



Building Resilient Young Men



Annual Report

2003/2004

In establishing the work of Typo Station in 1993, we put into action a passionate belief – that every individual has special gifts.

With a strong vision and the amazing efforts of the Typo Station team, we have encouraged many troubled and vulnerable young people to help themselves, take responsibility and believe in their own abilities and strengths. Over the years, many young men have completed the Typo Station program and their success rate in getting jobs, continuing education, and improving relationships at home and/or school is exceptional.

Typo Station is giving young men opportunities to build and realise their skills and talents and move forward to more positive futures.



About Typo Station – Building Resilient Young Men

Typo Station's vision is for all young people to experience the growth opportunities necessary for a fulfilled and successful adulthood.

An independent not-for-profit organisation, Typo Station is committed to creating sustainable community based opportunities that assist 14-17 year old males who are experiencing difficulties at school and home to become successful adults, and through a unique residential program, to build the resilience and life skills necessary for a positive future.

Since its inception in 1993, Typo Station has helped nearly 300 of Victoria's most troubled and vulnerable young men to build resilience and life skills for the future.

During this time, we have run close to sixty life skills, alternate education and mentoring programs, which have given these young men the opportunity to re-build relationships, re-connect with education and employment pathways, build critical practical and personal skills, and ultimately have a second chance in life.

The Typo Station Experience – Skills for Life

Typo Station works in collaboration with young men, schools, families, youth agencies and other support networks for two years. Our experience has shown that taking a shared responsibility towards change plays a significant part in a young person making long-term positive changes in their behaviours, self-esteem, communication, and attitudes.

Dear Typo

It is now 4.15 on Friday we have just finished the Aths Sports, a very busy day. I didn't talk to Sean today but I did want to wish him all the best. I also wanted to tell him that the letter that he wrote to the SRC at our school asking for support was successful. His peers decided to make him a grant of \$200 towards the Typo experience. This is an excellent result and very brave on Sean's part because he was very open

with the content of his letter. Could you please pass on my best wishes and tell him about the funding. We are very proud of him already. I hope that you all have a great week. I would love to be part of the experience myself.

Teacher



About Typo Station – Building Resilient Young Men

Initial Residential Experience

Basic Skills Week:

An introductory week at Typo Station, which gives 'young blokes' an experience of each of the program components, including an over-night hike, pioneer skills workshops, and being responsible for daily chores.

The Expedition:

A rigorous nine day bush hike in the Victorian Alps or Wyperfield National Park. The hike is challenging and is an enormous achievement for participants. It provides young men with a number of important skills including bush knowledge i.e. navigation, teamwork, and leadership.

Station Life:

A week in which young men live a simple, pioneer style life, work to a daily routine, and build practical skills in blacksmith and joinery workshops. This week aims to build a sense of responsibility for self and others, develop living skills, and create routines for ongoing motivation and activity after Typo Station.

Follow Up Programs

3-5 day experiences that are designed to build on the skills developed in the initial four week residential experience at Typo Station and to provide young people with further opportunities for goal setting and reflection, leadership and vocational development. Follow-up programs include Market Enterprise, Work Enterprise, Community Enterprise, and Bush Enterprise.

2 Year Mentoring Program

At the completion of the residential experience, each young bloke is paired with a staff member, who mentors the young person on a monthly basis for the next two years. The mentoring program extends support to the young man throughout all stages of the Typo Station journey, builds on relationships developed during the program, and helps him to stay focussed on his personal and vocational goals for the whole two years and beyond.

Message from a Principal

'Jamie' returned after Basic Skills week to school last Friday. His Principal said he noticed a more confident, and somehow taller young man walks into his office. The Principal had never seen Jamie holding his head as high. Jamie shook the principal's hand and said "Thank-you Mr. Madden" and then sat down to spend time showing him what he had made during Basic Skills Week.



Snapshot of 2003/2004 – Connecting Young Men, Families, Schools & Communities

Working with Young People

- 33 young men through 4 new intakes.
- 56 young men through 5 follow-up programs.
- 76 young men receiving ongoing support through our Mentoring program.
- Growing our Sponsorship program to enable greater access for young people experiencing disadvantage and hardship.

