



Annual Report

2013

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OUR VISION

OUR VISION

“To be the premier national charity resolving the issues that affect young peoples’ lives and the impact these have on their families and communities.”

“Over 30,000 young people have participated in the Youth Insearch program since it started in 1985”



Boy shares at a Youth Insearch workshop

OUR MISSION

“To empower young people to take control of their lives, by giving them the opportunity and skills to develop their self-esteem, and play a positive role in society.”

OUR VALUES

Love means we respect and take care of each other and value each other equally.

Compassion means we look to the heart of people and do not judge.

Integrity means we act in accordance with our code of ethics in all our dealings.

Loyalty means we are trustworthy and committed to each other and our mission.

Professionalism means we act in accordance with the highest standards of best practice, governance and independence.

Honesty means we are honest with ourselves and each other and are committed to constant growth and improvement.

“Since 1985 Youth Insearch has facilitated over 335 intervention weekends and delivered over 21,000 support group sessions across Australia”

ABOUT US

WHAT WE DO

Youth Insearch runs weekend workshops that allow young people to deal with the issues in their lives and address their negative behaviours. Following the weekend workshops are support groups that continue the process of positive change. Youth Insearch is a simple concept based on love, caring and trust, for youth of all lifestyles. Youth Insearch is an independent charitable organisation and is not affiliated with any religious or political group.

“At Youth Insearch weekend workshops a loving and trusting environment is created in which young people feel comfortable to deal with their issues”

WEEKEND WORKSHOPS

At Youth Insearch weekend workshops a loving and trusting environment is created in which young people feel comfortable to discuss their issues. The weekend workshops are highly structured and administered by extensively trained youth leaders and adult facilitators. Youth Insearch works by allowing the participants to deal with the reality of the pain in their lives and receive the support of other youth who have experienced the same issues. The young people learn about the positives of life and turn away from drugs, crime and despair. The weekend workshops have shown that all people like to live in an atmosphere of care and support. Youth Insearch provides this “world” away from the other world, where youth are inspired to achieve feelings of happiness and stability and apply these to their everyday lives.



Topics explored on the workshops include drug and alcohol abuse, physical abuse, sexual abuse, grief, self esteem, parent/adolescent relationships, communication and sexuality.

SUPPORT GROUPS

Support groups continue the process of positive change. They ensure a structured means by which participants can integrate their new awareness with the reality of their situation. Support groups provide the necessary follow up and continuing support for those that have attended a weekend workshop.

OBJECTIVES

The objectives of Youth Insearch are:

- To reduce the incidence of crime, drug and alcohol abuse, self harm and suicide in young people.
- To enhance young peoples' self esteem and productivity through empowering them to take control of their lives.
- To break the cycle of family breakdown by giving young people the skills essential to bringing up families in a loving and secure environment.
- Relieve the suffering and helplessness of young people affected by poverty, crime, violence, drug and alcohol abuse, homelessness and suicide.
- Teach young people the positive values of life.
- Teach young people the value of a good education in an effort to increase their school retention and their ability to secure employment.
- To be accessible to all young Australians.

[A supportive hug at a Youth Insearch workshop](#)



A MESSAGE FROM THE CEO



Youth Insearch has experienced a very positive year in many areas. This has come about due to a passionate volunteer team of youth leaders, adult leaders, support adults, board of management, and a dedicated staff. The achievements outlined in this report are a result of their collective efforts in keeping Youth Insearch moving towards its mission to empower as many young Australians as possible away from the negatives in their lives and towards all the positives life has to offer. We thank you for making Youth Insearch possible.

PROGRAMS

During the year Youth Insearch held 14 weekend programs across NSW, QLD and VIC and provided 513 young people participated in these programs. This is twice as many programs as last year and represents significant positive growth in the organisation.

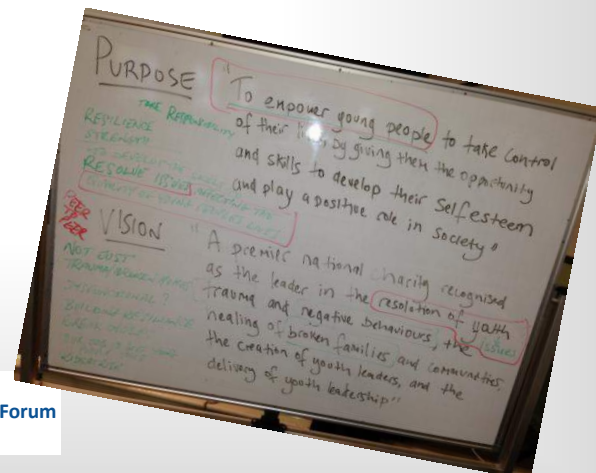
“Youth Insearch held 14 weekend workshops this year - twice as many as last year”

Next year we plan to increase this even further to 22 programs and 1,100 participants from across Australia. The outcomes of participants from programs have also been extremely positive. Further details on these achievements are detailed by the Program Manger later in this report.

