



2019 | ANNUAL REPORT



“Youth Insearch made me feel safe and loved. As well as giving me hope.

Youth Insearch has helped show me that there is so much more in life and that I have a good future.”

– Jenn, 16



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Heath Ducker, CEO

Garry Rothwell, Chairman

CEO Message

The Governor General of Australia was appointed Youth Insearch patron this year, commenting that:

“Since 1985, Youth Insearch has helped over 31,000 young people reach their potential. Just pausing for a moment and reflecting on these numbers gives a sense of the scale and significance of the impact that they have and continue to make. Many thousands of lives changed; not just for a moment or in the short-term but for a lifetime.”

Honouring that legacy, since 2014 Youth Insearch has made the strategic decision to invest in building capacity and assets that support growth, maximise impact and facilitate innovation into the future. This includes investments in personnel, program research, evaluation frameworks, stakeholder consultations and technology.

This has created value across the organisation, in particular for the young participants. The implementation of Salesforce has provided accurate data to focus our operational plans and better support the young people. Revenues have grown 194%; program-reach from 176 to 237 local communities, support groups sessions from 720 to 2,500; staff and volunteers have tripled from 95 to 258; and program participants from 898 to 1,402.

This year our surveys show the young participants face issues of bullying, sexual identify, grief, family conflict, domestic violence and sexual abuse. They are using drugs and alcohol, committing crimes, violent, self-harming, lack motivation and skipping school. This year the program provided almost 3,000 instances of support to these young people.

Young people continue to be impacted on a deep level. The young people told us they experience connection, understanding, healing, love, discipline and hope. This year 91% reported no longer feeling suicidal, 87% reduced or stopped drinking, and 70% now feel loved. 28% of our youth participants were Aboriginal or Torres Strait Islander. We are reaching more young people and diverse communities year on year and significantly changing their lives.

Like Maddy, who had made a suicide pact with her friends, and says “After just one weekend I stopped using ice for 37 days and got my own place. After three, I’ve stopped using, and I won’t go back to where I was. I’ve enrolled in TAFE and reengaged with my family.”

The success of our work has been recognised through important awards. Youth Insearch was the winner of Best Workplace 2019 with the Voice Project finding 92% engagement -16% higher than the industry average. We also took out the Western Sydney Award for Business Excellence and Mission Australia’s Child-Friendly Excellence Award.

We have a focus on continuous improvement, and this year implemented a new online evaluation framework designed with external experts. This uses standardised tools that represent best practice in measuring the impact of the program on young participants over the short and long term. We also commenced a research partnership with The University of Sydney to evaluate our effectiveness and identify the mechanisms at work our program and identify areas for innovation. Further, we continued to diversify,

including working in partnership with Stockland to deliver Project Empower to reduce juvenile delinquency in their shopping centres.

This year also saw the launch of the Blue Heart Campaign – a social media campaign to raise awareness and help prevent youth suicide with over 13,000 engagements on Facebook and Instagram.

Due to our concentrated fundraising efforts, revenue has increased by 25% compared to last year. Expenses increased by 22% resulting in a deficit. This is in line with our strategy to fund some expenses with reserves to enable the implementation of the capacity building initiatives under our strategic plan. Youth Insearch continues to maintain a healthy balance sheet with net assets of \$1.05 million. We are indebted to all our donors and supporters for continuing to believe in our work and providing the financial investment we need to sustain and expand the program.

There is real momentum in the organisation as we expand and support increases for the program across all sectors. We move forward into 2020 with great excitement for what is on the horizon. I want to thank the Board, Staff and Volunteers for delivering on another very successful year for the Foundation.

Heath Ducker
CEO

About Us



MISSION

To empower young people to take control of their lives and play a positive role in society.

OBJECTIVES

Youth Insearch is an independent not-for-profit organisation that runs one of the most successful youth programs in Australia.

- Teach young people the positive values of life
- Teach young people the value of education and increase education and employment
- Relieve the suffering and helplessness of young people affected by distressing issues
- Break the cycle of family breakdown by giving young people some of the skills essential to be a successful parent
- Reduce the incidence of crime, violence, drug and alcohol abuse, self-harm and suicide in young people
- Enhance young people's self-esteem be empowering them to take control of their lives



HISTORY

Youth Insearch was founded in 1985 by a Youth Development Counsellor at the Riverstone Community Neighbourhood Centre in North West Sydney.

He believed that individual counselling was slow and had little impact on the community as a whole. He met with the young people he was counselling to discuss what would be more effective. Together they wrote and launched the Youth Insearch program.

In 1987, Youth Insearch outcomes in Riverstone resulted in the closure of half of Riverstone Police Station operations. Youth crime relating to delinquency, dealing, alcohol and drug use had hit an all-time low due to the positive impact of Youth Insearch. This was the start of national media coverage and rapid expansion of the program across Australia.

CORE PROGRAM

The Youth Insearch program consists of two core components:

1. Weekend Workshops
2. Community Support

Community support includes support groups, peer-to-peer support, and mentoring. Leaders Training is also an essential part of the program. All these elements combine to create significant change in young people.

EXTENDED PROGRAM

Youth Insearch has recently extended its core program by partnering with NSW Rugby League (NSWRL) on the Changing Rooms program, and with Stockland Traralgon on Project Empower. Our presence through these programs extends our reach, and enables us to help more young people in new ways.

34 YEARS IN REVIEW (1985 - 2019)

31,900
Individual Participants

73,240
Support Group Sessions

840
Weekend Workshops

117
Leaders Training Workshops

410
Support Adults Trained

967
Youth and Adult
Leaders Trained



Awards & Recognition

PATRONAGE

The Governor-General, His Excellency General the Honourable David Hurley AC DSC (Retd), has agreed to be Patron of Youth Insearch.

This continues His Excellency's strong support for Youth Insearch. The Governor-General was the charity's Patron from 2014 when he was Governor of New South Wales.

The Governor-General commended the dedication Youth Insearch has demonstrated in helping young people.

"Since 1985, Youth Insearch has helped over 31,500 young people reach their potential; they help approximately 1,000 young people per year rebuild their lives," the Governor-General said.

"Just pausing for a moment and reflecting on these numbers gives a sense of the scale and significance of the impact that they have and continue to make.

"Many thousands of lives changed; not just for a moment or in the short-term but for a lifetime.

"The staff and supporters are committed and dedicated, and on behalf of all Australians, I thank them and I look forward to supporting them over the next five years."

Youth Insearch CEO Heath Ducker said His Excellency's patronage was an immense honour.

"His Excellency was the Patron of Youth Insearch during his time as Governor of New South Wales," Mr Ducker said.

"We are very proud for him to continue in that capacity as Governor General. His Excellency helps spread awareness of the issues confronting young people and how Youth Insearch helps to overcome them."

2019 WSABE - WINNER

Youth Insearch were proud recipients of the Western Sydney Awards for Business Excellence (WSABE) in the 2019 Excellence in Small Business category.

THE VOICE PROJECT BEST WORKPLACE - WINNER

As a result of our Employee and Volunteer Engagement Survey results, Youth Insearch was awarded The Voice Project's Best Workplace 2019 in recognition of "an exceptional workplace where staff feel supported and engaged

MISSION AUSTRALIA'S CHILD FRIENDLY EXCELLENCE AWARD

We are very proud of our young people, and some that we have had the privilege of working with and know in our community, who in June were recognised with prestigious awards.

Youth Insearch and our esteemed

Leader Simon were awarded Mission Australia's Child Friendly Excellence Award, within the community services category in June 2019, presented as highly commended Youth Insearch and Simon were acknowledged for their valuable contribution to families and children in the Inala to Ipswich region.

WELLINGTON SHIRE COUNCIL 2019 YOUTH AWARD

In Victoria, the Wellington Shire Council 2019 Youth Awards saw Youth Insearch Leader Natasha Hildebrand presented with the Volunteer Award for her leadership role with Youth Insearch, and the assistance Tash has provided through her volunteering at the Youth Insearch office in Sale Victoria.

OTHER AWARDS

Youth Insearch has also been a recipient of the Australian Crime and Violence Prevention Award, the Sydney Morning Herald Youth Award, and Promising Practice Profiles from the Australian Institute of Family Studies.





Program Overview

The Youth Insearch Program embodies our mission – to empower young people to take control of their lives and play a positive role in society. Our program is designed to support young people, ensuring each young person can embark on a program of change while remaining within their own home and school environment.

WEEKEND WORKSHOPS

Workshops are weekend retreats that present young people with a place where they can share their life challenges with peers and be guided by other young people who have had similar life experiences with adult as support.

- Workshops run across a weekend, from Friday evening through to Sunday afternoon.
- Roughly an equal ratio of Participants to Youth/Adult Leaders and Support Adults attend.
- The workshop program includes set sessions on life skills, fun events, and 'group counselling' where young people share and work through any difficulties they have experienced.
- The workshops are run by specially trained Youth and Adult Leaders – individuals who have either been through the program themselves or share the Youth Insearch mission.
- Every workshop is overseen by a psychologist.

SUPPORT GROUPS

Support Groups are regular local meetings where young people can build a positive peer support network with other young people in their local areas, discuss challenges and set goals for themselves.

- Support Groups are a forum to continue the discussions from recent workshops and discuss personal challenges and victories.
- They are run by our specially trained Youth and Adult Leaders, with support from our Support Adults and Coordinators.
- The groups are an opportunity for participants to remain in contact with program peers, Community Coordinators and Support Adults.
- They occur locally within a few days of a workshop, and then weekly or fortnightly.
- Attending at least three Support Groups between each workshop is encouraged.

INDIVIDUAL SUPPORT

Throughout the program young people are mentored by volunteer Support Adults who attend the weekends and Support Groups with the young people.

Community Coordinators are also employed by Youth Insearch to support the young people.

- Support Adults are often the assigned support worker within referring service providers.
- Support Adults or Community Coordinators also refer young people to specialist counselling if required.
- Immediately after each weekend, Community Coordinators review the evaluation surveys completed by the participants and any issues identified are followed up accordingly.
- Community Coordinators work closely with the Support Adults to ensure young people receive support for anything raised through the program.

Glimpse into Workshop Sessions

Youth Insearch sessions are what our workshops are based around. Our life skills sessions provide young people with practical skills to improve their lives, and are run by our extensively trained Youth Leaders. Our group counselling or 'hassle sessions' provide a safe space for young people to talk about what is concerning them in their lives, and are run by our specially trained Adult Leaders.

Here is a glimpse into the life skills sessions as told by Jo Horvat – one of our highly valued and experienced Youth Leaders.



SESSIONS the sessions all address different topics, but it's the conversations that evolve in the sessions that make Youth Insearch so effective. Really the program works so well because each person in the room brings their own experiences and perspective to the discussion.

THE SELF-ESTEEM SESSION, for example, starts off with everyone on chairs around the edge of the room in a circle. The facilitator runs through things like the definition of self-esteem, what it means to have your self-esteem broken – whether by yourself or others – and why it might happen.

EVERYONE IN THE ROOM can share their experiences and what self-esteem means to them. This open conversation really helps everyone identify with the topic on a personal level, but also fosters empathy and understanding between each other.

SKILLS TO BUILD UP SELF-ESTEEM are covered in the sessions, and because sessions are interactive, the young people often come up with ideas themselves about how to address their own self-esteem issues. The participants may be there to learn, but they also teach us about how to help them – we just need to listen and communicate right.

MUSIC IS INCLUDED as a way for young people to connect with the topic. We try to select the right song for each session we plan, because the effect of music can really help to open up the conversation, get everyone thinking, and break down barriers. Music is so powerful in the sessions and can sometimes have a bigger impact than words alone.

ACTIVITIES ARE UNIQUE to each weekend workshop and each session. The activities help young people really connect with the topic, as they are given time for self-reflection before a broader group discussion.

WHY THE SESSIONS WORK SO WELL, I'd say that getting through to a young person really starts with firstly understanding how they think about things, how they feel, and what they've experienced. Sessions give us the context and the topic, and although they're planned and structured, they're also flexible allowing for an organic and open discussion.

AFTER EACH SESSION everyone has a break to eat, get outdoors, or socialise with each other. The friendships built during the weekend extend beyond home time on Sunday and are one of the benefits that young people take away with them.



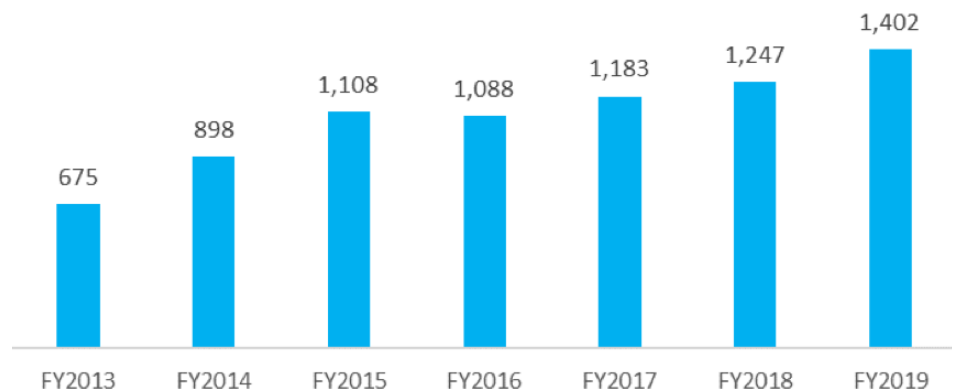
WHO ATTENDS?