Building Community Links

- Creating greater awareness of and access to Typo Station through 9 Information Sessions with 110 secondary schools, families and youth agencies.
- Working more collaboratively with families, schools and agencies through post-residential experience workshops with almost 120 supporters of young people participating in Typo Station's program.

To every member of the Typo Station group

I write to you all as a mother of a 'young bloke' who recently completed your program. I would like to thank you all from the very bottom of my heart for all you have done for Steven...

Our 16 year old son has always been a fairly clever child. He adores maths and science, reading etc and has a huge thirst for knowledge. Somehow though, this child, despite all these positive attributes, was falling through the cracks of the education system. Watching this happen was heart-breaking but we all just kept drifting along, hoping that some day something would turn him around and he would have a chance to achieve the happiness and success that every parent wishes for their child...

As we edged closer to expulsion from school, a suggestion was made by Steven's Year 10 Coordinator that

perhaps Typo Station might be of some benefit. I had heard of Typo but I was under the impression that it was for kids that were in trouble with the law and had already fallen 'off the rails' – a little extreme for the problems my son was having. I was reassured that this was not the case and so with nothing to lose, we investigated the whole idea further... that phone call was pivotal in our decision to pursue the prospect of acceptance into the Typo Station program...

...Steven and I drove up to Wangaratta to meet you at the train station. Steven seemed reasonably relaxed about what he was about to embark upon but I was quite apprehensive. Was this the right thing? Did my son really need this? I left with you but I very much in two minds as to how effective the Typo experience would be with Steven...

Steven has of course now returned home and is settling into his new school. The stool he made, the wrought iron work, the photo frame...all stand very proudly in our home for all to see. Where once I was sort of embarrassed that Steven was going to Typo Station, now I am so proud of him and his achievements. I am in total awe at your abilities also – your patience and your methods of helping these young blokes see the strengths that they had inside all the time but may never have been able to use if not for your intervention.

I thank you for everything you have done with Steven. He's still the same young bloke that was delivered to you on that morning in November, but he has something inside now – something very special – something that can only have come from Typo!

With extreme gratitude,

A parent



Snapshot of 2003/2004 – Connecting Young Men, Families, Schools & Communities

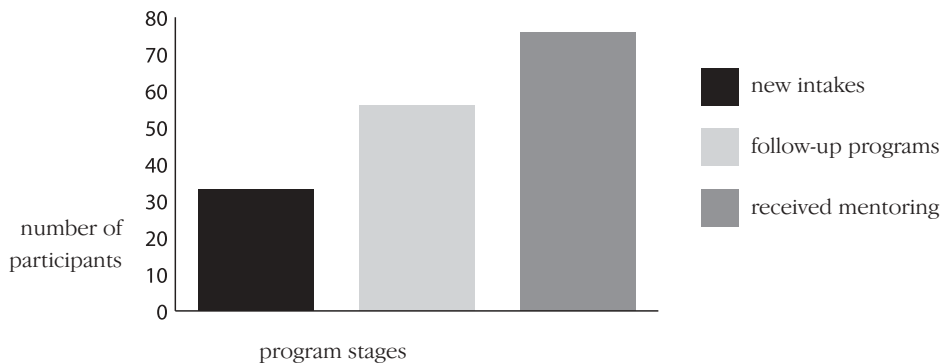
Extending our Reach

- With increased resources being directed towards building awareness and access, our reach in the community is steadily growing.
- Receiving on average 50 telephone enquiries each new intake, resulting in an average of 40 interviews.
- Receiving applications from increasingly diverse regions, ranging from Warrnambool, Gippsland, and Mildura, to Metropolitan Melbourne.

