



PAYCE[®] FOUNDATION

IMPACT REPORT 2019



INTRODUCTION

The PAYCE Foundation believes that everyone deserves the opportunity to live a rich and fulfilling life. That's why we partner with charities that are committed to breaking the cycle of disadvantage and trauma.

These charities work in some of the most challenging and confronting fields, including addiction, domestic violence, mental illness, homelessness and youth at risk. Too often, people suffering from addiction or homelessness don't receive the help they desperately need. The PAYCE Foundation brings to the table not just financial support, but the hard work of a dedicated team and the corporate support of PAYCE, which is one of Australia's leading property companies.

Our partnership model is focused on building the capacity of charities to help more people, whether it be a crisis home for a family fleeing domestic violence or assisting the Sydney Street Choir, whose mission is to help the isolated grow and prosper. The key to success is breaking the cycle of disadvantage.

Sadly, many of the most pressing social problems facing society are intergenerational. They require a coordinated approach from all sectors, government, non-government and the philanthropic. There is no better example of this than the Act to End Street Sleeping collaboration – a newly formed organisation that brings all the key sectors together to battle this blight on our modern society. This approach fits the PAYCE Foundation mission and we are delighted to have signed on as the founding philanthropic partner. This collaboration aims to cut street sleeping numbers in half by 2025.

There are some wonderful success stories chronicled in this report. We hope you enjoy reading them. We would like to thank everyone who has supported the PAYCE Foundation.

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The PAYCE Foundation 2019 SNAPSHOT


\$4,427,125
distributed


34 partners
supported


5,000+
hours of in-kind
support

Focus Areas

Addressing the causes and effects of social disadvantage is no easy task. It takes an in-depth knowledge of the complex societal issues that arise from, and simultaneously influence, social inequality.

The PAYCE Foundation has identified the main focus areas that we believe will allow us to have the greatest impact:

- **Addiction**
- **Homelessness and Social Isolation**
- **Domestic and Family Violence**
- **Mental Health and Disability**
- **Youth at Risk**

These five areas are often intrinsically linked, interconnected by the complex matrix of cyclical and systemic disadvantage that permeates our society.

Our aim is to support evidence-based programs and services, which requires a broad understanding of existing service providers, best practice, demand for services, policy limitations and scientific literature relevant to each focus area. This depth of understanding is also crucial in the PAYCE Foundation's key strategic objective of building the capabilities of our charity partners and helping them grow.

Through establishing a solid foundation of understanding in each of the five focus areas, the PAYCE Foundation has developed a cohesive and inclusive philanthropic strategy that aims to bring significant and sustainable change to the lives of those suffering disadvantage and misfortune.

It has allowed us to understand 'what works' and ensure that the projects we are involved in have the best possible chance of success.

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Addiction

Addiction has a significant impact on the social and economic fabric of Australian society.

Substance abuse is linked to family breakdown, domestic violence and family impoverishment, and is estimated to cost the Australian economy \$55.2 billion a year¹.

It also creates a 'second wave of demand'² for services such as counselling, rehabilitation and crisis accommodation.

As a direct cause of disadvantage, drug and alcohol addiction is a significant focus for the PAYCE Foundation. In particular, the Foundation is a key supporter of Adele House, which provides residential rehabilitation programs.

There is evidence to suggest that increasing time in treatment, up to a year or more, leads to continuing improvement of outcomes³.

These outcomes, such as reductions in illicit drug use and criminal activity, are correlated to the long-term effects derived from the learning processes undergone in residential programs⁴. The efficacy of investment into drug and alcohol programs is affirmed by their quantifiable economic impact: 'for every \$1 invested in treatment, society gains \$7'⁵.

The PAYCE Foundation is proud of its significant contribution to drug and alcohol rehabilitation programs across New South Wales.

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CHARITIES WE SUPPORT

Adele House

SINCE 1984

Adele House provides residential rehabilitation for men who have an addiction to alcohol and other drugs. Its vision is support, recovery and independence for all those affected by addiction.

The Adele House abstinence-based recovery model has a focus on physical, emotional and spiritual wellbeing, and also aims to provide residents with the skills to live an independent life through employment and private accommodation. Clients are offered job training and education programs to ensure they are well-equipped to reintegrate in the community.

Adele House has experienced significant growth over the last four years, becoming the second largest provider of rehabilitation beds in New South Wales.

2019 Highlights

 **\$770,000** donated

 **\$5,600,000** committed for new 40-bed facility

 **\$5,000,000** secured from NSW Government for new 40-bed facility

 **161** clients admitted to the program

 **97** days average length of stay

Our Partnership

PAYCE and the PAYCE Foundation have been the driving forces behind the transformation and expansion of Adele House, with a combined contribution of \$4.99 million since July 2015. The PAYCE Foundation announced an additional \$5.6 million of funding in 2019.

Our partnership goes beyond financial support. Over the past three years, the PAYCE Foundation has contributed approximately 2,000 hours of in-kind services that have helped Adele House transition from a boutique provider to the second largest provider of rehabilitation beds in New South Wales.

