tenants, some who, for a range of reasons, are struggling to sustain their tenancy and as a result, face the prospect of homelessness.”

Ms Palumbo said tenants’ details would only be passed on to Junction with their consent.

“By working together we can change outcomes,” she said. “This means reaching out and providing support for tenants before they reach crisis point and often, eviction. It might involve linking them with financial counselling, helping them to maintain their properties or connecting them to programs, like the NDIS, to improve their lives.”

“We can also help ensure the right people get the right homes and that the tenancies are successful, with less movement, requiring less lease agreements,” she explained.

“It’s a win-win-win because we are providing homeowners and landlords with more confidence so they can also get the best possible tenancy outcome for their properties.”

Ms Palumbo said the initiative was made possible through funding from the Fleurieu Community Foundation and The Wyatt Trust.

Junction CEO, Maria Palumbo pictured with Brad and Peter from the Fleurieu Community Foundation.



OUR NEIGHBOURHOODS

“BUILDING A RELATIONSHIP
WITH OUR TENANTS IS SO
IMPORTANT TO **GETTING THE
BEST OUTCOMES** FOR THEM
AND THEIR TENANCY.”

TIFFANY CLARKE
HOUSING MANAGER



WHEN GOOD NEIGHBOURS BECOME GOOD FRIENDS

Neighbours Cherryllyn and Graham share the same birth year, a love for rock and roll music and, above all, a solid friendship.

While the Junction tenants “don’t live in each other’s pockets”, being able to count on each other has brought them both peace of mind.

“The day I moved in I met Cherryllyn and said ‘we’re going to be good mates,’” Graham said. “Three years later, I’m right.”

The pair support each other with Graham often cooking for Cherryllyn and helping her with odd jobs around the house while Cherryllyn takes Graham shopping. “We have a chat, a laugh – not that we always agree on everything,” Cherryllyn adds. “We’re only four months apart but he’s like my little brother.”

Cherryllyn and Graham were nominated as part of Junction’s Neighbour Day project – an initiative designed to recognise and celebrate good bonds between neighbours with a focus on breaking down barriers to social isolation.





“FIND YOUR OWN BALANCE – HOWEVER THAT LOOKS FOR YOU.”

These are the pertinent words from one of our tenants, Joel.

The 19-year-old has taken his own advice amid COVID as he continues to balance work and study – while also staying in touch with friends and neighbours.

“It’s all a balance between work, studying, keeping connected and not getting too bogged down in the news,” Joel, who combines studying towards a double degree in Science and Engineering Science with employment as a supermarket customer service assistant, explains.

Life hasn’t always been easy for Joel, having been diagnosed with autism as a child.

However, he says he’s always tried his hardest to find the balance between education, friendships and family relationships.

Today, he’s feeling stronger than ever – both physically and mentally – to which he attributes his housing with Junction as a contributing factor.

Meanwhile, Junction has been keeping in touch with tenants via phone to ‘check in’ during COVID.

Housing Manager Tiffany said it was an important initiative.

“Just by talking with someone, hearing their voice and listening, you can really get a sense for how they are travelling and it gives us the chance to support them or link them with help if needed,” she said.



Lee's Garden

SOMETIMES, ALL IT TAKES IS A POP OF COLOUR TO CREATE SOMETHING INCREDIBLE

It is this belief that motivates Junction tenant Lee to create art from recycled items – an activity that has brought joy and community to her neighbourhood.

Lee, whose recent projects include revamping a nearby letterbox and giving her neighbour's shabby dwarves some much needed TLC, aims to eventually paint every mailbox along her street – each with unique artwork to match their owner's personality.

"Not a lot of people think about their letterboxes, but it's the first thing people see when they visit you," said Lee.

"It always starts with a single colour and then it just grows from there. I look at things and think: how do I bring this to life?"

Having started with decorating her own garden, Lee's artistry has attracted the attention of her neighbours, who now enlist her help.

"My neighbour's dwarves were just strewn randomly around the garden before. Now that I've repainted them, she has them displayed as a centrepiece in her garden. She loves them!

"It's all been very organic. It started with one neighbour seeing my work and liking it and it's just grown from there."

She hopes her artwork will inspire her neighbours to have pride in their homes.

"A lot of us have been through a lot and you just really want your house to be a home. That's what I'm doing – giving them something unique to be proud of," said Lee.

"It's like starting a painting and then letting them take over."

After losing her job amidst the COVID crisis, Lee feels the unexpected growth of this hobby is redirecting her life.

"I'm finally getting a chance to be artistic," she said.

From creating fences out of old bed frames and offcuts of metal piping, to learning to paint fire by studying the pattern on leaves, Lee's resourcefulness has aided in her creativity.

"Everything I use comes from the neighbourhood – whether it be rocks, or wood left on the side of the road. In a way, it's like the whole neighbourhood is contributing."

Her budding connection with her neighbours is what motivated Lee to expand.

"Right now, I do everything for free, but they repay me in their own ways – sometimes with flowers or plants for my garden. I think that's the best thing about all this. It's helped me get to know my neighbours.

"I am quite closed off and shy usually, but they enjoy watching me work and I like that too. As long as they don't try to tell me how to do it!"

She hopes one day, she'll be able to start her own business.

"I'd like to call it One of A Kind."

2,128 

'CHECK IN' CALLS TO TENANTS
BY OUR HOUSING STAFF
BETWEEN MARCH AND JUNE

3/4 

OF ALL
HOUSEHOLDS
WOMEN LED

85%

OF OUR TENANTS SAID
THEY WERE SATISFIED IN
THEIR NEIGHBOURHOODS



2,173

PROPERTIES MANAGED



186

TENANTS ATTENDED
'POP UP EVENTS'
BETWEEN JULY 2019
AND FEBRUARY 2020

"ALLOWING SOMEONE
A SAFE ENVIRONMENT
TO START THEIR
JOURNEY, AND
HELPING THEM FIND
THE RIGHT SUPPORT IS
ALWAYS REWARDING."

