

YOUTH REBUILDING
YOUNG
LIVES
INSEARCH



ANNUAL

Report

2020



SIMON



All I can say is that without Youth Insearch I don't know how far in life I would have gotten or even if I would still be alive.

Youth Insearch saved my life.

While growing up I was sexually assaulted, from the age of 6 to 10 years, by someone I trusted and who lived just down the road from me. Following that, I had issues with my family because of what was going on.

By the time I was 13, I had started going to a counsellor as I was suffering with depression, anxiety, self-harm and suicidal ideation.

At the age of 15, I was being treated like a sex slave by some of the boys at school. Although I knew it was wrong, I did it to protect my friends and my younger sister.

This abuse continued for about 6 months. Towards the end of it, my older sister went off the rails and got into the drug and alcohol scene which she began to blame on me. This led to my first hospital admission due to self-harm, and within a week of going home, I was again admitted because of the same reason.

During this time, I started being groomed from people I had met on the internet which led to another hospital admission in a Mental Health Ward.

At the age of 16, I was diagnosed with Post Traumatic Stress Disorder. After this diagnosis, my mental health severely declined, and I was constantly being suspended from school for self-harm.

Over the next year things got even worse as I had multiple admissions to several Mental Health Hospitals.

At the age of 17, I had finally been diagnosed with Borderline Personality Disorder and was having weekly planned hospital admissions.

I became homeless in May 2014 and spent three months in a shelter.

I left home because while I had all of this going on, I was being emotionally abused by all my family and friends. They explained it away as I was like a stranger in my own home.

After the shelter, I moved to an extended Mental Health Rehabilitation Program. Whilst I was living there, I came out as being transgender and had to fight for them to call me by my preferred name instead of my original name. They went on to tell me that I had to set up a meeting just so I could be called the name that I preferred and to be recognised for who I wanted to be. After a while I began to not answer to the name they were calling me as that was not who I identified as. Following a long

battle, they reluctantly changed my name on the board to what I wanted to be known as.

By the time I had finished in the Adolescent Mental Health, I had over 40 hospital admissions and was moving around as I didn't have somewhere stable until I eventually linked in with the Brisbane Youth Services. The Red Cross Night Café in Brisbane which is where I first heard of Youth Insearch.

I was then referred to Jennie Linton who convinced me to attend my first weekend workshop where I met the Queensland Coordinator, who supported me as well as other friends I've made along the way.

After my first program in 2016, I got so much out of it that I returned, and it was at the end of my third program that I realised that I really wanted to become a Youth Insearch Leader. I wanted to support other young people like me as I was supported through my journey with Youth Insearch.

I have ended up needing 5 surgeries for self-inflicted injuries, but I am now free from self-harm and I know how and where to get the support when I need it.

In 2018 I became a Leader after I did the Leaders Training in 2017, and I have been given the opportunity to support others and be a part of their journey.



CEO MESSAGE	5
.....
ABOUT YOUTH INSEARCH	7
.....
PLACE BASED MODEL	8
.....
COMMUNITY LOCATIONS	13
.....
PROGRAM OPERATIONS	14
.....
LEADERS TRAINING	22
.....
TIMELINE	24
.....
COMMUNITY PARTNERSHIPS	28
.....
SOCIAL AWARENESS INITIATIVES	34
.....
FINANCIAL REPORT	38
.....
LEADERSHIP AND GOVERNANCE	40
.....
SUPPORTERS	46
.....



Stephen Lewin (CEO, Youth Insearch Foundation), Garry Rothwell (Chair, Youth Insearch Foundation Board)

CEO Message

In November 2019, we saw a historic change with Heath Ducker handing over the CEO role, after 9 years of service, leaving behind an admirable legacy. I had worked closely with Heath over the preceding 5 years as General Manager, to build the structure and frameworks to ensure Youth Insearch was ready to scale its impact.

Youth Insearch had impacted me personally as a young person living on the street, changing my life trajectory. After a 19 year career, supporting vulnerable people within the NSW Government, I had not seen any program that had the ability to create such life-changing impact for young people as Youth Insearch, particularly those young people who had lost hope, through trauma and neglect occasioned by trusted adults.

Taking on the role of CEO has enabled me to commence implementing a plan to embed the Youth Insearch peer-to-peer support program and networks of peer support in each community across Australia.

We will achieve this by placing a Youth Insearch Social Worker in each community, who will provide wrap around case management, leveraging the effectiveness and efficiency of peer group support. I have assembled a Leadership Team and structured the organisation into regions, with a 3-year goal to have a Youth Insearch Social Worker in 25 communities across the 5 regions in which we operate. Within 10 years, Youth Insearch will have a Social Worker in half the Local Government Areas in Australia, spanning over 250 communities.

Achieving this will create a significant, visible impact for young people in Australia; transforming engagement rates in employment and education; reducing youth crime; and most importantly reversing the youth suicide rate - the biggest killer of young people in Australia.

Our organisation and the transition to this vision has been heavily impacted by COVID-19. On 16 March 2020, I made the difficult announcement that we needed to suspend our weekend workshops and weekly support groups. However we had over 300 vulnerable young people across three states that we needed to support, particularly those who were facing isolation in their homes, which for many is not a very pleasant place to be.

We shifted to a virtual support program of case coordination and virtual support groups, where our program staff made support calls to each young person and engaged them into virtual support groups in their region.

Our program staff have made over 5,000 support calls totalling almost 27,000 minutes supporting 478 young people. We have also conducted more than 400 weekly support group sessions across 18 virtual support groups, where the young people have been provided a weekly peer support catch-up, connecting with their peers and working through the varying impacts the crisis and the isolation measures have had on each of them.

I would like to thank our Leaders, Support Adults and Staff who have worked selflessly and tirelessly, despite their own individual challenges faced throughout the crisis.

There are endless examples of people going beyond what I thought was possible, to ensure our most vulnerable young people stayed connected and safe through the crisis.

I would also like to thank all the funders that have supported us through the year and those who have made significant multi-year commitments, investing in the vision for Youth Insearch and for young people across Australia. I would finally like to thank the Youth Insearch Board for entrusting me with the future of the organisation and supporting this vision.

Stephen Lewin, CEO
Youth Insearch



In October 2019, Youth Insearch was invited to attend the Government House Spring Open Day.

The Open Day was a great opportunity to connect with the Governor-General and to share with guests the work Youth Insearch does within the community.



ABOUT

Youth Insearch

PURPOSE

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

VISION

To have the most impact on youth in Australia.

OBJECTIVES

- Reduce the incidence of crime, violence, drug and alcohol abuse, self-harm and suicide in young people
- Relieve the suffering and helplessness of young people
- Break the cycle of family breakdown
- Teach young people the positive values of life
- Increase school retention and employment

PATRON



His Excellency General the Honourable David Hurley AC DSC (Retd), Governor-General of the Commonwealth of Australia

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

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

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

PLACE BASED Model

The current Youth Insearch model is largely a volunteer-based model, where local support adults from referring services attend the weekend workshops with the local young people and facilitate the weekly support groups in their areas. The volunteers in each community are supported by a Community Coordinator in each region.

While this model has demonstrated significant positive impact for individuals and communities, the opportunity cost of spreading our program staff over large regions, is that follow-up support with the young people is left largely to the quality and time constraints of each local volunteer.

In delivering the Try, Test and Learn Tranche 1 Supporting VET Students (SVS) for the Department of Social Services, the youth support worker we employed was able to work with double the amount of young people, yet was able to work much closer with each young person, providing vital case work support, when they worked within their own community.

The Youth Insearch peer-to-peer support network was the key to rapid engagement with young people. Assisting to build trust between the worker and other support services, the case worker was then able to provide intensive and tailored support to each young person.

The combination of the Youth Insearch peer-to-peer program and intensive case support increased education outcomes by 20% for those young people within 6 months, and almost doubled the employment sustainability rate i.e. from 26% to 50% of young people maintaining employment past 26 weeks.

Within the existing volunteer coordination model, where program staff live and are a member of the

community, there is an increase in the uptake rate of youth into Youth Insearch programs, thus providing a much greater positive impact. Youth Insearch supports 5 times more participants in areas where the support worker was a local.

Youth Insearch believes that placing a local support worker in every Local Government Area (LGA) these results will be achieved across all program sites.

In August 2020, we began the transition to a Place Based Model, with the commencement of an Aboriginal Youth Support Worker in Moree, NSW, and two Social Workers in Queensland in partnership with Dalby State High School and headspace Bundaberg.

This model will halve the cost of delivering the Youth Insearch program to each young person

Through case coordination and assertive outreach, support can be tailored and provided to each young person.

We are currently working in 5 regions across New South Wales, Victoria, and Queensland, which are supported by 5 Regional Coordinators.

Our three-year goal is to embed 25 Social Workers in each of these regions to work with the young people through the more focused approach.

Each of the Regional Coordinators will supervise 5 FTE Social Workers in local communities and will also develop and promote our program in each community.

This model will halve the cost of delivering the Youth Insearch program to each young person, as

each Social Worker will be able to carry a case load of over 60 young people, as they will be located within and focused on a single community.

The goal is to have a significant, visible, positive impact on juvenile delinquency, youth crime, youth mental health and engagement in employment and education in each community, which will motivate the community to fund the implementation at full cost.

Our ten-year goal is to have a Youth Support Worker in more than half the 537 local government areas across Australia.

To achieve this, it will be critical over the next three years to deliver this model to 25 communities in our 5 current regions to demonstrate what we know will deliver the biggest positive impact to our vulnerable youth.

Tim Fairfax Family Foundation (TFFF) have committed significant funding to part fund the roll out of the Place Based Model over the next three years in regional Queensland.

Tenix Foundation have committed significant funding over the next three years to cover the gap funding for the Regional Coordinators wages, while we transition to the new model.

We are grateful to TFFF and Tenix Foundation for their support of this vision, and would welcome interest from other communities to explore funding options for further expansion of the Place Based Model.



