



INVESTING IN OUR YOUTH
ANNUAL REPORT
19//20

CONTENTS

Report From The Chair	4
Report From The CEO	5
Our Team	6
Acknowledgements	7
Child and Parent Centre Carey Park	8-9
Child and Parent Centre Collie Valley	10-11
HIPPY	12
Paint The Town REaD	13
The Pod – Regional Community Child Care Development Project	14-15
Youth Driving Programs	16-17
Parenting Programs	18-19
Advocacy Out and About	20
Governance	21-22
Financials	23-31



FOR MORE INFORMATION CONTACT:

Chief Executive Officer

Ian Anstee

T 08 9721 6951

E Ian.Anstee@investinginouryouth.com.au

Investing In Our Youth is located on the Upper Level of 51-55 Forrest Avenue
Bunbury WA. The postal address is PO Box 6103 BUNBURY SOUTH WA 6230

Visit our website at www.investinginouryouth.com.au

REPORT FROM THE CHAIR

This year has seen Investing In Our Youth continue to grow, build new partnerships and gain new contracts. Of note is our developing relationship with The Department of Justice and South West Development Commission who came together to fund the End to End Driving Program, and our links with The Department of Communities for our new contract to run The Dalyellup Family Centre in conjunction with Milligan.



IAN TELFER

Our partnerships with The Department of Education continue to flourish through the operation of the Child and Parent Centre, Carey Park and Collie Valley. Our relationship with The Brotherhood of St. Laurence to run the HIPPY program in Bunbury, Collie and Dalyellup continues to bring great outcomes for young children and their families. The Pod program continues to grow their membership and build a reputation for providing high quality advice and guidance while the Regional Youth Driver Education program is helping young people to gain a driving licence.

This year has seen our staff excel in a way that none of us could expect. The way every member of the team dealt with the COVID-19 situation was exceptional; quickly working from home, building new online communities and ensuring that the children, families and young people who are part of our organisation continued to receive a great service.

Work cannot take place without the dedication

of our strong team of administrative staff and we are proud to thank them all for their service.

We welcome new board members in Michael Finn, Rebecca Watson and Rhiannan Edwards while saying a fond farewell to long standing board member Nicole Warren. The service board members have given our organisation is truly remarkable. The crucial role our board plays in the strategic guidance of our organisation has placed it on a pathway to success.

I would like to take this opportunity to thank all our partners who make our work possible through their commitment of resources, time and expertise. With a growing organisation these partnerships are more important and we are grateful for the support.

Warm regards,

Ian Telfer

Chair

REPORT FROM THE CEO

This year Investing In Our Youth has continued to demonstrate the organisations ethos and commitment to our community through outstanding team work and delivering outcomes that have gone above and beyond those set out in our funding agreements.



IAN ANSTEE

Our decision to implement a new IT system in the previous financial year was vindicated in a way none of us expected – over night all staff went from an office based environment to remote working due to COVID-19. Staff became expert presenters online and our internet presence exploded! The response of all staff has been truly remarkable and my thanks go to each and every person involved in our operations this year.

Of course we could not undertake our work without the help and support of other organisations. In particular, we thank the staff from The Department of Education for their continued support of the Child and Parent Centres, staff at South West Development Commission and Department of Justice for their help with our Driving Programs, staff at Department of Communities for their continued support with The Pod as well as our new program at The Dalyellup Family Centre and our colleagues at Brotherhood of St Laurence for their support of our HIPPY Program.

Together as a community of organisations we have enjoyed close working relationships with many of the Not for Profit's in the Bunbury area and we thank them all for the support they have

given us. In particular it has been a highlight to work with Milligan on the new centre in Dalyellup.

While the year has been dominated by COVID-19 we did welcome Incredible Years Trainers from USA, brought new driving programs to the region and expanded our reach for The Pod.

The role of our volunteer board and members of our advisory panels enables us to continue to ensure our governance processes are as good as possible. I thank them for their advice and guidance in what has been a testing time for all – the organisation maintained all board meetings utilising a plethora of online meeting software.

We all look forward to the future where we can be representative of the community we serve and together our organisation can make a difference by supporting children, young people and their families.

Best regards,

Ian Anstee

Chief Executive Officer

OUR TEAM

Along with the help of some very flexible and talented creche workers, volunteers and students, the Investing In Our Youth team during the 2019-20 financial year included:

CEO

– Ian Anstee

FINANCE OFFICER

– Robyn Golding

SERVICE DELIVERY MANAGER

– Julia Poole, Bernie Evans

CHILD AND PARENT CENTRE COORDINATOR COLLIE VALLEY

– Carole English

CHILD AND PARENT CENTRE COORDINATOR CAREY PARK

– Deb Woods

EARLY YEARS ACTIVITY LEADERS

– Teresa Young, Virani Palkadapala, Chrischelle Davis, Tracey Slattery, Olivia Francisco

PARENTING PROGRAMS COORDINATOR

– Tricia Ward

PARENTING PROGRAMS DELIVERY

– Tricia Ward, Shaun Spicer, Danielle Flatt, Janine Charles

CRECHE WORKERS

– Olivia Francisco, Jacqui Groom, Angela

Hughes, Alicia Perry, Michelle Church, Jessica Murphy, Shoshanna Kay, Narelle Cowlshaw, Milota Vrapelova

