



Jude's



Impact Report 2021

What we did in 2020



1,568

hours donated
by volunteers



262

youth with
meaningful
contacts



38

young people
employed



1,658

meals given



Letter from 'the boss'

“The economy of love is a good business model, it is a smart way to use resources, and it can change lives. No matter your enterprise, love can be its organising force.”

Bee Stevens, founder of Thistle Farms.

As I was preparing for this report, I was writing some notes in the café and I couldn't help but marvel at what I was seeing. People were sitting and eating in the café, the kids were coming into Kids Paradise, the function rooms were all being used by guests, our chaplains were doing pizza with some youth, mums with babies and toddlers were heading to Baby and Toddler classes. I was overwhelmed by what happens when you simply try to love.

I think people come to Jude's Café and the Tailrace Centre because the view is amazing and the food sensational, but I also think they come because they feel the love that built the foundation of Tailrace and Jude's.

I am slowly learning that love is the transformational currency. It is the most powerful force for long-lasting change in the world.

I love watching people intentionally coming in to buy a Jude's take-home meal knowing it will provide a way for a young person to be employed. A young person with a disability, a young person having experienced the hard hand of the justice system, a young person who may be feeling they are losing their way in a year of uncertainty, or a young person who has drive and ambition. It's the economy of love in operation.

Love is practical, relevant and it influences the distribution of wealth and resources as well as the production and consumption of goods and services. Love can be made just like you can make money. Date Night is one of my favourite nights of the month. I watch couples come in for a night of conversation and time-out whilst we look after their children in Kids Paradise. In those moments of reconnection over a meal, love grows. But it also makes love because as they eat they are empowering Youth Group which is running simultaneously. This is the crazy thing. Every bite really does matter. Every bite makes love grow.

Love says we can grow economies which are economies of love where the impact on human life occurs.

I watch staff approaching the last decade of their careers patiently teach young people not only hospitality skills but character, care, service and how to help give people time.

I see our youth workers and chaplains playing table tennis, heading off to the sporting clubs to simply provide the gift of presence to young people, ready to catch the life-changing conversation. Then there are the moments when young people come in from school – hot, sweaty, tired and loud. Wanting to know if there is ice cream and a leader around to hang with. I watch as the table is set and Youth Group begins to pump with young people asking one question and one question only, “Do you love me?”

It’s a question we all ask in one way or another, “Am I loved?” But for young people struggling with identity, no longer as connected to community, it is an important question and one which can only be answered through genuine relationships. Not a program, not an event, not a ‘like’ on social media, but genuine connection and relationship.

In a season of uncertainty, love fights to say yes. Love fights to say we can find a way to employ groups of people others are saying no because it is too hard.

Love says we will find ways to sow what we earn back into the local community.

Love says we will be loyal and faithful, giving witness to our local community in hard and difficult times.

Love says we will connect and create belonging once again.

When the circumstances of our current world get in the way and seemingly slow us down, we are learning to wait... to wait for love to show the next step.

Love allows the extraordinary to happen and every day I am blown away by the extraordinary nature of love. I hope you love reading our snapshot stories. Behind every story are many other stories. Thank you for being a part of love; the most transformational currency on the planet and one which we think makes great business sense.

‘THE BOSS’
AKA SHARON O’NEILL



Employment of young people

Wendy's life lit up when she discovered the hospitality program through NOSS (Northern Occupational Support Service). Every week Wendy would voluntarily come in to water plants, to polish windows and every week her heart longed to be in hospitality.

Sam worked with us for a number of years washing dishes and helping where she could, but her heart longed for more. She wanted to cook, to make coffee, to serve customers.

Lucy has worked with us for nearly a decade. Stocking bars, cleaning the balls in Kids Paradise and helping in the café during school holidays. But Lucy has longed for more. She wants to be a front of house worker serving guests in the café.

Brodie volunteers with us doing dishes, helping in the kitchen.

Each one of these young people does not have equity in the workforce. Every one of them wants to work, to learn, to have a sense of purpose and accomplishment.

