



**YOUTH
OPPORTUNITIES**

2021

Annual Impact Report



Our vision

A world where all young people have opportunities to be their best.



Our mission

Create opportunities for young people to develop lifelong skills, habits & confidence to thrive.

We acknowledge the traditional custodians of the lands on which we work and learn, and pay our respects to the Elders past, present and emerging. We recognise and respect their cultural heritage, beliefs, and ongoing relationship with their land, and we recognise the importance of young people, who are the future leaders of tomorrow.

Youth Opportunities endorses the Charter of Rights for Children and Young People in Care and supports and promotes the rights set out in the Charter.



We value young people, we believe in them, we educate them, and we motivate and inspire them to do the same for themselves.

Each year, through the delivery of our evidence-based personal leadership programs and services, we equip more than 4,500 young people across Australia with the skills to overcome adversity, build resilience and optimism, and prepare for their future - while also providing access to opportunities which reduce barriers to achieving their potential.

Youth Opportunities has been delivering personal leadership programs and wraparound supports for over 24 years, and has since supported almost 15,000 Personal Leadership Program graduates - positively impacting their schools, families and communities.

In 2021, our face-to-face personal leadership programs engaged:



806 young people



in 50 personal leadership programs



with 25 secondary & vocational education partners

*includes specialised programs

Our online personal leadership programs engaged:



72 young people



in 7 online personal leadership programs



with 6 program partners

*includes Generation Thrive programs

4,668

young people were supported in 2021 through our personal leadership programs, graduate engagement activities, scholarships, social enterprise, workshops and wraparound services.

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Message from our Chair

In my first year as Chair, it is my privilege to welcome you to our 2021 Annual Impact Report – a celebration of what has been achieved by our team, school partners, supporters, and volunteers during the past year.

In 2021 I am proud to report we supported 806 young people across 50 face-to-face personal leadership programs. Importantly, after completing these programs, not only did these young people gain critical enterprise and life skills, but 91% of our secondary education graduates said they now have a clearer understanding of their future.

Youth Opportunities is a vital service for so many of our youth, and as the complex challenges they face have increased, so too has the reliance on our services. While this was a demanding year for our organisation, operating under the uncertainty of a pandemic, I am proud to report that we were able to respond to the needs of young people by increasing our reach in several important program delivery areas.

During 2021 not only did we invest to grow our face-to-face personal leadership programs to work with more schools, but we also committed increased funding to our wraparound supports, including improved graduate engagement and awarding more scholarships than ever before. Additionally, we launched our new social enterprise, Generation Thrive - helping to take our programs beyond the school gates and create a sustainable financial income stream for the future.

2021 was also a year of extraordinary support from our partners. Our Golf Day was once again a great success and our Stars in the Garden community rallied to support the growth of our programs and raise almost one million dollars. Youth Opportunities was also chosen as the charity of choice for hundreds of individuals, corporate, and community partners who continue to invest in the potential of our youth.

Your decision to support Youth Opportunities is never taken for granted by our Board. As custodians of your donations, we assess all strategic growth opportunities with the goal of not only creating a sustainable and financially strong organisation, but one that can be agile and innovative to create opportunities for young people to thrive well into the future - which is once again reflected in our financial reports for the year.

I would like to thank our Board who continue to dedicate countless hours to governing and advocating for the young people we serve. I would especially like to acknowledge Dennis Laundry for his dedicated service and leadership as Chair for the past three years and appreciate his commitment to remaining on the Board. Tamsin Simounds also stepped down from the Board to become General Manager of Generation Thrive, an exciting outcome for our organisation.

To our Patron, His Excellency the Honourable Hieu Van Le AC Governor of South Australia in his final year of tenure, and our Ambassador Peter Carey OAM, our gratitude for your support.

Erin Faehrmann, our Chief Executive, who has led the organisation at such a critical time with vigor and professionalism; the dedicated Youth Opportunities, Generation Thrive, and Marshman Foundation teams - our sincere appreciation for your commitment and service that ensures young people have every opportunity to be their best.

The outcomes of young people are not ours alone. We thank our partner schools, community organisations, and businesses for providing us an opportunity to work with your young people. The SA government, our inspiring committees, volunteers, and all our supporters – thank you for making us the strong and remarkable organisation we are today.

And finally, our program graduates; after another year of disruption and adversity, you took on the challenges you faced as personal leaders and contributed positively to your schools, your employers, your families, and your community – and we are proud of each of you.

I am excited by the opportunity to connect with more of you in 2022 as together we continue to create opportunities for young people to develop the lifelong skills, habits, and confidence to thrive.



Nick Chigwidden
CHAIR



Because of you in 2021
we helped break the
cycle of disadvantage,
improved mental
wellbeing, and created
leaders of Australia's future.



87%

of our Personal Leadership Program graduates are more motivated towards school



91%

of our Personal Leadership Program graduates have a clearer understanding of their future



28%

reduction in no. of Personal Leadership Program graduates at high risk of developing a mental health disorder



+

**We provided
and delivered**



91

school-based scholarships distributed to help young people overcome financial barriers to their success



113

workshops co-designed and delivered to 1,016 young people

Message from our CE

I am pleased to present you with our 2021 Impact Report, an impact I'm grateful to say we have made together. This year was once again filled with extraordinary challenges but, thanks to our supporters, we rose to the occasion and increased our vital programs and services to reach more than 4,500 young people.

I want to start by acknowledging the Youth Opportunities staff and volunteers for their resilience and dedication during the year. They consistently adapted, innovated, and inspired with passion. I am incredibly proud to work alongside them.

I would also like to thank our Board for their service during 2021. Their guidance and support have ensured we stayed focused on our mission as we grew to reach more young people.

Right now Australia's youth are doing it tough - they are deeply concerned with stress, mental health, school, and study.* Fortunately, these are the issues we know our evidence-based programs have the greatest impacts on, which you will see reflected in this report.

While we're incredibly proud that our programs and services provide strong mental health prevention outcomes - in 2021 we saw a 28% reduction in the number of young people at high risk of developing a mental health disorder after completing our program - they also consistently help young people build both their Social-Emotional Learning (SEL) and Enterprise skills, which creates long term benefits for our whole community.

By investing in the Social-Emotional Learning (SEL) skills of young people we see improved classroom behaviour, an increased ability to manage stress and depression, and better attitudes about themselves, others, and school.* The projected economic return on investment in SEL is \$11 for every dollar invested toward intervention.*

And, by equipping young people with the employability and enterprise skills they need for the future, we can support them as they face the long-term effects of COVID-19. Enterprise skill development is a powerful predictor of long-term job success, increasing the speed of young people attaining full-time work by 17 months*.

COVID-19 continues to be a challenge for young people everywhere and it will affect some more than others. A report commissioned by the Australian Government in 2020 predicted the educational impacts of COVID-19 are likely to be significantly greater for children from disadvantaged backgrounds than for their more advantaged peers.* Which is why our work can have more of an impact on young people now than ever before.

Partnerships are a key value of our organisation and, in 2021, we were proud to be a founding member of Together 4 Youth - a national collective of organisations actively working in partnership with the secondary education sector to build young people's social-emotional and wellbeing skills.

