



ANNUAL REPORT 2014



love in action

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CEO'S REPORT

The CEO
Heath
Ducker



"This year has been a year of achievement. We have improved our performance across all areas of operation. I extend my sincerest thanks to all directors, staff, board, volunteers, participants, and partners for enabling this success."

PROGRAMS

This year we held 17 weekend programs (2 more than last year), 3 leadership training seminars (1 more than last year), and assisted 672 young people through our weekend workshops (159 more than last year), across NSW, QLD and VIC. We operated 14 local support groups and held 702 support group sessions for 421 young people. Most importantly, Youth Insearch continues to produce incredible results. A statistical analysis of our results is included later in this report, and they are impressive. I have to say; even I am amazed at just how effective this program is in turning young lives around, in leading young people from tragedy to triumph. Two stories of our participants during the year feature in this report and demonstrate this success. They are just two examples of what the program has achieved during the year, amongst hundreds of others equally deserving. I congratulate all the staff, leaders, volunteers, as well as the participants themselves, on this success.



FINANCIAL RESULTS



Our total income this year was \$794,733, down by only \$4,946 compared to last year. Total donations were \$671,722, up by \$24,539 on last year. Of this amount, \$406,390 is government grant funding, which has increased by \$4,050 since last year. Expenditure was \$762,394, which is \$176,719 more than last year, and is reflective of increased program delivery and the employment of additional staff during the year. Overall, Youth Insearch made a surplus of \$32,338, and is in a healthy financial position, with total assets of \$1,229,806 and total liabilities of only \$121,931. Moving forward,

Youth Insearch is adopting an assertive investment and growth strategy, which is expected will see revenues increase significantly over the coming years. Attached to this report are the independently audited accounts for the 12 months to 30 June 2014.

FUNDRAISING

I would like to thank all of our donors for their ongoing support without whom none of this work would be possible. The major donors during the year were.

- The Hills Shire Council
- Perpetual Foundation
- Bankstown District Sport Club
- Hornsby RSL Club
- Hunter Hall International
- AMP Services
- Cartus International
- Myer Community Fund
- Matana Foundation
- Kel & Rosie Day Foundation
- Smith Charitable Fund
- The Rodney & Judith O'Neil Foundation
- Peter Rockey
- Bob Lewis

The team with the Minister for Community Services Pru Goward



OPERATIONS

In recognition of the need to expand local support structures, this year we employed 2 additional community coordinators, one to service New England NSW, and one to service Wide Bay Burnett QLD and surrounding areas, in which we have a strong focus of operations.

HEATH DUCKER
CHIEF EXECUTIVE OFFICER

OUR STAFF



HEATH DUCKER, BA/LLB – CHIEF EXECUTIVE OFFICER

Heath was previously a lawyer in a top 10 Australian law firm and advisor to the Attorney General of NSW. He was also a participant and leader in the program as a teenager.



RONA TORRANCE, BA (Hons) – PROGRAM MANAGER

Rona has an Honours Degree in Education, is a qualified youth worker, and is extensively trained in working with young people with trauma, neglect and abuse. Rona has worked in the youth and social services sector in senior management roles for almost 20 years.



SHARON SCHOFIELD, DIP CSW – COMMUNITY COORDINATOR, GIPPSLAND, VIC

Sharon was responsible for setting up Youth Insearch in VIC in 2005. For the 12 years since then, Sharon has worked for Youth Insearch. Sharon has a Diploma in Community Services Work. Sharon is married and has 3 sons and 2 grandchildren.



HEATHER CUMMINGS, DIP ED – COMMUNITY COORDINATOR, WIDE BAY BURNETT, QLD

Heather has worked with at risk and behaviourally-challenged young people for 22 years as a behavioural teacher and youth worker. Heather has a Certificate 3 in Education and is currently enrolled in a Bachelor of Human Services (Counselling) at USQ.



LOUISE RUSS, BA (Social Science), DIP CSW – COMMUNITY COORDINATOR, NEW ENGLAND, NSW

Prior to joining Youth Insearch, Louise was a Senior Constable in the NSW Police Force. Louise holds a Bachelor of Social Sciences, Diploma of Policing, and Diploma of Community Services Work.



ASHLEY BRCIC - ADMINISTRATION

Ashley brings to Youth Insearch a number of years experience in administration. Ashley is currently on maternity leave.



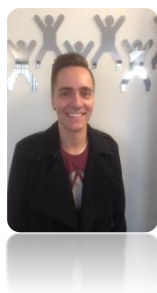
MARIA AXALAN - ADMINISTRATION

Maria has taken over from Ashley for 12 months while Ashley is on maternity leave. Maria also brings to Youth Insearch a number of years experience in this role.



ANDREW SEKEL - ACCOUNTS

Andrew is our bookkeeper and works with us as a contractor with the Halkin Group.



ROHAN MUSCAT – GRANT WRITER

Rohan is currently studying a Bachelor of Arts/Bachelor of Laws at the University of NSW while working part time at Youth Insearch writing funding applications for us.

BOARD OF DIRECTORS

The Directors of Youth Insearch for the 2013/2014 year were:



GARRY ROTHWELL - CHAIR

Garry is the owner and Managing Director of Winten Property Group. Winten is one of Australia's most established private development companies. Garry and Winten have received many property industry awards over the years and notably, in 2011, Garry was honoured by the Urban Taskforce of Australia as the "Property Person of the Year".



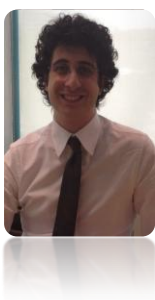
ANDREW GREGORY, MAppFin, B Comm (IB, HRM), GAICD - TREASURER

Andrew is an experienced Finance Executive & Company Director, holding senior roles in both the commercial and human resource functions of a professional wealth manager, credit union and private health insurer. Currently the Head of Financial Planning for Hillross Financial Services, Andrew's background is in managing the growth and professionalism of AMP's Private Wealth Management businesses. Andrew is also a Company Director of a medium sized Private Health Insurer Peoplecare and a former Company Director of Quay Credit Union. Andrew is well qualified with a Masters in Applied Finance from Macquarie University, a Bachelor of Commerce and a Graduate of the Australian Institute of Company Directors.



WILLIAM GILL

William Gill has a background in engineering and managing businesses. His career spans a variety of industries from mining, electronics, packaging, chemicals, renewable energy and venture capital. Throughout his career he has had varied roles from design, sales, marketing, general management, CEO and board positions. His key attribute is in business transition and cultural change.



