



# ANNUAL REPORT 2019





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## Acknowledgement of Country

Indigo Junction acknowledges the Whadjuk people of the Noongar nation, the traditional custodians of the land on which we stand, and we pay our respect to the elders past and present.

**WARNING:**  
Aboriginal and Torres Strait Islander readers are warned that this document may contain images of deceased persons.

Indigo Junction Incorporated  
ABN 32 879 844 973

The Annual Report of Indigo Junction was created and designed by Kellie Wigg.

Privacy Statement : Indigo Junction Inc. follows the Australian Privacy Principles and respects the privacy of the people it assists, its members, volunteers, employees, donors and supporters. As a result, the names and images used within this report may have been changed.





## Vision

Everyone has the right to a safe place to live and grow.



## Mission

We work together with people to build skills, capacity and independence. We achieve this by:

- Offering safe, secure and affordable housing.
- Promote independence, education and personal development.
- Build capacity for social and economic participation.
- Support our clients development towards self sufficiency.
- Use our voice to advocate for social change.



## Values

### Dedicated

our team is caring and compassionate.

### Respectful

we are non judgemental and value the beliefs and life experiences of others.

### Innovative

we provide a service which is tailored to individuals.

### Informed

our team has the skills and knowledge required to support positive change.

### Collaborative

our team works with community members and stakeholders to enhance impact.

## About Us

Indigo Junction is a not-for-profit organisation located in Midland, Western Australia that provides homelessness services to people experiencing disadvantage in our community. We deliver a range of place-based services that are accessible and responsive in times of crisis and create long-term positive change through trauma informed care. We have grown to provide a sophisticated suite of early intervention and prevention programs to young people, families and individuals and aim to build self-reliance through education and

create lasting change by promoting the end goal of economic and social participation.

At Indigo Junction we understand that it's not a quick resolve when helping people out of their current situations. We take the time with clients to engage and build relationships, ultimately providing pathways out of homelessness whilst supporting them every step of the way. Our focus is on quality outcomes and long term success.



### A Message from our Chair

It is the time of the year to reflect. Over the past few years Indigo Junction has made significant improvements to governance and structure. I congratulate the Board, CEO and staff for their commitment and energy in what has been a challenging year.

Midland has seen an increase in homelessness and continues to suffer from a lack of connectivity between health, community, government and services.

This is especially obvious in the most vulnerable and at risk people, many of whom we are unable to assist due to lack of resources.

It is my hope that with the programs being funded in the Inner city that people experiencing homelessness in Midland will be the next to benefit.

Indigo Junction is well placed to continue their work with the most vulnerable and at risk in our society and for that I thank all who are involved in their care and support.

I will be stepping down as Chair at the AGM this year. It has been a privilege and pleasure to work towards our current achievements. I am remaining as a board member and look forward to supporting the next stages of our development.

Lynne Evans, Chairperson



### A Message from our CEO

It was with great pleasure that I accepted the role as Chief Executive officer of Indigo Junction in November 2018.

Planning the strategic direction of the organisation followed in earnest and with the help of our friends at PWC, I am delighted to share our strategy with you in this report.

The beginning of 2019 saw an unprecedented demand for our services, in an effort to get a better understanding of what was going on for those experiencing homelessness in our community, Indigo Junction partnered with the City Of Swan and conducted the first Connection Week. The information gathered was alarming, it is evident that we have a long way to go in closing the gap for aboriginal families in Midland. Housing is the cornerstone of health and wellbeing.

As a key provider of Homelessness and Support services in the Eastern Metropolitan Region, our priority is to reduce and prevent homelessness. Secure, affordable housing is fundamental to this. I am extremely grateful for the commitment and determination of the Board, staff and stakeholders of this wonderful organisation as we look for solutions to meet the needs of those most vulnerable in our community.

Adele Stewart, CEO

# Our Board

## Corporate Governance

Indigo Junction is committed to good governance and follows Australian Institute of Company Directors Principles and Guidance and ACNC governance standards. Transparency, open communication and sound risk management practices are integral to this framework. Our Code of Conduct describes the behaviour expected from the Board and staff, maintaining the highest standards of integrity. The Code of Conduct is available on our website.

