



2015

ORGANISATION REPORT

**// I NOW HAVE
THE CONFIDENCE
AND MOTIVATION
TO TAKE ON THE
WORLD. //**



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Year in Review

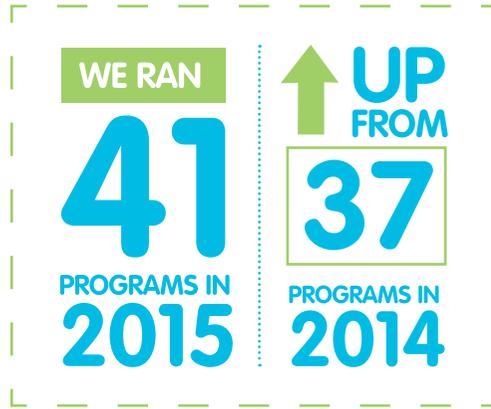


Peter Carey
CEO



Graham Hobbs
Chairman

In 2015 we were able to encourage 4 new schools to take on our Program as well as re-engaging another. This was the first time since 2011 that new schools had been introduced to Youth Opportunities.



Our financial position in 2015 has continued to improve with us ending the year with a surplus of \$149,000. This was achieved by the great work of the team at Youth Opportunities and the fantastic support of the Youth Opportunities family of supporters.

One of a number of highlights for us was successfully partnering with Operation Flinders thanks to the generosity of Geoff Day and his family foundation. Operation Flinders is a great organisation that like us provides an intensive program that encourages young people to make a positive change. This partnership enables us to compliment the work of Operation Flinders by further developing the tools and skills of participants resulting in long-lasting results. With the support of the Perks Foundation we are able to continue this partnership in 2016 and beyond. We will continue to explore other possible collaborations in order to find how we can continue to work with the community to improve the outcomes for our young people.

Another highlight for us in 2015 was establishing a rewarding partnership with the 7th Battalion RAR with 2 excursions taking place: one with 13 students from Craigmore High School and another with some of our generous female supporters.

For the students it was an opportunity to apply the leadership and teamwork strategies they learnt during the program in an interesting and challenging environment. Our donors had an equally rewarding experience and from all reports had an amazing day even if they woke up a bit stiff and sore the following day.

We held a series of special events during 2015, starting with: a cocktail reception at Government House, where the Governor, His Excellency the Honourable Hieu Van Le AO recognised several of our Principals with the Youth Opportunities Award for Excellence.

Our major fundraising events continued this year with great success with the Golf Day, Winter Feast and the record-breaking Stars in the Garden event, which became the most successful fundraising event ever held by Youth Opportunities. Our thanks must go to Melanie and Robert Champion de Crespigny and the Committee for an outstanding event – with the net result from all these events being over \$350,000.

Another new initiative for 2015 was the formation of our Stars 100 Club where we are looking to have 100 people joining together to raise an additional \$100,000 to support putting more students through our program. This will include networking events through the year with Rear Admiral Kevin John Scarce AC CSC RANR (ret), speaking at our first networking event on May 25th.

We also formed an Advisory Committee in 2015, bringing on board a group of bright young talents with formidable strengths and a host of new ideas.

In 2015 we had some more Board changes – we farewelled Graham Bignell, a sad loss to us personally and the wider SA Community; Linda Jones resigned to take up the position of Executive Director of Cure4CF and we wished her well in this new role. We welcomed Janelle Reimann, an ex Principal at Willunga HS and Erin Faehrmann from SA Water to the Board. Erin is also the chair of our Advisory Committee.

Whilst we had a very good year in 2015, 2016 is shaping up as probably the most exciting year in our 19 year history. We have some big challenges or as we would like to think some big opportunities in 2016 in setting ourselves up for future success and, importantly, sustainability as we've set many goals to achieve.

Starting in late 2015 and continuing through the first half of 2016 we are reviewing and reaffirming our strategic plan for the next 3 years. The 4 pillars that we have identified as being the most important are:

- 1 Our Identity**
- 2 Financial Sustainability**
- 3 Product Growth**
- 4 Product Quality**

The first pillar, our identity: is something we've been grappling with for some time and it's how we define ourselves – do we offer our services only to the disadvantaged and/or disengaged? Or do we simply believe that every young person deserves the chance to be the best that they can be and our program should be available to a broader section of our young people to enable this to happen?

We're tackling this issue as an organisation with the establishment of a working group that combines YO staff, the Board, our Advisory Committee and some external experts. We aim to resolve how we can define ourselves in the future.

We would like to re-assure everyone here that our major focus and our core business will be to continue to support those with the greatest need, but in order to be sustainable in the long term and to allow us to continue to grow, we need to establish other sources of revenue. These other sources of revenue will allow us to continue to grow our core program.

For this other source of revenue we are looking at a new business model – using for-profit programs.

These programs will consist of the following; an on-line positive education program for teachers that does 2 things, helps teachers become better at what they do and also allows them to understand what their students are learning in the Youth Opportunities program.

These have been trialed with great success at both Willunga High and Primary Schools and also Salisbury HS. Aldinga Primary school has also asked if all their teachers can do the program.

We will also have an on-line program for Year 10 students that can be run in parallel with our core program or be sold independently to schools that aren't running our face to face program.

Our newest recruit, ex Renmark High School Principal and ex Trainer of our program Orio Denti, who has joined us as Head of Training and Business Development will be introducing these programs to schools in the near future.

Finally we will have an online employee program available shortly that we will offer to our business supporters that can be used with their staff.

We would like to acknowledge what a wonderful job Peter Marshman and his team at the Marshman Foundation have done developing these new programs.