SAM EADS
PLACEMAKING MANAGER



CARD CAMPAIGN DRIVES DONATIONS

A Junction campaign to drive donations of fuel and gift cards for those affected by the fires delivered an overwhelming outcome when it was needed most.

Cards totaling more than \$17,000 were donated and placed in the hands of locals – most within a week - providing the practical and tangible assistance required.

“As a result of the distances people have to travel across the Island, many families were under pressure for fuel,” Ms Palumbo said. “In some cases their car is the only asset they have left so being able to travel independently is incredibly important. They needed support right away – not in a month or a year but right then and there.”

BP (OTR) and Caltex (owned by the Turner family) are the main fuel retailers on the Island with both kick-starting support for Junction’s initiative with \$1000 each in donated cards.

OTR supplemented donations of \$20 with \$25 and \$40 with \$50 while also appealing to their own staff to give to the initiative.

Many of our other friends, staff and supporters also dug deep to support the campaign including Fentons Conveyancing.

Off their own back, the team at Fentons put in place a plan to donate \$100 from every settlement completed during January to a fund benefiting both Junction and the SA Country Fire Service. More than \$3000 was raised for Junction alone to support KI locals through the purchase of gift cards from a Kingscote Hardware store for locals to help replace equipment and items lost in the blaze.



Junction KI Co-ordinator, Maree Baldwin



Ben McDonald from Fentons Conveyancing with Junction CEO, Maria Palumbo and Bec Davis.

FROM THE ASHES

As the fire storm swept across Kangaroo Island and in the aftermath of the flames, our Community Centre in Kingscote was a haven of safety, help and support.

Staffed by Junction KI Co-ordinator Maree Baldwin and support worker Bec Davis, the Centre quickly became a coordination point complementing the Recovery Centre based at the local football club.

“We were a point for food donations and supply as well as coordinating emergency accommodation for those who were evacuating or had lost their homes, which was around 110 people,” Maree explains.

“We also have been a connection point for volunteers. A lot of people putting their hands up to help and we’ve been a liaison for that – linking them with the needs of the community.”

In conjunction with the Department of Human Services, Junction was also instrumental in organising a child care service to support parents affected by the fires.

STEPPING UP AMID COVID

The global outbreak of COVID-19 challenged our community, our country and our world in extraordinary ways.

Junction stepped up to reassure South Australians and ensure physical distancing didn't mean an end to social contact for our most vulnerable.

As much as possible this meant business as usual – but doing things slightly differently.

We continued to check-in with all of our tenants. This began as a phone conversation about how they are going, offering advice, links to help and a regular call if they would like. For those tenants who lost their jobs or had been stood down from work, we are providing reassurance around their tenancy despite their loss of income.

Our maintenance contractors continued to undertake property maintenance and repairs. This was essential – for our tenants as well as all our local businesses, and the economy.

Likewise, our housing development programs continued. We have kept working with our building and development partners across a range of projects. A secure and affordable place to live has never been more important.

Unfortunately, home is not a safe haven for everyone. Our DV support team on the Fleurieu is continuing to work with new and existing clients.

We still provided some face to face contact for people facing and experiencing homelessness while observing all physical distancing requirements. For many people who have been couch-surfing, they can no longer do this so that is resulting in more people needing our help.

All of our counselling services continued including our sexual assault counselling and parent and adolescent counselling via phone and other technology.

While our Hackham Community Centre closed temporarily, we took some of our groups – including playgroup – online. Working with OzHarvest, the Centre also collated packages of essential groceries for those in the highest need to collect on a staged schedule.

“Even though there are other resources and ideas out there, it was really helpful to have them all grouped together.” - Mum of B, HCC Online Playgroup ‘attendee’

For most of the children and young people in our residential care and at Junction House, home schooling became the norm.

We embraced technology like never before - and finding new ways to communicate and drive engagement. Virtual meetings via Microsoft Teams and Zoom ensured collective planning and discussion between teams as well as our organisation, service partners and other stakeholders.

CEO video updates were one of the most popular methods of communication while platforms such as Teamgage became a safe way for our staff to speak frankly and openly online with their immediate colleagues.

Across our organisation, we stepped up like never before to support each other - ensuring we could continue to be there for our clients, tenants, neighbourhoods and communities.



Tammy, Team Leader and Co-ordinator, Hackham Community Centre

IN OUR CARE

“NO TWO DAYS ARE EVER THE SAME. I FEEL VERY FORTUNATE TO PLAY SUCH A HUGE ROLE IN THESE YOUNG PEOPLE’S LIVES. ROLE MODELLING AND MENTORING TO HELP THEM TO BE THE BEST PEOPLE THEY POSSIBLY CAN IS THE BIGGEST INCENTIVE ANYBODY COULD HAVE.”

THOMAS RHODES
THERAPEUTIC SUPPORT WORKER





BE
THERE



BE
DIFFERENT



BE
CHANGE

A NEW ERA IN CARE

A new era in care has begun at Junction with our organisation approved as a foster care provider.

Under an agreement with the Department for Child Protection, Junction began managing Specific Child Only care under the Family-Based Care model for children who, for a range of reasons, cannot live with their birth families. This will soon broaden to include General Care.

A Specific Child Only (SCO) carer is a person approved to provide care in their own home, to a specific child or children with whom they have a connection and pre-existing relationship. Examples include a teacher, nurse, child care worker, Department for Child Protection staff, neighbour, or sporting club member.

Claire Taylor Senior Manager, Therapeutic Support Services, Strategy and Service said managing SCO care enabled Junction to build its support for carers and importantly, children under guardianship.

“It’s a really natural progression for us,” she said. “Junction was the State’s first non-government provider of residential care and we have built on this strongly with our therapeutic support services including external psychological support which will also be integral to our Family-Based Care.”

A small team has been established to support more families through the program.



BE THERE
FOR ME

*Give a child a safe
place to call home*

BETTER



Nathan and Michelle

When Nathan and Michelle were approached to provide emergency accommodation for a 15-year-old boy, the couple knew it was meant to be.

Married with three children of their own, they had often discussed adding to their brood through fostering, but for a range of reasons, it hadn't happened.