Special appreciation to past Board members Max Cozjin and Pippa Marando for your valuable contribution during the 2018/19 financial year.



Lynne Evans, Chairperson



Ron Mell, Secretary



Pippa Marando



Paul McMullan



Karen Roberts



Bill Thorne



Max Cozjin

## Finance Committee

Oversees financial management, the relationship with the external auditors, and internal financial control and reporting compliance systems.

## Governance and Risk Committee

Helps meet Indigo Junction's legal, ethical and functional responsibilities through adequate governance policy development. Provides oversight of governance and risk systems and monitors development and implementation of the Strategic Plan.

# Our Impact

Indigo Junction supported

5,420

people in Midland & surrounds in 2018/19



Assistance Provided			
Housing & Accommodation	182	Emergency Relief	1,969
Bed nights	26,357	Financial Counselling	245
Food	1536	Strong Fathers Program	38
Medication	32	LIFT Program	25
Transport	189	NPAH	77
Sleeping Bags / Swags	43	Drug Education Program	616
Home Starter Kits	21	Crisis Meals	922

# Our Turn Away Figures

Sadly, each month Indigo Junction is forced to turn away families and young people needing a place to call home due to the lack of resources and accommodation available. We are working together with local service providers to help identify and fulfill the gaps in Midland and we are continually working with Federal, State and Local governments to help us bring change.

Each month we:

- Turn away over 400 families through our Family Service;
- Turn away 40 - 70 young people through our Youth Service;
- See over 300 people each month through our Community Service, this is up from 70 per month last financial year.





“

Thanks to Indigo Junction we are able to enjoy activities with our grandchildren that we previously were unable to, simple activities like watering the pot plants. We couldn't do that when we lived in our car.

”



Midland Connections Week

Midland Connections Week, an offset of Registry Week, was undertaken in May by Indigo Junction in partnership with the City of Swan as part of an initiative designed to identify some of the most vulnerable people in the community and connect them to support.

We surveyed individuals and families experiencing homelessness in the Midland area using the Vulnerability Index – Service Prioritisation Decision Assistance Tool (VI-SPDAT). The data identified would then be used to look at pathways into housing for the most vulnerable whilst identifying future support needs in the area. This data would also build a profile of the picture of homelessness in Midland, exploring the themes of health, justice, risk and vulnerability.

The Midland Connections Week Evaluation Report was release on 25 August. The report gathered information on 149 people experiencing homelessness in Midland including 52 children. It was identified that families make up 27% of Midland's homeless compared to just 2% in Perth and 7% in Fremantle, and of the families identified 92% are Aboriginal and/or Torres Strait Islander.

This data together with Indigo Junction's unassisted figures which sadly sees Indigo Junction family service turn away 400 families per month due to lack of housing, recognises a response for families that we now consider at crisis point.

The report highlights a need for an increase in place-based services which respond to the local community.



When asked what do you need to be safe and well? 85% of people's answers featured a Home



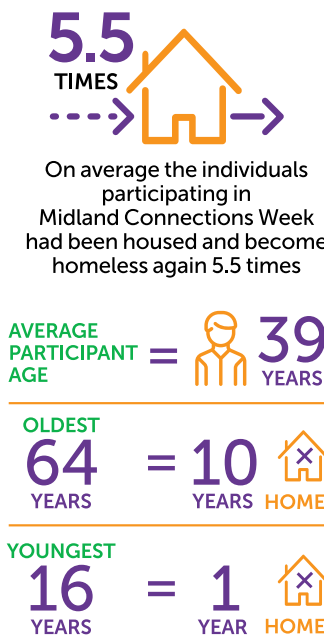
On average, the individuals interviewed during the Midland Connections Week had been homeless for 5.9 years



It identifies that the people interviewed had been homeless on average for 5.9 years and the average participant age was 39 years. The oldest person surveyed was 64 years old and has been homeless for 10 years.

There have been Registry Weeks conducted across Australia and internationally, including Perth (2012, 2014, and 2016), Fremantle (2016), Brisbane, Sydney, Melbourne and Hobart.

Indigo Junction's Midland Connections Week Evaluation Report can be found on Indigo Junction's website at the following link, [indigojunction.org.au/reports-publications](http://indigojunction.org.au/reports-publications).