We aim to have these Programs introduced and bedded down throughout 2016 and to be able to celebrate their positive effects in 2017, which coincides with our 20th year; you will be hearing more about what we are planning for this later in 2016.

Thank you to everyone that made 2015 a great success and we look forward to what is going to be a very exciting 2016.

Step out
of the
comfort
Zone



Our impact: **what we do**

At Youth Opportunities we believe in the potential of young people and their right to discover who they are and who they could be. We teach specialised skills that transform the way they see the world, so that everyone involved receives a toolkit for life.

Our commitment to positive change extends beyond the individual. Offering teacher training, follow-up programs and online resources, our holistic approach facilitates a sustainable shift in school culture. With the confidence and motivation gained through our programs, individual outcomes can inspire positive community change.

By creating a strong foundation of support, we encourage our young people to discover their potential and empower them to take control of their lives, so no matter what the world throws their way, they don't just cope, they thrive.

“ We want our students to recognise that they are in control of the way they think, act & feel. We want them to understand that a happy life results from your actions, and your reactions to circumstances, some you control and others you don't. The Youth Opportunities program helps our young people to take control of their life by encouraging them to consciously commit to taking responsibility for their lives. It is about helping young people to help themselves.

The skills learned through the program are fundamental to balanced and considered decision making in adult life. Personal growth is linked to achievement and creating opportunities for growth will lead to success. Taking responsibility for your life's choices helps to build young people who are more resilient, have greater confidence in themselves and have the knowledge, ability and skills to lead happier, healthier lives. ”

Peter Mckay,
Principal, Paralowie R-12 School



“ It is about helping young people to help themselves. ”

Our impact: **our reach**

Eyre & Western

3 programs, 45 students

Port Lincoln High School – 1 program	12
WCYCS, Cummins Area School – 1 program	21
Tumby Bay Area School – 1 program	12

Yorke & Mid North

2 programs 35 students

Balaklava High School – 1 program	17
Kadina Memorial School – 1 program	18

Barossa

5 programs, 76 students

Kapunda High School – 2 programs	36
Gawler and District College – 3 programs	40

Riverland

5 programs, 81 students

Murray Bridge High School – 3 programs	53
Renmark High School – 2 programs	28

Metro - North

16 programs, 199 students

Craigmore High School – 7 programs	87
Salisbury High School – 3 programs	46
Paralowie R-12 School – 4 programs	43
The Heights School – 1 program	14
Mark Oliphant College – 1 program	9

Metro - West

4 programs, 54 students

Woodville High School – 3 programs	44
Le Fevre High School – 1 program	10

Metro - South

3 programs, 51 students

Willunga High School – 3 programs	51
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Fleurieu & Kangaroo Island

2 programs, 36 students

Eastern Fleurieu School – 2 programs	36
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Metro - East

1 program, 14 students

Charles Campbell College – 1 program	14
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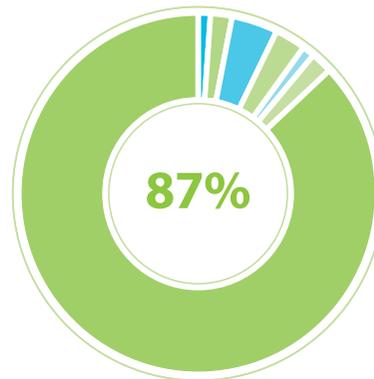
Our impact: **program results**

In 2015 Youth Opportunities graduated 591 students in 41 programs across 19 schools. This combined with the students in our graduate engagement and follow up program meant that we were able to support over 1,500 young people this year.

Ongoing Impact

The strength of our 10 week Leadership Program continues with 2013 graduate data showing strong retention rates of our students in school or further study. Through our partnerships with schools we are able to maintain contact with our graduates to assist them through a critical time in their education. Our strong focus on career direction and future planning means that some students begin school based apprenticeship and traineeships or begin working in their desired industry. Our goal is to ensure they have the knowledge to make the right choices and the skills to achieve in their desired path.

95% of graduates *are engaged in school, further study or employment two years after graduating from the Program.*



2013 Graduate Engagement Results

- In School 87%
- Apprenticeship/Traineeship 2%
- Part Time Employment 1%
- Full Time Employment 3%
- Seeking Employment 4%
- Further Study 2%
- Other 1%

Increased Reach

The introduction of 4 new schools, Gawler and District College, Kadina Memorial School, Mark Oliphant College and The Heights School and the reconnection of Paralowie R-12 School, saw our presence in northern Adelaide grow by 125%. This was the first time since 2011 that new schools had been implemented. This combined with Craigmore High school offering the Program to their entire year 10 cohort saw us reach a record number of students in one region with 199 participants in the Metro north region.

Stronger Data Collection

To ensure we use valid and reliable measures of wellbeing to assess the impact of the Personal Leadership Program on the social and emotional wellbeing of students, in 2015 we enhanced the data we collect to align with Martin Seligman's PERMA theory. The PERMA theory contains five measureable elements of wellbeing: Positive Emotion, Engagement, Relationships, Meaning and Accomplishment. Although we were capturing some of this data already it was important for us to ensure we were able to measure it against national measures so we could further align it with the state's strategic goals for wellbeing and highlight the significant impact our Program is having.