**Each one of them
wants opportunity.**



57%

of our employees are
under the age of 25



15.5
hrs

of employment
by young people
experiencing disability

They don't have equity to employment like I do because of how we think about difference.

We are all different.

I get annoyed when government bodies come and assess our staff with disabilities. I hate the categorising, the labelling, the evaluations, the insinuation that they somehow cost more. I wish I could get assessments and funding for the "disabilities" all of us others bring to the workplace. Those gaps where we never fulfil our job descriptions, the moment we cost a not-for-profit income because we made a mistake and refuse to learn from it. Every person has an upside and a cost to a business. We all come with difference.



Jude's is operated by Tailrace Community Church and in church circles, we talk a lot about being pro-life. Being pro-life is living "pro-Sam", "pro-Wendy," "pro-Lucy," "pro-Brodie". Advocating for their growth and learning. Pushing them to be the best version of who they can be.

This year because of the partnership with NOSS we have been able to see their dreams realised and flourish in new ways. Lucy has completed her two terms of hospitality training course.

Sam and Brodie have completed their third year of hospitality training.

Wendy has just entered her third year of hospitality training.

As a result, Sam, Lucy, and Wendy are now making coffee, serving guests in the cafe. Sam is making biscuits and selling them. Brodie and Wendy have each worked a function.

Anything is possible when we all come together and begin to be pro each other's life, accepting we are all different.

Not every story is a success story...

It was lunchtime, and I walked past Will Smith, from JCP Empowering Youth, talking to two young people in the café. They had moved from Devonport and wanted a fresh start. One lad had been in and out of Ashley Detention Centre from the age of 11. Our heart just broke for his story. He wanted a change.

So, we put an apprenticeship on the table for him to consider. We knew the apprenticeship wage wasn't going to work because he needed to find accommodation. There was no way with an apprenticeship salary he was going to find equity to housing. He was already going to encounter obstacles given his juvenile offending history. So, we offered a salary that we felt provided him with equity in the housing market.

While seeking permanent housing, some of Jude's volunteers provided him and his girlfriend with temporary housing. At first, there was a caravan on private property, then there was the caravan park, and then there was a family who took him in.

We knew it would be tough. Simply turning up for regular shifts was going to be a challenge that we knew could take up to 6 – 12 months to implement. We knew we needed to have realistic goals.

But even with these accommodation solutions, hope remained elusive.

Only 5 days of 7 weeks of employment was achieved.

This young lad struggled. He worked hard when he turned up. He was a good worker.