"We were approached by a youth leader to take *Bradley for a night but it was during the Christmas holidays so we asked if he could continue to stay with us," Michelle explained. "That set the wheels in motion."

Six months on, the family of five is now a family of six – and while it hasn't been all smooth sailing, they wouldn't have it any other way.

"There have been challenges, for sure, for all of us," Nathan said. "There are things he is learning about us and we are learning about him. Boundaries get tested but it's been a good experience so far.

"We just continue to reassure him no matter where you are or what you have done you will always have a safe space to return to."

Nathan and Michelle, now a part of Junction's Family Based Care program, say they have felt nothing but support and positivity through their fostering experience so far.

"Our friends and family were really accepting. A lot of times the first question asked was what he needed or wanted for Christmas," Michelle said. "With Junction, the communication is great. We get quick responses and even random messages checking on us. It gives it a real person touch and makes us feel appreciated.

"It's about keeping the care of the child as a central focus, maintaining their safety but identifying what is important for them and their development into successful, productive and progressive members of a positive and growing society."

Michelle said the experience was also having a positive impact on their biological children.

"The children are more aware of their place in the family, more aware of the importance of family and each other," she said.

"There is also more structure as everyone pitches in to do chores. We involve the kids more in cooking. There has even been more family discussion, reminiscing, talking of holidays and events.

"However, the greatest reward so far has been watching the children develop their own individual bonds with him, accepting him fully as a brother.

"Watching his growth has been good, but also our kids are growing too. It's a good thing to watch them all be beautiful, caring and supportive, loving people."

To those considering foster caring, Nathan and Michelle insist that there is no need to 'have all the answers'.

"He comes to us when he has a problem at school, or if he needs to get something off his chest. Sometimes we can help solve the challenge or assist him but other times we can't wave a wand and make it better. It's just about accepting that, as you do with parenting any young person and letting them know you are there for them.

"He has really found his niche within the family dynamics.

"Home for him now is where we are."

**Not his real name.*

BUILDING FOR BETTER FUTURES

Two groups of children and young people in our care have moved into new housing following Junction's recent purchase of two properties south of Adelaide.

One of the homes, at Onkaparinga Hills, is brand new while the other, at Seaford Meadows, is just a few years old – both providing an improved environment for therapeutic services to support our staff and, especially, our children and young people under guardianship.

The Onkaparinga house has been named Ohana. 'Ohana speaks to the concept of a larger family that is not necessarily connected by blood. A person's Ohana can include their best friends, neighbours, or anyone else who is special in their life. An Ohana is special. The people within it are bound together by genuine compassion, culture, support, loyalty, and love for each other. To become a part of someone's Ohana is a great honour.'

At Seaford Meadows, our new house has been named Koda - a fast growing tree, spread to Australia via Africa.

Junction Chair Pauline Rooney said the houses were "our first step in a bigger plan - a plan and a strategy to improve all the housing we have for young people in our care.

"We are committed to giving our staff the best environment to care for these young people, and above all, to give these boys and girls every chance to succeed," Mrs Rooney said.

"By purchasing these properties, we are able to provide certainty and stability which is great for our organisation but above all, for these young people. In many cases, it's been a key element missing from their lives."

Meanwhile in 2019/20, Junction continued working with Hames Sharley to investigate design parameters for our residential care houses. This included a series of workshops with stakeholders including children and young people in care to ensure their voices and views are incorporated into the houses. Our children and young people involved in the consultations were encouraged not to be constrained by traditional housing as they put forward their ideas.

The therapeutic model being explored focuses on preparing the young person for family life or independence in the future.



“I HAD NO SECURITY. I WAS WORKING MY WAY THROUGH OPTIONS AND QUICKLY RUNNING OUT. **JUNCTION GAVE ME A HOME TO COME BACK TO EACH NIGHT AND THE SUPPORT I NEED TO KEEP GOING.**”

— TALIA, 17



20 

FAMILIES SUPPORTED THROUGH OUR FAMILY BASED CARE (FOSTER CARE) PROGRAM

46 

CHILDREN AND YOUNG PEOPLE IN OUR THERAPEUTIC SUPPORT SERVICES INCLUDING RESIDENTIAL CARE

56 WOMEN & **11** CHILDREN

WERE HELPED THROUGH OUR DV SUPPORT SERVICES

24 

YOUNG PEOPLE STAYED AT JUNCTION HOUSE

JOINED FORCES WITH

 **26**

SERVICE PARTNERS TO DELIVER SUPPORT PROGRAMS

OUR IMPACT

4,397

PEOPLE ATTENDED OUR
COMMUNITY CENTRES AT
HACKHAM AND ON
KANGAROO ISLAND

375

PEOPLE WERE ASSISTED
THROUGH THE OUTER
SOUTHERN YOUTH
HOMELESSNESS SERVICE

\$230M

PIPELINE OF
DEVELOPMENT
OVER NEXT DECADE

78%

INCREASE IN ATTENDANCE
AT OUR HACKHAM
COMMUNITY CENTRE IN THE
18 MONTHS TO FEB 2020

800+

COUNSELLING
SESSIONS

8,418

HOUSING MAINTENANCE
JOBS COMPLETED
(PLANNED
AND RESPONSIVE)

MORE THAN
200

YOUNG PEOPLE
SUPPORTED BY
JUNCTION HOUSE OVER
THE PAST DECADE
INCLUDING 24 IN 2019

WELCOMED

455

NEW TENANTS

168

CHILDREN

ATTENDED THE
SIBLINGS IN
FOCUS PROGRAM
ACROSS OUR SITE

OUR HOUSING & DEVELOPMENTS

“WE ARE POSITIONED TO DELIVER NOT ONLY MORE HOUSING OUTCOMES – BUT QUALITY HOUSING OPTIONS FOR SOUTH AUSTRALIANS THAT MEET THEIR NEEDS NOW AND INTO THE FUTURE.”

DAVID BURTON
GENERAL MANAGER - HOUSING SERVICES

550

JUNCTION IN STATE-FIRST RENEWAL PROJECT TO DRIVE GENERATIONAL CHANGE

Junction has been selected, as part of a private consortium, as the preferred developer for one of the State's most ambitious urban renewal projects.