With our backing, Adele House has grown from an organisation with 26 beds across two premises to one with 62 beds across three premises. In 2019, construction started on a new state-of-the-art facility with 40 additional beds, part of a landmark partnership with the New South Wales Government.

By 2020, through the addition of 80 beds, the PAYCE Foundation will have enabled Adele House to help hundreds of excluded and disadvantaged men access accommodation, training and employment, and experience a sense of community.

Our Support to Date

 **\$4,993,000**

donated by PAYCE Foundation and PAYCE since 2015

 **\$5,600,000** committed for new 40 bed facility

 **500+** clients supported

 Governance and strategic support

 Fundraising events



Wayne had been a drinker and pot smoker since the age of 15. As a long-distance truck driver, he would use speed on long hauls. He then started using ice, and ended up on a disability pension.

Working with the Adele House team, Wayne started to take control of his life. He began to address not only his addiction but also his other health issues. A staff member noted:

“Today Wayne looked like a new man in his new clothes, having had his hair and beard groomed, as he was preparing to venture out to look for work. It is satisfying to see a man who, months ago, stated if he didn’t get it right this time in rehab, he saw no future for himself.”

While in the Adele House program, Wayne was able to obtain all his IDs, a White card, an Opal card and a forklift licence, as well as retrieve his car from storage. He had his hearing problems addressed, obtained orthotic footwear specially designed to suit his deformed foot, acquired new glasses and had Hepatitis C treatment. Since completing the program, Wayne has moved into his own fully furnished private rental flat. He is still working five days a week, and has gone on his first holiday ever, with his son and family.

CHARITIES WE SUPPORT

AdeLE TRAINING FARM

Adele Training Farm is a social enterprise blueberry farm and work skills centre. It provides training and employment opportunities to clients of Adele House, and will soon provide an essential revenue stream to support the organisation’s operations.

The farm was incorporated in 2016 and has undergone rapid development. It supports a key tenet of the Adele model – upskilling clients to ensure they are job-ready when they complete the program. It is a place where clients can learn, experience the dignity of employment and build community in a beautiful setting.

2019 Highlights

 **\$2,370,000**
donated

 **30** tonnes
of blueberries

 **100,000m²**
of blueberries under cultivation



Our Partnership

The PAYCE Foundation is committed to ensuring the sustainability of its charity partners. To this end, it has supported the Adele Training Farm in securing access to 20 hectares of harvestable land in Bucca on the north coast of New South Wales.

The farm will soon provide a significant revenue stream to Adele House, as well as valuable training and employment programs for clients. Securing employment and the associated alleviation of poverty can help clients combat the complex behavioural and attitudinal cues for addictive behaviour.

In 2019, the PAYCE Foundation has helped to facilitate the forging of a formal relationship between Adele Training Farm, Training Services NSW and TAFE. These relationships will help to formalise the training programs on offer at the farm, which will include woodworking, metalwork, mechanical repairs, horticulture and the development of agricultural produce offerings such as blueberries, lemon myrtle and blackberries. This aspect of the program will broaden the scope of experiences available for Adele clients, giving them access to a wide variety of learning and work opportunities.

Our Support to Date

 **\$6,164,116**
donated

 **20** hectares of
land secured

 **1,000m²**
of work and training
facilities

 **Governance and
strategic support**



Homelessness and Social Isolation

Homelessness and social isolation are closely linked to cycles of intergenerational disadvantage.

Often, cycles of addiction, domestic violence and mental illness begin or end in homelessness.

And it is a growing problem: between 2011 and 2016, homelessness in New South Wales increased at a rate of 13% a year. As at last census, there were 116,000 homeless people in Australia⁶, with 37,715 of them located in New South Wales⁷.

While housing outcomes are an essential part of addressing homelessness, integrated and holistic services and programs are crucial to alleviating and eradicating this pervasive societal issue. At the PAYCE Foundation, we believe that real change can be achieved through a direct, person-to-person response married with service provision that applies a systemic approach to homelessness and social isolation.

The PAYCE Foundation will continue to work closely with charities who share this vision. Our aim is to build the capacity and expand the reach of those organisations that deliver services and provide a sense of community to our society's most marginalised and vulnerable people.

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CHARITIES WE SUPPORT



St. Merkorious Charity runs a food program to help individuals and families who are isolated or experiencing poverty. The service aims to provide direct assistance to those who are struggling to put food on the table, affording them the dignity and security of nutrition and sustenance.

The program started in a home kitchen but has grown rapidly, with the acquisition of a commercial kitchen and refrigerated van expanding capacity and reach.

The nature of the service, which provides food deliveries to individual houses as well as community halls, allows the volunteers to build genuine relationships with the people that they serve. Meal packages are individually tailored depending on family or individual needs. The service does far more than provide sustenance – it restores hope and builds community.

2019 Highlights

\$57,500 donated

1,200 hours of professional chef consultancy

4,000 meals prepared per week

742 individuals assisted per week



St. Merkorious volunteers at the 2018 Sydney Street Feast.