HIPPY PROGRAM COORDINATOR

– Sophia Bennell

HIPPY TUTORS

– Heidi Dann, Raine Torrisi-Martinson, Priya Christo, Natalie Connolly, Brittany Yarran

SUPPORT COORDINATOR

– Kasey Collier, Janine Charles

CHILDREN'S SERVICES SUPPORT OFFICER

– Claire MacDonald

RESEARCH AND MARKETING COORDINATOR

– Sara Page

DRIVING PROGRAM MANAGER

– Semara Murphy

SUPPORT OFFICER FOR DRIVING PROGRAM MANAGER

– Bec Froud

PAINT THE TOWN READ COORDINATOR

– Gaia Boranga

ACKNOWLEDGEMENTS

Investing In Our Youth is fortunate to have a network of alliances who we collaborate and partner with to promote the healthy development of children and young people. We would like to extend our sincerest thanks to our funding bodies, community partners and individual supporters who make it possible for us to continue to deliver high quality programs and services.



CHILD AND PARENT CENTRE CAREY PARK



SNAPSHOT

Once again, the Centre has been very active with all its groups. We again had very successful transition to kindy groups that were facilitated out of Carey Park Primary School and Adam Road Primary School.

Staff completed new training (The Incredible Years) which meant we were able to restructure our groups to allow for a conducive environment for parents' learning. Momentum was building until the 23rd March when services were suspended due to COVID-19. Most staff commenced working from home and adapted to a new service delivery model.

Staff programmed and prepared packs for collection/distribution to families and playgroups/music were all recorded and posted onto groups on Facebook on a daily basis. The City of Bunbury Library supplied Better Beginnings book bags and the Road Safety Commission gave us travel mugs and stress relieving activities. These were distributed with the packs. Other agencies including WA Country Health Service (WACHS), Centrecare, South West Aboriginal Medical Service (SWAMS) and GP Down South contacted us and requested activity packs for them to distribute to their families and in turn, they linked them into our Facebook pages. Our families were given options

for their preferred contact method (Zoom, Facebook messenger, telephone, email) and staff regularly contacted each family to ensure everyone was OK and provided referral pathways when required.

During this time, we were able to support families who had never attended the Centre previously but were in our boundaries. This included SWAMS as we originally recorded activities for their pages and now continually support and train their playgroup leader in this new service delivery model.

Staff completed intensive online training in a variety of areas including Mental Health (Emerging minds, Adverse Childhood Experiences) to ensure they had the tools and strategies to deal with situations that may arise.

During this time, we attended webex meetings with the Department of Education and regularly received feedback that the Centre was very successfully working proactively with ideas and strategies; becoming leaders in the field. Jane Roberts from Department of Education requested at the Local Advisory Committee that the Department of Education minuted their thanks to the Centre and staff for their tremendous effort to continue to support the families and other agencies as well as congratulating us on our ability to share with other Centres.

HIGHLIGHTS

MyTime is held on Thursday mornings at the Centre and is a mix between playgroup and support for parents and carers of children with disabilities, medical conditions and developmental delays. We have had great levels of participation in our face to face sessions, and with the onset of COVID-19 and resulting social isolation measures we found that the group was able to provide valuable peer support to each other during this challenging time. We used weekly video conferencing, telephone calls, and social media to maintain contact as well delivering craft/activity packs to members on a weekly basis (often with something special included for the parent or carer).

One of our School Holiday Programs included the Snake Man. This proved very popular with a record number of families attending. There was a lot of interaction and a presentation on the varieties of snakes and their danger levels. Many families conquered their fears of snakes. Surrounding retail outlets also enjoyed the event which attracted shoppers to the marketplace.

My two and a half year old son and I have been attending the Child and Parent Centre Carey Park to participate in the wonderful music classes with Janine and Olivia for about a year or so now. What an engaging and well-delivered program this is and what fabulous coordinators you have in Janine and Olivia. My mother, who is a retired primary school music teacher (for about 25 years), attended this program with my son and she also thought the program was brilliant and beautifully run.

My family has now been (and continues to be) in self-imposed isolation, due to COVID-19, for about 9 weeks now. This is because my partner is quadriplegic and has reduced lung capacity since his accident, so is high risk. We have had very few outlets for our toddler. It has been a really tough time for us, being stuck at home with not much to do and no social contact.

As such, I have really appreciated the ongoing phone and text contact from Janine and staff at the Child and Parent Centre, just checking in to see how we are going. This contact has meant so much to me during this stressful time. In addition, the Centre has arranged for Deb to drop off activities at our home (as we are not going out) for our toddler. We have been so impressed and heartened by this support and the activities have been well-received by my toddler.

This kind of support (although it may seem small), is invaluable to people like me at this time who have been forced into isolation with no social contact/outlets. I hope that management appreciates and understands the importance of this support and enables it to continue. Please thank your wonderful team from us. They do a brilliant job and we would be lost without them right now.

STORIES

I have to tell you how much fun we are having with the scavenger hunts. We take our dogs walking every day and some days Liam rides his bike and some days he goes in the pram so that he can take his scavenger hunt form with him to find things on the walk. We are all having so much fun searching for the various things. Sometimes we get hairy looks, but then explain that we are looking for a spider or a caterpillar. Thank you for bringing so much joy and excitement to families homes.



Olivia with families at the Snake Man event.