Everyone together at the Stakeholders Forum



A significant achievement this year was the holding of a stakeholders’ forum. This forum was attended by youth leaders, adult leaders, support adults, directors, staff, partner agencies and referral organisations. The forum was an opportunity for all involved in Youth Insearch to come together to discuss the achievements and challenges of the past and the direction and ideas for the future. The forum was a very positive experience with the feedback being fed into our 5 year strategic plan and a detailed to do list being drawn up and executed.



OPERATIONS

Operationally several important achievements have been made. As a first priority was the development of a 5 year strategic plan which is now in place. This final plan is an exciting document with targets that include consolidation and steady growth with a program being added each year through to 2018 and the employment of the necessary support staff. Already this year we have employed a Community Coordinator in Victoria and a Development Officer at head office in addition to the existing staff. We expect to employ a number of Community Coordinators servicing various locations in which we operate over the next year.



Planning for the future at the Stakeholders Forum

Another focus this year has been on governance. This includes a number of new policies covering all areas of the organisation and an overarching governance policy. This policy sets the standard for governance across the organisation and is publicly available. The board and management have committed to report on its compliance with the policy at each AGM.

GOVERNMENT FUNDING

Youth Insearch received government funding of \$402,340 during the year from FaHCSIA. This funding supports generally the operations and programs of Youth Insearch. This funding is essential to the ability of Youth Insearch to operate. We continue to be very grateful to FaHCSIA and the Federal Government for this funding.

FUNDRAISING

The focus of our fundraising efforts this year has been on strengthening relationships with existing donors. We are very appreciative to the following organisations and people who have donated notable amounts to us during the year.

Trusts, Foundations & Companies

NRMA Community Grants

ANZ Staff Foundation

Matana Foundation

Woolley Charitable Trust

Ron & Judith O'Neill Foundation
Perpetual Foundation
Kel & Rosie O'Day Foundation

Community Support

Hills Shire Council (Community Grants)
Hills Shire Council (Club Grants)
Hornsby Shire Council (Club Grants)
Rotary Club of Como-Jannali
Rotary Clubs of Tamworth
Lions Clubs of Tamworth

Individuals

Bob Lewis
Bob Smith
Peter Rockey

Daryl Allen – who deserves a special mention for his mammoth 24 hour bike ride this year to raise funds for Youth Insearch. Thanks so much Daryl!



Daryl Allen and friends on the 24 hour bike ride

FINANCIAL RESULTS

This has been a positive financial year for Youth Insearch. This year Youth Insearch produced a surplus of \$214,004, and we have a very positive balance sheet with total assets of \$1,034,896

as against total liabilities of \$82,534 leaving a positive net asset position of \$1,197,069. These positive results are largely due to the restructure of the organisation over the last 18 months, the sale of the Kurrajong Property and the payment of employee entitlement

“This year Youth Insearch produced a positive year-end financial result”

provisions. Attached to this report are the independently audited accounts for the 12 months to 30 June 2013. Further details on our financial results are detailed by our Senior Accountant later in this report.

IN SUMMARY

I again thank all our board, volunteers and supporters for making our achievements this year possible. We have seen real turn arounds in hundreds of young lives this year. The results make it all worthwhile.

Heath Ducker
Chief Executive Officer

OUR STAFF

The staff during the year and currently are:

[Heath Ducker - LLB/BA – Chief Executive Officer](#)



Heath is the CEO and responsible for the overall management and performance of Youth Insearch. He was previously a lawyer in a leading Australian law firm and advisor to the Attorney General of NSW. He was also a participant and leader in the program as a teenager.

[Alex Webb – Dip CSW – Program Manager](#)



Alex is Program Manager. Alex has over 10 years experience in the industry, a diploma in Youth Work, Community Services Youth Work, and Sexual Assault counselling, and another 18 relevant training certificates. Alex fell pregnant this year and left Youth Insearch in July to look after new her new born baby girl Brynne.