In July 2020, the Advocate for Children and Young People (ACYP) released a report¹ about young people's experience of disaster.

The ACYP's report included recommendations to government, the community, and businesses to help rebuild communities affected by natural disasters.

Two recommendations mention Youth Insearch.

1. Raising Awareness

Recommendation 1.3, from ACYP

- Support for Youth Insearch programs in schools that encourage Peer to Peer support and training for children and young people.

8. Mental Health

Recommendation 8.1, from children and young people

- Mental health and youth services offer peer to peer support programs to enable young people to support each other during and after disaster events (for example, Youth Insearch)

Youth Insearch connected the ACYP with participants of its program whose lives were affected by the ongoing drought, unprecedented bushfire season, and floods.

Youth Insearch CEO Stephen Lewin hopes the report will inform decision makers and service providers on how to best support young people who are facing great difficulty.

“Natural disasters can leave a long-lasting imprint on the mental health of young people.

“Young people living in regional areas already face greater disadvantages when compared to their metropolitan counterparts.

“There are fewer services available for young people in regional areas and this report helps to identify the gaps so that we can all support young people through natural disasters.

“Often there is a focus on rebuilding infrastructure and economies in the aftermath of natural disasters and at times the needs and concerns of young people are forgotten.

“I commend Acting Advocate Zoe Robinson for considering and listening to young people's experiences of these devastating events.

“I am proud of the Youth Insearch participants who generously shared their time and stories and helped to come up with

recommendations that will shape their futures and those of their peers.”

Stephen Lewin, CEO

Youth Insearch participant Siana says the slew of natural disasters she has experienced has taken a toll on her mental health.

“The drought killed off much of our livestock and our property narrowly escaped the summer bushfires.

“With one thing after another I was feeling stressed out and overwhelmed but luckily, I received support from Youth Insearch.”

“I could share my story with people who were my own age and were going through the same things.

“Youth Insearch made me feel less alone.”

Siana, Participant

SUPPORT SERVICES



SOCIAL WORKER

- Assertive Outreach
- Case Coordination



Supporting up to 60 young people



REGIONAL COORDINATOR



PEER NETWORK

WORKSHOPS

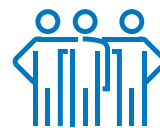


VIRTUAL FOUNDATIONS WORKSHOP



WEEKEND WORKSHOPS VIRTUAL WORKSHOPS

SUPPORT GROUPS



SUPPORT GROUPS



VIRTUAL SUPPORT GROUPS

LEADERS TRAINING



LEADERS TRAINING



VIRTUAL LEADERS TRAINING

¹ <https://www.acyp.nsw.gov.au/disaster-report-2020>

LAUNCH OF *Social Workers* IN QUEENSLAND

As part of the Place Based Model Youth Insearch is transitioning to, the placement of a new social worker within the Dalby and Bundaberg communities will help young people who are struggling and ensure they received tailored care.

“We want to point young people in the right direction, helping them identify what support services are available and how the Youth Insearch program can assist them during these difficult times.”

Stephen Lewin, CEO
Youth Insearch

Youth Insearch has found that when social workers assist young people in a single community, they are able to provide tailored support to each young person on a one-on-one basis and connect them with appropriate support services.

The partnership between Youth Insearch and Dalby State High School includes a new social worker role based at the high school.

Youth Insearch has also established a new partnership with headspace Bundaberg which includes a new social worker role based at headspace Bundaberg.

The timing of these role launches is in response to the strong need for social workers in local communities. Due to the recent increase in requests for support from young people, these roles will help Youth Insearch work more closely with young people through case coordination and assertive outreach.

Youth Insearch Regional Coordinators Donna Ryan in Dalby and Heather Cummings in Bundaberg said they were thrilled to be recruiting for these social worker positions.

Supporters of the social worker partnerships include the Tim Fairfax Family Foundation and the Tenix Foundation, who are contributing significant funds to support Youth Insearch and its social workers over the next three years.

DALBY STATE HIGH SCHOOL

The launch day of the Youth Insearch community-based partnership at Dalby State High School was held at Dalby State High School's Bunya Campus on Wednesday 9 September 2020.

Dalby State High School Principal, Dr Dean Russell welcomes the partnership with Youth Insearch in helping the school reach its goals in supporting students during these unprecedented times.

“Dalby State High School's partnership with Youth Insearch, the addition of a social worker, and access to Youth Insearch programs will strengthen our goal in achieving positive outcomes for our students and the local community.”

Dr Dean Russell, Principal
Dalby State High School

HEADSPACE BUNDABERG

The Youth Insearch community-based partnership at headspace Bundaberg was launched on Thursday 10 September 2020 in the headspace Bundaberg office at Bundaberg Central.

“My experience in providing therapeutic interventions for both young people and families has given me a strong understanding of the issues faced by young people.”

Adam Klimkiewicz, Social Worker
Youth Insearch



HEADSPACE BUNDABERG

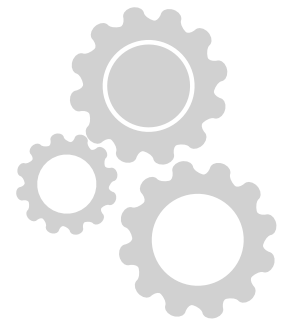


DALBY STATE HIGH SCHOOL



COMMUNITY

Locations



During FY2020, Youth Insearch supported young people from 152 communities across New South Wales, Queensland, and Victoria.

Our staff and volunteers facilitated 39 local Support Groups, 18 local

Virtual Support Groups (VSGs). The formation of VSGs enabled us to continue our support for young people through the COVID-19 pandemic within a format that offered support and care.

The success of VSGs led to the development of additional service offerings through our Virtual Foundations Workshop and Virtual Workshop.

NEW SOUTH WALES REGIONS

NEW ENGLAND

ARMIDALE
BARRABA
COONABARABRAN
GUNNEDAH
INVERELL
NARRABRI
TAMWORTH

HUNTER

CENTRAL COAST
COFFS HARBOUR
NAMBUCCA HEADS
NEWCASTLE

CENTRAL TABLELANDS

GULGONG
LITHGOW

GREATER SYDNEY

CASTLE HILL
PORTLAND
RIVERSTONE
WARRAWONG
WINDSOR

VIRTUAL

VSG NSW
VSG GUNNEDAH-
COONABARABRAN
VSG INVERELL-ARMIDALE
VSG RIVERSTONE-CASTLE HILL
VSG TAMWORTH-NAMBUCCA
VSG WINDSOR

QUEENSLAND REGIONS

WESTERN DOWNS

CHINCHILLA
DALBY
KINGAROY
MILES
ROMA
TARA
TOOWOOMBA

WIDE BAY BURNETT

BUNDABERG
DYSART
GYMPIE
HERVEY BAY
KINGAROY

GREATER BRISBANE

LOGAN

VIRTUAL

VSG QLD
VSG BUNDABERG
VSG GYMPIE
VSG KINGAROY
VSG LOGAN
VSG TOOWOOMBA
VSG WESTERN DOWNS

VICTORIAN REGIONS

GIPPSLAND

BAIRNSDALE
LATROBE VALLEY
MAFFRA
SALE
STOCKLAND
TRARALGON
WONTHAGGI

GOULBURN

SHEPPARTON

GREATER MELBOURNE

SUNSHINE

VIRTUAL

VSG VIC
VSG BAIRNSDALE-MAFFRA-SALE
VSG LATROBE-WONTHAGGI
VSG SHEPPARTON
VSG SUNSHINE



PROGRAM Operations

VIRTUAL OPERATIONS

When the COVID-19 pandemic began to interrupt the normal operations of Youth Insearch, without hesitation we worked together to shape our response to continue supporting young people around Australia.

On 16 March, within 24 hours of Federal restrictions being imposed, our program staff were working tirelessly to connect with every young person and young volunteer engaged with Youth Insearch. The time, focus, and heart that went into these efforts is to be commended.

On 25 March, our first ever Virtual Support Groups were started up, with 18 sessions conducted every week.

In the 3.5 months between 16 March and 30 June 2020, Youth Insearch supported 471 vulnerable young people through the crisis.

Our program staff made 4,622 support calls totaling 24,703 minutes. There have been 1,067 attendances at 395 weekly support

group sessions where the young people have been provided a weekly peer support catch-up on Microsoft Teams.

In May, we introduced our first Virtual Foundations Workshop¹ for new referrals so that we could support newly referred young people, connecting them with a buddy as an introduction to the Youth Insearch program.

In May and June, we took a moment to show our gratitude to the people in our lives through our Grateful Heart challenge on social media.

In July, we delivered our first Virtual Leaders Training for Stage 1, which was an incredible 3-day-long course, and a great feat of planning and execution.

Stage 2 of Leaders Training was delivered virtually at the end of September, and Stage 3 is planned for January 2021.

In September, we also delivered our first and much anticipated Virtual Workshop, developed as

a condensed version of our classic Weekend Workshop.

The planning and commitment from our volunteers to bring all of our virtual operations into reality is a huge achievement which makes us so proud of the people who share their lives with us, and share their life experiences with the young people in our program.

We strive to emerge better, with a greater depth of understanding about our presence within and impact on community, and a fresh approach to how we can meet community needs through our Place Based Model.

We were missed, and we missed all the people involved with us. From volunteers, referrers, and community partners, right to the core of our purpose – young people.

We never went away, and we are thankful that we had the technology and means to persevere through the pandemic. We now look ahead and plan for a future uncertain yet bright.



¹ Formerly known as Mini Sessions

MOREE LOCAL JOINS YOUTH INSEARCH

In August 2020, Youth Insearch welcomed Barry Swan to the team as Aboriginal Youth Support Worker, Moree. This role is generously funded by The Rothwell Family.

Barry has a wide range of skills and experience he brings to the role and will be working to support more young people in the Moree area.