Our Support to Date

\$252,750 donated over the last 4 years

1,200 hours of professional chef consultancy

Commercial kitchen upgrade

Refrigerated van

Fundraising events

Our Partnership

St. Merkorious Charity’s relationship with PAYCE and the PAYCE Foundation dates back to 2013. The PAYCE Foundation has built the capacity of St. Merkorious Charity through the acquisition of a refrigerated van, which has helped the organisation grow its food distribution program. Additionally, the PAYCE Foundation provided funding which enabled St. Merkorious Charity to upgrade to a fully equipped commercial kitchen.

In 2019, the PAYCE Foundation facilitated more than 1,200 hours of consultancy from a qualified chef with expertise in commercial kitchens and hospitality to help the charity streamline its food program, from kitchen logistics to menu planning. The PAYCE Foundation also helped St. Merkorious develop a training program to provide part-qualifications in hospitality to volunteers.

St. Merkorious’ involvement in the Sydney Street Feast was driven by the PAYCE Foundation leveraging its network to connect different not-for-profits in delivering an event centred around meals and conversations for Sydney’s disadvantaged.



The PAYCE Foundation team with St. Merkorious Charity President Paula Nicolas (second from left).

CHARITIES WE SUPPORT



The Sydney Street Choir was established in 2001 with the aim of using the power of song to help men and women dealing with homelessness, mental illness, addiction and social disadvantage. Today, it is a supportive musical community that works to inspire and empower, and that provides a place of belonging for people who are often socially excluded. Since 2017, the Choir has been able to employ a social worker to add an extra layer of support for its members.

The Choir's profile is growing, thanks to an increasingly busy performance schedule that has included appearances at the Tamworth Country Music Festival and the Cygnet Folk Festival in Tasmania. It has also begun the process of measuring its success. With the assistance of the PAYCE Foundation, it is participating in an innovative social impact measurement pilot program with the University of Technology Sydney (UTS).

2019 Highlights

 **\$43,670** donated

 **\$40,000** raised through the **Sydney Street Choir Corporate Challenge**

 **200** hours of in-kind support



Our Partnership

The PAYCE Foundation's support of the Sydney Street Choir continued to grow throughout 2019. Since the PAYCE Foundation started working with the Choir, it has donated \$93,670, with an additional \$60,000 committed over the next two years. Additionally, the Foundation has helped the Choir to develop a new brand and a clear strategic plan.


A major contribution of the PAYCE Foundation to the Sydney Street Choir has been the establishment of the Sydney Street Choir Corporate Challenge, an annual fundraising event involving major Sydney companies. The event connected the Sydney Street Choir with leading corporates (Virgin Australia, Colin Biggers & Paisley, AMP, APA, MinterEllison, PWC, Macquarie Bank, TOGA and PAYCE) through which the charity has raised more than \$65,000 since 2017. The funds raised allow the Sydney Street Choir to employ a social worker, who provides additional support to Choir members.

In 2019, the PAYCE Foundation will fund an impact measurement project in partnership with the University of Technology Sydney (UTS) that will help the Sydney Street Choir capture and communicate the success of their program. This investment of \$40,000 is of significant importance to the future of the Sydney Street Choir, as the better you can communicate your impact, the easier it becomes to access funding and attract donors.

Our Support to Date

 **\$93,670** donated

 **\$60,000** committed over the next 2 years

 **\$65,000** raised through Corporate Challenge

 **8** new corporate partners

 **336** social support hours funded



2018 Sydney Street Choir Corporate Challenge.

CHARITIES WE SUPPORT



The core of Cana Communities’ mission is not in the provision of any particular service, but in the creation of real community for society’s most excluded. It aims to provide relief from poverty, suffering, destitution and helplessness for people struggling with mental illness, addiction, homelessness, loneliness and other factors that alienate them from society. It supports those who live on the margins, many of whom have spent years on the streets and in institutions.

Cana Communities started in 1975 as De Porres House. The Cana model is centred around the individual client, as every person has a unique story and different needs. Until 2011, Cana operated in the inner city, providing a supportive community within a network of overnight shelters and homes. In 2011, the organisation began operating a farm in Orchard Hills, which provides employment opportunities for community members as well as a tranquil and therapeutic environment.

2019 Highlights

 **45,000** meals provided

 **13,700** bed nights

 **8** residential services



The PAYCE Foundation delivers a mobile cool-room to the Cana Farm.

Our Support to Date

 **\$5,000** donated

 **\$1,500** worth of goods purchased

 **50** hours of in-kind support

Our Partnership

The PAYCE Foundation has taken a hands-on approach to its engagements with Cana Communities. Focusing on capacity building, the PAYCE Foundation has facilitated a series of three strategic planning workshops that will help Cana improve its processes and outcomes.

The Foundation is also committed to helping the Cana Farm establish regular access to a commercial-grade kitchen. In 2018, we facilitated a collaboration between St. Merkorious Charity and Cana Communities which gave Cana access to a commercial kitchen to produce goods for its Christmas hampers.

Similarly, the PAYCE Foundation leveraged its network to arrange the social procurement of goods produced at Cana Farm, with purchasers including the Kick Start Café (the PAYCE Foundation’s own social enterprise) and Boston Marketing.