[Sharon Schofield – Dip CSW - Community Coordinator VIC](#)



Sharon is our Victorian program coordinator. She is also filling in as Program Manager in Alex's absence. Sharon was responsible for setting up Youth Insearch in VIC in 2005. Sharon has worked for Youth Insearch for since then for 12 years. Sharon has a Diploma in Community Services Work. She is married to Paul and has 3 sons and 2 grandchildren.

[Debby James – Accounts Manager](#)



Debby is the accountant in our office and is responsible for all the financial management and reporting requirements of the organisation. Debby brings to Youth Insearch many years experience in senior accounting roles.

[Ashley Brcic – Administration](#)



Ashley is the administration person in our office responsible for the organisation of all the administration requirements of the office. Ashley brings to Youth Insearch a number of years experience in this role.

BOARD OF MANAGEMENT

The Directors of Youth Insearch during the year and currently are:



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".



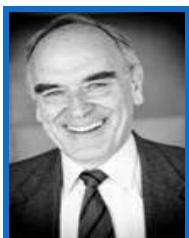
Andrew Gregory - MAppFin, BComm (IB,HRM), GAICD – Treasurer

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 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.



His Honour Magistrate Malcom McPherson (Retired) - LLB– Secretary

Malcom McPherson was appointed as NSW Deputy State Coroner in 2006. Malcom's previous position 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 as a Magistrate for the state of New South Wales. Malcom sat on circuit in regional NSW, and has heard many juvenile criminal cases. Malcom was responsible for establishing Youth Insearch in regional NSW in 2000.



William Gill – Director

William Gill has a background in engineering and general business. 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) - Director



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

Jared Goodwin – Director



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 nominated for a Cartus Global award for his contribution to the community.

Please see the audit report attached for details as to dates of appointment of these Directors and a full list of Directors throughout the year.

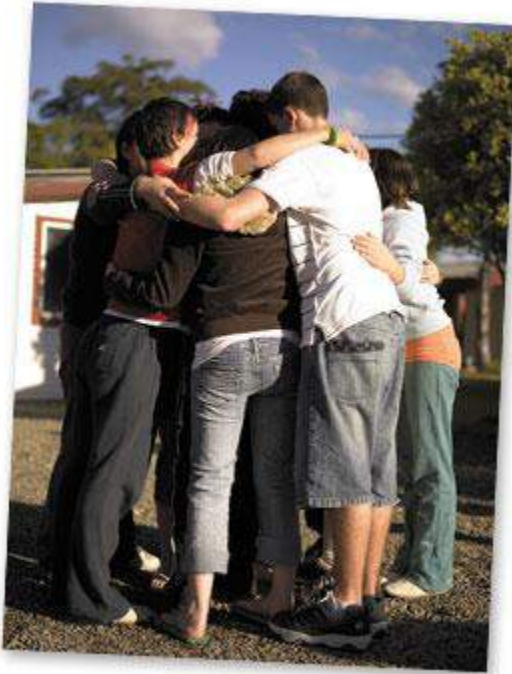


Sharon Schofield
Program Manager (Temp)

PROGRAM REPORT

*“Though no one can go back and make a brand new start,
anyone can start from now and make a brand new ending”*
- Anonymous

This year we have set out to give as many young Australians the opportunity to make their brand new endings as possible. We have held programs in NSW, QLD and Vic with many brand



new services and Support People entering into our Youth Insearch Family. Heath embarked on three separate Road Trips around the three States with a few Leaders and Support People to speak to many organizations and schools, once again raising awareness of brilliant results of Youth Insearch and forming new partnerships as well as reconnecting with those that we have continued to work with for many years.

The results of the programs are speaking for themselves with many young people making positive progress in their lives and for each young person the results are huge to them whether it is giving up drugs or alcohol for one young person or going back to school or even staying in class for a whole day, instead of being kicked out or removing yourself

every ten minutes or so. For others it could be a huge achievement to finally speak into a microphone after three programs from being so shy, to now not being able to get a word in, in their conversations.

It has been heartwarming to step into this position after Alex had started her Maternity Leave, having her own pink little bundle of Joy Brynne, to reconnect with all the wonderful people in the Youth Insearch Family, all out there spending countless volunteer hours to make sure that they are doing their part



to give young people an opportunity to turn their lives around through empowerment and make their brand new endings.

People often ask me where does my passion for Youth Insearch come from, its quite simple, when you see the results that you can have to empower a young person to make that difference in not only their lives but their families lives, then you will bend over backwards to make sure that that opportunity is made for as many young Australians as possible.