In what is a first for a South Australian community housing provider, Junction – in partnership with Housing Renewal Australia and a group of private investors – will embark on a \$130 million initiative to redevelop

within Oaklands Park including new housing, parks, recreation areas, footpaths and landscaping.

The development is the State's largest social housing renewal project in two decades.

There will be no reduction of social housing in the area.



3,387 

HOUSING INSPECTIONS UNDERTAKEN

 100

MAINTENANCE CONTRACTORS

4910

SOUTH AUSTRALIANS CONTACTED US IN NEED OF HOUSING



\$22  MILLION

TOTAL DEVELOPMENT INVESTMENT FORECAST FOR 20/21 INCLUDING 108 NEW HOUSING OUTCOMES

 \$2.4 MILLION

TOTAL PLANNED MAINTENANCE UNDERTAKEN IN 19/20

(L-R) Mayor of the City of Mitcham Heather Holmes-Ross, Junction Chair Pauline Rooney, SAHA Chair Gary Storkey, Qattro Managing Director Brad Jansen and Junction CEO Maria Palumbo



LOAN UNLOCKS HOUSING FOR SOUTH AUSTRALIANS

Junction will build more than 340 new affordable homes for South Australians over the next four years after securing a \$26.14 million low interest loan through the National Housing Finance and Investment Corporation (NHFIC).

As well as refinancing existing debt, the loan will support 37 projects over the next 4 years delivering 341 new homes south of Adelaide. Of these, 164 will be retained for social and affordable housing.

The loan provides Junction with increased certainty and security to grow its housing portfolio and offer more housing options to South Australians on low to moderate incomes.

“This is a long term, low cost, stable and predictable funding solution,” Junction CEO Maria Palumbo said.

“It is the key to unlocking home ownership for hundreds of individuals and families for whom the great Australian dream would otherwise be out of reach while freeing up the private rental market at the same time.”

The NHFIC is a corporate Commonwealth entity dedicated to improving housing outcomes with a particular focus on affordable housing.

Junction Chief Financial Officer Adam Green said the new NHFIC loan facility was a real game changer for the organisation.

“The combination of long term debt at fixed low rates for 12 years and the retainment of working capital provides Junction with significant financial capacity to fund and deliver much needed affordable housing outcomes for South Australians,” Mr Green said.

“This exciting facility is like to be the first of several as we look to increasingly build our capacity to provide quality affordable housing outcomes over the coming years.”





GREEN LIGHT FOR AFFORDABLE HOUSING

Junction has been given the green light for a new \$20 million housing development at Camden Park.

A five storey apartment complex providing 54 new homes will be built at 411-415 Anzac Highway.

The development will also feature 15 townhouses – 10 which are park-facing.

Demolition of the site was completed in April with work set to begin in the second half of 2020.



Artist impressions of our planned development at Camden Park

When Rebekah Clayfield can watch the sun set from her balcony, she'll know she's home.

The 29-year-old, who has purchased into Junction's Melrose Park Development through the Affordable Homes Program, settled on the property in September and will move in soon.

It's a dream come true for Rebekah, who had previously believed single home ownership was beyond her reach. "I had considered it for a couple of years," she said.

"I started looking seriously in mid 2019 with the mindset to build so I could access the First Home Owner Grant. I wanted to get out of the rental cycle and onto the property ladder as an investment in my future."

Rebekah, a stockbroker's assistant, said Melrose Park was the ideal location for her.

"It's halfway between my work and family," she explains. "The infrastructure is fantastic. There's plenty of parks and safe streets to walk around without having to live on a busy main road."

"Seeing my own home being built from the foundation up is really empowering."

The Melrose Park development is being delivered in partnership with Qattro. When complete, it will deliver 36 new houses including 21 affordable homes which have already been purchased off the plan.

Rebekah Clayfield in front of her new home.



SUPPORTING TENANTS, STIMULATING ECONOMY

With a housing portfolio spanning 33 different local government areas across the State, Junction works closely with around 100 maintenance contractors to deliver programmed and responsive maintenance to tenants.

This includes a range of internal and external improvements from painting to flooring, kitchen and bathroom upgrades.

The work, which continued throughout COVID-19 in line with physical distancing restrictions, supports and stimulates local employment while also ensuring our tenants have housing that is safe, decent and supports their needs as much as possible.

UPGRADE FOR LIFE

For Junction tenant John, 2020 will be remembered as the year that saw him get back into the kitchen.

John, and his wife Patricia, were “thrilled” with the results after their kitchen was upgraded in their Park Holme home as part of our asset inspection program.

Prior to the upgrade, John – who uses a wheelchair – could not move around in the kitchen or reach appliances and utensils.

“Kim and Brett (maintenance staff) saw an opportunity to redesign the kitchen to better meet our tenants’ needs,” Housing Services General Manager David Burton said.

“Our staff used their professional skills to help design the layout with John and Pat’s input supported with some outside specialist advice.”

“This included a repositioned stove and preparation area, a side opening oven and the addition of cupboards and a pantry.”

Mr Burton said Junction undertook more than \$2.5 million worth of planned maintenance last financial year including internal painting to properties, kitchen and bathroom upgrades.

“We have a schedule to ensure we are maintaining our properties but we also try to tailor our work to individual needs where we can. At the end of the day, these are people’s homes and what we can do to improve their quality of life and wellbeing, we will.”

John is now back to cooking and preparing meals in the kitchen, which he enjoys immensely.

Patricia said the new design had given back John’s independence.

“It has taken a lot of pressure off me too,” she said.

John said he wanted to help Pat in the kitchen more, and now he could. “It’s been a good outcome for both of us,” he said.



John and Pat at home

OUR PLACES & SPACES

“THE LOCALS HAVE EMBRACED
THE PLACE BECAUSE OF
THE INTERACTION.”