The PAYCE Foundation expects to continue working with Cana Farm to achieve its goal of attaining a commercial kitchen, as well as continuing to guide Cana Communities through its strategic planning process. The Foundation is also actively seeking opportunities to promote the procurement of Cana Farm’s goods.



act to end Street Sleeping

The End Street Sleeping Collaboration is a joint commitment between the Institute of Global Homelessness, City of Sydney, New South Wales Government and the sector’s leading non-government organisations to halve the number of rough sleepers in New South Wales by 2025. In 2019, Sydney became the tenth city to join the Institute for Global Homelessness Vanguard City program, defining it as a city that has the compassion and sense to end street sleeping through a combination of preventative systems changes and housing-first policies for those already on the streets.

People experiencing homelessness are overwhelmingly victims of family violence, refugees, people with mental health or addiction problems, young people who have grown up in out-of-home care, and people from families facing inter-generational homelessness or welfare dependence. The true impact of ending street sleeping encompasses this profound ripple effect. By helping the hundreds of people sleeping rough in Sydney, the Act to End Street Sleeping project will make changes to social services, justice and health systems, and aid those who are edging ever closer to rough sleeping because of addiction, domestic violence, mental illness and poverty.



Institute of Global Homelessness Advisory Committee Chair Dame Louise Casey, NSW Premier Gladys Berejiklian and the partners of the End Street Sleeping Collaboration sign their shared commitment to end street sleeping.

Our Support to Date



\$400,000
committed over 2 years

Our Partnership

The Act to End Street Sleeping project takes a systemic approach to ending rough sleeping. The initiative will address the key drivers of homelessness, including addiction, domestic violence and mental illness.

Inspired by the initiative’s top-down approach, and its close ties to the Foundation’s objectives, the PAYCE Foundation has become a key strategic supporter of the End Street Sleeping Collaboration. In 2019, the PAYCE Foundation became its founding philanthropic partner, pledging \$400,000.

As well as committing significant funding to the initiative, the PAYCE Foundation will continue to support innovative projects that address the key drivers of homelessness. While a significant focus of the Act to End Street Sleeping project is capturing data that will inform a new approach to addressing homelessness, there is also huge demand for programs that help those in immediate need. The PAYCE Foundation is committed to enabling systemic change through targeting programs that combine prevention, immediate treatment and rehabilitation.





Domestic and Family Violence

The prevalence of domestic violence in Australia has only recently been acknowledged. Domestic violence is an ‘abuse of power and control that usually involves a pattern of violent, abusive or intimidating behaviour carried out by a partner, ex-partner, carer or family member to control, dominate or instil fear. Domestic violence doesn’t have to be physical abuse. It can be emotional, psychological, financial, sexual or other types of behaviour that exert power and control’⁸. In Australia, the majority of domestic violence victims are women, who most commonly experience violence at the hands of a male partner or ex-partner in their own home⁹.

The issue of domestic violence is more prominent in low-income demographics, including ‘those not in paid employment, who had lower levels of education, who reported a disability or who were Aboriginal or Torres Strait Islander’¹⁰.

Domestic violence exposure has been linked to a number of adverse individual and community health outcomes, including higher prevalence of suicidal ideation, post-traumatic stress, substance abuse and death¹¹.

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CHARITIES WE SUPPORT



Sutherland Shire Family Services (SSFS) is dedicated to providing services that lead to safety and wellbeing. It aims to support and strengthen the capacity of families, particularly those impacted by disadvantage, violence and trauma. It addresses the needs of families and individuals and offers advice and support, case management, parenting support and education, targeted group work programs and home visits for families with limited mobility, as well as timely links and supported referrals to other appropriate services.

SSFS also works to raise awareness around the issues of domestic violence and trauma in families. Its educational programs, including *Toolbox Talks* and the *Pull Ya Head In* campaign, are an important part of changing the conversation around family violence.

SSFS has implemented innovative and creative initiatives that have attracted government funding as well as support from the philanthropic sector. The organisation sees the value in measuring and communicating its impact and has partnered with UNSW to develop an impact measurement report on its Building Resilience in Children (BRIC) program. It has continued to expand its reach, with its activities no longer limited to the Sutherland Shire.

2019 Highlights

 **\$100,000** donated to BRIC program

 **Toolbox Talks** expansion support

 **15** families referred into BRIC program

 **11** support programs and services

 **8** specialist **Domestic Violence Support** programs


Our Partnership

The PAYCE Foundation's relationship with Sutherland Shire Family Services has seen the commitment of \$226,818 over the last four years. A further \$200,000 is committed over the next two years to support a range of programs from domestic violence prevention to post-trauma support and counselling.

Initially, the PAYCE Foundation funded the Domestic Violence Case Work Project, which provided services to 35 women and children a year. During this time, the Foundation also helped develop an anti-domestic violence video campaign, *Pull Ya Head In*, as well as *Toolbox Talks*, a domestic violence education program for the construction industry.

