



# Capability Statement 2024 to 2028



## Acknowledgement of Country

Investing In Our Youth (IIOY) acknowledge the Traditional Custodians and Owners of Country, the Noongar people, and recognise their continuing connection to land, waters, and community.

We pay our respects to their ancestors and Elders past and present and extend that respect to all Aboriginal and Torres Strait Islander people engaged with our programs.

IIOY is 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 into the future.

### About the Artwork.

"The story represented in the artwork is about different families coming together with acceptance of their different ways. This story represents so many young people travelling through rough terrain looking for a place to call home, the little footprints represents the young people following and searching for the path to a place where they feel loved, accepted and respected. Learning from our Elders the children have learnt how to survive. The family symbol represents the family centre that accepts children of all ages and colour and making children feel safe at heart. Investing in the Youth is about differing people coming together and nurturing the young people giving them a guiding hand on surviving as adults."

This artwork was created by Ninnette Commito, a Balladong woman of the Gnaalla Karla Boodja.



With thanks to BlueSalt Consulting for support in developing the content of our Capability Statement.

## ABOUT US

Founded in 1999, Investing In Our Youth is a leading advocate for fostering positive change in the South West. We champion a range of prevention and early intervention programs, dedicated to helping children, young people, and families in our community not just survive, but truly thrive.

We offer programs that promote the wellbeing and development of children, families, and young people across the Greater Bunbury Region, including Collie.

For over 25 years, our organisation has flourished thanks to our dedicated staff who go above and beyond to deliver innovative programs, our volunteer board who dedicate their precious time to supporting our future endeavours, and ongoing collaboration and support from various organisations in our community. These relationships enable us to provide free or low-cost services to our community.

### 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.





**Adaptive and local,  
Investing in Our Youth  
has served the  
community for over  
25 years.**

**Our genuine and lasting  
connections and  
partnerships support  
service delivery to  
families across the  
region.**

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.





## OUR DIFFERENCE

Investing In Our Youth takes a collaborative approach to building thriving communities across the South West, working closely with local partners and fostering strong relationships from partners to community members and everyone in between.

Our community-focused decision-making process empowers individuals and teams, encouraging active participation and idea-sharing that influence the entire organisation. This approach enables us to localise efforts, form meaningful networks, and build capacity at the community level, ensuring that our funded programs are delivered effectively and sustainably at the grassroots.

## OUR PRIORITY AREAS

**1.**  
Empowering children  
and young people  
to participate.

**2.**  
Embedding child safety  
at the heart of our  
organisation.

**3.**  
Working  
collaboratively  
with others to foster  
partnerships.

**4.**  
Encouraging curiosity  
and lifelong learning.

**5.**  
Building a sustainable  
and inclusive  
organisation

### **Empowering children and young people to participate.**

Participation is at the heart of enacting positive change. Our programs, services and people are focused on empowering children and young people to take part. Fostering engagement and confidence takes time and commitment. Our wholehearted approach, grounded in care, compassion and generosity helps each individual grow and brings with it a marked flow on effect to families and the wider community.

Empowering children early has proven significant developmental benefits. The support provided to children and families by Investing In Our Youth sets them on a path to success. We are equally dedicated to young people in our community, investing in programs that provide them with the tools they need to become active members of the community.

### **Embedding child safety at the heart of our organisation.**

Investing In Our Youth is unwavering in its commitment to the safety, empowerment, and participation of all children, especially the most vulnerable. We maintain a zero-tolerance stance against any form of child abuse or exploitation, and have established robust policies and procedures to ensure the protection of program participants. This includes rigorous screening and background checks for individuals working with children and young people, alongside induction and training on our policies and reporting requirements.

Our approach involves proactive risk management and strict adherence to legal obligations for reporting concerns about child safety. We are dedicated to cultivating an inclusive environment that supports diversity, with particular attention to the cultural safety and empowerment of Aboriginal and Torres Strait Islander children, those from culturally and linguistically diverse backgrounds, and children with disabilities.

### **Working collaboratively with others to foster partnerships.**

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. Our funding bodies, community partners and individual supporters enable us to deliver high quality programs and services.



This inclusive partnership-based approach is a cornerstone of our organisation and allows us to maximise our reach and impact where it matters. The proven agility of our operations has supported our reputation as an organisation able to take action, facilitate connections and provide valuable local insights to inform program delivery.

### **Encouraging curiosity and lifelong learning.**

Our commitment to fostering curiosity and a love of lifelong learning is embedded in every aspect of our organisation. It is at the heart of every program offered by Investing In Our Youth, encouraging our participants to be open-minded, willing to try, learn and grow. We find this approach infiltrates entire families, as they embrace new ideas and concepts, while also recognising growth in themselves and their children.