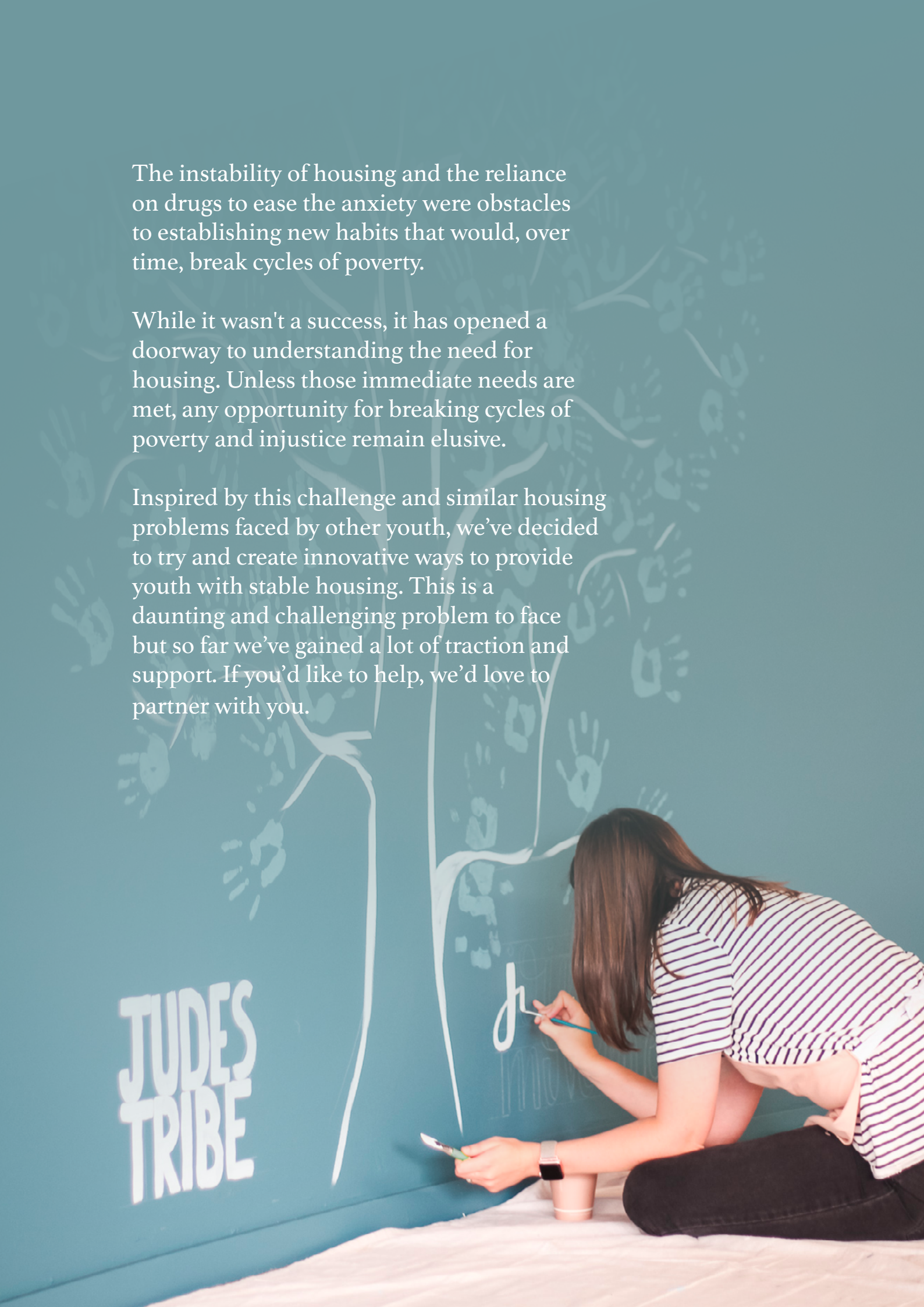


The hidden rules of the middle class are hard to learn when all you've ever known is poverty and survival mode.

The instability of housing and the reliance on drugs to ease the anxiety were obstacles to establishing new habits that would, over time, break cycles of poverty.

While it wasn't a success, it has opened a doorway to understanding the need for housing. Unless those immediate needs are met, any opportunity for breaking cycles of poverty and injustice remain elusive.

Inspired by this challenge and similar housing problems faced by other youth, we've decided to try and create innovative ways to provide youth with stable housing. This is a daunting and challenging problem to face but so far we've gained a lot of traction and support. If you'd like to help, we'd love to partner with you.



JUDES
TRIBE

Training

With the mass exit from hospitality during COVID, high mental health stress experienced by hospitality workers over the past 12 months and uncertainty in the market, training pathways for young people have become even more critical. As a result, we have to think outside the box so they don't get left behind.

While it is common for commentators to observe that young Australians "have a mental health problem", in many ways it is more accurate to say that they have an economic and social problem — one that is having devastating consequences for their mental health.

Employment is crucial for mental health as young people are despairing of a positive economic future.

Having a good identity is equally important.

Because of the transient nature of hospitality, the greatest training we can offer is self-awareness. This past year we have utilised the enneagram to create connection. We have begun implementation with management, and we are seeing leaders leading more consciously. The enneagram accelerates relationships and helps people see themselves more authentically and to see others more clearly.

We tend to evaluate ourselves based on inner intention and to evaluate others on their behaviour. The enneagram helps us to see past behaviour, to stop excusing our own bad behaviour to explore the feeling or thought behind the behaviour. When we don't know ourselves or others, trust remains low.



Where trust is high in the workplace it is reported that stress levels are reduced by 74%; energy levels increase by 106% and there is 50% higher productivity.



Workers are 29% more satisfied and there is 76% more engagement.