LEN TURNER
VOLUNTEER AT HACKHAM COMMUNITY CENTRE





Above: SA Commissioner for Children and Young People Helen Connolly cuts the ribbon to officially open the new youth space
 Below: Students from Kingscote Area enjoy the new space

YOUTH SPACE OPEN AND EVOLVING

A new space for young people within the KI Community Centre was opened in October - but it will never be officially 'finished', for all the right reasons.

"It has to always be an evolving space," KI Community Centre Co-ordinator Maree Baldwin said. "It's been designed by and for our young people and they will make it into whatever they want or need at that time and as different people and groups come through."

Around 50 people gathered at the Centre, managed by Junction in Kingscote, for the opening of the new area this week. Guests included: Leon Bignell MP, Member for Mawson; Helen Connolly, Commissioner for Children and Young People; Wendy Campana, Commissioner for Kangaroo Island; Michael Pengilly, Kangaroo Island Mayor. Junction CEO Maria Palumbo also attended and spoke as part of the formalities.




The youth space idea grew from a consultation with young people on the Island and was made possible thanks to a grant from Variety. The Centre is supported by the State Government and KI Council.

It started as a conversation with local students about what they would like to see on Kangaroo Island for young people.

They wanted a space that they could study, listen to music, play computer games, have access to Wifi, make a coffee, watch TV but more importantly 'hang out' with other people their age

Kingscote Area School Year 11 Integrated Studies students have been integral to the design and fit out of the space so far. They also organised the opening event.



- 
77% INCREASE IN ATTENDANCE ASSISTED PLAYGROUPS (TUESDAY AND THURSDAY)
- 
67% INCREASE IN ATTENDANCE IN CRÈCHE
- 
79% INCREASE IN ATTENDANCE IN SHERILEE'S MUSIC GROUP

COMMUNITY CENTRE BOOM

Hackham Community Centre has boomed like never before.

In the 18 months prior to February 2020 (when COVID hit) the Centre grew significantly in overall attendance – with assisted playgroup, Music with Sherilee and Women’s Group proving particularly popular.

Andrew Cockington, Acting General Manager, Community Services said the growth was testament to “a huge amount of dedication” from staff, volunteers and the community over several years.

“There has been an enormous amount of effort but most of all, engagement, to ensure we are truly providing a place that people want to be part of,” Mr Cockington said.

“This includes ensuring the programs we offer are supportive and tailored to the needs of our clients. We are also grateful to all the service providers and partners who work with us including the Department for Human Services and the City of Onkaparinga and also, Redarc which has invested in us over several years.

“At the end of the day though, it is the people who attend the Centre – the mums, dads, grandparents, carers and of course, the children, who make it the wonderful place it is.”



Olivia at the Hackham Community Centre



Sophie Thomson with locals at the Kingscote Community Centre.



After bushfires claimed almost half of Kangaroo Island last summer, Gardening Australia's Sophie Thomson set out to revitalise community gardens across the Island – including the Community Centre garden in Kingscote.

The reGrowth Garden Recovery Project, funded by the Department of Environment and Water, aims to help communities and gardens recover from the ground up. It focuses on rebuilding and revitalising affected gardens and providing workshops to equip residents with the knowledge to help the plants flourish.

“After the bushfires, many people in our community who had lost their homes listed their garden as one of the things they missed the most,” Maree Baldwin, Site Co-ordinator Kangaroo Island Community Centre said.

“Gardens play such an important role in maintaining people’s all-round physical and mental health.”

The gardens in Parndana and Kingscote both offer beautiful places for people to gather and meet. Most importantly however, they provide a healthy source of food for those in the community who need it most.

“Because of the island’s isolation and the high cost to have food freighted across on ferry, a large percentage of the residents grow their own fruit and veggies. Many wouldn’t even consider themselves gardeners – it’s just part of Island life.”



REDUCING OUR CARBON FOOTPRINT

In partnership with Carbon Neutral, Australia's leading carbon solutions provider, we are kicking-off our carbon reduction process by offsetting vehicle emissions through Native Reforestation.

This will remove approximately 141 tonnes of emissions from the atmosphere.

The Australian trees and shrubs planted in this process will not only pull carbon from the atmosphere, but also reduce salinity, water and soil erosion, and provide a habitat for endangered Australian flora and fauna.

50 or so different species prevalent to the area will be planted and protected by a 100-year *Carbon Right* and *Carbon Covenant*. This ensures they cannot be removed for 'a lifetime'.

They will contribute to 1 of only 35 globally recognised biodiversity 'hotspots' across the world.

Although these 'hotspots' only cover 2.3% of the planet's land mass, they support more than half of the world's most irreplaceable and threatened biodiversity.

OUR PARTNERSHIPS

“THE WORK THAT JUNCTION DOES HELPING CHILDREN AND WOMEN ACHIEVE THE MOST WITH THEIR LIVES – WE HAVE THE SAME VALUES.”

ANTHONY KITTEL
OWNER, CEO & MANAGING DIRECTOR REDARC





FAY FULLER FOUNDATION

The Fay Fuller Foundation will provide Kangaroo Island with 10 years of funding and on-ground support worth approximately \$3 million for long-term mental health work, following a grant pursued by Junction.

The funding will be provided as part of the Foundation's multi-million dollar Our Town initiative, which was launched last year with the aim of funding two South Australian towns or regions for a decade.

The application had progressed through to the second stage of the Foundation's process when the bushfires hit. Practical and timely support for those affected was deemed paramount.

"We were already working with Kangaroo Island as part of the Our Town initiative," Fay Fuller Foundation Chair David Minns said.

"Given recent tragic events, our foundation has decided to expand how many communities this initiative will support and made the decision now to provide one of those places to the Island.

"We didn't want the application process for this initiative to be an additional stress at this point in time; we wanted to ensure they could focus on their short-term needs, knowing they could engage with the initiative when they were ready to look towards long-term mental health challenges the community may face."

REDARC staff wrapping gifts for our Christmas Appeal



In 2019 REDARC committed to raising \$40,000 in funds to be shared with four local organisations – including Junction – to honour the manufacturing company's 40 years in Australia.

Junction received \$10,000 with money going towards community programs and equipment for the Hackham Community Centre as well as furniture and fittings for Junction House – our key emergency accommodation site for teenagers facing homelessness.