We are also dedicated to ensuring that, as an organisation we remain actively open to new ways of thinking and building on our experiences. Embracing that childlike curiosity and open-mindedly testing new concepts has helped us to grow into the organisation we are.

### **Building a sustainable and inclusive organisation.**

Recognising the dynamic space we operate in, and learning from the unprecedented challenges faced during the COVID-19 pandemic, Investing In Our Youth has refocused to ensure a sustainable, compassionate and inclusive future.

Our organisation has observed and adapted to the significant changes shaping the early childhood and youth sectors. In response, we continuously evolve to meet the needs of children, young people, families, and the communities that supports them. Guided by strong governance and a collaborative approach, we are dedicated to creating meaningful and sustainable outcomes that strengthen the fabric of our communities.







“ Hudson Road Family Centre highly values the collaborative relationship it holds with the Child and Parent Centre Carey Park (CPCCP). The workshops and opportunities provided by CPCCP in our Centre bring easily accessible essential parenting knowledge to our community of Withers. CPCCP’s workshop provisions are current, professional, highly knowledgeable and enjoyably delivered often with a creche to decrease barriers. ”

**Jennifer Monaghan,  
Hudson Road Family Centre**



## OUR IMPACT

### Child & Parent Centres

We believe families are children's first teachers. Child and Parent Centres equip children, parents, and carers with the tools, community, support, education, and confidence they need to thrive.

#### Child & Parent Centre - Carey Park

Child & Parent Centre – Carey Park is a vibrant hub providing essential support to children and families through maternal health programs, playgroups, parenting workshops, and family support. Aligning with the AEDC framework, the Centre delivers evidence-based programs tailored to family needs while fostering strong community connections.

#### Highlights include:

- A diverse range of parenting programs with excellent retention and attendance rates, supporting parents and caregivers, by enhancing their skills and engagement.
- Every child-focused program integrates skill development opportunities all five AEDC domains, offering holistic and varied opportunities to ensure smooth transitions into formal education.



# 7,397

Parents & Children attended  
**Programs & Services**  
offered by the Centre in  
2023/2024 financial year



# 614

Families who attended  
**Parenting Workshops**  
held at the Centre in  
2023/2024 financial year

**High quality service delivery and authentic relationship building with the families who attend our Centre creates a lasting impact.**



“ Team at the Child & Parent Centre – Collie Valley 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 Child & Parent Centre – Collie Valley are involved in the journey to include Aboriginal families in all services in the community. ”

**Stevie Anderson**  
**NAIDOC & Climate Justice Union**

## Child & Parent Centre - Collie Valley

Supporting families in the Collie Valley, the Child & Parent Centre continue to expand our offerings, responding to community needs, through delivery of a variety of workshops and partnerships to families and children across the community. Our collaborative, partnership-focused team is dedicated to assisting the entire family unit, through parenting programs, inclusive playgroups that foster connection and a love of learning, access to children's health specialists and programs supporting the transition to school.

### Highlights include:

- Partnering with multiple agencies to deliver high quality evidence based Circle of Security parenting program to the Collie Community.
- Prioritising opportunities for access to a wider range of services delivered in partnerships with ICAHMS, Anglicare WA and Relationships Australia from the Child and Parent Centre.



**Engaging Collie Valley families and supporting them to be connected, active, and confident is at the heart of our service delivery, along with a strong emphasis on empowering children and parents for a positive and smooth transition to school that creates a life long love of learning.**



# 2,544

Parents & Children attended

**Parenting & Family Support programs** offered by the Centre in 2023/2024 financial year



# 663

Families attended

**Health Promotions** offered by the Centre in 2023/2024 financial year



“Thank you to Yallo for some wonderful mornings at Storytelling in the Park. We recently moved to the area and my three year old was having a tough time with all of the changes. I saw a glimmer of hope with him as he enjoyed this session straight away. Each week he looks forward to it and we often stay down there under the trees for 2hours +. The kind and friendly welcome has helped our transition to town immensely and I will be forever grateful for that.”

**Sally McClurg,  
Yallo Participant**



## Yallo

Funded by the Department of Communities, IIOY and Milligan partnered to create Yallo; a vibrant community hub providing connection, education and activities for the Dalyellyup community. IIOY focus on providing activities, educational workshops and pop up play opportunities that support families with children in the early years.

Families have shared overwhelmingly positive feedback, highlighting the new friendships formed and the increased enthusiasm for outdoor play and reading at home. Encouraging connection and cultivating a community around family units is a key objective of Investing In Our Youth and our mission to improve family resilience.

### Highlights include:

- Successful running of 'Bringing Up Great Kids' program which supports parents and caregivers in developing mindful, positive relationships with their children. We experienced a great retention rate and a lot of participants transitioned to our 'Bubs on Rugs' program to continue friendships and learning.
- Our outdoor play activities such as 'Storytelling in the Park' and 'Play Cafe for the Young and Old' have gained in popularity, extending through to the winter months. We regularly see over 30 families per session, with many families expressing their gratitude for the connection and learning.