Who knows where this journey will lead but we know this is the first step to creating new pathways of training.

Youth Group

PART 1

Youth Group is a weird place. Good weird.
Beautiful weird. Miraculously weird. But definitely weird.

Every Friday night, anywhere between 30-50 youth turn up. Youth from every background; private school, public school, and school dropouts. Healthy families and broken families. Rich and poor. Naive and worldly. Pre-teen to young adult.

What I love is that each of these young people has an opportunity to discover the power of belonging to a safe community.

It's this finding of community that makes us different from the service delivery model of youth organisations.

These services provide an amazing benefit to society, but they are often overwhelmed by too many young people with too many problems. To me, it's clear that the clinical model isn't going to make a big enough difference as the problem has roots outside.



Here is where Youth Group lies.

It's here that youth can encounter a safe community where they can belong. For many, this is one of the few remaining places they can find such a place. If school and family life feel threatening; where else can they go? Even beyond this minority of high-risk youth, all teenagers are seeking adult voices beyond their family structure. Youth Group is a place these can be found.

When young people arrive at Youth Group for the first time, they are often guarded. But as they begin to feel safe and connected to others, they start to ask the bigger questions that plague their being. "Who am I? What am I good at? Who likes me? Who is like me? Who do I want to be?"

As they explore these questions you can see them grow in maturity and resilience. They become stronger, healthier, and more connected to others.

This is the true work of prevention. It's the work of changing the course of a person's life. This is the power of Youth Group.

CHECK IT OUT...



145

different youth
attended over the
past 12 months



1360

meals were given
away



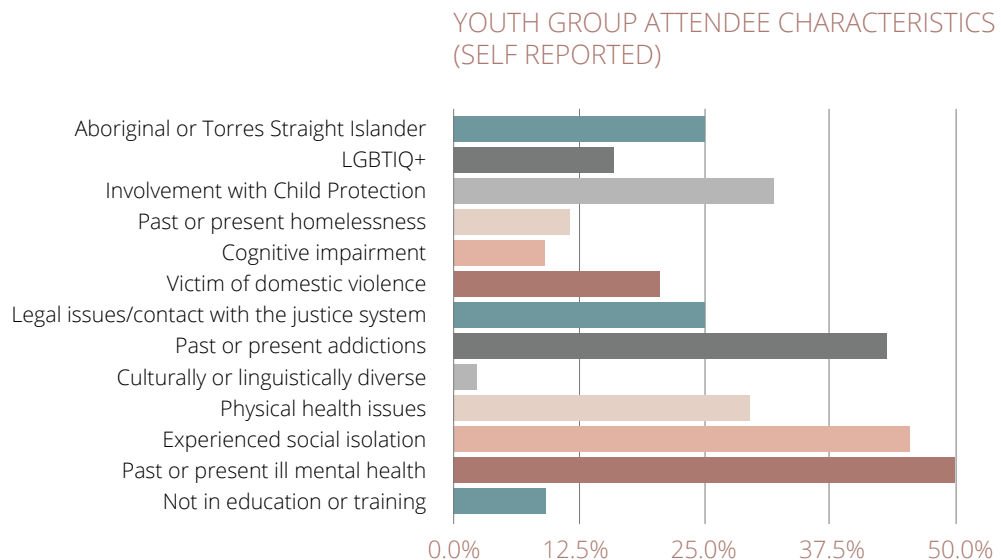
850

hours were
donated by our
volunteers

Youth Group

PART 2

We love that young people from all walks of life feel accepted and safe in our community. For a long time, we've known that a high number of these youth come from traumatic backgrounds, but it wasn't until December 2020 that we were able to put some numbers to it. Most alarming were the following:



