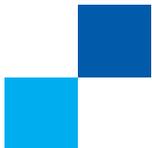


A photograph of three young people celebrating. On the left, a young man with a wide smile wears a black hat and a brown jacket. In the center, a young woman with long hair and round sunglasses blows confetti. On the right, another young woman with sunglasses and a headband looks towards the camera. The scene is filled with colorful confetti and a bright, warm light, suggesting an outdoor party or festival.

youthsafe

Annual Report
2016/17



YOUTHSAFE

'We partner to prevent unintentional injury of young people'

Twitter: @youthsafe

Facebook: @youthsafe82

www.youthsafe.org

304/ 5-9 Devlin Street RYDE NSW 2112
PO BOX 1074 RYDE NSW 1680

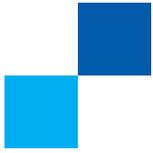
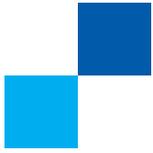


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CHAIRPERSON'S MESSAGE

Professor James Middleton

Youthsafe, in its continuing commitment to secure a sustainable pathway as a respected, independent, partnering organisation, achieved nine of its ten strategic plan success indicators: see page X of this report.

The four strategic goals for the year were

1. Growing revenue and programs with the support of third parties
2. Reducing expenditure and arresting loss
3. Amplifying presence, reach and voice and
4. Enhancing governance.

While the principal strategic challenge remains growing revenue – only 72% of our revenue target for the year was achieved - our progress with regard to each goal was considerable and occurred in respect to:

- Growth of the Safer Drivers Course, school-based services and a new partnership with AFL NSW-ACT
- Our first-ever corporate sponsorship - with Bannister Law – and a business relationship with Huddle Money
- Significant savings in relation to rentals and utilities as a result of downsizing to smaller premises in Ryde
- Investment in social media, new branding and professionally developed promotional strategies
- Augmentation of board capability through a new board recruitment in the appointment of Dr Gerald Khoury.

Throughout the year Youthsafe continued to provide services as usual at the state, regional and local levels. For the first time ever we were delighted to receive support from the ClubGrants program and would like to acknowledge the Mounties Group, Chatswood RSL and Canada Bay Council in that regard.

Our role as the state's provider of training all course providers of the Safer Drivers Course was renewed for a further three years near the end of the financial year. We were particularly proud to know that 88,000 learner drivers state-wide had done the course during our three year tenure as the state's first and exclusive training provider.

We also adopted a Theory of Change and an accompanying logic model to assist in measuring impact.

A comprehensive review of all Youthsafe policies and procedures was undertaken, leading to the adoption of eight new policies during the year with a further seven in the pipeline.

The absence of Deductible Gift Recipient approval from the Federal Government continued to make accessing Foundation funding problematic. We appreciated the support of the Federal Member for Bennelong, John Alexander, in trying to have this issues favourably reviewed by the Minister for Revenue and Financial Services.

We also appreciated his role in helping us obtain a Federal Government infrastructure grant which enabled us to purchase an electronic smart board.



CHAIRPERSON'S MESSAGE

NSW Health continued as our principal funding partner enabling us to provide resources and services at no or reduced cost. Health's continuing commitment to injury prevention is greatly appreciated.

On a more personal note I would like to thank Brian Elkington of Adams Pluck (Intellectual Property Attorneys) for his professional assistance in securing trademark protection for Youthsafe's approach to service delivery and its new branding.

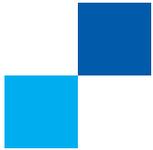
Thanks are also extended to my fellow pro bono directors who comprise the Board of Youthsafe: David Riches (Deputy Chairperson), Ian Bourne (Company Secretary and Treasurer), Gregory Cantwell, Jane Elkington, Max Lloyd-Jones and Gerald Khoury. We are fortunate indeed to have people of such skill and commitment accepting the responsibilities of Board governance.

I was saddened to have had to farewell Jane Elkington who stepped down from the Board this year after making a wonderful contribution to the organisation which spanned over 18 years.

Finally, I would like to record my thanks to the office team led by our Chief Executive, Warren Johnson. All directors appreciate the energy, thoughtfulness and skill the team brings to the fore in progressing our Mission to partner to prevent unintentional injury of young people.