# 488

Families attended  
**Play Cafe** over 34 sessions offered at  
Dalyellup Primary in 2024



# 540

Families attended  
**Bubs on Rugs** over 30 sessions  
in 2024



**Investing In Our Youth is proud to work in partnership, to provide the Dalyellup community with convenient access to parenting education and children led programs.**

“ Youth Justice Service in the Southwest of WA continue to benefit from the extensive driver training programs delivered by IIOY. The partnership between Southern Youth Justice Services and IIOY is opening up employment pathways and fostering a sense of self-worth and achievement for young people throughout the region who might not have had access to such valuable opportunities otherwise. ”

**Stephen Fry,**  
**Southern Youth Justice Services**



## Driving Programs

Investing In Our Youth offers two driving programs across three locations throughout the South West. These programs play an integral part in helping young people meet the requirements for obtaining their driver's licence. Young people are granted the opportunity to gain vital driving experience and logged driving time under the guidance of volunteer driving mentors, service providers and support works with our Regional Young Driver Education (RYDE) program. The End to End Driver Training program is designed to support participants in their journey to achieving their full licence, from end to end, including pre-driver education, supervised driving hours and supports.

### Highlights include:

- End to End Driver Training was nominated for Insurance Commission of Western Australia Regional Safety Award for the past three years and was winner in this category in 2024.
- Both driving programs have exceeded expectation with the volume of young people supported. Over 70 Young People actively participated in South West RYDE in 2024 and 104 successfully completed the full End to End Driver Training program.



**46**

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



**204 HRS**

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

**These driving programs provide both automatic and manual vehicles and help improve access for South West youth needing to achieve their driving qualifications, which improves connectivity and employment opportunities.**





“ Partnering with IIOY’s Blue Leaf initiative has opened doors for us and allowing us to access an older demographic that we sometimes have a challenging time engaging with. Blue Leaf events are always fun and up-to-date which means that we’re getting engagement in a way that is encouraging new people to connect with us at Freedom. I wouldn’t hesitate to partner with Blue Leaf initiative again - working with Bec has been a delight - she’s very organised and her planning means that our partnerships have been straightforward, smooth and mutually beneficial. ”

**Alannah de Munck, Freedom State, WAAC**



## Blue Leaf

Blue Leaf Initiative, funded by Healthways, is a youth mental health and wellbeing promotion project focusing on collaboration, connection and community. Blue Leaf Initiative has 4 pillars: Youth Safe (mental health training), Youth Aware (connecting young people to supports), Youth Empower (co-design with young people), and Youth Connect (inclusive social events).

Blue Leaf Initiative aims to foster connection among young adults, build social support networks, and prevent suicide through early intervention and training.

### Highlights include:

- A variety of safe, inclusive and accessible events for people in Bunbury and Collie including games nights, walking groups, art and craft sessions, book clubs, yoga classes and more.
- Hosting Bunbury's Biggest Community Picnic for over 300 Southwest locals during Mental Health Week.
- Engaging young adults in a variety of volunteering opportunities to connect with others and contribute to their communities.

**The reach of the Blue Leaf Initiative is growing and helping to improve mental health outcomes for young people across the Southwest.**



**182**

People attended **training and education workshops**



**1000**

People attended **social events & pop ups** offered to the South West community

“ Collaborating with Investing In Our Youth to deliver parenting education programs is always a pleasure. Their unwavering dedication and commitment to empowering families distinguish them as a standout organisation. They are able to offer programs that are not accessible in other regions of Western Australia, enabling them to meet specific needs of families. Their flexibility, proactive approach, and strong advocacy for families in the South West region are commendable and greatly valued by parents as well as other organisations.”

**Deborah Woods, Parenting Ways**





## OUR ADVOCACY

Advocating on behalf of families, young people and children transcends our day-to-day program delivery. Along with our dedication to being a voice for healthy children and families, we also play vital role in supporting families to self-advocate, empowering them with information and support about the channels most appropriate to aid their family circumstances.

Through formal and informal channels, we collaborate with delivery partners and decision-makers to promote positive child development, child safety, and parental support. Our advocacy normalises difficult conversations and strengthens systems to create robust, interconnected support networks.



## OUR LEADERS

### BOARD

Members of the Investing In Our Youth board represent a range of disciplines and have a shared interest in collaborating to promote the healthy development of children and young people in the South West region.



**Ian Telfer** Chair

Governance, Leadership, Strategic Planning, Management, Change Management and Negotiation.



**Christine Gorman** Deputy Chair

Education, Assessment, Governance, Strategic Planning, Financial Management and Budgeting.