ALBERTO DONATI, DDIntM (Fin), B.B.A (Acc)

Alberto has a Bachelor of Commerce and Accounting from LUISS University in Rome (Italy) and a Masters Degree in International Business from Fudan University in Shanghai (China). In 2011 Alberto moved from Italy to Sydney to

join DiaSorin Group as Financial Accountant for the Australian subsidiary. He is currently undertaking his qualification as a Chartered Accountant.



JARED GOODWIN

Jared has held senior management positions including Operations Manager at Nuss Removals. Jared is a former participant and leader in the Youth Insearch program. Recently Jared was awarded the Cartus Global award for his contribution to the community.



ALAN KUCZYNSKI

Alan began his marketing career at Cadbury, later moving to Nabisco and progressing through the ranks to become the Marketing Director. In 1985, he started Australia's first Integrated Marketing Communications Agency. It was later sold to the International Advertising Agency DDB, where he remained for several years. He then took on the position of Marketing Director for Kerry Packer's ACP Magazines. In 1995 he acquired APM Training Institute which he built into one of Australia's premier private business colleges, which he sold in 2007. He now works as a business facilitator, trainer and mentor. Alan is a past Board member of the Australian Marketing Institute, the Australasian Promotion Marketing Association, Bobby Goldsmith Foundation, the NSW Sports Federation, and was on the Youth Advisory Council of St John's Ambulance. Alan is a life skills trainer with young people working with organisations including RYLA, Salvation Army, St John Ambulance, and Youth Insearch. He has been involved with Youth Insearch since 1994, as a Board Member, Leader, Facilitator, and Trainer in the Leaders' Training Program.



ROBERT SMITH

Robert has recently rejoined the Board after having served on the Board for 9 years. Robert is the owner of Halix Pty Ltd prominent property developers based in Manly in NSW. Robert is a leading member of the Manly community serving as President of the Manly Chamber of Commerce from 1997-2001, and 2005 to present, on several Manly Council subcommittees, as a Director of the Manly Golf Club, and previously as Vice President of the Urban Development Institute.



HIS HONOR MAGISTRATE MALCOLM MCPHERSON - SECRETARY

Malcom McPherson was appointed as NSW Deputy State Coroner in 2006. Malcolm's previous positions include: 1972 Appointed as Coroner for the State of New South Wales; 1987 Admitted as a Solicitor of the Supreme Court of NSW, 1991 Appointed Magistrate in New South Wales. Malcom has heard many juvenile criminal cases while on circuit. Malcom was responsible for establishing Youth Insearch in regional NSW in 2000.

Please see the audit report attached for details as to dates of appointment of these Directors.

PROGRAM MANAGER'S REPORT



It has been another busy and challenging year for Youth Insearch with an increasing number of new participants accessing our service. I remain excited and gratified by the commitment of our staff and volunteers in maintaining services to such a high standard. I would also like to thank everyone for their ongoing support and contribution as we head towards the end of a very fruitful year.

In the past 12 months Youth Insearch has welcomed me on board into the role of Program Manager, and Louise Russ and Heather Cummings into the Community Co-ordinator roles for regional NSW and Queensland, respectively.

As with any year we have seen employees, leaders and support adults come and go, but as always there remains a steadfast core of leaders and support adults who continue to support the young people and uphold the ethos of the Youth Insearch program. Without them, Youth Insearch would not be able to continue, and for that we recognise them for their outstanding contribution.



Youth Insearch staff have worked hard throughout the year to raise our profile and increase our visibility within communities across all three states. This has been achieved by regular attendance at interagency meetings, establishment of community partnerships, support of community groups, and use of social media such as our Facebook pages to reach many young people, current and past leaders and supporters of Youth Insearch.

All of the Community Coordinators, as well as myself, have attended many events where we've manned information stands throughout the year such as the Positive Schools Expo in NSW, Victoria and Queensland which reached up to

1800 teachers over a 2 day period. We have also had a presence at many community events, such as Naidoc week celebrations, national “Are you Ok?” day events, Gympie Career Expo and the Youth Empowerment Summit to name but a few.

Over the past 12 months Youth Insearch staff have connected with schools, Principals’ Forums, Youth services, Out-of-Home Care providers, Lions and Rotary clubs, with many of our new young leaders taking the stand to talk about their journey with Youth Insearch. We



have also been fortunate enough to engage with many new community partners over the year forming bonds with new services and reinforcing partnerships with existing services. Already we are seeing the benefits of this proactive response with a sustained steady increase in participant numbers over the year, particularly in the Metro Sydney region.

We have been fortunate enough to engage the services of Tafe students across all regions who have willingly stepped into the support adult role enabling Youth Insearch to expand across geographical areas where we have previously not been able to offer support. This has been a huge benefit for the program, for young people we

were previously unable to support and for bringing in new support adults.

Our trainee leader program for the year has seen 22 new trainees, being a mix of young people and support adults from across all 3 states, all willing and eager to give their time to work with future participants. We have also seen the Program Council back up and running this year meeting quarterly, and have added local Program Committees meeting monthly to deal with local issues, which has been very successful. Thanks go to all of the council and committee members for offering up their time and taking it on with such gusto.

Excitingly we have already increased the number of programs scheduled for NSW and Victoria for next year. This should accommodate the growth in demand Youth Insearch is experiencing. We have also had enquiries to take the programs into Adelaide, the NSW/Queensland border and out to Kangaroo Island.