CHILD AND PARENT CENTRE COLLIE-VALLEY



SNAPSHOT

This year has been eventful to say the least! At the Child and Parent Centre Collie-Valley (CPC) we've introduced a new role of Support Coordinator and welcomed a new Early Years Activity Leader. A broader range of services are available at the Centre and we are utilising the building more effectively. The impact of this is the Centre is evolving into a community hub. Agencies such as Western Australian Child Health Services, South West Aboriginal Medical Services, Waratah and Relationships Australia 4Families counselling service are working collaboratively to improve referral pathways and connect families to support services.

In response to the pandemic we've had to find new ways to engage and support families, whilst following government guidelines to keep our community safe. We set up closed Facebook pages for the MyTime Program and our early years programs and added all our regular families to them. In time, they added their friends, resulting in the Centre reaching many new families. We produced a fortnightly on-line newsletter offering families a variety of play activities, on-line parenting programs and tips and information about what services were available and on-line resources.

To stay connected to parents and children the Early Years Activity Leader pre-recorded

videos and posted them on the days that the playgroups previously ran. Activities were based around the theme 'Colour, Reduce, Reuse and Recycle', encouraging families to play with their children, explore outdoor spaces and think about the world around us. We distributed activity bags based on the same theme and asked families to post their child's creations on the Facebook page. The response was fantastic, and staff have created a collage of children's work that we plan to frame and display at the Centre.

With activity being low for part of the year, staff have had time to work on a plan to develop an extra play area at the Centre. We've recently introduced the new 'Curious Kids S.T.E.M' playgroup for families to enjoy the magic of science, technology, engineering and maths and discover the world around us. The theme 'reuse, recycle and repair that we initiated at the start of pandemic is here to stay and embed in everything we do at the Centre.



HIGHLIGHTS

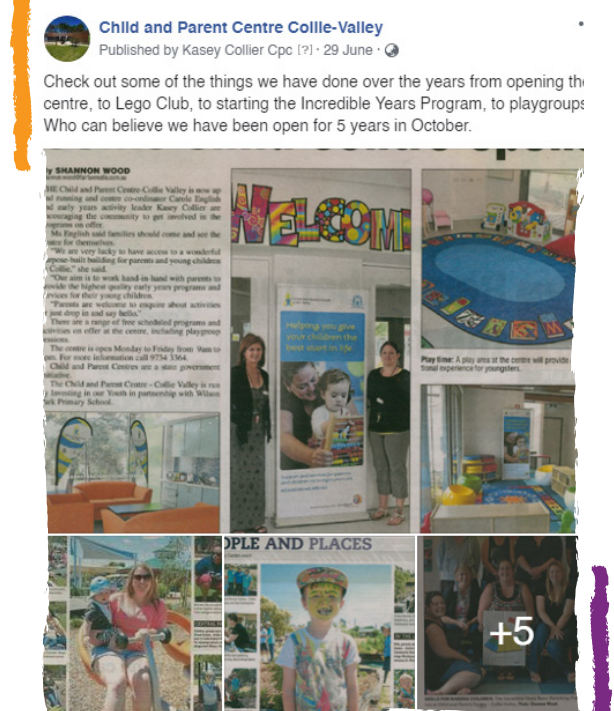
There have been many high points this year. The 1000 Books Before Kindy (1000BBK) program is now an established part of the Centre. Staff saw an increase in children reaching program milestones and families that had not previously read to their children were reading regularly at home. The Centre Coordinator delivered a presentation about 1000BBK at the CPC's Coordinator's forum in Perth. This resulted in Carey Park and Dudley Park Child and Child and Parent Centres introducing the program to their families.

A highlight was the Centre collaborating with the Radiance Network (www.radiancesouthwest.com.au), the Collie Family Centre and the Collie Shire. As a result, a working group was set up to find ways to support parents suffering post-natal anxiety and depression. On the 14th February 2020 the Radiance Network hosted a community consultation that highlighted a passion in Collie to support families struggling to adjust to parenting. This year a Radiance Network Support Group started running from the Collie Family Centre. Mums now have a place to go to enhance their emotional wellbeing whilst building relationships with their baby through the first months of parenthood.

STORIES

A focal point this year has been working in partnership with our host school, Wilson Park Primary School, to introduce the 'Let's Get Musical' early years program on the school site. The program is for parents and children (0-5yrs) and sessions include singing, dancing, playing with musical instruments and story time. After each session families can stay and socialise, and children can use the equipment in the school playground. The program is extremely popular and the response from parents has been great. Feedback from a local mum that has attended all sessions:

'Let's Get Musical' is a brilliant program! My two-year-old son Tom and I love coming along because it's fun but also, he's learning so much. The songs are often repeated each week and I've noticed that Tom is beginning to know the words and can predict what song is coming next. We use different musical instruments and children dance; role play and move around a lot. At home Tom talks about Chrischelle who runs the program and he's started to sing the songs independently. I'm glad the program is running again, Tom has fun, I get chance to socialise with other mums and everyone is made to feel so welcome.'



'Wow, 5 years!! Wonderful service for families with fantastic staff.'



SNAPSHOT

2019 was a good year. Our HIPPY enrolments had an excellent start with twenty-three enrolments for age four program and thirteen enrolments for age five program. By the end of 2019 all of our age fives had graduated.

This year was my first year as HIPPY Coordinator. I was previously a HIPPY Tutor. When taking on the role as Tutor you are hired for two years and then after the two years, we hire another new tutor. All tutors start as HIPPY Parents.