The Youth Insearch program has a core focus on strengths and well-being. Any young person no matter what their background can attend to improve their self-awareness, self-worth, heal, or simply help others. In fact, we find that the variety of experiences are a valuable learning tool for all involved.

WHAT THEY EXPERIENCE

Acceptance	Appreciation	Awareness	Boundaries	Communication
Confidence	Conflict Resolution	Connection	Forgiveness	Friendship
Healing	Listening	Love	Patience	Reflection
Respect	Responsibility	Sharing	Trust	Understanding

WEEKEND WORKSHOP REGISTRATIONS



Weekend Workshop Venues

Youth Insearch holds Weekend Workshops in New South Wales, Queensland and Victoria. The workshops run from 6pm on a Friday through to 3pm on a Sunday and consist of set sessions and break outs – both indoor and outdoor.



Camp Toukley NSW

Camp Toukley is a Lutanda venue on the NSW Central Coast in Toukley, just over an hour north of Sydney. Toukley accommodation and catering costs are funded by Youth Insearch.



Lake Keepit NSW

Lake Keepit is a NSW Sport and Recreation venue in North West NSW at Rushes Creek, just 30 minutes from Gunnedah and 45 minutes from Tamworth. Lake Keepit accommodation and catering costs are funded by Youth Insearch.



Forest Edge VIC

Forest Edge is a CYC venue in Neerim East, just over 90 minutes east of Melbourne. Forest Edge accommodation and catering costs are funded by Youth Insearch, and we are fortunate that Forest Edge allow us to use their Auditorium free-of-charge.



Duckadang QLD

Camp Duckadang located on the upper reaches of the Brisbane River in Avoca Vale QLD. Camp Duckadang is jointly administered by Lions Club Districts 201Q1, 201Q3 and 201Q4, and Lions generously provide free accommodation to Youth Insearch. The catering for our weekend workshops is provided by Lions Club District 201Q3, who not only provide the food, but cook and serve it to the young people over the weekend.

Bundaberg QLD

Bundaberg workshops are held at Chaverim Shalom College Outdoor and Environment Centre set on 175 acres of rural land on the Burnett River ("Birra barra"). Lions Club District 201Q4 generously fund our accommodation at Bundaberg.

The catering for our weekend workshops is provided by Lions Club District 201Q4, who not only provide the food, but cook and serve it to the young people over the weekend.





Our Communities

Youth Insearch Support Groups are an element of the program which helps to build and maintain connection between young people and their support network.

Leaders and Support Adults attend Support Groups in their local areas, offering a real sense of belonging and care for young people in the weeks between each weekend workshop.

During FY2019, Youth Insearch operated in 237 communities across NSW, QLD and VIC, and ran Support Groups out of 56 separate locations. This represents over 2,500 Support Group sessions and volunteer hours.

Support Groups are usually a one-hour session run either weekly or fortnightly, and are a place for young people to reconnect, share wins, challenges, experiences, and set goals for the week, month and year ahead.

NEW SOUTH WALES

NEW ENGLAND

ARMIDALE
BOGGABILLA
COONABARABRAN
COONAMBLE
GUNNEDAH
INVERELL
MANILLA
MOREE
NARRABRI
QUIRINDI
TAMWORTH

GREATER SYDNEY

BLACKTOWN
CASTLE HILL
FAIRFIELD
MATRIVILLE
PORTLAND
RIVERSTONE
WARRAWONG

HUNTER AND COAST

CENTRAL COAST
COFFS HARBOUR
NAMBUCCA HEADS
NEWCASTLE
PORT MACQUARIE
RAYMOND TERRACE

CENTRAL TABLELANDS

GULGONG
LITHGOW

QUEENSLAND

DARLING DOWNS

CHINCHILLA
DALBY
KINGAROY
MILES
ROMA
TARA
TOOWOOMBA
WARWICK

WIDE BAY BURNETT

BUNDABERG
GYMPIE
HERVEY BAY
NOOSA
TIN CAN BAY

GREATER BRISBANE

BRISBANE
CABOOLTURE
IPSWICH
LOGAN

VICTORIA

GIPPSLAND

BAIRNSDALE
LATROBE VALLEY
MAFFRA
MORWELL
ORBOST
ROSEDALE
SALE
SHEPPARTON
TRARALGON
WONTHAGGI

GREATER MELBOURNE

BROADMEADOWS
MELBOURNE
SUNSHINE

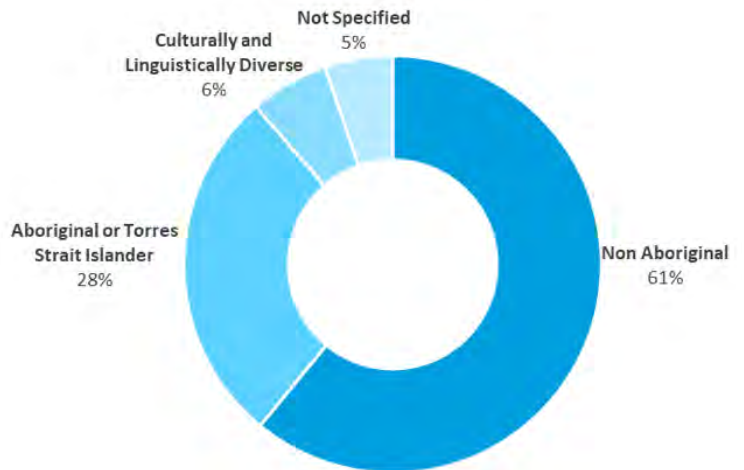
Youth Beneficiaries

Youth Insearch is available to all young people aged 14-20. Youth Insearch brings young people from all walks of life together to help each other navigate life and reach their full potential. Many young people come to us when they are struggling to find a way forward and are referred by community support and government agencies.

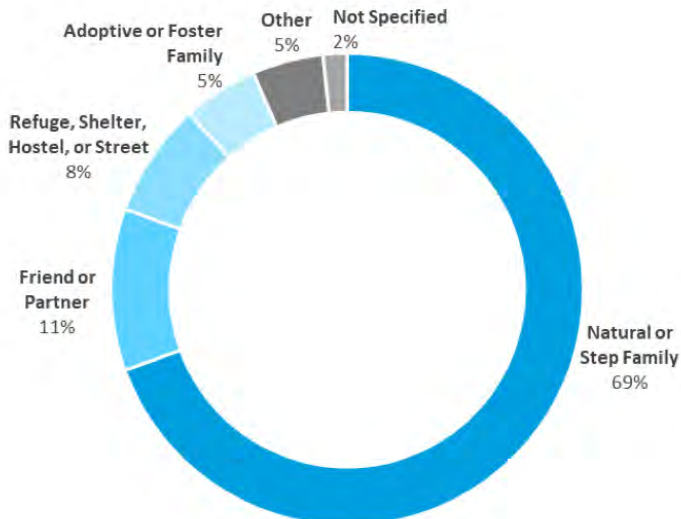
CHALLENGES FACED BY YOUNG PEOPLE

Bullying	Sexual Identity	Grief & Loss	Family Conflict or Separation
Domestic Violence	Anxiety & Depression	Emotional Abuse	Sexual Abuse
Neglect	Drug & Alcohol Abuse	Committing Crime	Violence Towards Others
Self-harm	Homelessness	Truancy from School	Lack Motivation
Social Isolation	Suicidal Ideation	Uncooperative with Authority	Low Self-Esteem

CULTURAL BACKGROUND



LIVING ARRANGEMENTS

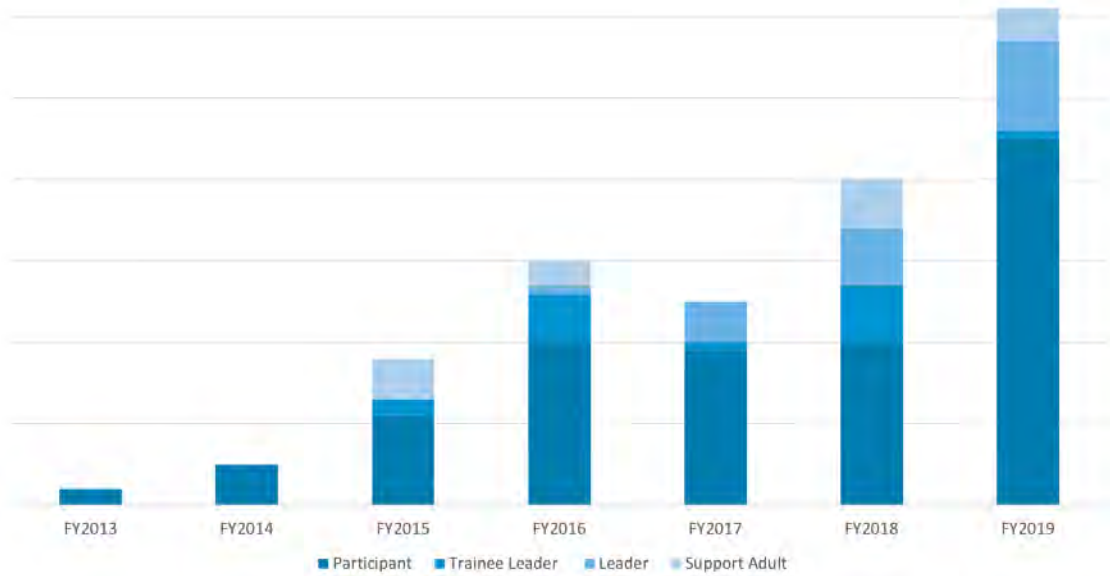


Youth Insearch takes a holistic peer-to-peer approach to help young people explore and come to terms with a wide range of personal challenges. Youth Insearch is often successful for young people that have not responded well to mainstream interventions.

This year the program provided over 2,951 instances of support in our Weekend Workshops, Support Groups and support interactions. The following summarises the demographic of the young people assisted.







Maffra Support Group

Maffra Support Group has a long history, having been started up in 2013 with Sharon Schofield and two participants.

Jump forward to 2019, and the Maffra Support Group saw 45 participants come through its door, along with 1 Trainee Leader, 11 Leaders, and 4 Support Adults.

Maree and Phil run the Maffra Support Group together at Maffra Secondary College, which meets every week. The location allocated to Youth Insearch is within school grounds which makes the Support Groups accessible to young people during lunch time. Students can even catch the Youth Insearch bus straight from school to Youth Insearch weekend workshops.

The combination of Phil and Maree running the Maffra Support Group has been incredibly successful, and they have noticed that the young people involved are now referring friends who may be going through a tough time to come along and seek support.

Maffra Secondary College are great supporters of the Youth Insearch program and have developed a robust engagement process to ensure student and guardian permissions are gained prior to the young people becoming involved with Youth Insearch.

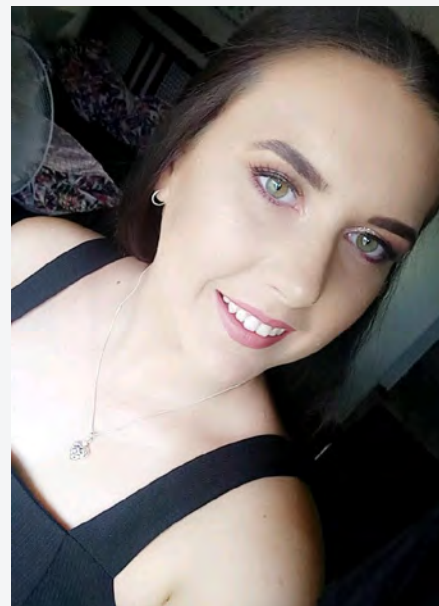
Maffra Secondary College have a robust Wellbeing department, and the staff there are open to opportunities for young people to grow and have expressed endorsement of the Youth Insearch program. It is clear that Maffra Secondary College really cares about their students, and the partnership that has evolved over the years has built on shared trust and common goals.

Youth Insearch have a strong relationship with Maffra Secondary College, and the school is actively engaged in the local community through Rotary Club of Maffra and together they have developed a new mentoring program. Youth Insearch has since been invited to collaborate on the program and are excited to see where the initiative will lead.

Youth Insearch has opened up a whole world of opportunities for me.

Participant

Maddy's Journey



Growing up I suffered from a lot of mental health stuff like depression, anxiety and eating issues etc. I was severely bullied in school (primary and high school) and on social media.