Barry has extensive experience working with young people and managing youth programs.

For the past 27 years, Mr Swan has been working closely with young people in a few different roles, with the most recent being, as Senior Project Officer as part of the Moree Place Project with NSW Department of Communities and Justice.

Barry said his focus would be on supporting and working local young people to empower them to reach their full potential.

“I’ve lived in Moree for all of my life and I know the issues youth face here. A lot of the kids in the area know me, and I can steer them



toward appropriate services and engage them with the Youth Insearch program. I can understand their experiences on a personal level.”

Barry will help young people build life skills, develop healthy relationships and access appropriate services.

Barry will also be engaging with young people from the Moree region to boost engagement under the Department of Social Services (DSS) Strong and Resilient Communities (SARC) Inclusive Communities Project.

The Youth Insearch program has a high Aboriginal and Torres Strait Islander participation rate, with 28 per cent of participants and 20 per cent of leaders of Aboriginal and Torres Strait Islander background.

“We want to open the Youth Insearch program to more young people in Moree, including Aboriginal and Torres Strait Islander people”

Stephen Lewin, CEO



AARON



My experience from the March 2020 weekend workshop in Bundaberg Queensland was a positive and enjoyable one. I gained a lot out of this weekend, as did the young people that attended this workshop.

I loved how the young people have a lot of input in the group sessions and that they are given the chance to have their say and share strategies with each other.

The strategies come from their own lived experiences in the past, which is discussed in group sessions to help other young people overcome difficult experiences in their lives.

This is empowering for each young person in the group. It is not just about the Leaders and the support workers leading the workshop, which I think can be

intimidating for young people at times when advice is only coming from the adults.

There is a really good balance with the peer-to-peer support, and the family environment formed in the workshop, which builds a warm and trusting environment for these young people to grow and open up.

One of the biggest things I learnt from this workshop is that it is so important to listen - and really listen - and not to be in a hurry to answer or give the advice.

Asking more questions to get the whole story and get to the bottom of what is having an impact on them in their lives.

I believe this strategy covers all the areas at hand and the young people

get a better understanding of how to deal with the matter or what is going on within themselves.

I loved been a part of making a difference to young people's lives. The warmth I felt from Youth Insearch family, and the great food, made it a great weekend all round for me.

I thought it was a well-run program that reached out to the young people that attended and made them feel supported.

I look forward to the next workshop and many more in the future that I will be attending and the experience that I will gain from each and every one of them.



Aaron joined the Youth Insearch community as a Support Adult in early 2020 and attended the first workshop for the year - right before the lockdown in the early days of COVID-19.

WEEKEND Workshop UPDATE

During the FY2020 period, Youth Insearch delivered 15 Weekend Workshops. This is a reduction from FY2019 due to the cancellation of seven face-to-face weekend workshops in response to the COVID-19 pandemic.

2019 Weekend Workshops

- July Duckadang
- July Forest Edge
- August Lake Keepit
- August Bundaberg
- September Forest Edge
- September Duckadang
- September Toukley
- October Lake Keepit
- November Duckadang
- November Toukley
- November Forest Edge
- November Bundaberg
- December Lake Keepit

2020 Weekend Workshops

- March Bundaberg
- March Forest Edge

In 2019, as part of our strategic plan we conducted a demand analysis of our program. Several recommendations were selected to test in each area, to determine what affect the proposed changes would have on demand for our program.

The Youth Insearch Board and CEO adopted a mix of these recommendations, with changes to be implemented for the 2020 calendar year as trials. The effect on demand would then be analysed over the period through monitoring of the strategy KPIs including program participation rates.

These changes include:

- Changes to the number of programs in NSW and Victoria, trialling a proposed cadence of an average 7-8 week spacing of Weekend Workshops, by:
 - ◇ Reducing the number of workshops in NSW from 8 to

6, which would see 3 workshops in each established location

- ◇ Increasing the number of workshops in Victoria from 5 to 6
- Removing program fees for participants in Queensland
- Creating uniform processes across the regions and centralising as many administrative processes to head office as possible.

Regrettably, these recommendations were unable to play out in 2020 due to the COVID-19 pandemic.

Instead, following the suspension of all face-to-face Weekend Workshops, Support Groups, and stakeholder meetings, Youth Insearch began their offering of virtual support instead.

In the beginning, we had hundreds of young people who needed our support and we made sure that each and every young person was contacted.

This process of assertive outreach allowed us to provide support where it was most needed and helped to lift our team's morale by giving them something very specific to focus on.

Youth Insearch also pivoted to offer weekly support group sessions online. The invitations for these sessions were managed using Microsoft Teams Groups, and Salesforce dashboards and tasks to ensure that no one slipped through the cracks and regular follow up took place.

Thanks to Telstra we have been able to implement Telstra Calling for Office 365 which has been instrumental in connecting with young people throughout the pandemic.

We were lucky to have moved all our information and processes over to Salesforce when we did, or we would not have been able to act so quickly and move our programs online.

In May 2020, Youth Insearch rolled out the 1.5-hour Virtual Foundations Workshop (formerly Mini Sessions) to enable newly referred young people to participate in the program.

Following an initial virtual briefing with a Youth Insearch program staff member, and connecting the new referral to an existing young person as their mentor, the Virtual Foundations Workshop is offered to lead the way to involvement in Virtual Support Groups.

We were also thrilled to introduce a Virtual Workshop in September 2020.

The engagement with our virtual programs has been excellent and we have been able to reach new people who were previously too anxious to attend our face-to-face programs.

A huge thanks also goes out to all the funder organisations who have shown their support and understanding by enabling us to redirect funds to virtual operations.



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

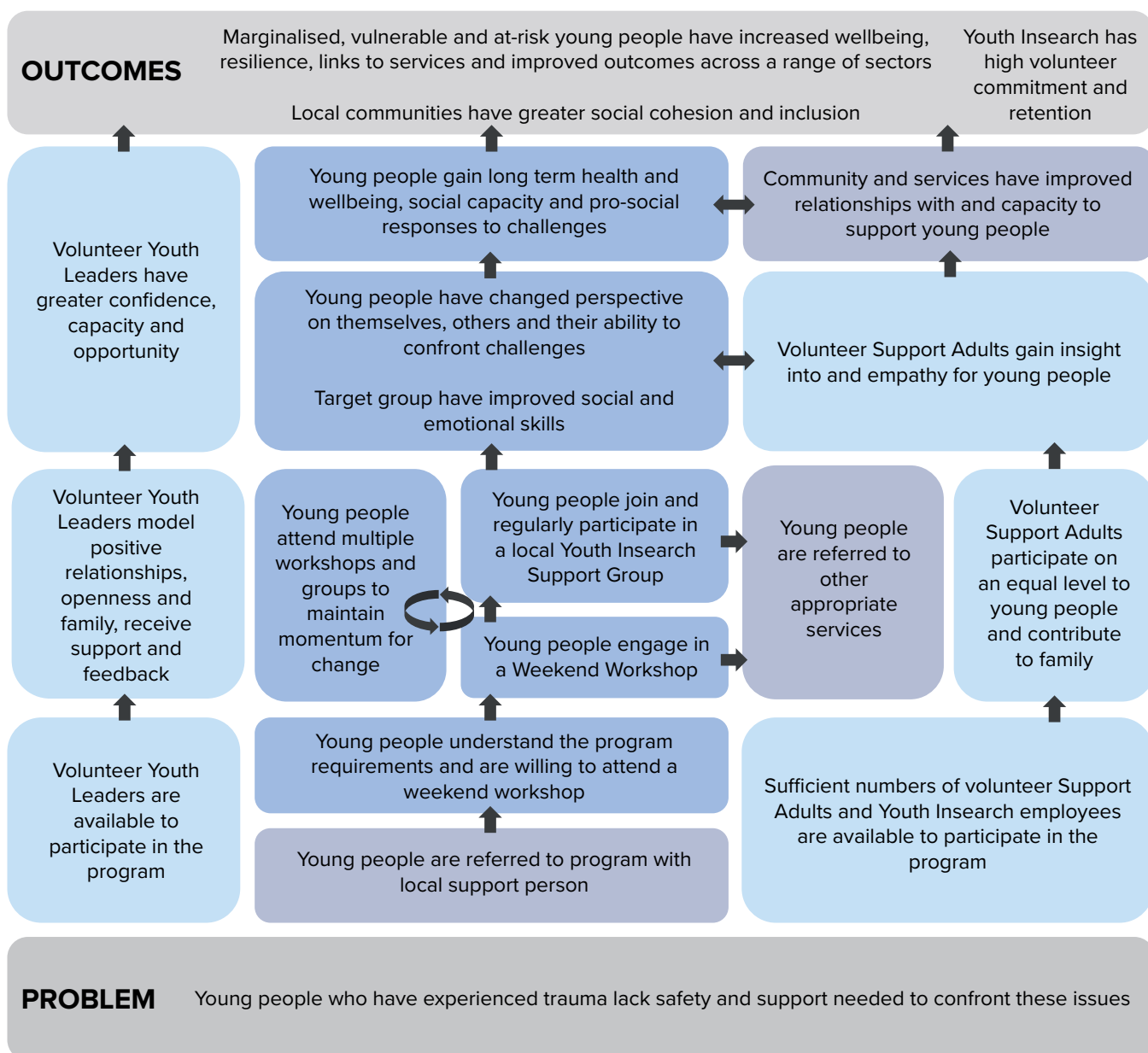
outcomes at the top through a series of short-, intermediate-, and longer-term outcomes.

Each box 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 not withstanding

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 LOGIC



PROGRAM

Outcomes

We regularly ask participants to share what they have gained from their involvement in the Youth Insearch program, and how their lives have been impacted.

Youth Insearch helps young people move away from negative influences in their lives, and provides a safe space to talk about what they have experienced, and provides tools to heal from past traumas.