Youthsafe Chairperson Professor James Middleton (far left) with Youthsafe team during a recent visit by local member John Alexander MP (centre).



CHIEF EXECUTIVE'S REPORT

Warren Johnson

The year was one of continuing transition for Youthsafe. Transition from a time when recurrent funding largely supported the business model to a time of greatly reduced funding with the consequent need for a new business model for long-term sustainability.

To this end, Youthsafe continued to proactively explore new opportunities with prospective partners and investors as well as developing new or modified products and services. Uppermost was the need to explore opportunities with prospective investors or partners for product and services whose value can be monetised.

Like most major transitions, this one will take some further time before we strike on the right business model. While there is much work remaining to be done, the year saw us provide a range products and services – some longstanding, others new – that contributed to laying solid foundations for capacity building and service growth. We gave full attention to the four strategic goals identified in the Chairperson's Report and, in doing so, chalked up the following achievements.

We designed and adopted a simple, 'clean' and modern logo supported by a promotional deck of slides, a first-ever Youthsafe Facebook account and investment in social media advertising. We also recognised the need for a website that would more effectively elicit response, support and brand enthusiasm than has been the case for our existing one.

Our approaches to the business community resulted in our first corporate sponsorship, with Bannister Law, and a relationship with Huddle Money, a business dealing in peer to peer travel and car insurance and a penchant for corporate social responsibility.

We were again awarded by Roads and Maritime Services the triennial role of a state-level training provider to all 22 approved Safer Driver Course providers.

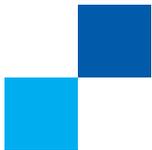
Our education programs grew in several ways.

Our schools program increased with the addition of 29 secondary schools through Rotary's Sutherland-based U Turn the Wheel program. A further 11 schools came on board as a result of generous ClubGrants funding from Mounties Group, Chatswood RSL and Canada Bay Council which enabled us to re-engage with the primary school sector.

Added to this were presentations to AFL NSW-ACT Talent Camps: both the Adam Goodes' camp for young Aboriginal players and the Stephen Coniglio camp for young multicultural players.

We also provided capacity building workshops for NSW Road Safety Officers in Southern / South West Region and Western Region, as well as all day training to Learner Driver Mentor Program volunteers in Armidale.





CHIEF EXECUTIVE'S REPORT

Warren Johnson

We designed a new eBook *Teaching Aussie Teens to Drive*, authored by David Riches (Youthsafe's Deputy Chairperson) who generously donated the text to us to help promote low risk driving behaviours for learner drivers and, beyond that, to raise money for Youthsafe.

Cost control and reviewed pricing were also areas given attention, with a new pricing model being developed and an office relocation from Gladesville to Ryde which we estimate will save over \$30,000 per year: significantly more than our original saving target of \$20,000 to \$30,000.

We continued to exercise our voice throughout the sector by participating in ongoing meetings of the Road Safety Advisory Council, the State Government's premier advisory road safety body, and peak forums like Transport for NSW's Countermeasures for Young Drivers workshop; Roads and Maritime Services' Aboriginal Road Safety Workshop; SafeWork's successive workshops for Young Workers, its Young Workers' Mental Health Collaboration and a Roadmap Stakeholder Briefing attended by SafeWork's Executive Director.

In addition we called for a series of meetings with leading agencies which included NSW Health, the Office of Social Impact Investment, the Department of Education and the Catholic Education Commission.



youthsafe

SCHOOL SESSIONS



PREVENTING

INJURIES



SAVING

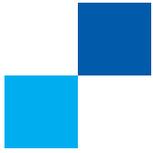
LIVES



The business model we are forging is one that will be increasingly recognised by the wider community as placing the customer at its heart. It is one that will further build on the appetite we have for evidence-based innovation and product leadership supported by stable partnerships and shared value.

The immediate challenges confronting us relate to the need for us to gain greater traction in relation to contribution from Foundations, corporates and registered clubs.

I look forward to continuing to work with Youthsafe's wonderful professional team to meet those challenges. I am confident that by progressing the directions largely initiated during the year we will develop a business model that will underwrite our ongoing effectiveness as an educator, influencer and advocate for many years to come.



ABOUT YOUTHSAFE

We partner to prevent unintentional injury of young people

An expert in youth safety since 1982, Youthsafe was born of the passionate commitment of Associate Professor John Yeo, a well-known spinal cord injury specialist.