31%

have
been involved
with Child
Protection



11%

have
experienced
past or present
homelessness



20%

have
experienced
domestic
violence



5%

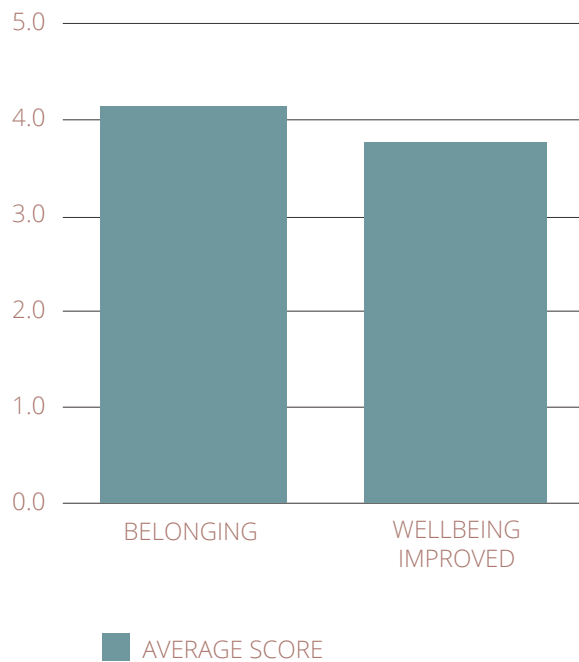
experience
social
isolation



50%

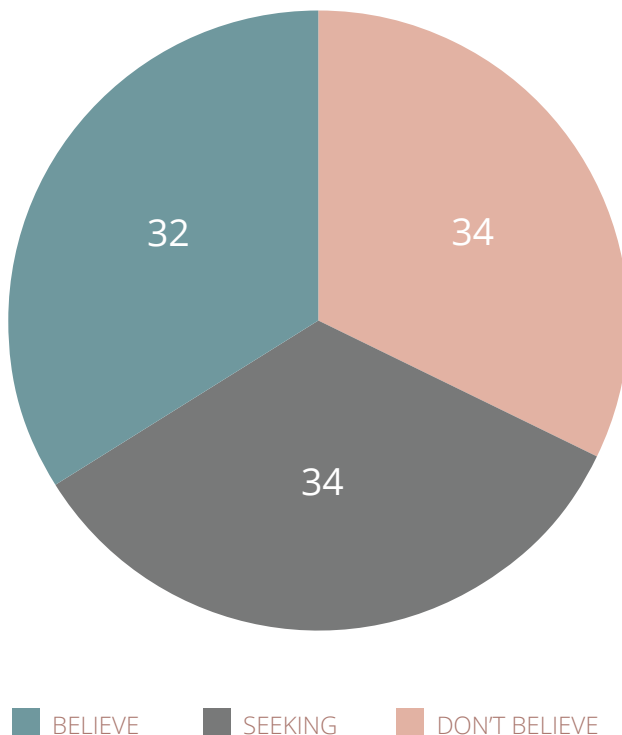
identified as
having a past or
present mental
health issue

YOUTH RESPONSES FROM 1-5 SCALE



On a scale of 1-5, 1 being not at all, 5 being extremely high, how much do you feel like you belong?

YOUTH RESPONSES ABOUT THEIR FAITH



How satisfied are you with your life as a whole?

During term 2 we conducted a survey amongst our youth using the PWI scale (Personal Wellbeing Index). This scale contains seven items of satisfaction, each one corresponding to a quality of life domain which includes: standard of living, health, achieving in life, relationships, safety, community connectedness, and future security. These seven domains are theoretically embedded, as representing the first level of deconstruction of the global question: "How satisfied are you with your life as a whole?"

The most significant observation from the study was that the females in our group reported much lower scores about self-efficacy and the belief in their ability to achieve things in life.

This reinforced our highlighted need for the female youth worker role.

Girls in our youth group reported feeling 16% lower on questions related to how happy they feel about the things they want to be good at.



Last year we had a young man coming to our youth group. He didn't have a faith background; he was simply a kid whose parents wanted him to have the opportunity to make friends.

This kid, let's call him Matt, simply wanted a friend more than anything else in the world. Such a simple desire but the impact of which we take for granted.

Matt has numerous barriers to friendships. He has a disability which means his maturity and social skills are that of someone much younger. Over the first few weeks that we got to know him, we found it hard at times because his language and interests were plainly so weird and uncomfortable. Our youth and volunteers often didn't know what to do or say. His school experience was even more difficult. Bullied and picked on, manipulated for lack of understanding, his daily experience was having other students tell him that he has to self-harm in order to be allowed to play. Imagine being told regularly that you're worthless and you should just end your life.