As we look forward to the year ahead, I am excited to also provide you with an update on our Strategic Plan by sharing our major projects for 2022 which are highlighted on the following page.

After almost 25 years of service, we have almost 15,000 graduates of our programs now playing positive roles as leaders in our community. I hope you are incredibly inspired by what they are accomplishing and feel a great sense of pride for the role you played in creating opportunities for them to change their lives for the better.

I am honoured to take Youth Opportunities into our 25th year knowing the exceptional collective of people and partners we work with, and I thank you for investing in the potential of our youth.



Erin Faehrmann
CHIEF EXECUTIVE

Strategic Focus Areas 2022

Our five-year strategy sets a clear direction for our organisation to reach more young people through our evidence-based programs and services, while being adaptive to the ever changing needs of young people and operating in a complex environment. During 2021 we achieved or exceeded the goals set for the organisation and look forward to delivering the following in 2022.

Build our Reach

- Increase the number of SA school-based personal leadership programs while maintaining the quality of outcomes
- Increase the wraparound support for young people through the expansion of our educator, parent, and carer workshops
- Deliver programs to the public through our social enterprise Generation Thrive
- Develop an integrated national growth strategy for 2023 and beyond

Transform Graduate Engagement

- Deliver the final year of Project PROSPER and transition to embedding learnings into our existing graduate engagement practices
- Deliver two rounds of scholarships for graduates plus university and TAFE scholarships from the Adam Scott Foundation partnership

Create Philanthropic Partnerships and Sustainable Funding Solutions

- Diversify our revenue streams
- Return a gross profit from the activities of the social enterprise, Generation Thrive
- Continue to work with state and federal government for investment in our programs and services

Build our Brand

- Increase brand awareness for Youth Opportunities and Generation Thrive
- Celebrate our 25th anniversary

Get the Basics Right

- Maintain program impact via improvements in Personal Leadership Program core outcome measures
- Maintain a positive and healthy workforce culture



Erin Faehrmann, Chief Executive
with graduates Mussa and Chloe

Our values

With young people at the heart we:

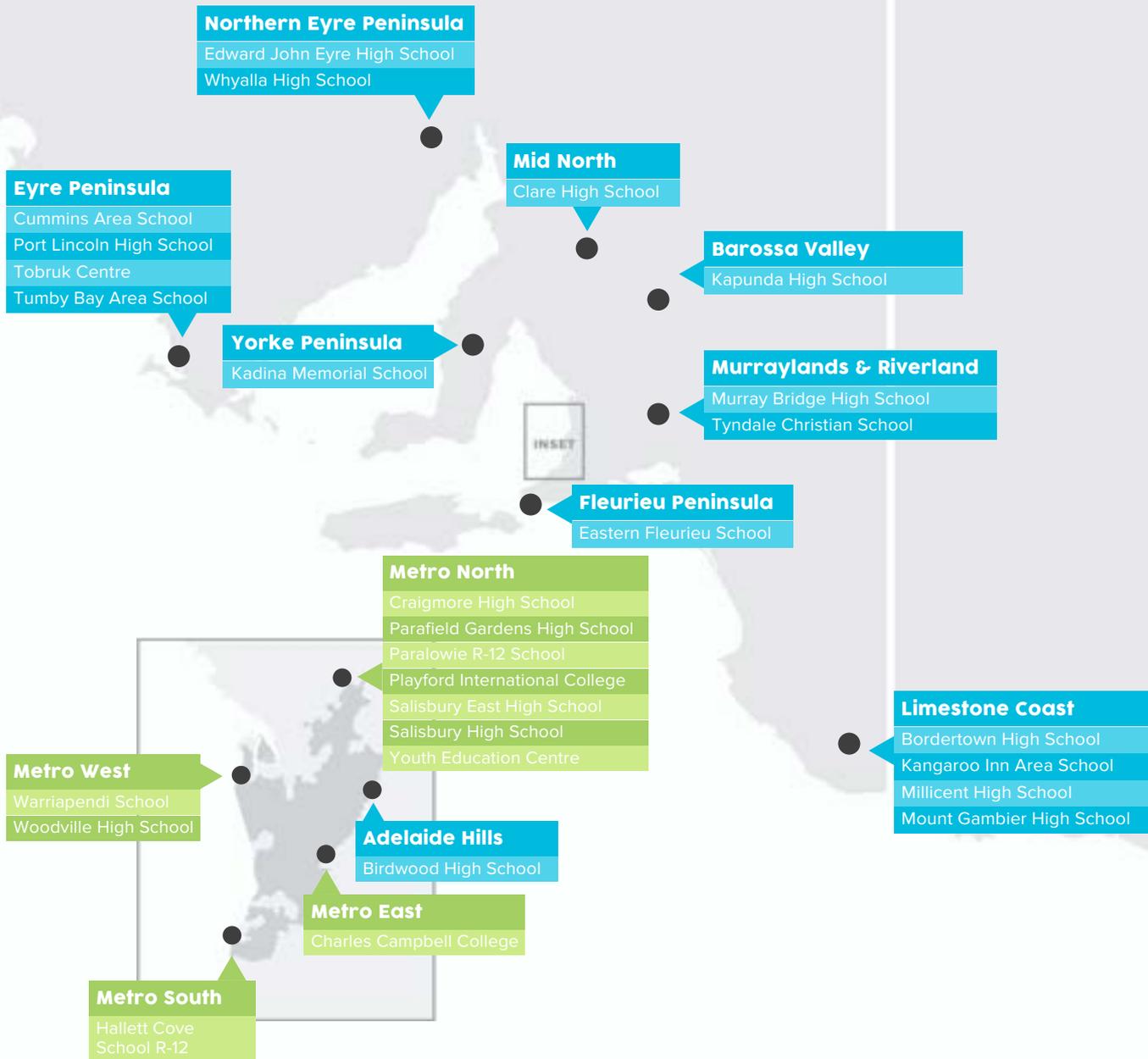
- **Do the right thing and do it well**
- **Empower others**
- **Choose a growth mindset**
- **Inspire with passion**
- **Demonstrate gratitude**
- **Engage partners to get the best outcomes**



Scan or click the QR code to hear our team talk about what our values mean to them

Thank you to our Secondary Education program partners

In 2021, our face-to-face and online personal leadership programs were delivered with 28 valued secondary education partners across all regions of South Australia.



Through our online programs and social enterprise Generation Thrive, we can now support young people to thrive anywhere, anytime





“ I joined Youth Opportunities because I was struggling with having any motivation for school or life in general. My self-confidence was basically at rock bottom, which was affecting my school, work, home, and social life. But now I look at how I feel and what my life looks like now, and I have realised your life can change if you push yourself. ”

Personal leadership changes lives & communities

Our evidence-based personal leadership programs are drawn from a range of theories including social learning theory, cognitive behaviour theory, motivation theory, and positive psychology. The Program Logic Model demonstrates how our Personal Leadership Program for the secondary education sector develops the social and emotional capabilities of young people to deliver better wellbeing, along with enterprise skill development to thrive in the rapidly changing world of work. This translates to improved educational engagement, attendance, attitude, and achievement. Addressing our society's key concerns such as unemployment, mental health challenges, high levels of welfare dependence, and offending and social harm.



