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# EVERYTHING IS POSSIBLE

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Men's Link Incorporated  
Annual Report 2015-16



## Chairman's Report – Michael Battenally

The role of the Menslink Board is to provide good governance and strategic support to the not-for-profit body that provides significant support to young men 12-25 years of age across the Canberra region.

The 2016 board has actively undertaken its role through regular Board meetings, and supplementary Board Committee meetings fulfilling governance responsibilities for audit and risk, performance and philanthropic initiatives. The hard-working members of the 2016 Board are Jim Rice (Vice Chair), Dion Cannell (Treasurer), Kathleen O'Sullivan (Secretary), Louise Carter, Cathy Skippington, Scott Winsor, Denis Sargent, Mark Whithear and myself as Chair.

Reflecting on 2016, with a clear focus on the importance of good governance aligned with the operating plan of Menslink, board members have sought to undertake broader roles of support. This is evidenced by reviewed policies, a new strategic plan, and financial management and policy. Importantly, the Board has maintained a focus on strengthening the organisation, and supporting the Menslink staff and CEO, Martin Fisk.

The audit and risk sub-committee of the Board met numerous times during the year, reviewing risks, determining risk tolerance and strengthening risk mitigation strategies. In March this year, Menslink also set up a fundraising committee. Headed up by key Menslink supporter Peter Munday from Lennox and Jim Rice from the Board, this committee was instrumental in driving our very successful Big Night Out fundraiser in November 2016.

The 2015-16 financial year was another year of growth for Menslink. As you will see in the CEO Report, the measures across all programs demonstrate the impact and value for money position of the organisation. Recurrent funding, grants and donations have maintained growth, ensuring a sound financial position as reported by our Treasurer, Dion Cannell.

Late in 2016 one member of the board, Kathleen O'Sullivan, resigned due to a variety of demands on her time. On behalf of the Menslink community I thank Kathleen sincerely for her valued contribution at the board level as Secretary and also as one of our most active volunteers in fundraising events and a regular at the Midweekers with her husband Bill.

Of special note, at this AGM we acknowledge board members Cathy Skippington and Louise Carter who, like me, are seeking re-election to the 2017 Board, for the commitment, acumen and experience they gave over the past two years. Naturally, the opportunity for the three of us to build on this with continuing board members is the result we are seeking.

While it is the work with young and adolescent males that is making the greatest difference in our community, the high profile efforts to promote the work of Menslink are essential. As Board Chair I am particularly pleased to see the excellent work performed in the 2015-16 financial year (included in the CEO Report) continue into the 2016-17 year, ensuring Menslink continues at the forefront of dealing with issues such as crime, family violence and youth suicide which continue to afflict young men and our community.

On behalf of clients and members, I wish to thank our volunteers for their support and involvement with an organisation that continues to make a positive difference to the lives of young men and their families in our community. In particular, the commitment of our mentors reflects strongly on the values of the Menslink organisation: *Empathy, Trust, Care, Integrity, Achievement and Innovation*. Thank you.

Finally and on behalf of my fellow directors, I would like to thank our CEO Martin and the Menslink staff for their very significant roles in delivering another excellent year for Menslink and thereby having a very significant impact on our community.



Michael Battenally  
Chair Menslink  
15 November 2016

*"Menslink helps young men make better choices to engage positively with society, because young men matter to our society."*



*Canberra Raiders players talk to the young guys during the 2016 Silence is Deadly filming*

## **Treasurer's Report – Dion Cannell CA**

The 2015-16 financial year saw Menslink build on the Association's already solid base. The continual strong financial support from both local community and government resulted in a slight increase in income to \$646,158.

The year-end surplus of \$6,419 was lower than that of 2015 due mainly to:

- An increase in staff numbers (and the resulting wages increase) to facilitate an increase demand for services to young men; and
- The relocation of Menslink from Griffith to Holder.

### **Staff costs**

The output resulting from the increased staffing costs is both positive and pleasing for the Association. We directly supported a record number of young men this year (357 up from 317 in the previous year), with the unit cost per young man supported up only a fraction (2.4%) after a significant reduction in unit cost the previous year. A full five year cost and output comparison is included in the CEO's report.