2015 Program Results

591 Graduates participated in 41 Programs across 19 schools in 2015.

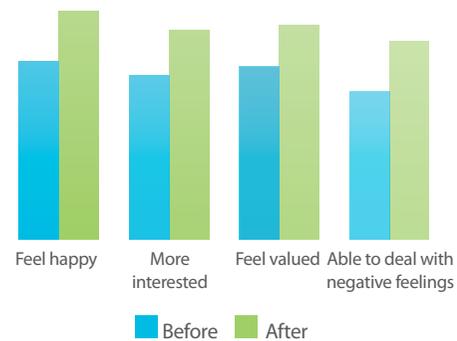
Benefits to Students

When a young person feels happier and confident in themselves they are more willing to become actively involved in their future which can lead to positive changes in their school, careers and relationships. This means the knowledge and skills our graduates develop during the Personal Leadership Program are not only able to impact their own personal development but they are also able to positively influence and effect their friends, family schools and the wider community.

The positive changes on the student

- Increase in motivation to school
- Happier in themselves and more confident
- Improved grades
- Better able to communicate
- Able to deal with problems more effectively
- Enhanced communication skills
- Greater future direction

2015 PERMA Data Highlights



2015

■ 1% ■ 99%

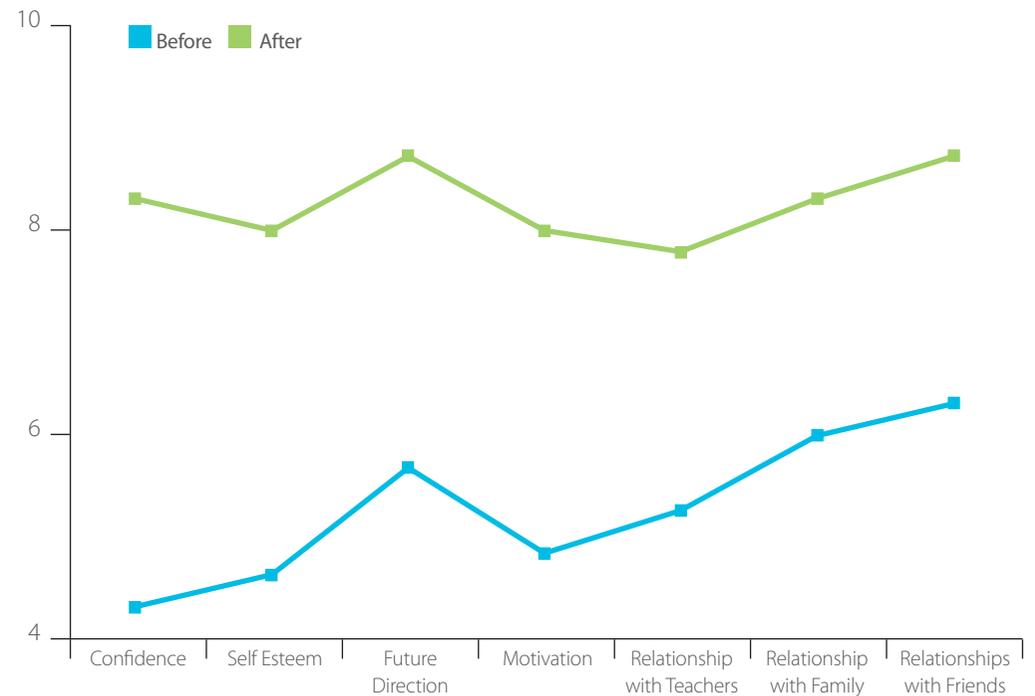
In 2015 99% of students reported an increase in confidence and self-esteem over the 10 week period.

99.5%

showed a clearer direction to their future – a 13.5% increase from previous years' results.

Students' Self Assessments

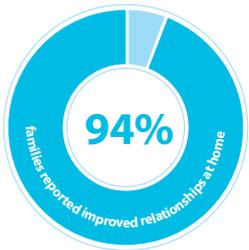
Students' self-assessment of how they rate themselves in critical areas of their lives. 1 = very poor and 10 = very strong.



Our impact: **program results**

Benefits to Family

2015 data shows that in all areas we recorded an increase in positive changes from our supporters. This data was collected from parents and family and teachers who attended the graduations of each of our 41 Programs.



The positive changes for families

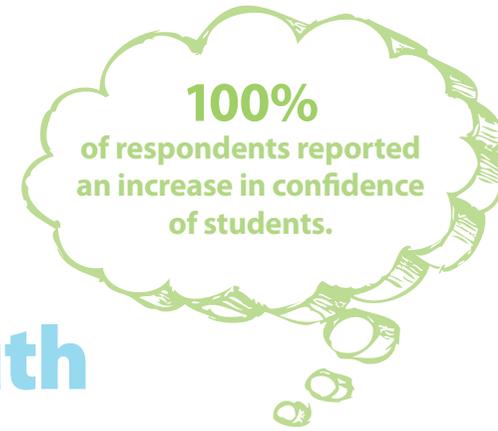
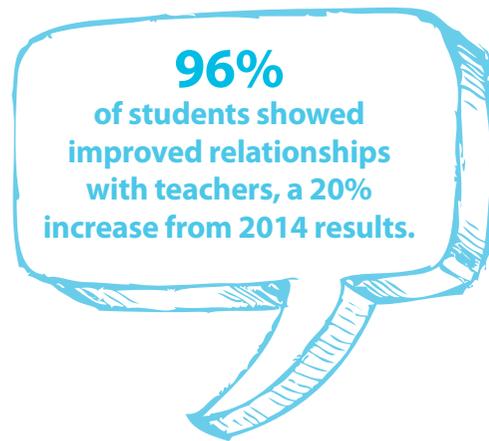
- Increased communication with families.
- Young people taking more responsibility for their actions.
- Increased involvement in family activities.
- Improved relationships with family members.
- A happier more motivated young person.