In Year 9 it got to a point where I wasn't coping, I was completely done with everything, and I started self-harming as a way of coping with things that happened and were happening in my life. I also made a few suicide attempts because of everything at the time.

About a month after I turned 18, I was kicked out of home. I started smoking weed, socially at first, but that led to a daily and constant way to cope with life. I then started smoking ice, and despite domestic upheavals, I became addicted.

I had people in my life that I thought would be there forever. We got to a point where we all made a suicide pact together that if one went, we all went, and I got involved with a lot of scary things.

I got to a point that I wanted a change, that I didn't want to be doing what I was doing for the rest of my life. It was at this point that I spoke up and started on the Youth Insearch program.

After just one program I made some changes in my life. I stopped using for 37 days and I kicked out my "mates" because I didn't want drugs in my life or around me anymore, and I now have a place that I can call my own. It was hard but honestly, I couldn't have done it without the people that I have in my life now through Youth Insearch.

After three Youth Insearch programs, making decisions to get clean, and getting the support I need, I feel like I've made changes in my life and that I won't go back to where I was. I've started with a drug and alcohol service and want to enrol in the next student intake at TAFE to study Youth Work. I've reengaged with my family and have found new friends.

The decision to change my life were hard, but it's been one of the best decisions I've ever made. I really want to say thank you to everyone – my family, friends, and Youth Insearch – who stayed by my side and helped me be the person I am today, without judgement. I honestly couldn't have done it without you, and I'm planning to apply to be a Youth Insearch Leader in 2020.

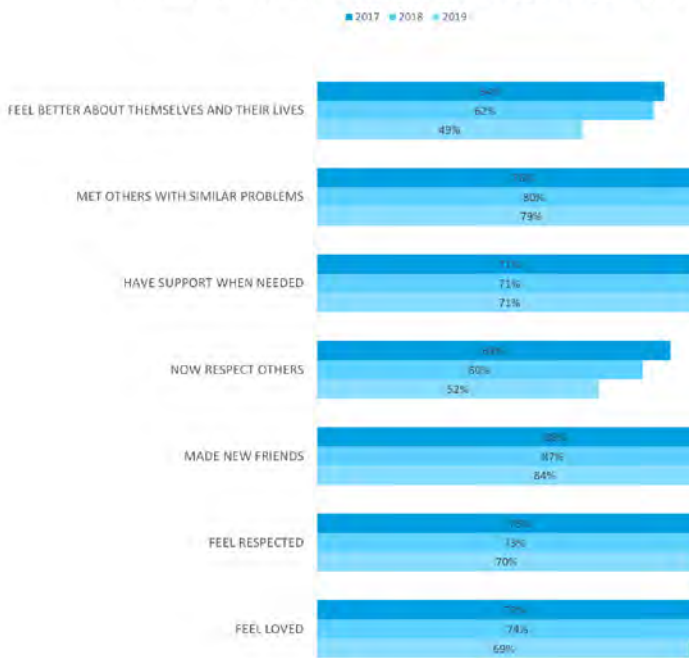
“I really want to say thank you to everyone – my family, friends, and Youth Insearch – who stayed by my side and helped me be the person I am today, without judgement. I honestly couldn't have done it without you, and I'm planning to apply to be a Youth Insearch Leader in 2020.”



Benefits in Numbers

Youth Insearch has a significant impact in the lives of young people who participate in the program. The outcomes for the FY2019 period are expressed below as a percentage of the young people who reported these issues on intake.

IMPACT ON HOW PARTICIPANTS FEEL ABOUT LIFE

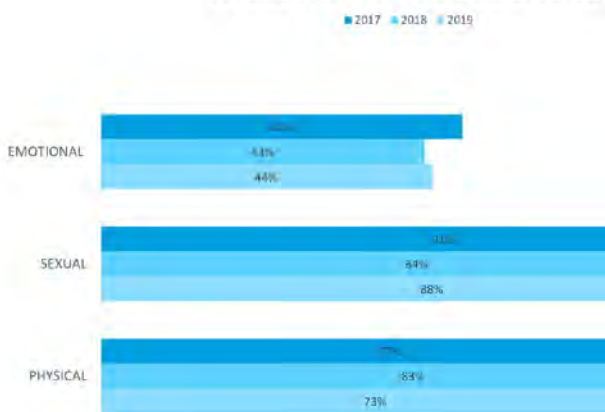


Youth Insearch is a unique program which offers young people a weekend away from their everyday to reflect honestly on their lives and connect with peers.

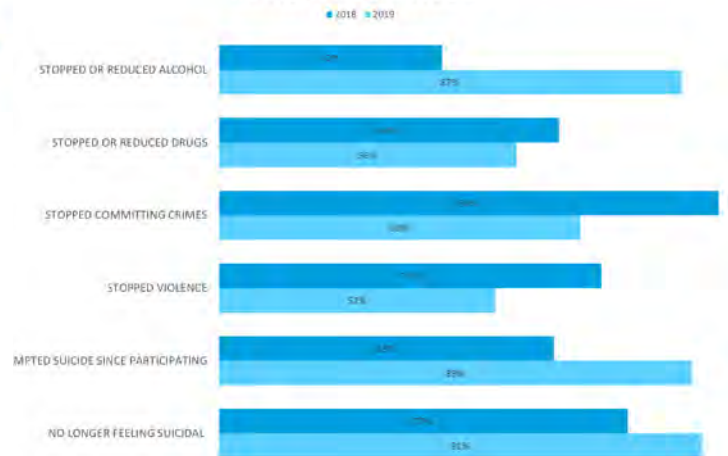
Mentoring is provided in-between weekend workshops by peers, Leaders, Support Adults and Community Coordinators providing support and direction the young people seek in their journey through life.

Offering a pathway to heal from the past, develop skills and move forward with their lives, can make all the difference to a young person trying to better themselves.

ABUSE NO LONGER OCCURRING



IMPACT ON BEHAVIOURS



Regan's First Workshop



Popi referred Regan*, 15, to Youth Insearch, as she believed that Regan would benefit from engaging with supportive people in his community through the Youth Insearch program.

"He would love to engage with other young people who have similar life experiences. He is a very sweet young man and has a love of music."

After his first weekend workshop, Popi contacted Youth Insearch with a positive account of how the program had impacted Regan.

"I have to say how wonderful it was to see Regan after his camp on Friday. He was so full of joy from the friendships and experiences he had at camp. He was playing the piano and telling me, with full range of emotions, suspense and insight what he learnt. It was so beautiful to watch, I can't explain how heart-warming it was to see Regan like that. I'm so glad he took to the whole experience of Youth Insearch with so much gusto."

Thank you and to all of the team and youth that welcomed him and shared so much love with him. I am so grateful."

Our Community Coordinator, Kelly, has expressed that Regan was apprehensive about attending the program in the beginning, but since experiencing the weekend workshop is now actively referring his friends to come along too.

"The best thing about the weekend workshop was the people – both the participants and the hosts – and afterwards I felt an increase in my self-esteem and self-value, and also a feeling of immense care for my wellbeing." – Regan

"I can't explain how heart-warming it was to see Regan like that. I'm so glad he took to the whole experience of Youth Insearch with so much gusto."

Popi, Referrer

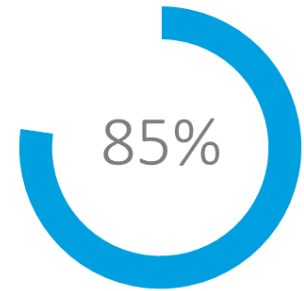
*not his real name

Referral Pathway

Youth Insearch is a unique program which offers young people a weekend away from their everyday to reflect honestly on their lives, connect with peers, and attend ongoing support groups run by Youth Insearch Leaders and Support Adults.

Community and individual support beyond the weekends enables the young people to remain connected and supported and empowers them to make decisions that improve their life journey.

REFERRER SERVICE SATISFACTION



REFERRING AGENCIES

Young people are referred to Youth Insearch from a wide variety of agencies:

- Departments of Families, Social Services, Health
- Departments of Juvenile Justice, Police, courts
- Community services, such as youth and family services and social workers
- Mental health professionals, such as counsellors and psychologists
- Educational institutions, such as secondary and tertiary educators
- Employment agencies
- Youth refuges and shelters
- Not-for-profit organisations
- Community and sporting clubs

The Youth Insearch program supports and mentors young people, setting them up to become a well-adjusted generation to lead Australia into the future.

PROCESS FOR REFERRAL

The process for referral is as follows:

1. Connect with a Community Coordinator to exchange relevant details and for the referring contact to be set up as a referrer in our system
2. Referral link is issued which is unique to the individual referrer
3. Referral link can then be used repeatedly to refer young people as required

REFERRER INVOLVEMENT

The mission of Youth Insearch is to empower young people to take control of their lives and play a positive role in society. This simple concept has far reaching benefits for both young people and volunteers alike, who themselves benefit from being involved supporting these young people.

Referrers are welcome to attend Youth Insearch Weekend Workshops, and if their workplace allows, referrers frequently become Support Adults and attend regularly. This arrangement often meets professional development criteria for referrers who work in the social services sector.

Referrer to Support Adult



Kerry-Lynn works in the social services sector as a youth worker and describes her experience as a Youth Insearch Support Adult. Kerry-Lynn's account of her experience describes the benefits that Youth Insearch gives to young people and communities.

"While working in the social services sector I had the honour of joining and being part of the Youth Insearch family. As a youth worker I have supported young people attending weekend workshops and support meetings. I've heard others say "this is where the magic happens" when talking about camps and I have to agree. It really is magical and an amazing experience for all involved.

I have seen young people arrive on the Friday with their walls up some even say "I was told to come and give it a go but I'm not sure I want to be here." Then by the end of camp Sunday they had opened up during hassles sessions, started their journey, and were talking about attending the next camp.

The negative effects on young people's lives who attend could range from grief and loss, drug and alcohol effecting their lives, low self-esteem, lack of confidence, parental or adolescent issues, criminal history and bullying; just name a few. No matter what the

issue, the young people find support, non-judgement and acceptance within Youth Insearch.

Hearing the Leaders talk about their own life journey, how far they have come, and how their Youth Insearch journey is guiding them, is so inspirational for the young people. To see their faces throughout these stories is so heartening, as they see hope for themselves once more.

The contact doesn't stop when the weekend ends. They become friends on social media; whether a young person, a Leader or Support Person; and through this connection they support and build each other up through good times and bad. Personally, it is a privilege to see social media with young people used as a positive support network.

I have experienced young people seeking support from me in between camps and Support Groups. Hearing them acknowledge their mistakes, own their behaviours, and make positive choices for a better future is a refreshing outcome to see.

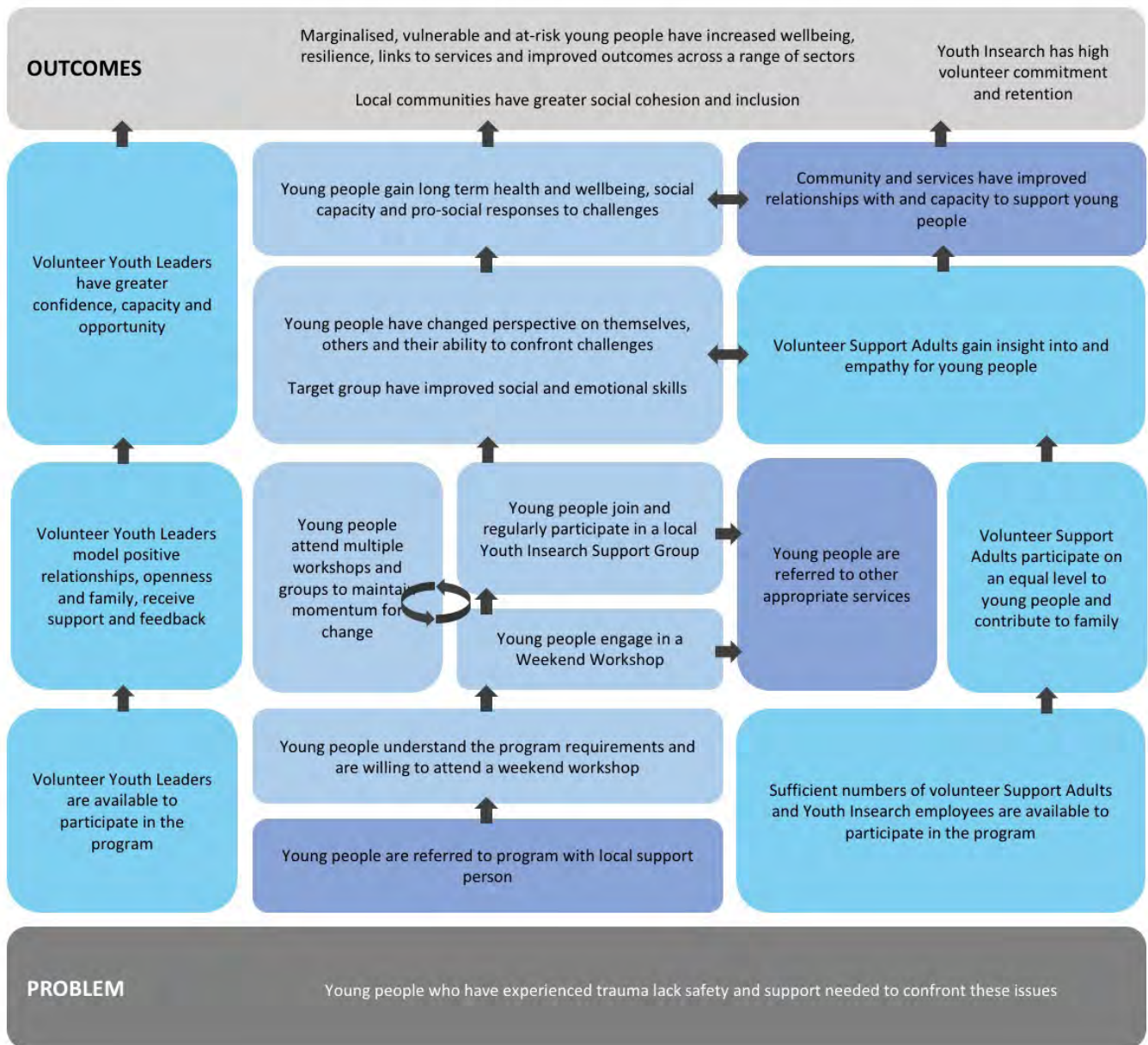
I have also seen many young people start their journey to become a Leader themselves, and with this pathway there is tremendous support and guidance. The young people ensure that they

have worked on themselves to move forward in to this role.