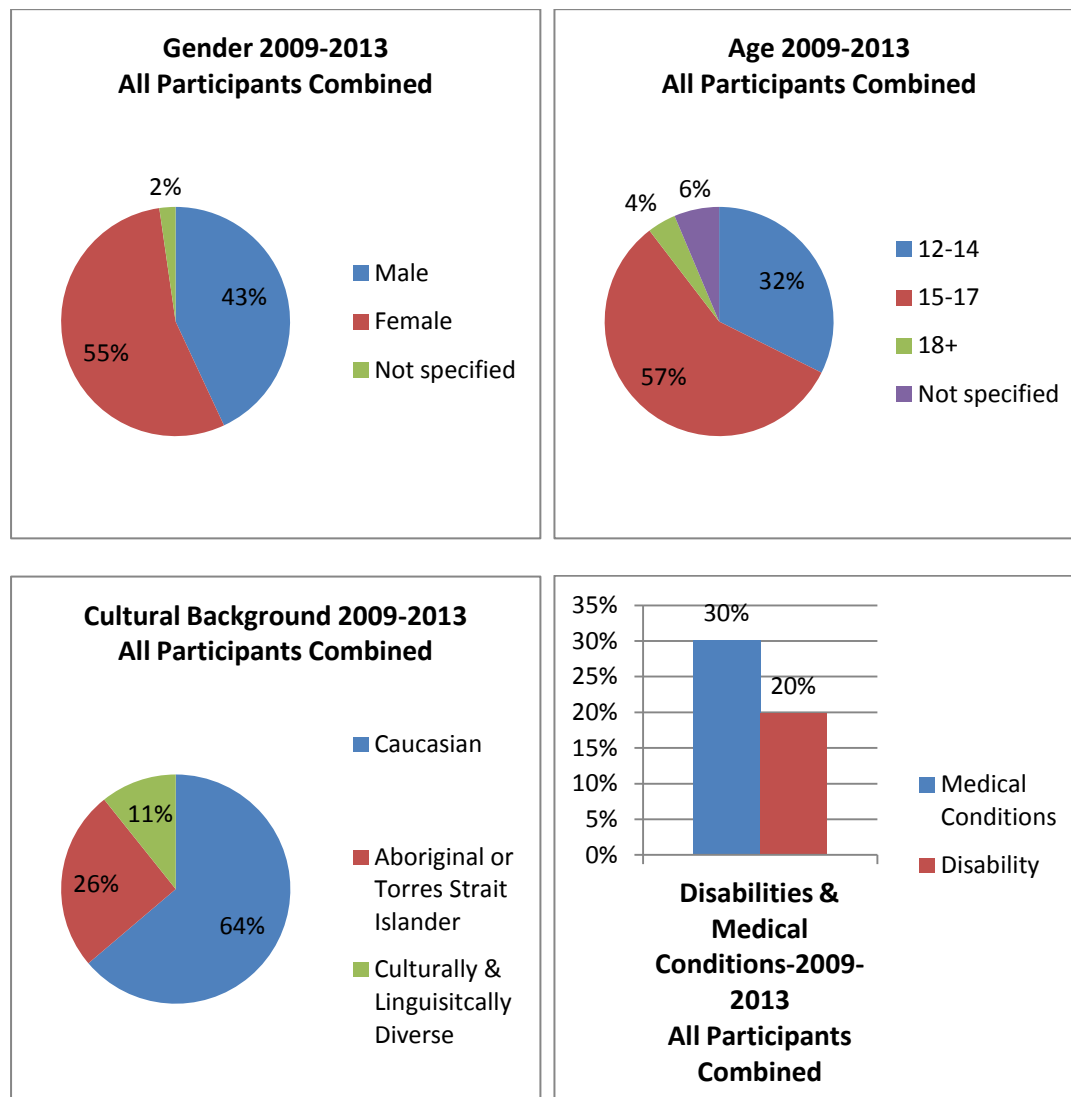
Recognition must be given to all of those who make the programs possible – from all of our dedicated leaders, trainees and support adults, and especially to the numerous Lions Clubs and Rotary Clubs that fund so many young people – in particular to Ron Carr and the Rotary Club of Tamworth. Without them so many young people would not be able to attend.