The Results at a Glance

- 513 participants
- 14 weekend workshops
- 87% who felt suicidal, no longer feel suicidal
- 69% who used drugs ,have stopped using drugs or now use less
 - 68% now have a better self esteem
- 63% who were physically violent, are no longer physically violent
 - 51% who committed crimes, have stopped crime

The next twelve months sees some exciting new adventures for Youth Insearch, with programs re-commencing in Tasmania and also remote NSW including areas like Dubbo and Bourke, with Grants being won for the expansion into these areas, as well as the continued programs throughout NSW, QLD and VIC. The stakeholders forum held in June was a fantastic opportunity for the heart of Youth Insearch to come back together, from the older leaders some now with their own children to the trainees about to embark on the Leaders Training for 2013, to work together on where the future directions are and how to achieve these, a very big thank you to all those who attended and the many others sending their best wishes who were unable to make it.

Thank you and Hugs to you for the part that you play in the Youth Insearch Family. I'd like to finish with another favorite quote that sums up empowerment "Life has no remote get up and change it yourself".

Sharon Schofield
Program Manager (Temp)



OUR YOUNG PEOPLE

Below are the stories of two inspirational young graduates of the Youth Insearch program.



AIMEE CAULFIELD

I am Aimee, though I currently live in Port Macquarie with my dad, it was Youth Insearch that helped me to get here, that helped me to be the person that I knew that I could be. I look in the mirror now and I can see a different person than I did three years ago, very different.

Before my first camp with the Tamworth Youth Insearch, I was suffering from depression and anxiety. I was going through a lot I would fight with my mother and siblings often resulting in violence and intervention from my grandparents and DOCS. I still loved my mother and we had fun when she was in one of her good moods. Her mood swings often meant that I was left to care for my brother and sister. I was always worried when I went to camps thinking that I should be home or I worried that they were not safe. I was also not very stable emotionally I attempted suicide twice at ten and eleven and I was also very physically abusive towards myself.

When I attended my first Youth Insearch camp in Kurrajong I was shocked to see that there were other young people like me, I learnt that I was not alone in my battles. As I continued on camps I began to speak and build trust and bond with the other young people and leaders. They taught me that there were people that I could talk to, that there were things I could do and NEVER to give up.

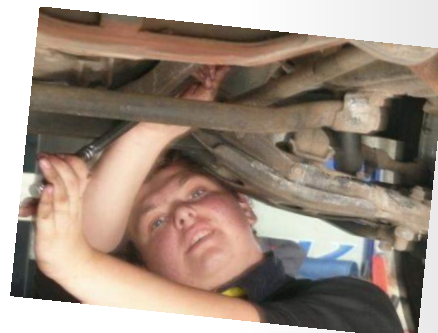
At my third camp I made a goal to become a Youth Insearch Leader and I am currently achieving this goal, whilst living in Port Macquarie with my father. I aim to be a Leader in 2014, being a leader is just another piece of my life puzzle. Through myself, helping others has not become a big part of my life and I take pride in people asking for my assistance.

Youth Insearch has had a huge effect on my life; it has assisted me in bettering my life, my education and my attitude. I can see now that I have a great future ahead of me, that I could do whatever I could put my mind to. I am now completing year my HSC years as well as certificate 3 Animal Studies at T.A.F.E and am the vice president for my school's Aboriginal Education Community Group (AECG) and am applying for school captain for next year.

Through my experiences at Youth Insearch I decided to live by my motto... Life is like a jigsaw puzzle and you may have to try all the pieces before you find the one that fits and if you don't get it try the pieces the other way.

ALEX SECKOLD

Its times like these that I look back at my life and realise how far I have come. I look at myself, in old and new photos and realise what has happened. From being the kid in Year 7 who was most likely going to end up in a prison cell before my 18th birthday, to a kid who was going to end up leaving year 10 with nothing to do and most likely be a drug addict and alcoholic, to the way I am now. A school-based apprentice as a light vehicle mechanic, a job at KFC, going for leadership for *Youth Insearch* and thinking about taking up the opportunity to be school captain at Peel High in Tamworth NSW and at the times I can, playing Rugby League for the school.



Not everyone lives a hard life and have so many things taken from them before their 16th birthday, and to a degree, I believe I am one of them. Before my first camp, I was at Parry School for Special Persons, going back to Peel High as the first student to go back without any suspensions. At the same time I was going through a difficult time with my father. Although I always fought with my father, I still loved him. My father had seven attempts of suicide, some of them whilst I was on these camps. Every time I left Tamworth to go to a *Youth Insearch* camp I would get worried and hope that dad was alive when I got home. After a few camps, I realised that I wasn't alone, I realised that there are people worse off than me. I'm not the most disadvantaged kid in the whole of Australia. It was at that first camp that I started to help others and I believe became a young man.