NAIDOC  
July, 2018

Indigo Junction was excited to participate in the 2018 Midland NAIDOC event.

Our staff and volunteers handed out our Financial Capability Worker's famous and delicious homemade kangaroo sliders which were a hit with participants.

We also offered face painting, hair braiding, balloons and information on Indigo Junction's services and programs.

It was a fantastic event and the staff, volunteers and participants alike had plenty of fun as we celebrated the history and culture of Aboriginal and Torres Strait Islander peoples.



Homelessness Week  
August, 2018

COUCH CONVERSATION

A breakfast and Couch Conversation was held on 9 August 2018 at the Old Midland Courthouse where invitees included local business leaders, local counsellors and organisations from the sector. The event was sponsored by Shelter WA whose theme for the week was 'There is always something you can do'.

Indigo Junction was first up on the couch to discuss the issues of homelessness and how services like its Karnany Resource Centre make a vital difference to people in the community. Garry Fisher, Manager Lifespan Services from the City of Swan spoke about Homelessness in the Midland and surrounding areas. Guests also heard a powerful testimony from a former Indigo Junction client with lived experience of homelessness.



COMMUNITY BBQ

A community BBQ was held on Friday 10 August 2018 between 11am and 1pm at Juniper Gardens in Midland for people at risk of, or experiencing, homelessness. The Rapid Relief Team was onsite cooking up a BBQ feast, Mopoke Coffee handed out hot drinks, volunteer hairdressers offered free haircuts, and Indigo Junction staff handed out dignity packs and the fresh produce generously donated by Foodbank. Orange Sky Laundry was also onsite and offered laundry services to participants.





# Indi-Day September, 2018

Indigo Junction held its first Indi-Day staff day after the appointment of our new CEO, Adele Stewart.

The day offered time to stop and reflect, think outside the box and plan for the future as a team.

Staff and Board Members were able to provide input into the strategic planning process and some exciting ideas were discussed.



# Youth Work Awards October, 2018



Indigo Junction's fabulous Program Manager, Sharon Gough, was awarded the 2018 WA Youth Award: Recognition of Significant Contribution to Youth Work.

Sharon has been acknowledged as a trail blazer and working tirelessly behind the scenes, challenging processes, researching, advocating for and affecting new policies. Sharon was a champion in bringing the Trauma Informed Care Practice to Indigo Junction, instrumental in leading the WA Youth End Homelessness vision and designed the Living Independently for the First Time (LIFT) program.

# Families Christmas Party December, 2018

For many, Christmas is a joyful time of year. A time when loved ones and their extended families spend quality time together; a time when children around Australia squeal with joy as they open their presents from under the tree.

However, the sad reality is that 13.3% of Australian's are living in poverty, and of these 731,300 are children.

Here at Indigo Junction, we do our best to help make Christmas a special time for the families residing our properties. This year our amazing team put on a family fun day which included water sides, face painting and braiding for the children, and a nice area for the parent's to sit and be pampered.

Our wonderful volunteers put on a three-course Christmas feast which had everything from seafood to turkey and everything in between, not to mention a big variety of delicious desserts.



# Survival Day January, 2019

Thousands of people across Australia come together on 26 January to celebrate what has been marked a day of celebration for the nation, Australia Day.

However, sadly Australia Day is not a celebration for all Australians!

For Aboriginal and Torres Strait Islander peoples, it marks the genocide of Indigenous people that occurred on 26 January, 1788.

Indigo Junction recognises Survival Day and acknowledges the Aboriginal and Torres Strait Islander community.





## Strengthening Partnerships

Indigo Junction is passionate about our partnerships and is working with organisations to create positive change for the wider community.

We know that collaboration and strategic partnerships are fundamental to improving Indigo Junction's strategic outcomes.

Business and community groups working in partnership enjoy many advantages. Businesses gain points of social responsibility and the community groups gain through improved access to resources, knowledge, finances and skills.

