

Investing in  
our youth Inc.



# Annual Report

23/24





# Commitment to Reconciliation

Investing In Our Youth is committed to reconciliation, increasing cultural awareness, developing respectful relationships, and creating meaningful opportunities with Aboriginal and Torres Strait Islander people.

We acknowledge the Traditional Custodians of the land we work on, the Wardandi Noongar people, and pay respects to their ancestors and Elders past and present.

We extend that respect to all Aboriginal and Torres Strait Islander people today and acknowledge your continuing connection to land, waters, and communities.

We respect the oldest, continuous living culture and are committed to working in partnership to strengthen and embed First Nation's voices and perspectives in our decision-making, now and into the future.





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# 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 young people and families. 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.



With special thanks to our Child & Parent Centre host schools, Carey Park Primary School and Wilson Park Primary School. We are fortunate to collaborate and partner with some fantastic organisations and people. We'd like to acknowledge and thank the following; Adam Road Primary School, Carers Gateway, Central Garage Collie, City of Bunbury, City of Busselton, Collie Early Education, Collie Family Centre, Collie PCYC, Collie Senior Citizens, Collie Suicide Prevention Network, Dalzellup Primary School, Feed it Forward, Food Bank, Freedom, Hudson Road Family Centre, The Jones Boys, Kiind, Maidens Park Primary School, Milligan, Parenting Ways, Playgroup WA, Radiance, South West Autism Network, Shire of Collie, Sprout Therapy, South West Women's Health & Information Centre, Thrive Counselling Support, Vinnies, Wanslea, Waratah, Wesley Mission.

## Business Partners & Memberships





# Vision & Purpose

## Vision

That all children, youth, and families live and grow in safe, healthy, and connected communities.

## Purpose

Building our communities' capacity so that every child and young person, regardless of location, household income or individual needs, can be nurtured to achieve their potential.

### OUR VALUES



#### Wholeheartedness

Our approach is grounded in care, compassion and generosity.



#### Sustainability

Our programs and practices grow and contribute positively to people and planet.



#### Integrity

Our practices are based on evidence, expertise and ethics.



#### Collaborations

Our partnerships are meaningful, equitable and diverse.



# Our commitment to **safety & wellbeing of children & young people**

Investing In Our Youth (IIOY) is dedicated to ensuring the safety, participation, and empowerment of children and young people, especially the most vulnerable. We uphold a zero-tolerance policy for child abuse and violence, placing the wellbeing of children and youth at the core of our values.

Guided by the 10 National Principles for Child Safe Organisations, we have policies, procedures and screening measures for staff and volunteers. Our commitment includes promoting cultural safety for Aboriginal and Torres Strait Islander children and young people, as well as those from diverse backgrounds and with disabilities.

[Click here to view our full statement.](#)

[\\*10 National Principles for Child Safe Organisations, developed by the Human Rights Commission](#)



# IIOY is committed to

## The National Principles for Child Safe Organisations

The National Principles for Child Safe Organisations provide a consistent approach to embedding a child safe culture and practices in organisations.



1.

Child Safety and wellbeing is in **organisational leadership, governance and culture.**



2.

Children and young people are **informed** about their rights, and **actively participate** in decisions affecting them.



3.

Families and communities are **informed** and **involved** in promoting child safety and wellbeing.



4.

**Equity** is upheld and **diverse needs** respected in policy and practice.



5.

People working with children and young people are **suitable** and **supported** to reflect child safety and wellbeing values in practice.



6.

Processes to respond to **complaints** and **concerns** are child focused.



7.

**Staff & volunteers** are equipped with the knowledge, skills and awareness to keep children and young people safe through **ongoing training and education.**



8.

**Physical** and **online environments** promote safety and wellbeing while minimising the opportunity for children and young people to be harmed.



9.

Implementation of the national child safe principles is **regularly reviewed** and **improved.**



10.

**Policies** and **procedures** document how the organisation is safe for children and young people.

# Chair Report



On behalf of the Board, I am pleased to present the 2023/2024 Annual Report for Investing in our Youth.