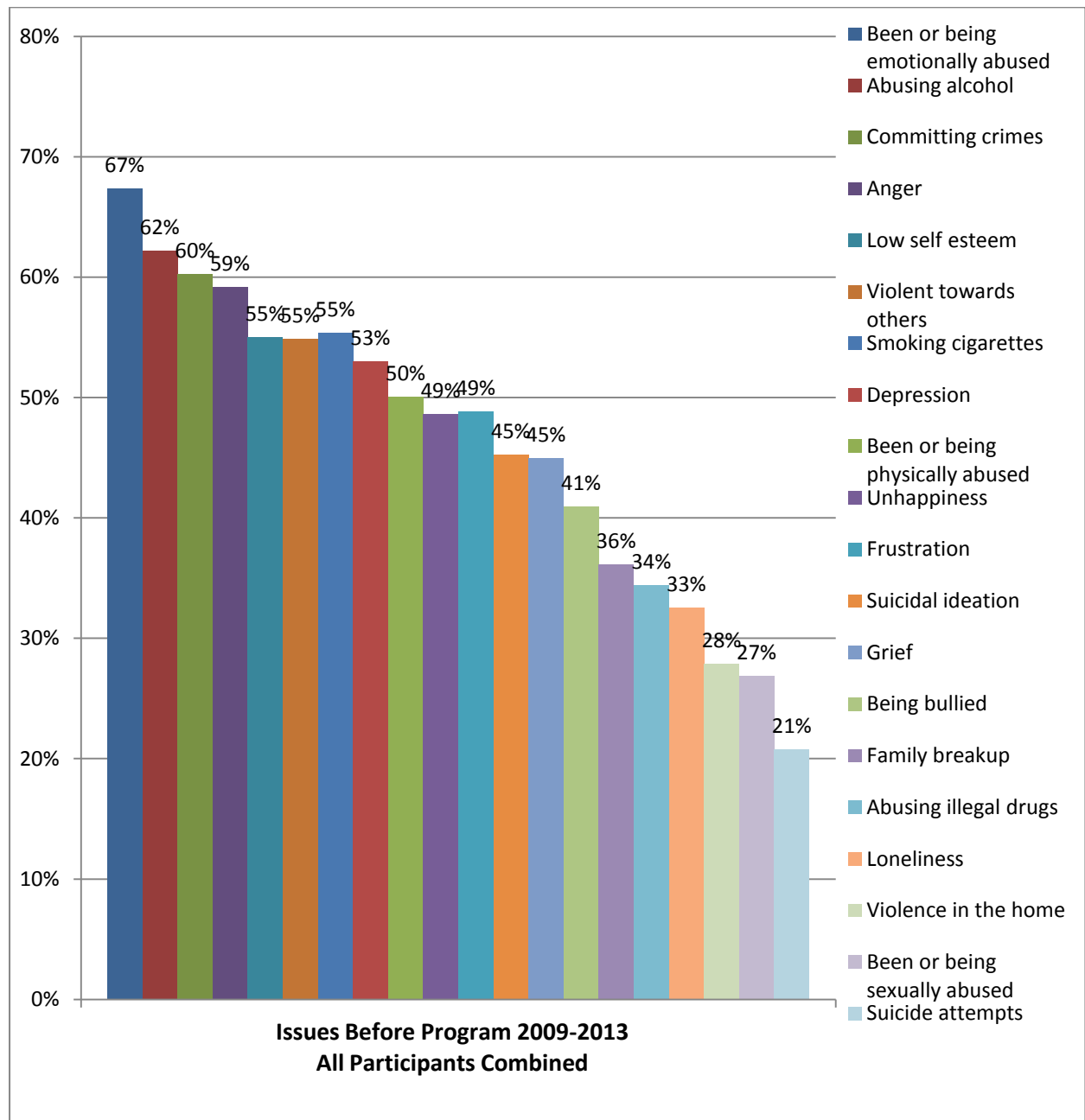
RONA TORRANCE
PROGRAM MANAGER

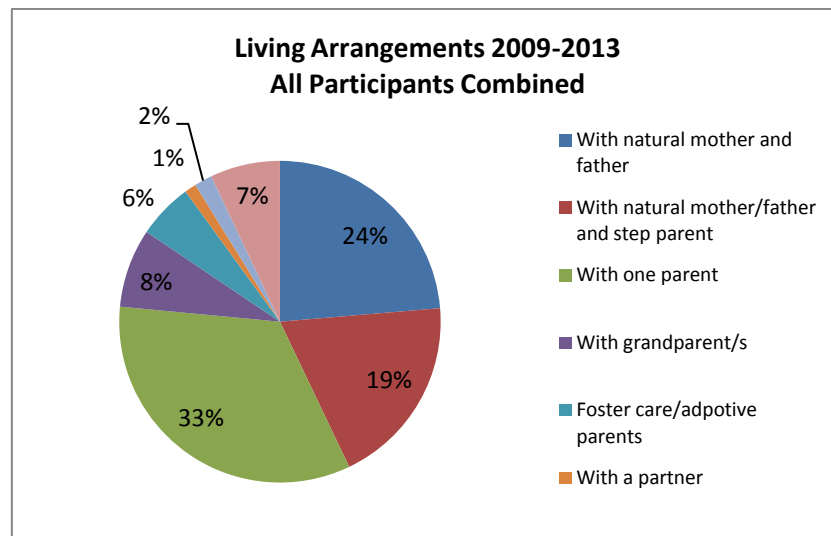
PROGRAM STATISTICS

Recently Youth Insearch conducted an analysis of the consolidated statistical outcomes for the organisation for the last 5 years, from 2009 to 2013, as set out below.