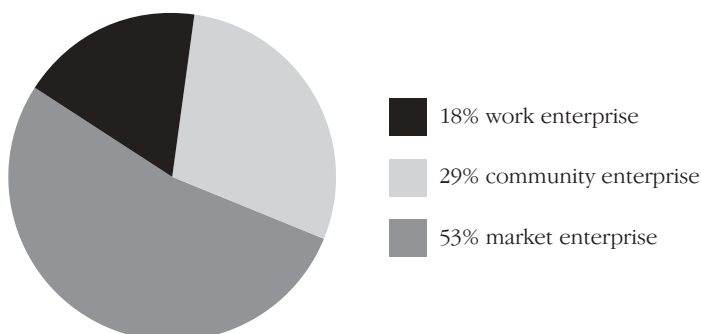
Community & Sustainability

- Enriching relationships with the wider Victorian community through 5 working parties at Typo Station and community participation in 'The Bush Fair', Typo Station's annual festival.
- Fostering community connections and activity through ongoing engagement with a range of groups such as Rotary, Lions and sporting clubs.
- Creating opportunities for community participation through presentations at approximately 20 community forums and meetings.

Numbers of Participants in Program Stages 2003-2004



Participation in Follow-up Programs



Young Bloke Story

OK here I am bored as hell in the middle of no where with only 3 smokes but I suppose it is better then wagging school and sitting on me ass at me mates joint stoned off me head.

You all probley think typo is a waste of time and so did I but it is the day befour graduation day and I have lernt how to control my anger and respect others. Also I am off the pot.

Yer OK. It was weird at first ya don't know any one and you are thinking what am I doing here, trust me it aint a waist of time and yer, it is really hard that is the whole joint and yer they do push you to your limits and you will get a lot out of it and thanx typo it has been great and I hope now I will be able to stay in school instead of wagging or getting suspended thanx a lot

Adam Wragg



Research & Evaluation – Evidence Based Practice

In order for Typo Station to be an effective intervention that leads to long-term improvements in the life outcomes of young men, we believe that it is critical to evaluate our programs and services against best practice standards and the specific needs of our intended client group.

In November 2003, a three year evaluation of our programs and services was completed by independent research agency, YouthPsych Consulting. The evaluation measured against Typo Station's aims and objectives and the program's standards of practice and level of protection in relation to the psychological safety and broader welfare of participants.

The evaluation, generously supported by The Ian Potter and George Alexander Foundations, has enabled us to measure our success in relation to our program aims and the outcomes experienced by participants after the program. The key areas that Typo Station seeks to affect positive changes in young people are:

- Personal Skills (e.g. conflict resolution, aggression management, teamwork skills)
- Experiences and Opportunities (e.g. bushwalking expedition, supportive peer group, esteem-building recreations, vocational experiences)
- Attitudes and Values (e.g. development of optimism, increased respect, increased positive attitudes towards community members)
- Behaviour Changes (e.g. decreased aggressive behaviour, responsibility for self and others, motivation, appropriateness of social behaviour)

Improvements in Self-Esteem

Experiences and opportunities such as blacksmith and joinery workshops, bush walking, teamwork, and development of personal skills are effective in increasing self-esteem and provide opportunities for deeper and more constructive relationships with peers, teachers and family.

Improvements in Attitudes, Behaviours & Personal Skills

A significant number of young people who take part in Typo Station experience difficulties with their attitudes, behaviours and personal skills and often seek to make changes in those areas through our program. The evaluation of our program found that participants engage less in delinquent behaviour and relaxing diversions such as truancy, feel that they can better cope with problems, and defer less often to the use of 'wishful thinking' in difficult situations (i.e. wishing life or aspects of life to be different to reality).

Continued Participation in Education & Employment Pathways

Links between education and vocational opportunities are the most inadequate for young people who have greater psychological and social needs and as such, Typo Station plays a critical role in keeping young men engaged with education and employment pathways and in providing young men with vocational skills for the future.

The chart on the following page illustrates the pathways taken by participants after completing Typo Station's program.