Indigo Junction has worked closely with the City of Swan over the past year partnering for various community events including NAIDOC and Homelessness Week. The City of Swan has

also supported the Midland Connections Week project which immediately assisted people experiencing disadvantage in the community whilst gathering data used to identify service gaps in Midland and surrounding areas. Furthermore, the City of Swan is working closely with us as we continue to combat homelessness in Midland and surrounds.

Indigo Junction has locked in its valued community partnership with VenuesWest and we look forward to working closely with them from July 2019 to June 2021.

We are continually on the lookout for values-aligned organisations to help support the work we do and in return we aim to provide education and opportunities for their staff and community.



## Thank you to our Partners

Indigo Junction has strong community links and networks in the Midland and surrounding area. Some of these partnerships help support Indigo Junction services through collaboration and referral whilst others support our community events and ultimately the people we assist.

We look forward to continuing these strong relationships in future.



## Thank you to our Funding Bodies

Funding is vital in ensuring Indigo Junction can run its much needed programs and services.

Thank you to all of our funders who support the good works we do in the community.





## OUR 3 YEAR STRATEGY

	OUR SERVICES	OUR PEOPLE AND CULTURE	OUR PARTNERSHIPS	OUR ABILITY TO MAKE AN IMPACT
STRATEGIC OBJECTIVE	Ensure we are best utilising our assets to deliver our services, whilst maximising benefit to the local community.	Develop our people and organisational culture to facilitate a greater level of service.	Engage in effective partnerships which enhance service delivery and support organisational growth and development.	Enhance our public profile to better promote our social benefits, secure consistent funding and enable better outcomes.
KEY INITIATIVES	<ul style="list-style-type: none"><li>• Ensure we continue to deliver our service responsibilities and commitments through effective use of fund, assets and a continued focus on people and culture improvement.</li><li>• Identify opportunities to pilot, assess and expand services where there is a business case to do so.</li><li>• Ensure our asset strategy aligns with our services through analysis and ongoing tracking of progress.</li><li>• Meet and ensure our ongoing knowledge of community needs through data driven insights and measurement.</li></ul>	<ul style="list-style-type: none"><li>• Define and establish our culture and values as well as developing a people and culture strategy.</li><li>• Continue to support our people by providing the right tools to deliver our services.</li><li>• Invest in and develop our people whilst recognising them as our greatest assets.</li><li>• Encourage and recognise innovation and creativity.</li><li>• Continue to be inclusive by employing and supporting a diverse workforce.</li></ul>	<ul style="list-style-type: none"><li>• Assess and where appropriate participate in key sector initiatives to build genuine relationships.</li><li>• Actively participate in and develop a connection with the local community.</li><li>• Establish a framework that facilitates partnerships with key stakeholders including local community members, based on an alignment of values and culture.</li></ul>	<ul style="list-style-type: none"><li>• Enhance our Brand Identity and Strategy reach to continue to raise our profile to facilitate funding enhancing service delivery.</li><li>• Increase our ability to reach people who identify as our target audience and increase their accessibility to our service.</li><li>• Provide greater opportunities for client feedback.</li></ul>
OUTCOMES WITHIN 12 MONTHS	Financial sustainability to meet strategic objectives.	<ul style="list-style-type: none"><li>• Be an organisation where people want to work and stay.</li><li>• A quality framework for learning and development established for our people.</li></ul>	Partnerships and alliances that are diverse and support our organisation and service delivery.	<ul style="list-style-type: none"><li>• Who we are and what we believe is understood by all stakeholders.</li><li>• Data driven targets measuring and tracking success across all four service areas are established</li></ul>

## Engaging Clients & Co-Design

Clients have been instrumental in working on continuous improvement of service delivery and the prototyping of new service models and programs available through Indigo Junction.

The input of our service users is a valuable resource in ensuring our services are of a high quality.

Importantly, the co-design process allows us to evaluate whether what we are doing is relevant and that we are in touch with our community.

We always want our finger on the pulse so that we are responding directly to need efficiently and effectively.

Being able to confirm and identify any gaps in service provision allows us to advocate for much needed services and resources to meet those needs.







Indigo Junction's Youth Service provides support for young people between the ages of 15 and 25 who are currently experiencing homelessness in Western Australia.