### **Relocation costs**

Menslink moved to larger premises in April, incurring one off expenses of \$39,445; a significant portion of which was the purchase of office equipment, furniture and infrastructure items with a considerable useful life. This overall cost was below the true commercial cost due to pro-bono support from UpMarket Homes, boyandgirlco, Phil the Farmer handyman, Adrian Kelson photography and Ideal Furniture. The increased space at the new location will accommodate future growth and facilitate an expanded service in accordance with our strategic plan.

In analysing revenue sources, the ACT Government, corporate sponsorship from ACT Policing, Icon Water, Lennox Volkswagen and the Capital Chemist Group, as well as our Business Breakfast were all significant contributors to the annual total.

Net assets of Menslink increased slightly from \$170,132 in the previous year to \$176,551 at 30 June 2016. Total assets increased by \$10,783 to \$219,115 and are predominantly cash and cash equivalents. During the year, we acquired a discounted second hand utility vehicle from Lennox Volkswagen, providing us with additional capacity and reduced costs. Lennox continue to provide Menslink with another fully maintained Amarok utility at no cost.

Menslink were once again the recipient of support from PwC Canberra in the form of a pro-bono audit. PwC found no significant issues during the course of their audit. Consistent with guidance issued by the ACNC, PwC have made a qualified conclusion which is a standard qualification issued for all not-for-profit entities who receive cash donations. We appreciate and thank them for their continued support.

Attached to this Treasurer's report are the audited financial statements.

## CEO Report – Martin Fisk

The 2015-16 financial year continued our growth trend, while we also continued our investment in quality improvements to improve outcomes for the young men we support. Importantly this year, we also moved into new shared accommodation in Holder (Weston Creek) and took the opportunity to rebrand, developing a more modern look and feel for young men and all our stakeholders. In summary this year, we:

- Increased the number of young men receiving counselling support by nearly 15%, with a 30% increase in the number of counselling sessions provided;
- Slightly increased the number of young men being mentored (up 7%);
- Reached over 6,500 students with our *Silence is Deadly* campaign, a drop from last year's record numbers due to a timing lag in booking sessions with schools in the first two terms this year;
- Concluded a successful relationship with Brumbies Rugby at the end of last season and welcomed back our launch partners the Canberra Raiders to deliver *Silence is Deadly* sessions for the next two seasons;
- Welcomed five hundred guests to our 2015 Business Breakfast to hear David Morrison AO talk about role models and combatting violence in the media;
- Moved to new premises, with expanded floor space, two new counselling rooms and a dedicated mentoring area to better support our staff, volunteers and young men;
- Invested in new IT systems to collect better data on our clients, reduce manual processing of new clients and volunteers; and importantly to track the impact our programs have on young men, their families and schools. These systems will allow us to improve our programs and further reduce our cost per client;

Menslink continues to attract and retain extremely talented and dedicated people who support our work and young men: staff, Board members, volunteer mentors, corporate sponsors, donors and a wealth of people who just do their bit; whether raising funds and awareness or simply helping out at our events. Menslink could not operate without this extended team of very generous supporters.

This report highlights the year's achievements and events in our mentoring and counselling programs, the *Silence is Deadly* campaign, advocacy and community awareness, operations and staffing, as well as commentary about the future outlook for Menslink. We have also included for the first time a cost summary of our growth and performance over the past five years.



*A new group of volunteer mentors showing us that everything is possible!*

## Program Delivery for Young Men:

### *Mentoring Program*

This financial year we actively supported and maintained forty five (45) mentoring relationships, up 7% from the previous year.

During the year, we trained twenty-nine volunteer mentors and matched them with young men; a record number for Menslink. Sixteen young men and their mentors graduated from the program this financial year, a retention rate of 66% over the full two year period.

Linkup attendance was again very strong, with average attendances of 30 for the period compared with 25 for the previous year. Linkup attendance is a key indicator of the strength of the program, as it means the young men continue to engage and, importantly, build other adult relationships beyond their direct mentor. Some of the more popular Linkups this year included the Academy of Interactive Entertainment, Powerkarts and the tour of Raiders HQ where mentees got to see behind the scenes at the Raiders and learn more about the club's values from players Sia Soliola and Jeff Lima, as well as Commercial Manager Jason Mathie.