Quality Assurance

Maintaining a strong relationship between Youth Opportunities and the Marshman Foundation during 2021 was a key focus during our Training Services Committee meetings. During this challenging year, the Training Services Committee has supported staff and analysed practice to ensure the highest quality in delivery. Additionally, it approved new delivery models, monitoring fidelity, measuring impact, and ensured a robust due diligence process for all program changes. This means as an organisation we are the best we can be and continue to deliver quality programs.



The Marshman Foundation is the independent research, design, and development arm of our organisation. Providing thought leadership and support to protect the integrity and fidelity of our existing programs and services, the Foundation also oversees new programs and services for Youth Opportunities by testing and evaluating their viability in meeting the needs of the young people we serve.

Our Programs

Personal Leadership Program

Our school-based Personal Leadership Program is delivered face-to-face, off-campus, to year 10 students over a school term.

The content of the program uses over 40 practical tools, which enable students to gain skills and strategies in areas including setting and achieving goals, creating better habits, increasing motivation, future direction, increasing positive communication, taking personal responsibility, developing confidence, and cultivating long-term happiness.

There are multiple delivery options for schools including direct facilitation and partial and full licenses. Ultimately, it is the combination of content, coaching, a supportive adult learning environment, and the action students take that leads to creating lasting positive change.

The program is aligned with the SACE curriculum and provides students with 20 SACE points upon successful completion.

Community Delivery & Workshops

Youth Opportunities offers a suite of services and workshops to the community, drawing on our expertise in the areas of social-emotional learning, enterprise skill development, and improved wellbeing.

School workshops include: years 7 & 8 focused on young people transitioning into high school and the development of their communication skills; years 9 & 10 which support goal planning and building good study habits; and years 11 & 12 focused on time management and stress reduction.

Thrive Online Personal Leadership Program

Using our world-class Thrive platform, we can offer secondary schools a digital adaptation of our evidence-based Personal Leadership Program.

The program raises young people's aspirations, providing them with goal planning, motivation, and communication strategies; assists in building enterprise skills such as digital literacy and critical and creative thinking and supports wellbeing strategies leading to improved resilience and responsibility.

The program can be delivered to suit individual schools' needs, and provides an adaptive approach to complement the curriculum - meeting the SACE Personal Learning Plan (PLP) subject and providing 10 SACE points.

Apprenticeship Development Program

Our Apprenticeship Development Program is an adaptation of our long-standing Personal Leadership Program for young people going through Vocational Education Training.

It helps apprentices to increase rates of retention, and builds lifelong skills and habits to increase workplace success in the future.

Apprentices explore obstacles they may encounter during their first year of employment and then identify how to successfully navigate through them as critical thinkers. The program can run for up to an entire year, reinforcing program concepts and giving students the skills to thrive in their apprenticeship and life.

Our Personal Leadership Program for secondary education sector is proudly included in the Be You National Mental Health in Education Program Directory, an initiative of Beyond Blue.

Youth Opportunities has been independently reviewed and is listed in the Be You Programs Directory. It meets the minimum evidence requirements set by Be You and has been awarded a rating for evidence and implementation.

Secondary and Vocational Education

Our Wraparound Services

Project 360 (parent, carer and educator support)

Project 360 provides a wraparound service to our graduates by educating and engaging parents, caregivers, and teachers on our Personal Leadership Program concepts.

This service offers online and face-to-face workshops, resources, and improved channels of communication to enable teachers, parents and caregivers to support their young person during, and after, the Personal Leadership Program.

Scholarships

To ensure that the young people who participate in our programs can prepare for their future, we award scholarships that reduce barriers to achieving their potential.

Thanks to the support of donors, we provide financial aid, career guidance, academic tutoring, and tertiary education scholarships. Graduates must demonstrate a continued effort to school and academic pursuits, financial need, and display strong personal leadership skills to be eligible.

Graduate Engagement

For two years after completing their Personal Leadership Program, we remain in contact with graduates to reinforce program content and provide coaching and support to ensure students continue to achieve their goals.

Engagement includes a needs-based follow-up program and referral service, along with text messages, digital communications, work experience, workshops, scholarships, and the opportunity to participate in leadership forums and excursions.

Project PROSPER

Introduced in 2020, Project PROSPER is a pilot program focused on working with graduates of the Personal Leadership Program to bring their lived experience into our programs through workshop co-design and creation.

The project addresses our aim to improve engagement, build leadership, and better support our graduates to sustain the positive changes they make after completing our program.



Personal Leadership Program Outcomes

In 2021 we delivered our face-to-face Personal Leadership Program with 24 secondary education partners and graduated 757 young people in SA

*excludes specialised programs

Outcomes

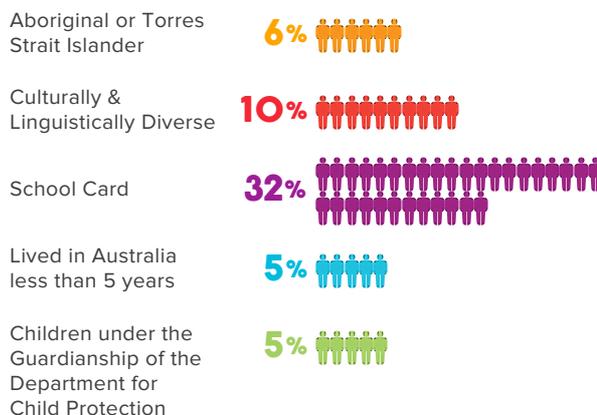
Our value of 'do the right thing and do it well', means we not only ensure the best outcomes for young people, but act responsibly with the funds we receive. We robustly demonstrate the impact of our Personal Leadership Program using internationally-recognised measures, such as K10 and EPOCH. We consistently use statistical analysis to assess the effectiveness and impact of our programs with the support of the Marshman Foundation, our research and development arm.

Graduates of our Secondary Education Personal Leadership Program reported

-  84% have better relationships
-  92% have higher confidence
-  88% improved their self-image
-  83% are more motivated towards school
-  87% believe their grades will improve
-  93% are taking more responsibility for making things happen in their lives
-  84% have a good action plan to achieve their goals
-  85% have a clearer understanding of their future
-  86% have developed better time management and organisational skills

Student Background

*some students may appear in more than one category
**all students who received Stage 1 Integrated Learning SACE points



100%
our Personal Leadership Program graduates received 20 SACE points based on their fulfilment of key criteria



97% of graduates would recommend the Personal Leadership Program to others



of students reported the program assisted them when applying for part-time work during the program.