Our crisis centre, Indi House, provides 6 on-site places for young people and is staffed 24 hours a day; whilst our transitional housing, Indi Living, provides 6 community based share houses and can support up to 18 young people at one time.

Indigo Junction's intensive support service includes provision of housing, goal planning, tenancy education programs and referrals to relevant service providers.



50

young people provided with crisis or transitional accommodation



25

young people assisted leaving the care of the Dpt. of Child Protection



Indigo Junction's LIFT Program (Living Independently for the First Time) provides intensive support and accommodation for young people leaving the care of the Department for Communities: Child Protection and Family Support (DOC: CPFS) who are at significant risk of homelessness.

Most often these young people have experiences of extreme trauma in their childhood: pre-care; during care and post-care.

The LIFT program aims to heal through the delivery of evidence-based and recognised trauma-informed care and therapeutic responses to ensure young people feel safe and supported.

This allows the LIFT Team to build capacity and increase the young person's knowledge and confidence around independent living skills and reduces the likelihood of future crisis and time spent without a stable home.

Indigo Junction aims to support young people towards more independent living by empowering them with life skills using strategies such as role-modelling and hurdle help.

The LIFT Program model has been making a name for itself in academia and policy alike for being a model that works in the long run, seeing lasting results.



Drug Education Program



Indigo Junction's Drug Education Program provides confidential AOD assessment and counselling to young people aged 15 to 25 years and integrates with Indigo Junction Youth Service to achieve positive outcomes for young people in crisis.

The program provides drug education, individualised planning, group session and a holistic wellbeing program.

It is in the intention of Indigo Junction to act from a Harm Minimisation perspective with the focus being on Demand and Harm Reduction strategies through the provision of a service that is also mindful of uniqueness of the individual and their cultural diversity. Support is tailored to each person.



616

sessions for young people through our AOD program

Youth Crisis Accommodation Renovation

Thanks to the generous donation from Shannon and Kate from McMahon Mining Title Services Pty Ltd, Indigo Junction was able to do some much needed renovations to it's six bedroom crisis accommodation. The changes have provided comfort to the young people who stay with us and the rooms are now very inviting for all.

Before



After



“The new beds are so comfortable and the room feels nice to go into now. Just having a safe and welcoming space of my own to enjoy for a while really means a lot.”





Indigo Junction's Family Service provides support for families experiencing homelessness in Western Australia.

Our five on-site units located at Indi Place provide housing for young parents under the age of 25 years, whilst our transitional accommodation, Indi Living, provides 19 community based properties for people experiencing homelessness with children in their care.

Indigo Junction's extensive support service includes provision of housing, goal planning, tenancy education and referrals to relevant service providers.



132

people provided with accommodation



98.2%

of families supported were of Aboriginal descent



13.3%

people supported escaped family & domestic violence

## Family Cooking Program

Each fortnight our family team hold a cooking class for the people residing in the service. The cooking class teaches families how to make good decisions when it comes to food and how to cook nourishing meals on a budget.



“

Growing up we really never had home cooked meals. I feel like I'm learning a skill not just for myself but something I can pass on to my children. In one of the recent cooking classes we learnt how to make pasta from scratch! It was so much fun rolling out the dough and using the pasta making machine. And the sauce, it was so yummy. It's the tastiest meal I've ever eaten and now I know how to make it at home!

”





“

I love having my own room and own bed.  
We used to sleep on the floor at peoples houses and most of the time it was  
scary with lots of different adults around. My brother always had  
nightmares so my mum promised us she would keep us safe and find  
somewhere for us to live.

Now, mum, my brother and I are so happy just the 3 of us.

”





## Karnany Resource Centre

Karnany Resource Centre is an open door service for street present people and those directly affected by crises. It offers a safe place for clients to share their story.

An integrated service hub, Karnany delivers a range of complementary services and is home to the delivery of Indigo Junction's Money Hub. These services include Financial Counselling, Emergency Relief support, Strong Fathers program and NPAH Housing Support Program.

Karnany also provides a base for external outreach services including AOD counselling, the Street Doctor, Centrelink and Orange Sky Laundry.

We continue to be accessible and responsive in times of crisis, creating long-term positive change and an increase of self-reliance through opportunities for education and capacity building by promoting economic and social participation.