The Summer Camp at Bateman's Bay was also well attended with young guys and their mentors coming down for the great activities on offer. Guest speaker and youth worker Mark Ettridge again held the young guys enthralled with his messages around the difference between *tough men* (who hide behind a mask) and *strong men* who are not afraid to work with their emotions. On the other hand our winter camp did not have many attendees – spending time in the hills during a (wet) July winter is perhaps not so attractive to our mentees – and so we have decided not to hold future winter camps.

This year we held our annual mentor retreat in Jindabyne over two nights. Both the venue and the format were very well received by mentors and we'll look to doing a similar style next year. Many thanks to mentor Andrew Marshall and his dad Colin for organising the venue.



*Mentees on the Outward Bound course*

Our partnership with Outward Bound continued this year, with twelve of our young guys completing a week-long wilderness challenge in May. They were supported by "Rollo" who, while being our oldest mentor at 73, is probably our fittest, and was able to provide equal measures of inspiration and support to the young guys when the going got tough.

Thanks to Club Lime, we provided around twenty mentees a gym membership, allowing them to focus on their physical fitness and wellbeing, as well as bonding over a common activity with their mentor.

*"My son Greg was in a bad way. He had withdrawn into a world of nothing but video games and destructive behaviour. He was vandalizing our home, stealing alcohol and money and being verbally aggressive with me and his younger brothers and sisters. Most frightening though was that he had started cutting himself. It was clear to me that he was in a lot of pain and had no positive way of coping with the anger and frustration he felt.*

*I'd heard about Menslink through friends and called in desperation. The guys were great and it was such a relief to know that there was help and a positive way forward. Greg is always really keen to meet up with his mentor. They hang out, talk and are building a positive relationship. We are seeing the aggression fade, no more self harm and an improvement in schoolwork. The counselling service has been great too. Menslink has a great team and they really know how to connect with the boys and build on the positive.*

*We aren't through the woods yet, but we have a pathway and a supportive network guiding us. Despair and shame have been replaced by hope and love. And a whole lot of gratitude."*

***Helen, single mother of three, including fourteen year old mentee, Greg\****

*Please note our policy is to change all names and some identifying details to protect confidentiality in all personal testimonials*



## Counselling Program

The counselling program delivered 957 free counselling sessions to 312 young men and their families, compared with 738 sessions and 275 young men in the previous year. This increase of around 30% continues the strong growth in demand for support from young men in recent years.

During the year, we expanded our counselling team to meet increased demand; and also to ensure we maintain our minimum waiting time for clients, which is mostly around one week or less for urgent or critical cases. We have also been able to maintain our quick response to referrals, generally contacting the referrer that same day.

Our team have embedded *Acceptance and Commitment Therapy* as our primary approach to counselling, which is proving to be very successful in working with young men in particular. We have also extended our research and learning into the impact of trauma, as many of our clients are presenting with a history of trauma; often related to family violence and/or bullying at school.

In order to better understand our clients and ultimately provide better support, we greatly expanded our data collection systems during the year to capture and track presenting issues such as exposure to family violence, trauma, bullying, anxiety, depression or suicidal ideation. Statistics already coming from this system highlight the large number of counselling clients from single mother families and a significant number who have been exposed to domestic and family violence.

Also for the first time we implemented a structured survey to collect impact and quality data from schools in which we provide outreach counselling services. This data tells us whether schools see our support having an impact on the young men (and their peers and teachers) and whether they are satisfied with the quality of service we provide.

In our first survey conducted in June 2016, more than 80% of schools reported a moderate or significant impact on staff and peer relationships, positive decision making and mental wellbeing of our young guys. More than 90% of schools rated our counselling service as good or excellent in quality measures such as professionalism, counselling practice, communication and attitude towards clients.