Youthsafe is a not-for-profit organisation that partners with government, schools, business and community organisations to prevent unintentional injury of young Australians.

Our work aims to build capacity in young people and those in positions of influence to better support young people's management of injury risks through:

- Development and delivery of health promotion/ education sessions covering topics on the range of settings where young people are vulnerable, including roads, workplaces, sport and social settings;
- Development and delivery of a range of support materials and resources in different mediums that complement our health promotion/ education sessions; and
- Information and advice service for those working with young people.

As our young people explore the possibilities of their world, they may need support to help them make safer choices on roads, in workplaces, on sporting fields and when out with friends.

We all have a role to play

youthsafe

PREVENTING
INJURIES

SAVING
LIVES



OVERVIEW OF ACTIVITIES

Roads

- Learner Driver Mentor Programs – Toolkit, volunteer mentor training, project advice
- Safer Drivers Course – exclusive delivery of training for Coach and Facilitator components
- Are we there yet? - education session for schools and other not-for-profit organisations
- Everyday Risk - education session for schools and other not-for-profit organisations
- On the Way to High School infographic fact sheet for parents
- Young driver infographic fact sheet for parents

Sport

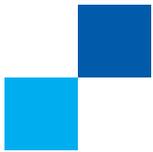
- Delivery of SafeClub to community sports clubs
- Bike helmet infographic fact sheet for parents
- Sports safety infographic for parents, coaches and sports administrators
- Presentations to sports coaches and administrators on sports safety and injury prevention

Work

- OnTarget goal-setting initiative and training
- YPack young worker support resources and training
- Young worker and mental health infographic for parents and supervisors of young workers
- Young worker infographic fact sheet for parents and supervisors of young workers
- In Working Order - education session for schools and other not-for-profit organisations
- In Working Order DVD resource/Educator kit/Online resource
- Talking Safety online resource for employers and young workers in retail

Socialising

- Plan2 DVD resource/Educator kit
- What's the Plan? - education session for schools and other not-for-profit organisations
- What's the Plan? DVD resource/Educator kit
- Safer socialising infographic fact sheet



ACHIEVEMENTS

Key Contributions made and active involvement

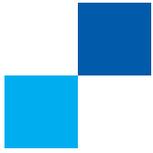
Key Contributions made and active involvement in:

- Centre for Road Safety's Expert Group Countermeasures workshop for young drivers
- Centre for Road Safety's Aboriginal Road Safety workshop to invite feedback on the review of NSW Aboriginal Road Safety Action Plan 2017-2017
- SafeWork NSW's Young Worker Safety Strategic Planning Meeting
- SafeWork NSW's Young Worker Mental Health Collaboration, meeting quarterly
- SafeWork NSW's Office of the Executive Director Roadmap Stakeholder briefing
- **Presentation to Group Training Association NSW / ACT young worker taskforce**
- **Delivery of workshops at the Steven Coniglio Multicultural Talent Academy and Adam Goodes' Talent Camp for young indigenous players, discussing managing risk with a focus on sport.**



Youthsafe's Emma Treanor and Warren Johnson with Nickie Flambouras of AFL NSW/ACT (pictured centre).





ACHIEVEMENTS

16,200

curriculum-relevant resources accessed by parents, educators, community professionals and young people.

345,255

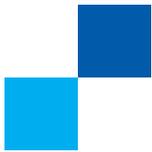
support resources and information accessed around workplace safety including Talking Safety, yPack, In Working Order, OnTarget and young worker infographic.

88,000

learner drivers state-wide have done the Safer Drivers Course during our three year tenure as training providers.

4,928

students participated in a youthsafe interactive session.



STRATEGIC DIRECTIONS

Principal Strategic Goal:

Youthsafe secures itself on a sustainable pathway as a respected, independent, partnering organisation.

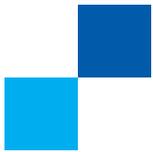
GOAL ONE: Growing revenue and programs.	GOAL THREE: Amplifying presence, reach and voice.
GOAL TWO: Reducing expenditure and arresting loss.	GOAL FOUR: Enhancing governance.