Peer-to-peer connections developed with peer participants and Leaders enables young people to foster new positive relationships, and set goals to better themselves and their future.

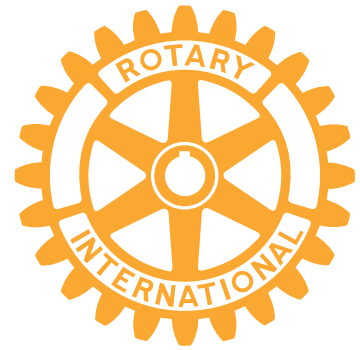
In September 2019 the new evaluation framework was launched, and we have received 157 responses to the Intake Survey from newly referred youth.

Due to COVID-19, response rates to the subsequent Progress Survey have not yet yielded enough comparative data to present statistically significant results.

IN THE LAST THREE YEARS



ROTARY YOUTH Leadership AWARDS



Rotary Youth Leadership Awards (RYLA) is a premier youth leadership development program for young people aged 19-29.

The week-long camp is designed to promote proactivity, personal and professional development through a range of inspirational speakers, team building exercises and leadership training.

The key objectives of the RYLA program are for young people to develop skills in communication and presentation, problem solving, conflict resolution, and to increase their self-confidence and self-esteem.

In March 2019, Youth Insearch Leader, Rebecca Brewer, was nominated by the Rotary Club of Tamworth West President, Mal MacPherson, to attend RYLA as a participant.

The 2019 RYLA program featured guest speakers including past Rotarians Nicholas Hinwood and Richie Goddard; Sam and Jennie Bailey from Croppa Creek farm; and prominent Tamworth local Dwone Jones.

“I was hesitant at first but really wanted to take the opportunity to grow as a person and I felt like it was going to be a great experience.

Over the week I faced many challenges, I had the opportunity to spend the entire week focusing on who I am as a person and what I wanted in my life, and I made friends that will last a lifetime.

I came out of RYLA feeling more confident within myself and wanting to gain a more permanent career in youth work.

I had been volunteering with the Youth Insearch program for 14

years and was so passionate about it that I wanted to work for the organisation full time. As fate would have it an opportunity came up to apply for a job as a Community Coordinator and I went for it.”

Rebecca Brewer,
Community Coordinator,
Youth Insearch and RYLA Leader

Rebecca joined the Youth Insearch team in July 2019 as Community Coordinator, New England. In August 2020, Rebecca was selected to return to the RYLA program as a RYLA Leader, along with 3 of her fellow participants.

“I was so excited as I knew so many had sent their applications through and to be chosen amongst everyone that had applied really meant a lot to me.

Going back as a RYLA Leader I had expected that my role would be to lead other participants. I knew from last year my group would be looking up to me as their leader – but what I discovered was just how much I benefitted from the program myself, the second time around.

Attending RYLA as a Leader gave me the opportunity to learn and grow as a person. I met more like-minded people who I will be friends with for life, and we are keep in contact every week.

The RYLA program gave me the opportunity to do things I did not think I was capable of; such as participating in a mud run, leading a team of amazing young people, facing some tough challenges, and growing as a person.”

Rebecca Brewer.

Rotary District 9650 is a long-time supporter of the Youth Insearch program, providing funding for young people to attend from the New England region for close to two decades. We are so grateful for the opportunity that Rotary provides to young people through funding and community support, referrals, and RYLA.





LEADERS Training

One of the first actions taken by Sharon Schofield, in her new role as Program Quality and Partnerships Manager, was to review and refresh our Leaders Training course offering.

Working in collaboration with our CEO, Stephen Lewin, and Youth Insearch Board Member and esteemed corporate trainer, Alan Kuczynski, the refreshed 2020 Leaders Training course was launched in July 2020.

In previous years, Leaders Training was delivered across two weeks of intensive on-site training. The new structure will now see the training delivered across three stages, comprising 3-, 5-, and 3-day seminars in July, September, and January, respectively.

The selection process and eligibility criteria remain unchanged.

In 2020/21, due to COVID-19, Leaders training will be delivered virtually, with some flexibility on course attendance requirements, and to run 3 days in each stage.

Each stage will include several modules to equip Trainee Leaders with the skills and knowledge they will need to develop themselves as Leaders both within the Youth Insearch program and throughout their own lives.

Stage 1 Setting expectations

- Hot Seat: Getting to know you
- Introduction to leadership at Youth Insearch
- Communication skills
- Code of ethics
- Social media guidelines
- Technology demonstration
- Weekend Workshop roles

Stage 2 Skills training

- Reflections on experience
- Presentation skills
- Session planning and delivery

- Health and wellbeing
- Conflict resolution
- Participant support
- Team building
- Values and beliefs
- Hot seat: Progress review

Stage 3 Leader readiness

- Leadership pathways
- Brag session
- Sharing feedback with others
- Communication skills II
- Presentation skills II
- Etiquette training
- Next steps and ongoing development

Before commencement of stages 2 and 3, Trainee Leaders need to complete self-reflection exercises, and between each stage, program attendance quotas must be met. These elements are unchanged from the prior Leaders Training course offering.

Youth leaders, volunteers and dedicated staff are at the heart of our program.

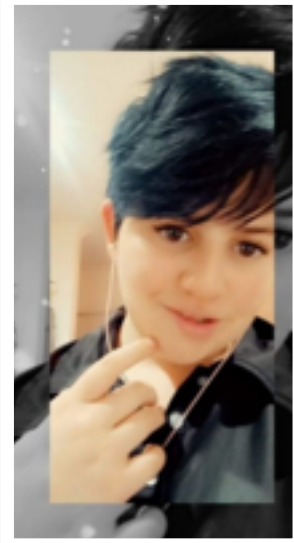
Every year we invest heavily in our people to be continually developing the skills and experience they need to help our young participants overcome adversity and go on to lead fulfilling, happy lives.

This year the Lionel and Yvonne Spencer Trust and James N Kirby Foundation made significant contributions towards our mission-critical staff, Leaders and volunteer development Program.



JAMES N. KIRBY
FOUNDATION

TRAINEE LEADER SPOTLIGHT



ALI

In March 2018, I attended my first Weekend Workshop in Victoria. I was 15. There were lots of things going on in my life and some of them I didn't understand.

By attending the Weekend Workshops, I was supported by my peers to work through the things that were holding me back.

I worked really hard on myself and that is something I am really proud of. I recently got accepted into the Youth Insearch Leadership Program and I am excited to have the opportunity to build my skills to help other young people.

Without Youth Insearch being present in my life, I wouldn't be the person that I am today and there is still more growth to come.

WESTFIELD COMMUNITY HERO AWARDS

Westfield, owned by Scentre Group, run a wonderful community campaign each year celebrating the hard work of local charitable organisations and members of the community.

Youth Insearch was so proud to have many of our staff across Australia nominated for these awards.

From Queensland to Newcastle and down to Victoria our incredible volunteers and staff were celebrated with a nomination in this prestigious award program.

Two of our Leaders from Victoria, Matthew Hay and Darcy Balhas, are finalists and we are so excited that they have been recognised for the volunteering work they do for Youth Insearch.



Congratulations to all the nominees in the Westfield Local Community Hero Awards and to our Finalists Darcy and Matthew.

Westfield Local Community Hero Nominees

- **Simon Walsh**
Westfield North Lakes
- **Luke Mitchell**
Westfield Helensvale
- **Kathy**
Westfield Kotara
- **Donna Ryan**
Westfield Garden City

Westfield Local Community Hero Finalists

- **Darcy Balhas**
Westfield Fountain Gate
- **Matthew Hay**
Westfield Airport West



Matthew Hay

Westfield
Local Heroes

Westfield
Local Heroes



Darcy Balhas

Timeline

2019

JULY

Duckadang
Forest Edge



Leaders Training Week 1
held at Elanora in NSW



Risk framework
review undertaken



Rebecca Brewer welcomed as
Community Coordinator, New England NSW

AUG

Lake Keepit
Bundaberg



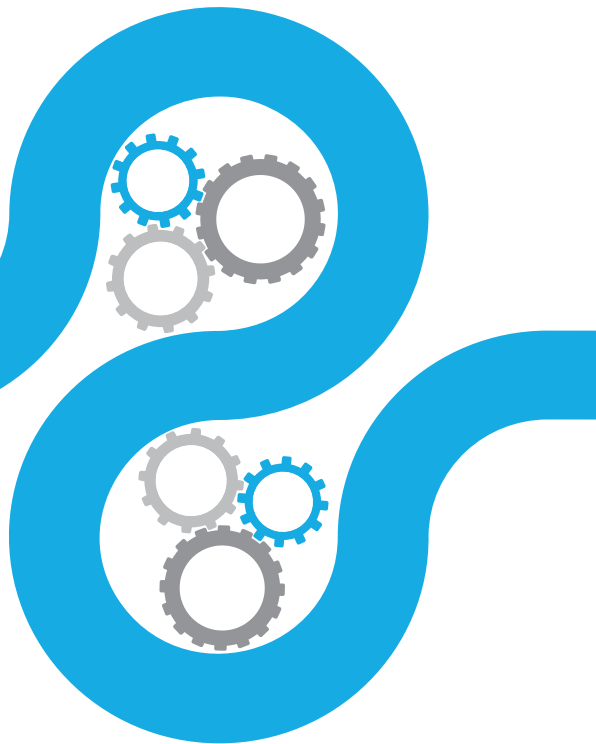
DSS Dependence to Independence
program commenced



Stockland Traralgon VIC
Project Empower commenced



Julie Proud welcomed as
Community Coordinator, East Gippsland VIC



SEPT

Duckadang
Toukley
Forest Edge
Bundaberg



New program evaluation
framework launched



Winner, WSABE HomeWorld
Excellence in Small Business

OCT

Lake Keepit



Leaders Training Week 2
held at Elanora in NSW



Government House
Open Day event

NOV

Forest Edge
Duckadang
Toukley



Kye Gillies welcomed as
Head of Development



Stephen Lewin commences
role as Chief Executive Officer




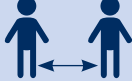


DEC

Lake Keepit








New organisational structure
and operating model announced

2020

JAN		Bushfire response with NSW Advocate for Children and Young People
		Leaders Retreat held at Collaroy in NSW
FEB		End Youth Suicide campaign with Blue Heart day held nationally
MAR Bundaberg Forest Edge		Social distancing measures introduced to program activities
		Face-to-face program activities cancelled
		Virtual Support Groups launched



APR		Assertive outreach continued
		Domestic and Family Violence Response Training (DV-alert) completed by program staff
MAY		Grateful Heart campaign launched
		Virtual Foundations Workshop launched (formerly Mini Sessions)
JUN		COVID-19 risk management plans activated for return to community

MARLIE



I grew up with my Nan. My mum left me with her. Mum would come and go, in and out of my life, and it made me feel bad because she raised my brother but not me. It wasn't until I was about 11-12 years old that we started to make a bond.