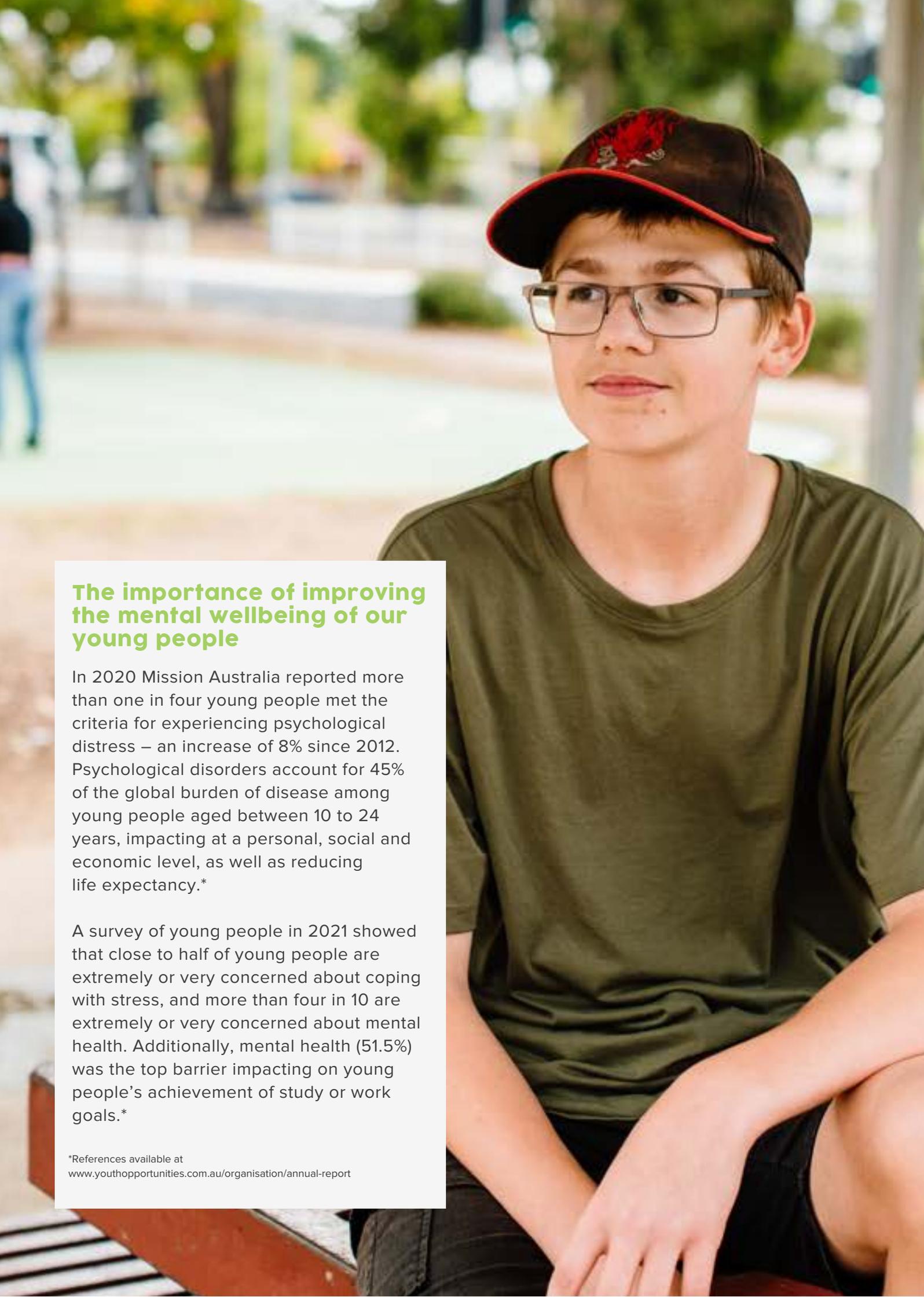
48% increase in aspiring to attend TAFE



26% increase in aspiring to undertake an apprenticeship



25% increase in aspiring to attend university

A young person with short brown hair, wearing glasses and a dark brown cap with a red brim, is sitting on a wooden bench outdoors. They are wearing a dark green t-shirt and looking off to the side with a thoughtful expression. The background is a blurred outdoor setting with trees and a paved area.

The importance of improving the mental wellbeing of our young people

In 2020 Mission Australia reported more than one in four young people met the criteria for experiencing psychological distress – an increase of 8% since 2012. Psychological disorders account for 45% of the global burden of disease among young people aged between 10 to 24 years, impacting at a personal, social and economic level, as well as reducing life expectancy.*

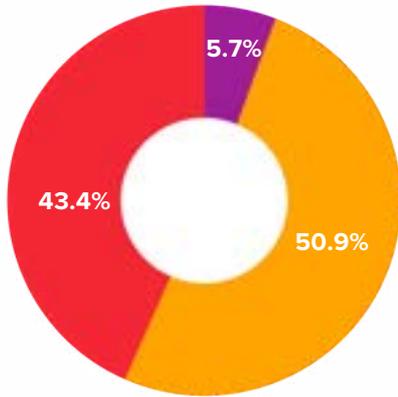
A survey of young people in 2021 showed that close to half of young people are extremely or very concerned about coping with stress, and more than four in 10 are extremely or very concerned about mental health. Additionally, mental health (51.5%) was the top barrier impacting on young people's achievement of study or work goals.*

*References available at www.youthopportunities.com.au/organisation/annual-report

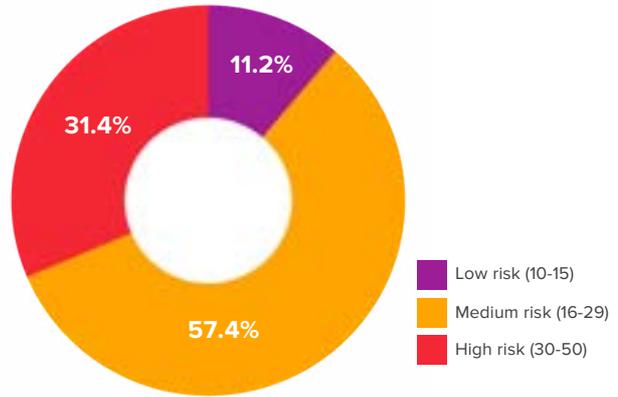
Measure of Psychological Distress

The Kessler Psychological Distress Scale (K10) measures general levels of distress, anxiety and depression. After completing our Personal Leadership Program, we saw a **28% reduction in the number of young people at high risk of developing a mental health disorder.**

Week 1



Week 9



HIGH RISK

Students in this category are more likely to demonstrate anti-social behaviour, have decreased motivation, reduced self-confidence, affected sleep and experience some form of depression or anxiety.

LOW RISK

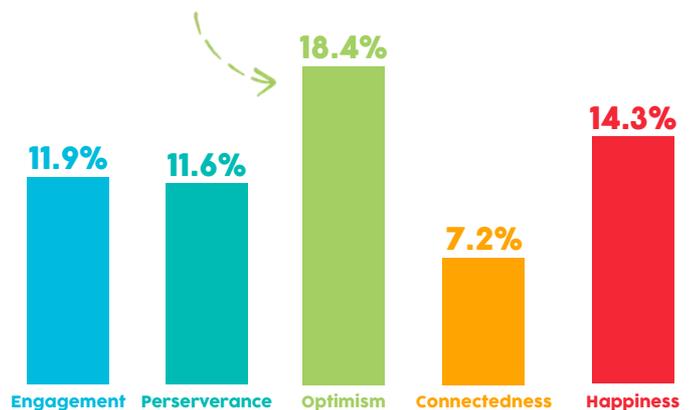
Students in this category are more likely to demonstrate positive behaviours, display high levels of self-esteem and present with an optimistic outlook.