Three hours in the bush

Three hours in the bush

Not here to drink or choof

*I'm here to sit, relax and think
about the dodgy shit that's
happened*

*I try to think a way around it
but it's already happened*

I just have to deal with all the shit

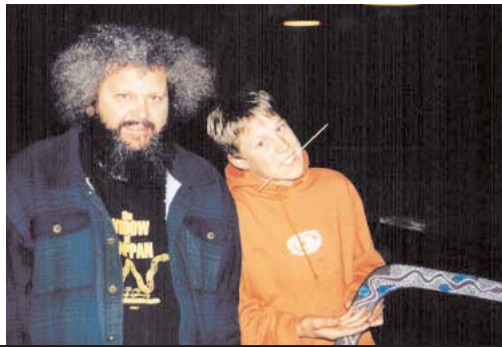
It may be hard for a bit

I'll just have to be patient

I want to change it

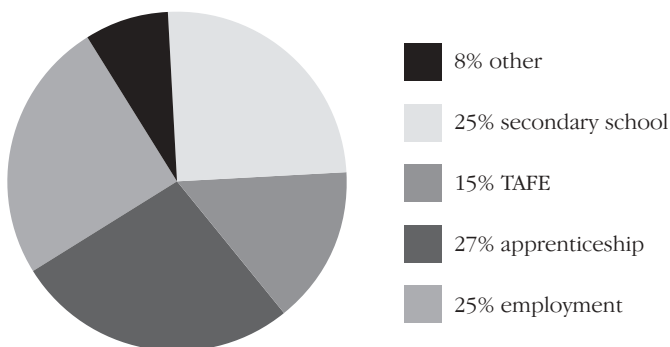
I learnt that at Typo Station

Peter Sheeran



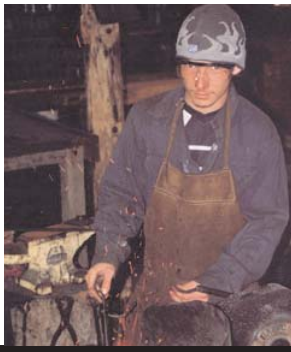
Research & Evaluation – Evidence Based Practice

Education and Employment Pathways Post-Program



Young Bloke Story

*Sitting in the bush three hours by myself
 Not wondering about anyone except myself
 Wondering what were the mistakes
 And thinking which path I should take.
 I was wondering if I could get a job
 Instead of being on the drugs, and acting like a slob
 Instead of being on the drugs and acting like fool
 I should pick my ass up and drag it back to school
 I should get a job and a good education
 And show everyone how I can be a sensation
 Not some try hard who thinks he's cool
 Now that I think of myself, I act like a fool
 Now what should I do next, Sit at home stoned
 With out a job looking like a slob
 All I want to do is make my family proud with me
 Have a good education and the best reputation
 And hopefully I will have a good job and a god education
 So I can show all the other dumb blokes that I could make it.
 One more thing before I go at least I be proud
 And this little Koori will stand out in a crowd
 I would like all of you to know it's hard
 For a Koori to get a good job and an education
 But not this little Koori he's going to be a sensation
 I would like to say thanks to Typo for a good line of defence
 And not to be slack because this little Koori going to attack
 Now if you listen closely most of the Koori I know
 Are on parol bludging off the doll
 Most of them are on drugs now
 After being on the drug for a while it gets heavier like smack
 But I just don't want to turn out like that
 Like I said your whole life is like a game of footy
 And I don't want to end up on the bench*



Looking Forward – Sustainable Development

Over the past eleven years, Typo Station has grown from a hand-to-mouth organisation into a resilient and dynamic one with strong programs, management, staffing, and infrastructure in place to support us in achieving our core goal of helping vulnerable young men to have more positive futures.

The past year has seen a significant amount of change and growth at Typo Station, with the hand-over of the CEO role from Matt Pfahlert to Andy Kay, the opening of a small office in Melbourne to assist development, and a new role created to increase access and awareness of Typo Station so that more young men can benefit from our program.

Looking ahead to 2005, we have a number of key initiatives and developments planned that will further enhance our capacity to work with at-risk young men and be a leader in our field.

Program – A positive future for 165 young men each year

- Continuing with sound Assessment & Recruitment processes to ensure that we are effective in reaching and benefiting the young men Typo Station is designed to help.
- Offering 6 new intakes with up to 15 young men in each – increased from 5 last year and 4 the previous year.
- Offering 6 follow-up programs – increased from 5 last year.
- Providing critical ongoing support and adult role models to young men for 2 years through our mentoring program.
- Extending our program to troubled and vulnerable young men from across regional and rural Victoria and metropolitan Melbourne, from a range of cultural and socio-economic backgrounds.
- Providing much needed support to families during the 2 year Typo Station program; facilitating collaborative approaches to change.
- Ongoing evaluation of our programs and services to ensure that we continue to be guided by evidence of positive outcomes and best-practice methods.