At 13 I lost my best friend to suicide. I didn't know it was coming, and it affected me because I didn't see it, and I didn't know he was feeling like that. I wouldn't talk or eat - I felt numb.

One of the ways I coped was with cannabis, and I was also self-harming.

About 3 months after I lost my best friend, I was talking to another friend I knew through social media who I trusted, however when I met up with him, he sexual assaulted me. I took him to court, and he was charged, fined \$1,500, and registered on the sex offender register. I did not feel safe with the outcome, so I put an AVO out on him.

I was suicidal, as I had lost trust in both mates.

I started seeking older people's attention - people in their 20s. At 14 I decided to move out with a 24-year-old. I thought I was cool, but he took all my money.

All those things happened over one year, and on the night of my next birthday, I attempted suicide.

I was told what I'd done and that I went to the hospital - I told Nan - and the medical ward made me feel worse. I went through three counsellors and a few psychologists, but I wasn't connecting with them. I was referred to a man at headspace, but I couldn't connect with men, so headspace referred me to Youth Insearch.

The first camp I attended I threw a chair across the room. I was rude to the people trying to help me, and I felt like lashing out because I was not open to the stuff that was being talked about.

On the Saturday afternoon I spoke with a youth Leader, Tash, and felt a huge weight come off me, as sharing my experiences with Tash made me feel lighter.

At the second camp I took the microphone in the sexual assault session opened up to the group which felt really good.

The third camp I broke down some more walls in the parent and adolescent hassles session. I talked about my family and how terrible I felt. I had never spoken about this before and that was really good.

Without Youth Insearch I feel I wouldn't be me. I would be a lost cause. I do not know how others that don't have Youth Insearch cope.

In 2018 I did my Leaders Training and continued volunteering with Youth Insearch to deliver the program. I want to give back what I have received and help others go through the program to change their lives.

I just love what I do. It is going to be a part of my life forever and whenever I can help someone, I will help them.

I also spoke to mum and my brother and gained a positive bond with mum - although I did keep my distance as she had



addiction problems and I didn't trust that. I tried, because I couldn't bear for anything to happen to her because I had not tried. Every day was a fresh day at that time with her.

I then did a year of being a Youth Insearch Leader and it was really good.

My life was cruisy now because I stopped drugs and alcohol, stopped self-harming; all because I had worked through the traumas from my childhood.

I gained employment and engaged more at school and am now enrolled at TAFE studying Community Services.

I want to work with young people who are at risk of being involved with Child Protection to help them and their families through their challenges or changes that need to be made.

Sadly, in September 2019 I lost my brother. It was unexpected and he was someone who was always there. I could go months without seeing him, but everything was the same when we did catch up. I was so shocked. I had no

feeling at all, and I kept asking myself why I was not angry. There was zero emotion. I was numb.

I put my walls up, but because of Youth Insearch, I knew I could not keep doing that.

I eventually met with my family to arrange the funeral. I went to the viewing, and I pulled that silk veil back and saw his cuts. He appeared then to be asleep and at peace.

I have had bad days when I think about how I used to talk to him.

The day after my brother's funeral I went to Sydney.

I joined a friend – an aboriginal climate change activist – who was protesting to stop the four big mines cutting into sacred aboriginal sites in my region. He knew I was supportive of the cause, so I joined him at a big protest at the domain.

In front of 80,000 people found myself speaking about Gunnedah, the effects of climate

change, telling my countries story, and was honoured to be representing my aboriginal culture as a proud Gomerioi woman.

I am proud to say that I now have a full life, I have worked through my emotions, and I am working and studying.

I felt like Youth Insearch gave me the strategies to cope when I was not okay.

I would like to say that without Youth Insearch I do not know where I would be.

I am enjoying being able to help virtually in the Support Groups, but it is not the same when you are unable to physically be there. I cannot wait until we see each other face to face again.

COMMUNITY

Partnerships

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 FY2020.

NSW Rugby League Changing Rooms Program

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

The NSW Department of Sport and Recreation is funding NSWRL to contract Youth Insearch to deliver Changing Rooms program to 32 teams in New England in Regional NSW.

Multiple Club Grants were also awarded to fund the delivery of Changing Rooms to 26 teams across Greater Sydney.

- Balmain Tigers Juniors
- Mounties Group
- Canterbury League Club
- Cronulla Sutherland Leagues Club
- South Sydney Junior Rugby League Club
- Magpies Waitara
- Mortdale RSL Club
- Maroubra Seals Sports and Community Club

Due to COVID-19 the Changing Rooms program was unable to be delivered in the 2020 season.

Thanks to the generosity of the Clubs and the Department of Sport and Recreation, some of the funds were released to support the Youth Insearch virtual program, supporting young people through the crisis and other funds have been carried over to enable Changing Rooms to be delivered in the 2021 season.

In December 2019, in response to several youth suicides in the

Tingha community, Youth Insearch CEO, Stephen Lewin, and NSWRL representatives and rugby league greats, Nathaniel “Macka” Blacklock, and Paul Langmack, visited Inverell and Tingha in regional NSW.

A Changing Rooms information day was held at Tingha Sport and Recreation for the Tingha Community. This event was arranged through the Armajun Health Service Aboriginal Corporation.

The day was a great opportunity to bring the community of Tingha together and put a smile on everyone’s faces.

Following the day Youth Insearch program staff and volunteers have been working with the Armajun Health Service Aboriginal

Corporation to support the young people of Tingha and Inverell to access Youth Insearch programs.

During the visit, Lewin, Blacklock and Langmack attended the Clontarf program within Inverell State High School along with Youth Insearch staff and Leader Rebecca Brewer, where Rebecca facilitated a session on anxiety and depression, providing the young people an opportunity to talk about how they might reach out for support when they are in need.

Train-the-trainer

During May 2020, Youth Insearch volunteer Josie Valenti developed and extension of the Changing Rooms program to introduce a train-the-trainer module, so that the program can be rolled out to more clubs around Australia.



HAMILTON LOCKE

Project Inspire is a new partnership developed between Youth Insearch and Hamilton Locke, designed for Youth Insearch youth Leaders to receive career and professional development guidance in conjunction with mentoring.

Project Inspire activities are overseen by Youth Insearch Program Quality and Partnerships Manager.



Project Inspire Mission Statement

To provide a supportive framework for the continued self-development of young people at Youth Insearch by exposing them to different ideas, perspectives, and experiences, and identifying their individual strengths and areas for development.

Project Inspire is designed to give young Leaders guidance on their career options and pathways, and to further build their communication and interpersonal skills.

Through Project Inspire, Hamilton Locke mentors will be able to

demonstrate their commitment to the value-based leadership model of their firm, Hamilton Locke.

Benefits for mentors include gaining insight into different and unique perspectives on life, people's circumstances, demonstrating empathy, and building personal leadership skills through community engagement.

They will also experience personal satisfaction in making a valuable contribution to both the young people and those around them, by watching them progress through Project Inspire.

HALKIN BUSINESS PARTNERS

Halkin Business Partners are long term supporters of Youth Insearch. Managing Directors John and Natice Myers have supported the work of Youth Insearch since 2004, and in 2020 decided to make the partnership official.

The partnership with Halkin Business Partners and Youth Insearch provides many different benefits as well as vital funding to assist the work Youth Insearch is doing in the community.

The team at Halkin Business Partners are involved with staff fundraisers, brand awareness activities, skilled volunteering, and volunteering their time at Youth Insearch events and Youth Insearch weekend workshops in 2021.

The entire Halkin team support the work that Youth Insearch does, and we are looking forward to welcoming several Halkin staff members to our weekend workshops when the recommence in 2021.



“We are very proud of the relationship we have with Youth Insearch, the work they are doing to assist vulnerable youth in the community is vital and it is something we at Halkin Business Partners are very passionate about, we look forward to the future and assisting this great organisation to grow”

John Meyers
Halkin Business Partners

Youth Insearch welcomes Halkin Business Partners with a warm heart, and we are incredibly grateful for the help and support the entire staff offer to our organisation and the young people in our programs.



STOCKLAND CORPORATION

Through Project Empower Youth Insearch has been running an intervention program in partnership with Stockland Traralgon to reduce juvenile delinquency in the Stockland Traralgon shopping centre.

At the end of FY2020, there were 14 out of the 29 young people from Stockland Traralgon still engaged with Youth Insearch through Project Empower.

These young people need extra support for many issues they face, including disengagement through family break down, family violence, drug and alcohol issues, mental health issues, homelessness, illegal activities, and risky behaviours.

From talking to our referrer network, Stockland Traralgon is known as a meeting point for young people who have disengaged with school and services, and who do not have anything to do. This appears to be the central location for these kids because there is nothing else for them to do and no other place for them to go.

Through Project Empower, we have found that the young people causing trouble at the Stockland Traralgon shopping centre just needed that bit of guidance, someone to listen to them, and someone to help with that first step toward making progress in their lives. The small things like a phone call to an agency, and a push to tell them they can reach out means so much to these young people.