Benefits to Schools

The positive changes on the student

- Students display more leadership and take more responsibility for their actions.
- Better relationships with peers and teachers.
- Students are more focussed on work and completing school.
- Improved school culture.
- Increased student retention.



// Without Youth Opportunities my son would not have been able to grow and develop the self-esteem and confidence he has.

This Program has given him the tools to believe in himself. //

Parent and Supporter Feedback

Improved organisation
88%



Feels more positively about themselves
97%



Communicates more positively
96%



Communication has increased
96%



Making better decisions
97%

Increased confidence
100%

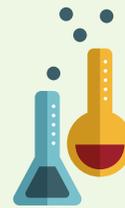


Having less arguments
92%



Proactive in achieving their goals
96%

More motivated towards school
96%

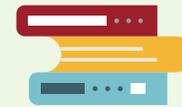


Improved relationships with peers
97%



Improved relationships at home
94%

Getting better grades at school
91%



Clearer direction for future
94%

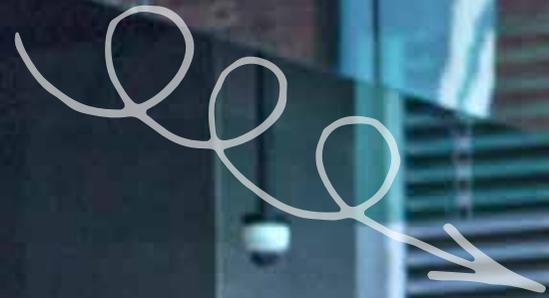


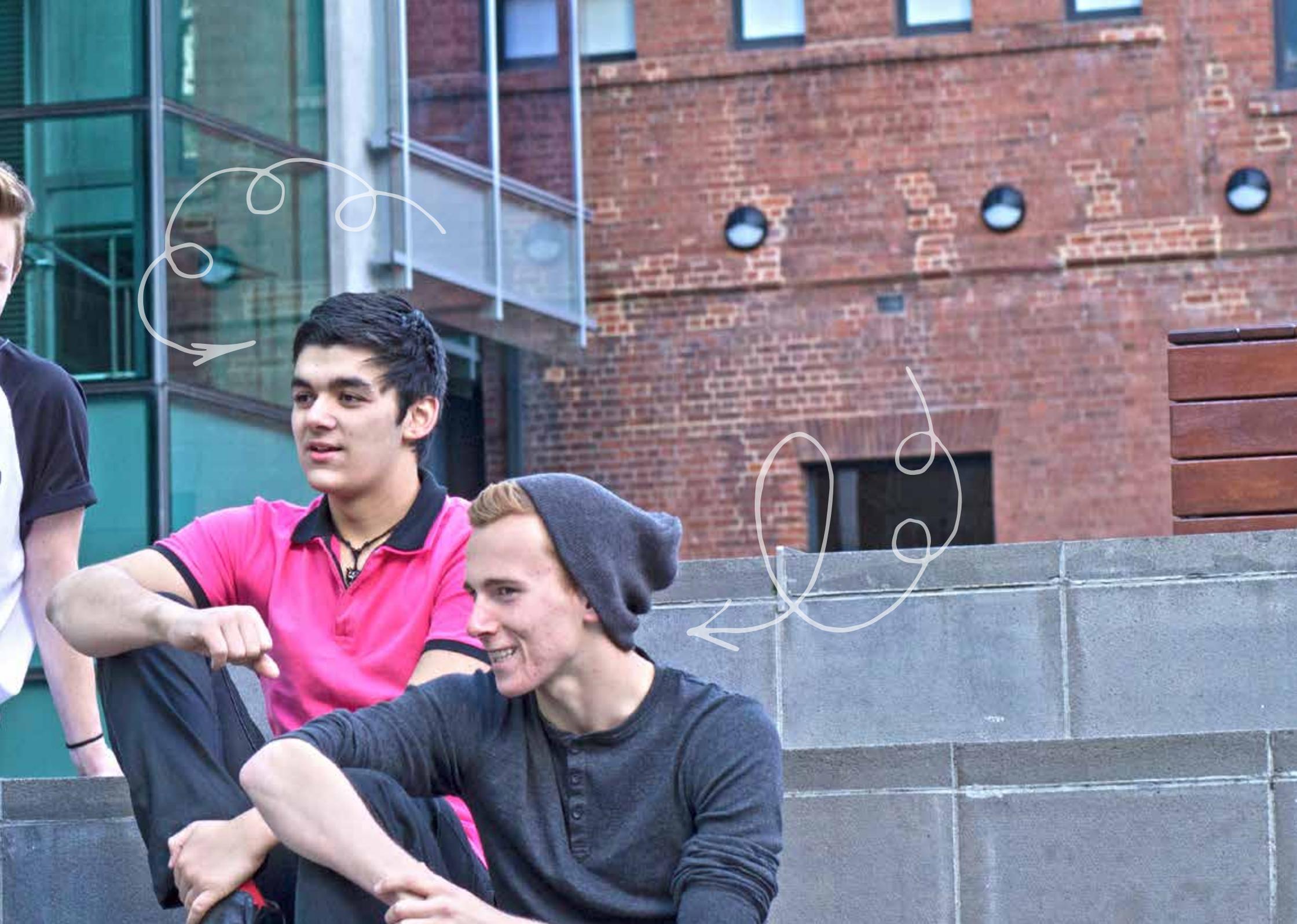
Deals with problems more effectively
95%

Doing more homework
86%

Improved relationships with teachers
96%

don't be
afraid
to be
great





Our impact: graduate engagement

With the support of a grant received by the Thyne Reid Foundation there was a renewed focus on graduate engagement in 2015 and the inclusion of many new opportunities and social activities for our students.

