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President’s Foreword

Relationships Australia Tasmania (RA Tas) continues to grow from strength to strength and to deliver the best quality services to people who need our support.

I speak on behalf of the Board as I congratulate our CEO, Mat Rowell, the management team and all staff on the achievements outlined in this annual report. Your work underpins the strong reputation that RA Tas has achieved as a leader in its field, as a value based service organisation that contributes so positively to the lives of Tasmanians.

Despite a somewhat volatile external environment, our organisation can face the future with a degree of certainty. Importantly we have received word that our core business in relationships and family law work will be contracted for a further five years. This is indeed a significant success considering the reduction in government spending experienced by the community sector as a whole.

The Board, management and staff have been engaged in a five year strategic planning process, with a particular emphasis on making the people who use our services the focus of our decision making. Over the next five years we plan to deepen our understanding of how people experience our services and use this information to improve our services.

The Board continues to look at its own functioning. We are now holding extra meetings each year to enable us to spend sufficient time on the important strategic issues. The Sub Committees are working well to progress specific issues and make recommendations for the full Board to consider.

With great regret we have farewelled Greg Johannes as President; his new responsibilities as Secretary of the State Department of Premier and Cabinet precluded his continuing in this role. Greg has provided exemplary leadership throughout his term and RA Tas has benefitted greatly from his strategic capacity, energy and commitment. We will miss his insightful analysis.
of issues and his determination that our organisation will always focus on the needs of our clients and strive to perform at the highest level possible.

Throughout this year, the Board has taken a keen interest in the measures that show how well our organisation is functioning, particularly staff satisfaction levels and client outcomes. We are proud to be part of an organisation where staff are so highly skilled and professional and where they make such a difference to the lives of the Tasmanians who need their support.

As the new President, I look forward to continuing to serve this vibrant and successful organisation. I will seek to ensure that we continue to increase our profile in the community so that the range of services we offer is more widely recognised and that we maintain our primary focus on the needs of the people who use our services.

Mary Bent PSM
CEO’s Report

The 2013 – 2014 financial year has been a particularly successful and exciting year for Relationships Australia Tasmania (RA Tas).

This year was the final year of the major contract we have had with the now Department of Social Services for the Family Support Program.

It is fair to say that the volume and the quality of work we have done in meeting this contract’s requirements has paid off. We have seen enough clients for the money the government has provided, which has been done to a consistently high standard and with demonstrated accountability in financial processes and client outcomes that Government has now agreed to provide us with a new five year contract, at the same levels of funding. This has never happened before.

I believe this is testament to the hard work and client focus of all the staff in the organisation. Each and every member of staff, from intake to payroll, from counsellors to management, contribute to these outcomes and ensure our reputation as the primary relationships’ organisation has continued and grown.

I have had another year as the Chair of the National Board and this has offered me many opportunities to lobby and advocate on our behalf in Canberra and locally to politicians from all sides of Parliament and to senior decision makers in government. It has been a privilege to do this on behalf of RA Tas too.

We have also spent a fair amount of the last year being much more future focussed. The planning and negotiating in the lead up to the new contract has been significant. We have been working hard on the development of the Clinical Governance Framework, and this has been a huge piece of work to provide further oversight of our clinical standards and complements our improved clinical supervision processes nicely. We also commenced work on the new Strategic Plan and have agreed to put in place a more simple and brief strategic plan for RA Tas for the coming five years.

Whilst we have been busy securing our core contracts and
planning for the future, we have also been fast establishing our merit in the mental health space. With the Suicide Prevention program we have established ourselves as a much more significant mental health organisation with great credibility. Partners in Recovery has also been a major activity in mental health this past year and continues to grow. A new ATAPS contract for children’s services in Ravenswood further consolidates our credentials in the mental health space.

I want to thank each and every staff member who contributes so profoundly to the success of RA Tas, and to thank the management team and leadership group for their continued leadership of the organisation. Michael Kelly as the Chief Operating Officer warrants particular mention for his ability to step in and lead the organisation with the full support of the Board during my interstate trips and annual leave. The organisation is all the better for having him in this vital role. I also wish to thank the Board who give so much of their time, thought and loyalty to RA Tas in a voluntary capacity.

Congratulations to everyone for a particularly successful year for RA Tas and I look forward to building on our achievements in the 2014 – 2015 year.