We have seen some challenges with program engagement, and we do everything we can to help young people participate in the Youth Insearch program. At times though, guardians or parents have been seen to withdraw their children from participation in the Youth Insearch program as a punishment tool. Workshops are something young people look forward to, and not allowing the young person to attend can be viewed by parents as a privilege they can revoke.

In every instance of guardians withdrawing participation we called the parent guardian to talk through the benefits of the young person attending, such as learning life skills, gaining tools to cope with challenges, and to understand how to make better choices so there wasn't a need for the punishment again.

As the program progressed, young people became more self-aware of issues and challenges they have like, transient living arrangements, disengagement from school or work, and complex traumas.

The presence Youth Insearch had at Stockland Traralgon, gave these young people the ability to speak to someone, or the encouragement to reach out to a trusted person in their lives to address the issues. Young people found that they themselves problem solved their issues with more positive avenues available to them.

Stockland Traralgon have been incredibly supportive throughout Project Empower, providing personalised Stockland care and hygiene packs for Youth Insearch to hand out to young people.

One of the most significant changes beyond the impact on young people, is the change we have seen in the security staff at Stockland Traralgon.

Security have been a huge contributor to the positive impacts of Youth Insearch, as they have

experienced the benefit of forging good relationships with young people, which builds two-way respect resulting in both security and young people listening and engaging with each other in a positive manner.

Youth Insearch has also developed positive two-way relationships with TAFE Gippsland, and they are very excited about the possibility of referral pathways and were impressed with Project Empower and Stockland's assistance with these young people.

Without the support and someone being there for them, young people feel hopeless and that no one cares about them or that no one listens when they do speak.

These young people all want to succeed, but they just do not know the pathway out, and if they do, they are too scared to try because they have been told so many times they would fail.

Youth Insearch is in talks with Stockland with the intention of delivering this program across all Stockland Shopping Centres where Youth Insearch has a Social Worker through the new Place Based Model.



STOCKLAND SUCCESS STORIES

One young person has stopped using methamphetamines and cannabis, and Youth Insearch has supported this young person with coping mechanisms during his journey of drug cessation.

One young person was hanging out with a group and was high on the radar of Stockland's security team. Youth Insearch supported this young person to engage with a job networking agency and he enrolled at TAFE in Certificate III in Civil Construction.

One of the Stockland participants has applied for and been accepted for Leaders Training in 2020. This young person is an independent young person and still going to school

"Thank you so much and I feel more prepared for him now."



Goods donated by A Better Life for Foster Kids and delivered by Youth Insearch

One young person Youth Insearch was able to reach was 29 weeks pregnant, and recently became homeless.

Youth Insearch was able to refer her to The Orange Door and requested support with housing and from the Quantum run Adolescent Parenting Program.

She is now linked in with these agencies, connected with a Better Life for Foster Kids, and the Anglicare Cradle to Kinder program.

Youth Insearch also engaged with a Centrelink social worker to support her application for an independent young person's payment which she has since been successful in receiving.



HEADSPACE

Youth Insearch has partnerships with headspace across New South Wales, Queensland, and Victoria.

Youth Insearch and headspace work together by referring young people to diverse support services, and Youth Insearch staff are present

in some headspace locations to provide on ground support.

headspace Bundaberg has partnered with youth Insearch to employ a social worker as part of the Place Based Model.



YOUTH FOYER

Berry Street and Beyond Housing Network, working in partnership with GOTAFE, deliver an Education First Youth Foyer in Shepparton Victoria for young people.

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.

During FY2020, 12 young people were referred to Youth Insearch

through Berry Street, one of whom is starting the Youth Insearch Leaders Training course. Referrer Natalie from Youth Foyer has herself attended two Youth Insearch weekend workshops as a Support Adult.

This collaborative relationship between Youth Insearch and Youth Foyer enables the delivery of key benefits and avenues of change to vulnerable youth in Victoria and is funded by the Grant Family Charitable Trust ².



LEGAL AID

In October 2019, Youth Insearch became a Work and Development Order (WDO) sponsor across NSW so that we can link eligible clients with the WDO program, thanks to the Legal Aid NSW and the Aboriginal Legal Service (NSW/ACT) WDO Sponsor Program.

The WDO Scheme is a Revenue NSW initiative that offers vulnerable people the opportunity to clear outstanding fines with activities like unpaid work, counselling, courses, or treatment programs.

WDOs are supervised in the community by not for profit organisations, government services or health practitioners called “WDO sponsors”.

WDOs are available to anyone who is homeless or in acute financial hardship, as well as people living with mental illness, intellectual disability, cognitive impairment, or serious addiction.

Registration with the WDO program means that young people can attend the Youth Insearch program as an alternative to paying their fine. Fine types include court fines, penalty notices (such as parking, speeding, littering, and travel offences), and victims restitution orders.

Attendance at mentoring programs like the Youth Insearch program can reduce a young persons fine by up to \$1,000 for every one month they engage with the program.



² <https://foyer.org.au/supporter-profile-john-grant-am/>

DEPENDENCE TO INDEPENDENCE PROJECT

The Department of Social Services through the Try, Test Learn Fund, is funding Youth Insearch to deliver the Dependence to Independence initiative. The initiative is focused on the innovative peer-to-peer mentoring and support model delivered by Youth Insearch across Victoria, New South Wales, and Queensland.

What are we trying to achieve?

To identify the success factors in the peer mentoring approach to assist disengaged young people to overcome barriers, through addressing their need for emotional healing, and assisting them to develop the life skills necessary to re-engage in education or find work.

What is Dependence to Independence?

Participants attend workshops and support meetings, which are led and supported by peers with similar life experiences and overseen by qualified professionals and support adults. They discuss life skills - including communication, social and emotional skills, self-control, and resilience. A group counselling approach enables participants to address adverse childhood experiences and improve wellbeing and behaviour.

Participants receive referrals to support services they need to improve their personal circumstances and to access education and/or employment.

Dependence to Independence offers participants a pathway to become youth leaders through leadership and facilitation skills training. Former participants can go on to become peer mentors and help deliver workshops and support meetings for the next groups of at-risk young people.

The project also supports a collaborative inquiry, led by some participants, examining the key success factors of this approach. This inquiry will develop a framework that could be used by other programs interested in adopting a similar approach to supporting at-risk young people.

RESEARCH OUTCOMES

As part of the Dependence to Independence project, Youth Insearch partnered with the University of Sydney and University of Melbourne.

This partnership will 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.

In a recent progress report the researcher stated the following:

"...preliminary analysis suggests that camps enabled participants to feel safe, nurtured, supported, achieving, respected, responsible and included. Additionally, participating young people identified the following benefits of attending camps:

- Empowerment and hope for a better future
- Friendships and connections with peers and adults
- Feeling accepted and gaining a sense of belonging
- Self-reflection and learning about yourself
- Role modelling and mentoring
- Practical support, strategies and advice
- Encouragement and emotional support
- Time out from difficult situations such as bullying and family challenges

- Increased self-esteem, communications skills and social skills
- Offering a safe place to discuss grief and past trauma."

And,

"...participants felt better able to utilise whatever support structures were available in their environment and felt less alone with their challenges.

As many of the participants described feeling lonely and isolated previously, this was a significant improvement to their wellbeing.

For many, having enhanced their coping skills and resilience also meant that they were less likely to use previous problematic coping skills like drugs and association with problematic peer groups."

RESEARCH LEADS

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)

Dr Moensted's first paper has been published in the Journal of applied Youth Studies¹

¹ <https://link.springer.com/article/10.1007/s43151-020-00026-0>

SOCIAL Awareness INITIATIVES



BLUE HEART DAY TO END YOUTH SUICIDE

Now in its second year, the End Youth Suicide campaign seeks to highlight suicide as the biggest killer of Australians aged between 15-24 years.

End Youth Suicide encourages young people to defy the stigma and openly talk about suicide with their friends, families and communities.

Youth Insearch CEO Stephen Lewin says devastating events in 2020 such as the bushfires, drought, floods, and COVID-19 cause serious emotional and mental distress for young people.

“Young people are under increasing amounts of pressure and are finding things particularly difficult right now. We have seen a spike in requests for youth mental health support services in bushfire affected communities like Gippsland in Victoria.

“If you are a young person going through a tough time, you don’t have to go through it alone and help is available.

Blue Heart Day saw 33 politicians wearing blue heart badges in Parliament to raise awareness for the End Youth Suicide campaign.

The effort was led by Member for Berowra Julian Leeser, who in his maiden speech outlined the experience of losing his father to suicide after his struggle with depression.



“I’m encouraging my colleagues to wear the Blue Heart today as part of the End Youth Suicide campaign. I am also pleased to say that in the time since the last Youth Insearch Blue Heart day, our Government has made suicide prevention a national priority.

“This is an important campaign for raising awareness about the help that is available for young people

contemplating suicide and ending the scourge of suicide amongst our youth,” said Julian Leeser MP.

Youth Insearch has also enlisted Triple J Hottest 100-ranking musician G Flip and several other Australian celebrities to share social media posts about the campaign in a move designed to connect directly with youth.

In 2020, 91 per cent of Youth Insearch participants no longer felt suicidal after attending the organisations sessions, with all receiving ongoing follow-up support. 89 per cent had not attempted suicide since participating if they had made an attempt previously.

Designed to empower young people to take control of their lives, the Youth Insearch program equips participants with skills and opportunities to develop their self-esteem and play a contributing role in society.

Key statistics

- Suicide is the biggest killer of Australians aged 15 to 24 years
- The number of deaths by suicide for the age group is the highest it has been in over a decade
- For every one suicide in this age group there are around 100 to 200 suicide attempts
- One in four young people who die by suicide are Indigenous
- In 2018, 458 young Australians died by suicide.