In an effort to strengthen our connection and support our graduates a new follow up system was implemented. Using a scale model students are now provided with varying levels of support and contact based on their needs and wants. Support ranges from monthly phone calls and mentoring to termly updates. Throughout the year contact was made with over 700 graduates.

National Young Leaders Day

Over 120 students were sponsored by Youth Opportunities to attend the Adelaide leg of the Halogens Foundation National Young Leaders conferences. The National conference aims to develop strong leadership values amongst young people. With keynote talks, multimedia presentations and interactive learning, students experienced a range of outcomes specific to young people who aspire to lead themselves and others. Our graduates were well placed to showcase their leadership.

Army Experience Day

A new partnership was developed with the RAR 7th battalion to give our graduates the opportunity to put their leadership skills to the test in a full day army experience. Working with the soldiers and each other the students completed the training obstacle course, water rescue training, night vision obstacle and shooting simulators. For some it was an opportunity to test their leadership skills and go outside their comfort zones, whilst others simply got to learn more about the Army as a career path. The success of the day has led to an ongoing commitment by the RAR 7th battalion to offer this opportunity biannually.

Workplace Experience

During the Program we encourage students to learn more about their desired career path to ensure they are making the right choice for their future. This year several students were given the opportunity to visit and participate in on the job excursions including two Woodville High School students who met a pilot and aircraft mechanic from the Royal Flying Doctor's service. Interested in becoming an aircraft mechanic and pilot, these students were able to view the aircraft and ask valuable questions from those in the industry.



ALL
YOUR DREAMS
Are possible!
if you have
the courage
TO FIGHT
FOR IT.



Our impact: **program development**

Enhanced Services

Our commitment to maintaining quality outcomes for young people and the community continued in 2015 with the Marshman Foundation (the development arm of the organisation) successfully trialling new and enhanced products.

The newly structured and formatted 10 week Personal Leadership Program was rolled out across all schools this year.

Trialled in 2014 the new modified Program includes the following key changes and features:

- A toolkit approach which means the Program has more flexibility and that additional tools can be added to build upon the thinking framework.
- Toolkit includes 46 tools that are categorised under Aim, Learn and Do.
- Within the 3 categories are modules that represent the underpinning thinking framework of the program. E.G. AIM: Aim module, LEARN: Self-image module, Personal leader module, DO: Habit training module, Happiness module, Goal planning module, Star Communication module and Growth module.
- 12 core tools to represent the success formula that also represents the underpinning thinking framework. All tools in the toolkit can be related back to this framework, which gives it strength and a uniqueness in the face of other wellbeing based programs.
- The 4 Big Decisions play a much stronger focus in the structure of modules of the Program.
- Program and tools are more closely aligned to the principles of recent psychology in particular the work of Martin Seligman and his PERMA theory, thereby providing a practical application of positive psychology.

Online Versatility

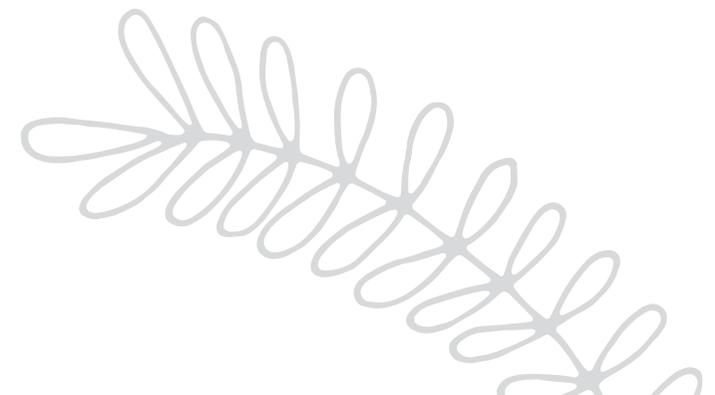
This year also saw the Marshman Foundation begin work on an online version of the student 10 week facilitated Program. The online version is targeted at a broader range of schools and aims to provide positive education tools for year 9-11 students to assist them to increase their wellbeing.

This Online Program will allow schools to access a successful action based wellbeing program that can be run in school to a large group of students at an affordable cost. It will be offered as a fee for service model and will not be subsidised by fundraising.

Teaching Teachers

The online teachers toolkit continued trials throughout the year with 43 teachers participating from Salisbury High School, Willunga High and Willunga Primary School.

The Online Teachers toolkit serves a dual purpose for the organisation as it is used as both a training resource for future Program trainers and also to develop greater awareness of the methodology of our Programs for teachers within the schools we work with. By upskilling the teachers we hope to better support our graduates and further enhance the cultural impact we have within the school community.



Quality Assurance

Maintaining a strong relationship between Youth Opportunities and the Marshman Foundation has continued to be a focus in 2015 through the Training Services Committee. This past year the committee has reviewed the following:

- Best practice quality frameworks.
- Recommendations from training team regarding a new structure for content of the revised 10 week facilitated Program.
- Trainers Guide to Training.
- Student attendance at Program information sessions.
- Graduation structure and presentations.
- Exit interviews were trialled on day 8 of the program as part of the graduate engagement strategy.
- Initial training of external and internal trainers – new structure of online and face to face component trialled.
- 'Interview process' and how to achieve quality outcomes.
- Various quality systems for internal trainers.
- Audio visual aids for Program delivery.