Thankfully, due to the generosity of our volunteers who give of themselves, and our supporters like you; we were able to sponsor Matt's ticket to our Summer Camp. It was the first camp he'd ever been on. Over the coming days, he had a great time doing the activities and being around everyone, but true friends remained elusive for him.

On the final night, he broke down in uncontrollable sobbing. The ache of his heart for value and friendship had become too much. As our volunteers and youth sat with him, they too couldn't hold back the tears as they heard his pain. Hours were spent that night simply giving the gift of being present, there was no service delivery or counselling.

The next day we were walking together and he said, "I've got no friends," to which I replied, "of course you do, we are friends." As I say this, we had this magical moment of rounding the corner and stepped into the common area where a group of our youth stop and see him; and they start smiling. "Hi Matt," they say. He then responds to my reply about our friendship with the biggest smile I've ever seen from him. "Oh yeah, I do have friends."

There will continue to be plenty of ups and downs as Matt returns to school and faces the boys who've bullied him for so long.

We wanted to share this story with you to encourage you. Without the outrageous way our volunteers loved someone who was so different to them, he wouldn't have encountered any of this. He wouldn't have come back to Youth Group or come to Youth Camp; he wouldn't know that there's a place where he will always belong. Without the generosity of community, he could easily become one of those horrible statistics of young people who can't find hope.

25 youth and volunteers
from Tailrace were sponsored
to go to Youth Camp



School Program

SHINE

Over the past few years, we've collaborated with Riverside High School to run a girls self-esteem program for selected students. This 10-week program called SHINE communicates messages to young girls about value, identity, and healthy relationships. It is a key tool we can use to help prevent mental ill-health in young girls.

Every girl that participated in our program over the past 12 months stated their social identity improved significantly.



Thank you,
For the past couple of years, our School Program (SHINE) has been led by Holly. Holly has since gone on to employment as a youth worker elsewhere and is busy raising a beautiful family.

We wanted to take this opportunity to thank Holly for all she's done. She has been reliable, faithful and a great friend to so many young girls. Through the relationships that Holly has formed, so many young girls have grown in their sense of self-worth and connection to others which is helping to lower the prevalence of mental ill-health.

Thank you Holly.



Hi Jono and Holly

Thank you so much for yesterday. The girls looked thrilled at the end of the day! I thought that you might like to see one piece of feedback from a teacher. Thank you again for all you are doing for our students.

Hi Susan,

I'm not familiar with the Shine program but I wanted to send you a quick email to let you know how excited the girls were when they came back at the end of the day. The message of self-worth was loud and clear with smiles all over their faces. They both lack confidence, and this boost will be awesome for their self-esteem. Thank you for letting them be a part of it.

Female Youth Worker

When we looked at some of the factors impacting the health and well-being of young people we saw gender inequity raise its ugly head.

We found that the girls in our community did not have equal access to safety, social inclusion, shelter, education, and safety as their male peers.

It is clear that the girls in our wider community are facing more adversity than males.

So, we then decided to measure two responses, the questions were;

- On a scale of 1-5, how would you rate your sense of belonging at Youth Group?
- How much would you agree that your sense of wellbeing has improved?

Whilst these seem like soft metrics, or easily dismissible, these actually get at the heart of the mechanism through which any effective program works.

Again, the results were telling.

The boys responded extremely highly which was a great reference to the environment we've created. The girls also responded pretty high too, but significantly below that of the boys.

This is incredibly important because it says that we are going to have an impact on the lives of young girls... but we aren't going to be anywhere near as effective or as potent as we are for the boys.



GIRLS IN OUR COMMUNITY WERE:



15%

more likely to be homeless



17%

more likely to be victims of domestic violence



29%

more likely to be socially isolated



11%

more likely to suffer from mental ill-health



15%

more likely to be disengaged from education or training

HERE'S THE BOTTOM LINE OF OUR WORK WITH YOUTH.