Mat Rowell
As use of technology-based mobile devices increases, wide ranging audiences including children and young people are being introduced to forms of gambling that they can carry with them everywhere they go.

To keep pace with these changes innovative ways need to be used to address problem gambling in the community.

During Responsible Gambling Awareness Week RA Tas installed a pop-up style art display in a shop front in Launceston CBD. The installation called ‘Watch This Space’, depicted a series of poker machines with anti-gambling messages graffitied on them and a haunting, eye-catching figure with his head buried in one of them.

The graffiti artwork used to make the poker machines was created by local youth during a Youth Week community event held by RA Tas’ Reconnect program. Ipads placed in the screen area of the poker machines played images relating to problem gambling and responsible gambling and displayed the Gamblers Help and Know Your Odds key messages.

The pop-up shop front art installation was an effective way to reach a diverse, incidental public audience, playfully inviting them to ponder the impacts of problem gambling in their community.

The concept of responsible game play was also imbedded in a ‘healthy games’ workshop carried out with young people from culturally diverse backgrounds at a local college, where students engaged in large scale games play, playing over-sized games including Connect 4, Dominoes and Scrabble. By the end of the workshop the students were able to identify the risk factors associated with problem gaming and gambling, recognise the value in being able to choose to play healthy games over gambling activities and know where to seek support if required.

Like technological advances in the world of gaming and gambling, the prevalence of gambling promotion in association with high profile sports and sports people is increasing. In 2014 a new community partnership between Gamblers Help and the Launceston Tornadoes Basketball Team, initiated as part of the ‘Know Your Odds’ campaign, created opportunities to spread key responsible gambling messages and promote healthy game play in a high profile public forum. Members of the Tornadoes Basketball team have been trained to go into local high schools to deliver an education package to students about responsible gambling and game play.

Further innovative approaches to Gamblers Help community education in Tasmania are being developed by RA Tas.
Cape Barren Island Aboriginal Men’s Healing Camp

Relationships Australia Tasmania’s Aboriginal Services facilitated a four day healing and activity camp for the Cape Barren Island Men’s Group during November 2013.

Cape Barren Island has a history of Aboriginal settlement dating back to the mid 1800s and is the original home of many Tasmanian Aborigines. The Island is currently home to around 77 residents, 95% of whom are members of the Aboriginal community.

Sixteen men from the community along with several of their children participated in the camp at a beautiful area of the Island known as Shane’s Point. Shane’s Point is several kilometres away from the Cape Barren Island Township and is surrounded by thick scrub, with beaches and coastline. It is a quiet area that features an abundance of wildlife, sea boulders that protrude from the blue sea and fishing with green lip abalone that can be taken from the rocks at waist height.

Participants were kept occupied with a range of activities that focused on healing and sharing.

After breakfast each morning the men gathered and sat in their ‘men’s circle’ and spoke openly and honestly about their feelings and shared personal things about themselves. This created a strong sense of ‘brotherhood’ and as the circle dispensed the men would give each other a hug as a sense of love, affection and being there for each other.

During the day there were activities such as walking and exploring, fishing, cray diving and boating.

The highlight was the ‘men’s circle’ around the camp fire at night when the men were brutally honest around issues that affect themselves, their family and the community. One of the Island’s Elders conducted a traditional Aboriginal ceremony of welcome and healing that included painting our faces with ochre; the men sat in the quiet and almost eerie night as the camp fire flickered as he spoke in palawa kani (Tasmanian Aboriginal language). It was a very emotional and moving experience.

A key moment of the camp was when two participants who had a history of conflict, decided to place their differences to the past
and shook hands as a way of peace and moving forward.

Feedback is a major indicator of any change on a small and remote island such as Cape Barren Island. In this case the positives as a result of the camp have included stronger and more respectful relationships toward themselves, to each other and members of the wider Cape Barren Island community.

...strengthening connections and fostering respectful relationships
Positive outcomes for the LGBTI community

As part of Tasmania’s suicide prevention strategy, RA Tas was funded by the Department of Health and Human Services to develop and action the Lesbian, Gay, Bisexual, Transgender and Intersex Community Action Plan (LGBTI CAP) for Suicide Prevention in LGBTI communities.

The focus this year has been on six recommendations from the CAP:

- challenging discrimination and prejudice
- improving education and training
- improving access to services and information
- improving health
- improving crisis emergency response
- reducing isolation.

These recommendations have been addressed through focused activities across the state.