A key Board role has always been on the importance of having a Strategic Plan, the importance of ensuring the organisation is well placed to deliver on its objectives, including a shared vision for the organisation which also gives a clear message to all stakeholders about our goals and values. The sustainability of the organisation is a priority and clarity in strategy couple with good governance is essential, noting that our planning should always be balanced by our ability to respond to emerging issues and identifying new opportunities.

Our Board focus remains on effective strategy and good governance to support an agile organisation delivering on its objectives and

servicing our community. A dynamic local not for profit organisation is well placed to drive social change, and I am proud that IIOY and its team reflects this.

We have a very engaged Board, committed to the values and objectives of IIOY. We welcomed four new Board members in this financial year: Cherie Hazlitt, Jen Smoker, Amanda Caunt and Kylie Cullen. A high calibre Board compliments a quality CEO and team which continues to deliver valued services and support to our communities.

I thank all our supporting agencies and organisations. Your continued support is critical.

Finally, a thank you to all involved with IIOY, both in what you do and the way you do it. You should all be very proud.

A handwritten signature in black ink, which appears to read "Ian Telfer".

Ian Telfer  
Chairperson





## CEO Report

I am very grateful to be writing my second CEO Report as I continue a journey of daring leadership with the dedicated team from IIOY. There is a famous Peter Drucker quote that says that “culture eats strategy for breakfast”. This implies that the culture of your organisation always determines success regardless of how effective your strategy may be. The human factor in any organisation is so important and in the not-for-profit sector even more important. I am proud to have worked with the IIOY team over the financial year on culture first leading into strategy second. In September 2024, the leadership team embarked on Dare to Lead training based on the work of Brene Brown. Team leaders rumbled with vulnerability, explored their values, braved trust and learned to rise and the Dare to Lead approach has been continued to be rolled out at all levels of the organisation. This focus on culture first has allowed IIOY to now work on a new strategic planning document that sees culture and strategy complement and nurture each other. I look forward to the next year with IIOY as the organisation looks to transform itself and seek to grow in the right direction.

That said it has been a year of changes as well. IIOY has undergone some significant staff changes in the last financial as we farewelled team members Carole English, Kasey Collier, Peter Camarri, Mars Murphy, and Claire McDonald. We have welcomed on board Kristy O’Donnell (Collie CPC), Kristina Ugle (Collie CPC) and Rebecca McLevie (Blue Leaf Initiative). It was disappointing to see The Pod initiative come to an end after many years of offering services, support and expertise to the Early Childhood Education and Care sector. IIOY was unsuccessful in a grant application to Department of Communities and with most Early Childhood Centres working at capacity there as not time or money to invest in much needed consultancy and training support.

“ Daring leadership is ultimately about serving other people, not ourselves.”

Brene Brown

The Blue Leaf Initiative was funded for a second year via the Healthway's Healthy Communities grant and is going from strength to strength with additional grants received from Synergy, Southern Ports and Albemarle. As well as ongoing mental health and suicide prevention training these grants have supported a range of free community events to increase social connections, particularly in youth aged 18 to 25. The Youth Driving Programs continue to offer support to gain a driver's license and all the opportunities that come with a license including employment, education, and independence. Our early years programs in the Child and Parent Centres (Carey Park and Collie), Yallo (Dalyellup) and HIPPY (Bunbury-Collie) programs continue to offer parenting workshops, playgroups, and gatherings with a focus on early learning and transition to school.

IIOY continues its ongoing commitment to being child safe organisation with the national principles becoming embedded throughout our organisation and its program. Protecting children and youth is everyone's business and we strive to continuously improve our policies and procedures as a child safe organisation. IIOY fosters an organisational culture where the safety of children and young people are our priority and we create an environment where the children's safety, wellbeing is the centre of thought, values, and priorities. IIOY also values diversity, and people from all cultures and backgrounds are welcome. We give particular attention to promoting the cultural safety, participation, and empowerment of Aboriginal and Torres Strait Islander children and young people, children, and young people from culturally and/or linguistically diverse backgrounds and children and young people with disability.