Our people

The Board

In 2015 we had a number of changes to our Board. We sadly lost Board Member Graeme Bignell who passed away. His support on the Board and as a corporate and individual donor was greatly appreciated and he will be deeply missed by our organisation.

Linda Jones also resigned to take up the position of Executive Director of Cure4CF. We wish her well in her endeavours.

New to the Board in 2015 was Janelle Reinman, former Principal at Willunga High School. Janelle has been an educator for over 37 years and brings exceptional experience to the Board. She has been a teacher, counsellor, Statewide consultant in IT and equity, leader and Principal for over 25 years.

We also welcomed to the Board Erin Faehrmann. Erin has extensive leadership experience in strategy deployment, change management, lean business process improvement, information technology, governance, community engagement, finance, project management and driving high performing cultures. She is currently Manager Capital Planning at SA Water.

2015 Board Members

- Graham Hobbs
- Peter Marshman OAM
- Melanie Champion de Crespigny
- Dennis Laundy
- Conrad Guerra
- Daryl Cross
- Linda Jones
- Graeme Bignell
- Janelle Reimann
- Erin Faehrmann





Staff

To support the delivery of more Programs in 2015 we increased our training team with 2.4 FTE positions across 3 trainer roles with Nate Overbeeke, Shelley Wright and Courtney Grigg, a past trainer and 2001 Program Graduate joining the team. Joanna Thomas also returned to the training team as Training Development Manager in March after taking Maternity Leave.

Fundraising also welcomed Brenna Chia as Events Coordinator and in August Kerin Hayden returned from maternity leave as Event and Marketing Manager in a part time capacity and Denise Rowe took on the role of Donor Development Manager.

Training and Development

To ensure our trainers and students are adequately trained and supported, our training team undergoes extensive internal and external training each year.

This year trainers undertook over 100 hours each of personal and professional training including:

- Facilitation methodology.
- Positive psychology.

And specific training in the courses:

- Mental health first aid training with Transpiral Education.
- Multicultural awareness and the impact this can have in the training room.

Advisory Committee

To strengthen our focus on strategic planning we introduced a volunteer Advisory Board consisting of young professionals to help us research and implement new strategies. The Advisory Board Members consists of young professionals who each excel in their field.

Fundraising Committees

With three major events in our fundraising calendar each year, we have come to rely on the passion and dedication of our event committee members. Their time and support is vital to each event's success.

Special thanks to:

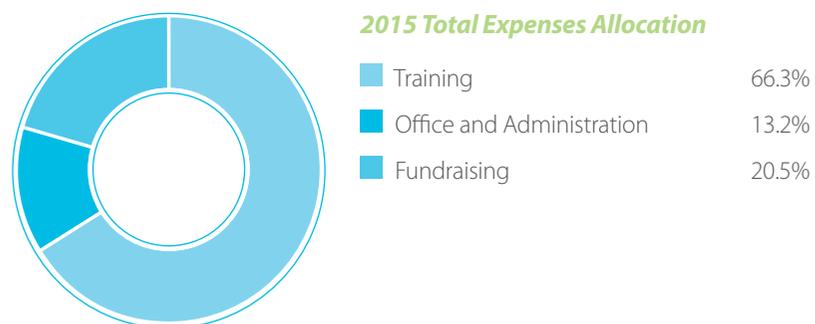
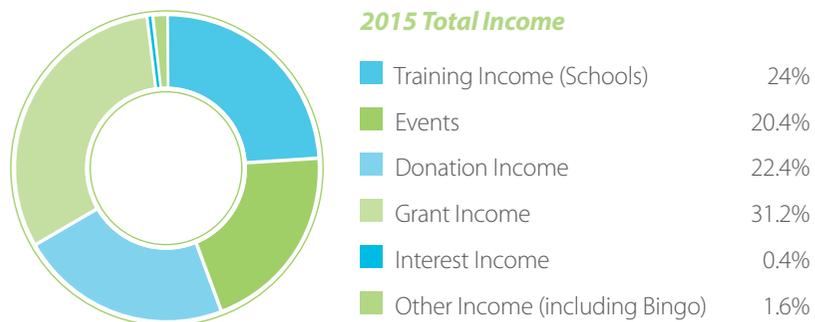
Helen Davis
Lee Newton
Bob Loveday
Matthew Fisher
Priscilla Wildy
Joe Paparella

Sharyn Booth
Sally Johns
Tim Rugless
Christine McAuliffe
Melanie Champion
de Crespigny

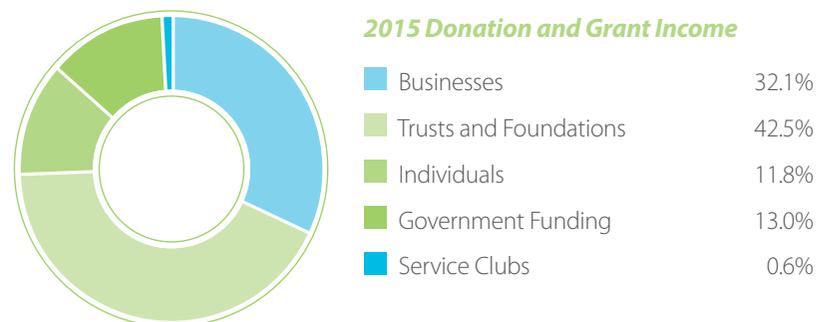


Funding: **financial performance**

Our financial position continued to improve this year with a surplus of \$149,188 which combined with our retained earnings from previous years means we have a total reserves of \$463,715. Once again this was achieved by the generous support of the community.



Corporate and Community Support



The South Australian community continued to generously support us in 2015 through corporate and individual donations. Principal partners Living Choice renewed their support for the third consecutive year as did Platinum Donors R & M Champion de Crespigny Foundation.