**2,228** people assisted



**922** crisis meals provided to assist street present people

## Strong Fathers Program



The Strong Father's program supports fathers of Aboriginal children to further empower themselves, their family and ultimately their children to create positive relationships and build networks within the community. The program supports these fathers to improve their wellbeing and increase their knowledge and confidence to reduce the likelihood of future crises.

The Strong Fathers program provides advocacy and referrals within a professional, accessible, culturally sensitive and high quality service delivery approach which is supported by Aboriginal staff.



**38** men supported through the Strong Fathers program



## Money Hub



Indigo Junction's Money Hub supports people most at risk of financial disadvantage and exclusion by providing financial counselling, financial education and emergency relief assistance.

Our staff provide immediate basic needs and essential supplies in time of crisis, delivering services in a way that maintains the dignity of individuals and families; and improve financial capability

by supporting people to make informed choices that address their financial difficulties and build their capacity to manage money.

Clients are allocated extended appointments which provide them the opportunity to tell their stories and ultimately allows staff to identify any underlying issues so they can provide a holistic approach to the support.



**245**

people were provided financial counselling



**1,969**

instances of emergency relief

## NPAH Housing Support

NPAH housing support is an intensive case management support program to assist people who are having difficulty securing or maintaining stable accommodation.

The program focuses on three key strategies to reduce homelessness:

- prevention and early intervention to stop people becoming homeless;
- breaking the cycle of homelessness;
- improving and expanding the service response to homelessness.

People accessing the program are allocated a Housing Support Worker and together they create a long-term housing plan. Once the appropriate, safe housing has been identified the Housing Support Worker assists each individual to develop the skills and capacity to live independently.

People are also supported to access services that address a range of issues identified which could include mental health, addiction, physical health, financial management and employment.







“

*I went food shopping yesterday and whilst I was pushing the trolley I thought to myself, I'm pushing a trolley full of food and not everything that I own! That made me cry.*

”

## Veronica, 53

Veronica found herself lost and alone living on the streets after her daughter was brutally murdered during a domestic violence attack.

Losing not only her daughter but her best friend, Veronica lost all sense of self-care. She no longer felt important and turned to drugs and alcohol to ease the pain she felt from her devastating loss.

Within 3 months Veronica had lost her home and took to the streets with nothing but a backpack and blanket.

The streets was a very vulnerable place for Veronica. The noises each night kept her awake, paranoid and on guard so she got very little sleep.

She lived on the streets for 1.5 years in total and it was during this time that Veronica was a victim of sexual assault and battery.

Not long after one of her later attacks, Veronica decided to reach out for help and visited Indigo Junction's Karnany Resource Centre.

"The staff at Indigo Junction were so welcoming. They offered me coffee and a bite to eat as they knew I hadn't

eaten for days. But even more importantly, they allowed me to tell my story with no judgement." Veronica said.

"Their kindness from day one helped me realise there was more to life for me, that although I would never forget the loss I have endured, I was able to move forward and keep my daughter in my heart".

She continued "I knew I needed to do something about my lifestyle. I knew I wanted to get off of drugs and alcohol, but I didn't know where to start."