REDARC's internal and external fundraising efforts have ranged from hosting a casual day, auctions, raffles, internal cash collections, coffee machine profits and staff participation in third-party fundraising challenges.



“WORKING ON PROJECTS THAT ARE GOING TO ENRICH PEOPLE’S LIVES AND CREATE BETTER PLATFORMS FOR THE FUTURE FOR THEM, IT GIVES US A GREATER SENSE OF PURPOSE AND INVIGORATES OUR TEAM.”

BRAD JANSEN
MANAGING DIRECTOR QATRO



Leap Back in Time Fashion Parade

HOT PANTS, FLARES & MINI SKIRTS

Hot pants, flares and mini skirts were the attire for a fundraiser hosted by the Zonta Club of the Fleurieu Peninsula with proceeds going to Junction.

Around 120 people gathered at the McCracken Golf Club on February 29 with money raised shared between Junction – to support women dealing with domestic violence and homelessness on the south coast – and Zonta projects.

Leap Back in Time was a fashion extravaganza with clothing, accessories and music supplied and choreographed by Chrissie Wright.

Locals strutted their stuff on the catwalk to the tunes and popular singers of the 60s.

A silent auction was also held to raise money for Junction to assist the Kangaroo Island community in the wake of the bushfires.



OUR PEOPLE

“WHEN I TELL YOUNG PEOPLE WHEN THEY FIRST MOVE IN THAT JUNCTION HOUSE IS A SAFE PLACE FOR THEM, THEY LOOK SO RELIEVED THAT THEY HAVE A **SECURE, WARM AND FRIENDLY PLACE TO STAY.** THAT’S ONE OF THE REASONS I LOVE WHAT I DO.”

CRISTY PAMMENT
TEAM LEADER JUNCTION HOUSE,
OUTER SOUTHERN YOUTH HOMELESSNESS





STUDENT SUCCESS

Junction welcomes social work student placements through direct referrals from Flinders University. Each placement is usually for 500 hours across two semesters. Placements vary from direct practice in homelessness services, therapeutic support in residential care houses, community development to helping run programs and conducting research projects.

Meantime, Junction's partnership with the University of Adelaide also saw the conversion of three intern placements to casual employment in 19/20.

20 VOLUNTEERS

250 STAFF

97 STUDENT PLACEMENTS
SINCE 2015 INCLUDING 23 IN 19/20



MORE THAN 25% OF STUDENTS WHO COMPLETE A JUNCTION PLACEMENT HAVE GONE ON TO WORK FOR OUR ORGANISATION



**"I JUST LOVE WORKING WITH
FAMILIES — STANDING BESIDE
THEM DURING THE HARD TIMES
AND SEEING THEM FLOURISH."**

**MIRIAMA HARPUR
GROUP LEADER
FAMILY BASED CARE, JUNCTION**

MUSIC CONNECTS PEOPLE

“Music connects people.”

With this in mind, Benjamin “Walshy” Walsh makes it his business to bring music to the people.

As a Junction volunteer and Director of Kangaroo Island Event Management, he has been the force behind some of KI’s largest musical events – including a live music concert held in late February, to raise money for those affected by the bushfires.

“I think at the time, with everything that was going on, it was really important to do,” Walshy said. “It was the first band event in our local town hall in a decade, and it was for a good cause.”

Walshy also shares a passion for his craft, having taught children how to DJ among many of his volunteer roles.

“I helped raise funds – and that, along with donations from the community, helped us build a stage in the Kangaroo Island Community Centre,” he said. “We got new power leads, even DJ decks for the kids. It’s really great.”

Making Walshy’s work even more admirable is that he has battled his own personal demons. Managing his mental health has been a challenge for him.

“As someone who has recently been diagnosed with bipolar, it’s something I’m still learning to deal with,” he said. “Although I’m currently not able to work, I try to volunteer when I can. It’s good for me I think.”

After previously being supported in Junction’s emergency accommodation, Walshy now lives in his own unit, which he’s also set up with some help from Junction.

“At times, you need a bit of a kick-start,” he said. “It’s important for people to know that there is someone you can go to, to get the support that you need.”

“Junction’s assistance during the moving process really helped me. It took a lot of the pressure off. With my disorder, I needed that. I’m really grateful.”

Now determined to make the most of his new home, Walshy has since installed a pond, solar panels and started growing his own produce.

He admits a lot of this work is for the benefit of his 11-year-old border collie Jake, a constant and loyal companion.

“I moved back to KI because the weather here is better for a Border Collie like Jake,” he said. “He’s really good with people who have anxiety, depression and other mental health issues. He can sense it in you and go for cuddles. You talk to him like a human, he listens really well.”

Jake has also become somewhat of a celebrity on the Island.

“People love him, they all know him,” Walshy said.

Having found stability, Walshy now looks forward to future projects.



DJ Benjamin ‘Walshy’ Walsh with his dog Jake (photo courtesy of The Islander).

“Now that I’m grounded, I’d like to get more back into volunteering. I know the kids want to hold an event in the youth space so I’d be excited to help organize that,” he said.

“I’m also tinkering with an old bus, which I’m converting into a motor home. It’s got a bit of a history – it was used to cart people around during the Sydney Olympics!”

Having recently obtained his Mental Health First Aid Certificate, he also hopes to help others who are experiencing similar battles with mental health.

“I just want to help where I can. Having someone to talk to, who really understands – that’s important.”



Earlier this year, our Financial Analyst, Helen Haines, was selected as one of the Property Council of Australia's 500 Women in Property.

This initiative will support Helen and her counterparts to undertake a range of professional development opportunities to learn, grow and lead.

Junction Housing Services General Manager David Burton who sponsored Helen and initiated the opportunity, said Helen was an outstanding candidate for the program.

"Helen's unique experience in supporting Junction's community and affordable housing development program positions her well as a leader in the property sector and is a worthy participant in this important PCA initiative," Mr Burton said.