As I went on more of these camps and spoke to more and more people, came out more, and met more people, slowly I started to become more motivated in life. This year will be my second year so far and am hoping to be a fully trained, fit and fighting *Youth Insearch* leader ready for the next chapter in 2014. I believe that becoming a leader is not only another opportunity towards success in my life, but also another chapter into my life.

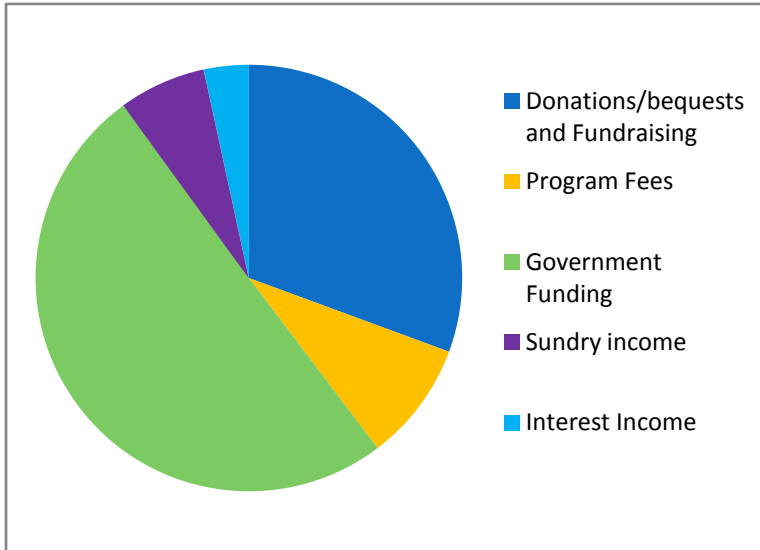
As well as going on these camps, helping people through their adversities, and helping myself, I have found the right path in my life and I have a long and meaningful future to look forward to. Not only as a *Youth Insearch* leader, helping youth overcome their adversities, but also as a Mechanic at Barnco Automotive.

As I was saying at the start, I have a really busy life. Not that long ago, I looked at my goals and have realised that I have reached a few. But the main one I believe I have reached is being on the start to being a fully qualified mechanic.

OUR PERFORMANCE

INCOME

Our total income this year was \$799,679 which represents a decrease of only 5% compared to 2012. Total donations and fundraising were \$244,842 down only 21% on last year.

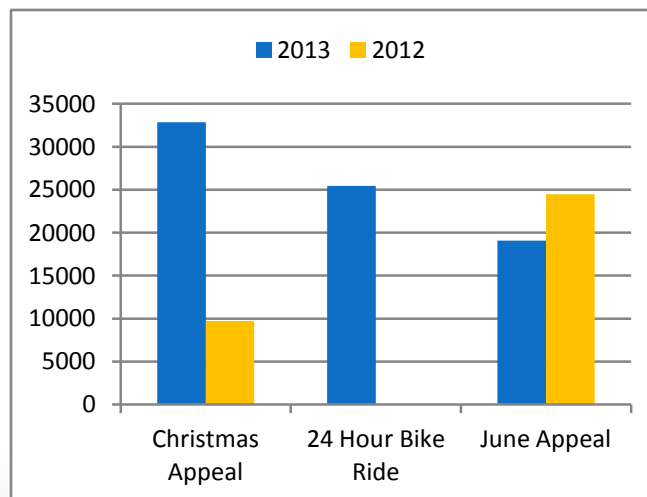


“In 2013, 40% of our funds came from the generous donations of trusts, foundations, companies and individuals. Government grants made up 50% of our funding.”