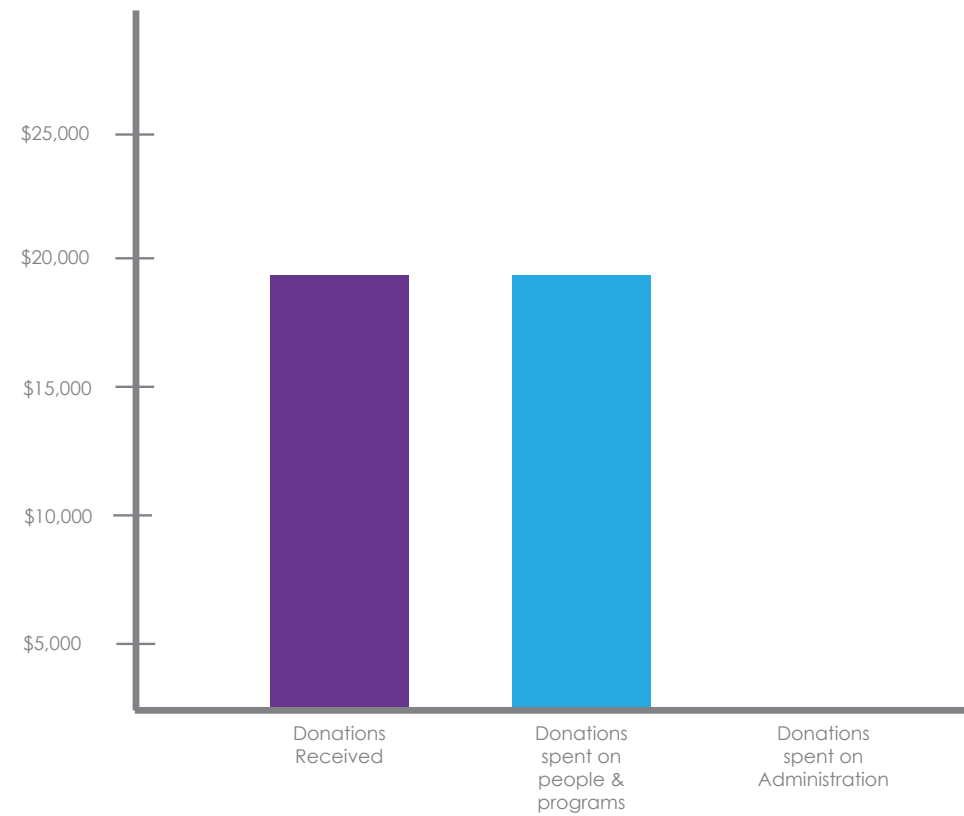
Indigo Junction worked closely with Veronica and also engaged the expertise of Wundgening AOD Support and Women's Health Place counselling services.

Veronica has now been off of drugs and alcohol for 6 months. She moved to Adelaide to be close to a friend and has a new home.

"I went food shopping yesterday and whilst I was pushing the trolley I thought to myself, I'm pushing a trolley full of food and not everything that I own! That made me cry."



Donations



100% of financial donations received are used to support the people we assist through our services and programs.

We know it is important for you to know where your money is spent after you donate to Indigo Junction, and that's why we have provided a graph to show you.

We are proud to say that 100% of financial donations received are used to support people experiencing disadvantage in the community.

Each person journey is unique and as such each support plan can look quite different.

The public's generous donations allow us to address each individuals needs.

The money is pooled and then distributed where needed through our different programs and services.

Our Administration costs are supported under our existing contracts, and as such that allows us to use all donations solely for the purpose they are intended.

IN-KIND DONATIONS

Indigo Junction is thankful for the generous in-kind donations we have received throughout the year. Gifts in kind have been received by the public and various organisations alike and included everything from clothing to baby items and house furniture.

In-kind donations can only be accepted in certain instances due to storage restrictions and the safety of clients and staff.

All gifts over \$2.00 are tax deductible for Australian taxpayers. Your donation will support people needing a hand up in the community.

**How to Donate**

**STEP 1 :** Log on to [Givenow.com.au/indigojunctionhomelessnesssupportwa](https://Givenow.com.au/indigojunctionhomelessnesssupportwa) or visit [indigojunction.org.au](https://indigojunction.org.au) and click Donate

**STEP 2 :** Choose if you would like to make a One-off Donation or Regular Donation

**STEP 3 :** Specify the amount you want to donate

**STEP 4 :** Complete details and proceed to payment

Other ways you can support

1. BECOME A WORKPLACE REGULAR GIVER

Our Workplace Giving program allows employees to make regular donations to Indigo Junction through their payroll system and receive one tax-deductible receipt each year. To learn how you and your organisation can take place in our workplace giving program, email [admin@indigojunction.org.au](mailto:admin@indigojunction.org.au).

2. LEAVE A BEQUEST

Consider Indigo Junction in your Will. Indigo Junction will be able to provide long-lasting support to many because of the generosity of people who remember Indigo Junction in their Will. To learn more about leaving a bequest, email [admin@indigojunction.org.au](mailto:admin@indigojunction.org.au).