Measure of Wellbeing

Positive wellbeing in adolescents is identified and measured using five constructs known as EPOCH: Engagement, Perseverance, Optimism, Connectedness and Happiness.

Our graduates' EPOCH results are not only statistically significant, but demonstrate the immense impact of the program seeing improvements in all of these areas upon completion.

Having an optimistic mindset when applying for jobs resulted in young people finding full time work two months faster*



“To me, personal leadership is the ability to take control of your life, and make positive choices to support yourself”



“ Throughout the program I have gained skills I can take with me throughout my apprenticeship, the main skill being goal planning. I have also gained more skills around communication and how to stay motivated. ”

Secondary and Vocational Education

Specialised Programs & Workshops

Apprenticeship Development Program

This program was designed to embed the fundamentals of our Personal Leadership Program within a flexible apprenticeship. In 2021, we collaborated with ACCE and GFG, giving 34 young apprentices the opportunity to improve their enterprise skills, job readiness and resilience.

Using pre- and post-test measures, participants of our GFG program reported

 **84%**

of participants are confident they have all the skills, habits and attitudes to be an effective employee

 **22%**

decrease in participants feeling like they struggle to ask for help when they need it

89% feel they have the skills they need to look after their wellbeing

84% feel confident in achieving their goals

84% feel organised and they use their time wisely

Youth Education Centre

Thanks to the generosity of the Milner Road Foundation, we were able to engage with 15 young people from the Youth Education Centre in a pilot 16-week Personal Leadership Program. Participants were either at risk and/or have had experience with the youth justice system, or require additional support.

The content and facilitation of the program was adapted to take into consideration their needs and, over the course of the entire program, we saw improvement in the level of engagement in the concepts being covered, improved communication in class, and an increased connection between many students.

"The habits I want to continue developing are talking to more people, and continuing to think more positively and to see different situations in a positive light." - Graduate

Workshops

In 2021, a pilot series of workshops were co-designed with young people to improve wellbeing literacy and address issues important to them.

Workshops were specifically created for years 7 & 8, 9 & 10, and 11 & 12. Thanks to the South East Community Development Board, we were able to run workshops in four schools in the Limestone Coast with 550 students taking part in total.

75% of participants who provided feedback felt the skills learned could help with school or jobs

Secondary and Vocational Education

Thrive Online Programs

Utilising our world-class Thrive platform, our adapted online Personal Leadership Program and communication modules see students engaging with content via interactive learning online, which can be coupled with facilitation support and coaching from Youth Opportunities trainers or school staff.

The Thrive Online Personal Leadership Program was built to complement the school curriculum, meeting the SACE Personal Learning Plan (PLP) subject requirements, whilst also providing the opportunity for tailored personal development in the classroom through multi-modal delivery options and modules.

In 2021, Thrive Online programs were delivered in partnership across Australia to



1,802 students



in 14 schools



100% of students report taking more personal responsibility and have developed strategies for a successful life



83% are communicating better and believe they are kinder people now



80% have improved their relationships



83% have replaced poor habits with better ones



100% know which goals are most important to them



90% believe that if they reach their goals they will have more opportunity and get a better job



90% are confident that they can achieve their goals

*Results taken from single school Thrive Online PLP

Working with Coach

Working in partnership with Coach Pty Ltd, Marshman Foundation has developed Thrive Together, a modified module of Thrive Online, that focuses on communication.

Thrive Together is offered as an integrated part of Coach's program Class Act, which in 2021 was delivered in 10 schools across Queensland and Northern Territory to address issues associated with negative self-talk and bullying.

Coach Outcomes

56%
of students improved their communication skills and are aware of the impact of their communication on others

66%
of students are more likely to help others being bullied and are less likely to bully others



“ I know I have improved my confidence because now I can hold my head up high and back up my decisions. I am not afraid to speak my mind and be myself anymore. ”

Graduate Engagement

For two years after completing our face-to-face Personal Leadership Program, graduates can stay connected to each other and Youth Opportunities through additional coaching, workshops, and support - helping them sustain the positive changes they have made during their program.

During 2021 we worked with 1,374 graduates from our 2019, 2020 and 2021 cohorts.

Thanks to a special group of funders, Project PROSPER has been piloting new and improved ways of working with young people through our graduate engagement program. This 3-year project, which commenced in 2020, will see the project learnings and resources become embedded in our standard practice in 2023.

PROSPER Leaders

PROSPER has a strong focus on youth consultation and co-design. Innovative and motivated young people from amongst our graduates step up to take on a leadership role, working with our trainers and their peers. They collaborate to develop and deliver relevant and relatable workshops and resources that address key issues young people are facing.

We worked with PROSPER Leaders from six schools across regional and metropolitan South Australia to create four new workshops, with students receiving 426 hours of engagement over the year.

PROSPER Workshops

We've transformed our graduate engagement to workshops based on what young people have told us are important to them. These are delivered for two years post-program.

Workshops are designed to refresh the learning from the Personal Leadership Program and build on this by applying the tools and concepts to new topics. For example, the Young People in the workplace workshop was created with funding from the Augusta Zadow Award in collaboration with SafeWorkSA.

We delivered 113 workshops to 1,016 students over the course of the year.

The four new workshops we created and delivered to our Personal Leadership Program graduates in 2021 focused on...

Tools to identify and manage unhealthy Stress

Strengths identification and building

Communication and public speaking Skills

Workplace strategies for young people

Youth Opportunities Alumni

Our Youth Opportunities alumni group are inspiring graduates 18+ who have chosen to step up and give back through Youth Opportunities. Thanks to the generosity of the Newday Leadership Summit, nine of our alumni attended Newday to hear speakers from across the world talking about leading with purpose for the greater good. Our graduates then ran a webinar for the Newday attendees after the event, discussing how we can collectively improve the leadership landscape for young people in the workplace. This group of students also participated in public speaking opportunities at Youth Opportunities and partner events.



**Of the
PROSPER graduates
we engaged with in
2021...**

85% learnt new skills that
can help with further
education and
employment

93% felt they had learned
new digital skills in
collaborating online

76% are skilled in
understanding their
personal strengths



Check out our
grad's Newday
presentation by
scanning or clicking
the QR code

“ This scholarship means so much to me, my life has been drastically changed for the better and I am so thankful.



Because of this scholarship

I will be able to graduate without any financial burdens and enter my career debt-free, something that would never have been possible without Youth Opportunities! This scholarship has opened the door to so many opportunities that I hadn't previously considered due to my financial situation ”

- Sophie, Scholarship Recipient

Wraparound Services

Scholarships

Program Overview

For many young people who complete our programs, our scholarships provide an invaluable resource as they address the financial conditions that are a barrier to achieving their future success. Our scholarships provide financial aid, career guidance and academic tutoring, and are funded by donors in the community. To be eligible for a scholarship, graduates must demonstrate continued effort to school and academic pursuits, financial need and display strong personal leadership skills.