At the end of 2019 we lost our age five Tutor, Heidi Dann, which was sad as Heidi was a great asset to our team. Natalie Connolly is our new Tutor, bringing our Tutor total to three. We are in the process of hiring another Tutor for 2020 bringing the total Tutors for Bunbury/Collie to four.

We found it difficult to operate with the onset of COVID-19 and subsequent restrictions. Tutors commenced working from home and faced some challenges having to change the way we provided our program. We got through it and everyone worked hard to ensure families were still supported. Now we are back in the office and working together as a team to deliver the program to our families face to face.

Towards the end of the year we will have the opportunity to get out and about within the community, recruiting families so they have an understanding about HIPPY and how to join the program.

Thanks to the support from the Tutor's, Line Manager's, Consultants and CEO of Investing In Our Youth we are all doing well even though it was a very quiet and slow start to the year. But we are back on track and hope everything goes up and better from here.



HIGHLIGHTS

We have twenty-three enrolments for our age four program and all parents are keen to continue for the next two years.

We joined The Pod for Harmony day, however, due to COVID-19 restrictions it was a very quiet turn out but that didn't stop our groups and the children having fun.

We enjoyed the following highlights;

- Attended NAIDOC Family day with HIPPY displays 2019.
- Updated our HIPPY newsletters
- Harmony Day with The Pod.

As a team we are looking forward to getting back to Group Meeting (Playgroups) and catching up with the Parents and children face to face.

PAINT THE TOWN REaD



Investing In Our Youth is excited to bring Paint the Town REaD (PTTR) to Bunbury and surrounding areas. This nation wide movement promotes the importance of early literacy, using a whole of community approach, encouraging everyone to come on board to talk, read, sing, rhyme and play with children every day from birth. The program aims to generate a sustainable community movement that values and celebrates literacy, so all children arrive at school ready to learn. Investing In Our Youth received funding from Lotterywest to roll out the program in three communities in Bunbury and surrounding areas, prioritising those that have been identified as vulnerable according to the Australian Early Development Census and that express enthusiasm for the program.

SNAPSHOT

The Paint the Town REaD Coordinator started in mid March, just at the onset of the COVID-19 restrictions. This posed challenges in starting a community development project but were overcome by initially focusing on providing early literacy support to families at home via a Facebook Page. This was successful in engaging the target audience with posts regularly shared across other south west early learning sites. The "Read and Sing with Me at Home" campaign was also promoted in the local media.

A PTTR Advisory Committee has been established with representatives from key local organisations and will guide the rollout of the program. This will take a staggered approach, becoming established in one community before moving to the next. The first program is Bunbury based and targeting Withers, Carey Park and Usher which have early literacy vulnerabilities. Key partnerships have been formed in these suburbs to support the program. Paint Bunbury REaD is launching in early August at the City of Bunbury library when

the "magical reading egg" is presented to the community before it begins its journey around kindergartens, children and family centres and playgroups. The egg grows when it is read, sung and talked to, just like a child's brain! Eventually a reading mascot will hatch which will continue to spread the important early literacy messages.

HIGHLIGHTS

A program highlight has been developing a story of how the magical reading egg arrives in Bunbury. It involved the Paint the Cape REaD mascot Barney the Owl, Sea Rescue and the Dolphin Discovery Centre. It is great example of how all the community can get involved in promoting early literacy and has been embraced by the Bunbury community.



THE POD



SNAPSHOT

The year feels like it has been divided into two halves; before and after Stage 3 COVID-19 entered our communities. The first half of the year was an exciting period where The Pod consultants built on and maintained our membership through skill building workshops, individual small business consultations and VIP meetings. During the second half of the year we concentrated on support, advocacy and up to the minute small business information to our membership; which has enabled every service to remain open and viable. This was achieved largely through effective use of information technology, great cooperation with key industry groups and a willingness of the education and care community to all work together. We have also built on our membership outside the south west region.

HIGHLIGHTS

The Pod has developed an excellent reputation for providing both individualised training and dynamic, interesting skill building workshops. Covering such topics as noongar language, outdoor environments, child protection, accidental counsellor and customer service.

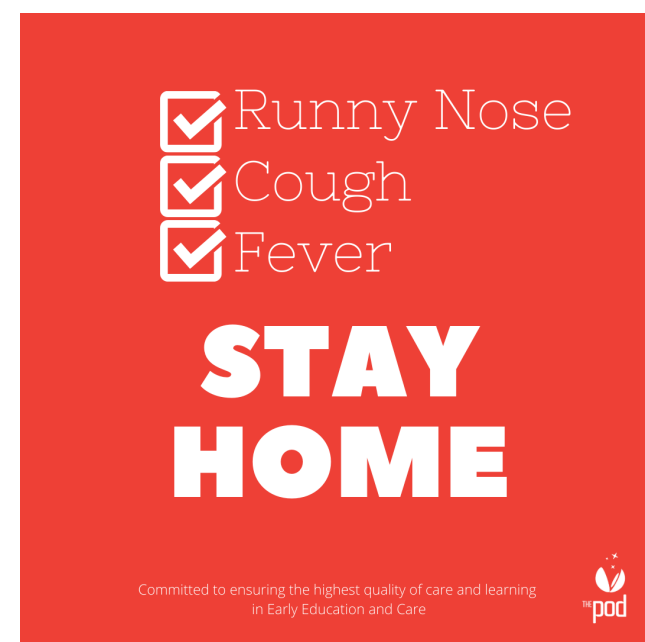
We facilitated personalised training sessions for individual small businesses in person and via technology.