3. CORPORATE PARTNERSHIPS

Indigo Junction recognises the importance of developing and nurturing strong links with the corporate and philanthropic sectors to allow us to continue to help make positive changes in the lives of the people we help. Indigo Junction seeks to engage all partners in long-term strategic and mutually beneficial relationships. To find out more, email [admin@indigojunction.org.au](mailto:admin@indigojunction.org.au).

4. VOLUNTEER

By volunteering at Indigo Junction you will be making a big difference in the lives of the people we assist and making a valuable contribution as an active member of the community. If you would like to volunteer with us, please email [admin@indigojunction.org.au](mailto:admin@indigojunction.org.au) and nominate an area you are interested in. You can choose between office support, event support or fundraising opportunities.





# Our People

Indigo Junction values its people and we know it is due to the skills and commitment of our people that we are able to support and do great things in the local community.

We provide opportunities for training and development to all staff and volunteers through Indigo Junction's Quality Assurance Learning Framework which supports our commitment to learning and development through our employee and volunteer life cycles.

We support staff wellbeing and a healthy workplace as not only do we understand the positive impact on staff retention, job satisfaction and productivity this has, possibly even more importantly we understand the difficult tasks our staff are faced with each day and the requirements to ensure a physical and mentally healthy work space.



- “ I love working for Indigo Junction. I have had many different roles since starting as a casual youth worker 5 years ago. I am so proud that for the size we are, we do so much in the community! I look forward to the next five years. ”
- “ I am honoured to work with such an amazing team whom I feel are all striving to support community with the same core values. ”
- “ I love working for an organisation that doesn't back away from 'too hard' but instead says 'how can we make this work!' ”
- “ A small organisation with a big heart, making a big impact. I see every day the work of Indigo Junction changing lives for the better. I feel privileged to be a part of a team that genuinely cares for people in their community and goes above and beyond to support some of the most vulnerable people. ”

25 STAFF FTE

19% Aboriginal

# Financial Summary 2018/19

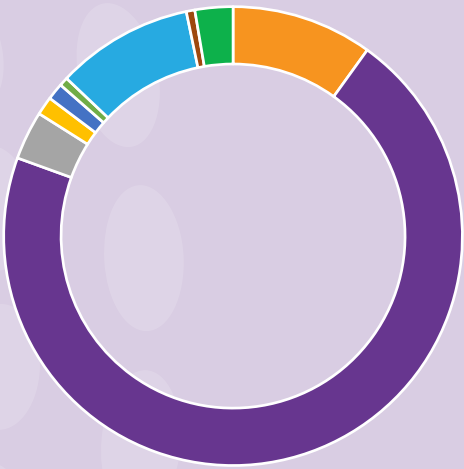
The net operating profit of Indigo Junction for the financial year ended 30 June 2019 amounted to \$71,680 (2018 loss \$63,776).

This result was achieved on total revenues of \$3,076,431 (2018 \$3,006,680) with continuing funding support from a range of grants with a significant contribution from the Department of Communities.

Our total operating costs for the year were \$3,004,751 (2018 \$2,724,674).

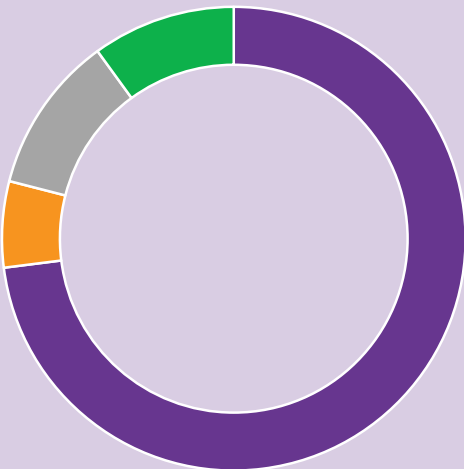
## INCOME

- DSS
- DCPFS
- NGALA
- PWC
- PMC
- LOTTERYWEST
- HOUSING
- DONATIONS
- OTHER



## EXPENSES

- EMPLOYMENT
- CLIENT PROGRAMS
- PROPERTY & TRAVEL
- OTHER



2018/19
Net Operating Profit
Surplus \$71,680
Revenue 2018/19
\$3,076,431
Expenditure 2018/19
\$3,004,751





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