Bi-monthly LGBTI Working Groups in Hobart, Launceston and Burnie, attended by a range of service providers, have been instrumental in reviewing and revising current forms being used within their organisations and services to make them inclusive of LGBTI clients. The working groups also supported the communities to hold three information sessions in the north and north west and a statewide forum for CEOs of Tasmanian business organisations and councils. On a sadder note the Working Groups also supported the community to hold a memorial service for a community member who ended their life.

Response to these activities indicated their effectiveness in raising awareness among the wider community about the discrimination experienced by LGBTI community members.

LGBTI community groups in Launceston and Burnie have been proactive in reducing isolation by starting up their own social groups that meet regularly at local cafes and other venues. One such group involves an informal music jam session. QTas Choir in the south held a residential retreat in Sheffield to bring people together from all over the state to gather their stories for their ‘Queer Narratives: Story to Song’ project which as its name suggests will use
song to tell individual stories. A public performance of the resulting work is being planned.

Funding from the Tasmanian Department of Premier and Cabinet enabled RA Tas to deliver training, developed in partnership with the Bouverie Centre in Victoria, to health and community practitioners focusing on working with LGBTI families and their children. More than 200 local service providers across the state participated including school staff, chaplains, doctors, mental health practitioners, phone counsellors and family counsellors. To support this ongoing work Guidelines for Health Care Providers Working with Same Sex Parent Families has been developed and made freely available to health care providers.
Using graffiti art to engage young people

A key community of focus for RA Tas’ young Aboriginal drug and alcohol service (yAdas) has been the Launceston suburb of Ravenswood where 7% of residents identify as being Aboriginal or Torres Strait Islander.

This year yAdas had the opportunity to further its commitment to the community by teaming up with Youth Health North, another service operating in the suburb, to create a Youth Health Space: a room in the local community centre that offers services to the local young people.

An important objective of the Youth Health Space was to create successful engagement with Ravenswood’s young people. To this end, yAdas and Youth Health North organised and ran a number of activity based workshops during the summer school holidays, naming the events Noise & Colour.

One of the workshops, the Art of Graffiti, was facilitated by Ravenswood’s own local Aboriginal graffiti artist. Held on 24 January 2014, the workshop attracted fifteen young participants who were given the opportunity to learn how to apply spray paint to a surface in a safe and effective manner. They were taught, through hands-on experience, the various techniques and skills involved with graffiti art.

A particular technique and skill taught was the splatter technique that involved spraying paint directly into your gloved hand and flicking the paint on to the canvas. This technique is a useful skill for doing various styles of graffiti, but in the case of space-themed graffiti, it was a very useful skill for creating the effect of stars and galaxies.

The facilitator also explained to the group the difference between legal and illegal forms of graffiti.

Each young person had the opportunity to work individually with the graffiti artist to create their own piece of art. When all participants had completed their pieces, the group designed and created a large piece of graffiti. The group piece involved some of the techniques they had been taught, with all participants having a say in its design. The individual styles
were then tied together with the large lettering of ‘yAdas’.

At the end of the workshop, individual pieces of art were available to participants to take home - not one individual piece of art was left behind, which was a sign of a very successful workshop. The Noise & Colour graffiti workshop successfully boosted engagement with Ravenswood young people, and has led to increasing numbers now seeking services and support from the Youth Health Space. Its success has also led to the offering of other art-based activities during the year.
For a family that is separating or has separated there can be many practical and emotional issues. Getting timely and appropriate advice and support is crucial to helping them respond to their situation appropriately.

To this end the Attorney-General’s Department funded the Family Law Pathways Networks, a national program for professionals working with these families. It aims to support practitioners to work collaboratively, maintain strong working relationships and develop appropriate referral mechanisms across the broader Family Law system.

By supporting practitioners and other professionals they in turn help the clients they work with.

RA Tas auspices the two Family Law Pathways Networks that cover Greater Hobart, and Launceston and Northern Tasmania. Membership is open to all service providers across the state. Both Networks coordinate events including meetings with guest speakers where practitioners can meet face-to-face, as well as workshops, seminars and forums for ongoing professional development. These have catered to over 150 participants during the 2013-14 financial year.

The Networks also arrange the development and distribution of resources to over 300 professionals statewide.