CONSOLIDATED INTAKE DATA – ALL PARTICIPANTS COMBINED - 2009 – 2013

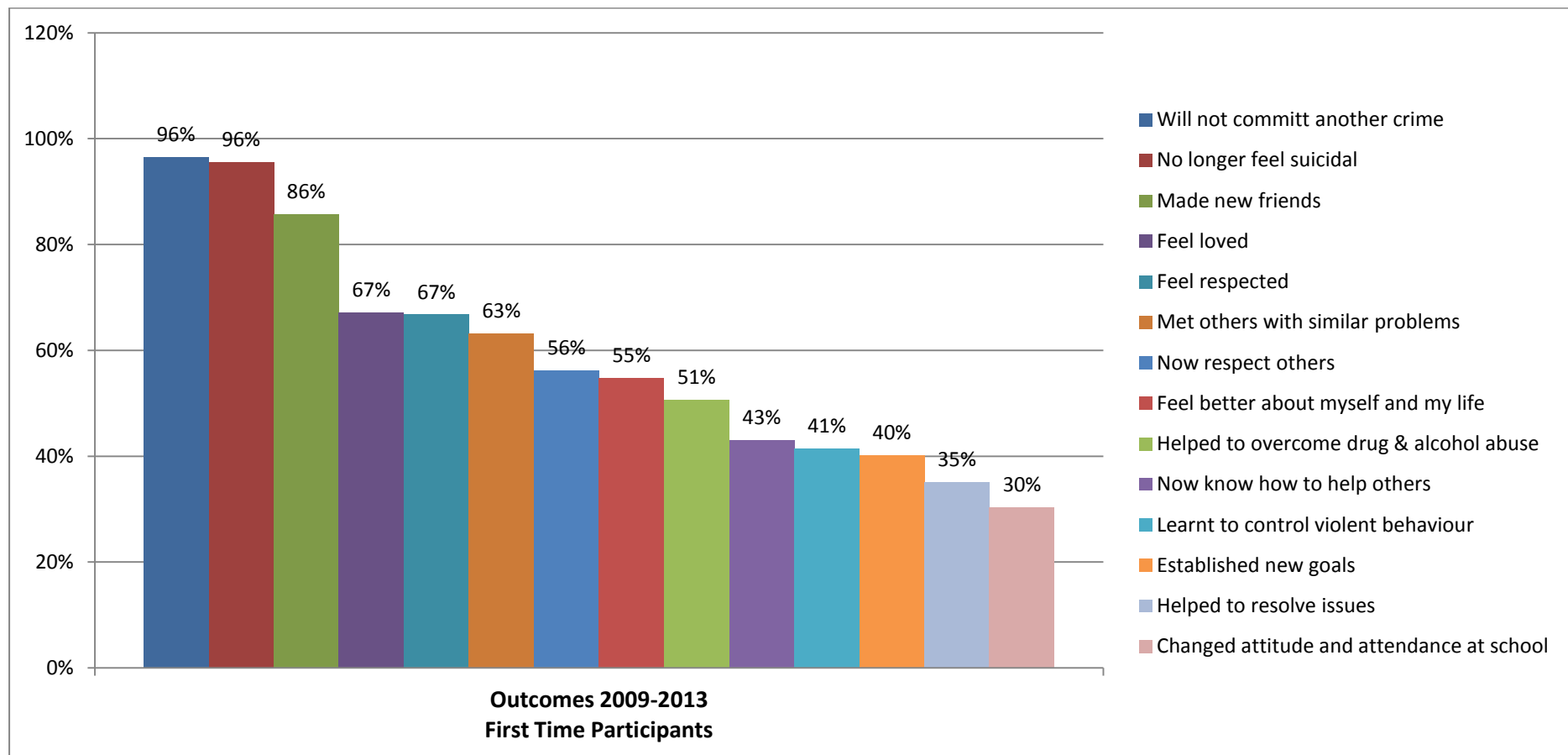


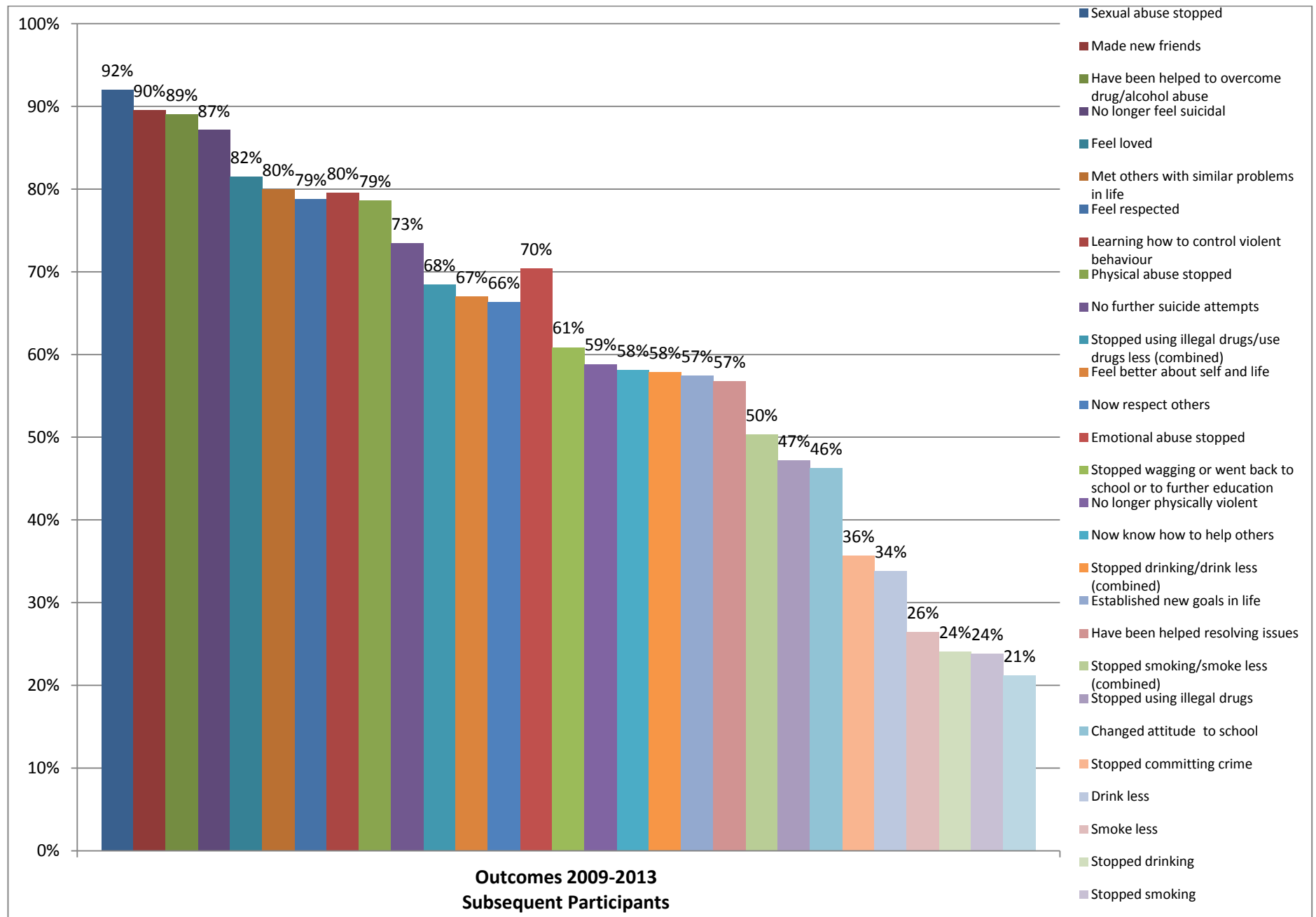




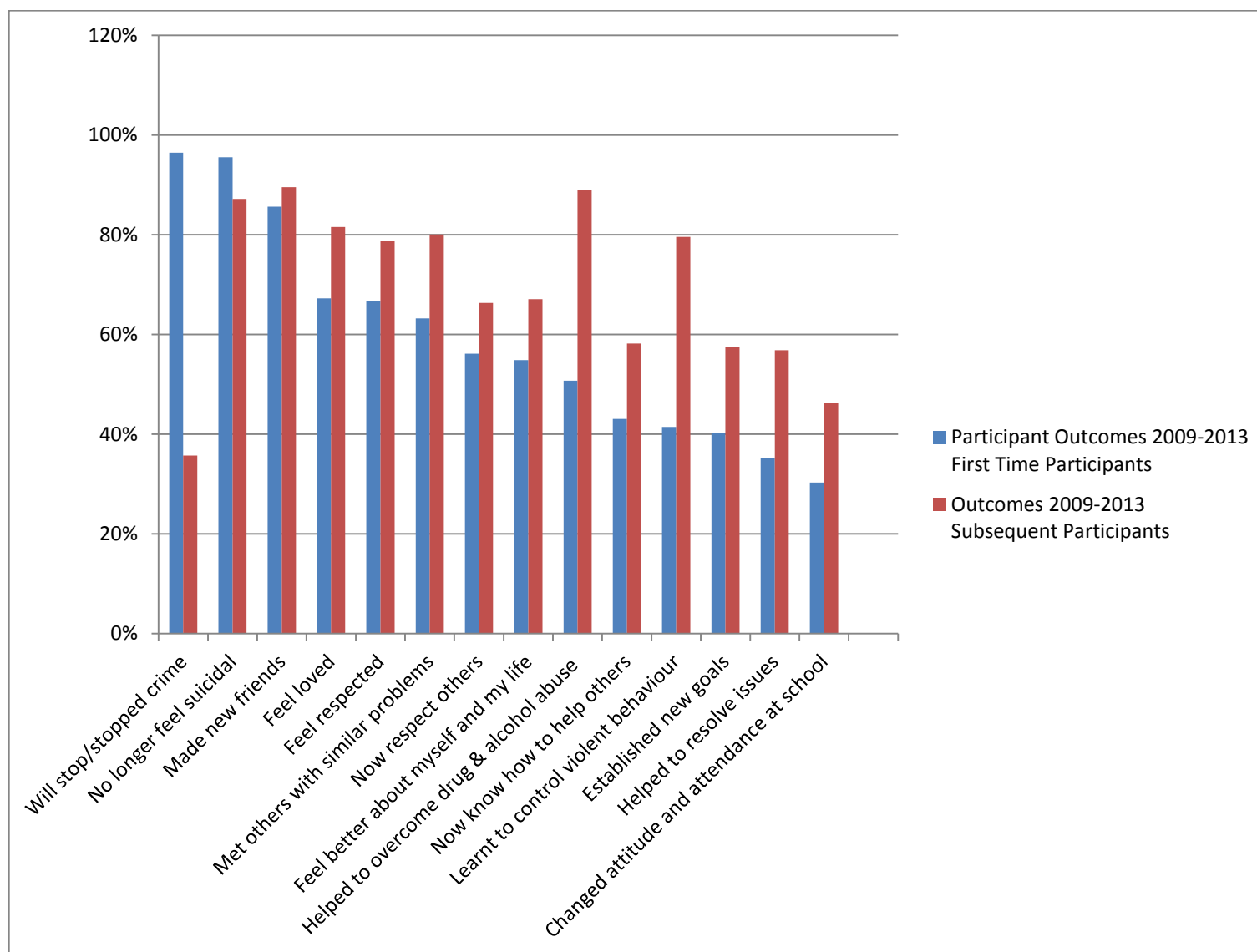
As can be seen from the above intake data graphs, Youth Insearch is a very inclusive program, which assists young people with a wide range of issues and from differing backgrounds. There are roughly an equal number of male and female participants, the majority of which are 15 to 17 years of age. About one quarter are Aboriginal or Torres Strait Islander, and 11% culturally and linguistically diverse. The balance are of Caucasian descent. Furthermore, 30% of our participants have a medical condition and 20% live with a disability (these include ADHD, clinical depression, other diagnosis).