IIOY also embodies the belief that reconciliation is a shared responsibility as we embark on our next Reflect Reconciliation Action Plan later in 2024. Our aim in our reconciliation journey is to create welcoming and safe spaces in all our centres and programs which are inclusive, promote diversity and improves the way we support our children, youth, families, and communities. IIOY continues to be committed to working in partnership with Custodians and Owners to strengthen and embed First Nation's voices and perspectives in our decision making, now and in the future. Team members attended the National Reconciliation Week event in Bunbury and promoted our programs at the NAIDOC Week Family Fun Day. Our intention is to enhance relationships with Aboriginal Community Controlled Organisations and be an ally for supporting their children and young people. In support of the Closing the Gap agreement IIOY is working with the Brotherhood of St Laurence to see the HIPPY program successfully transition to a local Aboriginal Community Controlled Organisation at the end of 2024. IIOY hope that this positive change will lead to higher rates of engagement and better outcomes for Aboriginal and Torres Strait Islander children and families.

I take this opportunity to thank the team at IIOY, the board members, staff, and volunteers as well as all our funding bodies, sponsors, donors and partners in service delivery. Together we can build our communities capacity so that every child and young person, regardless of location, household income or individual needs, can be nurtured to achieve their potential.



Nicky Smith  
Chief Executive Officer







My children's and my own life would not be the same without the Child and Parent Centre! I get emotional just thinking about how thankful I am. I feel the child and parent Centre saved my family. The Centre has always been the only safe place I felt I could bring my son and other children. It's the only place that makes him feel welcome and are understanding of his behaviours. I can connect with other parents and I am surrounded by lots of extra hands to help with my younger children, allowing me to help my son to socialise. The centre has been transformed to be the hub of the community. It is now so much fun for the kids and so supportive for the adults. This service is so critical for the ongoing health of our society. I can't stress this enough!



Child & Parent Centre - Carey Park Family





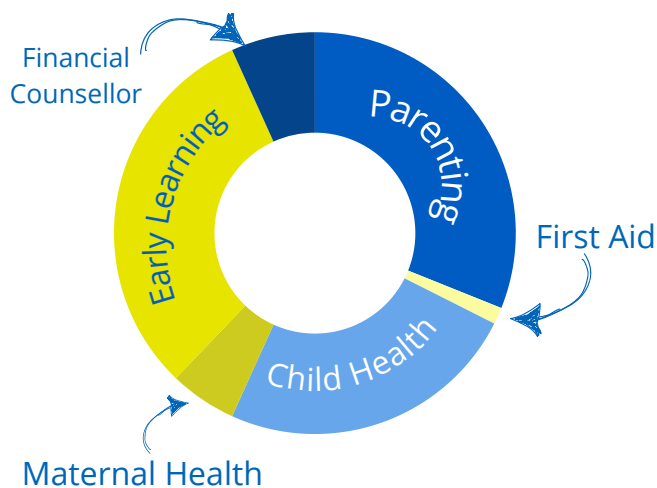
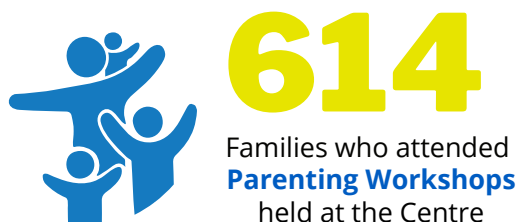
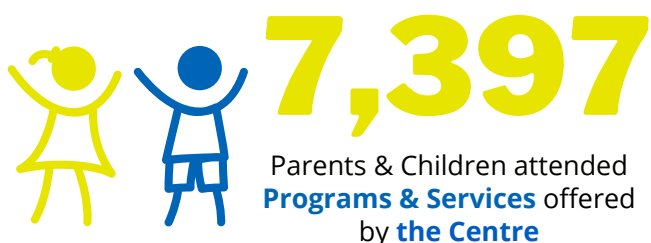
Child and Parent Centre  
Carey Park

# Child & Parent Centre Carey Park

Over the past year, the Child & Parent Centre has worked hard towards building strong relationships with the early childhood sector and local communities. Our focus on aligning with the key developmental domains outlined in the AEDC framework saw us enhancing early literacy through immersive sensory storytelling which has been really popular. The success of our parenting programs is evident in our high attendance and retention rates. This is testament to the high quality delivery and authentic relationship building with the families who attend our Centre.