Our individual business consultancy has been extremely busy and we are proud to say that we have assisted three rural education and care services

restructure. These businesses are building their viability and sustainability. As result of these restructures, we have three rural communities with access to childcare.

Finally, The Pod team undertook a significant commitment to our membership during the COVID-19 Stage 3 period. This included individual support to childcare coordinator, staff and management in the form of one to one conversations, information provision, development of COVID-19 safe policies and procedures. We undertook conversations of behalf of the membership with the local department of Public Health and produced a number of easy to share document for to help stop the spread of COVID-19 in education and care.

A key task for us was to track daily developments regarding funding of



Thank you

For being the carer
the sanitizer
the cleaner
the Educator
the kiss & drop implementer
the social distance enforcer
the constant.



the childcare industry via the Federal Government and as a result of this a significant number of our members were successful in their grant applications. These grants and Job Keeper were key to the survival of many of our members in the early months of COVID-19.

During June 2020 we surveyed our membership as to the support and service they received from The Pod during Stage 3 COVID-19 and the feedback was very positive.

The POD has been a fantastic help in ensuring that we (as a sector) were kept up to date with the expectations and requirements during the COVID-19 peak. They have been a great asset in assisting with the development and implementation of policies and procedures that ensured the best safety for children, their families and the staff.

As always, the reassurance, guidance, advice as well as praise and encouragement are priceless. Thank you!

The POD has always been very supportive of the Child Care industry but even more so during the COVID-19 crisis. They have ensured we have all the current information on the pandemic, new releases from the Health Department and DESE.

They have held regular Zoom meetings and are always available to answer questions via Email or phone. If they are unable to answer our queries, they are willing to reach out to other organisations to find the answers.

YOUTH DRIVING PROGRAMS



SNAPSHOT

During this year strong relationships have been made for the South West RYDE program. Operations in Bunbury and Busselton have been cemented and demand continues to rise. We have been constantly recruiting new volunteers who contribute their valuable time to help RYDE deliver assistance to young people and achieve their Logbook hours and in turn, their Driver's Licence.

We have been approached by several South West communities asking if South West RYDE could set up in their town. This includes Capel, Margaret River, Collierie, Manjimup, Harvey and more. We do not have enough cars to service all of these areas yet, but as the program continues to grow, we hope to expand our reach to more communities and the young people living in them.

HIGHLIGHTS

The End to End Young Driver Training Program was officially launched at the beginning of 2020. Funded by The Department of Justice and the South West Development Commission, in 6 short months we have seen approximately 30 young people enter this program so far.

Though some young people have left the program due to moving away or personal

life events, every single young person who began the Pre-Driver Education element of the program has completed it, and has either obtained a Learner's Permit as a result or is on their way to obtaining one as soon as Term 2 wraps up.

During COVID-19 restrictions we had to suspend all driving programs. However, this has not slowed any of our incredible young people down. The Term 1 group of young people in End to End completed their Pre-Driver Education in record time to beat the lockdowns and almost all of them have since obtained their Learner's permit.

The Term 2 group started late due to COVID-19 restrictions but has been working twice as hard to catch up on the time we missed. They will begin sitting their Learner's Theory tests in mid-July.

STORIES

Shania is a 17 year old young woman who was part of the first group of participants to enter End to End Young Driver Training. Shania showed great commitment from the very beginning and has been the first young person to obtain a Learner's Permit from the program. Shania has faced many difficulties during the time she has been in the program, living in the South West where she has no family supports, she has relied on the support of her friends around

her. Shania faced a particularly difficult time during the COVID-19 lockdowns as she lost her casual job and only source of income, could not attend the course she was studying in hospitality, and faced other challenges during this time.

Despite all of this Shania remained positive and motivated to achieve her goals, and as soon as restrictions were lifted she was the first to jump on board to sit her Learner's Permit Theory Computer Test. Shania was nervous attending the Department of Transport on the day, but scored a perfect 30 out of 30 on her test and has since begun driving lessons.

Shania has been featured in the Bunbury Herald for her achievements and has been personally congratulated by Don Punch.

For so many regional employers driving is an essential skill they need from their employees so helping young people get their driver's licence is a vital part of helping them become job ready //

Don Punch.



PARENTING PROGRAMS



Bringing Up Great Kids

SNAPSHOT

COVID-19 – how things have changed; Historically, face to face delivery has been the preferred method of parenting program facilitation as it allows for greater social connection and community building. The COVID-19 pandemic and resulting social isolation restrictions created an environment that allowed agencies and organisations to work outside of traditional parameters and move into the online space. Investing In Our Youth staff facilitated three Bringing Up Great Kids programs online, and found some of the advantages included being able to reach a broader range of families and offer more flexible attendance options for participants. We also ran three Incredible Years Book Clubs, a new concept involving weekly online discussion based on each chapter of the

Incredible Years parent book. This has been well received and is an avenue that we will continue to explore in future.