Having experienced this journey it would be magical to see Youth Insearch adopted more broadly through services and organisation in our community. Changing young people's lives builds stronger communities."

"The contact doesn't stop when the weekend ends. They become friends on social media; whether a young person, a Leader or Support Person; and through this connection they support and build each other up through good times and bad. Personally, it is a privilege to see social media with young people used as a positive support network."

Program Logic



The Youth Insearch program logic is a visual representation of the key components of the Youth Insearch program and how these components work together to bring about change for young people.

The model begins at the bottom with the problem to be addressed and is linked to the ultimate intended outcomes at the top through a series of short, intermediate, and longer-term outcomes.

Each box in the model is a condition that is thought to be necessary to move towards the following outcomes. In combination, the conditions are thought to be sufficient (with certain assumptions and notwithstanding external factors) for ensuring the outcome occurs.

While the model is a simplification, it is useful as it focuses on the 'ends' rather than the 'means' and makes explicit the expected outcomes in a causal chain that can be tracked over time to identify any areas for improvement.

PROGRAM EVALUATION

In 2019, Youth Insearch released a new survey framework to incorporate standardised measurement tools into our survey suite. This was designed by an independent external evaluation company.

This will enable Community Coordinators to better identify risk and track progress of young people within the Youth Insearch program and will result in more meaningful discussions about the impacts of our program with referrers, service providers and funding agencies.

EVALUATION FRAMEWORK

Youth Insearch have developed new evaluation surveys which are issued at set time points within a participant's journey with Youth Insearch. The outcomes of these evaluation surveys help support people understand where a participant started in their journey and serves to identify risk factors throughout their program interaction.

PROGRAM SURVEYS

Program Survey questions developed by Youth Insearch ask about the following elements of a participant's situation.

Housing	Education	Employment	Safety
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In addition to the questions developed by Youth Insearch, our evaluation survey includes the following industry standard measurement tools:

- Rosenberg Self-Esteem Scale (RSES)
- Social Connectedness Scale (SCS)
- The Brief Australian Self-Report Delinquency Scale (SDS)
- Kessler-5 Measure of Psychological Distress (K-5)
- Alcohol Use Disorders Identification Test (AUDIT)
- Child Trauma Questionnaire (CTQ)
- Strengths and Difficulties Questionnaire (SDQ)
- Drug Use Disorders Identification Test (DUDIT)
- The Suicide Behaviours Questionnaire Revised (SBQ-R)

WORKSHOP SURVEYS

Youth Insearch also issue Workshop Surveys asking for feedback on our venue and program, which is provided to the Youth and Adult Leaders and Team who run the weekends. The Workshop Survey is completed at the end of each Weekend Workshop by participants, Leaders and Support Adults. Although the Workshop Survey is part of a separate data collection plan to the Program Survey, they do include risk identification questions.

INDEPENDENT RESEARCH – COOPERATIVE ENQUIRY

As part of the Department of Social Services Independence to Dependence Project, Youth Insearch is excited to be partnering with the University of Sydney and University of Melbourne to undertake pioneering research on the mechanisms and effectiveness of peer support programs for disadvantaged youth through evaluation of the Youth Insearch program.

Despite well-established knowledge about the benefits of peer support for young people experiencing personal challenges, more knowledge is needed on how such support models can be strengthened and tailored to suit the needs of disadvantaged young people in the Australian context.

This research aims to evaluate the impact and build the evidence base of peer support programs, by explaining the mechanisms at work within the Youth Insearch program and their impact. The following researches will lead the project:

University of Sydney

- Dr Maja Moensted (Discipline of Addiction Medicine, Faculty of Medicine and Health)
- Associate Professor Carolyn Day (Discipline of Addiction Medicine, Faculty of Medicine and Health)
- Professor Niels Buus (Susan Wakil School of Nursing and Midwifery, School of Mental Health Nursing, Leader of the Centre for Family-Based Mental Health Care, Faculty of Medicine and Health)

Melbourne University

- Dr Ani Wierenga (Paediatrics Royal Children's Hospital, Senior Research Fellow, Australian Youth Research Centre)



Photo from left: CEO, Youth Insearch, Heath Ducker; Associate Professor Carolyn Day; Professor Niels Buus; Dr Maja Moensted, GM, Youth Insearch, Stephen Lewin



Our Leaders

The Youth Insearch program is delivered by extensively trained Youth and Adult Leaders who are held in high regard. The Leader Graduation ceremony is conducted by the Youth Insearch Patron, Governor-General of Australia at Government House. There is an alumnus of hundreds of Youth Insearch Leaders from over 30 years of operation.

Leaders Training

TRAINING PROGRAM

Youth Insearch Leaders undergo an intensive 12-month training course comprising two separate week-long residential training workshops and practical training and assessment in the Youth Insearch program.

TRAINING FACILITATORS

Youth Insearch is fortunate to have corporate and professional trainers give their time to conduct this training for us, and we are incredibly grateful for their continued support.

- Alan Kuczynski, Corporate Trainer
- Benita Collings, Actress & NIDA Trainer
- Greg Meyer, Corporate Trainer
- James Holbeck, Motivational Speaker
- James Wilkinson, Personal Trainer
- Kathy Morrison, Psychologist
- Rene Buhler, Buddhist Trainer & Expert Mediator
- NASDAQ TTEC, Corporate Trainer
- World Games, Games-based Trainer

PHILOSOPHY

Central to the philosophy of Youth Insearch is the practice of “love in action”. We believe that everyone deserves the chance to be loved and shown how to love others. We believe that they should be listened to by others, be encouraged to take positive action and to seek positive forms of forms of self-expression.

SESSIONS

- Communication skills
- Health, nutrition, and exercise
- Leadership and team building
- Mind mapping and taking notes
- Preparing and presenting a Youth Insearch session
- Values, beliefs, breaking free, and goal setting
- Conflict resolution and team work
- Leader roles and procedures
- Meditation and relaxation techniques
- Motivation and leadership
- Presentation Skills
- Youth Insearch program and theory of change
- Etiquette and cultural awareness
- Leader standards and Code of Ethics
- Mental health first aid and understanding mental illness
- Personal presentation and appearance
- Resolving difficult situations at Youth Insearch programs
- Youth Insearch strategic plan, mission and values

LEADER SELECTION

Youth Insearch Trainee Leaders are selected annually by the Youth Insearch National Program Council with strict eligibility criteria. People of any age and background can apply for Leaders Training.

CODE OF ETHICS

Youth Insearch Leaders have a Code of Ethics they follow as a guide for their lifestyle. It provides a shared understanding of the standards of leadership and a set of positive values against which Youth Insearch Leaders live their lives.

ELIGIBILITY CRITERIA

To qualify for leadership applicants must have:

- Agreed to abide by the Youth Insearch Leaders Code of Ethics
- Attended at least 3 weekend workshops
- Demonstrated leadership potential
- Committed to completing the entire training course and to regular attendance at the weekend workshops and local support groups
- Have not used illegal drugs (or alcohol if under 18) for at least 3 months
- If applying as a participant, have overcome the issues that brought them to the program (i.e. shown real progress)

Leaders Training 2019

As 2019's Trainee Leaders, we know a leader is someone who empowers people. They're selfless and supportive, determined and responsible, respectful and honest, and they're willing to grow and learn along with those they are helping.

A leader knows that their team is only as strong as their weakest link and knows when to back off and let someone else move forward.

To be a Trainee Leader we know we still have time to grow and learn, to help people move forward from their pain. We will have time to achieve the things we want to.

Becoming a Trainee Leader shocked all of us. None of us thought we'd make it and with varying degrees of excitement, we began the journey of 2019 Trainee Leaders that would change our lives forever.





ATOMIC LOTUS

The 2019 Youth Insearch Trainee Leaders group, Atomic Lotus, began their 12-month Leaders Training course in April 2019, and the residential training weeks were conducted in July and October.

Trainee Leaders are an amazing group of young people and adults who have participated in regular weekend workshops during the year. During the training, they are pushed to their limits, and step up to the challenge, proving they have what it takes to be a Youth Insearch Leader.

Both training weeks were full of challenges. Each Trainee Leader went on a journey of self-discovery and worked hard to overcome their obstacles. Over the two weeks of training, the Trainee Leaders showed immense team work and leadership skills while continuing their personal development and kicking their goals out of the park.

The second training week ended with a Celebration Dinner with invited guests, family, and friends – all organised by the Trainee Leaders themselves. By coordinating the evening, they were able to put all the skills they had learnt during the training into practice. The dinner culminated in a formal speech from each Trainee Leader about their individual journey with Youth Insearch.

The skills learnt by the Trainee Leaders equip them to support the young people going through the program and teach them how to tackle the challenges life has given them and the belief that they can make their life what they want it to be.

Congratulations to all the Trainee Leaders – and a big thank you to the volunteer Leaders and presenters who gave their time to train and mentor the 2019 Trainee Leaders.



Our Volunteers

Youth Insearch is a charitable organisation, and we rely on volunteers to help us with our mission to empower young people. We have many opportunities for people who want to volunteer with us, and roles are filled with dedicated and caring individuals.

Our volunteer Leaders and Support Adults are fully integrated into the preparation and aftercare of Weekend Workshops, to the point where our employees regularly hold video and teleconference as part of our everyday operations.

The dedication of our volunteers to Youth Insearch is unwavering, and we are so grateful to have such a solid network of people coming together for young people.

All people who volunteer with Youth Insearch must hold a Working with Children's Check and provide two character references.

LEADERS

Our leaders are integral to the Youth Insearch Family, and quite literally run the show. Their passion and expertise are admired by everyone who witnesses their session delivery, and the support they provide to young people is the reason Youth Insearch exists.

SUPPORT ADULTS

Support Adults bring young people to the program and organise their Support Groups and aftercare. They are also often nominated drivers who drive participants to and from Weekend Workshops and Support Groups if required.

Support Adults are inducted just like an employee would be. The role is very important, so we need to ensure that they understand what they can do. We even have a comprehensive Support Adult Manual that our volunteers take with them, as a reference guide for all the things that they do for Youth Insearch and the young people we serve.

OFFICE ADMINISTRATION

There is a lot of preparation that goes into the delivery of the Youth Insearch Program, and we do our best to get everything done centrally in our head office. We welcome volunteers from time-to-time in this area of the business, and anyone savvy with



“As a volunteer we are very fortunate to be able to witness the very moment that someone learns something that changes their life.”

Aimee Caulfield,
Youth Insearch Leader & Volunteer

technology and a drive to get things done is welcome. We do ensure that our volunteers sign a Non-Disclosure Agreement to comply with relevant privacy laws.

KNITTERS

The generous people at Wrap with Love are always looking for volunteers who are prepared to knit squares or blankets. Youth Insearch is very grateful for the efforts Wrap with Love go to, ensuring that our supplies are always top quality and available when we need them.

LOVE WRAPS

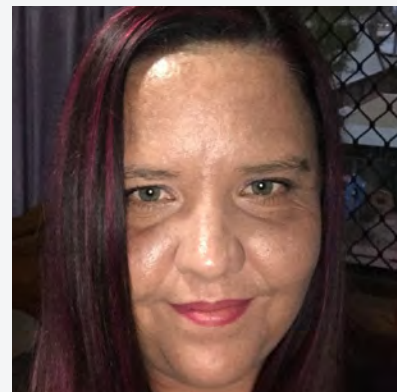
In 1994 Sonia Gidley-King, founder of Wrapped with Love, was watching Sixty Minutes and they were doing a feature on Youth Insearch. Sonia realised that there were young people in Australia who haven't experienced the love and acceptance they deserved.

