



**shine**

inspire . achieve . belong

# SHINE Annual Report

2016





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# Mission Statement

**Our mission is to support, educate and empower young women with the life skills and tools to ensure their future is in their hands.**

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SHINE works with young women at risk of exiting the education system and provides them with the essential life skills to support their personal, education and career development. At the core of SHINE is a purpose built hairdressing salon that the young women work in one day per week within their regular school timetable.

As SHINE participants work in the salon, these young women learn vocational skills including communication, customer service, and hairdressing and beauty therapy. Through this work, they broaden their future opportunities, gain personal confidence and develop a positive work ethic. But more importantly, SHINE participants receive the guidance of positive adult mentors in a safe environment as well as links to qualified external support to discuss and address the challenges they face in their everyday lives.





# Chair's Report

**It has been my privilege to chair SHINE since May last year, after joining the management committee in late 2015.**

2016 was a milestone year for SHINE, most notably as we doubled the annual impact of our program with the opening of the SHINE facility at Geraldton Senior College (GSC). This is consistent with SHINE's stated strategy of expanding our program to reach more students at more schools and make a real difference to their educational and social outcomes. We are thrilled to partner with Geraldton Senior College, as well as continuing our long collaboration with our first partner school, John Willcock College. Our Year 10 program at Geraldton Senior College now provides a pathway for Year 9 SHINE students at John Willcock College to transition to senior school with SHINE support and retain continuity with the SHINE program. I am immensely proud of the enormous effort contributed by our staff, management committee, partners and volunteers in seeing this new facility to fruition.

In addition to the official opening of the Geraldton Senior College SHINE facility, there were a number of events and achievements throughout the year that allowed SHINE to demonstrate the breadth and depth of the impact of our programs.

In September SHINE was thrilled to welcome the Governor of Western Australia Her Excellency the Honourable Kerry Sanderson AC into the Geraldton Senior College facility. Her Excellency was received by Year 12 youth ambassador Rhehal Burgess and current SHINE staff and students and spent time speaking with the students to understand the importance of the program in their lives. A video about the powerful effects of SHINE on students and their families was shown, and SHINE Founder Mandy Jolley spoke of SHINE's history and development as well as the drive to grow SHINE to make a difference in more students' lives. Her Excellency then pledged the SHINE Code "I promise to all of SHINE to stay honest and never share our secrets" and as part of the ritual blew out a candle as a symbol of the commitment to the pledge.

In December, SHINE participated in the Geraldton Investor Showcase and was declared the most Innovative Social Enterprise, reflecting the work of our team in developing and delivering a novel curriculum to address at-risk students' real needs, as well as providing the support needed by each student to improve their school attendance and improve their educational and social outcomes.

As part of our promotional activities this year, the SHINE team produced two amazing videos and leveraged social media to extend their reach to thousands of viewers. We now have a powerful video that explains what SHINE does and allows people to hear directly from students and their families about the immense impact SHINE





has had on their lives. Additionally, later in the year our SHINE students were involved in the production of a music video addressing the impact of the drug ice on the community. Our students wrote the song and were involved in the production of the video clip, which has had a tremendous response on social media. We are very, very proud of this work and you can view the video here <https://www.youtube.com/watch?v=IKtf9TumC4>.

Our annual graduation is a massive undertaking to mark the end of the school year and is an opportunity to celebrate the achievements of our students, staff and supporters. I was proud to attend along with over one hundred friends and family of our students, and special guests including sponsors, school leaders from John Willcock College and Geraldton Senior College and local members of Parliament.

The real difference that SHINE makes to students' lives is brought about by the tireless efforts of our amazing facilitators, Mandy Jolley and Jodie McAuliffe, along with an incredible support base of volunteers. The cumulative impact of our thoughtfully designed and delivered

curriculum, many seemingly small additional interactions across a year, and the knowledge that our facilitators are available for our students in an environment of trust and safety is often transformational. I thank Mandy and Jodie for their incredible devotion and commitment to their students and the SHINE program.

From a governance perspective, the management committee saw several changes in 2016. We were sad to lose Stuart Forrester, Paul Royce, Julie Thomas and Jenny Rolston. Stuart showed amazing leadership during his term at SHINE, overseeing the construction of the new SHINE facility at GSC, and the foundation discussions with several other schools which we expect will lead to further SHINE expansion in coming years. We wish Stuart all the best with his expatriate assignments overseas. Paul was one of the earliest members of the SHINE management committee and contributed greatly to our early growth. Julie, fortunately, we retain contact with via our strong relationship with John Willcock College, and Jenny very generously stepped straight into the Chair role following Stuart's departure and ensured continuity of governance.

During the year we welcomed new directors Jorgen Mackie, Paul Stone and Trish O'Reilly. I am delighted at the diversity of skills and depth of experience our new directors bring, along with their passion for SHINE's mission. I thank Jorgen, Paul and Trish for their commitment to growing SHINE, along with long-standing directors Alan Bradley, Erin Bethel and Jessica Barber for their hard work and thoughtful contributions to the governance of your organisation. Our directors this year put significant effort into ensuring the long term sustainability of SHINE, including succession planning, development of a risk register, reassessing the metrics we use to measure success, strengthening our relationships with current and potential sponsors and prudent financial oversight. Our new directors give the SHINE management committee a strong Perth base, but we will never forget our Geraldton roots as we expand SHINE to other areas of Western Australia.

Finally, I would like to thank our many generous sponsors who share our mission to support, educate and empower young women with the life skills and tools to ensure their future is in their hands. To the Federal Government's Indigenous Advancement Strategy, Iluka, MMG, John Willcock College, Mount Gibson Iron, Market Creations Regional Development Australia, Rio Tinto, Buswest, Lavan, AMD Chartered Accountants and WBHO Civil, sincere thanks for your ongoing support.

Miriam Stanborough  
Chair



# Founder's Report

## **SHINE, and my journey with SHINE.**

**After becoming aware of the domestic violence cycles in our community while working for a women's refuge in 2009 I was determined to be a part of a solution, and that's how SHINE was born.**

Since 2010 SHINE has grown from my passion for hairdressing and desire to nurture daughters of abusive homes and relationships and is now operating in two schools, John Willcock College and Geraldton Senior College, impacting over 100 girls every year. This overwhelms me as I journey with these at-risk girls through one whole year, through tears and joy, through pain and success, through heartbreak and through accomplishments so they know they are a part of the SHINE family, respected, and deserving to live out the dreams they have for their life.