One of the most significant resources to be developed during the year has been the new Family Law Pathways Network website: www.tasfamilylawpathways.com.au. A collaborative effort on the part of a number of organisations, the website provides a wealth of information to facilitate professional development including articles, webinars and links to other resources. In addition it provides an on-line Services Directory, available for public as well as professional use, with over 360 comprehensive listings of service providers who can assist separating or separated families across the whole gambit of their needs at a difficult time in their lives.

Further refinement of the website will include the introduction of webinar service technology to enable professional development.
meetings on topics indicated by the Network membership, and the introduction of Pathways PD-TV where speakers at events and members of the network provide short explanations of their areas of expertise and general roles.

Working together, both Tasmanian Family Law Pathways Networks are meeting the overall goals of the Family Law Pathways Networks program and are leading the way nationally with the provision of electronic and personal networking for professionals in the wider Family Law system.

...maintain strong working relationships and develop appropriate referral mechanisms...
During the year RA Tas was funded by the Federal Government to provide independent and confidential information, support and counselling for those affected by the Royal Commission into Institutional Responses to Child Sexual Abuse.

In collaboration with the Tasmanian Federation of Sexual Support Services, RA Tas established centre-based and outreach services in Hobart, Launceston and regional areas provided by practitioners with specialist experience working with people affected by childhood sexual abuse. These services have been available to anyone who experienced sexual abuse as a child within an institution, and their family or friends. It has also been available to those in the wider community who have been affected by the Commission’s work, including professionals and employees of institutions where abuse took place.

People’s experience of childhood differs, and in response practitioners have been able to assist in a variety of ways. This has included providing someone to talk to about childhood sexual abuse and helping someone understand the effect of the experience on their life. Practitioners have supported individuals to decide if they wished to tell their story to the Commission, and have been able to assist with preparation before, during and after meeting with Commissioners.

Another aspect of the service has been the support and assistance offered to the diverse family structures within which people live. Practitioners have been able to offer face to face or phone counselling, case management, advocacy or assistance to access additional services with those who have identified that past experiences are impacting on their current relationships and quality of life.

Information has been provided on what to expect through the Royal Commission process and psychological education regarding the effects of complex trauma, helping people make sense of the multiplicity of thoughts, feelings and emotions that arise.
Feedback from clients has suggested that some would not have told their story to the Royal Commission without the available support. They have spoken of the value of having someone with whom they could share the ‘emotional stress and bad memories’. Overall, supporting those affected by childhood sexual abuse has assisted them to begin the journey to create the quality of life and relationships a person has often sought but has been unable to achieve due to their past experiences.

...it’s your story – you decide what you’re going to share, with whom, and when
Partners in Recovery -
strengthening partnerships
and creating supportive links

Working in a consortium with four other organisations (Anglicare Tasmania, Colony 47, Richmond Fellowship Tasmania, and ASPIRE)
RA Tas has been providing support services to people statewide under the Partners in Recovery (PIR) initiative funded by the Federal Department of Health.

This national program aims to support people with severe and persistent mental illness and complex needs, as well as their carers and families, by facilitating access to multiple services they could benefit from in a coordinated and integrated way.

Acknowledging that people are experts on their own lives, a crucial part of the service focuses on meeting with individuals to discuss what needs the person may have and developing a plan to link them with supports and services to meet those needs and address any gaps and barriers. This delivers ‘wrap around’ care individually tailored to the person’s needs.

To this end RA Tas Support Facilitators have been strengthening links and improving referral pathways with multiple services such as public and private clinical mental health services, community mental health and psychosocial support services, housing, child and welfare agencies, financial counselling, medical and other health services, charities and social groups, as well as with local groups, clubs and sporting organisations.

Support Facilitators also work closely with family members, carers and friends of people accessing the service and seek to enhance these natural supports wherever possible.

The aim of linking into such a variety of supports is to explore all possible resources and opportunities so that people are able to access and utilise the supports most conducive to their recovery journey. People are supported and assisted to make informed choices and to be in charge of their own recovery plan.

During the year a statewide reference group was established to provide strategic oversight of PIR. Membership includes peak bodies, consumer and carer groups and key organisations including the Commonwealth Department
of Human Services, state Mental Health Services, private hospitals and Tasmania Medicare Local. Sub regional community forums are also held to provide local input and contribution to PIR development, innovation, local solutions and strategic partnerships.

...working collaboratively across service sectors to achieve systemic change
Our Board

RA Tas is an Incorporated Association, which by its very nature requires us to have a Board whose primary role is to ensure that the objects of the association are upheld and to govern the organisation at a strategic level.