CONSOLIDATED PROGRAMS OUTCOMES DATA – 2009 – 2013





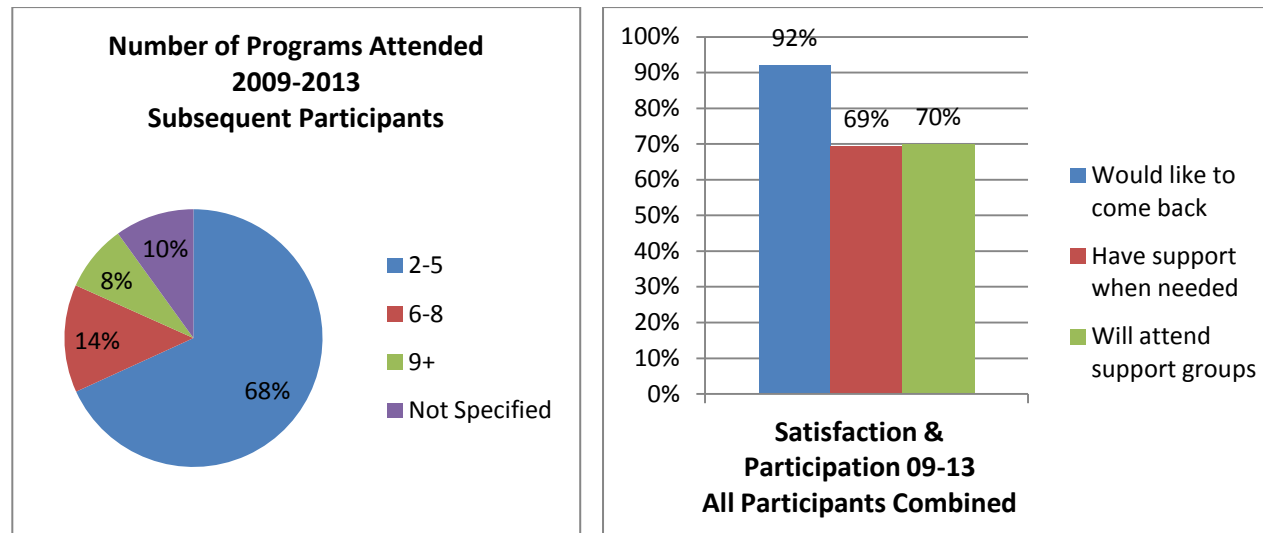
Comparison of outcomes data first time participants and subsequent participants (only some outcomes are consistent and can be compared e.g. behaviour changes are only evaluated after subsequent camps):



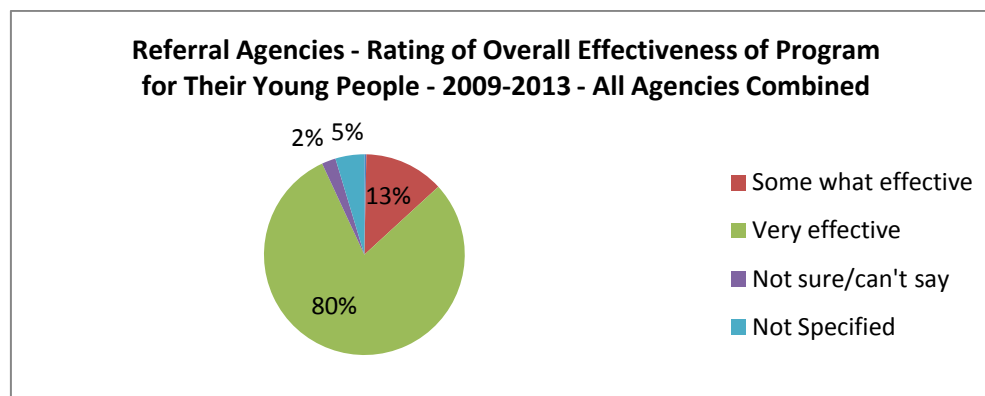
As the above outcomes data graphs evidence, both first and subsequent (or continuing) participants are positively impacted in very significant ways across a wide range of well being and behavioural change measures. As the continuing participants graph shows, these positive impacts are sustained, and there are cumulative positive impacts over time. As around 68% of our participants continue in the program for 8 to 10 months, 14% continue for 16 to 18 months, and 8% continue for over 18 months, this outcome is true for around 90% of our participants.

SATISFACTION MEASURES - 2009 -2013

Participant satisfaction 2009-2013:



Referral agencies satisfaction 2009-2013:



As these graphs evidence, Youth Insearch is held in high regard by both participants and agencies who use our service. A high number of participants (90%) continue in the program, and a high number of referral agencies (80%), see the program as very effective.

The above intake and outcome trends have continued during 2014, and will be detailed in the 2015 annual report.

OUR YOUNG PEOPLE

Below are the inspirational stories of two young people who participated in the program this year.

TAYLA PARKER



Tayla Parker is a 15 year old from Tamworth NSW with a big heart and a big future in front of her. Tayla started the Youth Insearch Program in late 2013 lacking confidence. She had major self esteem issues, lacked motivation, and suffered from depression, suicidal thoughts and anxiety. Tayla suffered from both mental and physical abuse. Tayla was sexually abused over a two year period. Tayla had to find the courage to report the sexual abuse and give evidence. Tayla learnt a number of skills and strategies through the Youth Insearch Program to help her cope with reliving the trauma on a daily basis. Due to Tayla's family support, Police support and Youth Insearch, Tayla provided excellent evidence in statements which lead to a conviction of the paedophile. Tayla is now facing a new struggle of finding sponsorship for her chance at winning an Olympic Gold Medal. Tayla and her mum are always organising fundraisers to help pay for uniforms, accommodation and travel, however, the funds are not enough to travel from state to state. Tayla is a fighter and will not give up on her dream. Youth Insearch is so proud of her determination.