Management & Staff – Expertise, leadership, and commitment

- Moving forward with a full complement of youth work staff holding qualifications and experience in outdoor education, family therapy, teaching and youth work.
- Maintaining a high staff/young person ratio whilst growing participant numbers.
- Committed and pro-active Board of Directors with experience in finance, business, marketing, and law, and with a passion for Typo Station and young blokes.
- Strong governance policies to ensure accountability at Board level.
- Growth and sustainability agenda is being driven by CEO Andy Kay; a leader in the youth sector for over twenty years.
- Continual up-skilling of staff to ensure a best practice culture and the capacity to meet the changing needs of young people.

Property – A safe place for young blokes

- Plans for a multi-purpose facility are in progress to support program growth, provide short-term accommodation for staff and visitors, a meeting space for families and supporters, and an under-cover area for community events.



Looking Forward – Sustainable Development

Community Links – Strengthening relationships and networks

- Building on friendships with service clubs and other community groups through work parties, and Typo Station's participation in community forums and meetings.
- Consultation from community members and peers within the youth and welfare sectors through the establishment of two reference groups:

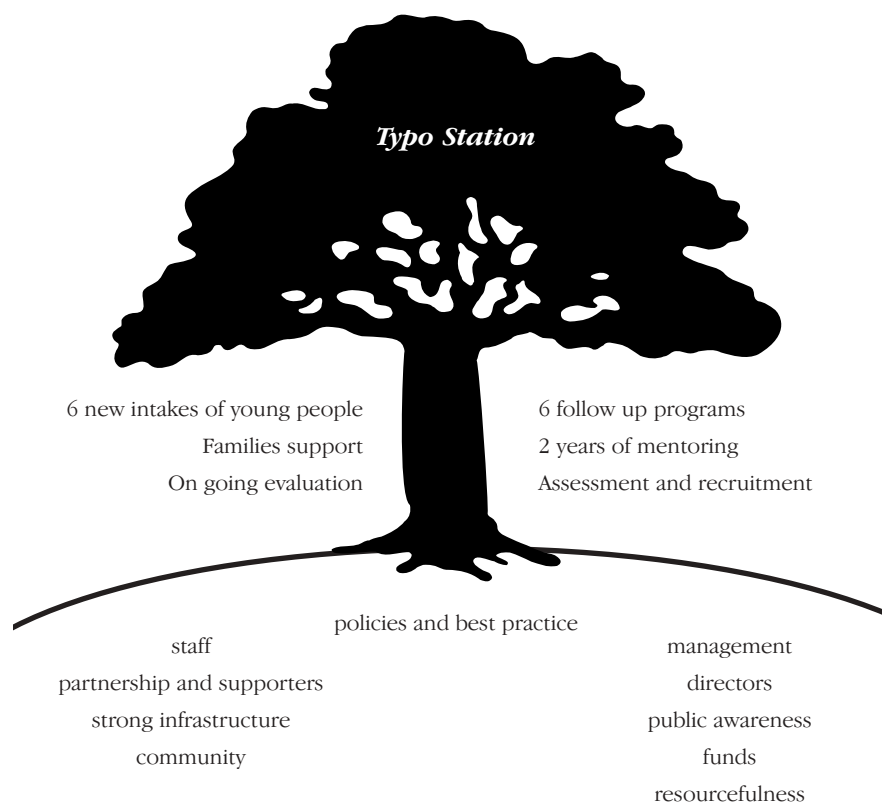
Sector Reference Group
North East Victoria Regional Group

Funding – Resourceful and sustainable for the long term

- Development of a robust financial model through a combination of: Strategic social responsibility partnerships with corporate businesses; Ongoing and new relationships with Trusts and Foundations; Support from community groups and individuals.
- Growing volunteer, in-kind and pro-bono support to enable funds to be directed more towards young people as well as to enhance community connectedness and support networks for young men.