Our Board is constituted through the Rules of Association of RA Tas, and operates through a series of Governance Policies. We are exceptionally fortunate that we have a very high calibre Board who, whilst they are volunteers, take their responsibilities as Directors of the organisation very seriously and volunteer significant amounts of time to fulfilling these duties.

Our Board is selected based on their skills and experience. They are formally elected through the AGM process, but we usually become aware of Board members through word of mouth or through people coming forward interested in these roles. From time to time we might run a formal selection process.

Our Board in the last financial year has included a Finance Manager of a University Research Institute, the current Secretary of the Department of Premier and Cabinet, a Senior Clinical Psychologist, a Senior Regional Government Official, a former Deputy Secretary of the Department of Health and Human Services, private business owners, experienced tribunal members and the former state Director of FaHCSIA. Each Board member is an experienced Board Director, and almost all are qualified through the recognised Australian Institute of Company Directors Company Directors Course.

Each Board member brings with them a unique perspective to ensuring that they understand the risk profile of the organisation, they ensure that our finances are treated with care and rigor, they see the client outcomes data and hear directly about the staff satisfaction survey results. Most of all they are extremely strong ambassadors for RA Tas and are proud of the work that the staff do every day with our clients.

Our Board Directors are volunteers, which means that they are not paid to take on legislated responsibility for oversight of our organisation. This demonstrates a significant commitment, and we all benefit from this commitment and our organisation is the better for the high degree of scrutiny and accountability which they apply to management at each meeting and sub-committee. The Board of RA Tas believes that our clients are central to all decisions and that our staff are our greatest asset, so treating each with care and consideration are equally important to our future success.
Commitment to professional development

RA Tas is committed to a policy of quality learning and development of all staff to ensure excellence in clinical practice as well as in client service delivery.

Throughout the year, opportunities for training of clinical staff were provided through internal and external workshops and professional development (PD) sessions; for some staff this also involved attendance at specialist conferences in Tasmania and on the mainland such as the FRSA National Conference in Canberra, the Human Rights Conference in Darwin, and the LGBTI Mental Health Conference in Sydney. There is a policy of sharing the learnings from external training with colleagues through direct reporting or through PD sessions helping to build on existing skills and knowledge within the organisation.

An All of Staff Conference held over two days in Hobart in October brought clinical, non-clinical and administrative staff together from across the state to hear speakers and attend practical sessions on a varied range of topics. These included trauma training focusing on information, practice and professional development; attitudes to money that impact on families and couples, and associated conflict resolution; engaging with Lesbian, Gay, Bi-sexual, Transgender and Intersex communities; celebrating life as you explore loss; body language in relation to active listening and counselling; recovery models of mental health; lateral violence; creative interventions; working with learning disabilities; and performance management issues.

In addition to formal training opportunities, peer discussion at regular group supervisions enabled staff to address individual and group challenges in a positive and supportive way further helping build practitioners’ skills and practice capacity.

During the year all managers and some senior staff were provided with practical media training to enhance their capacity to respond effectively and in a focused way to requests from radio, TV and newspapers for comment on a crisis situation or current topics of community significance such as problem gambling, support for forgotten Australians and former child migrants, and communication skills in relationships. RA Tas’ enhanced reputation as a leading provider of specialist relationship and family support services has resulted in an increasing number of media requests in the past few years.

Supporting training and development is an ongoing focus for the organisation to enhance and build on existing skills and competencies. The benefits to individual staff in terms of their personal development and career potential are significant; however, the ultimate focus is providing the highest standard of support as well as a positive experience for clients accessing RA Tas service.
Staff demographics

As at 30 June 2014 the organisation had 145 employees, consisting of 98 permanent and 3 fixed term employees. This equated to approximately 76 full time equivalents (fte) with an additional 44 casual staff.

<table>
<thead>
<tr>
<th>Total number of staff</th>
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<tbody>
<tr>
<td>Permanent staff</td>
<td>98</td>
</tr>
<tr>
<td>- full time equivalent</td>
<td>76</td>
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<tr>
<td>Fixed Term</td>
<td>3</td>
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<tr>
<td>Casual staff</td>
<td>44</td>
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Age/gender profile for organisation

The gender split of permanent and fixed term employees is 24 male/77 female. The average age of these employees is approximately 46 years.