Youthsafe Success Indicators

WHAT

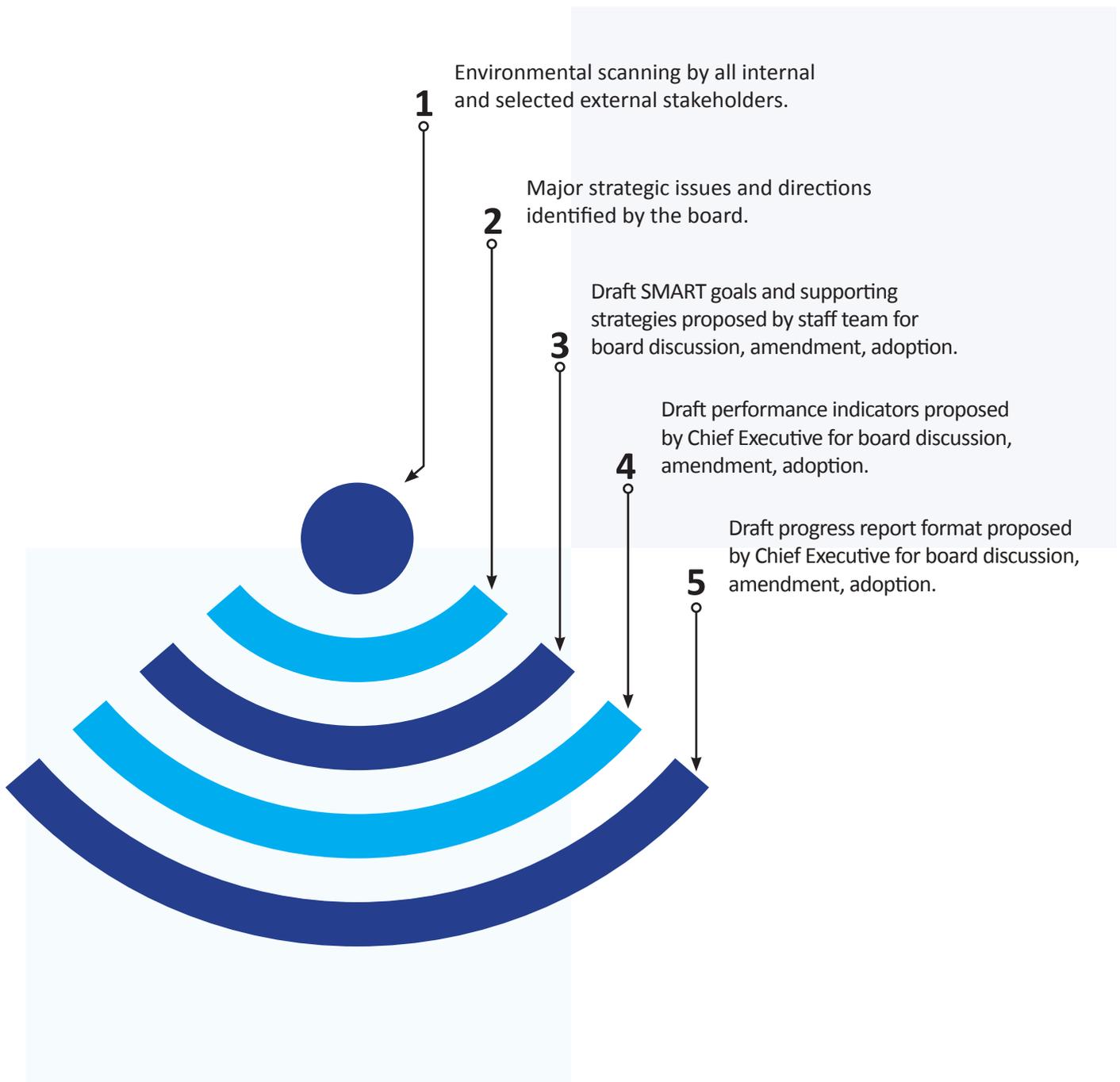
DUE BY

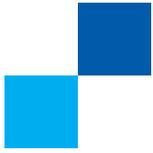
1. Identify key messages that underscore our point of difference	December 2015
2. Pricing Model developed and implemented	December/January 2015/16
3. Enhanced IT functionality fully operational	January 2016
4. Adopt a Marketing Plan for ready to go programs	March 2016
5. Identify and trial two new Key Influencer feedback approaches	May 2016
6. Adopt a Marketing Plan for programs needing review	June 2016
7. Adopt a Social Media Plan	June 2016
8. Recruit an appropriately skilled person or persons as a possible Director or Directors to the Youthsafe Board	June 2016
9. New third party contribution to the collective value of \$200,000 received	August 2016
10. Relocation of Youthsafe's office to effect an annual saving in rental of between \$20,000 and \$30,000	December 2016
11. Adopt a plan to review the existing Youthsafe Constitution or to adopt a new one	January 2017
12. Cumulative new third party contribution to the collective value of \$400,000 received	April 2017