*"What I liked about Menslink was that it was a dedicated service to young men, a group in society that can often go under the radar, so I knew they'd be better able to relate to me and help me deal with what I was going through, which I imagine is a common thing for young men my age."*

*"What I learnt from Menslink is that I can make my own happiness in this world, and that it is possible to learn how to control the issues in my life, and most importantly how to be assertive and calm in situations that used to make me very insecure and uncertain."*

*"Menslink have been absolutely fantastic and have been an absolute pillar for me in my life. I would recommend their services to anyone who has been dealing with issues similar to my own"*

**Garry, University Student**

*"Earlier this year we sought the help of Menslink to provide us some guidance during a difficult period with our son. He was normal and he was his happy self on the outside. Unbeknown to us, in private he was in turmoil."*

*"We thought we had been doing a good job providing a loving, nurturing, fun home environment but there were things going on which he just couldn't speak to anyone about. He saw Menslink and began to open up. He knew he had options and he was prepared to deal with the issues that had hit him so hard."*

*"At a loss one day I rang Menslink myself for advice. I knew the service wasn't for me personally but I didn't know where to turn. The support, guidance, perspective and clarity Menslink provided us, as parents, through a few short discussions was brilliant. Having independent and third party assessment of the situation was incredibly helpful and reassuring that we were on the right track."*

*"We thank Menslink for their support and for being there when times were tough. We thank Menslink knowing that if we need them they will be there again. As a member of the community we thank Menslink for catching our son and other young men and helping them stand tall again."*

**Anne, mother of teenager Josh**

### *Silence is Deadly campaign*

During the financial year (spanning two educational years), Menslink presented our key message to young men that *Silence is Deadly* to just over 6,600 male secondary and tertiary students in 51 sessions. This was a reduction of approximately 15% from the previous financial year, largely due to timing issues in 2016 which saw the bulk of sessions run in Term Three.

In response to increasing demand, we extended our campaign this year in both age groups and geography. For the first time we addressed a number of year six primary school classes as well as students from Yass High School. Given feedback from schools, we will look to deliver more sessions to older primary school students in 2017.

We concluded a successful two year partnership with Brumbies Rugby at the end of the 2016 season and would like to thank them, their management and of course the players themselves in helping to reverse the still-prevailing and highly damaging attitudes amongst young men that they need to “tough it out” and sort out life problems without seeking help.

We were very pleased to welcome back our launch partner, the Canberra Raiders for the 2016 season and beyond.

The participation of Raiders players and cadets at schools adds significant value to our presentations as the young men see how vulnerable we all are to life’s challenges – even strong successful athletes. Both NRL and (U20) NYC players supported the campaign, in video presentations and in person, talking about their own issues and struggles and how they used both friendships and professional help (from counsellors, coaches or psychologists) to overcome life’s challenges more quickly and with less pain.

A pool of nine presenters (both staff and volunteers) carried our message to students that life is a journey of ups and downs and that it is normal to have problems, and how critical it is to have strategies for ourselves and others to come out in good shape on the other side.

In both years, we were lucky enough to have players talk openly on camera about their experiences seeing professional counsellors to get through problems; messages that were reinforced by the players and Menslink presenters on the ground.

Our key messages in schools were also reinforced around the region through our Silence is Deadly advertisements on regional television, thanks to major campaign supporter, WIN Television. Over three hundred community service announcements were aired free of charge by WIN, dramatically increasing the effectiveness of the campaign to young men, their families and the broader community.

*“Thank you for spreading such an important message to the boys in my group. As was very evident in the room, there is a strong need for the boys in the group to understand that they need to talk. Planting the seed with them today that it is OK to talk about how you are feeling will go a long way in making school a better/more successful place for many of them.”*

**Martin Desmet - Mount Stromlo High School**

*“The message you deliver is incredibly important and I know the Pastoral team reinforces this message at every opportunity. I and my colleagues will often ask our boys to remember your presentation because we wish them to develop the habit of being open.”*

**Steve Lowe - St Mary MacKillop College**

*I’ve personally had several students approach me since the presentation & again I feel that the presentation opened the door for the boys to talk more freely in general rather than bottling issues & emotions up.*

**Paul Simmons, Canberra High School**

*“Thank you for the presentation. Both speakers were extremely professional and very engaging. I have had nothing but positive feedback about it.”*

**Tom Bluck – Calwell High School**





*Mental health ambassador Sia Soliola being interviewed by a student at Radford College*

At the end of calendar year 2015, we surveyed schools who participated in the campaign, asking pastoral care teams and executive leaders about the impact the campaign had on their students.