<table>
<thead>
<tr>
<th>Gender breakdown</th>
<th>female</th>
<th>76.2%</th>
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<tbody>
<tr>
<td></td>
<td>male</td>
<td>23.8%</td>
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</tbody>
</table>

| Average age      | 46.1 years |

Roles

Employees fulfil three main roles – service delivery, administration and management. Service delivery is provided across three streams: Counselling and Community Services, Family Dispute Resolution services and Children’s Services in the South and North/North West of the state and by Client Services Worker (CSW) staff who provide critical client intake and front-of-house functions.

There are 67 service delivery employees (47.66 fte), 14 CSWs (9.65 fte) 11 corporate administration employees (9.94 fte) and 9 management employees (8.8 fte) in permanent and fixed term roles. There are also 44 casual employees.
Staff demographics

- Total number of staff: 145
- Permanent staff: 98 (full time equivalent: 76)
- Fixed Term: 3
- Casual staff: 44

Gender breakdown:
- Female: 76.2%
- Male: 23.8%

Average age: 46.1 years

Employees by role %

- Management: 7.6%
- Service delivery: 6.2%
- CSWs: 9.7%
- Administration: 76.5%

Length of tenure for employees

The average length of tenure for employees within the organisation, not including casual employees is 4.83 years comprised as follows:

- <1 year: 15.9%
- 1-2 years: 17.8%
- 2-5 years: 26.7%
- 5-10 years: 27.7%
- >10 years: 11.9%

Length of tenure
Our Vision
All Tasmanians enjoy positive, respectful and fulfilling relationships.

Our Mission
We offer people the services and support they need, when they need it, to assist them when life presents challenges.

This may be to do with a relationship, work, past trauma or other personal challenges.

We aim to support people to transform their lives and their relationships in ways that matter to them.

Patron
His Excellency The Honourable Peter Underwood AC Governor of Tasmania (Deceased).

Board members  As at 30 June 2014

<table>
<thead>
<tr>
<th>Position</th>
<th>Name</th>
<th>Term</th>
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<tbody>
<tr>
<td>President</td>
<td>Mary Bent</td>
<td>(from 30 April 2014)</td>
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<tr>
<td>President</td>
<td>Greg Johannes</td>
<td>(until 30 April 2014)</td>
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<tr>
<td>Vice President</td>
<td>Mary Bent</td>
<td>(until 30 April 2014)</td>
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<tr>
<td>Secretary</td>
<td>Ella Dixon</td>
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<tr>
<td>Treasurer</td>
<td>Richard Colquhoun</td>
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<tr>
<td>Southern Representative</td>
<td>Kim Barker</td>
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<tr>
<td>Northern Representative</td>
<td>Wendi Key</td>
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<tr>
<td>North Western Representative</td>
<td>Maureen Doherty</td>
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<tr>
<td>General Representative</td>
<td>John Groom</td>
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<tr>
<td>General Representative</td>
<td>vacant</td>
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Management team  As at 30 June 2014

<table>
<thead>
<tr>
<th>Position</th>
<th>Name</th>
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<tbody>
<tr>
<td>Chief Executive Officer</td>
<td>Mat Rowell</td>
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<tr>
<td>Chief Operating Officer</td>
<td>Michael Kelly</td>
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<tr>
<td>Chief Financial Officer</td>
<td>Navin Ram</td>
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<tr>
<td>Director Early Intervention Services</td>
<td>Flora Dean</td>
</tr>
<tr>
<td>Director Post Separation Services</td>
<td>Narelle Pamplin</td>
</tr>
<tr>
<td>Manager Post Separation Services South</td>
<td>Claire Jones</td>
</tr>
<tr>
<td>Manager Post Separation Services North/North West</td>
<td>Simon Reeve</td>
</tr>
<tr>
<td>Manager Counselling and Community Services South</td>
<td>Jules Carroll</td>
</tr>
<tr>
<td>Manager Counselling and Community Services North/North West</td>
<td>Tim Henry (until May 2014)</td>
</tr>
<tr>
<td>Manager Client Intake and Reception</td>
<td>Jeanette Radley</td>
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Honorary life members

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<thead>
<tr>
<th>Name</th>
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<tbody>
<tr>
<td>Mr Ron Adams</td>
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<tr>
<td>Mr Giffard Causon</td>
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<tr>
<td>Mr Graham Marshall</td>
</tr>
<tr>
<td>Mrs Greta Marshall</td>
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<tr>
<td>Dr Russell Pargiter</td>
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<tr>
<td>Mrs Margaret Watson</td>
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Relationships Australia Tasmania made an operating surplus of approximately $337,000 in the 2013/14 financial year.