On this night, Sonia decided that every new member to the Youth Insearch Family would receive their very own Love Wrap which is a tradition that still goes on today.

Each Love Wrap takes up to 200 hours to complete by hand, and they could be made by one person or many. A whole lot of love goes into making these blankets because every single stitch of every single square is made with love.

Young people who have received a Love Wrap from Youth Insearch describe what it means to them.

Carissa's Story



Carissa is a Youth Insearch Support Adult who started volunteering with us in 2018 and has attended four weekend workshops.

We interviewed Carissa to hear about her experience she has had as a Support Adult with Youth Insearch.

What do you find to be special about being a Youth Insearch Support Adult?

I think the best thing about being a Support Adult would have to be knowing that just by listening to some of these kids, or even just spending some time with them, can help them to feel better about themselves.

What made you decide to become a Support Adult?

I became a Support Adult for a few different reasons. I have two step-sons, who lived with their mother, her new husband and their four brothers. The stories that they would tell us about different things that were happening up there, just motivated me to join.

I also started my Diploma in Child, Youth and Family Intervention, and I thought that by being involved with these young people and Support Adults, that it may help with my course.

Last but definitely not least, Youth Insearch does an awesome job at helping the kids, and I had to be a part of that.

What made you come back to continue to do this role?

I continue to be a Support Adult because I have met some of the most beautiful, awesome, and sweet people through the programs, and I hope that some of them may have been helped by some of the things that I have been involved in.





The Value of Volunteering

Aimee Caulfield is a highly esteemed Youth Insearch Leader and volunteer, and took the time to tell us about what she sees as the value of volunteering, not just for the young people supported, but for volunteers themselves and communities.

Youth Insearch teaches young people and volunteers alike what it is to be in a supportive, open and positive community. Encouraging kindness, resilience and open-mindedness can change not only your life but the lives of others around you.

As a volunteer we are very fortunate to be able to witness the very moment that someone learns something that changes their life. That specific brief moment, if you are lucky enough to see it, is incredible. It could be anything, and for every young person it is different.

It's a unique privilege to guide young people grow and bloom, and through your guidance you witness a truly tangible change in their lives. The next time that you see them they could be completely different because of the positive impact your guidance has had, and the change you see is incredible.

Young people that attend the program always leave with tools, whether it be something they use when they get home or something that they use year later.

It is through that experience that Youth Insearch shows young people how to be outstanding community members by giving them role models to encourage and empower them. Those young people then go back into their local communities and share that feeling. The

impact that the young person has on their communities has many benefits, as it spreads throughout.

Being a part of Youth Insearch as a young person has given me the resources that I was lacking to save myself, to grow, to adapt, and to change so that I could have the opportunity to do the same for others.

As a young person I did not see much of a future for myself, coming through the program allowed me to see a new and better path for my life. Without the program I would not have been able to celebrate my 13th birthday or to celebrate all the achievements that rebuilding my life has allowed me to be a part of.

The program continues to this very day to teach me to keep an open mind, open heart and to be open to new challenges. Every day I get to look at the world with fresh eyes, every young person gives me the opportunity to see the world from another perspective, and every day I am able to be the person that I wanted to be when I was younger.

Youth Insearch is an incredible organisation that provides young people with the opportunity to change their own lives and to become outstanding role models within our communities.

As a volunteer we are very fortunate to be able to witness the very moment that someone learns something that changes their life.



Our Employees

Youth Insearch is an Equal Employment Opportunity (EEO) employer and has a unique mix of people working and volunteering within the organisation, with the shared purpose to empower the young people we serve.



At 30 June 2018, we had 16 permanent employees, of which 13 were full-time and 3 were part-time, and 13 were female, 3 were male.

FLEXIBLE WORK OPTIONS

As part of our commitment to promoting a balanced work and personal life for employees, we have flexible working arrangements available to employees. Employees are also entitled to time-in-lieu where they attend a Youth Insearch weekend program.

Youth Insearch offers flexible hours where operational requirements allow, where employees have flexibility in determining their start and finish times, as well as breaks during the day.

Employees are also able to make arrangements to work from home, provided the home work environment is healthy and safe.

MEASURING ENGAGEMENT

As part of our Strategic Plan, Youth Insearch engaged with Macquarie Voice Project to conduct an engagement survey with employees and volunteers in January 2019. These will continue

to be conducted on a biennial basis.

The results were extremely positive and indicated a very high engagement result for both employee and volunteer passion and engagement, and for progress which is reflective of perceptions of organisational performance.

Employee passion and engagement score was measured as 92 per cent, representing a score 16 per cent higher than the Community and Advocacy Services benchmark average. Employee progress engagement score was measured as 93 per cent, representing a score 21 per cent higher than the Community and Advocacy Services benchmark average.

Volunteer passion and engagement score was measured as 94 per cent, representing a score 3 per cent higher than the NFP Volunteers benchmark average. Volunteer progress score was measured as 93 per cent, representing a score 6 per cent higher than the NFP Volunteers benchmark average.



Staff and Leaders Retreat

Collaroy on Sydney's Northern Beaches was the venue for the 2019 Staff and Leader's Retreat. We kicked off the Retreat with a treasure hunt, where we had a great time working together as a team and squishing as many people as we could into a Youth Insearch car as one of the challenges.

Each staff member presented their outcomes from their Deep Work project, and we all discussed plans for the year ahead and our performance against the strategy. We also partook in a Salesforce workshop and demonstration, and policy refreshers and review of our Child Protection Policy, as well as a presentation about our Program Logic and Theory of Change.

Leaders arrived on the Friday at lunchtime and it was a great turnout.

Leaders travelled from regional areas across the eastern states of Australia, and we also had a photographer there to take professional profile shots of the new Leaders.

The retreat offered Leaders the opportunity to learn and reflect with sessions on team building and dealing with trauma, and update on the Youth Insearch Strategy and from the National Program Council, and reflections on the past year, and looking forward to the year ahead.

The Leaders enjoyed the location immensely as, with many coming from regional and outback areas, the nearby Collaroy Beach was a sight to behold. Leaders were able to surf, play tennis and other sporting activities, and explore the picturesque coastline. There was a great games night held the

first night, and a trivia night held the second.

Our leaders and staff work so hard throughout the year, and they always bring their passion and commitment to everything that they do. It was a privilege to offer them the opportunity to spend time together at the beginning of the year to start a positive path forward and build on their skills and knowledge.



I originally went to the weekend program to help “them” out, but what I received in return was much more and I am extremely grateful and proud to be a part of this wonderful Youth Insearch organisation.

Julie, Adult Leader





Our Program Partners

Youth Insearch works closely with its community partners to successfully deliver the program in local areas. The following examples of our partnerships detail the successes achieved during the year.



CHANGING ROOMS

The Changing Rooms program is a partnership between NSW Rugby League and Youth Insearch. The program offers an opportunity for young people in the sporting community to access a support service to assist in breaking down barriers.

Young people may need support with issues at home, in the community or in their sporting environment associated with drugs and alcohol, family breakdown, social pressures, bullying and self-harm.

The support is provided through support groups held within their own teams in the changing rooms after training, where these young people are most likely to feel comfortable and safe to talk.

The Changing Rooms Program strives to positively impact participants in the following ways.

- Higher self-esteem by building trust and rapport with each other.
- Reduction in criminal activity by acknowledging that certain behaviours are impacting negatively in all areas of life.
- Reduced feelings of suicide ideation by having new pathways to access services and assistance.
- Improve relationships by looking at how these relationships are nurtured

Changing Rooms began its pilot session in the NSW Rugby League pre-season in early April 2019. The pilot has been

successful, Young players participated in the Changing Rooms program throughout the session, to gain knowledge on mental health and self-awareness. They expressed enthusiasm and welcomed the Changing Rooms team into their club.

Changing Rooms team visited clubs on a fortnightly basis and offered advice and support to everyone. One player expressed that he never knew he could call a crisis line and that he would in the future when he needed it.

Paul Langmack, Wellbeing Manager, NSWRL, says that "The Changing Rooms is an exciting program where we can help our youth of today, on where to turn to for help in dealing with challenges in their lives."

CHANGING ROOMS LOCATIONS

Changing Rooms will initially roll out in the Western Sydney area in participating clubs, those being St Mary's, Quaker's Hill and Doonside Rugby League Clubs.

Changing Rooms spent the session in Kellyville Rangers, Carlingford Cougars and Berowra teams. And is set to roll out an additional 26 teams next year throughout the Sydney basin.



WORKWAYS AUSTRALIA

In May 2018, Youth Insearch and Workways Australia executed a Memorandum of Understanding (MOU). The MOU will enable Youth Insearch and Workways Australia's Gippsland Engaged Mentoring (GEM) Program to work collaboratively in identifying 'at-risk' young people in the Gippsland region in Victoria. The partnership will provide benefit to young people through participation in both the Youth Insearch and GEM programs.

Youth Insearch has committed to meet with and brief young people referred from the GEM Program and collaborate with GEM staff to facilitate the completion of Referral Forms, Mentee Assessment Intake Forms and Parent Permission Forms.

Workways has committed to collaborating with Youth Insearch in assessing the young people and streaming them into one of the two mentoring programs. They will also be facilitating relevant Youth Insearch support group meetings with the support of Youth Insearch following weekend programs.

W WORKWAYS



STOCKLAND

Youth Insearch and Stockland Corporation have partnered up to launch Project Empower – an intervention program aimed at reducing juvenile delinquency in Stockland Shopping Centres, with the trial run out of Stockland Traralgon Shopping Centre.

The purpose of Project Empower is to support young people aged 14-20 engaged in delinquent behaviour at the Centre by helping to address underlying causes of anti-social behaviour and removing the need for youth to act out in negative ways. This empowers the youth to change their negative behaviours and create a positive future.

Project Empower operates in an outreach format consisting of a Youth Insearch Community Coordinator based at the Centre one day per week, engaging participants in Youth Insearch weekend workshops and support groups, and the potential for the young people to join the Youth Insearch Leaders Training course.



Youth Insearch car at Stockland Shopping Centre Traralgon

JOBLINK PLUS

Joblink Plus have been a major contributor to Youth Insearch in recent years, and their generosity has grown in 2018. Joblink Plus have committed to providing substantial ongoing financial contributions and continue to offer support to our organisation in many other capacities.

Joblink Plus pride themselves on being a community focused organisation and strive to be the people that are #makingitpossible – and they certainly are making things possible for Youth Insearch staff and participants.

One of the generous actions Joblink Plus have taken is to offer Youth Insearch staff access to their offices, training rooms, and office facilities. Youth Insearch now have a shared desk space on a permanent

basis in the Tamworth region. Joblink Plus also continue to provide their bus fleet to assist participants travelling to weekend workshops and have made it possible for local Leaders to represent Youth Insearch and promote our program interstate.

Youth Insearch works closely with Joblink Plus Youth Program staff as they see the benefits firsthand through their clients' participation in the Youth Insearch program. This is a partnership that flourishes because of shared values and a genuine desire from both organisations to help create opportunity and change to empower young people to rebuild their lives.





BROTHERHOOD OF ST LAWRENCE

YEP Project

Youth Insearch continues its partnership with the Brotherhood of St Laurence in delivering the Youth Insearch and Education First Youth Foyer Project (YEP). The EFY Foyer Model is designed to work with young people aged 16-24 who are at risk of or experiencing homelessness. 15 to 30 young people living in the Foyer are provided with the opportunity to participate in the Youth Insearch program including support groups that are run within the Foyer. This partnership is made possible with generous funding from the Grant Family Trust.

NARRABRI YOUTH SHACK

In June 2018, the partnership between Youth Insearch and the Narrabri Youth Shack was celebrated. The Youth Shack has been driven by local youth advocate and Youth Insearch Case Manager Anna Dugdale and a team of volunteers in Narrabri for the last 3 years open to young people 12-18 years of age, two days a week.

Thanks to the support of the Narrabri Shire Council, Youth Insearch and the Youth Shack have been able to come together and open the Shack 5 days a week to create a safe place for our local kids to hang out every afternoon from 3-7pm.



SHEPPARTON EDUCATION FIRST YOUTH FOYER

Berry Street and Beyond Housing Network, working in partnership with GOTAFE, and Brotherhood of St Laurence, deliver an Education First Youth Foyer in Shepparton Victoria for 40 young people, aged 16-24.

The Education First Youth Foyer (Youth Foyer) has a core focus on education and provides secure housing as a means of enabling young people to focus on their studies. This is achieved by providing accommodation to young people who are homeless (or at risk of homelessness), and who are studying or want to study. It also provides opportunities to develop career aspirations, gain work experience, and build a pathway to sustainable employment.