SHINE is a life changing experience for all our girls. They come into the salon and fall in love with it. No matter how they walk in, no matter what situation they have at home, or in a relationship or with friends, they can share and feel supported and safe and important in SHINE. With full determination, we work to gain their trust so we can walk with them and work together to build them up and see these beautiful vessels flourish. Becoming a part of SHINE changes their whole life and once they have graduated from SHINE they are still part of our family. We have girls who visit us weekly who are now in year 11 or 12 or who now have apprenticeships and jobs all around the community.

It's through our incredible specifically written curriculum and our exceptionally passionate and dynamic workshop facilitators that we see our girls growing in confidence and developing new life skills, empowering them to make positive choices for their future. SHINE becomes a life altering experience for them as we incorporate routine and expectation into their days and gently challenge them to change and grow.

From eating breakfast as a family around a table to teaching the girls about looking after their skin and hair, healthy eating and exercise, everything we do within the program is to build our girls' life skills, to break down barriers, to get them work ready. Everything we do has purpose, meaning and reason, resulting in a high rate of attendance increase, emotional intelligence, communication abilities and overall growth and development.

I am so incredibly honoured to watch SHINE grow and help more girls across our community. I am humbled by the amount of support we have day in and day out and look forward to more future growth this year and in the years to come.

I want to take a moment to thank Melissa Smith for her time on our team as the SHINE coordinator. Her skills were an asset to SHINE and her support was hugely appreciated! We wish her all the best in her future career goals. Natasha Lay has now joined our team as the new SHINE coordinator after being a long-term volunteer. Natasha knows the SHINE program well and we are excited to take SHINE to the next level in the coming months.

**Thank you,  
Mandy Jolley  
Director and Founder**



# Strategic Report

Our customers are at-risk young women and their families, funding partners, government and non-government agencies, community service providers and organisations addressing issues in society.

The young women participating in our program have been identified as students who would benefit significantly from the additional support and education that SHINE provides. These young women face challenges in their everyday lives, which subsequently impact on their ability to attend and participate at school. As such, issues such as family and domestic violence, sexual abuse, self-confidence, self-esteem and problems associated with alcohol and other drug use are discussed and addressed as part of the SHINE program.

By participating in SHINE, young women are provided with the opportunity to learn, mature and develop new skills in a safe environment through an innovative and alternative approach to a traditional curriculum, which is ultimately better suited to meeting their personal and educational needs.

We will add value to the lives of young women and their families, funding partners, agencies and community based organisations.

## SHINE:

- Provides additional educational and personal support to young women in a safe learning environment, which can foster life changing outcomes that would otherwise not be available in the existing school curriculum
- Improves the behaviour and school attendance of SHINE participants to above the state average
- Through our partnerships, assists in addressing issues in society, producing outcomes that could not otherwise have been achieved
- Provides opportunities for funders to invest in the lives of young women and contribute to the community, resulting in a corporate recognition and a feeling of “good” amongst decision makers and employees; and
- Provides opportunities for funders to share their contribution to addressing issues in society through promotional activities, helping them to grow their community and corporate image.

We will grow our program and our ability to challenge those issues that impact on the lives of young women and the broader community.

## SHINE:

- Continues to develop and evolve the SHINE blueprint, including salon development, program operations and curriculum refinement, which will increase efficiencies in cost, time and the implementation of new salons as well as SHINE’s program in other schools
- Will increase our community presence and extend SHINE to communities and schools significantly impacted by at-risk behaviours to challenge and reduce the impact of social issues on the lives of young women, their families and the broader community; and
- Will develop a strategy for sustainable funding sources, allowing us to grow SHINE without relying solely on grants, corporate sponsorship and donations.

## SHINE current position

SHINE operates at John Wilcock College and Geraldton Senior College in Geraldton, a town with a population of approximately 40,000. Data from 2011, shows that Geraldton is ranked with a score of 977 according to the Social Economic Indexes for Areas (SEIFA) indicating that the City of Greater Geraldton is of social disadvantage. According to the WA Country Health Service Profile 2012, prevalence of mental health problems were higher for women than men in the City of Greater Geraldton region.

In 2010, Mandy Jolley recognised a gap in the availability of community mental health services for adolescents and bought her two passions together, youth work and hair dressing, to create the SHINE program.

SHINE’S aim is to grow the program across five schools in the next 10 years to change the lives of more than 500 young females per year across Western Australia. We are currently in negotiations with several schools who are keen to benefit from the SHINE program.



# Program Participants

True generational change starts with the empowerment of young girls



Since its inception, SHINE has been located at John Willcock College in Geraldton, Western Australia, with primary outcomes of:

- Improved school attendance rates.
- Development of life skills.
- Students re-engaged in the learning process.
- Enhanced post-school opportunities.
- Positive relationships with other students, teachers and the broader community
- Identifying alternative ways to addressing key issues and events happening in the students' lives.
- Improved health and wellbeing.

Due to this success of the program, there has been increasing demand to operate the program at other schools. During the reporting period, SHINE reached a significant growth milestone establishing a SHINE facility at Geraldton Senior College, effectively doubling the program's reach to at risk adolescent girls.

This is a great outcome for the community. Currently the SHINE program at John Willcock College caters for Year 9 students while our program at Geraldton Senior College works mainly with Year 10 students. By expanding to Geraldton Senior College, SHINE has realised the strategic aim of creating a continuous life strategy for the middle school SHINE girls' transition to the senior school.



## John Willcock College

SHINE was established in 2010 at John Willcock College. Now in its fifth year, over 250 students have completed the program, with 44 girls graduating in 2016.

Many SHINE graduates from John Willcock College have proudly gained traineeships, paid positions or are continuing their studies in a variety of industries including policing, aged care, nursing, personal care and the public service.

The support of the school community, particularly the school Principal Julie Campbell and her leadership team is a critical component of the program's success and SHINE commends them for their encouragement and backing.

Congratulations to SHINE's new program facilitator, Jodie McAuliffe, based at John Willcock College.

### Jodie McAuliffe *SHINE Facilitator*

I have been involved in the SHINE program for roughly 4 years, fell in love with the program from day one and dreamt of one day working alongside Mandy Jolley and the SHINE program.