Tayla has always loved to run and as a toddler would often run off and be hard to catch. One day when she was 3 years old her mother, Auntie and two cousins were in a train station carpark. Tayla took off the split second her mum was distracted opening the car door. Tayla ran out of the car park and onto a main road. A man in a car stopped and got her off the road before her mum and Auntie could catch up. Tayla was then nick named Road Runner. The name the Road Runner has stuck over the years with Tayla always winning the school cross country events.



In May 2012, after Tayla had won the school cross country race her mother found a coach to train her. He said bring her down for a running test and if she's any good I will train her. The Coach was Cathy Freeman's old coach. He trained Tayla 5 days a week regardless of the weather, pushing her to run 6kms as well as sprints. Tayla won the District Cross Country and the Regional Cross Country. Tayla was then registered as an AWD (Athlete with Disability T20 for intellectual impairment).

In 2014, Tayla won the school 3km cross country. Tayla went up the levels to State. In July 2014, Tayla came 2nd in the 3km AWD State Cross Country, coming home with a Silver Medal.

In July Tayla broke the Peel High School 15 yr girl 1500m record by 11 seconds; the record which had stood for 19 years. The old record was 6:33 mins. Tayla's new record time is 6:22

mins. Tayla ran at Regional 1500m and took a further 4 seconds off her time, running it 6:19 mins. Tayla also ran 800m, coming 3rd.

In August 2014, Tayla went to Albany WA for National Cross Country. Tayla was 2nd in the 3km AWD race however once calculations were made she didn't receive a medal. There were 2 girls in the race that did run 4-5 mins slower than 1st and 2nd place; however, because of their classification they were awarded 1st and 2nd. This pushed the girl who was 1st to 3rd position Bronze and Tayla to 4th. Tayla did win the 1km time trial.

In September 2014 Tayla went to CHS (Combined High Schools) State Athletics. Tayla came 2nd in 800m coming home with a Silver medal. Tayla did not obtain a place in 15 year girls



1500m, but did run at a new PB time of 6:10 mins in the open category race, a second shorter than her old record. Tayla was brave to race the 15 year old girls who don't have a disability. Tayla has courage and determination.

In October 2014 Tayla will be travelling to the State All Schools for Athletics and will compete in 800m. If Tayla qualifies, she will be entitled to go to Adelaide in December for Nationals.

In Summary, over Tayla's 3 years of training and competing, she has: 7 Gold Medals, 3 Silver Medals and 1 Bronze Medal, 2 Blue Sports awards, 1 highly commended plaque and a trophy. In

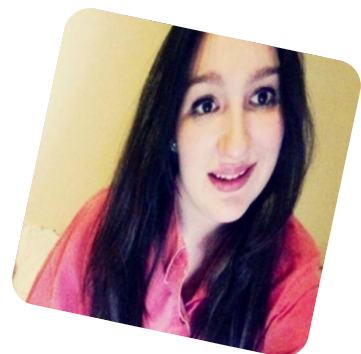
addition, Tayla has won 1 Silver placement 2013, 1 Silver placement 2014 and 1 Gold placement 2014.

Tayla's goal is to be a future Olympian and she hopes that by telling her story she will motivate others who have been through extremely trying and terrible times to continue to stay strong and fight for your dreams.

ALI COLEMAN

A 12 year olds life should be filled with fun and friends and happy families. However, for 12 year old Ali, her life was filled with grief, from the passing away of her father followed by pain and turmoil as her family fell apart.

"I was in a really bad place for about 3 years. I was depressed, struggling with anxiety, really unhappy. I got really sick with glandular fever and had to undergo surgery, and I missed a lot of school, which didn't help matters. I just couldn't see any future."



Already struggling, Ali then faced another heartbreaking situation when her Mum was admitted to a psychiatric hospital. "I was 15 and I was a sad little kid. I was being bullied and I was in a really dark place. That's when I went to Michelle, a Youth Insearch support adult, and she took me to a Youth Insearch program."

“Meeting Michelle, and attending my first program, turned my life around. Suddenly, life actually meant something. With the help of Michelle and the program, I have come a long way. I now have structure to my life, and know where I’m going, and what I want.”

“I didn’t want to go at first, I was terrified but I pushed myself, and when I got there I was ecstatic. It was one of the most important things that has ever happened in my life.”



For Ali, the program was also an escape. “After Dad died I was the one who picked up the pieces, so I didn’t get a chance to grieve or be upset until I went to the program. Then I realised I could move on from those things.”

“The program helps kids like me get their lives on track. They realise what’s happened to them and understand it won’t be bad forever. Insearch is a like an ever growing family – the amount of love expressed during the weekend is unbelievable. I learnt how to love.”

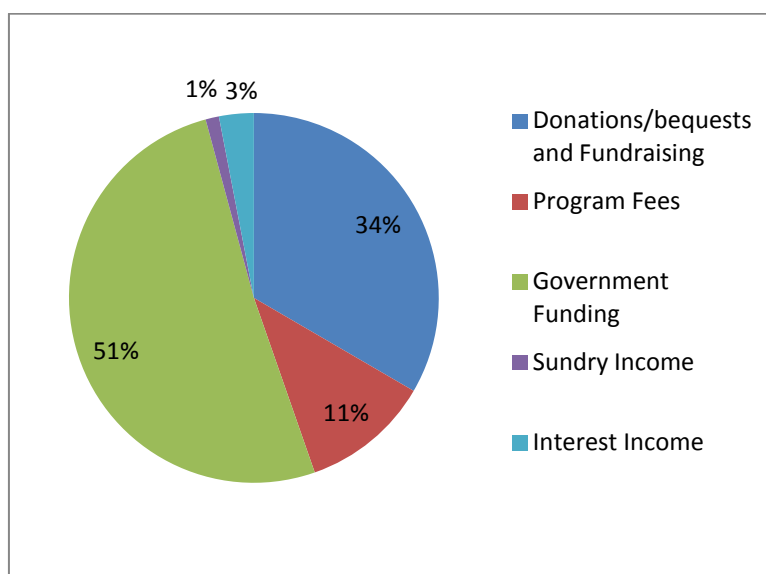
“Ali has now commenced her training as a Youth Insearch leader. Being a trainee is one of my greatest achievements to date. It’s such a great feeling to know that I’m the person the young people look up to now. I am so grateful for the opportunity and I feel so blessed. It’s one of the hardest things I’ve ever done but knowing I can make a difference to another person’s life is amazing.”