HIGHLIGHTS

Incredible Years Preschool Program

Investing In our Youth delivered the Incredible Years Preschool Parent program in Bunbury and Collie in late 2019. Both programs were well received by participants, with excellent feedback relating to the content of the course, facilitator delivery and the positive changes in family life from applying the techniques discussed. This program runs over 16 weeks and requires significant commitment from participants, however the impact that it has on parent/carer confidence and understanding of child development makes it well worth the

These are the parenting programs that we have delivered during the 2019-2020 financial year:

PARENTING PROGRAMS DELIVERED		
WHEN	PROGRAM	WHERE
Aug - Dec 19	Incredible Years Preschool Parenting Program	Collie Family Centre
Aug - Dec 19	Incredible Years Preschool Parent Program	Child and Parent Centre - Carey Park
Mar - Apr 20	Bringing Up Great Kids (3 sessions only due to COVID-19 restrictions)	Child and Parent Centre - Carey Park
Apr - Aug 20	Incredible Years Book Clubs	Online
May - Jul 20	Bringing Up Great Kids (x 3)	Online

These are the parenting program trainings that Investing In Our Youth staff have undertaken during the 2019-2020 financial year:

PARENTING PROGRAMS TRAINING UNDERTAKEN	
WHEN	PROGRAM
Feb 20	Incredible Years - Babies, Toddlers, Preschool, Early School Age, School Readiness and Attentive Parenting
April 20	Bringing Up Great Kids Online
May 20	Bringing Up Great Kids for Aboriginal Families
May 20	Circle of Security - Parenting
June 20	Tuning in to Kids

effort!

Incredible Years Group Leader Training

In February 2020, Investing In Our Youth hosted 7 days of Incredible Years Group Leader Training with Kimberlee Shoecraft from the US. The training was such a valuable experience for all of those that participated, with facilitation techniques that will also be transferrable to a wide range of environments and programs. Undertaking this training will enable Investing In Our Youth to expand the implementation of Incredible Years programs to include Incredible Babies, Toddlers, Preschool, Early School Age, Attentive Parenting plus the School Readiness program. The program durations range from 4 weeks to 16 weeks and cover ages from 6 months to 8 years, which means there's a program to suit everyone in the early childhood age group.



My home is a lot more happy and fun with less time telling the kids off and more time playing. //

Incredible Years® Preschool Program - Collie

I am firmer, less stressed and more tolerant. I am more in tune with my child and more confident as a parent. //

Incredible Years® Preschool Program - Carey Park

I really enjoyed learning about how positive experiences build stronger brains, and also about the trauma repair process. //

We've been practising Stop....Pause....Play with our children, and it really works! //

Bringing Up Great Kids - Online

ADVOCACY – OUT AND ABOUT

During 2019-20 we held the following memberships:

- Australian Charities and Not-for-Profit Commission
- Bunbury Geographe Chamber of Commerce and Industry
- Early Childhood Australia
- Playgroup WA
- ProcessWorx
- Volunteer SW

We participated in the following committees and networks:

- Australind/Eaton Early Years Care and Education Network
- Boodjari Yorga Reference Group
- Greater Bunbury Early Years Network
- Child and Parent Centre Data Collection Committee
- Collie Interagency Group
- Collie Early Years Network
- Collie Education Advisory Committee
- Collie Primary Principals Network
- Collie Valley Coalition of Schools
- Collie Shire Safety and Wellness Committee
- Early Childhood Educators of the South West
- Healthy Country Kids Network
- Interagency Parenting Program Meetings
- Local Advisory Committee
- Paint The Town REaD Advisory Committee

- Parenting Connections Working Groups
- Radiance Network
- South West Disability Network
- Worsley Community Liaison Committee
- Schools of the Future
- Wilson Park Primary School Progress Meetings

Staff professional development included:

- Accidental Counsellor
- Bringing Up Great Kids
- Cultural Competency
- Family Partnership Training
- First Aid
- People Management Masterclass
- Protective Education Training
- HIPPY Gathering

We supported the following events and forums:

- Shire of Collie audit of Collie Youth Mental Health and Family Support Services
- City of Busselton SW Early Years Futures Forum
- Val Lishman Foundation Child Health Symposium
- UWA Thrive for Life workshop
- Forum to present the findings of the Child and Parent Centre Evaluation report
- Quarterly Child and Parent Centre Coordinator Forums

GOVERNANCE

The Investing In Our Youth Board is led by Ian Telfer, CEO of WAPRES.

The Board is responsible for setting the strategic direction of Investing In Our Youth. It is responsible for monitoring the performance of the activities of the organisation and overseeing its financial state. The Board meets monthly.

In the 2019-20 financial year we welcomed new board members Mihael Finn, Rebecca Watson and Rhiannan Edwards and farewelled long standing board member Nicole Warren.

BOARD MEMBERS

Chair



Ian Telfer

CEO WAPRES

Treasurer



Mark Jennings

Ba Bus (Accounting and Public Practice)



June Foulds

Community Consultant



Beth Ferguson

Managing Director
- Main Event Media Pty Ltd



Lisa Glover

South West
Community Alcohol
and Drug Service



Marie O'Donoghue

Nurse Manager
- Community Health



Michael Finn

Independent Consultant



Anne Curd

Deputy Principal



Rebecca Watson

Clinical Coordinator
Headspace



Rhiannan Edwards

ORGANISATIONAL INFORMATION

Investing In Our Youth was incorporated in 2002 under the '*Western Australian Associations Incorporation Act 1987*', Registration No: A1010627M. Our constitution was updated to comply with the '*Western Australian Associations Incorporation Act 2015*' in November 2017.