The Youth Foyer makes an ongoing investment in the future of greater Shepparton by providing young people with the support, skills and tools necessary to become independent adults.

As part of the efforts to support young people, Natalie from Youth Foyer has referred 7 young people to Youth

Insearch to date as part of the YEP Project, one of whom are starting the Youth Insearch Leaders Training course in 2019, and Natalie has herself attended two Youth Insearch weekend workshops as a Support Adult.

This collaborative relationship between Youth Insearch, BSL and Youth Foyer enables the delivery of key benefits and avenues of change to vulnerable youth in Victoria.

"I'm glad these camps are available to young people, I work with youth and have never seen young people able to feel safe enough among others to get vulnerable and really feel and understand their feelings. It provides them with an opportunity to get deep, open up and begin to heal."

– Natalie, Youth Development Worker at Youth Foyer, and Youth Insearch Referrer and Support Adult

Before I came to Youth Insearch I lived at home with my dad. It got to a point where things got too hard, so I left home. During that same week my grandfather passed away. I got into the Foyer and it was all good until my mental health started dropping down. I was self-harming a lot, wouldn't eat, didn't go to school, stayed in bed all day, and didn't really do anything about it until I went to Youth Insearch. Youth Insearch has helped me deal with my problems in different ways. But some didn't help.

My focus now is to get my homework done and spend time with my family. I'd like to get a job, license and a car, and my ultimate goals are to become a better person, achieve something great, and get back on track with my dad. If it weren't for Youth Insearch, to be honest I think I would still be in bed not doing anything or talking to anyone.

Bree-Anna McManus, Forest Edge

STRONG AND RESILIENT COMMUNITIES (SARC)

INCLUSIVE COMMUNITIES PROJECT

The purpose of the SARC Inclusive Communities Project is to deliver the Youth Insearch program to 17 young people each year in Moree, Narrabri, and surrounding regions. The project commenced in April 2018 and will run through to June 2021.

As at the end of the period, Youth Insearch has two Community Coordinators employed in

the New England region, with 13 referral partnerships, 6 volunteer adult mentors, and 23 participants. We delivered 11 workshops and 32 support groups in these regions which were accessible to the target participants.







Photo: Youth Insearch CEO Heath Ducker and Minister for Social Services Paul Fletcher gather to announce TTL2 funding for Youth Insearch

Department of Social Services

The TTL tranche 2 grants fund new or innovative approaches that support people at risk of long-term welfare dependence through small-scale trials that are aimed at improving workforce participation, or capacity to work, for those people at risk of long-term welfare dependence.

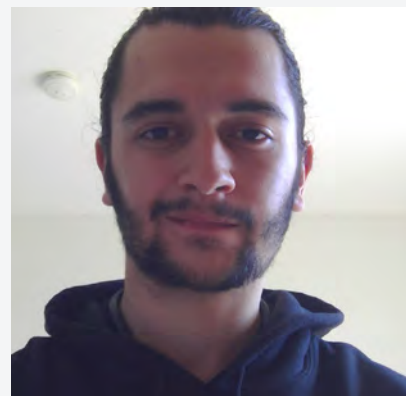
Youth Insearch has been funded under TTL to deliver the Dependence to Independence project that is based on the Youth Insearch model. The focus is on delivering the Youth Insearch program to young people at risk of long term welfare and evaluating the impact of the program on building capacity to work and workforce participation. Youth Insearch's model is seen as an innovative way of working with these young people.

A core deliverable of the project is a research study undertaken by the University of Sydney and University of Melbourne in the form of a cooperative enquiry, which will

identify the mechanisms that work in our peer to peer approach and their impact on the young people. This will be coupled with our outcomes evaluation framework to provide a comprehensive description of the impact on the young people and how the program achieved this impact. This will be provided to the Government to consider as evidence of what works for these young people.

This is a chance to shape how Australian government policy responds to the issue of unemployment – and what better way than using the Youth Insearch model which addresses some of the underlying causes of the problem (mental health, values, beliefs, support, education) rather than only the symptoms (welfare for those unemployed).

Daniel's Story



Daniel first attended Youth Insearch in November 2018 and was a referral from the Foyer in Glen Waverley, which is part of a partnership between Youth Insearch and Brotherhood of St. Lawrence Education First Youth Foyer Program (Foyer).

Daniel had been at Foyer for around 12 months when one of the Foyer youth workers referred him to the Youth Insearch program.

12 months earlier, Daniel had been forced out of home as he was studying a Biomedical Science degree at university and found that his home environment was too much for him to cope with whilst studying.

Daniel experienced bullying at school due to cultural differences, and his home environment had a lot of physical and emotional abuse from his mother, who was herself challenged by her own dependence on alcohol. This tension often led to months of tension and not communicating with each other. "My life was a struggle of isolation and dependence"

After Daniel moved out of home his parents separated and he felt a heavy sense of grief and loss for his family. The combination of leaving the family home, living independently, and hearing

of his family breakdown resulted in Daniel spiraling into a depression.

Through Youth Insearch, Daniel has been able to work through these issues and has come out the other side with a sense of purpose and direction. Daniel wants to be able to give back to others that may be going through similar circumstances to what he went through.

Daniel has continued to attend the Youth Insearch program, helping out on programs as an understudy to the workshop team, and has a goal to apply and complete Youth Insearch Leaders Training in 2020.

To further his studies, Daniel works night shifts at a pathology lab to gain further experience and credits, and intends to extend his education by continuing through to do a Post Graduate in Medicine. Daniel aspires to study neurosurgery, possibility through the Australian Defense Force as a way to subsidise his education.

Daniel is a great role model to others in the Youth Insearch Program. He is driven, working towards his goals, and made the tough choice of leaving behind his family for his own wellbeing and to give himself the best chance of succeeding with his education and life goals.

"Youth Insearch has really opened up my eyes to the value of bringing disadvantaged kids together for a weekend of catharsis."

- Daniel, 21

"Youth Insearch has really opened up my eyes to the value of bringing disadvantaged kids together for a weekend of catharsis."

Daniel, 21



In the Media

The success of Youth Insearch has been recognised nationwide in print and digital media across the country.

Supporting young people in regional communities is a core element of the Youth Insearch Foundation, and to be recognised by those communities means a lot to us.

The Daily Telegraph Survivors need support

The government's apology to those who suffered in institutions is a start, but victims need help to rebuild

Prime Minister Scott Morrison has delivered a national apology to the survivors, victims and families of institutionalised child sexual abuse.

As a survivor of child sexual abuse, I applaud the Royal Commission into Institutionalised Responses to Child Sexual Abuse, and I applaud the government's decision to take ownership of the horrendously inadequate response and apologise to survivors.

Many will be amazed that in the "Lucky Country", sexual abuse is still rampant.

The ABS estimated in 2007 that 1.94 million people living in Australia (137,400 males and 96,600 females) had experienced sexual abuse before the age of 15.

These figures do not reflect the total number of incidents of child sexual abuse, as much child sexual abuse goes unreported.

For victims, perhaps the greatest pain is the break in trust that occurs in the perpetration of the abuse.

As the examples of institutional sexual abuse have shown, most children are abused by people who they know.

In many cases, this is even people they love — fathers, relatives, family friends, neighbours, carers.

Children are innocent. Their innocent belief that adults (in particular, people who care for them) would not hurt them and the manipulation of them by their abusers, for example, my abuser told me — as a 11-year-old child — that if I enjoyed the experience that meant I



HEATH DUCKER

wanted it) leads victims to believe it is their fault.

This manipulation and broken trust mean most are too afraid to come forward.

Added to this is a general uncertainty about people led in discussing childhood sexual abuse, or sexual assault in general.

This heightens their fear. The entire experience can have a lifetime effect on survivors' mental health and relationships.

The royal commission has already demonstrated the great bravery and resilience of many survivors.

It is my hope the apology will also help release the burden of years of internalised fear and shame felt due to the abuse suffered at the hands of people charged with looking after them.

And that it will enhance the process of self-compassion for all survivors — to feel greater power to speak about their suffering.

Of course, that is a responsibility we all share if we want to create a community that protects children from sexual abuse.

The motivations of perpetrators are complex, but we can remove the environments in which perpetrators feel safe to abuse children as an incident as possible.

The most important thing we can do is ensure that we create a society that

instils a belief that they are not to blame and have no shame, that will enable them to continue to come forward long term.

This will put perpetrators on notice that they are likely to be found out and held accountable for their actions.

As such, the apology should mark not just the end of a chapter,

but the beginning of renewed focus on support for survivors.

“The apology should mark not just the end of a chapter, but the beginning of renewed focus on support for survivors.”

but the beginning of renewed focus on support for survivors and those who work with them, especially given the continuing high rate of childhood sexual abuse in our society.

This is exemplified in our work at Youth Insearch.

initiatives like Youth Insearch, which work with victims, is highlighted by my own story. Abused by my best friend's father, as a child I believed I was to blame for having and continuing a relationship with my best friend (his son).

I was fortunate enough to attend a Youth Insearch weekend workshop and I realised that I didn't have to be alone in my suffering, that I was normal, and that as a child I had no blame. This enabled me to come forward.

Yet this is frequently not the case. One of our Youth Insearch leaders, Aimee, recently said: "The program helped me put names to what I had been experiencing."

I think this is one of the most important things Youth Insearch does: We help young people make sense of the things happening to them and give them the means to change their circumstances.

We want to let young people know their pain is real and needs to be addressed.

Most importantly, we want them to know that someone cares.

The apology is an important milestone yet, as is often said, "actions speak louder than words".

The government must provide adequate funding to the organisations that assist victims, and we must all work to create a society that

instils a belief that they are not to blame and have no shame, that will enable them to continue to come forward long term.

EAST GIPPSLAND

PICTURED: Youth Insearch adult support person and volunteers helping others around the community.



New campaign helping us prevent youth suicides



The Northern Daily LEADER

Youth Insearch gets \$1 million to break the cycle of welfare dependence in young people

Daily News

Disadvantaged children burst into tears over labour of love



The Gympie Times

Helping the region's troubled youth

THE CommBank Gympie branch recently made its second \$10,000 donation to the Youth InSearch Foundation, thanks to their Community Grass Roots program.

This is the second of three donations to be made to the foundation from CommBank.

The money helps the Youth InSearch Foundation to take care of costs of helping troubled youth within the community, allowing them to access the therapy they need to improve their lives.

The Youth InSearch Foundation runs a youth intervention program that works with the vulnerable.



NEWS A helping hand
and active businessman, Bernie Farquhar, has devoted much of his life



Friendly chat for young folk at plaza

By MICHELLE SLATER

TRARALGON'S disengaged young people are being offered a friendly face to talk to at Stockland Plaza with a new service to try and reconnect them back into the community.

Project Empower is a joint venture between Youth InSearch and Stockland Plaza where community members can have a chat with a project coordinator one day a week at a stall inside the plaza.

The youth engagement project is part of a raft of intervention programs in Traralgon, which also includes the deployment of PSOs and a CCTV live link from the plaza to the police station.

Youth InSearch state coordinator Sharon Schofield said she had been at the plaza for the past fortnight and already people had come and opened up to her.

Ms Schofield said Project Empower was a peer-to-peer weekend mentoring program for people between 14



Extra help: Local police and PSOs join member for Morwell Russell North and Youth InSearch for the launch of Project Empower at Stockland Traralgon.

and 20 with issues ranging from trauma, drug and alcohol or low self-esteem.

She said Youth InSearch had been operating for the past 35 years and had helped about 30,000 young people.

"We don't go flying fixing or censoring. We do things like communicating and talking about the importance of

self-esteem and the different types of families we come from," Ms Schofield said.

"We are changing negative coping mechanisms into positive ones. They often say to me they just want to get back to school or back to work but don't know how to go about it."

Member for Morwell Russell North was at Stockland for an official

program launch on Friday and said he knew there had been complaints about "unwanted" behaviour around the town centre and plaza.

He said the CCTV livestream, extra security patrols and new youth engagement project would pick up these behaviours and link people into services.

"People are proud of their community and they want to be able to walk down the street and not be subject to abuse or witness incidents," Mr North said.

"This is so easy to the community more generally there is a lot of work being done and a lot of organisations involved and we are trying to make a positive difference."

Mr North said the PSOs would be a "positive tool" in the community.

"They play a vital role. They are not there to pull a big stick on people. They are there to talk to and engage people, not just ignore young people. They're trying to support them," Mr North said.

all **2GB**
873AM

CEO Youth InSearch

THE GYMPIE Times

Volunteers sign up to help launch I C YOUTH

Formerly home to the Inverell Food Pantry, 18 Vivian Street will soon become I C YOUTH, a safe space for young people to gather after school.

Juvenile Justice has expressed interest in referring youth to the centre, in the hope that they will build relationships with staff and benefit from the various programs that will be running, such as Youth InSearch.