## Program Highlights

**Early Literacy Focus:** Implemented popular programs such as "Munch Munch Sensorial Storytelling" and "Come on a Bear Hunt Sensorial Storytelling," which engage all senses to create immersive storytelling experiences. These programs are particularly beneficial for children with sensory sensitivities and disabilities, supporting emergent literacy skills through sensory experiences.



The variety of **programs and services** offered by the Centre





### Community Engagement:

Our school holiday programs are always well attended. This year we were proud to collaborate with Emerging Minds to bring their workshop to Bunbury to promote social and emotional wellbeing for our children.

**Parenting Programs:** Offered a diverse range of parenting programs with excellent retention and attendance rates. These programs have effectively supported parents and caregivers, enhancing their skills and engagement.

**Book Themes & Literacy Promotion:** Each term featured themed books to promote emergent literacy and integrate social and emotional wellbeing into all child development activities.

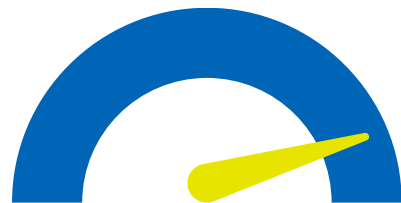
**Transition to School:** Holistically embedded the Transition to School framework across all programs, ensuring alignment with the key developmental domains from the AEDC and supporting a seamless transition for children entering formal education.

# 100%



of families surveyed felt **welcomed & respected** at the Centre

# 88%



of families surveyed agreed they had **learnt something new** about raising children

# 93%



of families surveyed said they were **more aware of support services** available to help their families.







The team at the Collie Child & Parent Centre are an asset to the community. The team went above and beyond when asked to facilitate a story time corner at this year's Collie Community NAIDOC event. I am very grateful that Collie Child & Parent Centre are involved in the journey to include Aboriginal families in all services in the community.



Stevie Anderson  
NAIDOC & Climate Justice Union





Child and Parent Centre  
Collie Valley

## Child & Parent Centre Collie Valley



This year, the Child & Parent Centre has successfully expanded its offerings through a variety of parenting workshops and community partnerships, demonstrating our commitment to supporting families in the Collie Valley. Notable programs included a highly attended two-part workshop on "Parenting Children with ADHD," led by Declan Mountford from Sprouts Therapy, which received positive feedback for helping parents better understand their children.

There has been significant changes in leadership at the Centre. The resilience and adaptability of both new and existing staff have been commendable, ensuring the continuity and vibrancy of our programs and their positive impact on the Collie community.

### Program Highlights

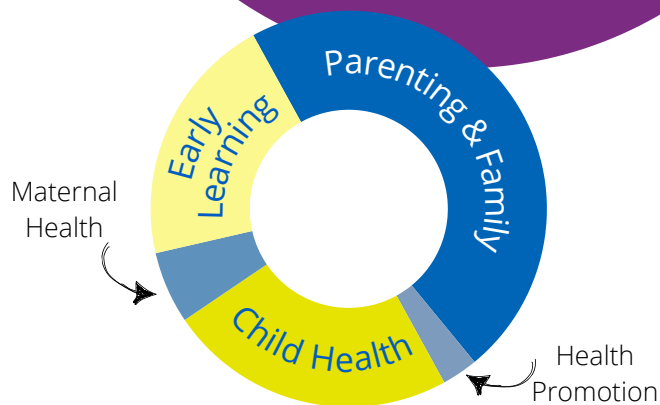
**Parenting Workshops:** The ADHD workshop was one of our most popular courses this year, with strong attendance and valuable insights shared by participants. We are proud of the diverse range of parenting workshops available to our community.