Where our funds come from

FUNDRAISING APPEALS

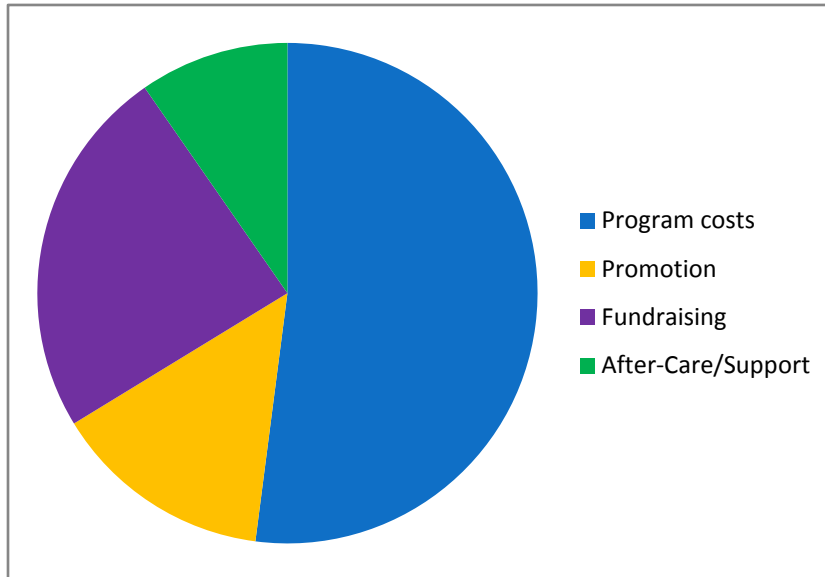
The general public continues to support our annual fundraising appeals. We have held three very successful appeals this financial year with a total revenue received of \$77,351 compared to \$34,189 in 2012 as shown in the graph below.



Results of fundraising appeals

EXPENDITURE

Expenditure for the year was \$585,675, which is 43% less than 2012, while the number of programs increased. This is largely consequent to the restructure of the organisation over the last 18 months and a drive to increase efficiencies.

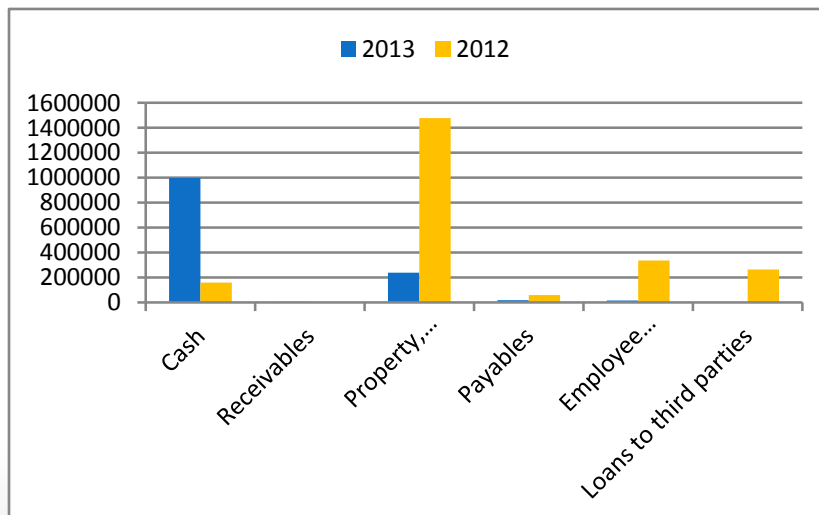


“Expenditure for the year is 43% less than last year, while the number of programs increased.”

“Of every dollar donated, 52% went directly to the delivery of our programs”

OUTCOMES

Youth Insearch produced a net surplus of \$214,004, and we have a very positive balance sheet with total assets of \$1,034,896 as against total liabilities of \$82,534 leaving a positive net asset position of \$1,197,069. These positive results are largely due to the restructure of the organisation over the last 18 months, the sale of the Kurrajong Property and the payment of employee entitlement provisions.



“We are in a healthy financial position with net assets of \$1.9 million.”

SUMMARY OF 2013 FINANCIAL RESULTS

A summary of the 2013 Financial Results is as follows:

Operating Surplus	\$214,004	(2012:-\$178,776)
Total Income:	\$799,679	(2012: \$842,038)
Donations and Fundraising:	\$244,842	(2012:\$310,918)
Government Grants	\$402,340	(2012:\$413,650)
Total Expenses:	\$585,675	(2012:\$1,027,769)
Employment Expense:	\$248,770	(2012:\$505,738)
Balance Sheet		
Cash	\$999,338	(2012:\$160,500)
Property, plant & equipment	\$239,294	(2012:\$1,476,693)
Total Assets	\$1,279,603	(2012:\$1,642,793)
Provision for Employee Entitlements	\$15,655	(2012:\$335,871)
Third Party Loans	Nil	(2012:\$264,327)
Total Liabilities	\$82,534	(2012:\$661,679)
Net Assets	\$1,197,069	(2012:\$981,114)

Attached to this report are the independently audited accounts for the 12 months to 30 June 2013.



Debby James
Senior Accountant