University Degree

Thanks to The Adam Scott Foundation, graduate Sophie from Kapunda was awarded a university scholarship worth up to \$75k to cover her tertiary education degree, and help her towards achieving her goal of becoming an Occupational Therapist.

Since she was 15 years old, Sophie worked part time whilst juggling her academic duties to help support her family, after her mum suffered a permanent spinal injury. Sophie now hopes to become an Occupational Therapist so she can support the rehabilitation of others in the community and allow them to live their best lives.

In 2021...



91 school-based scholarships



were awarded to 87 young people



16 received career guidance or academic tutoring



89 received financial aid in the form of laptops, digital programs, course fees and school supplies



1 university scholarship and 3 TAFE scholarships thanks to the Adam Scott Foundation

Since its inception in 2017, we have distributed



\$664,965 worth of scholarships



Across 27 regional & metropolitan schools



awarded to 254 young people

Project 360

Program Overview

In its fourth year, thanks to the support of an anonymous benefactor, Project 360 supports improved and sustained outcomes for participants who complete the Personal Leadership Program through a wraparound service involving supporters i.e., parents, carers, and educators who surround the participant.

This, in turn, translates to improved relationships and connections to family, increased self-esteem, stable housing, improved school culture and a community of practice.

529 total attendees since Project 360 began in 2019

Parent, educator & supporter feedback

after the young person has completed Personal Leadership Program

76% of supporters feel the young person shows a more positive attitude

74% of supporters feel the young person communicates better

85% of supporters feel the young person seems more confident

Student feedback

after completing the Personal Leadership Program



78% have better relationships with their teachers



84% have better relationships with their families

Parent Workshops

100% of parents learned new things they value

73% of teachers felt the training would be useful in their lives

4.8/5 average overall satisfaction rating

“ Thank you,

the workshop has been really interesting.

My son is currently doing the Personal Leadership Program and I have to say it's the first time since primary school I've seen him actually interested and engaged in something. Thank you. ”

- Parent participant

“If young people are resilient, healthy, and happy they are more likely to have a growth mindset, be open to new ideas, and explore the boundaries of their abilities.



It is these qualities that we see develop in the graduates of the Youth Opportunities program at Paralowie, and in turn, these qualities will become their habits. ”
- Peter Mckay, Paralowie R-12 School Principal

Our Social Enterprise

In 2021, Youth Opportunities launched our social enterprise, Generation Thrive.

A profit-for-purpose business, Generation Thrive supports the wellbeing and life skill development of Australia's 17 to 30-year-olds through online personal leadership programs.

Now, more than ever, young people and young adults are facing unprecedented challenges, so Youth Opportunities expanded our reach beyond the school gates by opening up our life-changing Personal Leadership Programs to a wider audience, while still benefitting those experiencing disadvantage and adversity.



Every Generation Thrive participant is matched to a coach with expertise in their industry or personal and professional goals.

In 2021, Generation Thrive had 56 participants complete the online personal leadership programs Thrive@Life and Thrive@Work.



Now any parent or young adult can jump online and gain access to our world-leading toolkit to develop skills and strategies in areas of enterprise, wellbeing, resilience and leadership.

Our [Thrive@Life](#) Personal Leadership Program helps participants improve their confidence, motivation, and relationships, and uniquely combines the online platform with one-to-one coaching to help individuals navigate their own unique set of circumstances and goals.

Consisting of eight self-paced online modules, and four 30-minute coaching calls, participants only need to allow up to three hours per week, have access to a computer, and basic digital literacy skills to complete the program.



Our program is uniquely positioned to support the emerging workforce - our leaders of the future - to activate their potential, navigate setbacks with solution-focused thinking, and increase their confidence, clarity, and motivation. This allows them to lead themselves to success and contribute positively to the workplace as Personal Leaders.

Running in partnership with local government, SMEs, State League sports teams, apprentice and trainee providers, and corporate organisations, our [Thrive@Work](#) program is delivered entirely online over twelve weeks. It uniquely includes a combination of one-to-one coaching, peer mentoring, group workshops, and access to our online toolkit, and helps improve the performance and retention of participants by equipping them with enterprise skills such as critical and creative thinking, positive communication, collaboration, confidence, and digital literacy.



Tigers Personal Leadership Program

In 2021, Glenelg Football Club partnered with Generation Thrive to invest in the personal leadership and wellbeing of their players. Using our world-class Thrive@Life Personal Leadership Program, the 16-week online pilot was developed for players, with thanks to philanthropist Graham Hobbs OAM.

"This program is something I wish I could've done ten years ago. It has helped me discover aspects of life and leadership to facilitate my own personal growth, and my ability to lead others. The tools and strategies throughout the program provide the transition from theory to practice in our own lives."

Chris Curran - Glenelg Football Club Captain



Tatiara Truck & Trailers Program

Tatiara Truck and Trailer wanted to support their employees to learn the skills to not only thrive at work but in all areas of their life. It was important to Tatiara Truck and Trailers that they identify emerging leaders, but also give preventative skills to employees around supporting their wellbeing too.

"The young people in our workshop are so positive as a result of this program. They communicate better, they're professional, they present well, and they're fantastic on the phone with customers. The Thrive@Work program is the best money that we've invested in our apprentices. We'll be participating in this program again in the future."

Dylan Jenkin – Director and Apprenticeship Provider, Tatiara Truck and Trailers

Participant feedback

Joint Outcomes Tatiara and Glenelg Programs



would recommend this program to others and are taking more accountability for making things happen in their life



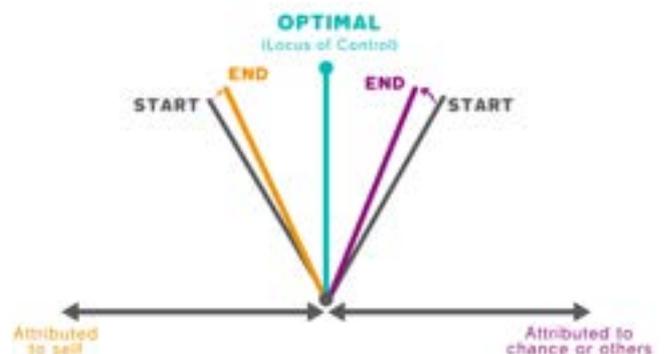
feel more confident

91% developed better communication skills, have a better understanding of their personal strengths, and developed critical thinking and problem-solving skills

Locus of Control

Research shows an optimal Locus of Control leads to the following benefits:

- Higher levels of job motivation, job performance, job satisfaction, and leadership.
- Higher self-image, greater academic success, and more perseverance in the face of difficulty.
- Improved psychological wellbeing, reduced risk of depression, and improved physical health.