Youth InSearch has also featured extensively in mainstream media over the years – appearing on television programs Australian Story, 60 Minutes, A Current Affair, 7:30 Report, 4 Corners, Sunday Night, and Today – as well as on 2GB Radio with Alan Jones.

Youth InSearch also has a large social media following on Facebook with around 6,500 followers, and on Instagram with around 650 followers.



Blue Heart Campaign

On 13 February 2019, Youth Insearch launched its Blue Heart campaign to raise awareness and help prevent youth suicide, which accounts for more deaths among Australians aged between 15 and 24 than anything else.

The campaign was designed to be guerrilla in style, that is, building curiosity around a blue heart, symbolic of both the love that Youth Insearch instills throughout its organisation and “feeling blue”, and then reveal its meaning on a chosen day.

The public guerrilla campaign commenced on 6 February 2019 with social media influencers on Instagram and Facebook posting photos of themselves wearing Blue Heart shirts. The official launch took place on 13 February.

The campaign was celebrated in the Australian Parliament with several federal parliamentarians wearing a Blue Heart pin during the parliamentary sitting day and making speeches in both the House of Representatives and the Federation Chamber in support of the campaign and the work of Youth Insearch. Influencers made further public posts, directing followers to the Blue Heart page on the Youth Insearch website.

As an initial campaign, Blue Heart was immensely successful. In addition to building meaningful relationships and profile in state and federal parliaments, results included:

- 153 per cent increase in page views on the Youth Insearch website;
- 12,660 Instagram influencer likes and 855 comments;

- 626 Facebook likes, 203 comments and 209 shares;
- 122 new Youth Insearch Instagram followers, 2,600 views and 587 likes; and
- A seven-minute live interview with the leading AM breakfast radio broadcaster Alan Jones (2GB; 4BC).

Given the tragic fact that youth suicide is the number one killer of Australians aged 15 to 24, Youth Insearch will continue with the Blue Heart campaign as awareness raising for both the issue of youth suicide and the important work of Youth Insearch.

Discussion Guides for Friends, Parents and Teachers are available online to help start the conversation about suicide and bring about a change to how society deals with life’s challenges.



General The Honourable David Hurley A.C.



HEALING HEART

During the Grief Session at our June 2019 Bundaberg workshop our Program Manager Jennie Linton ran a Healing Heart Activity. Everyone, including Youth Insearch employees, were invited to write the name of a person they love and miss who is no longer here on the small red pieces of paper.

This initiative was in the wake of the tragic death of Youth Insearch Leader Charmaine and her children, as well as a number of other people associated with Youth Insearch.

The Healing Heart is now hung in the Youth Insearch Head office so to share the memory of these people with everyone who walks through our door.

The heart represents love and the

Youth Insearch family coming together during difficult times, helping each person to work with their grief and be supported while they do so.

This is Love in Action.



Our Strategy

The Youth Insearch Strategic Plan 2019-2021 consist of 3 key goals over the three year horizon:

Key Goal 1: Position for an achieve sustainable growth

Key Goal 2: Improve and evolve our program and offerings to increase impact for individuals and communities

Key Goal 3: A well run, sustainable organisation

Sitting under these key goals are 16 objectives and 70 key initiatives to achieve over the 3 years.

Upon completion of the first year of the plan at 30 June 2019, Youth Insearch had exceeded its targets for the year, with the highlights being:

- Mapping of referrers in local areas and implementation of a new engagement plan.
- The finalisation of a new fundraising strategy.
- Implementation of strategic communications and government relations strategy.
- A massive project with Spark Consulting undertaking an extensive stakeholder consultation with workshops and telephone interviews across our regions to identify opportunities for innovation to increase impact and long term financial sustainability. The result was the development of a draft new operating model which is currently under review.

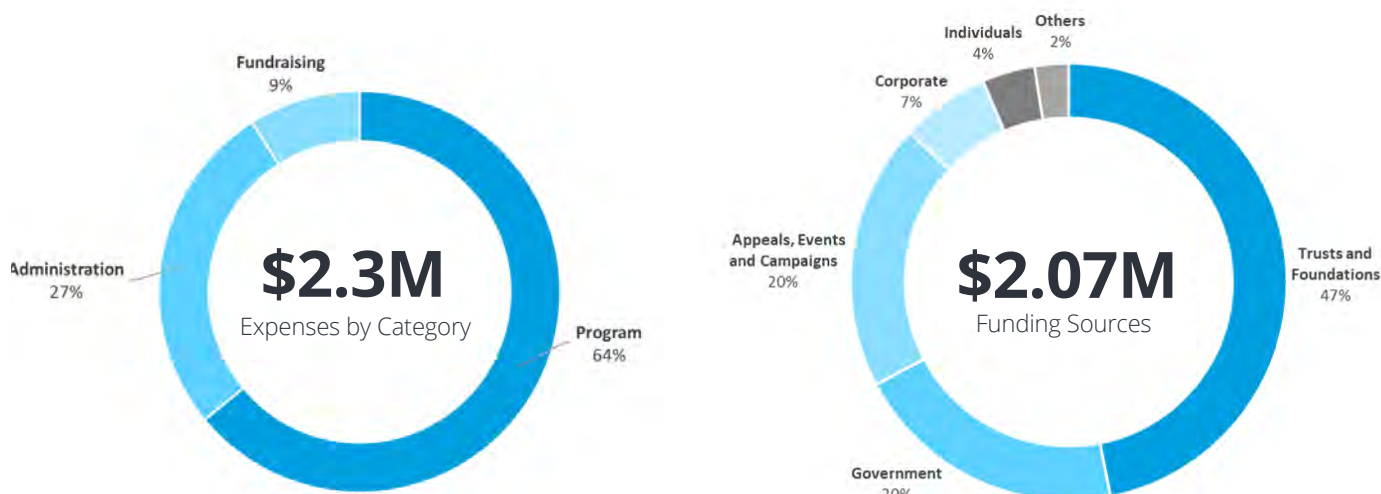
- Conduct of staff and volunteer engagement surveys, and plans to address feedback provided.
- Establishment of staff development framework we call "Striving for Excellence"
- Behavioural statements for all values.
- Implementation of Salesforce for program registrations, conduct of workshops, events and trainings, and fundraising components and optimisation of Sharepoint staff intranet.
- Restructuring and appointment of new roles including Clinical Lead, Development Manager and Project Lead roles.
- Increase in referrals by 47%, individual participants 14%, registrations 14%, and volunteers 12%.

Financials

FINANCIAL POSITION

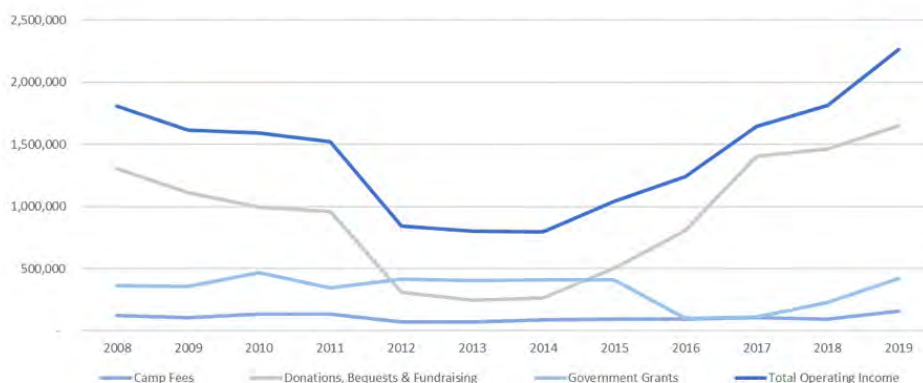
Revenue	\$2,264,243
Expenses	\$2,346,354
Deficit	-\$82,111
Net Assets	\$1,050,837

Due to our concentrated fundraising efforts, overall revenue has increased by 25% compared to prior year. Expenses increased by 22% resulting in a deficit. This is in line with our strategy to fund a portion of our expenses with our reserves to support the implementation of the initiatives under the strategic plan to support innovation and build sustainability and growth long term. Therefore, the deficit for the year was in line with budgeted expectations. Youth Insearch continues to maintain a healthy balance sheet with net assets of \$1.05 million. We continue to balance our expenses, to limit administration to what is necessary to support our strategic goals and safe and effective delivery of the program.



REVENUE GROWTH BY REVENUE STREAM

The strategies to invest in building capacity and assets for the long term including key personnel to support growth and maximise impact since 2014 has demonstrated strong and constant positive returns in revenue growth as shown in the long run revenue growth table below. This is a good indication of successful strategic planning and management over the years.





Fundraising

RETURN ON INVESTMENT

Every dollar donated to Youth Insearch has the immediate effect of keeping young people in school, in jobs, away from destructive behaviours. Over time, the value of social security payments not needed; income tax paid and mental health services not used is immense.

Eighty percent of our young participants make positive changes in their lives that enable them to be fully participating members of our communities across Australia by:

- becoming self-supporting and moving away from destructive living environments;
- getting jobs, going back to school, TAFE or university;
- improved well-being and needing less support from mental health professionals.

Even without counting the value of crimes not committed; law enforcement not needed; and drug and alcohol related hospitalisation, over ten years, we calculate an eighteen times multiplier effect for every dollar donated.

WHERE OUR FUNDING COMES FROM

In FY2019 Youth Insearch raised just over \$2.07 million through its fundraising efforts which is a 22% increase from FY2018. Youth Insearch continues to build out its fundraising revenues from Trusts and Foundations, and Events (which include high net worth individuals), as our major funding sources. Increased focus has also been had on Government funding, with this increasing to 20%, up from 14% last year.

Big Thanks To

At Youth Insearch we value every dollar every we receive from our generous supporters. Whether you're contributing \$120, or \$1.2 million, every dollar counts. The last pages of this report recognise all our donors in appreciation of making what we do possible. We'd also like to acknowledge the large gifts from the following donors.

MATANA FOUNDATION



The Matana Foundation has been supporting Youth Insearch since 2002 with increasingly larger donations over time. The Foundation works with us each year to identify where funds would be most helpful in building capacity or supporting direct program delivery. Currently Matana has funded Youth Insearch for 3 years supporting 5 weekend workshops, 360 support group sessions and the individual support provided by our staff and volunteers each year to the participants.

THE JOHN GRANT FAMILY CHARITABLE TRUST

In July 2018, Youth Insearch was awarded significant funding from the John Grant Family Charitable Trust to expand our Salesforce platform. The funding of \$108,000 will be used in three areas of Salesforce.

1. Introduction of Fundraising Management, enabling us to more efficiently and effectively manage our donor information and donations, streamline grant management processes and improve communication with

our supporters

2. Introduction of a Resourcing & Skills for Programs module to provide capacity management, interstate assignment of resources, improve our ability to roster volunteers at weekend workshops, support groups and other public events and provide a visual calendar view of organisation wide in-kind support; enabling increased volunteering opportunities and recognition.

3. Introduction of a Programs Portal, which will be the final piece to a complete self-service solution for individuals engaging with Youth Insearch. The Program Portal will provide an online community for Young People, Youth Leaders, Support Adults, Volunteers, Referring Partners and Staff. We are thrilled to improve our systems and processes, which will enable us to present our supporters with a higher level of data integrity.

Youth Insearch is extremely grateful to The John Grant Family Trust for the funding received to bring Youth Insearch forward into the future, enabling us to continue our work to rebuild young lives.

THYNE REID FOUNDATION



A notable mention must go to the Thyne Reid Foundation, who since 2016 has provided gap funding to make up the reduction of Federal Government funding. This has enabled Youth Insearch to continue to assist the hundreds of youth that would have missed out on the program without this funding.

TIM FAIRFAX FAMILY FOUNDATION



A special mention also goes to The Tim Fairfax Family Foundation, who joined Youth Insearch as a significant donor in 2016. The TFFF are providing three-year funding for Youth Insearch to consolidate and expand our program reach into many of Queensland's regional and remote communities and assist 300 young people in these areas over the 3 years.

THE LIONEL AND YVONNE SPENCER TRUST

Youth leaders, volunteers and dedicated staff are at the heart of our program. Every year we invest heavily in our people to be continually developing the skills and experience they need to help our young participants overcome adversity and go on to lead fulfilling, happy lives. This year the Lionel and Yvonne Spencer Trust made a significant contribution towards our mission-critical Staff, Leaders and Volunteers development Program.

ROTARY DISTRICT 9650



Rotary District 9650, in northern NSW, continues to support Youth Insearch by assisting with transport, coordination of local services, provision of Support Adults, and covering the attendance fees of participants in NSW for over 18 years. We are very grateful for this support that has enabled hundreds of youth to participate in the program over the years.

LIONS DISTRICTS Q3 & Q4



Youth Insearch has had a long partnership with the Lions Districts Q3 and Q4 in QLD extending back around 25 years. The Districts provide the venues, transport and catering for all our weekend workshops in Queensland. These efforts combined are estimated to be worth over \$80,000 per year. Over the 25-year period, this amounts to over \$2 million and around 9,000 young people assisted through about 200 weekend workshops. We are very grateful to these Lions Districts for this level of support over such a long period of time.