**Career Comeback Crew:** In collaboration with Jobs & Skills, this program successfully graduated 8 parents, focusing not only on practical skills but also on enhancing the overall well-being of families by empowering mothers to return to work and improve their family's holistic health.



**7,616**  
Parents & children  
supported at the  
centre in 23-24





**Program type** offered by the Centre.

**Transition to School Brochure:** In collaboration with Jen from Collie Early Education and local school principals, the Coordinators worked extensively on this brochure, with the aim to assist families with school readiness. We are excited to announce it will be going to print by the end of this year.

**WACHS Collaboration:** Our partnership with WACHS has proven beneficial, with child health nurses and developmental services at the Centre forming a supportive team around families. This collaboration has led to early identification of health issues and increased awareness of available services.

**Community Partnerships:** Strong relationships with local schools and community organisations, including the Shire of Collie and Collie Early Education, have fostered open communication and collaboration. This has been vital in supporting our LAC and enhancing service delivery.

**Staff Professional Development:** Declan Mountford led professional development sessions for staff, emphasizing strategies to support neurodivergent children in early childhood settings.



**663**

Families attended **Health Promotions**



**526**

Families attended **Support Groups**  
(such as MyTime & Early Parenting)



**943**

Children attended **Playgroup**



**2,544**

Adults & Children attended **Parenting and Family Support** programs at the Centre.



**98**

Families who utilized the **Creche Facilities**



# yallo

## Yallo

This year, our community programs have thrived, with initiatives like Summer Storytelling in the Park and Yallo Nature Play engaging around 15 families weekly, and attracting over 100 participants for special events, such as Bubbles Biyabeda's Birthday celebration. Families have shared overwhelmingly positive feedback, highlighting the new friendships formed and the increased enthusiasm for outdoor play and reading at home. The Yallo Facebook page has been instrumental in promoting these events, with many families connecting and lingering to foster relationships after sessions.



### 488

Families attended **Play Cafe** over 34 sessions offered at Dalyellup Primary



### 213

Families attended **Summer Storytelling in the park** over 7 sessions



### 244

Families attended **Nature Play in the park** over 8 sessions



### 540

Families attended **Bubs on Rugs** over 30 sessions



### Program Highlights:

**Yallo Play Café:** Facilitated by our experienced early childhood practitioner and an education assistant from Dalyellup Primary School. This program emphasized play-based learning and school readiness while providing a space for families to connect and build friendships.

**Yallo Nature Play:** These sessions extended storytelling into nature-focused play. Featuring interactive stories and rhymes, they encouraged exploratory play and fostered community connections among families.

**Bubbles Biyabeda Birthday Celebration:** Over 100 attendees celebrated the importance of early literacy at Fish Park,

part of the Paint Bunbury REaD initiative, which educates families about reading, singing, playing, drawing, and talking with children from birth.

**Sensory Storytelling:** These sessions focused on interactive storytelling and nature play, encouraging families to connect and explore together while strengthening community ties.

**Early Literacy Integration:** All Yallo programs embed early literacy components, including structured story and rhyme times, and provided families with resources such as a book swap box to encourage reading at home.



# 337

Families attended  
**Sensorial Story Time**



# 181

Families attended  
**Play Cafe for the Young & Old**



# 388

Families attended  
**Special Events**  
(Neighbourhood Day, Big Pram Walk, Seniors Week)



# 388

Families attended  
**Parenting Programs**  
(Bringing Up Great Kids, Dads Tuning into Kids, First Aid)



# 250+

Families attended  
**Paint Bunbury REaD events**



# 550+

Families attended  
**School Holiday events**





# HIPPY

## Bunbury - Collie



During this reporting period, we focused on expanding the HIPPY program in Collie through increased community engagement and partnerships with local service providers. We collaborated with organisations such as the Wardandi Miya-k Kaadadjiny Aboriginal Corporation and Goomburrup Aboriginal Corporation as part of the Stronger ACCOs and Stronger Families initiative.