South Australia, YOU changed lives

Thanks to our supporters in the community, together we created opportunities for South Australia's young people to develop the lifelong skills, habits and confidence to thrive.

Because of our partners in 2021



4,668 young people were supported across our programs and services



91 scholarships were awarded to students experiencing disadvantage or adversity



Partnerships

Corporate Partners

During 2021, our corporate partners rallied to create opportunities for young people through their financial and in-kind support, staff fundraising, workplace giving, event attendance and volunteering. We were extremely grateful to have several new businesses join our list of supporters this year!

Service Clubs

Service clubs continued to show their commitment to young people by investing in our personal leadership programs and showing support at our fundraising events, in particular in our regional communities.

South East Community Development Board

Made up of community members and business owners who volunteer their time and networks to support our fundraising and promotion in the South East, this Board invested more than \$100,000, plus in-kind support, directly to their community. We are thankful for this group of inspiring advocates, who have young people truly at the heart, and actively work with us to improve outcomes for youth in the South East.



Team YO 2021

Volunteers

Each week, we have volunteers and interns joining us in the office, providing crucial support over a range of areas, including administration, marketing, project management, event support, and governance provided by our board. During 2021, volunteers contributed more than 3,850 hours to YO.

Ambassadors

During 2021, we were proud to have Peter Carey OAM once again representing us at several fundraising events, taking part in our Golf Day committee, and continuing to advocate passionately for our cause within the South Australian community.

Charity of Choice

Despite COVID-19 limiting the number of in-person fundraising events, we were fortunate enough to be chosen as charity partners for a variety of occasions, including charity golf days, cocktail functions, dinners and the 2021 Newday Summit.

In a year where young people were once again impacted by COVID-19, our programs were vital in helping to disrupt the cycle of disadvantage, improve the mental wellbeing of young people and develop personal leaders who will contribute positively to our community.



Philanthropy

Scholarships

Our generous scholarship donors ensure that young people can achieve in their future, no matter their financial circumstance. During 2021, we offered 91 school-based scholarship awards to 87 young people, as well as providing tertiary education scholarships in partnership with the Adam Scott Foundation. We also thank the Scholarship and Sponsorship Committee for their valued service during the year.

Trusts and Foundations

We received overwhelming support from our trust and foundation partners in 2021, as they recognised our need to invest in new areas of technology and expand our reach to more young people experiencing disadvantage during the pandemic.

Gifts in Wills

We are incredibly grateful to the generous donors who notified us that they will include a gift in their Will to Youth Opportunities. Their belief in the potential of young South Australians is truly inspiring, and we honour the legacy they are creating for the future. Gifts in Wills is an important part of creating a sustainable organisation, allowing us to support young people for years to come.

Private Giving

A heartfelt thank you to our supporters in 2021 who were able to give so generously through our tax and Christmas Appeals, regular giving program, private giving, and family foundations.



Committees

Stars in the Garden

Our Stars in the Garden committee are arguably one of the most connected and hard-working volunteer groups in fundraising and events. We can never adequately express the extent to which the success of Stars' is attributable to this group, from the introduction to our guests, to the hours spent on theming, and sourcing of auction items and, of course, their ever-present championing of Youth Opportunities. A sincere and heartfelt thank you to Melanie Champion de Crespigny AM, Sharyn Booth, Arabella Branson, Chrissy Esau, Amy Matthews, Polly Tembel and Michael Whiting.

Golf Day

Our Golf Day Committee, Eddie Bell (Chair), Peter Carey OAM, Pat Carpenter, Nick Chigwidden, and Joe Paparella, along with long time supporter Lee Newton, all give significant amounts of their time and talent each year to ensure the success of the event and enjoyment of our guests. It is their dedication and tireless hours of volunteering that helps keep the event at such a high standard so players return every year, ready to enjoy an exceptional day out.

**To support
Youth Opportunities
please visit**
www.youthopportunities.com.au



Scan or click this
QR code to find out
how you can
partner with us.

fundraising

Golf Day 2021

The 14th Annual Youth Opportunities Golf Day, Presented by Tanti Constructions, was a huge success, for the organisation and guests. More than 40 teams enjoyed a competitive but friendly round, whilst supporting young people in need.

We were so pleased to raise over \$90,000 for young people experiencing disadvantage or adversity, thanks to the support of our incredible sponsors and generous guests. We particularly acknowledge our Presenting Partner, Tanti Constructions, and sponsors, Living Choice Australia, Serafino Wines, NAB, Magain Real Estate, Adelaide BMW, Maxima, Unified Technology Solutions, Perks, PhysioXtra, RJE Global, Holdfast Insurance Brokers, WRP Legal & Advisory, Workspace Commercial Furniture, Amorini, Vilis, Coopers Brewery, Rapid Relief Team, ANZ, Kennards, and Harvey Norman.

We were also greatly assisted by the many organisations who chose to donate to our on-day fundraising efforts, including our major and silent auctions, and raffle, and those who provided additional in-kind support. Thank you also to our Golf Day Committee who, each and every year, go above and beyond in their support of Youth Opportunities to ensure the enjoyment of our guests.

partnerships

The Rali Foundation

The Rali Foundation have been a wonderful long-standing supporter of Youth Opportunities since 2014, helping us to reach hundreds of young people through a variety of our programs and services.

Aligning with many of Rali's key focus areas – including supporting young people in 'at risk' stages of schooling, funding innovative programs, and investing in organisations for multiple long-term impacts – they have generously supported Project PROSPER and Thrive, as well as many years contributing to personal leadership programs across the Northern suburbs of Adelaide.

The Rali Foundation's support is genuinely enabling transformational change to the lives of countless young South Australians, and we are hugely grateful for our much-valued partnership.

Adtrans partnership

Adtrans are the largest car dealership group across South Australia and, over the last 20 years, their collective efforts have raised over half a million dollars for our cause. From team fundraisers to exclusive dinners with their clients and their annual golf day, their team is committed to making a difference and investing back into the communities in which they operate.



Stars in the Garden

We are incredibly proud of the success of the 2021 Stars in the Garden event, proudly presented by Taylor Collison and Thomson Geer, and equally humbled by the support we received. We are thrilled to report that with the support of our most generous guests and supporters, we were able to raise an astonishing \$955,000 from the event.

Hosted by Melanie Champion de Crespigny AM and Robert Champion de Crespigny AC, for the first time in its history, the event was held at St Peter's College Memorial Hall to accommodate rapidly-changing COVID-19 restrictions. A stunning indoor garden scene was created by Out in the Paddock and guests enjoyed a seated lunch, with their attention captured by MC Jane Doyle OAM, the guest speaker Tim Jarvis AM, an auction by the ever-entertaining Bernard Booth, and Youth Opportunities' graduate, Megan.

Megan gave a deeply personal insight into the very real and powerful benefit a young person will derive from having access to, and graduating from, a YO program. Megan shared how Youth Opportunities helped her to find her voice to deal with, and speak up about, the violence and neglect she was experiencing at home. Her courage at 17 is inspiring and she credits so much of her growth to the skills and tools that Youth Opportunities taught her.