83% of schools who responded to our survey advised that male students were more likely or far more likely to seek help, even months after the talks. This is a significant endorsement of the value of the campaign, showing consistent results over its three years of operation.

### **Advocacy and Community Awareness**

This year Menslink staff and volunteers continued to raise awareness across Canberra and even nationally on key issues affecting young men and their families; particularly areas such as youth suicide, mental health issues and family violence.

The 2015 Menslink Business Breakfast featured former Army Chief and 2016 Australian of the Year LtGen David Morrison (Ret'd) AO who addressed another sellout audience on role models and the importance of culture for young men in particular. At the breakfast he coined a phrase we have subsequently used many times, urging the audience to support young men to become "men who reach out to help, not reach out to hurt."

Due to unprecedented demand and support from Canberra's business community, the 2015 Business Breakfast moved from the National Press Club to the QT Hotel, as our audience grew from 290 to 500 attendees.



*Menslink ambassador David Morrison addresses a packed crowd at the 2015 Business Breakfast*

We were very pleased when David Morrison accepted our invitation to become a Menslink Ambassador in March this year, after he spent time learning what we do and interacting with members of the Menslink community.

With the spotlight (rightly) on family violence, Menslink were invited to speak in many public forums on the root causes of this issue, as it develops in young people and young men in particular. We chaired a panel at the National Family Violence Summit, provided a keynote at a Forum Australia evening and were interviewed together with David Morrison and others for a documentary called *A Dangerous Dance* on family and domestic violence.

In a similar vein to the *Silence is Deadly* campaign, we filmed a brief television commercial, encouraging young men to talk and get help when they feel under pressure, rather than reacting with violence in a relationship. This commercial, which we hope to air this year, was made possible with a grant from *Hands Across Canberra*.

Menslink were invited to give evidence at the ACT Legislative Assembly's Inquiry into Youth Suicide and Self Harm, where we highlighted our experience that many suicidal young men are struggling with external issues such as bullying, relationship breakdown or family violence, as opposed to mental health conditions. This experience, backed up by research from the Australian Institute of Suicide Research and Prevention, was given extensive coverage in both Fairfax and Murdoch press, as well as on Radio National's Health Matters program. Statistics from news.com.au show that article alone was read by over 125,000 people and shared more than a thousand times on Facebook.



### Rebranding

Menslink's logo has not changed since it was originally designed over twelve years ago. With potential cost saving opportunities afforded by our move, we decided to adopt a more modern Menslink logo that we felt would appeal more broadly to the young men we support. This logo was designed by ThreeSides Marketing and has been very well received by the broader community.

Throughout the year, we continued to talk about issues affecting young men, their families and our community on local and national radio, television, in print and online news outlets, and at various government, business and community events across Canberra. Support from the broader community has been overwhelming; particularly where we interact with large crowds at the National Multi Cultural Festival, Raiders games at Canberra Stadium and the Big Boys Toys Expo at Epic.



Local Vinnies CEO Paul Tresize talking at the December 2015 Midweeker

Now in its third year, our *Midweeker* series of informal talks by high-profile Canberran men continued to prove popular, with crowds sometimes exceeding sixty or seventy people.

Speakers this financial year included Paralympian Michael Milton, former Chief Police Officer Rudi Lammers, ADFA Commandant Alan Clements, former Raider Paul Vaughan, Brett McNamara from ACT Parks, former UC Vice Chancellor Stephen Parker and local Vinnies CEO Paul Tresize.

Menslink also continued to actively engage in government and community forums and working groups throughout the year, including ACTCOSS, suicide prevention, community sector reform, justice reinvestment, restorative justice and domestic violence committees and groups.

## **Fundraising and corporate sponsorships**

Menslink continued to be strongly supported by our corporate partners and supporters this year; all of whom helped fund our programs to support young men.