I was fortunate enough to be chosen for the position in late 2015 shadowing Mandy for term 4 in 2015. Starting in John Willcock College in 2016, where I was made to feel a part of the college. Watching beautiful girls go through so many challenges, socially, physically and emotionally, striving to achieve their best possible. Growing with respect and trust in each other and their SHINE family. I am truly honoured to be part of SHINE.

## Geraldton Senior College

SHINE was officially opened at Geraldton Senior College on 11 April 2016 by Senator the Hon. Nigel Scullion Minister for Indigenous Affairs.

Showcasing a purpose built hairdressing salon with facilities for café service, the excitement in the community was undeniable. The growth of the program was made possible through the support of many, including a grant from the federal government under the Indigenous Advancement Strategy and strong corporate leadership.

SHINE commends the College for the wholehearted support of the school community led by Principal Greg Kelly that has fostered an environment to nurture the program to maturity.

In 2016, 32 girls from Geraldton Senior High School graduated from the program.

SHINE would like to acknowledge and thank our community partners who through their support and

participation enrich the program for the SHINE girls.

- Chrysalis Support Services
- Central Regional TAFE
- Hot Locs Hair Body Soul
- Women's Health Resource Centre
- Geraldton Regional Aboriginal Medical Services
- Juniper Hillcrest Nursing Home
- Sun City Christian Centre
- Geraldton Police Station

Sincere thanks to the Geraldton community for their ongoing support of the program, particularly with fundraising efforts.

SHINE achieved another growth milestone during the reporting period, with the appointment of a program coordinator. Long-time SHINE volunteer, Natasha Lay has worked tirelessly to support the facilitators deliver the program and SHINE is delighted to have Natasha on board.

## General Support

### Natasha Lay *SHINE coordinator*

I have a Diploma in Community and Youth Work and am most passionate about supporting young girls through tough times after being raised in an abusive environment myself.



I have been a volunteer at SHINE for over five years and was working as a school Chaplain when I was asked to join the team as the SHINE coordinator in 2016.

In the past 6 years I have seen first-hand the impact and success of SHINE for countless girls and my heart is to see SHINE grow so we can continue to be part of the solution in our Community.





## Comments from SHINE Participants

### Student

"When I first came to shine I was not in the right place, I have a shit life full of drugs and violence and now I'm happy to come to school loving each and every day and now I've got sisters for life from shine."

"I love SHINE because as soon as you walk through the school gates you get a sense of belonging and trust because you know SHINE is there for you no matter what. I have had personal experiences where I thought I can't do it but Mandy pushed me to strive to success. The last 2 years I've grown not just physically but spiritually and emotionally. I've done things that I wouldn't have done in a 100 years like breaking down barriers of social anxiety and opening up about my depression and I'm not ashamed to ask for help and I believe that's extremely important! I don't personally come from a broken home but I had a broken heart and SHINE has made a little spot in my heart if it wasn't for SHINE I don't believe I would be this open or confident. I am going to give back one day and become a SHINE leader."

### Parent

"The SHINE program is something that every young woman needs in their life when they face issues and problems they cannot handle on their own. For me SHINE has provided my daughter with somewhere safe to be able to talk to someone freely and to be given all the encouragement and love while she was going through the hardest time in her life. If it wasn't for SHINE I don't think she would have been the young woman she is today and is because of this empowering program I now have an amazing daughter who SHINES each and every day"

"Shine didn't help me, it helped my daughter. Shine provided a safe, nurturing, organic environment where she felt safe. Shine gave her the confidence to be herself away from judgment, bullying and pressure. Shine & Mandy gave her the promise that the future can be so much more than she dreamed"





### Facilitator

"SHINE is a safe place, maybe the only safe place some of these girls have... and in that safety we can see girls start to blossom. SHINE is a place where we see each other's value, and in recognising the value in others, we begin to see our own. SHINE is a place of truth, where we are honest and open and raw... because that's where the healing begins."



"Just wanted to update you on Betty. She has been to see Nurse Jean, Jean and Charlie have rung mum and got permission for her to see Tracy, Mum is always happy to hand ball it. I had noticed another fresh cut on her wrist so we asked her if she had any blades on her - which she did - and she handed them over. Betty is with me for the day. Charlie was very supportive, we have been doing lots of feel good stuff with her. I am very concerned about her, I was wondering if I got mum's permission, would it be possible to take Betty to camp to make her feel good I know her attendance is only 80% however her overall attendance for the year is 90%. Was just wondering if you would please consider this. Mandy has had a similar situation with her sister Lois and school have okayed her to go to camp. I just feel she would be safe with us because of the little support at home. Really appreciate your feedback, as I know it goes against school policy." *Student names have been changed.*







# Indigenous Advancement Strategy Report

SHINE receives funding through the Federal Government's Indigenous Advancement Strategy (IAS), which supports a range of programmes targeting Aboriginal and Torres Strait Islander peoples.

The three priorities for the IAS are:

1. The positive impact that education has on the future success of individuals, families and communities is clear. Children who go to school have better life outcomes.
2. Employment, economic development and social participation improve the lives of families and communities.
3. Growing up in a healthy and safe home community is essential for families to thrive and reach their full potential. In particular the violence that too many women and children face, must be addressed.

The right conditions and incentives need to be in place for Aboriginal and Torres Strait Islander peoples to participate in the economy and broader society.

SHINE is predicated on the belief that school attendance and educational engagement is a critical factor for determining life outcomes.

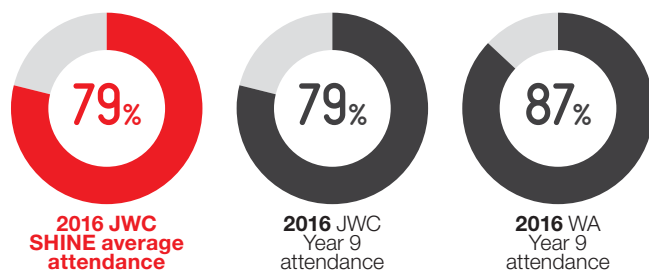
The SHINE program has demonstrated that attending SHINE one day per week increases students' overall school attendance. We measure and report student school attendance rates as part of our IAS compliance responsibilities.