SUICIDE IS THE **BIGGEST KILLER** OF AUSTRALIANS AGED 15-24

1 IN 4 YOUNG AUSTRALIANS DYING BY SUICIDE ARE INDIGENOUS



FOR EVERY ONE SUICIDE THERE ARE AROUND 100-200 SUICIDE ATTEMPTS



Hon Ken Wyatt AM, MP



Mr Adam Bandt MP



Hon. Dr Mike Kelly



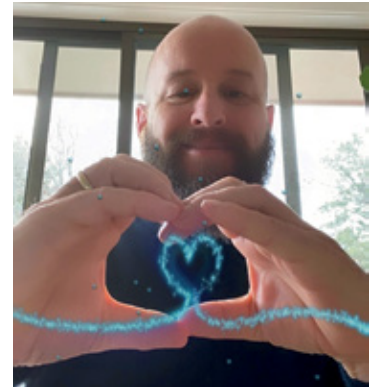
Mr Julian Leeser MP



Mr Dave Sharma MP



Hon. Simon Birmingham



CLIPPED  **one**
solutions



GRATEFUL HEART

In May 2020, Youth Insearch launched the Grateful Heart challenge and appeal, with an aim to reach more young people and help them to rebuild their lives through our program.

The challenge was led by campaign Ambassador, Indigenous Super Model Samantha Harris, and was supported by many other influencers including the super talented and rising music stars, The No Frills Twins, and beauty guru to the stars, Jazz Pampling.

The social media campaign ran during the height of the COVID-19 pandemic and challenged the community to share a grateful heart and donate to Youth Insearch.

The expression of gratitude introduced a new dialogue of

hope and the drive to focus on the positive things in life.

The videos created by Samuel Bright and his team at CLIPPED really got some traction on social media and helped to get more people fundraising and sharing our work.

The final piece in the appeal was the incredible video showcasing the impact of the virtual support delivered by youth Insearch in response to COVID-19.

This hero video was created by Kye Gillies from the Youth Insearch Development team, and Samuel Bright, and was a powerful and heart-warming look at how Youth Insearch launched the virtual support groups.

Youth Insearch also launched our first ever Instagram filter which was shared thousands of times, and a glitter heart Facebook frame. It was great seeing so many people get in the spirit and share these assets on social media.

With the support of Sam Bright and his talented team at CLIPPED we were able to deliver the campaign at minimal cost, and the return was a great boost for our organisation both in funding and exposure.

The Grateful Heart challenge was also sponsored by the fantastic team at One Financial who provided a space for filming and offered their amazing rooftop offices for the crew to film.

The Grateful Heart Campaign successfully saw many donors reengage with Youth Insearch, some after almost 13 years, as well as donors signing up to regular giving.

One donor called to give his feedback on the appeal and said, "This is the best campaign so far. I just love how simple and heartfelt the postcard was."

The Grateful Heart appeal resulted in a 205% increase¹ in donation value than at the same time in the previous year and gained an increase of 39% of Facebook followers online.

You can view the video by pointing your mobile phone camera at the QR code below.



¹ Percentage calculation is based on June Appeal campaign activity which runs into following FY period

FINANCIAL Report

FINANCIAL POSITION

Revenue	\$2,610,451
Expenses	\$2,152,171
Surplus	\$458,279
Net Assets	\$1,494,920

Due to the implementation of new accounting standards, in particular AASB 15: Revenue from Contracts with Customers and AASB 1058: Income of Not-for-Profit Entities, revenue has now been recognised upon receiving the funds rather than matching to expenses incurred.

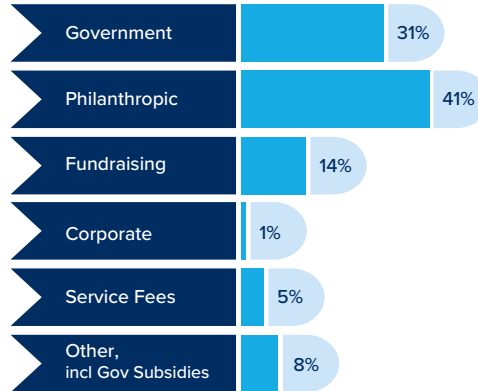
This has resulted in a surplus position. These accumulated funds will be held to meet future year obligations.

Overall revenue has increased by 15% compared to prior year, in part due to the change in accounting standards. Fundraising events were unable to be held due to the restrictions imposed by COVID, however Youth Insearch received government subsidy support for JobKeeper and the PAYG Cash Flow Boost. Expenses decreased by 8% as we were unable to run our face to face programs and travel expenses.

Youth Insearch continues to maintain a healthy balance sheet with net assets of \$1.49 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.

A copy of the audited statutory financial report is available on our website and has been lodged with the Australian Charities and Not-for-profits Commission.

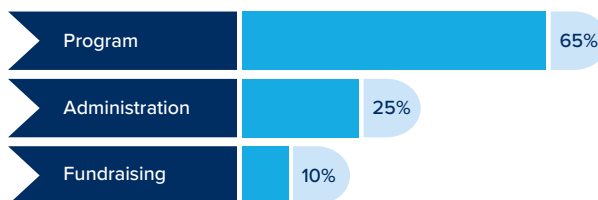
\$2.61M Funding Sources



EXPENSES BY CATEGORY

Program	\$1,391,426
Administration	\$545,468
Fundraising	\$215,277
	\$2,152,171

\$2.15M Expenses by Category



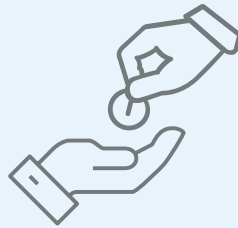
REVENUE GROWTH BY REVENUE STREAM

The strategies to invest in building capacity and assets for the long term including key personnel to support growth and maximise impact since 2015 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

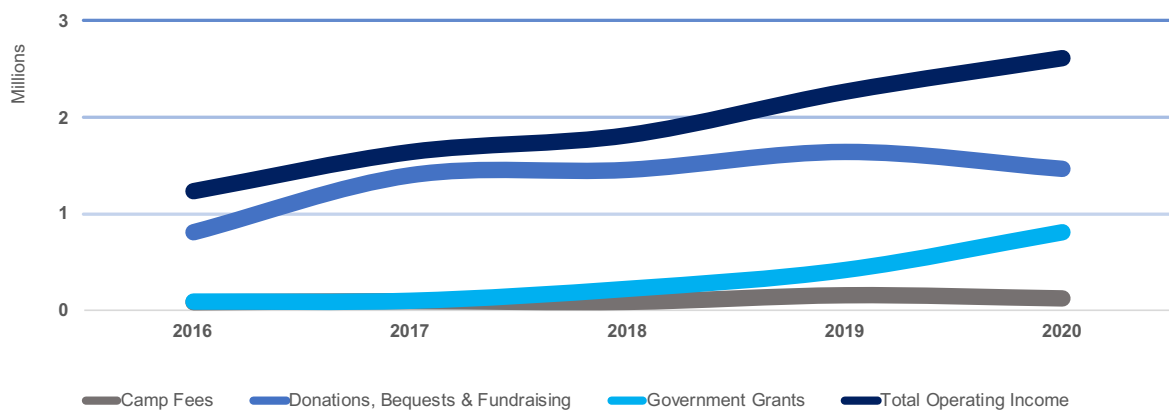
In FY2020, Youth Insearch raised just over \$2.28 million through its fundraising efforts which is a 10% increase from FY2019.



Youth Insearch continues to build out its fundraising revenues from Trusts and Foundations, and Appeals (which include high net worth individuals), as our major funding sources.

Increased focus has also been had on Government funding, with this increasing to 35%, up from 20% in the previous year.

Revenue Growth by Revenue Stream



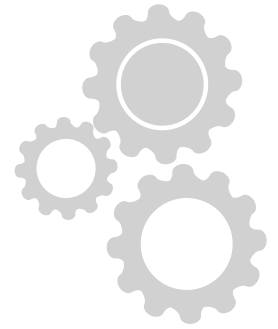
EMPLOYEES

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.

As at 30 June 2020, we had 15 permanent employees, of which 12 were full-time and 3 were part-time, 13 were female, 2 were male.



LEADERSHIP AND *Governance*



NATIONAL PROGRAM COUNCIL

The National Program Council (NPC) meets to 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.

The Councils are comprised of 15 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.

The NPC are thankful to everyone at Youth Insearch for their support throughout the learning curve brought on by the COVID-19 pandemic.

We are continuing to deliver a program the best way we can for our young people – and that is with love, time, and dedication from Youth Insearch staff and volunteers.

The NPC has continued to be effective by adding our little twists on big ideas that have been brought to us and it is amazing to be involved in this every step of the way.

Ramona Wynne
Chair, National Program Council
(written together with all Council Members)

National Program Council members as at 30 June 2020



Chair

Ramona Wynne

(NSW Program Council)

Secretary

Rhiannon Mustapic

(VIC Program Council)

Youth Leaders

Chantelle Fogg

(QLD Program Council)

Chloe Foley

(QLD Program Council)

Natasha Hildebrand

(VIC Program Council)

Marlie Thomas

(NSW Program Council)

Adult Leader Advisors

Liesel Albrecht

(VIC Program Council)

Meg Hanlon

(NSW Program Council)

Jesse McLennan

(QLD Program Council)

Management Representatives

Alan Kuczynski

(Board Member)

Stephen Lewin

(CEO)

Sharon Schofield

(Program Quality and Partnerships

Manager)

During FY2020, the NPC met on 7 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.

The first half of the 2020 year has been challenging to say the least with the change to virtual operations. However, NPC meetings are usually conducted virtually, so council members were able to easily adapt to virtual meetings.

Topics discussed by Council

- Selecting the 2020 cohort of Trainee Leaders.
- Managing Leaders and making decisions which encourage growth, integrity and retention as well as the participants that might need some extra guidance.
- Organising the Leaders' Retreat and agenda, with particular focus on building Leaders skills and connectedness across the three states.
- 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.
- Reviewing and helping with the new virtual online programs and options.