In 2018, the PAYCE Foundation committed \$300,000 over three years to support the Building Resilience in Children (BRIC) program. BRIC is an early intervention program that aims to foster attachment between young children affected by domestic violence and their safe primary caregiver, as well as reduce the impact of trauma that is the result of exposure to domestic violence. Part of the BRIC funding will allow SSFS to conduct an evaluation of the program, which will be undertaken by the University of Wollongong.

Our Support to Date

 **\$300,000**
BRIC program funding
(2018–2020)

 **\$75,000**
Domestic Violence
Case Work Project
(2015–2017)

 **\$20,000**
Pull Ya Head In
campaign 2016

 **\$31,818**
other donations

 **Toolbox Talks**
development and
pilot support

A fresh start after experiencing trauma

A mother with three children and a newborn from a recent relationship was referred to the Domestic Violence Case Work program from the maternity ward at the local hospital.

Hospital staff had identified her abusive partner as aggressive and the mother was in need of immediate safety intervention. The caseworker helped her to secure an AVO for her protection.

The woman is now separated from her partner and living independently. SSFS has also provided her with practical assistance, including food hampers and baby goods. Advocacy has also been undertaken with local police regarding the escalation of abusive behaviour from the older children's father, which led to more youth services being involved.

With support, the woman has returned to full-time work and her baby is attending childcare. She has gained confidence and achieved goals she didn't think possible when first leaving her partner.



Toolbox Talks representative with construction industry workers.

CHARITIES WE SUPPORT

WOMEN'S
COMMUNITY
SHELTERS

Demand for crisis accommodation for homeless women is high. More than one in two women across Australia who seek a bed in a crisis shelter are turned away every night, mostly due to a lack of space.

Women's Community Shelters (WCS) fills the gap where existing services cannot meet demand. It works with communities to establish short-term emergency accommodation shelters that enable homeless women to rebuild their self-esteem and achieve control and fulfilment in their lives.

The strength of Women's Community Shelters' model is its replicability and sustainability. The model, similar in style to a franchise, leverages the goodwill of local community and business groups and helps them set up and maintain community-operated crisis accommodation shelters across Sydney. Once the shelters are established, Women's Community Shelters provides ongoing referral and counselling support for the women in the shelters.

2019 Highlights



Donated the use of **2 properties** for the Parramatta Women's Shelter



Donated the use of **5 dwellings** for Pathways Home project



\$90,000 committed to the expansion of Pathways Home



Our Support to Date



\$90,000
over 3 years for The Sanctuary Women's Shelter



7 properties made available



15 families supported



\$90,000 donated for expansion of Pathways Home project



\$5,000 per year for maintenance of Pathways Home properties

Our Partnership

The PAYCE Foundation began its partnership with Women's Community Shelters in 2016 with a commitment of \$90,000 over three years to assist the start-up phase of *The Sanctuary*, a crisis accommodation shelter for women fleeing domestic violence in the Hills district.

The partnership has since evolved to further address the needs of women escaping domestic violence. Through a collaborative approach, Women's Community Shelters and the PAYCE Foundation identified opportunities for property developers to contribute to transitional housing stock. The innovative project, *Pathways Home*, leverages housing stock that has been acquired for future development by utilising it for transitional housing.

PAYCE has donated the use of five properties for the transitional housing Pathways Home project, providing an additional 6,000 bed nights to house women and children escaping domestic violence. PAYCE also donated an additional two houses for the new Parramatta Women's Shelter, part of Women's Community Shelter's growing network.