STRATEGIC DIRECTIONS

Youthsafe's organisational goals were developed after going through the following steps:





TREASURER'S REPORT

Ian Bourne

Youthsafe accounts have been audited and meet all the conditions under relevant regulatory requirements and contain an unqualified audit report. There are no significant changes to disclosures or format from last year. An abridged Profit and Loss Statement and Statement of Financial Position is presented. A copy of the full financial statements is available on request.

Youthsafe remains financially secure, at least for the immediate term, with net assets of \$716K at 30 June 2017 (last year \$973K) with adequate cash flows to meet obligations.

Revenue decreased by 16% due to challenges faced in the project and funding markets with revenue from projects completed in 2016 not being fully replaced by new project revenues in 2017. However, revenue streams from Safer Drivers Course train the trainer and facilitated sessions in schools continue to perform strongly.

Overall expenditure was lower at \$588K (last year \$600K) reflecting a decline in levels of project activity and cost efficiency savings.

The net operating result was \$256K deficit (last year \$202K).

We acknowledge and appreciate the financial support of the Northern Sydney Local Health District.

Changes in Youthsafe's funding base continue to present challenges for the organisation. However we will continue to work at securing our future funding base and endeavour to minimise our fixed overhead costs while maximising cost benefit during a period of strategic transition.

The Board of Directors also appreciates the efforts of the Youthsafe staff during what has been a financially challenging year, continuing to achieve continued positive outcomes. We acknowledge the significant contribution made by Bill Hooker in maintaining our accounting records and our auditors, Thomas GLC, for their work in preparing our annual accounts.





TREASURER'S REPORT

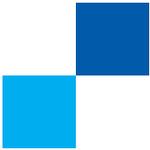
Ian Bourne

Itemised Profit and Loss Statement & Balance Sheet for end of year 30 June 2017

Itemised Profit and Loss Statement	2017	2016
REVENUE	331,520.18	398,021.46
EXPENDITURE		
Employee benefits expense	(381,990.42)	(432,398.66)
Rent and outgoing	(42,184.57)	(53,217.78)
Audit, accounting and consultancy expense	(49,914.34)	(23,230.72)
IT expense	(17,458.04)	(22,014.23)
Insurance expense	(15,755.89)	(15,929.70)
Funded programs and minor project direct costs	(8,346.77)	(2,310.85)
Depreciation and amortisation expense	(4,122.10)	(767.00)
PR and resource development	(1,341.68)	(138.15)
Office Relocation	(18,192.26)	-
Other expenses	(48,856.73)	(50,363.09)
(Loss)/profit before income tax	(256,642.62)	(202,348.72)

Balance Sheet Comparative

CURRENT ASSETS		
Cash and cash equivalents	761,510.03	1,057,009.59
Trade and other receivables	25,797.78	4,801.00
Other assets	17,475.85	13,625.83
TOTAL CURRENT ASSETS	804,783.66	1,075,436.42
NON-CURRENT ASSETS		
Property, plant and equipment	7,018.62	123.45
TOTAL NON-CURRENT ASSETS	7,018.62	123.45
TOTAL ASSETS	811,802.28	1,075,559.87
LIABILITIES		
CURRENT LIABILITIES		
Trade and other payables	27,160.94	37,282.39
Provisions	48,730.98	53,241.53
TOTAL CURRENT LIABILITIES	75,891.92	90,523.92
NON-CURRENT LIABILITIES		
Provisions	19,643.68	12,126.65
TOTAL NON-CURRENT LIABILITIES	19,643.68	12,126.65
TOTAL LIABILITIES	95,535.60	102,650.57
NET ASSETS	716,266.68	972,909.30
EQUITY		
Retained earnings	716,266.68	972,909.30
TOTAL EQUITY	716,266.68	972,909.30



BOARD OF DIRECTORS

Chairperson

Professor James Middleton

Board Member since 1997. President since 1998



James is the Director of the State Spinal Cord Injury Service, NSW Agency for Clinical Innovation, Senior Medical Specialist for the NSW Spinal Outreach Service located at Royal Rehab Centre and Associate Professor in the John Walsh Centre for Rehabilitation Research, Sydney Medical School Northern at the University of Sydney. James also sits on a range of scientific advisory and steering committees.