Looking forward 2005

Positive outcomes for troubled and vulnerable young blokes,
their families, schools and local community



Board of Directors

Chairman Jonathan Chapman, ACA
Bruce Anderson, B Ed, MBA, FAICD
Wendy Kayler-Thomson, LI B, LI M (Mon), ASLIV
Shayne Milsom, MBA
Kate Williams, BA, MBA

Staff Team

CEO Andy Kay
Program Manager Dave Gilson
Team Leaders Kate Hand and Dan Secombe
Community Link Coordinator Kylie Paine
Marketing & Development Coordinator Natalie Robbins
Youth Workers Aaron Dalgleish,
Anthony Kroschel and Rob Nansen
Intern x 1
Administration Janine Bayliss
100's of volunteers



Chairman's Report

It gives me great pleasure to bring to you the financial statements for the year ended the 30th June 2004 and to report to you on some of the highlights from the last year.

From a financial perspective it has been a good year. This year we recorded a surplus of \$129,459 compared to a surplus of \$185,569 for the preceding year. These surpluses have allowed us to build a reserve that will stand us in good stead and will allow us to plan for the future with greater confidence.

A major achievement this year was the change of CEO from Matt Pfhalert to Andy Kay. Both men worked tirelessly to ensure that the handover was seamless and they did this well and with great generosity towards each other. The handover was completed in January 2004 when Matt formally resigned and Andy became our new CEO.

On behalf of all the young blokes whose lives have been changed because of Matt's dream I would like to place on record our sincere thanks to Matt and good wishes for the future for Matt, Gina and Eadie.

This year also saw the sale the Crosscut Furniture business enterprise. The Board decided that this business was non-core to Typo's activities and required too much management time and resources. The proceeds from the sale will be invested in a suitable lasting asset to recognise those who so generously supported Crosscut over the years.

The program has made great strides this year, with the number of programs being increased from four to five and with many more young blokes now having the Typo Experience. We have an amazing team of program staff and on behalf of the Board, thanks to Dave Gilson and the other staff for the way they have coped with the changes over the last year.

After much deliberation, we now have a presence in Melbourne. I am pleased to say that it is working well with significant benefits being gained in the area of increased numbers of candidates and stronger relationships with our city based supporters.

Our young people are facing increasing difficulties at home, at school or at work. Many social commentators and politicians from both major parties are now noticing this fact. I am sure that I speak for all Typo Station's Board Members, Staff, and supporters when I say that it is this need that drives us all to want to look at more ways in which we can help these troubled young blokes.

In closing, I would like to thank my fellow Directors, the staff, our supporters and the King Valley community for their tireless efforts over the last year.

Jonathan Chapman

September 2004

"I wish I could just float away and change my life but it ain't that simple, you have to build back the respect that you lost, you have to prove you are now top, you have to gain courage to tell people you're changed, but most of all you have to take a good hard look at yourself and say I can do it, not just say it – mean it."



CEO's Report

I am delighted and very proud of our achievements over the past year.

Although Typo Station is a small organisation, I can report to you that many young people, their families, and schools from around Victoria have benefited from the work during the 2003-4 year.

This year, we express our gratitude to our founder Matt Pfahlert for his amazing contribution to the development of Typo Station over the past 12 years. We wish Matt well in his future endeavours. Thanks to Matt and the many folk who have made me most welcome over the past 12 months.

Our work with young men has never been more needed in light of our national trends. A growing number of young men are falling through the cracks of society. I am pleased to report a 60% increase in the number of young people involved in our program during the 2003/4 year.

Prior to Typo Station, these young men were opting out of school well before the school leaving age and also experiencing more extreme behaviours resulting in withdrawing and disengaging from their families and community.

I wish to pay tribute to our dedicated and skilled staff who, through the Typo Station program, provide an opportunity for these young blokes to reflect, gather resources and make plans for a more positive future, with a greater sense of self and motivation for achieving their future goals.

With our recent growth, we have been able to increase the level of support to the families of young people involved in the program. This has been both critical and instrumental in improved long term positive outcomes for the young person.

Over the past year, we have also dedicated extra time to building higher levels of community awareness about Typo Station. This has resulted in increased numbers within the program and a wider level of community support from throughout Victoria.