Family engagement remained a priority, with regular gatherings featuring guest speakers and activities to maintain enthusiasm. We effectively utilised funding to provide incentives for family participation, including wellness packs and grocery vouchers. Additionally, we enhanced our program's learning environment by acquiring new play materials and resources, ensuring a vibrant and educational space for children and caregivers.

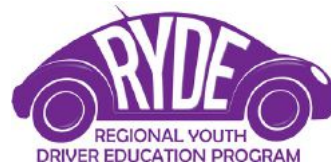
### Program Highlights

**Professional Development:** our HIPPY team attended Pre-Service Tutor Training in Broome, where we collaborated with the Broome and Derby HIPPY teams. Led by national site advisor Rachel, this training provided valuable opportunities for teams to share experiences, ideas, and solutions to common challenges. It ensured that new tutors received high-quality training and support.

**Special events & connection:** We have effectively utilized enhancement and supplementary funding to strengthen the HIPPY program through special family activities, including:

- Winnie the Pooh Puppet Show and Musical: at Bunbury Regional Entertainment Centre for families with children aged 5.
- Dolphin Discovery Centre: end of year celebration featuring a visit to the interpretive centre and morning tea for all HIPPY families.
- Goodie Bags: for all our graduating families.
- Progress incentives: for families, featuring small gifts.





# Driving Programs

In the past year, our driving program has made significant strides in enhancing young drivers' skills across multiple locations. Our End2End program has inducted over 240 participants, well above the expected 40 participants per year. We also successfully launched RYDE in Collie, with special thanks to Bendigo Bank Collie who generously donated a car. We have successfully expanded our community engagement, and celebrated significant milestones among our dedicated driving mentors. Our program's impact was recognised with a finalist nomination for the Volunteer South West Volunteer Coordinator of the Year and a nomination for the Community Achievement Awards.

## Program Highlights

**Location & Reach:** Operated in 3 locations—Bunbury, Busselton, and Collie—with 3 automatic and 2 manual cars, supported by service providers and support workers.



## 204 HRS

of supervised log book driving hours were taken up by Young People

**Mentorship & Participation:** Engaged 19 mentors, completing 168 sessions of volunteer driving with young people. Supported 71 active participants, with 46 gaining their provisional licenses.



## 46

Young People have been successful in obtaining P-plates with RYDE.

**Community Engagement:** Officially launched in Collie and participated in various local events, including Blue Leaf BBQs and several community festivals and expos.



## 50

Service Providers for South West RYDE



## 110

Support Workers for South West RYDE





**71**

Young People actively participating in **South West RYDE**



**3** locations

Bunbury, Busselton, Collie

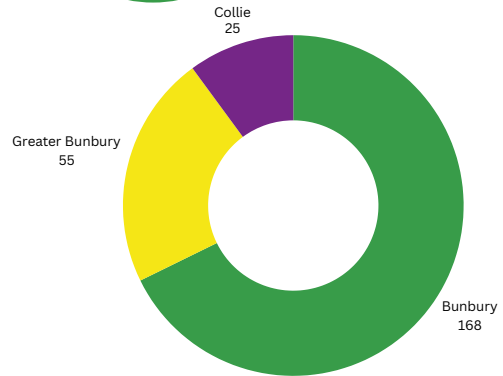


**Recognition:** Three driving mentors celebrated 5-year milestones, and one reached a 3-year milestone. The Driving Programs Coordinator was a finalist in the Volunteer South West Volunteer Coordinator of the Year category.

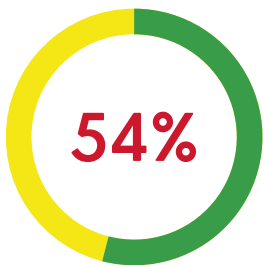
**Program Expansion & Success:** Partnered with 11 driving schools for lesson delivery. Achieved significant results with 22 participants gaining their provisional license on their first or second attempt. Nominated for the Insurance Commission of Western Australia Regional Safety Award.



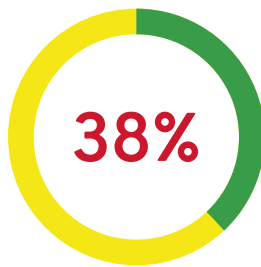
Young People **successfully completed** the full End to End Young Driver program this financial year.