This year we welcomed Lennox Volkswagen to our list of Principal Partners, alongside ACT Policing, Capital Chemist and Icon Water. We are very grateful to all of their support, contributing as they do a substantial component of the funds required to run our programs.

The ACT Rugby Veterans Club, Bendigo Bank, Brumbies Rugby, Canberra Raiders, Club Lime, Geocon, Orthopaedics ACT, Proximity Legal, PWC, the Snow Foundation, ThreeSides Marketing and WIN Television showed their support as Major Partners for the year.

Other corporate supporters this financial year include the ACT Business Chamber, ActewAGL, ADFA, Aspen Medical, BCA Certifiers, Canberra FM, Canberra Southern Cross Club, Clonakilla Wines, Cricket ACT, EY, Farrar Gesini Dunn, Independent Property Group, KPMG, Luton Properties, McDonalds ACT & Queanbeyan, the National Press Club, QT Hotel Canberra, Ricoh, RSM, Thinkplace, and the Village Building Company.

Thank you to all of our corporate sponsors, both large and small. Together with donations from the public, you contributed over \$250,000 to Menslink – nearly half our operating costs.

## **Operations and Governance**

Operationally the 2015-16 financial year was a very busy year, highlighted by our move to Holder in April this year. The move into three former classrooms at the Grant Cameron Centre (an old high school), has provided us with more floor space for our expanded team, two counselling rooms (doubling our capacity) and a more central location for clients; the bulk of whom come from Belconnen, Gungahlin and Tuggeranong areas.

During the year, we further developed our data collection, referral and impact measurement systems across both counselling and mentoring programs. This has greatly improved our knowledge of client issues and the impact we're able to have – improving our capabilities and quality of service dramatically. For example, statistics highlighting the level of trauma experienced by our clients has led to increased training in that area for counsellors and volunteer mentors alike.

During the year we completed the move to 100% electronic record keeping. Combined with our other systems improvements, we anticipate this to save considerable manual effort over time, further allowing us to expand our services without an equivalent rise in staff costs.

Both staff and the Board were involved in extensive discussions and planning around our future direction to 2020 this year. This work has resulted in greater clarity on our direction and outcomes we wish to achieve over the next few years, as well as more detailed plans for expanding existing programs and developing new programs that will be put in place to support more young men.

## Staffing

Our staff continued to provide the backbone of the organisation this year: never failing to help young men or their families in need, support our volunteer mentors, manage and improve our office and systems and help raise money to fund our frontline services.

Earlier this year we hired Rebecca Swan (Business Manager) and Wayne Pash (Counsellor) to help lead our administration, fundraising and operations areas, and provide additional counselling support for young men.



*Menslink staff at our new offices in Holder (except Rebecca who was taking the photo!)*

In recognition of how important the quality of our services is to Menslink, we increased our investment in staff development and support, rising from \$13.25K to \$17.6K this financial year, representing nearly 5% of our total payroll.

I'd like to thank all our staff for the terrific effort they put in this year, particularly during the trying time of moving offices. Menslink and our community are the better for it.

## Volunteers

This year again proved that Menslink lives and breathes through our volunteers. More than fifty volunteer men helped mentor young guys at various times during the year – probably many more if you count the men who continue to support their young guy even after they have graduated from the program.

We were also incredibly fortunate to have over 130 volunteers support us at this year's Multi Cultural Festival: men, women and young people who helped raise awareness about what Menslink does and help collect donations at the same time. This group included some forty students from Canberra Grammar School and St Edmunds College who gave up a Friday or Saturday night to help support other young men in their community.





*Young women showing their support for young men by volunteering with Menslink at a recent Raiders game*

I'd specifically like to thank Briana Croft, who managed all of our major fundraising collections this year, including the Multi-Cultural Festival, Handmade Markets and the Raiders match day collection.

Michael Aichholzer also put in a sterling effort, both mentoring a young man, helping fundraise and presenting at almost all of the *Silence is Deadly* sessions during the year. He is also a stalwart at almost all of our fundraising collections, as is Graham Hannaford.

All of our volunteers – current mentors, new recruits, recent graduates and those who help us fundraise – have done a sensational job this year and have really made a difference to all the young men and their families we have supported through the year.