Students selected for the SHINE program typically have attendance rates well below school, state and national averages, and indigenous students typically have a 15% lower attendance rate than non-indigenous students.

Participation in SHINE raises attendance rates to at least the school average.

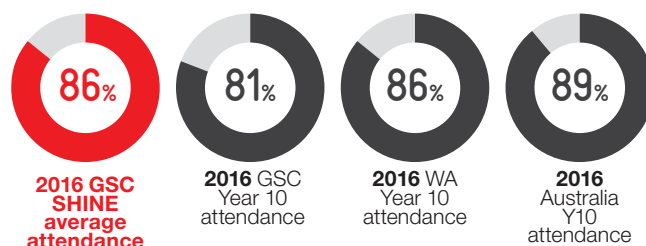
## Attendance

### JOHN WILLCOCK



### GERALDTON SENIOR COLLEGE

Data for terms 3 and 4 only.





## Resilience

In addition to school attendance, SHINE measures the resilience of students participating in our program, using the Child and Youth Resilience Measurement (CYRM) Assessment tool. Resilience is measured in four key areas; individual, caregiver and wider context (community) as well as a mean score for the participant.

The CYRM assessment tool measures resilience on a 5-point scale, with scores <2 indicating low resilience, scores of 3 indicating neutral resilience, and scores >4 indicating high resilience. Students and parents' resilience are measured upon commencement and completion of the SHINE program.

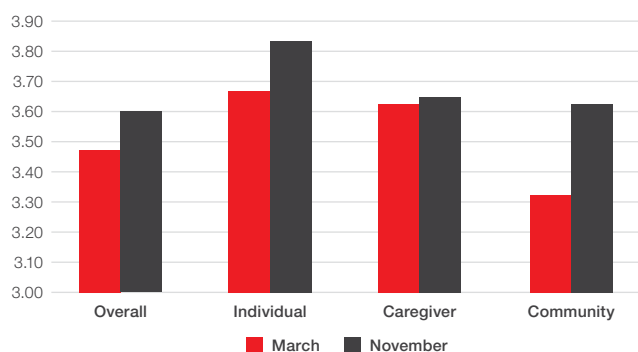
### JOHN WILLCOCK COLLEGE

Students who completed the SHINE program at John Willcock College, and their parents, demonstrated increased resilience across all four categories, and there was an increase in the number of individual students reporting high resilience.

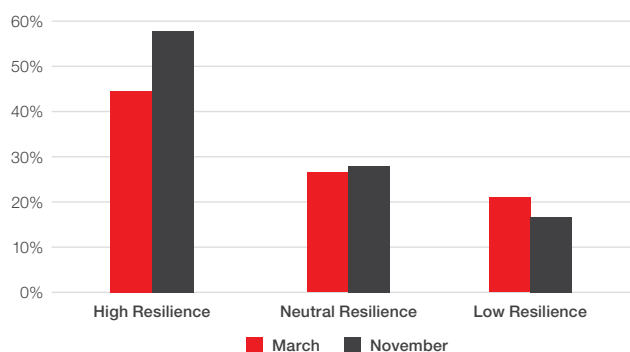
Students also demonstrated an increase in positive responses to survey questions regarding:

- pride in their ethnicity
- the presence of clear role models - skill development
- sense of belonging in school
- belief in serving their community, and
- knowing where to access help in the community.

Resilience by Categories for Students Completing SHINE Program



Individual Resiliency Levels of Students Completing SHINE Program







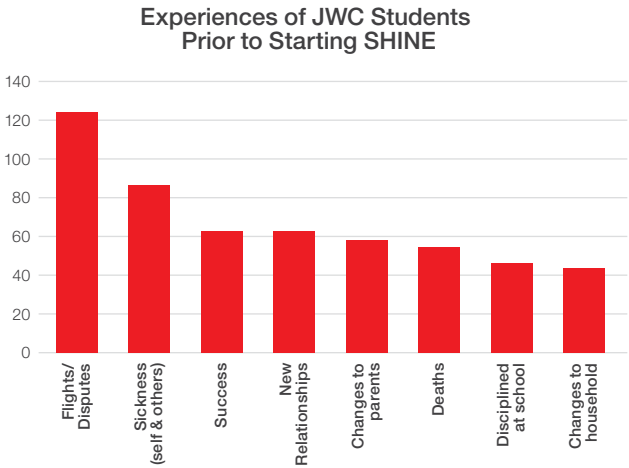
Survey of experiences

On entry to SHINE program, students are surveyed about the significant experiences they have in their lives. The 52 JWC students commencing SHINE experienced a total of 936 significant experiences in the 12 months prior to starting (average: 19 events per student). Students had between 3 and 36 experiences. Experiences can be broadly grouped into fights/disputes, sickness of self and others, successes (academic, sporting etc.), new relationships, changes to parents (divorce, re-marrying etc.), deaths, disciplinary action at school and changes to household structure.

There were 125 incidents of fights or arguments (in the home, school or between other family members) reported by the students, significantly more than any other category. Sickness (self and others) was also extremely common with 88 incidents reported. There were also at least 56 deaths of relatives or friends for 42 SHINE students. There were 58 occurrences of parental changes, including separation for 56% of students and

new partners for a further 29%, with an additional 43 household changes (people moving in and out).

A staggering 42% of students had also changed schools at least once within the previous year. This suggests that the students are experiencing extremely volatile, often fluctuating, home environments where death and illness are extremely common.



69% of all students report that they were able to develop a relationship with a new friend. 52% also indicate that they had developed a new romantic relationship, while 33% reported breaking up with a romantic partner.

There were also a number of positive or successful experiences among the students. 60% of students report winning a prize, award or contest. 52% of the students reported doing well on an important test, however, 56% also reported doing badly on an important test. 27% of students indicated that they had been on a holiday either overseas or within Australia.

In addition to being asked whether or not they had experienced certain events, students were also asked to rate how they felt about them, ranging from really good to really bad. These ratings were also given numerical values of 3 to -3 for ease of analysis:

Rating	Really good	Quite good	A little good	A little bad	Quite bad	Really bad
Value	3	2	1	-1	-2	-3

Scores ranged from 18 to -40, however, 75% of students had a negative score, indicating that the impacts of the negative experiences outweighed the impacts of the positive experiences for the vast majority of students.