YOUTH REBUILDING
YOUNG LIVES
INSEARCH

YOUTH INSEARCH 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.



Garry Rothwell
Chair

Garry is the Chair 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.



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.



Kylie Green
Secretary

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. She has held CEO and Senior Positions with many high-profile companies and leading agencies. Kylie is a member of AICD and has won many industry awards for her work, leadership and mentoring.



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.

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.



Director	Board Meetings Scheduled	
	H	A
G Rothwell	5	5
A Gregory	5	4
L Pastrello	2	0
A Kuczynski	5	4
R Gersbach	5	4
W Gill	5	4
K Green	5	5
R Smith	5	5

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



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.



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.



Luisa Pastrello
Secretary (Resigned 2 Oct 2019)

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.



Ross Gersbach
Director

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

LEADERSHIP Team



Stephen Lewin
Chief Executive Officer

In December 2019, following appointment of Stephen Lewin as CEO, saw Youth Insearch commence the transition to a Place Based model.

This model has a greater focus on deepening community connection and partnering with values aligned organisations to increase impact in each community we operate.

With our unique program and key partnerships Youth Insearch

has the ability to make positive intergenerational change for families and communities.

To enable Youth Insearch to scale its impact, the CEO assembled the Youth Insearch Leadership Team. Each member of the team has an integral role in building the capacity of the organisation, staff and volunteers, to deliver the Place Based Model to 25 communities over the next three years and 250 communities over the next ten years.



Sharon Schofield
Program Quality and Partnerships Manager



Jennie Linton
Program Operations Manager



Leanne Hall
Clinical Lead



Kye Gillies
Head of Development



Wendy Barnert
Finance Manager



Stephanie Grant
Systems and Compliance Manager

WEEKEND WORKSHOP FUNDERS

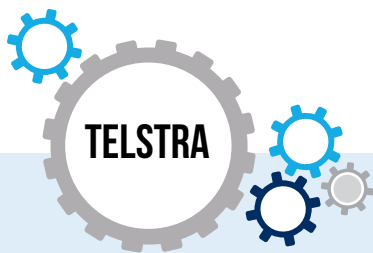
The cost of attendance at Youth Insearch Weekend Workshops is well below the actual cost to Youth Insearch and heavily subsidised by the fundraising efforts of the Youth Insearch Foundation.

Youth Insearch has a policy that no young person is denied access because they do not have the means to pay.

Thank you to all our incredible supporters who provide funding for program costs and participant fees. It is because of this crucial funding that we can deliver weekend workshops.

We are also incredibly appreciative to those funders who permitted Youth Insearch to redirect allocated funding from face-to-face to virtual operations in response to COVID-19.

Thank you also to our volunteers who help with program delivery through catering, volunteering, and transport.



In March 2020 Australia was forced to socially isolate due to the COVID-19 pandemic, and as a result Youth Insearch stopped all in-person weekend workshops and support groups.

To continue to support the young people already registered in the Youth Insearch program, and to be sure our services were available

for other vulnerable youth, we immediately launched the program in the virtual space.

Youth Insearch connected with Telstra and within 24 hours Telstra committed funding to assist in the rapid launch of the support groups.

Telstra has also supported Youth Insearch by sharing our story to

their huge network on their Telstra Exchange¹ platform, and have become such wonderful supporters of the work we are doing within the community, especially in regional areas.



¹ <https://exchange.telstra.com.au/giving-back-to-our-regions/>

OUR Supporters

GRANTORS

Australian Turf Foundation
 Band Family Foundation
 Crosby Foundation
 Danks Trust
 Marshall Family Foundation
 Matana Foundation
 Milton Corporation Foundation
 Lionel & Yvonne Spencer Trust
 Smith Charitable Trust
 Tara Futures Group
 Tenix Foundation
 The John Grant Family Trust
 The Landsdowne Foundation
 The Rodney & Judith O'Neil Foundation
 The William Angliss (Queensland) Charitable Fund
 The Woolley Charitable Trust
 The Yarranabbe Foundation
 Thyne Reid Foundation
 Tim Fairfax Family Foundation
 Walter Campbell Memorial Trust

COMMUNITY AND SERVICE CLUBS

Lioness Club of Buderim
 Lions Club of Caloundra
 Lions Club of Hornsby
 Lions Club of Lake Currimundi-Kawana
 Lions Club of Mooloolah Valley
 Lions Club of Tewantin Noosa
 Lions Club of Wonthaggi
 Lions District Q3
 Lions District Q4
 Maroubra Seals Sports and Community Club
 Rotary Club of Castle Hill
 Rotary Club of Galston
 Rotary Club of Glenhaven
 Rotary Club of Maffra
 Rotary Club of Mitchell River
 Rotary Club of Narrabri
 Rotary District 9650
 South Sydney Junior Rugby League Club
 Tamworth Town and Country Club
 Zonta Club of Maroochy

ORGANISATIONS

Arrow Energy
 Bunnings
 Commonwealth Bank
 CUA
 DBM Consultants
 Halkin Business Partners
 Joblink Plus Tamworth
 Lifeline Darling Downs
 Maybell Group
 Peel High School
 Stockland Corporation
 Susan Rothwell Architects
 Telstra
 The Magistrates' Association of NSW
 Viva Energy
 Wellington Shire Council
 Westpac Foundation

CHANGING ROOMS CLUBS

Asquith Magpies Rugby League
 Football Club
 Balmain Tigers Junior
 Canterbury Leagues Club
 Cronulla Sharks Leagues Club
 Mortdale RSL
 Mounties Group



Thyne Reid
 FOUNDATION

Maybell
 GROUP



JAMES N. KIRBY
 FOUNDATION

DANKS
 TRUST

Matana
 Foundation
 for young people



RODNEY & JUDITH
 O'NEIL FOUNDATION

Stockland

DBM CONSULTANTS
 EXCELLENCE IN INNOVATION INSIGHTS



TIM FAIRFAX
 FAMILY
 FOUNDATION

wellshaslemmayhew
 STRATEGIC PUBLIC AFFAIRS



Lifeline
 Darling Downs &
 South West QLD Ltd



Tenix

JOBLINKplus
 Focused on our Community

BUNNINGS
 warehouse



Adrienne Hardham
AG & VP Sonter
Aimee Caulfield
Alan Kuczynski
Andrew Gregory
Ann Coventry
Anthony Emmett
Antoinette Albert
April Campbell
Barry Goddard
Benita Collings
Bernadette Faddoul
Bernard Farquhar
Bernice Rollinson
Bob Smith
Brenda Wilson
Brian Casey
Brian Goodey
Cameron & Maxine Orford
Carol Cox
Catherine Jordan
Catherine Ryan
Cathy & Zara Redding
Chloe Foley
Christine Reay
Colleen Stower
Daniel Lowe
Daniel White
David Honer
David Keen
David Norman
Donna MacCallum
Doreen Kinsella
Doreen Penney
Elaine Mary Barrie
Eli & Samantha Halstead
Elizabeth & Phillip Beer
Ellen Gibbs
Esther Russell
Ethan Stein
F A Fatkin
Frank & Lorraine Cullen
Garry Rothwell
George Lawrence
Greg Wilson

Harry Ledowsky
Harry Mason
Heath Ducker
Helen Clift
Helen Edwards
Hung-Ying Foong Gill
Ian Dunlop
Ian Maynard
Iva Quarisa
J & K Cannell
James Marshall
Jane Lampitsi
Jane Thomson
Janeen Davidson
Janice Mansfield
Jean Fatkin
Jean Winston
Jeff Mansfield
Jennie Linton
Jennifer Ball
Jerrod Tickner
Jimi Kay
Jodie Allen
John Bear
John Cowley
John Eldershaw
John F Church
John MacDermid
John Myers
Joyce Kouw
Judith Brealey
Judy & Robin Crawford
Julian Myers
Julie Page
K.M. Vines
Kara Maree
Karen McCann
Kate George
Katharine Hill
Kathy Castrission
Kelly Walker
Kylie Green
Lalage Cherry
Lauren Lewis
Lindsey Smith

Lois Bludzius
Lyn Gore
Malcolm MacPherson
Marcus Taft
Margaret Thorn
Margaret Warden
Marjorie Wilson
Marni Gray
Maxine Orford
Megan Tombs
Mei Yuk Wong
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Moya McKenzie
Mrs Valda J Eastment
Ms Blainey North
Nancy Dixon
Narelle Rich
Neera Mahajan
Neil Adamson
Neil Copland
Nick MacRae
Patricia Roberts
Paul and Vicki
Nightingale
Paul Crawford
Paul Nightingale
Peter Campbell
Peter Rockey
Peter Titley
Peter Van den Oever
Peter Warnes
Phil White
Rebecca Rothwell
Richard Bramham
Richard Miller
Robert Clemesha
Robert Lewis
Robert Middledorp
Robert Pratten
Rod Morphett
Roderick McAllery
Rodney & Kelly Walker
Roger Band
Rosemary Canfield
Ross Gershach

Ross Williams
Royal Meehan
Rudi Ringger
Ruth Attar
S & A Warden
Samantha Clayton
Samantha Hammond
Sandra Agresta
Sandra Plowman
Sharon Schofield
Shayla Durand
Sherri-Lynn Nolan
Stephanie Grant
Stephen Lewin
Stephen Lindburg
Stewart Skinner
The Hon Hayden Burke
Tom Drake-Brockman
Veronika Johnson
Warren Paul
Wendy Barnert
William Gill
Yezdi Talati



In memory of Nathaniel

Amber Koek
Dallas Whybird
Tanya Schilling

In memory of Kellie

Wayne & Marja Harris

YOUTH REBUILDING YOUNG LIVES INSEARCH

Youth Insearch Foundation (Aust) Inc.

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