In the year ahead, we are planning further growth of the program and your continued support is critical to our success. As we grow our mentoring program, this will be instrumental in keeping young blokes engaged and motivated.

Thank you to our directors, many supporters and volunteers, who all play a wonderful role in allowing Typo Station to make a positive impact on young people around Victoria.

Our list of supporters continues to grow, with people from all over the place. I would like to say a special thanks to you for your incredible efforts in helping change the lives of so many of our most troubled and vulnerable kids.

"Unless we as a community start believing in our young people, we can't ever expect young people to believe in themselves"

"Typo Station has made me think about a lot of things like my relationship with my mum and teachers and the people that I was hanging around with. I never really hated school, I just kept getting into trouble and hanging around the wrong people so maybe my teachers got sick of it and thought Typo would help. Since Typo, I've gone back and everything is better, I'm getting along with people more and focusing on school. Hopefully I'll do VCE and get a job after that."

Thank you

Andy Kay CEO

September 2004



Thank You to our Supporters

In our eleven years of operation, we have received tremendous support from trusts and foundations, businesses, community groups, service clubs, and individuals that has enabled us to provide young people with important life opportunities.

Typo Station sincerely thanks all the groups and individuals that have supported us in the past year. The following list does not include the many special individuals who support us and work along side us in our efforts with young men.

Albeau Pty Ltd	HDA Medical Group	Rural City of Wangaratta
ALPS Inc	Helen MacPherson Smith Trust	Shell Australia
ANZ Staff Foundation	Henry Berry Estate & Trust	Shepparton Charity Ball Committee
Benalla Bowls Club	Highpoint Shopping Centre	Shepparton Rotary Club
Bendigo Bank	ISPT Pty Ltd	Tattersall's Holdings Pty Ltd
Brencorp Foundation	Jack Brockhoff Foundation	St George Foundation
Calvert-Jones Foundation	Jem Matheson Memorial Trust	St John's Uniting Church Op-Shop
Colonial Foundation	KPMG Foundation	Strathmerton Lioness Club
Curlew Fund	La Cantina	Telstra Foundation
Dalzotto Wines	Leneva Valley Social Club	The Ian Potter Foundation
David Syme Charitable Trust	Lions Club of Benalla	The Marion & EH Flack Trust
Ern Hartley Foundation	Lions Club of Wangaratta	The Melb. Community Foundation
Estate of Agnes Tait Robertson	Lioness Club of Maffra	The Nancy Ewart & Grizelda Tennent Trust
Estate of Anna M White	Lord Mayors Charitable Fund	The Norman H Johns Trust
Estate of the Late Edward Wilson	Magistrates Court of Victoria	The William Buckland Foundation
Flora & Frank Leith Charitable Trust	Melbourne Newsboys Club Foundation	Trustees of the Grovenor Settlement
FRRR	Murphy Family Trust	Uniting Church Adult Fellowship
Garry Nash Real Estate	Neville Smith Timber Industries	Uniting Church, Wangaratta Parish
Geoffery Gardiner Foundation	Percy Baxter Charitable Trust	Victorian Association of Youth in Communities
GV Water Charity Fund Committee	Perpetual Trustees	Victorian Landscape Services
	Pierce Armstrong Foundation	Wangaratta ladies Probus Club
	PMS Foundation	Wangaratta & Other Men's Group
	QBE Insurance Group	Whitfield Pentanque Club
	Race Auto & Cycle Electrics	
	RE Ross Trust	
	Rotary Club of Appin Park	
	Rotary Club of Benalla	
	Rotary Club of Corryong	
	Rotary Club of Shepparton Central	
	Rotary Club Wodonga	

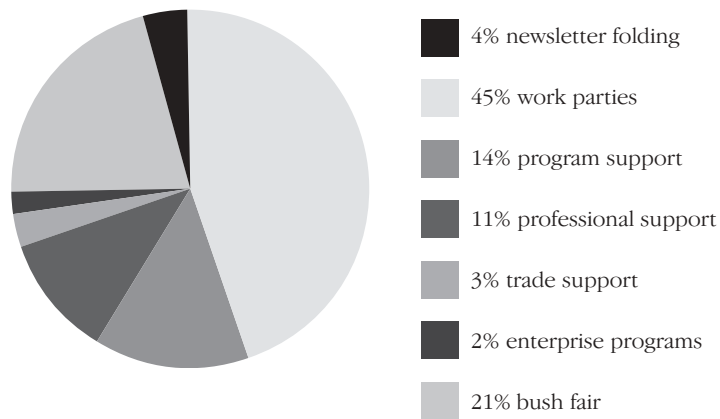
"The hike was the hardest thing I've ever done, but it was worth every step and now I feel like I can do anything".