OUR FINANCIAL PERFORMANCE

INCOME

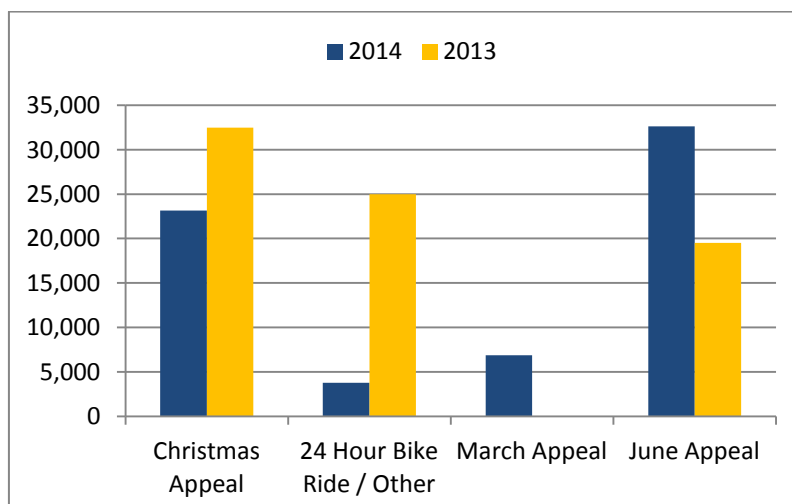
Our total income this year was \$794,732 which represents a decrease of only \$4,974 compared to 2013. However, total donations were \$671,722, up by \$24,539 on last year, which is a positive result. Of this amount, \$406,390 is government grant funding, which has increased by \$4,050 since last year.

Income Type by Percentage



FUNDRAISING APPEALS

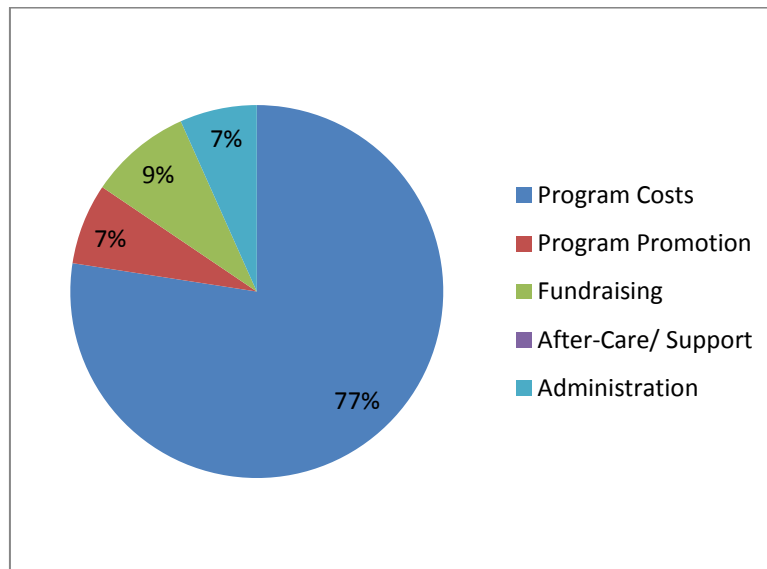
The general public continue to kindly support our annual fundraising appeals. We received a total of \$66,435, the majority from the June and Christmas Appeals.



EXPENDITURE

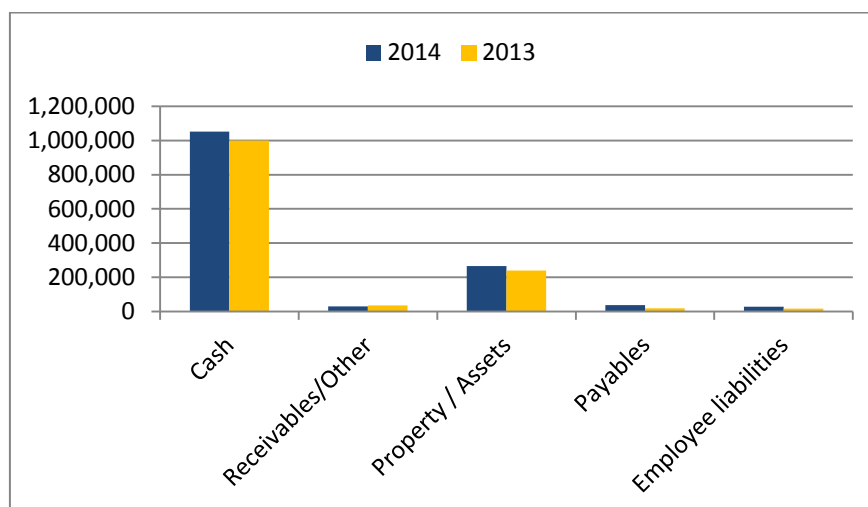
Expenditure was \$762,394, which is \$176,719 more than last year, and is reflective of increased program delivery, with the employment of additional program staff, during the year.

Expenditure Type by Percentage



OUTCOMES

Overall, Youth Insearch produced a surplus of \$32,338 and is in a healthy financial position, with total assets of \$1,229,806 and total liabilities of only \$121,931. Moving forward, Youth Insearch is adopting an assertive investment and growth strategy, which is expected to see revenues increase significantly over the coming years.



SUMMARY OF 2014 FINANCIAL RESULTS

A summary of the 2014 Financial Results is as follows:

Income Statement

Operating Surplus	\$32,338	(2013: \$214,004)
Total Income	\$794,733	(2013: 799,7694)
Donations and Fundraising	\$265,332	(2013: \$244,842)
Government Grants	\$406,390	(2013: \$402,340)
Total Expenses	\$762,395	(2013: \$585,765)
Employment Expense	\$431,750	(2013: \$248,770)

Balance Sheet

Cash	\$1,051,501	(2013: \$999,338)
Property, Plant and Equipment	\$265,700	(2013: \$239,294)
Total Assets	\$1,351,737	(2013: \$1,279,603)
Provision for Employee Entitlements	\$27,854	(2013: \$15,655)
Total Liabilities	\$121,931	(2013: \$82,534)
Net Assets	\$1,229,806	(2013: \$1,197,069)

Attached to this report are the independently audited accounts for the 12 months to 30 June 2014