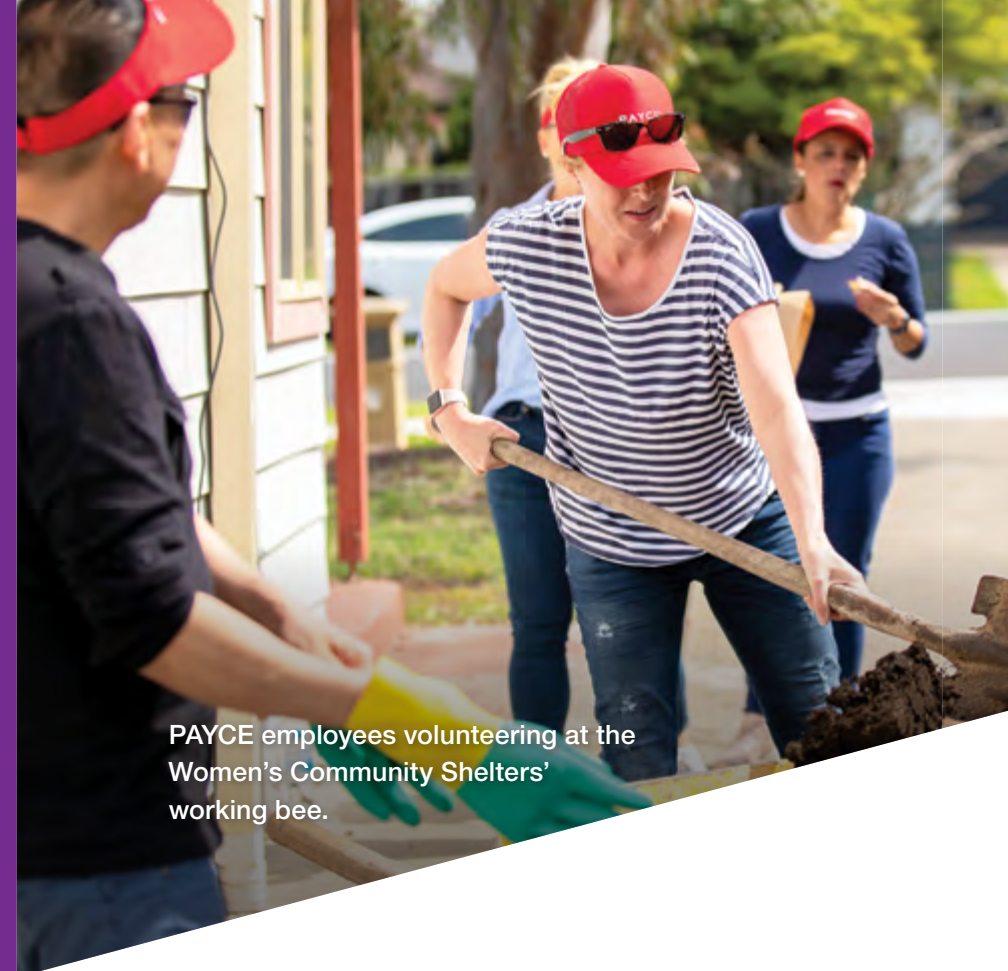


Left to right: Annabelle Daniel, Women's Community Shelters CEO, Melinda Pavey, Minister for Water, Property and Housing, Dominic Sullivan, PAYCE Foundation Director, at the opening of the Parramatta Women's Shelter.

PATHWAYS HOME

Pathways Home is an innovative transitional housing project providing women and children leaving violence with a safe and secure home to rebuild their lives and heal. The project is a partnership initiative between the PAYCE Foundation, Women's Community Shelters and Bridge Housing. In 2018, the PAYCE Foundation allocated five properties for use by the Pathways Home program. The Foundation has leveraged its connections in the property industry by facilitating a corporate lunch with the Property Council of Australia as well as 20 other representatives from the property sector. Work continues towards the expansion of the program to include other developers and partners.

To date, the PAYCE Foundation's contribution to the project has amounted to more than 6,000 bed nights. In 2019, the PAYCE Foundation committed \$90,000 to fund a role tasked with expanding the Pathways Home concept to other developers. The program hopes to deliver an additional 100,000 bed nights over the next three years, making a significant contribution to the lives of women and children escaping domestic violence across Sydney.



PAYCE employees volunteering at the Women's Community Shelters' working bee.

A place to rebuild

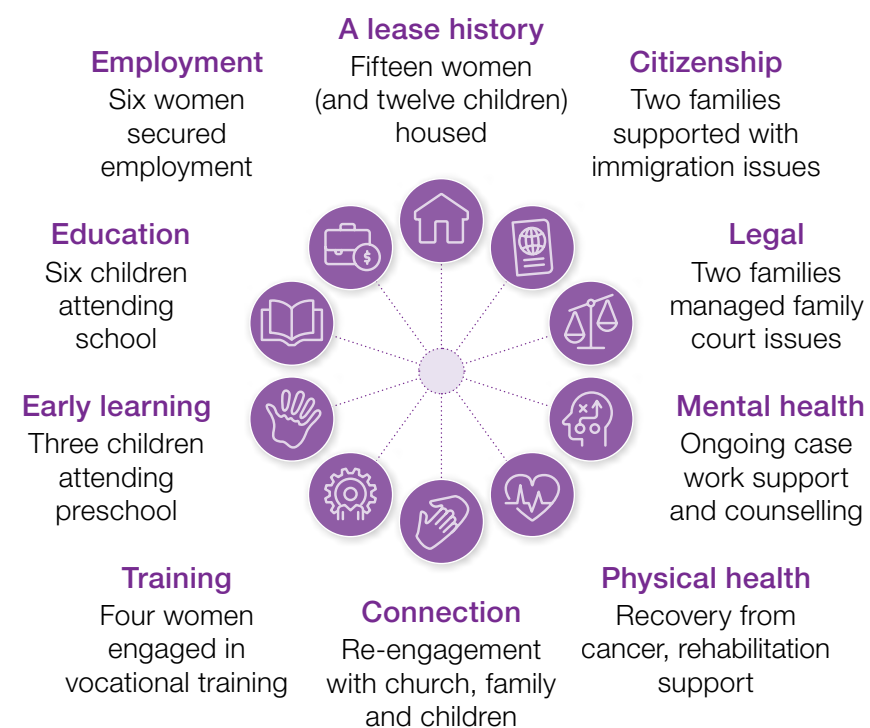
Two women (each with two children under four years old) were the first to benefit from the Pathways Home project.

Both women were in the process of applying for permanent residency and were unable to access domestic violence assistance schemes, limiting their housing options. The women made significant changes in the first few months of tenure and were able to move on within six months.