Female youth in our community face more adversity, and yet we reach less of them and are less effective with those that we do reach.

To bring any form of impact to these statistics we knew we needed:

“Men and women to work together to transform the future. Not separate work, but together work. It is not only a winning formula for change, it's a way of love that is the most transformational currency on the planet.”

Bob Goff

We already had a paid male youth worker but knew if we wanted to facilitate a better future for our girls, then we needed a partnership of the genders. This meant a grassroots funding campaign launched for International Women's Day.

Together with community donations and the support of the Booth Foundation, sufficient funds were raised to employ two female youth workers: Carmen Wilkin and Taliah Schmidtke. Thank you to all who've contributed.

From June 1st 2021, we have been able to employ two workers to help create this much needed transformational work.



Sports Chaplaincy

Brief overview

For the past three years we've partnered with the Launceston Football Club to provide a Chaplaincy service.

Football clubs are full of young people who are navigating several major life transitions. The choosing of careers, divergence of friendship groups, and the changing of opportunities and ambitions. All of these are moments which occur where we become especially vulnerable to adversity.

Our Chaplains provide a support network so they always have an avenue of support.



1 in 4

players accessed support in a meaningful way



1 in 7

young men aged 16-24 will experience anxiety or depression each year



3

most common causes for support were poor mental health, issues with gambling, and general life crises event support



75%

of mental health disorders occur before the age of 25

Hi, my name is Jack,

I've been seeing the team at Tailrace for almost 2 years. My first call to the team was to Jono and obviously I opened up a bit about my mental health. Straight away Jono organised a coffee catch up the next morning. To have someone to talk to about my life; sometimes days in a row, once a week or whenever you need him; he's there. To this day I still talk to Jono almost 2, even 3 times a week. He has helped me to put in some fantastic ideas on how to deal with my anxiety and struggles through life. Without Jono and the team at Tailrace, I'm not sure what state of mind I would be in.

Always speak up when things are good or bad. The person I am today and still growing and maturing into is because of Jono and the team. I have come a long way with my self-development and how I look at life, but that doesn't mean I still don't have my struggles. I can go to them all the time, every time! They've helped me in a lot of ways and in doing so we've become good mates. I'm glad I met him before maybe it was too late.

Cheers Jack

CHECK OUT THIS FEATURE
WE DID ON THEIR SOCIAL MEDIA:



Thank you

Earlier this year, the Launceston Football Club took the initiative to apply for a grant on our behalf, to help cover some of the costs incurred by us in supporting their players. Amazingly, they were successful and so they presented us with \$2,000!

Thank you to Sandra, Mitch, and the rest of the Launceston Football Club family for your ongoing support. We are excited to continue making a positive impact in our communities in partnership with you.

Highlighted Issue

Underlying some of the mental health challenges faced by youth is injustice.



“I am 22 years of age, and I have a \$50,000 gambling debt.”

Imagine the mental health issues this young person faces as they come to grips with a \$50,000 gambling debt.

Yet from a young age, this young man was groomed to gamble. Sporting sponsorship deals and end-of-season events positioned within the gambling hospitality industry means our young people are groomed from a very young age to gamble. We would have no trouble making a grooming link to brothels if brothels were involved in underage sponsorship or the provision of hospitality. But because Australia has a blind spot to gambling, much like America has a blind spot to gun law, we often fail to connect how sponsoring and the provision of events is a form of grooming young people towards gambling.

Gambling is a significant contributor to the rising cause of suicide, poverty, and mental health issues.

When you have a serious gambling issue, you are 15 times more likely to suicide than someone who doesn't gamble.

Australia suffers the most significant per capita gambling losses in the world.

Australians gamble away \$25 billion every year (more than what's spent on alcohol, tobacco, and illegal drugs combined).

Australia is home to 76% of the world's pub and club poker machines.

In Tasmania, gamblers lose over half a million dollars every day on pokies. More than one Tasmanian is voluntarily or compulsorily banned from gambling premises every day.

For the period July to December, profit from pokies in Tasmania was \$103 million. This was up \$13 million or 15% on the previous year.