Some experiences, such as winning a prize, always received positive scores from the students with just variations in how positively they perceived the event. However, some were more mixed, with 20% of students reporting moving house as a negative thing, while the remaining 80% viewed it as positive. Likewise, experiences such as parents expecting a new baby or meeting new partners received mixed responses due to a wide range of factors not captured in the survey, such as how well the student got on with their parents, home life, economic situation etc.

However, some experiences had surprising results. There was an overwhelmingly positive response to being away from home overnight, even though it encompassed events such as hospital stays, with 90% of those affected describing it as positive. Oddly, 11% of students who had a major disagreement with a family member described it as a positive experience, while 26% of students involved in a physical fight with a non-family member also described it as a positive experience.

Another surprising outcome was that of the 29 students whose parents split up, 31% reported that this separation was a positive thing, half of whom described it as very good. This pattern is repeated for the 17 students who reported breaking up with a romantic partner, with over half reporting this as a positive experience. This suggests that the students are involved in or witness to a large number of relationships that are so negative, the end of the relationship is seen as a good thing.

The students also appear to view change in a positive way. While there are a wide range of external factors that impact on experiences such as moving house, 81% of the students perceived this as a positive experience (and over a third of them reported it as very good). Likewise, more than half of the 22 students who had

changed schools in the previous year reported that this was a positive experience. How students reacted to people moving in or out of the family home is naturally dependent on the student's relationship with that person but in over half of all instances was viewed as a positive experience. The positivity towards significant changes may require additional investigation. While the students' perception seems to suggest that they may be extremely resilient to changes, research has shown that repeated changes in school may result in increased mental health issues.

### JWC Survey of Experiences Summary

In the year before commencing the SHINE program:

- 83% of all students had a family member seriously ill or injured.
- 75% of all students spent at least one night away from the family home.
- 75% of all students had at least one death in the family, with a further 33% experiencing the death of someone close (not related).
- 50% of all students had witnessed something violent.
- 42% of all students had changed schools at least once in the last year.

On a more positive note:

- 69% of all students reported that they had made a new special friend.
- 60% of all students won a prize, award or contest.
- 27% of all students went on a holiday.

When asked to score whether these experiences had been positive or negative, 75% of students had more negative than positive experiences in the 12 months before commencing SHINE.

While some experiences are clearly positive (such as winning an award) or negative (death of a family member), many are viewed in more complex ways depending on a wide range of factors.

Some experiences are perceived by students in unexpected ways, with up to 26% of students involved in a fight with a non-family member viewing it as a positive experience.

The end of relationships, whether for the students or their parents, are commonly viewed as a positive experience, suggesting that the quality of relationships prior to ending is extremely poor.

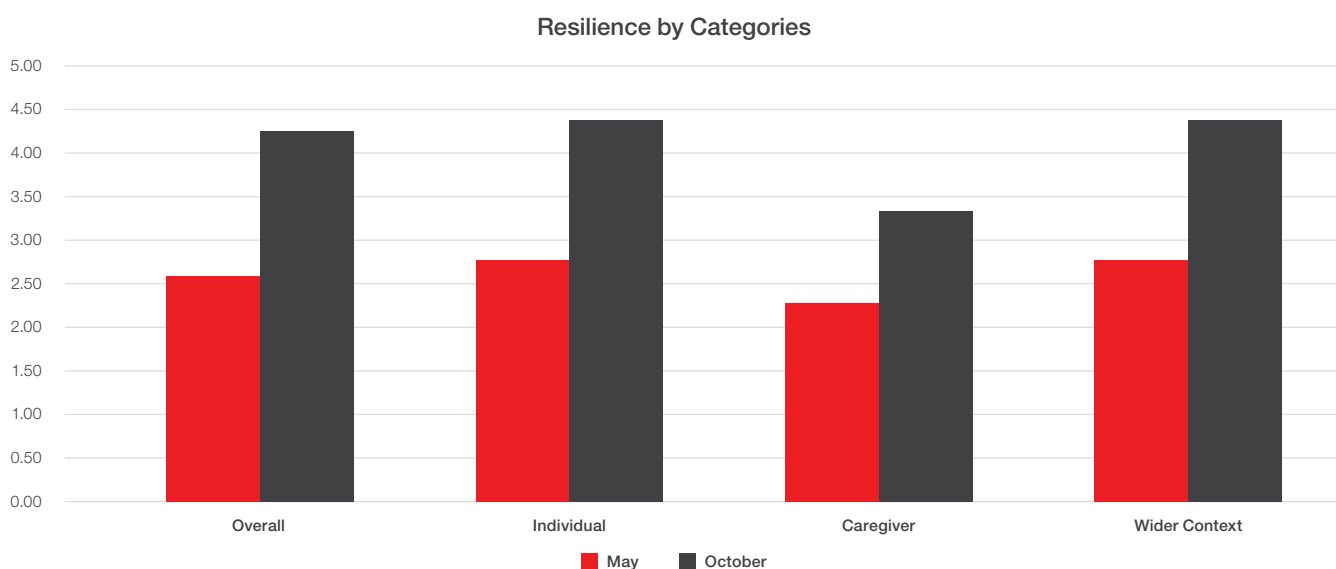
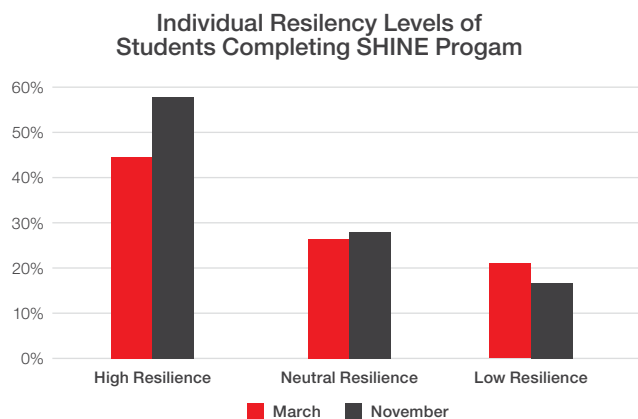
Students appear to view major changes such as moving house, changing schools or people moving in/out of the family home in a positive way, although whether their perceptions reflect the impacts of the events requires further investigation.