The organisation is an income tax exempt charity and is registered with the Australian Charities and Not-for Profits Commission. The organisation is registered for GST and ABN details are 26 472 921 505.

AUDITS AND ACCOUNTS

A finance sub-committee has been formed to assist the Board in overseeing the proper financial management of the organisation. The Committee members included Ian Telfer, June Foulds and Mark Jennings.

The organisation requires that proper records of accounts are kept, true and complete accounts are maintained and audited annually and the auditor's report is presented at the Annual General Meeting. The external auditor for Investing In Our Youth is Des Duplex.

FINANCIAL REPORT

FOR THE YEAR ENDED 30 JUNE 2020

INDEPENDANT AUDITORS REPORT

TO THE MEMBERS

QUALIFIED OPINION

We have audited the financial report of Investing In Our Youth Inc., which comprises the Statement of Financial Position at 30 June 2020, the Statement of Profit or Loss and Other Comprehensive Income, Statement of Changes in Equity, Statement of Cash Flows for the year then ended, Notes to the Financial Statements including a summary of significant accounting policies and the responsible persons declaration.

In our opinion, except for the matter described in the Basis of Qualified Opinion section of our report, the accompanying financial report is in accordance with the requirements of the ACNC Act including:

- (a) giving a true and fair view of the registered entity's financial position as at 30 June 2020 and of its financial performance for the year then ended; and
- (b) complying with Australian Accounting Standards to the extent described in Note 1

BASIS OF QUALIFIED OPINION

Where cash donations are a source of revenue for the entity it has been determined that it is impracticable to establish control over the collection of cash donations prior to entry into its financial records. Accordingly our audit procedures with regard to cash donations was restricted to the amounts recorded in the financial records and we express no opinion as to whether the recorded cash donations are complete.

Investing In Our Youth Inc. in common with many organisations of a similar size does not operate a comprehensive system of internal control and the effectiveness of the audit was limited by this factor.

We conducted our audit in accordance with Australian Auditing Standards. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Report section of this report. We are independent of the registered entity in accordance with the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 Code of Ethics for Professional Accountants (the Code) that are relevant to our audit of the financial report in Australia. We have also fulfilled our other ethical responsibilities in accordance with the Code.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

EMPHASIS OF MATTER - BASIS OF ACCOUNTING

We draw attention to Note 1 to the financial report, which describes the basis of accounting. The financial report has been prepared for the purpose of fulfilling the entity's financial reporting responsibilities. As a result, the financial report may not be suitable for another purpose.

RESPONSIBILITIES OF THE RESPONSIBLE PERSONS

The responsible persons of the registered entity are responsible for the preparation of the financial report that gives a true and fair view and have determined that the basis of preparation described in Note 1 is appropriate to meet the entity's requirements and the needs of the members. The responsible persons' responsibility also includes such internal control as they determine is necessary to enable the preparation of a financial report that gives a true and fair view and is free from material misstatement, whether due to fraud or error.

In preparing the financial report the responsible persons are required to assess the entity's ability to continue as a going concern, disclosing, as applicable, matters relating to a going concern and using the going concern basis of accounting unless they intend to liquidate the entity or cease operations or have no realistic alternative but to do so.

AUDITOR'S RESPONSIBILITIES FOR THE AUDIT OF THE FINANCIAL REPORT

Our objectives are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with the Australian Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of the financial report.

As part of the audit in accordance with Australian Auditing Standards, we exercise professional judgement and maintain professional scepticism throughout the audit. We also identify and assess the risks of misstatement in the financial report, whether due to fraud or error, design and perform audit procedures responsive to those risks and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion.

Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control.

Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the responsible persons.

Evaluate the appropriateness of the entity's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or

conditions that may cast significant doubt on the entity's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial report or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our report. However, future events or conditions may cause the entity to cease to continue as a going concern.

Evaluate the overall presentation, structure and content of the financial report, including the disclosures, and whether the financial report represents the underlying transactions and events in a manner that achieves fair presentation.

D S Duplex

Certified Practising Accountant

Vickery Accounting

Dated 22 September 2020

STATEMENT OF FINANCIAL POSITION AS AT 30 JUNE 2020

2019			2020
	ACCUMULATED FUNDS		
113,880	Balance on Hand at Start of Year	901,255	
704,457	Funds Transferred to / from Contingency Reserve	-145,179	
82,918	Surplus (Deficit) for the year	3,082	
901,255	Total Accumulated Funds		759,158
	These Funds were Represented by-		
	CURRENT ASSETS		
	Cash & Cash Equivalents		
31,184	Cash at Bank - Westpac Cheque Account	10,204	
198,108	Cash at Bank - Westpac Cash Reserve	129,615	
800,000	Cash at Bank - Westpac Term Deposits	900,000	
2,000	Cash at Bank - Bendigo Bank	2,000	
0	Cash at Bank - PayPal Account	1,664	
497	Petty Cash	645	
	Receivables		
2,602	Debtors and Pledges Receiveable	16,460	
1,034,391	Total Current Assets		1,060,588
1,034,391	TOTAL ASSETS		
	CURRENT LIABILITIES		
3,037	Trade Creditors	10,628	
19,940	Accrued Expenses & Unexpended Grants	112,064	
7,684	GST Liabilities	6,432	
15,612	Payroll Liabilities	24,784	
34,853	Accrued Annual Leave	63,287	
31,415	Accrued Personal Leave	44,397	
20,595	Accrued Long Service Leave	39,838	
133,136	Total Liabilities		301,430
901,255	Excess of Assets over Liabilities		759,158