It was up 50% in the same period in 2016!

Over the last ten years, Tasmanians have lost \$1.8 billion on pokies at the rate of about \$180 million p/a.

Sports betting advertising is at saturation levels. Our media and sporting associations have become reliant on their income. Not only that, but our governments are as addicted to gambling income as the pensioner feeding a machine in some lonely suburban club, all the while being plied with 'free' drinks and discounted food.

The gambling industry is an injustice, and its associated suffering is significant.

Over the past 12 months, as we have sought to love people, we have asked ourselves what we can do to love those addicted. As we have become aware of the hospitality industry's collusion with gambling, we believe one of the best strategies we can provide is a social buying alternative for the community.

It is not an easy decision
because the playing field in
hospitality isn't level.



Food discounts and sponsorship packages provided by gambling venues colour the public's view of the cost of food, chefs' worth and skill, and front-of-house staff. The undercutting of prices is made possible through gambling profits but it sabotages the remainder of the hospitality industry.

It means there is never enough for training, the industry remaining unskilled, undervalued, underpaid. It becomes a transient industry with a never-ending cycle of people entering and leaving. Workers struggle with mental health due to long hours, low pay, and insufficient time with family and friends. Profits are challenging to make.

However, we have chosen to remain a social enterprise within hospitality to offer a social buying alternative and because the entry point is relatively accessible for young people. The hard skill of hospitality means we can help break cycles of poverty, unemployment, marginalisation, and oppression. The micro-businesses within Tailrace provide the opportunity for a large number of young people to find casual employment beginning their journey to having skills for the open market.

This past year we have developed a new product line – our Take Home meals. Through this product line, we have been able to provide employment opportunities and visibility of the social work Jude's does in the community. This project was made possible by Radiata Foundation.

Our Take Home meals released in late last year has brought in an extra 13.5% of Jude's income. This product line has enabled us to employ people with disabilities to help package the meals, re-employ one person with a disability post-COVID, and employ two more people with disabilities within the café.



Youth unemployment has been one of the most consistent and challenging problems facing Tasmania. Since 2012, national youth unemployment has been above 12% and is now at an alarming 14.8%, whilst Tasmania's rate of youth unemployment is at 17%. That is about 6,500 young people with another 9,500 young people underemployed. Aside from it being damaging to young people's wellbeing, it is costly to our government. Every young person who remains unemployed for 2.9 years is estimated to cost our communities \$328,198.

Young people desperately need opportunity for employment and hospitality is one of the most accessible options.

Thank you for being a supporter of Jude's and for voting with your dollar. You are providing for pastoral support of gambling-addicted young people, and choosing a socially conscious alternative that is strategically opposed to the gambling hospitality industry.

Every bite counts.

“Every time you spend money, you’re casting a vote for the kind of world you want.”

Anna Lappé



Over the past 12 months we have been able to provide employment to 38 young people.



In 2015, 41% of all regular sports bettors (234,000 adults) experienced one or more gambling-related problems. That is, their gambling behaviour caused or put them at risk of harm.

Final Words

Jude's Cafe and Tailrace Centre are a mission with a business, not a business trying to find a mission.

The mission is simple; to love young people.

Whilst it's a seemingly simple way to use a resource, its impact cannot be understated because it's through love that people's lives are changed.

We participate in this economy of love when we take time to know the story behind the product, how they are created, and who benefits. We participate in the economy of love when we pause to see how love has transformed and changed a person's story.

For us, now more than ever we need to put our money where our values are and sustain these economies. This is how love heals a life, a heart, a person.

Our invitation for the next 12 months is to join our Village and to help sustain these economies.



Join our Village

Jude's Village is a passionate and determined group of monthly givers with a mission to foster positive mental health and wellbeing in young people.

You have our Word and more...

We want you to know where and how your donation is being used. These are the promises we work to keep.



We're an Open Book

We want to be open and transparent with where and how your donations are being used.



We are Present

We will be present to build belonging with photos and stories from our programs.



We will Innovate

We will innovate and let you know what innovations are working and which ones fail.