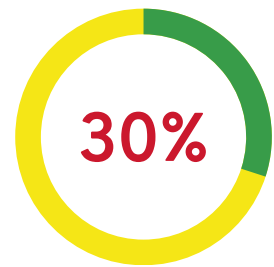
**Geographical breakdown** of young people who have participated in the program since conception.



Passed the PDA on the **First Attempt with End 2 End program**



Passed the PDA on first attempt **State Average**



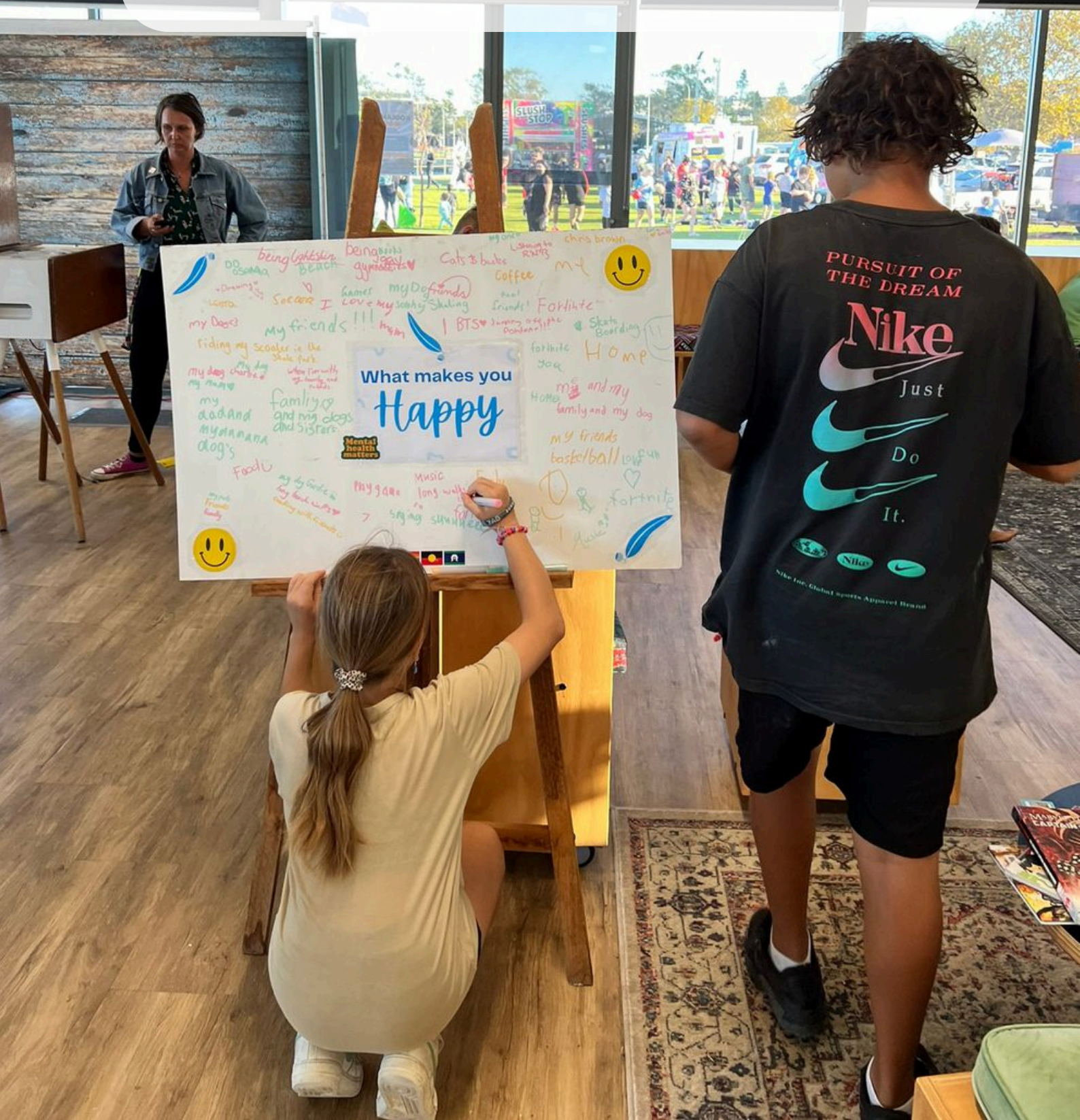
Passed the PDA on the first attempt **Bunbury Average**