Total expenditure increased by 4.3% in 2013/14 financial year compared to 2012/13 financial year while overall income increased by 6.8% during the equivalent period.

Financial information

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<thead>
<tr>
<th></th>
<th>2014 ($)</th>
<th>2013 ($)</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Revenue</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Grant income and fees</td>
<td>7,871,464</td>
<td>7,413,651</td>
</tr>
<tr>
<td>Other income</td>
<td>165,371</td>
<td>112,077</td>
</tr>
<tr>
<td><strong>Total Revenue</strong></td>
<td>8,036,835</td>
<td>7,525,728</td>
</tr>
<tr>
<td><strong>Expenditure</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Employees</td>
<td>6,209,296</td>
<td>5,834,849</td>
</tr>
<tr>
<td>Other operations</td>
<td>1,490,708</td>
<td>1,548,782</td>
</tr>
<tr>
<td><strong>Total Expenditure</strong></td>
<td>7,700,004</td>
<td>7,383,631</td>
</tr>
<tr>
<td><strong>Net Surplus</strong></td>
<td>336,831</td>
<td>142,097</td>
</tr>
</tbody>
</table>
## Sources of income 2013/14

- Client Fees: 7%
- Grant - Commonwealth: 2%
- Grant Other Sources: 11%
- Other Income: 80%

## Areas of expenditure 2013/14

- Employee benefits expenses: 81%
- Depreciation and amortisation: 4%
- Occupancy expenses: 5%
- Administrative expenses: 2%
- Other costs: 8%
Locations

Hobart
20 Clare Street
New Town 7008
p. 1300 364 277
f. (03) 6279 5073
e. admin@reltas.com.au
178 Macquarie Street
Hobart 7000
p. 1300 364 277
f. (03) 6221 3525
e. admin@hobartfrc.com.au
Launceston
6 Paterson Street
Launceston 7250
p. 1300 364 277
f. (03) 6332 8015
e. launceston@reltas.com.au
Devonport
68 North Fenton Street
Devonport 7310
p. 1300 364 277
f. (03) 6421 3605
e. devonport@reltas.com.au
Regional Centres
Bicheno
Bicheno Health and Resource Centre
94 Foster Street
Bicheno 7215

Bridgewater
Green Point Medical Services
9-11 Hurst Street
Bridgewater 7030

Burnie
Burnie community House
24 Wiseman Street
Burnie 7320

Campbell Town
Campbell Town Health and Community Service
70 High Street
Campbell Town 7210

Clarence
GP Super Clinic
16/22 Bayfield Street
Rosny 7018

Cygnet
Cygnet Community Health Centre
1 Frederick Street
Cygnet 7112

Dover
Esperance Multi Purpose Health Centre
15 Chapman Avenue
Dover 7117

Dulverley
Dulverley Neighbourhood House
172 Arthur Highway
Dulverley 7177

Glenorchy
Glenorchy Linc
2 Terry Street
Glenorchy 7010

Huonville
Huonville Community Health Centre
6 Sale Street
Huonville 7109

Level 2
23 Main Street
Huonville 7109

Kingston
Kingston Community Health Centre
29 John Street
Kingston 7051

Kingston Beach
Kingston Beach Health Centre
2 Recreation Street
Kingston Beach 7050

New Norfolk
Community Health Centre
3 Richmond Street
New Norfolk 7140

Nubeena
Office (adjacent to Pharmacy)
1628 Main Road
Nubeena 7184

Risdon Vale
Risdon Vale Community Health Centre
32 Sugar Loaf Road
Risdon Vale 7016

Scottsdale
Day Centre building
Scottsdale Hospital
Cameron Street
Scottsdale 7260

Sorell
Sorell Community Health Centre
57 Cole Street
Sorell 7172

St Helens
Healthy House
5 Portland Court
Grant Street
St Helens 7216

St Marys
St Marys Community Health Centre
Gardiners Creek Road
St Marys 7215

Triabunna
Spring Bay Community Health Centre
7 Esplanade Street
Triabunna 7190

No physical Venue
'Cape Venmo' Office
Cape Barren Island
Circular Head
Flinders Island