One woman secured residency and was able to access Start Safely funding to rent on the private market. She was able to settle her children into daycare and start to make decisions about her future.

The second woman enrolled in a Certificate of Administration at TAFE and was supported to relocate to a regional area at her request.

Pathways Home is about more than just putting a roof over someone's head. The impact that Pathways Home has on people's lives stems from the program's ability to provide safe and affordable housing and case management services over an extended period of time, affording women the space to rebuild and take control of their lives. In 2019, the following impacts were recorded:





Mental Health and Disability

Mental illness affects millions of Australian's every year, having adverse implications for employment, physical health and other social outcomes.

About 45% of Australians aged 16–85 experience a mental illness over their lifetime¹².

Poor mental health is an increasingly pressing issue in our society, with \$9 billion, or \$373 per person, spent on mental health-related services in Australia during 2015–16, a real increase from \$354 per person in 2011–12¹³.

The treatment of mental health, from both a clinical and societal perspective, has undergone significant change in the last 50 years. There has been a shift away from institutional-based approaches toward an integrated in-community model which strives for sustained recovery¹⁴. The shift in service delivery methodology has been concurrent with the shift in societal attitudes towards those suffering from mental illness. The clinical understanding of what constitutes mental health has also been transformed – an individual's mental health is now assessed on a spectrum of healthiness rather than on a discrete binary scale.

As a social issue with high comorbidity to other adverse outcomes such as addiction, domestic violence and homelessness, the PAYCE Foundation identifies mental health as a key strategic focus.

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CHARITIES WE SUPPORT



The Australian Kookaburra Kids Foundation supports children living in families affected by mental illness. The program provides recreational and educational camps and other activities, giving children a break in a fun, positive and safe environment. Children have the opportunity to meet others in similar families and develop new friendships.

Kookaburra Kids plays an important role in supporting youth exposed to trauma and hardship. By providing early support, Kookaburra Kids' programs allow children who are burdened with responsibilities beyond their maturity to share their stories with people experiencing similar adversity, and to reclaim their childhood in a fun and uplifting setting. By addressing trauma at an early age, the program seeks to prevent the development of further disadvantage later in life.

2019 Highlights

-  **\$50,000** donated for core programs
-  **\$5,000** donation at corporate lunch
-  **2,150** children supported across all programs
-  **56** activity days
-  **17** camps delivered



Our Support to Date

 **\$250,000** donated over 5 years

 **\$25,000** donated to Taking Flight program

 **\$5,000** donated at fundraising event

 **240** volunteer hours

 Donated use of Kick Start Café Trailer

Our Partnership

PAYCE and PAYCE Foundation's support for Kookaburra Kids began in 2015, before the formation of the Foundation, with a commitment of \$250,000 over five years.

Kookaburra Kids required untied funding to cover not only program costs but also overheads and operating expenses, the kind of proposition which is often not attractive to donors.

Since 2015, Kookaburra Kids has grown substantially, developing from an organisation that was geographically focused in the Sutherland Shire to one with a national footprint. The PAYCE Foundation has been a part of this growth story, with the \$250,000 of unencumbered funding allowing Kookaburra Kids to invest in its organisation to ensure its continued and sustainable growth.

In 2017 Kookaburra Kids launched the *Taking Flight* mentoring program for Kookaburra Kids leaving high school. The PAYCE Foundation was a founding partner of the program and helped to fund start-up costs.

In addition to the significant financial contribution towards the operational costs of the organisation and the scaling of programs, the PAYCE Foundation has supported Kookaburra Kids through corporate volunteering at school holiday activity days and fundraising and community events.





Youth at Risk

Supporting programs that assist youth at risk is an integral part of the PAYCE Foundation's philanthropic strategy. Targeted early intervention for youth at risk improves outcomes across the PAYCE Foundation's other key areas of support, including addiction, homelessness, domestic violence and mental health.

The youth unemployment rate of 12% was more than double the national average at the last census.

An individual's employment status is correlated to mental and physical health outcomes and is a significant determinant of socio-economic standing. In recognition of the importance of skills and employment, the PAYCE Foundation created the Kick Start Café, which now operates a fleet of mobile trailers servicing construction sites across Sydney, providing education and employment opportunities for young people at risk.

For the PAYCE Foundation, the link between youth unemployment and adverse outcomes later in life¹⁵ is a clear and compelling reason to support programs that assist vulnerable youth gain meaningful employment.

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OUR SOCIAL ENTERPRISE



KICK START CAFÉ

Kick Start Café (KSC) is a social enterprise café located on construction sites that focuses on creating training and employment opportunities for unemployed youth. It aims to partner with other developers, builders, industry stakeholders and community organisations to deliver positive social outcomes by providing employment and training to young people from social housing and disadvantaged backgrounds.