Deputy Chairperson

David Riches

Board Member since 2009



David is Director of his own road safety consultancy firm, with government and local councils his main clients. He has worked as a teacher, road safety education consultant with the Department of Education, road safety manager with the NSW Roads and Traffic Authority and senior manager in injury prevention and health promotion with Area Health Services. As such David brings a wealth of experience in education and strategic planning, as well as road safety and injury prevention for young people. David was also President of the Board of the Arthritis Foundation of NSW for over a decade, providing excellent insights into the NGO sector.

Treasurer Company Secretary

Ian Bourne

Board Member since January 2000



Ian is a Chartered Accountant with over 30 years' experience in the field of Finance and Business Administration, including previous roles as Regional Finance Manager with UnitingCare Ageing, Director of Finance, Royal Rehabilitation Centre Sydney and before that many years working with a major international accounting firm.

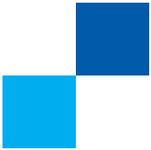
Board Member

Dr Jane Elkington

Board Member 1999 until 2017



Jane is an associate director at Health Policy Analysis Pty Ltd, which consults to a range of government and non-government organisations. She is also a lecturer in environmental health at New York University-Sydney. She has over 18 years' experience in research, policy development and program development in injury prevention.



BOARD OF DIRECTORS

Board Member

Max Lloyd-Jones

Board Member since 2010



Max is Managing Director of the Lloyd-Jones Meakin Group. Under his leadership, the group has assisted major Australian and global organisations rapidly shift their culture and improve their performance, using safety as a business driver. Max started out in his business career as an Accountant working for various US multinational corporations and gained a great deal of experience across a large number of markets, countries and cultures, then moved through several general and senior business management opportunities before establishing his strategic safety consultancy.

Board Member

Gregory Cantwell

Board Member since 2014



Greg is the Chief Executive Officer of Peer Support Australia, an organisation committed to improving the social and emotional wellbeing of young people. He has over twenty years' experience in health and youth sectors working in both small and large not for profit organisations including the National Stroke Foundation, Road Safety Education Limited, the Australian Red Cross, Kidney Health Australia, Asthma Foundation, Macular Degeneration Foundation and Scouts Australia (NSW). His strengths include business development, influencing government policy and engaging corporate sector support for programs.

Board Member

Gerald Khoury

Board Member since 2016



Gerald has nearly 30 years global experience in IT strategy, planning, architecture and development. Gerald has provided leadership and advice in IT strategy and innovation to some of Australia's most successful organisations across both the corporate and public sectors. Prior to running his own consultancy, GK Strategic, Gerald held senior consulting positions at IBM and Gartner.



HISTORY OF YOUTHSAFE

Youthsafe started out in 1982 as the 'Awareness and Prevention Program'. This program was established by Associate Professor John Yeo in an effort to raise awareness of spinal cord injury and prevention through a team of 'Wheelchair Presenters' who spoke at schools throughout NSW.

The year 1995 saw the program move to incorporation as a company and a name change to Spinesafe then Spinesafe Education Program a little later.

There were further significant changes between 1998 and 2000 as the organisation undertook a strategic review and moved to establish a 'Youthsafe' program with a broader focus on preventing serious injury in young people.

By 2003 a new constitution with youth injury prevention objects had been adopted, the company name 'Youthsafe' was registered and a new look logo developed.

This was also the year Youthsafe embarked on a formal quality improvement process undertaking an external review with Quality Management Services (QMS). Since then Youthsafe has completed two full accreditation cycles rating leading practice in a least 3 standards each time.

Youthsafe has continued to develop and grow into a healthy organisation with a high level of credibility and leading the way in youth injury prevention.

MTC has, over the last 3 years, collaborated with Youthsafe to deliver programs as part of our Links to Learning program.

The presenters have been professional, engaging and well-resourced to deliver the information.

*Jenni McGrath
MTC Youth Advisor*