**Kylie Cullen** Treasurer

Financial Sector, Board Governance, Strategic Planning, Budgeting, Data Analysis.



**Jen Smoker** Secretary

Psychology, Education, Youth Development, Mental Health, Critical Incident Response.



**Beth Ferguson**

Marketing, Strategic Planning, Board Governance, Education Sector and Local Knowledge.



**Amanda Caunt**

Risk Management, Compliance, Governance, People & Quality Management, Performance and Analytics.



**Claire MacDonald**

Early Childhood Education & Care, Child Safeguarding Training and Assessing Business Management.



**Michael Finn**

Clinical Nursing, Mental Health and Disability, Board Governance, Assessment and Quality Improvement.



**Christine Gorman**

Physiotherapist, Health Management, Health Sector, Child Development and Quality Improvement.

## Team

The Investing In Our Youth team consists of a dedicated group of individuals, who's expertise, experience and commitment to collaboration help ensure the organisation achieves our 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.



**Nicky Smith** CEO

Human Services Management, Community Development, Stakeholder Engagement, Strategic Planning and Health Promotion.



**Sara Page** Marketing

Marketing and Media, Design and Branding Ambassador, Content Creator and Planner, Empowering Families and Prevention Focused.



**Robyn Golding** Finance

Financial Sector, Board Governance, Strategic Planning, Budgeting, Data Analysis.



**Tricia Ward** Coordinator Child & Parent Centre - Carey Park

Social Science (Children and Families), Parenting Information and Support, Early Years Advocacy, Community Engagement and Family Empowerment.



**Kristy O'Donnell**  
Coordinator Child & Parent Centre - Collie Valley

Collaborative Leadership, Project Management, Counselling, Consultation and Community Engagement.



**Caitlin O'Donoghue**  
Yallo Coordinator

Activity Leader, Early Years Practitioner, Early Years Advocacy, Family Empowerment, Community Engagement.



**Bec McLevie**  
Blue Leaf Coordinator

Health Promotion, Child and Adolescent Mental Health, Community Development, Access and Inclusion and Youth Development.



**Raine Torrisi** Driving Programs Coordinator

Driver Education, Youth Development, Community Engagement, Stakeholder Engagement, Training and Assessment.



Parenting Connection Southwest (Anglicare WA) benefits greatly from their close working relationship with IIOY. Together, we have been able to support a diverse range of families, including those that are often difficult to engage, and we share a collective vision for community well-being and empowerment.

**Sue Riccelli, Anglicare**

## FINANCIAL MANAGEMENT AND SUSTAINABILITY

Sound fiscal management and long-term sustainability planning ensures Investing In Our Youth continues to be a leader in the well-being and development of children, families, and young people. The Board is supported by a dedicated finance sub-committee, which oversees the organisation's financial health, ensuring compliance with reporting requirements and accountability to stakeholders.

We maintain accurate, audited accounts, with the auditor's report presented at the Annual General Meeting each year. These practices enable Investing In Our Youth to maintain successful service delivery via several financial streams and associated reporting requirements, while ensuring ongoing accountability and transparency.

### Power of Partnerships

Leveraging partnerships, promoting connections and collaboration is a priority. Investing In Our Youth has a long-standing reputation of collaborative service delivery. This person-centred focused model places local families at the heart of our financial planning and implementation. This also enables our organisation to maximise service delivery by offering services that are well-aligned with those of partner organisations.

### 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.







## **SUPPORT US TO SUPPORT FAMILIES**

Investing In Our Youth is committed to empowering children, families, and young people through evidence-based programs that create lasting change. Your support enables us to connect families with the tools, knowledge, and resources they need to give their children the best start in life.

By partnering with us, you can help expand vital services that nurture children's development, strengthen family resilience, and foster healthier, more connected communities. Together, we can ensure that every child has the opportunity to thrive.

### **Funding**

Investing in Our Youth secures funding through grants, tenders, sponsorships, and donations, enabling the delivery of a diverse range of programs and services. Our commitment to transparent financial management and accountability ensures that every dollar is used effectively to support children, young people, and families.

By diversifying funding streams and building strong relationships with funders, we maintain financial stability while remaining adaptable to changing needs. This approach allows us to continue providing impactful, evidence-based programs that benefit the community.


### **Partnerships**

Collaboration and partnerships improve financial efficiency, while also ensuring end user service delivery is maximised. Investing In Our Youth has a long-standing reputation for collaborative and cooperative service delivery. By working in partnership and leveraging other services in the region we promote coordinated service delivery and reduce service duplication – ultimately resulting in great financial efficiency across the board.

## DISCOVER MORE

Reach out to discover more about Investing In Our Youth or to discuss funding or partnership opportunities.

### Nicky Smith, CEO

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