STATEMENT OF CHANGES IN EQUITY

113,880	Balance at beginning of year	901,255	
704,457	Transfers to/from Contingency Reserve	-145,179	
82,918	Add Total Comprehensive Income for the Year	3,082	
901,255	Balance of Equity at end of Year		759,158

STATEMENT OF PROFIT OR LOSS AND OTHER COMPREHENSIVE INCOME

FOR THE YEAR ENDED 30 JUNE 2020

2019		2020
	INCOME	
	Funding Income	
652,208	CPC Project Funding	735,074
232,701	Brotherhood of St Laurence Grant	260,498
3,601	Department of Social Services Grant	3,601
0	Department of Communities	14,546
18,217	Local Government Grants	13,665
21,760	Lottery West Grants	47,273
194,269	POD Revenue	71,811
18,639	SWDC Grants - RYDE & L-Earn	206,901
133,796	Sundry Grants - Other Organisations	52,099
	Other Income	
0	ATO - Cash Boost (COVID-19)	50,000
20,180	Interest	15,630
31,000	Project Management Income	68,739
24,705	Sponsorship	30,823
24,873	Sundry Income & Donations	40,663
1,1375,949		1,611,323
	Less EXPENDITURE	
21,097	Advertising, Marketing & Promotion	13,757
5,514	Bank & Compliance Fees	5,583
7,074	HIPPY Enhancement & Tutor Training Expenses	11,903
10,836	Hospitality Costs	12,313
14,018	Insurance	23,503
74,223	Information Technology	75,932
21,760	Lottery West Vehicle Grant Expenditure	0
7,603	Motor Vehicle Expenses	28,627
25,649	Printing, Postage, Office Expenses & Stationery	24,233
15,308	Professional Development	48,962
17,108	Program Costs	91,686
28,628	Rent & Utilities	31,347
84,194	Superannuation	97,394
25,218	Travel & Accommodation	13,816
934,801	Wages & Salaries	1,129,185
1,293,031	Total Expenses	1,608,241
82,918	Net Surplus (Deficit)	3,082

2019

2020

STATEMENT OF COMPREHENSIVE INCOME

82,918	Net Surplus /Loss for the year	3,082
	Other comprehensive income	
0	Items that will not be reclassified subsequent to profit or loss	0
0	Items that will be reclassified subsequent to profit or loss	0
82,918	Total comprehensive income for the year	3,082

NOTES TO AND FORMING PART OF THE ACCOUNTS

FOR THE YEAR ENDED 30 JUNE 2020

1. STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES

The committee has prepared the financial statements on the basis that the entity is a non-reporting entity because there are no users dependent on a general purpose financial report. The financial report is therefore a special purpose financial report that has been prepared in order to meet the requirements of the Australian Charities and Not-for-Profits Commission. The organisation is a not for profit entity for the purpose of preparing financial statements under Australian Accounting Standards.

These financial statements have been prepared in accordance with the recognition and measurement requirements specified by Australian Accounting Standards and Interpretations and the disclosure requirements of AASB 101 Preparation of Financial Statements, AASB 107 Statement of Cash Flows, AASB 108 Accounting Policies, Changes in Accounting Estimates and Errors and AASB 1054 Australian Additional Disclosures.

BASIS OF PREPARATION

The financial statements have been prepared on an accruals basis and are based on historical costs unless specifically advised otherwise. The going concern assumption has been applied.

The following significant accounting policies, which are consistent with previous years unless stated otherwise, have been adopted in the preparation of this financial report:

INCOME TAX

The entity is exempt from income tax pursuant to the provisions of the Income Tax Assessment Act.

PROPERTY, PLANT & EQUIPMENT

Where applicable each class of property, plant and equipment is carried at cost (unless specifically stated otherwise) less accumulated depreciation.

DEPRECIATION

Where applicable depreciation is charged on plant and equipment at rates determined by their effective lives using the diminishing balance method. Assets with a cost of less than \$1,000 are written off in the year of purchase.

EMPLOYEE BENEFITS

Where applicable Annual Leave, Personal Leave and Long Service Leave are accrued at current rates of pay for all eligible staff.

SIGNIFICANT MANAGEMENT JUDGEMENT IN APPLYING ACCOUNTING POLICIES & ESTIMATION UNCERTAINTY

Management undertakes a number of judgements, estimates and assumptions about recognition and measurement of assets, liabilities, income & expenses. The actual results may differ from the judgements, estimates and assumptions made by management and will seldom equal the estimated results.

The following are the significant management judgements that may have been used in applying the accounting policies of the entity:

Useful lives of depreciable assets

Management reviews the useful lives of depreciable assets at each reporting date based on the expected utility of the assets. Actual results may vary due to many factors including obsolescence.

Provisions - Long Service Leave & Personal Leave

The liability for long service leave, annual leave and personal leave is recognised and measured at the present value of estimated future cash flows at reporting date. In determining the present value of the liability attrition rates, pay increases and inflation are taken into account.

AUDIT FEES

Audit fees of \$5,500 were paid to Vickery Accounting during the financial year.





Investing in
our **youth** Inc.
for **21** years
1999-2020



Connect with us

www.investinginouryouth.com.au

Facebook.com/investinginouryouthwa

instagram.com/investinginouryouth_wa