## Resilience

### GERALDTON SENIOR COLLEGE

The mean resilience for SHINE students increased by a staggering 39% during the course of the year, although there were some difficulties with the administration of the CYRM-28 assessment for this cohort, which render the results statistically insignificant



On entry, none of the students demonstrated high resilience in any of the categories and in fact, only five students demonstrated neutral levels of resilience in two or more categories. Towards the end of the program, however, all but one student demonstrated high resilience in two or more categories, and levels of low resilience were only evident in the caregiver category, over which students have significantly less control.

The category showing the greatest change is the wider context, where an impressive 85% of students have high levels of resilience. This directly reflects the impact of the SHINE program as this includes factors such as role modelling, a sense of belonging, access to social supports and community engagement.

# How We Are Organized

## **Miriam Stanborough** *Chair*

Miriam Stanborough is a chemical engineer with 16 years' experience in the minerals processing industry. She is currently Innovation Manager with Iluka Resources Ltd, and has previously held roles in Technical Development, Production Management, Business Improvement, HR & Diversity strategy, Project Management and Sales & Marketing.

She holds additional degrees in Arts and Mineral Economics, and is a graduate of the Australian Institute of Company Directors. Miriam has sat on two primary school boards and is a firm believer in the power of education to overcome social disadvantage.



## **Alan Bradley** *Secretary/Treasurer*

Alan is an experienced and forward thinking professional who has been working in the public and community sector across a range of natural resource management agencies and community groups. Alan was for the last five years the Chief Executive Officer of a community group in the region delivering a \$40M Natural Resource Management program covering all aspects of NRM.

**Specialties:** Water Management, Waste Management, Statutory Enforcement, Program Management, Governance, Economic Development



## **Mandy Jolley** *Founder and Director*

My name is Mandy Jolley and I am the Founder and Director of SHINE, Inspire, Achieve, Belong Inc. and I am the current Lead Facilitator at Geraldton Senior College. My vision is to see SHINE grow across the state so we can continue to impact and change girls' lives. I am committed to this vision and will always fight for our forgotten victims.



## **Paul Stone** *Member*

Paul is a PMP® and MBA qualified General Manager with over twenty five (25) years' experience gained in the offshore / onshore oil and gas industry in the UK, Europe, Australia, Asia and the Middle East. Paul's previous roles span engineering, project management, business development, and operational / general management; he holds degrees in Business Administration, Project Management, and Engineering, and is also a Graduate of the Australian Institute of Company Directors. His core competencies include; the development and delivery of strategic objectives, strategic planning and budgeting, the application of advanced risk management principles, innovative proposal development and tendering, networking and relationship building with key decision makers, and agile project delivery and execution. In addition to being on the Board of SHINE, Paul is the Deputy Chairman of an Independent Public (Primary) School, a Non-Executive Director of a NFP organisation in the Disability Services Sector and has recently been appointed onto the Board of Governors at the Petroleum Club of Western Australia (PCWA).



## **Erin Bethel** *Member*

Erin Bethel is a senior solicitor with experience in the practice areas of both employment and commercial law. Erin is currently a Principal Solicitor for the Chamber of Commerce and Industry of Western Australia (Inc) and has previously worked as an in-house solicitor within the construction and resources sector. She was appointed to the Board of SHINE in 2014 and is proud to continue her association with an organisation that supports objectives she is very passionate about. Erin is also a delegate of the CEOs for Gender Equity.







## Jessica Barber

### Member

Jessica holds a Bachelor of Science in Mining Engineering from Queen's University in Canada. She joined BHP Billiton in January 2009 prior to which she gained experience in mining operations, financial modelling and mine planning in a variety of different commodities and locations throughout North America. From 2009 to 2016 Jessica worked with the production planning, mining execution, mobile maintenance, processing production and transformation teams across BHP Billiton Iron Ore. In 2011 aged 29, Jessica was appointed BHP Billiton Iron Ore's first female Mining Manager at its Mt Whaleback Mine in the Pilbara..



Jessica is experienced in managing large-scale residential and FIFO mine sites. Her people leadership and management skills were recognised in 2014 when she was chosen as one of a small team of Business Transformation Leaders whose coaching of management teams in cost reduction extracted 31% of recurrent costs while continuing to safely increase production.

Jessica has demonstrated, particularly to young women, that glass ceilings can be broken and that career progression is open to anyone, as long as they are prepared to work hard and commit.

## Trish O'Reilly

### Member

Trish is the CEO of AAMEG, the leading member association supporting the Australian resource industry operating in Africa. In this role she is responsible for developing the strategic direction of the organisation and building strong alliances among



members including the resource sector, governments, NGOs and academia.

A key focus of her role is developing high level relationships between African and Australian governments and being the voice of industry moving forward with Australian-African dialogue.

Trish has over 30 years' experience in social policy, operating at high levels in state government and the NGO sector. Trish has worked extensively throughout Africa, Australia and England and advised governments on various strategy and policy development initiatives to support social justice issues.

## Jorgen Mackie

### Member

Jorgen Mackie is an experienced and focused professional senior manager with proven success in Senior Management / Executive roles within the Community Services sector. Currently his role within The Smith Family ensures effective planning, management and consistency with Community Development activities across Western Australia as the Community Development Manager WA.



When working previously with organisations, his roles included performance management in target driven environments, corporate governance and operational management skills. He is accomplished in the management, mentoring and training of staff and with a wealth of experience and versatility in community services, spanning a career of over 18 years.

Jorgen sits on several school boards and is currently the Chair of Roseworth Primary School board where he strives to create opportunities for young West Australians in need by providing long term support for their participation in education.

# Behind The Scenes

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# Finance Report



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## SHINE ASPIRE ACHIEVE BELONG INC

### Financial Statements For the year ended 31 December 2016

AMD CHARTERED ACCOUNTANTS  
156 DURLACHER STREET  
GERALDTON WA 6530

Phone: 08 99200700 Fax: 08 99645899  
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Liability Limited by a scheme approved under Professional standards Legislation

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CHARTERED ACCOUNTANTS  
AUSTRALIA + NEW ZEALAND





## SHINE ASPIRE ACHIEVE BELONG INC

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**SHINE ASPIRE ACHIEVE BELONG INC**  
**Independent Auditor's Report to the Members**

**To the Committee**

We have audited the accompanying financial report, being a special purpose financial report, of SHINE ASPIRE ACHIEVE BELONG INC (the association), which comprises the Statement by Members of the Committee, Income and Expenditure Statement, Balance Sheet, notes comprising a summary of significant accounting policies and other explanatory notes for the financial year ended 31 December 2016.