“ My future is mine to make and so I am going to take that opportunity and prove to myself that I can be a better person. I am an amazing, strong, resilient, and brave girl and I am a survivor that has found my self-worth again and realised that I am loved and I deserve to be happy, because I am worth it. ”



We are particularly grateful for the significant contributions of our event sponsors - Presenting Partners, Taylor Collison and Thomson Geer; Gold Partners, Audi Solitaire, Australian Gas Infrastructure Group, Bank SA, Fox Creek Wines, Out in the Paddock, St Peter's College; and Event Partner, Coopers Brewery, along with our suppliers, auction donors and organising committee.

Stars IN THE
Garden

2021 financials

We are pleased to report that while we invested for growth and sustainability in 2021, we achieved a net surplus at year-end of \$71,661.

Heading into 2021 with the challenge of operating in a pandemic, we once again took a conservative approach to managing funds to ensure the strength of the balance sheet, while still investing for future growth in South Australia and sustainability of our operations as planned. In line with the significant increases in the number of young people supported and the launch of our new social enterprise, training and scholarship expenses were higher compared to 2020, while improved operational efficiencies and economies of scale kept overheads, management, and administrative expenses relatively stable.

A combination of grant funding and jobkeeper funds were utilised to implement a once-in-a-generation technology uplift to future-proof our operations and enable further growth at scale.

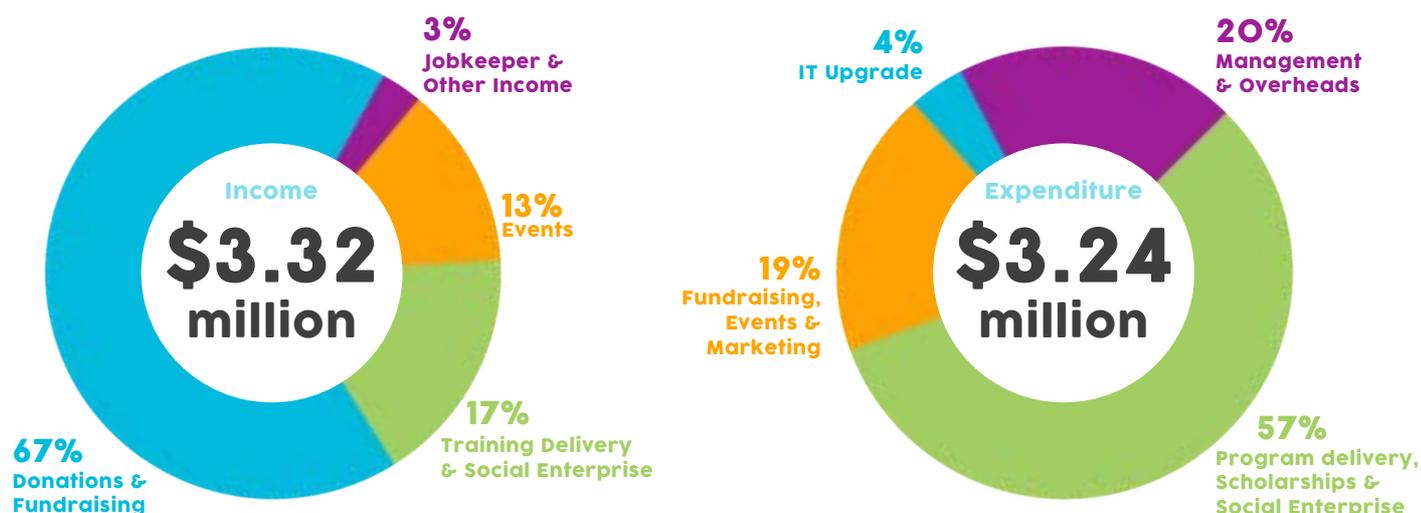
Thanks to the support of our donors in the final quarter of 2021, we enter 2022 in a positive position. Our surplus, along with committed funds held as income in advance, will enable us to further expand our programs in South Australia in the coming year for young people experiencing disadvantage, while balancing the need to retain a prudent operational cash reserve for long-term sustainability.

A very special group of Youth Opportunities supporters contribute to our management and administration costs, and overheads (as indicated in purple below) each year. Their donations mean that we are able to support even more young people in South Australia to thrive.

2021 Profit & Loss Statement

	2021 Actual
Fundraising (excl Events income)	2,233,651
Program Delivery Income (incl Social Enterprise)	550,973
Events Income	430,031
Total Income	3,214,655
Program Delivery Expenses (incl Social Enterprise)	1,714,477
Fundraising (excl. Events) Expenses	440,228
Events Expenses	140,142
CRM Investment and IT Upgrade (50% Grant funded)	135,897
Management & Administration Expenses	441,245
Brand & Marketing	46,102
Overheads	202,698
Scholarships awarded	128,370
Total Expenses	3,249,159
Operating Profit / (Loss)	(34,504)
COVID Federal Support	72,000
Other	34,165
TOTAL Other Income	106,165
TOTAL PROFIT / (LOSS)	71,661

Income & Expenditure



In 2021 we were grateful to have volunteers, interns, and placement students who contributed more than **3,850 hours** to support program delivery, strategic direction, governance, office administration, fundraising, and events.

Balance Sheet

	2021	2020
Cash	3,095,228	2,556,922
Receivables	31,437	25,827
Other Current Assets	22,845	39,869
Total Current Assets	3,149,510	2,622,618
Plant & Equipment	14,962	21,518
Total Non-Current Assets	14,962	21,518
Total Assets	3,164,472	2,644,136
Creditors	59,914	63,074
Income In Advance	1,132,343	779,625
Payroll Liabilities	5,947	3,041
Tax Payable	36,212	6,946
Annual Leave Provision	120,198	88,179
Long Service Leave Provision	41,517	38,145
Other Creditors	105,250	80,170
Total Current Liabilities	1,501,381	1,059,180
Long Service Leave Provision	35,3851	28,911
Total Non-Current Liabilities	35,3851	28,911
Total Liabilities	1,536,766	1,088,091
NET ASSETS	1,627,706	1,556,045
Retained Earnings	1,556,045	630,952
Current Year Surplus/Deficit	71,661	925,093
TOTAL CHARITABLE FUNDS HELD	1,627,706	1,556,045

THANK YOU

Principal

Ahrens Group
- Stef & Leanne Ahrens
EDP Hotels
Future Generation Investment
Graham Hobbs OAM
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Special thanks for the support received from the SA Department for Education

We are grateful for all of our donors who invest in young people and acknowledge the following supporters

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EDP Hotels- Spencer Hotel	Henry Mitchell & Mandy Cooper	Brian Virgo	



To watch a virtual YO graduation scan or click the QR code



“ Before undertaking this program, I felt lost. I had no motivation or organisation skills, I had no future direction and I didn’t know myself. I was indecisive and utterly lost.

Youth Opportunities has given me an opportunity to find my way.”

Our People

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Ben Chu (board observer)
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Youth Opportunities Australia Limited
Kurna Country
35a Oaklands Road
Somerton Park SA 5044

P: (08) 8240 3133
E: youth@youthopps.com.au

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