Events to Fund Our Youth

In May 2019, Youth Insearch held two fundraising events, generously hosted by Garry Rothwell and Winten Property Group. These two events raised over \$287,000 thanks to the generosity of our new and existing supporters, and to the young people who shared their stories.

The first event was an evening at the spectacular Winten Property Group office in North Sydney. Two of our inspiring youth leaders shared their personal journeys and their resilience, strength and perseverance was admired by all. Thank you to Joe and Eli for sharing your stories and showing us how young people harness what Youth Insearch offers and empowers them and each other to change the direction of their lives.

The second event was a rare opportunity for supporters to cruise along Sydney Harbour aboard Garry Rothwell's Southern Cloud, a majestic 130' triple-masted motor sailing yacht. To make the night even more breathtaking, the cruise was held on the clear and balmy opening night of Vivid Sydney.

Thank you to all our generous donors, and to Garry Rothwell and Winten Property for hosting us.

These donations inspire us to work even harder to improve young lives. We are proud to say that all funds raised go directly towards supporting young people to participate in the Youth Insearch program.



Donations were received from following generous people and organisations:

- Colin Bell
- Peter Mehl
- Maynak Gupta
- Ross Gersbach
- David Rothwell
- James Marshall
- Ashleigh Antflick
- Rebecca Rothwell
- Andrew Sutherland
- Scott Gray-Spencer
- Jon Mingay (Daracon)
- Nick Wayland (TravMedia)
- Scott Gray-Spencer (CBRE)
- Matthew Parry (CFO Evolve)
- Chris Athas (Athas Holdings)
- James Finney (Burton Property)
- Garry Rothwell (Winten Property)
- George Germanos (Domain Legal)
- Lang Walker (Walker Corporation)
- Peter Campbell (Clarendon Homes)
- Nick Duncan (Home & Land Agency)
- Robert Smith (The Smith Charitable Trust)



National Program Council

The National Program Council (NPC) meets to discuss consider changes to the Youth Insearch Program across all states and manages matters relating to Youth Insearch Leaders. State Councils operate in each state (NSW, QLD, VIC) managing all local matters and reporting regularly to the National Council.

Chair

Blake Holloway (QLD Program Council)

Secretary

Ramona Wynne (NSW Program Council)

Youth Leaders

Eli Halstead (NSW Program Council)
Chloe Foley (QLD Program Council)
Jennifer Bullers (VIC Program Council)
Liam Rushton (VIC Program Council)

Adult Leader Advisors

Kaysy Sutton (NSW Program Council)
Debbie Brient (VIC Program Council)
Christopher Mackie (QLD Program Council)

Management Representatives

Alan Kuczynski (Board Member)
Heath Ducker (CEO)
Jennie Linton (Program Manager)

The Councils are comprised of 13 Youth Leaders, 6 Adult Leaders, and management staff, and the cohort engage in the management of the Youth Insearch Program. Each State Council elects 2 Youth Leaders and 1 Adult Leader to represent their state at NPC meetings.

During the 2019 fiscal year, the NPC met on 8 occasions. The Council has worked in conjunction with the State Councils to help improve and maintain the high standard of program that Youth Insearch continues to provide to the youth of tomorrow.

Topics discussed by Council

- Selecting the 2019 cohort of Trainee Leaders
- Managing Leaders and making decisions which encourage growth, integrity and retention
- Organising the Leaders' Retreat and agenda, with particular focus on building Leader skills
- Reviewing the Program Guidelines to maintain its effectiveness and value
- Reviewing program sessions to ensure we can grow and move into the future
- Reviewing the venue standards of weekend workshops across all states

The National Program Council is very proud of its achievements this year and recognises the hard work of all Leaders and staff within Youth Insearch; in continuing to empower the young people of the future – and we are excited to see what the next year brings.

Blake Holloway

Chair, National Program Council

(Written together with all Council Members)

Our Board

Our Board are leaders in their chosen fields and bring their diverse skillsets to provide leadership, governance, regulation and oversight to Youth Insearch. The Board is passionate about the Youth Insearch program and dedicated to supporting the Youth Insearch CEO to execute the Association's mission and strategic plan.

MEETINGS OF DIRECTORS

The number of Directors' meetings, including Board committee meetings, and the number of meetings attended by each Director during the 2019 financial year are shown in the table.

ENTITY TYPE

Youth Insearch Foundation (Aust) Inc. is an 'Incorporated Association' registered under the Associations Corporation Act (NSW) (registered no: Y07362-27) and a 'Registered Australian Body' under the Corporations Act (Cth) (ARBN: 31 886 363 881) allowing it to trade throughout all states and territories within Australia. Members are liable only for the amounts each member owes the association in respect of their membership. As at 30 June 2019, the number of members was 22.

CHARITABLE STATUS

Youth Insearch is a charity registered with the Australian Charities and Not for Profits Commission (ACNC) and recognised as a Public Benevolent Institution. Youth Insearch has Deductible Gift Recipient (DGR) Status.



INDEMNIFICATION OF AUDITORS

To the extent permitted by law, the Association has agreed to indemnify its auditors, Your Business Group (YBG), as part of the terms of its audit engagement agreement against claims by third parties arising from the audit (for an unspecified amount). No payment has been made to indemnify YBG during or since the financial year.

AUDITORS INDEPENDENCE

The Directors received an independence declaration from the auditor, YBG. A copy has been included in our Financial Report for the year ended 30 June 2019.

BOARD MEETINGS

H Number of scheduled meetings held during the time that the Director held office

A Number of meetings attended

Director	Scheduled	
	H	A
G Rothwell	5	4
A Gregory	5	4
L Pastrello	5	2
A Kuczynski	5	4
R Gersbach	5	5
W Gill	5	5
K Green	5	4
R Smith	5	4



Garry Rothwell
Chair

Garry is the Chairman and Founder of Winten Property Group, one of Australia's premier property development companies. Since 1972, off the back of his architectural training, Garry has successfully completed hundreds of projects across three major Development fields namely, Medium Density Residential Development, Greenfields Development and Commercial Development projects.



Robert Smith
Director

Bob is owner of Halix Pty Ltd, a large property development company in Manly NSW. Bob was previously President of the Manly Chamber of Commerce and Vice President of the Urban Development Institute.



Andrew Gregory
Treasurer

Andrew is an experienced finance executive & company director, holding senior roles in financial services and private wealth management. Andrew is currently the General Manager, MLC Advice with National Australia Bank Limited.



Luisa Pastrello
Secretary

Luisa is a business consultant, with a background in strategy development and implementation. She has held senior management roles with Alitalia, American Express and Qantas. Luisa is a former Board Member of Tourism NSW.



William Gill
Director

William has run his own corporate consulting business since 2001. Prior to that he held corporate positions in Australia, Ireland, UK, USA and South East Asia. He has worked for and with Hoechst Chemicals, OPSM, Courtaulds, Coca-Cola Amatil and Westfarmers.



Alan Kuczynski
Director

Alan has extensive commercial experience. He has run the marketing departments for multinationals, owned and managed an advertising agency and business college, and worked as a business consultant. Since 2007 he has focused his attention on business training, facilitating and mentoring, working with some of Australia's largest companies and government departments. Alan has been involved with Youth Insearch for over 25 years.



Ross Gersbach
Director (Appointed 25 Sep 2018)

Ross is Chief Executive Strategy and Development at APA Group. Ross is responsible for strategy, energy investments, regulatory and government affairs, environmental development, mergers and acquisitions.



Kylie Green
Director (Appointed 25 Sep 2018)

Kylie is Managing Director of Kimberlin Education, a digital agency specialising in education and marketing to schools. Kylie has over 30 years of experience in advertising, marketing and leadership. She launched her own agency at 29 years of age which she successfully sold to an ASX listed company several years later.

Our Superstar Supporters

Thank you to our supporters in FY2019. We simply would not have been able to help so many young people without your continued support.

IN-KIND

COMPANIES

Heliflite
TTEC Holdings Inc.
WorldGAMES

INDIVIDUALS

Alan Kuczynski
Benita Collings
Greg Meyer
James Holbeck
James Wilkinson
Kathy Morrison
Rene Buhler

GRANTORS AND DONORS

BEQUESTS

We recognise with eternal gratitude the following bequests made:

The Late Gladys Wallace
The Late Lyell Bartlett

GOVERNMENT

Australian Government
Department of Social Services

SERVICE CLUBS

QUEENSLAND

APEX Club of Dalby
Lions Club District 201Q3
Lions Club of Ashgrove
The Gap

Lions Club of Bribie Island
Lions Club of Brisbane Bardon
Lions Club of Caloundra
Lions Club of Clifton
Lions Club of Dalby
Moggill Mt Crosby Lions Club
Morayfield and District Lion[es]s Club
Lions Club District 201Q4
Lions Club of Noosa
HeadsLioness Club of Buderim
Quota International Club of Gympie
Rotary District 9630
Rotary Club of Dalby

NEW SOUTH WALES

Lions Club District 201N2
Lions Club of Tamworth Peel Valley
Lioness Club of Tamworth
Lions Club District 201N2
Lions Club of Sussex Inlet and District
Rotary District 9650
Rotary Club of Narrabri
Rotary Club of Port Macquarie
Rotary District 9685
Rotary Club of Galston
Rotary Club of Hornsby

VICTORIA

Nowa Nowa Men's Choir
Rotary District 9820
Rotary Club of Bairnsdale Sunrise
Rotary Club of Maffra
Rotary Club of Mitchell River

SPORTING CLUBS

Canterbury League Club

MAJOR DONORS

Antoinette Albert

Christopher Athas
Bob Smith
Colin Bell
David Rothwell
Garry Rothwell
Gary Johnston
James Marshall
John Flynne Church
Lang Walker
Mathieu Le Sueur / (Philip Vivian)
Nick Wayland
Paul Kelly
Peter Campbell (Clarendon Homes)
Peter Mehl
Peter Rockey
Quattro Risk Services/ Mark Finn
Rebecca Rothwell
Ross Gersbach

TRUSTS, FOUNDATIONS AND COMPANIES

Adheseal
Athas Holdings
Arrow Energy
B&M Plastics
Band Family Foundation
Commonwealth Bank Foundation
Crosby Foundation
Daracon Group
Dentons Australia
Domain Legal
Good2Give
Grant Family Charitable Trust
Hancocks Chartered Accountants
Harvey's Towing Service
James N Kirby Foundation
Joblink Plus Tamworth
Marshall Family Foundation
Matana Foundation
Paypal Giving Fund Australia
Queens Arms Hotel Roma
Shaw and Partners

Smith Charitable Trust
Steadfast Group
Stockland Corporation
Tara Futures Group
The Danks Trust
The DIB Trust
The Lansdowne Foundation
The Lionel & Yvonne Spencer Trust
The Rodney & Judith O'Neil Foundation
The William Angliss (Queensland) Charitable Fund
The Yarranabbe Foundation
Thyne Reid Foundation
Tim Fairfax Family Foundation
TravMedia
Tricorp Services
Westpac Foundation

INDIVIDUAL DONORS

Alison Flemming
Alister Forsyth
Alma Henretty
Amy Warden
Andrew Becher
Andrew Sutherland
Ann-Maree Mann
Anthony Emmett
Antoinette Albert
Arthur Inglis
Ashleigh Antflick
Barry and Janet Goddard
Benita Collings
Bernice E Rollinson
Bob Smith
Brenda Wilson
Brian Goodey
Bruce and Lynne McRae
Carol Cox
Caroline Kelly
Catherine and Stuart Jordan
Chelsea Whillans
Colin Bell
Colin Bell

Colleen Stower	John Flynne Church	Stephen Lindburg
Craig Greenaway	John Kelleher	Stewart Skinner
Daryl Allen	John Macdermid	Teresa Dionysiou
David Honer	Joseph Tropiano	Val Smith
David Hunter	Judith Bingley-Pullin	Valmai Sonter
David Rothwell	Judith Brealey	Warren Paul
Debbie Brient	Julianna Robertson (Cain)	Wendy Barnert
Dianne Yates	Julie Anne Page	William Webb
Doreen Penney	Karen McCann	Zerin Hassan
Doreen V. Kinsella	Kathryn Castrission	
Dr. Adrienne Hardham	Lang Walker	
Dr. A. P Vines	Lauren Lewis	
Elaine Barrie	Lindsey Smith	
Ellen Gibbs	Lois Bludzius	
Emile Tabet	Louise Watson	
Esther Russell	Luke Myers	
Faye Seddon	Majorie Wilson	
Felicity Rowntree	Margaret Thorn	
Frank and Lorraine Cullen	Margaret Warden	
Garry Rothwell	Marja and Wayne Harris	
Gary Johnston	Marni Gray	
Gary MacDonald	Maxine Orford	
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