### Five Year Cost Comparison

In preparing for upcoming negotiations with the ACT Government for renewal of our Service Funding Agreement, we recently reviewed our cost performance over the past five years. Pleasingly, the review confirmed that the investments in expanding our services and in systems and infrastructure were producing very positive results for the community.

During the period, the number of young men we directly supported through mentoring and counselling increased by 155%, while at the same time the unit cost to support each young man *fell* by around 10%. While we cannot guarantee these trends will continue, we can guarantee that we will continue to use both government and our supporter's money wisely and control costs to maximise outcomes for our young men.

Financial Year	2011-12	2012-13	2013-14	2014-15	2015-16	Five Year Growth
<b>Group sessions (Silence is Deadly or equivalent)</b>						
Total number of sessions	19	30	52	61	52	160%
Total number of young men reached	34	3,904	7,044	7,926	6,633	26432%
<b>Mentoring</b>						
Mentors trained	13	26	24	17	29	383%
Number of mentoring matches	22	42	47	42	45	150%
<b>Counselling</b>						
Number of sessions	240	403	525	738	957	167%
Number of clients	91	120	176	275	312	156%
<b>Total number of young men directly supported:</b>	<b>113</b>	<b>162</b>	<b>223</b>	<b>317</b>	<b>357</b>	<b>155%</b>
<b>Expenditure</b>						
Expenses funded by ACT Government Contract	249,712	276,900	320,697	340,352	366,010	52%
Expenses funded from Menslink's own sources	42,012	130,163	167,570	194,246	250,194	740%
<b>Total program expenditure</b>	<b>291,724</b>	<b>407,063</b>	<b>488,267</b>	<b>534,598</b>	<b>616,204</b>	<b>128%</b>
<b>Unit cost of support (total expenditure)</b>						
Unit cost per young man (both programs)	2,582	2,513	2,190	1,686	1,726	-11%
Unit cost per young man (mentoring)	5,304	3,877	4,155	5,091	5,477	-9%
Unit cost per young man (counselling)	1,282	1,357	1,110	778	790	-11%
<i>* based on allocation of 40% mentoring, 40% counselling and 20% other services</i>						



Members may note a slight increase in unit costs this year. This rise is almost exclusively due to one-off relocation costs. Without those costs, the unit cost of support would have continued its year-on-year downward trend.

### **Future Outlook**

In looking forward to 2020, Menslink will continue to grow and provide innovative, caring and outcomes-focused support for young men in our region. We will:

- Encourage young men to seek help and assist others in times of difficulty;
- Encourage young men to engage in constructive, not destructive relationships;
- Directly support young men in difficulty with professional counselling services;
- Provide young men with positive role models through our volunteer mentoring service;
- Increase awareness of issues relating to young men and their impact on families and the community; and
- Sustain the organisation within a sound governance framework and strong financial management.

In doing so, we aim to achieve the following outcomes:

- Young men in Canberra are not ashamed to ask for help and reach out to help those around them;
- Young men are given the support they need to build resilience and self-manage emotional challenges in their lives both now and in the future;
- There is less anti-social or destructive behaviour and more pro-social and engaged relationships with our clients (and young men more broadly), as reported by the schools and families we deal with and by ACT Policing;
- The community is actively engaged in supporting young men, through government, corporate, philanthropic and volunteering support of Menslink's vision, values & work; and
- Menslink has security of funding to continue to deliver our support programs over the next three to five years.

Specifically in 2016-17, we will expand our services in schools to provide small group programs for young men – a bridge between our larger *Silence is Deadly* sessions and individual support programs, as well as a leadership extension to our mentoring program – for those mentees who wish to develop additional skills as they transition to an independent adult life beyond home and school. We will also aim to further expand our core support programs – providing more mentoring and counselling support to meet the increasing demand.

### **Finally...**

On behalf of Menslink, our young men and their families, I thank all of the people who contribute to the great work we do - our dedicated staff, our Board of Directors, our volunteers, our mentors and ambassadors. I would also like to thank the ACT Government and all of our principal, major and corporate supporters, as well as individual donors who fund our operations. Menslink would not exist without you all.