PASSION

Fuels and motivates us to drive change



IMPACT

Create meaningful, long term positive change



INTEGRITY

Act with openness and honesty



RESPECT

Empower and value all people and their right to choice



COLLABORATION

Working together towards a shared vision

BUILDING A CONSTRUCTIVE CULTURE

Our journey to build a culture we can all be proud of continues with significant momentum across the organisation.

In 2019/20, Junction further harnessed the Human Synergistics model – a research-based framework which analyses human behaviour to support individuals and organisations to measure progress around leadership and culture.

Using both self and peer appraisal to evaluate how we think and act in different situations, the results are plotted into categories.

Guided by their individual results, staff are then coached to accomplish more constructive styles of communication.

The program – which is closely aligned with Junction's new values and performance development review system - has been implemented at the Executive, Senior Leadership and middle management levels and will be rolled out to more staff over the coming 12 months.

This year, it has also been supported with a new Culture Champions program.

UNDERSTANDING THROUGH REMEMBERING

For Cherylee Cooper, reconciliation means remembering.

“By remembering, listening and recounting, it helps educate so we can all understand.”

“The biggest thing for me about reconciliation isn’t forgetting, it’s actually quite the opposite,” the Junction Case Manager (Outer Southern Youth Homelessness Service) said.

Born to a Ngarrindjeri mother and a Yorta Yorta father, Cherylee reflects on a happy childhood.

“Mum took wonderful care of us – my brothers, sister and I – and anyone else who needed it too,” she said. “We always had people staying with us and she’d always make sure there was enough food to go round. We had good schooling and good clothes and shoes.

“What I do remember was it was really hard for us to find a place to live when moved to Melbourne. My uncle who was not Aboriginal had to end up getting us a house in his name, we lived in South Oakley, now a very up market neighbourhood. I’m sure because we were Aboriginal, getting a rental property was really hard.”

“Things would happen that would really jolt you,” she recalls.

“One day we were at the football at a suburban oval, watching my brother play. It was rainy and starting to get dark. There were a group of men standing behind us. They were talking about my brother.

I heard one say: It’s lucky he’s got white teeth cos we wouldn’t see him in the rainy weather otherwise. My dad just pretended he didn’t hear it. I couldn’t do that.”

Her personal experiences – combined with a passion to drive change – have shaped Cherylee both personally and professionally.

After finishing school, she married and had four children of her own. However, following the break-up of her marriage, Cherylee, and her children, moved across the country. After working in administration in regional councils across Victoria and Queensland, she returned to South Australia and gained a degree in Social Work.

This led to Cherylee working for Link-Up South Australia – an organisation which traces, reunites and provides counselling services to Aboriginal and Torres Strait Islander people of the Stolen Generation.

“Kids were taken away in most cases when they were small, some taken from their mothers at birth, and mothers told their babies had died.

“Their mothers had mourned for them for so long, and when a reunion took place some mothers and communities would feel this person was “too white” to be theirs. Too white meant they had no or knew nothing about culture, no language, everything about them was different. Then there were those cases where the mothers had mourned so much for their stolen child, they had died never to meet or see their child again. These were sad times too.”



Cherylee Cooper

While the Stolen Generation will continue to haunt people and communities for years to come, Cherylee said there is another issue which she struggles with, today, above all others.

A systemic failure to reduce high mortality rates and effectively deal with health challenges to which Aboriginal people are more inherently disposed, is something she can’t comprehend.

“So many of our health problems are inherent and our people and communities really suffer because of that,” Cherylee, who lost her brother to diabetes complications in his early 40s, explains.

“Our illnesses and health issues start at an early age and the average life span for an Aboriginal person is not a great age - usually 43 – 59 years.

“It doesn’t have to be this way, if only other Australians could understand why Aboriginal and Torres Strait Islander people need support and assistance in such things many take for granted like health, mental health, social exclusion, housing and employment.

“I am so lucky, happy and grateful my own parents are doing so well in their 80s.

“However they have suffered bad health and losses over time that has really been hard on them. But my parents are celebrating their 60th wedding anniversary on 21 May. It’s such a big milestone. Many of my friends, family and communities are not so lucky.”



Kathryn Bullock was born in Kaurna country and has always lived here. However, she recognises her true country and the descendants of her family - where she originated - is Mangarrayi country in the community of Jilkminggan in the Northern Territory.

Kathryn has been a lover of yoga for the last decade, completing her teacher training course in the last few years before opening her business, Dreamtime Yoga.

Through Dreamtime Yoga, she engages people of all levels and abilities to Aboriginal ideas, culture, community and creativity using natural elements in an outdoor setting. Kathryn believes this is also a sacred space for families and communities to spend healthy, happy time together to observe, interact, connect and learn from and with each other - bridging the gap and strengthening bonds.

Kathryn has led Dreamtime Yoga sessions mainly across the southern suburbs, including at Hackham Community Centre.



Kathryn Bullock teaching Dreamtime Yoga.

NEXT STEPS TOWARDS RECONCILIATION

Innovate – the second stage of Junction’s Reconciliation Action Plan – was launched in 2020.

The plan captures the organisation’s next steps in our commitment to reconciliation.

“This Plan will help us build on the foundation of Reflect to break down barriers, forge more connections and invest in opportunities to build community,” CEO Maria Palumbo said.

“It involves taking new steps and going further to embed Reconciliation in everything we do – from recruitment and procurement right through to how we deliver our services to clients and tenants.

“It won’t always be easy – the things most necessary seldom are – but we will be driven by a relentless commitment to listen more and do better.”

Thank you to the Reconciliation Action Group and other staff and service providers who contributed to the new Plan.

OUR RESOURCES

“WE ARE A STRONG, BEAUTIFUL AND RESILIENT COMMUNITY.”

MAREE BALDWIN
JUNCTION KI CO-ORDINATOR





House Supervisor, Mel preparing lunch for young people in our Mulberry House (residential care).