Trusts and Foundations

We were very fortunate to receive a lot of support from grants and foundations this year with a 27% increase from 2014. Support received ranged from direct Program grants to the development of new projects such as the Thyne Reid Foundation who supported our efforts to enhance our graduate engagement Programs. Other organisations such as the Day Foundation helped us develop a partnership with Operation Flinders to provide the opportunity for their graduates at Mark Oliphant College to do our Personal Leadership Program to further enhance their learning and development and participate after completing Operation Flinders. This partnership is planned to continue in 2016 thanks to the support of the Perks Foundation.

Significant support was also received by the James and Diana Ramsay Foundation, Morialta Trust, Impact 100 and Rali Foundation who each supported the delivery of Programs across the state.

Funding: **events**

At Youth Opportunities our events are not only a great opportunity to showcase our cause to the wider South Australian community but are also vital to the sustainability of our organisation. In 2015 we held a series of special events including a cocktail reception at Government House recognising our Principals and our three annual fundraising events, the Golf Day, Winter Feast and Stars in the Garden. Each event provided a unique experience and opportunity to engage with current and potential supporters. Our fundraising events in particular would not be possible if not for the support of our event partners and organising committee consisting of corporate and community volunteers. The committees support in sourcing financial and in kind support and guests to attend each event is crucial to the success of our events and we thank them sincerely.

Golf Day

In its eighth consecutive year, the Golf Day and dinner attracted over 120 representatives from the South Australian business community who all shared in a fun but competitive round of golf. Proudly supported by presenting partners Tanti Construction and thanks to the support of our event partners and guests the event raised more than \$65,000 to support the delivery of our Programs.

Winter Feast

Whilst an automotive dealership may not appear to be the most conventional space for a gala dinner, the Solitaire Automotive Jaguar showroom provided an interesting backdrop for this year's Winter Feast. Thanks to the support of the team at Solitaire Automotive we were able to transform the space into an elegant and intimate event which was enjoyed by 200 guests. With a very successful auction and a diamond raffle, the event raised over \$55,000 – a record amount and a fantastic achievement.



Stars in the Garden

After a successful debut in 2014 the Stars in the Garden returned this year with fantastic results. Despite a setback with a heatwave resulting in a last minute change of venue generously provided by Wilderness High School, our events team once again transformed a school gymnasium into a summer garden. Hosted by Robert and Melanie Champion de Crespigny and event presenting partners Shaw and Partners the event attracted over 200 guests. With a live auction and giving opportunity generously supported by Maurice Crotti of San Remo and matched by the de Crespigny's, we are able to raise a record of over \$220,000 from the event and donations made on the day.



Community Fundraising

In addition to our own calendar of events we were fortunate to be recipients of funds raised by some of our corporate and community partners. This year the Adtrans Group continued their support by from their Charity Golf Day and we also received support from the Advertiser and Sunday Mail Foundation for their Melbourne cup event, Liquor Industry Golf Day and a Derby Day organised by Foodland and The Hwy. Community events and activities alone generated over \$60,000 in income.

"I am feeling very pleased at being part of this most necessary organisation."

Bardie Simpson





Funding: **our supporters**

From individual and corporate donations to event support and contributions, here is a list of our 2015 supporters.

Principle Donors

Department for Education and Child Development (DECD)

Living Choice

R & M Champion de Crespigny Foundation (Bayeux Foundation)

Platinum Donors

Adtrans Group

Andrew Thyne Reid Trust

James and Diana Ramsay Foundation

Rali Foundation

San Remo

Major Donors

Advertiser and Sunday Mail Foundation

CMV Foundation

Day Family Foundation

Impact 100 SA

Morialta Trust

Wyatt Benevolent Institution

Program Donors

ANZ Staff Foundation

Ashley Sierp

Ben Doyle

Bernard & Sharyn Booth

Bill & Gayle Botting

Coca-Cola Amatil

Colin & Jan Rugless

Eureka Group

Genesee & Wyoming Australia

Graham Hobbs

Helen & Legh Davis

HenderCare

Henry Michell

Ken & Philippa Williams

Kennedy - Paul Jorgensen

Lang Foundation

National Australia Bank

Nicole Ramsay

Pam Hobbs

Perks Integrated Business Services

Physio Extra

RD Jones Group

Rob Gillies

Rotary Club of Hyde Park Charitable Trust Inc.