**Committee's Responsibility for the Financial Report**

The committee of SHINE ASPIRE ACHIEVE BELONG INC is responsible for the preparation and fair presentation of the financial report, and have determined that the basis of preparation described in Note 1 is appropriate to meet the requirements of the Associations Incorporation Act of Western Australia 1987 and is appropriate to meet the needs of the members. The committee's responsibilities also includes such internal control as the committee determine is necessary to enable the preparation and fair presentation of a financial report that is free from material misstatement, whether due to fraud or error.

**Auditor's Responsibility**

Our responsibility is to express an opinion on the financial report based on our audit. We have conducted our audit in accordance with Australian Auditing Standards. Those Standards require that we comply with relevant ethical requirements relating to audit engagements and plan and perform the audit to obtain reasonable assurance whether the financial report is free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial report. The procedures selected depend on the auditor's judgement, including the assessment of the risks of material misstatement of the financial report, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the association's preparation and fair presentation of the financial report in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the association's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by the committee, as well as evaluating the overall presentation of the financial report.

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

**Opinion**

In our opinion, the financial report presents fairly, in all material respects, the financial position of SHINE ASPIRE ACHIEVE BELONG INC as at 31 December 2016 and its financial performance for the year then ended in accordance with the accounting policies described in Note 1 to the financial statements, and the requirements of the Associations Incorporation Act of Western Australia 1987.



**SHINE ASPIRE ACHIEVE BELONG INC**  
**Independent Auditor's Report to the Members**

**Basis of Accounting and Restriction on Distribution**

Without modifying our opinion, we draw attention to Note 1 to the financial statements, which describes the basis of accounting. The financial report has been prepared to assist SHINE ASPIRE ACHIEVE BELONG INC to meet the requirements of the Associations Incorporation Act of Western Australia 1987. As a result, the financial report may not be suitable for another purpose.

Signed on : 13 March 2017



---

Andrew Ford CPA

**SHINE ASPIRE ACHIEVE BELONG INC**  
**Statement by Members of the Committee**  
**For the year ended 31 December 2016**

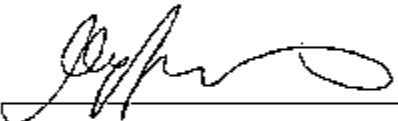
The Committee has determined that the association is not a reporting entity and that this special purpose financial report should be prepared in accordance with the accounting policies outlined in Note 1 to the financial statements.

In the opinion of the Committee the Income and Expenditure Statement, Statement of Financial Position, and Notes to the Financial Statements:

1. Presents fairly the financial position of SHINE ASPIRE ACHIEVE BELONG INC as at 31 December 2016 and its performance for the year ended on that date.

2. At the date of this statement, there are reasonable grounds to believe that the association will be able to pay its debts as and when they fall due.

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

  
\_\_\_\_\_

President

  
\_\_\_\_\_

Treasurer

The accompanying notes form part of these financial statements.



**SHINE ASPIRE ACHIEVE BELONG INC**  
**Income and Expenditure Statement**  
**For the year ended 31 December 2016**

	Note	2016 \$	2015 \$
<b>Income</b>			
Dept of Premier & Cabinet		270,000	-
Donations	(i)	256,663	75,301
Other income		5,856	-
Total income		<u>532,519</u>	<u>75,301</u>
<b>Expenses</b>			
Advertising & promotion		10,949	1,881
Computer		-	1,299
Conference/Seminars		-	439
Cleaning & rubbish removal		379	-
Donations		-	50,000
Depreciation - Plant		4,234	-
Entertainment		5,600	-
Fuel & oil		113	-
Gifts		-	330
Hire/Rent of plant & equipment		655	330
Insurance		13,426	3,428
Legal fees		600	-
Materials & Consumerables		33,126	3,985
Meeting Expenses		1,397	-
RDAMWG Expenses		8,567	7,731
Office & Administration Expenses		6,358	-
Postage		110	-
Printing & stationery		2,329	-
Project Studies Surveys Assessments		1,996	-
Repairs & maintenance		200	-
Rewards Program/Camps Etc		7,456	-
Staff amenities		10	-
Staff training		1,255	1,380
Subscriptions		-	100
Superannuation		17,877	-
Telephone		4,312	3,088
Travel, accommodation & conference		3,532	4,513
Wages		188,178	-
Total expenses		<u>312,658</u>	<u>78,504</u>
<b>Profit from ordinary</b>		<u>219,862</u>	<u>-</u>
<b>Net profit attributable to the association</b>		<u>219,862</u>	<u>3,203</u>
<b>Total changes in equity of the association</b>		<u>219,862</u>	<u>3,203</u>

'The accompanying notes form part of these financial statements.

**SHINE ASPIRE ACHIEVE BELONG INC**  
**Income and Expenditure Statement**  
**For the year ended 31 December 2016**

	Note	2016 \$	2015 \$
Opening retained profits		50,233	53,437
Net profit attributable to the association		219,861	-
Closing retained profits		<u>270,094</u>	<u>50,233</u>

\*The accompanying notes form part of these financial statements.