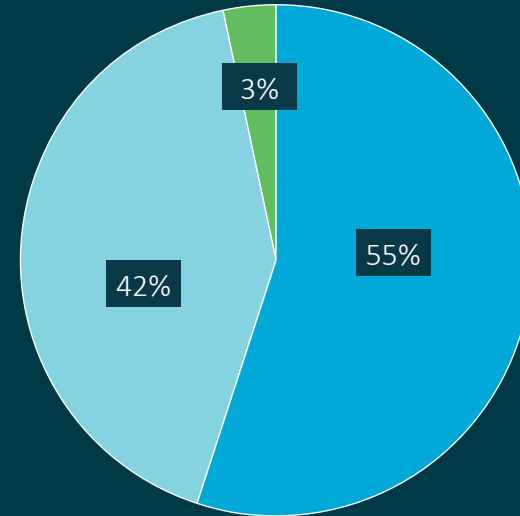
Junction has continued to build its financial capacity during 2019/20 in preparation for a significant development pipeline over the coming years.

This will be delivered through the NHFIC debt facility totalling \$26.14 million.

Junction's strong financial position has also supported the organisation to remain financially resilient through the impacts of COVID-19.

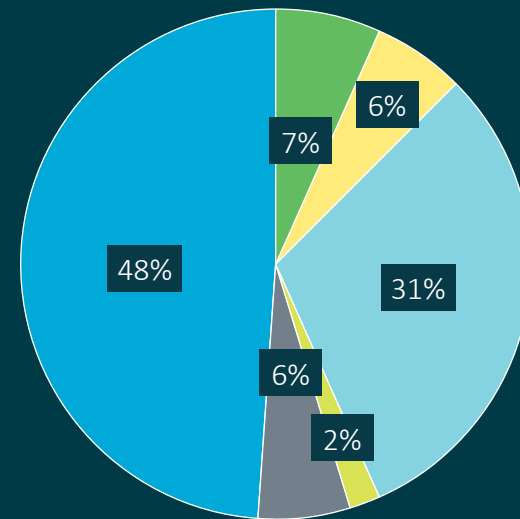
In 2019/20, Junction recorded a net surplus of \$13.72 million which includes recognising the net surplus from investment property transfers \$2.76 million, new property acquisitions \$1.45 million and property revaluations \$4.4 million.

Junction returned \$1.3 million in revenue to the South Australian Government from social housing rental income.



REVENUE

	\$'000	%
Rental income	\$21,374	55%
Operational grants	\$16,119	42%
Service fees & other	\$1,241	3%



EXPENSES

	\$'000	%
Housing	\$16,819	48%
Children & Youth	\$10,642	31%
Admin	\$2,316	7%
Homelessness & DV	\$2,078	6%
Asset Management	\$2,020	6%
Community Engagement	\$677	2%

FINANCIAL PERFORMANCE (FOR THE YEAR ENDING 30 JUNE 2020)	2020	2019
	\$'000	\$'000
Rental income	21,374	20,741
Operational grants	16,119	15,880
Other	1,241	801
Total revenue	38,734	37,422
Employee benefits	18,913	18,847
Property and maintenance expenses	7,234	6,723
Other expenses	7,085	6,084
South Australian Housing Trust charge	1,319	1,300
Total expenses	34,552	32,954
Net finance cost	(205)	(164)
Increase in fair value of investment property	4,436	3,571
Investment properties received for no consideration	4,692	3,622
Assets received for no consideration	615	0
Investment properties disposed of at no consideration	0	(1,487)
Net surplus	13,720	10,010

FINANCIAL POSITION (AS AT 30 JUNE 2020)	2020	2019
	\$'000	\$'000
Current Assets	35,927	12,241
Non-current Assets	224,259	212,922
Total Assets	260,186	225,164
Current Liabilities	7,354	5,989
Non-current Liabilities	27,277	7,339
Total Liabilities	34,631	13,328
Net Equity	225,556	211,835

The Consolidated Summary Financial Report is derived from the audited financial report of Junction Australia Ltd. It does not contain all the disclosures required by the Australian Accounting Standards. Readers of this report should note that reading the summary financial report is not a substitute for reading the audited financial report. The audited financial report of Junction Australia Ltd is available on request.



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REPORT OF THE INDEPENDENT AUDITOR ON THE SUMMARY FINANCIAL STATEMENTS TO THE MEMBERS OF JUNCTION AUSTRALIA LTD

Opinion

The summary financial statements, which comprise the financial position as at 30 June 2020 and the financial performance for the year then ended, are derived from the audited financial report of Junction Australia Ltd for the year ended 30 June 2020.

In our opinion, the accompanying summary financial statements are consistent, in all material respects, with the audited financial report, on the basis described in the summary.

Summary Financial Statements

The summary financial statements do not contain all the disclosures required by Australian Accounting Standards - Reduced Disclosure Requirements and the financial reporting requirements of the *Australian Charities and Not-for-profits Commission Act 2012*. Reading the summary financial statements and the auditor's report thereon, therefore, is not a substitute for reading the audited financial report and the auditor's report thereon.

The Audited Financial Report and Our Report Thereon

We expressed an unmodified audit opinion on the audited financial report in our report dated 25 September 2020.

Directors' Responsibility for the Summary Financial Statements

The Directors are responsible for the preparation of the summary financial statements on the basis described in the summary.

Auditor's Responsibility


Our responsibility is to express an opinion on whether the summary financial statements are consistent, in all material respects, with the audited financial report based on our procedures, which were conducted in accordance with Auditing Standard ASA 810 *Engagements to Report on Summary Financial Statements*.

BDO Audit (SA) Pty Ltd

G K Edwards
 Director

Adelaide, 25 September 2020

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A young child with brown hair, wearing a light green sweater and blue overalls, is smiling and looking towards the camera. They are standing next to a large, gnarled tree root system. A woman with long dark hair, wearing a dark jacket, is also smiling and looking towards the camera. She is partially obscured by the tree roots. The background is a lush green field with some yellow flowers in the foreground. The overall scene is bright and natural.

**“WE CONNECT CHILDREN
TO OTHER CHILDREN,
TO OTHER FAMILIES
AND TO THE NATURAL
ENVIRONMENT.”**

**CAITLIN HARVEY
SEAFORD MEADOWS COMMUNITY
DEVELOPMENT OFFICER**



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