Steadfast Foundation

Stephen Hicks

Tanti Construction

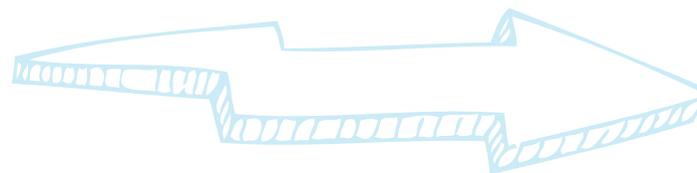
Terry & Anne Sullivan

Variety - The Childrens Charity

Wes Seja

Westpac

William Buck



Personal Leadership Donors

1836 Conveyancing

Accru Harris Orchard

B.L. Shipway

Bank SA - Commercial Banking

Ben Robinson & Sue Cocks

Build Tec Group

Clarke Energy

Commonwealth Bank of Australia

Cornish Hotels

David & Judith Holst

DuncanPowell

Eureka Group

Fiona & Hugh MacLachlan

Foundation for Rural & Regional Renewal

Geoff McIntyre

Graham Hood

Hall & Baum

Hamilton Holden

Holdfast Insurance Brokers

Janet & Ian McLachlan

Jock MacLachlan

John & Dawn Eastwood

Kain C & C Lawyers

Kennedy & Co Foundation

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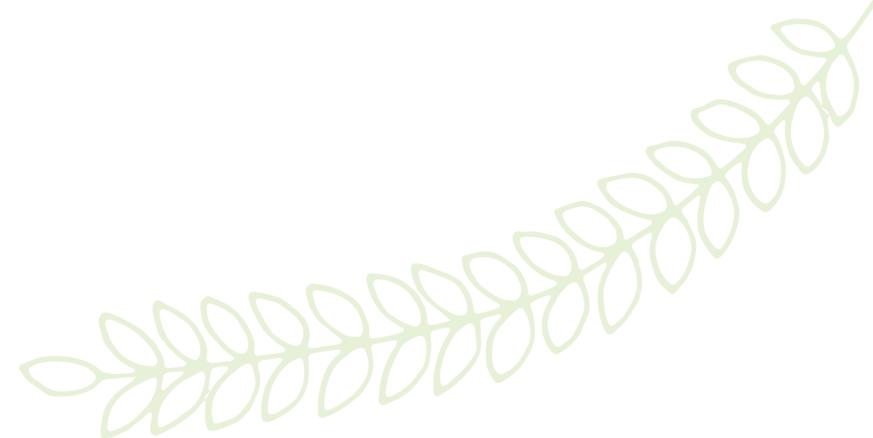
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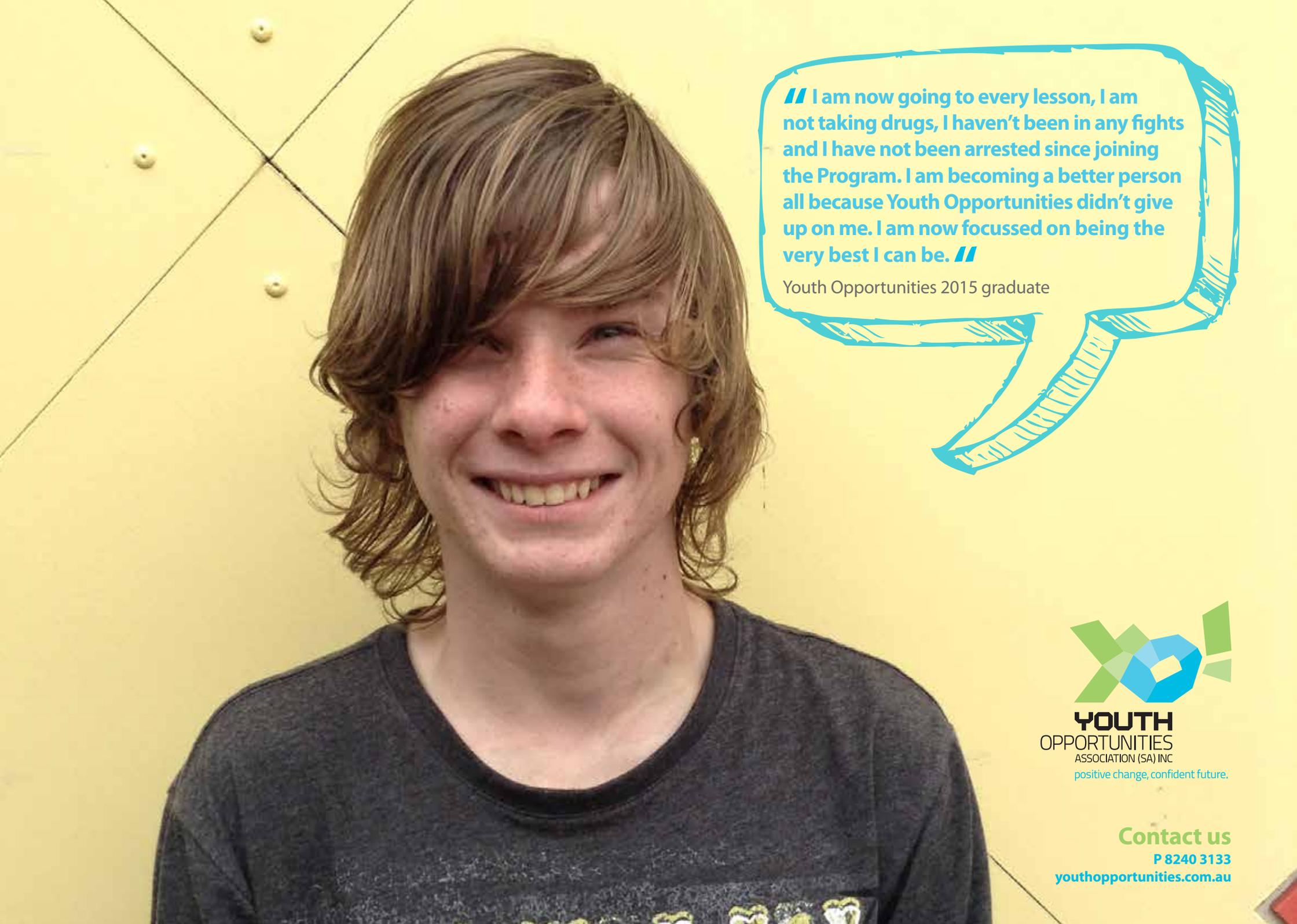
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// I am now going to every lesson, I am not taking drugs, I haven't been in any fights and I have not been arrested since joining the Program. I am becoming a better person all because Youth Opportunities didn't give up on me. I am now focussed on being the very best I can be. //

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