**SHINE ASPIRE ACHIEVE BELONG INC**  
**Detailed Balance Sheet**  
**as at 31 December 2016**

	Note	2016 \$	2015 \$
<b>Current Assets</b>			
<b>Cash Assets</b>			
Cash at bank		160,629	50,233
NAB Credit Card		2,478	-
Load & Go Card Alan		6	-
Load & Go Mandy		-	-
		<u>163,113</u>	<u>50,233</u>
<b>Receivables</b>			
Trade debtors		25,200	-
		<u>25,200</u>	<u>-</u>
<b>Current Tax Assets</b>			
GST clearing		7,438	-
		<u>7,438</u>	<u>-</u>
<b>Total Current Assets</b>		<u>195,751</u>	<u>50,233</u>
<b>Non-Current Assets</b>			
<b>Property, Plant and Equipment</b>			
Plant & equipment - At cost		96,165	-
Less: Accumulated depreciation		- 4,234	-
		<u>91,931</u>	<u>-</u>
<b>Total Non-Current Assets</b>		<u>91,931</u>	<u>-</u>
<b>Total Assets</b>		<u>287,682</u>	<u>50,233</u>
<b>Current Liabilities</b>			
<b>Payables</b>			
<b>Unsecured:</b>			
Trade creditors		741	-
		<u>741</u>	<u>-</u>
<b>Current Tax Liabilities</b>			
PAYG withholding tax		12,045	-
		<u>12,045</u>	<u>-</u>
<b>Provisions</b>			
Superannuation Expenses		4,804	-
		<u>4,804</u>	<u>-</u>
<b>Total Current Liabilities</b>		<u>17,590</u>	<u>-</u>
<b>Total Liabilities</b>		<u>17,590</u>	<u>-</u>
<b>Net Assets</b>		<u>270,092</u>	<u>50,233</u>
<b>Members' Funds</b>			
Accumulated surplus (deficit)		270,094	50,233
<b>Total Members' Funds</b>		<u>270,094</u>	<u>50,233</u>

\*The accompanying notes form part of these financial statements.

**SHINE ASPIRE ACHIEVE BELONG INC**  
**Notes to the Financial Statements**  
**For the year ended 31 December 2016**

**Note 1: Summary of Significant Accounting Policies**

This financial report is a special purpose financial report prepared in order to satisfy the financial reporting requirements of the Associations Incorporations Act of Western Australia. The committee has determined that the association is not a reporting entity.

The financial report has been prepared on an accruals basis and is based on historical costs and does not take into account changing money values or, except where specifically stated, current valuations of non-current assets.

The following significant accounting policies, which are consistent with the previous period unless otherwise stated, have been adopted in the preparation of this financial report.

**(a) Property, Plant and Equipment (PPE)**

Leasehold improvements and office equipment are carried at cost less, where applicable, any accumulated depreciation.

The depreciable amount of all PPE is depreciated over the useful lives of the assets to the association commencing from the time the asset is held ready for use.

Leasehold improvements are amortised over the shorter of either the unexpired period of the lease or the estimated useful lives of the improvements.

**(b) Impairment of Assets**

At the end of each reporting period, the entity reviews the carrying values of its tangible and intangible assets to determine whether there is any indication that those assets have been impaired. If such an indication exists, the recoverable amount of the asset, being the higher of the asset's fair value less costs to sell and value in use, is compared to the asset's carrying value. Any excess of the asset's carrying value over its recoverable amount is expensed to the income statement.

**(c) Employee Benefits**

Provision is made for the association's liability for employee benefits arising from services rendered by employees to the end of the reporting period. Employee benefits have been measured at the amounts expected to be paid when the liability is settled.

**(d) Cash and Cash Equivalents**

Cash and cash equivalents include cash on hand, deposits held at call with banks, and other short-term highly liquid investments with original maturities of three months or less.

**(e) Revenue and Other Income**

Revenue is measured at the fair value of the consideration received or receivable after taking into account any trade discounts and volume rebates allowed. For this purpose, deferred consideration is not discounted to present values when recognising revenue.



**SHINE ASPIRE ACHIEVE BELONG INC**  
**Notes to the Financial Statements**  
**For the year ended 31 December 2016**

Interest revenue is recognised using the effective interest rate method, which for floating rate financial assets is the rate inherent in the instrument. Dividend revenue is recognised when the right to receive a dividend has been established.

Grant and donation income is recognised when the entity obtains control over the funds, which is generally at the time of receipt.

All revenue is stated net of the amount of goods and services tax (GST).

**(f) Goods and Services Tax (GST)**

Revenues, expenses and assets are recognised net of the amount of GST, except where the amount of GST incurred is not recoverable from the Tax Office. In these circumstances, the GST is recognised as part of the cost of acquisition of the asset or as part of an item of the expense. Receivables and payables in the assets and liabilities statement are shown inclusive of GST.

**(g) Trade and Other Payables**

Trade and other payables represent the liability outstanding at the end of the reporting period for goods and services received by the association during the reporting period, which remain unpaid. The balance is recognised as a current liability with the amounts normally paid within 30 days of recognition of the liability.

**(h) Changes to Reporting Period**

The committee at its meeting of 28 January 2016 amended the Association's financial year to the Calendar year 1 January – 31 December each year.

The reason for this change was to align the financial year for SHINE Inc. to the reporting of each school year cohort and school year expenses.

As a result of this change, the audited financial report for the year ended 31 December 2016, shows the result of the financial performance for the period 1 July 2015 to 31 December 2016 in accordance with AASB 101 "Presentation of Financial Reports".

Subsequent annual financial reports will only be for the current calendar year 1 January to 31 December.

**SHINE ASPIRE ACHIEVE BELONG INC**  
**Notes to the Financial Statements**  
**For the year ended 31 December 2016**

**(i) Donations Received**

<u>Name</u>	<u>Amount</u>
Andrew Barry	50.00
English Family Foundation	500.00
Geraldton Rotary	5,500.00
Iluka Resources	100,000.00
John Willcock College	20,000.00
Lavan Legal	3,877.10
Mt Gibson Iron	75,000.00
Other	4,206.26
Pilbara Iron Company Pty Ltd	30,000.00
Rio Tinto	200.00
Soroptimist International of Perth	1,000.00
The Funding Network	16,330.00
<b>Total</b>	<b>A\$256,663.36</b>

**SHINE ASPIRE ACHIEVE BELONG INC**  
**Depreciation Schedule for the year ended 31 December, 2016**

Plant & Equipment & Cost																
		DISPOSAL		ADDITION		DEPRECIATION				PROFIT		LOSS				
Total	Priv	OWDV	Date	Consid	Date	Cost	Value	T	Rate	Deprec	Priv	CWDV	Upto + Above	Total -	Priv	
86,166	0.00	0		0	21/03/16	86,166	86,166	P	5.00	3,367	0	82,799	0	0	0	
9,000	0.00	0		0	08/02/16	9,000	9,000	P	10.00	907	0	8,193	0	0	0	
1,000	0.00	0		0	08/02/16	1,000	1,000	P	6.67	660	0	940	0	0	0	
96,166		0		0		96,166	96,166			4,234	0	91,932				
Deduct Private Portion																
0																
Net Depreciation 4,234																





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