"I never knew how hard it was to make something without electric tools"

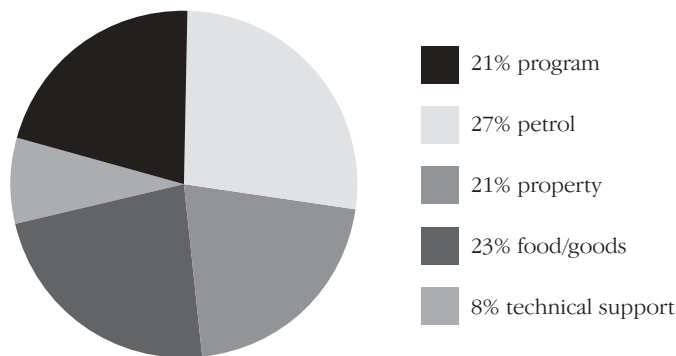


Volunteering, In-kind, Pro-bono Support

Typo Station receives a significant amount of support through volunteering, in-kind and pro-bono contributions. As the graph below illustrates, we accomplish a huge amount through work parties, and our annual event 'The Bush Fair' couldn't be such a success without the many volunteers who help out on the organising committee and on the day itself.



In addition to the hundreds of hours of volunteering that is provided to us by the community, we receive a significant level of support in the form of professional goods and services and in-kind donations. In the financial year 2003/2004, we estimate the value of the goods and services received to be approximately \$93,000. The following chart breaks down the various sources of pro-bono and in-kind support and gives an indication of the extent that this type of support assists our day-to-day operations.



"Before I went to Typo Station I was really going down the wrong track, didn't take anything seriously, treated people really badly, and just hated everything. I wasn't too keen on the idea, but thought at least it's not school, so I went and gave it a go. That was the hardest part – going. But once I was there I realised that the people were really wanting to help me and they showed me there's better ways to live my life. I got a lot out of Typo, I went back to school and finished year 10 and I'm now in my first year of a plumbing apprenticeship. It's hard work, but I know that if I stick at it I can do it."





Ways to support Typo Station

1. *Speak to us about a corporate social responsibility partnership*
2. *Sponsor a 'young bloke' - \$1,130 for 2 years*
3. *Sponsor a project on our property*
4. *Become a 'Station Hand' – A pledge of \$500 or more per year*
5. *Become a 'Friend of Typo Station' – less than \$500 per year*
6. *Make a bequest to Typo Station*
7. *Volunteer with Typo Station*
8. *Share your professional skills with Typo Station*

If you would like to support Typo Station in its important work with troubled and vulnerable young men, simply fill in the form below and mail back to PO Box 41 Cheshunt VIC 3678 or contact 03 5729 8223 to speak to us about working together.



SUPPORT TYPO

- To support Typo Station, please fill in this coupon and send back to us at: PO Box 41 Cheshunt, Victoria 3678. Donations over \$2 are tax deductible.
- Please send this form to Typo Station.

I WOULD LIKE TO SUPPORT TYPO STATION:

name: _____

postal address: _____

post code: _____

home phone: _____ work phone: _____ mobile: _____

email: _____ I/we would like to receive this newsletter electronically

HOW I WOULD YOU LIKE TO SUPPORT TYPO STATION:

I would like to support Typo Station through option number (please circle): **1 2 3 4 5 6 7 8**

METHOD OF PAYMENT:

Amount \$ _____

Cheque/Money order enclosed

Credit visa mastercard bank card _____ / _____ / _____ / _____

expiry date ___ / ___ / ___ signature _____

Credit Card donations can also be made over the telephone.

Please speak to Janine if you would like to support us in this way: 03 5729 8223