Blue Leaf has provided an opportunity for me to meet new people and new friends. It had encouraged me to get out more and do things that 'fill my cup' which has been so beneficial for my mental health. I have also done some courses through Blue Leaf to learn about mental health which as also been incredible. I so appreciate Blue Leaf Initiative and all they stand for.

Blue Leaf Participant







# Blue Leaf Initiative

The Blue Leaf Initiative was initially launched to enhance mental health awareness, prevention, and support for young people through peer support mentoring. As the pilot project concluded in 2024, we adapted our approach based on valuable insights gained during the first year. With renewed funding from Healthways, the initiative now emphasizes prevention through collaboration and connection, focusing on four key pillars: Youth Safe, Youth Aware, Youth Empower, and Youth Connect. Our primary goals are to foster connections among young adults, build social support networks, and prevent suicide through early intervention and training initiatives.

## Program Highlights

**Youth Week Engagement:** During Youth Week 2024, Blue Leaf participated in several significant events, including Youth Fest in Dardanup, Youth Woola Boola in Bunbury, Brook Fest in Donnybrook, and the Capel Community Open Day. Participants wrote on leaves about places to seek mental health

support, which were then placed on a blue tree, and shared what makes them happy on a community board.

**Grants and Funding:** The initiative secured several grants, including support from Synergy's 2024 Collie Small Grants Program to reduce loneliness among Collie youth and funding from Southern Ports for a Youth Mental Health Forum.



**31.4K**

impressions  
on our Facebook  
account



**141**

likes  
on our most  
popular Instagram  
post



**2.9K**

views  
on our TikTok  
account



**40+**

Number of **young people engaged** with the initiative over the last 6 months.



**182**

People attended **training and education workshops**



**40**

Number of **social events & opportunities for connection** offered to the community.

**Community Events for Young Adults:** Blue Leaf organised various community events designed to provide opportunities for social connection.

**BBQ's and conversations at Koolambidi Woola:** These ran across summer, then 'Toasties & Chats' inside the building during the cooler months engaging with a range of young people.

**RU OK? Day:** Partnered with local Dalyellup Cafe to share RU OK? Day resources and give away free coffee and RU OK? day branded cupcakes. The Coordinator created a safe corner to encourage conversations.

**Launch Picnic:** Attendees were given a free coffee on arrival thanks to local coffee shop Little Spencers and all attendees reported feeling more connected to the community.

**Fortnightly Walking Group:** Young people invited to walk together around the inlet. Important discussions on mental health, diet, and healthy relationships.

**Sunset Dip:** Gaining popularity for its health benefits, cold water immersion was voted as a requested event by young people in the community survey. We ran

this in partnership with the Balanced Run Club.

**Diverse Background Picnic:** Young people from various backgrounds attended, leading to plans for a bush walk for Men's Mental Health Week.

**Games Night:** One of our most popular events, held at Yallo. All participants expressed eagerness for future events and great connections were made.

**Men's Mental Health Week Activities:** Football, BBQ and a lookout walk at Maiden's Reserve.

**Local Aid Event:** Drew approximately 500 attendees and raised \$4,000 for families affected by the Bunbury tornado. Blue Leaf supported this event by holding a stall and accepting community donations.

**Collie Café Launch:** Highlighted a demand for board game-focused activities, emphasizing the need for ongoing social connections in the area.





# Governance

## Our Board



### 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, Kylie Cullen and Michael Finn.

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 David Paine.

# Financials

for the year ended  
30 June 2024

[Click here to view the complete auditors report.](#)





Investing in  
our youth Inc.



## Our Contact



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