The Kick Start Café is operated directly by the PAYCE Foundation. Unlike our other partnerships, where we provide support to existing enterprises, this initiative was the brainchild of the PAYCE Foundation and has been run by the Foundation since its start-up phase. Established in Riverwood as part of a social housing renewal project undertaken in partnership with the New South

Wales Government, the café has since been transformed into a mobile business, with PAYCE Foundation funding the acquisition of four mobile café trailers that service construction sites around Sydney. By extending the reach and capacity of the program from a commercial point of view, PAYCE Foundation has enabled the Kick Start Café to increase the number of trainees who are able to go through the program.

In 2020 Kick Start Café will be adding corporate catering to its service offering providing significant additional training and work opportunities to the Kick Start Café trainees by leveraging on the growing corporate interest in social procurement.



Highlights

 **\$160,000**
financial support
for café in Riverwood

 **\$400,000**
invested in trailers

 **4** trailers,
2 coffee carts
and **1** commercial
kitchen

 **50** events and
catering jobs

 **16** trainees
graduated
to date

 **6** trainees
in program

 **Partnership**
with Charter Hall

 **Career coaching**
program



“Kick Start Café helped me regain stability in my life and provided financial support at a difficult time. Before KSC I found myself in a bad situation where I was heavily supported by a Canterbury-Bankstown Council service. I was stressed and my overall mental

health was poor. When I started KSC I had no money and I remember receiving my first pay cheque, because it was the point at which my life started getting easier. I had financial security, my confidence grew and I quickly gained skills that would help me become more employable in the future. It gave me the inspiration I needed to finish my Certificate IV in Youth Work.” – Paniora



“My favourite part of the traineeship was the quality time spent with the Kick Start Café family and the relationships I built there. I gained valuable skills in being able to work effectively with different kinds of people which has been useful in my current role. Through

the traineeship I was able to do a barista course and gain my Responsible Service of Alcohol (RSA) and Responsible Conduct of Gambling certificates, as well as completing hospitality, health and food safety courses.” – Samantha



Kick Start Café graduates from the Melrose Park trailer receive their certificates from PAYCE Foundation director Dominic Sullivan (left) and the Minister for Skills and Tertiary Education Dr Geoff Lee (right).

PARTNERS SUPPORTED

Achilles Running Club	Community Gro	Sydney Children’s Hospital Foundation
Adele House	Family Drug Support	Sydney Street Choir
Adele Training Farm	Generate Ministries	Sylvanvale
Australian Kookaburra Kids	Little Wings	The Big Issue
Blue Dragon Children’s Foundation	LIVIN	The Cardoner Project
C.ex Community Crew Foundation	Newman College	The Salvation Army
Cana Communities	Property Industry Foundation	The Women’s Centre QLD
Catholic Parish of St Catherine Labouré Gynea	Save Our Sons	University of Technology Sydney
Children’s Hospital Queensland	St. Merkorious Charity	Windgap
Communities for Communities	Stand Tall	Women’s Community Shelters
	Stars Foundation	Wynston Cyclone Appeal, Fiji
	Sutherland Shire Family Services	Youth Off the Streets

Endnotes:

¹ Collins, D.J. & Lapsley, H.M. (2008) The costs of tobacco, alcohol and illicit drug abuse to Australian society in 2004/05 *Commonwealth of Australia*.

² Richardson 2017.

³ Simpson, D.D., Joe, G.W., Rowan-Szal, G.A., Greener, J.M. (1997). Drug abuse treatment process components that improve retention. *J Subst Abuse Treatment*, 14, 565–72.

⁴ Keen, J., Oliver, P., Rowse, G., & Mathers, N. (2001). Residential rehabilitation for drug users: A review of 13 months’ intake to a therapeutic community. *Family Practice*. 18, 545–548.

⁵ Ettner, S., Huang, D., Evans, E., Ash, D., Hardy, M., Jourabchi, M., et al. (2006). Benefit-cost in the California treatment outcome project: does substance abuse treatment “pay for itself”? *Health Services Research*, 41(1), 192–213.

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⁷ ABS 2016.

⁸ dvns.org.au

⁹ ABS 2012.

¹⁰ Hunter, T., Botfield, J.R., Estoesta, J., Markham, P., Robertson, S., & McGeechan, K. (2016) Experience of domestic violence routine screening in Family Planning NSW clinics. *Sexual Health*. 14, 155–163.

¹¹ Alhabib, S., Nur, U., & Jones, R. (2009). Domestic violence against women: Systematic review of prevalence studies. *Journal of Family Violence*, 25, 369–382. Campbell, J.C. (2002). Health consequences of intimate partner violence. *Lancet*, 359, 1331–1336.

¹² Australian Institute of Health and Welfare (AIHW) 2013, Health Expenditure Australia 2011–12, Health and Welfare Expenditure Series, no. 50. Cat. no. HWE 59, Canberra.

¹³ Australian Institute of Health and Welfare (AIHW) 2013, Health Expenditure Australia 2011–12, Health and Welfare Expenditure Series, no. 50. Cat. no. HWE 59, Canberra.

¹⁴ National Mental Health Strategy (2010). National Standards for Mental Health Services.

¹⁵ Mroz & Savage (2006). The long-term effects of youth unemployment. *Journal of Human Resources*. Vol. 41(2), 259–293.

