



PUTTING YOUNG  
PEOPLES NEEDS FIRST

# ANNUAL REPORT 2022

A NEW BEGINNING



[YOUTHUPFRONT.ORG.AU](http://YOUTHUPFRONT.ORG.AU)

# Acknowledgement of Country



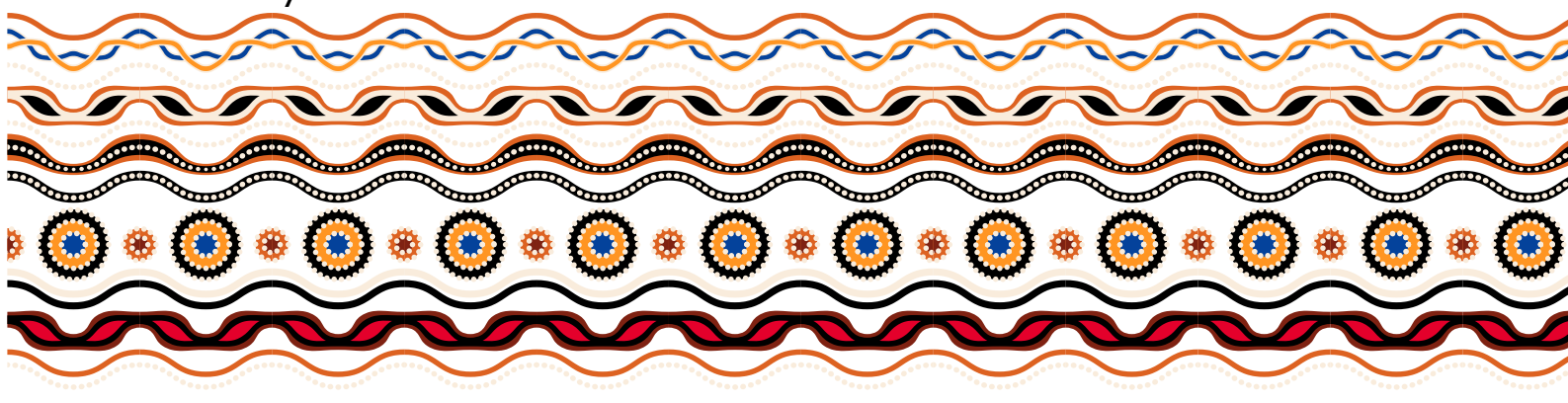
Credit - Peak Hil Central School

*Youth Up Front acknowledges the Aboriginal and Torres Strait Islander peoples as the Traditional Custodians of Country throughout Australia. We recognise their continuing connection to land, waters and community, and pay our respects to Elders past present and emerging - in particular the young people responsible to establishing true reconciliation in the future*



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# A New Beginning

The time had come to make a change!

As we neared 30 years of operations, we reflected on the need for a change. We reviewed our work, our identity and its connection to young people. It was through this that YOUTH UP FRONT emerged.

Youth Up Front embodies the values we align to all the work undertaken in support of young people and at the centre, ensuring that Young People and their needs are placed at the forefront of decisions we make and actions we take.

With a new look and a new name, we launched in 2022 during NSW Youth Week and additionally our newly formed partnership as a Community Partner to the Manly Warringah Sea Eagles.

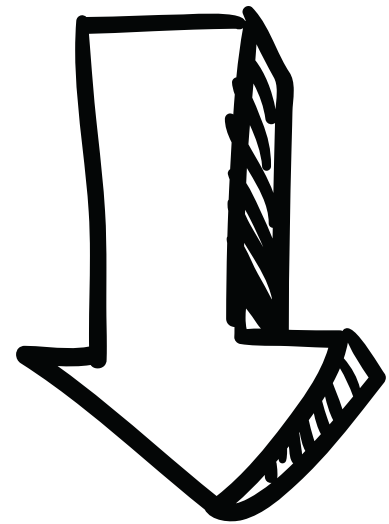
Our launch was one of the inaugural events held in the Penn Centre of Excellence and also gave rise to "Excellence in Vocational Education Awards Night" held later in the year.

We hope through this years Annual Report you can share the transformational journey and success of our first year as Youth Up Front!



**Business  
Education  
Network**

*Assisting Young People to  
Create a Better Future across  
Northern Sydney*



PUTTING  
YOUNG  
PEOPLES  
NEEDS  
FIRST

# Vision

To assist young people to create a better future.

# Mission

To support young people to explore, experience, and achieve their own success when preparing for exiting school. For some, this is earlier than others but the space between adolescence and adulthood is more complicated than ever for a young person to navigate. At YUF, we aim to support young people with the tools to navigate the road ahead and be their best selves in doing so!

# Values

Our Values remain unchanged as we work towards creating an organisation that demonstrates its commitment to young people through its commitment to its staff, stakeholders, and all those involved in the process of making a young person's life better

COLLABORATION - CLIENT FOCUSSED  
QUALITY - EMPATHY - RESPECT  
INTEGRITY - RESPONSIBILITY  
TEAMWORK

# Year in Review

It has once again been an honour and privilege to be at the helm of such an amazing organisation!

The 2022 year was a strain on the organisation financially with an ethical choice to retain services to young people, irrespective of the cessation of funding following the closure of the Links to Learning program. With the effects on young people still being assessed, it is apparent that there still is a consistent trend in young people who do not fit or suit the structure of secondary education. While some of our education partners are championing more alternative ways to interpret and deliver curriculum, in other circumstances, this is not the case.

There remains a strong emphasis on wellbeing at the heart of active and positive student participation in learning and our team continues to deliver quality programs in this space. This has also been identified by parents and carers who are now actively supporting and funding their children to participate in our core programs in Skills for Life, Wellbeing, and Work. Through adversity, we have been able to remain true to our values, core skills, and position in the sector to ensure that we can focus on providing a strong and quality service.

A primary focus personally has been the establishment of internal practices which support the "NO WRONG DOOR" approach. Meaning no matter what, a parent, service, or family member can reach out and make a referral, and even if they are not suitable for our programs, we will unpack and refer them to an appropriate service to suit their needs.

Our CAL program remains steadfast with support for delivered programs and an influx of our four-legged volunteers. The program has found its place with diverse learners or young people affected by trauma. The program allows them to relax and engage with the support of one of our doggo volunteers through structured activities aimed at building resilience and communication skills.

And last but not least, I am amazed at the work of our Work Placement team. With over 3,500 placements coordinated and offered across the region, it was a tough ask for schools to keep pace. This is clearly a sign for the future and the demands on local businesses to seek entry-level future workforce members. I'll say no more - but please read the reports, see the images and share in the success which was the year 2022!

*Samantha King*  
Executive Officer

# Inside The Engine Room

The strength of what we do is found in the people within our team. This could not be truer than it has been in 2022. Our team have displayed immense resilience to the changes in our sector and with the support of our Board of Management, we have been able to diversify and adapt to the changing conditions that have surrounded our young people.

## Board of Management

Lynne Mabb - Chairperson  
Jack McCann - Deputy Chairperson  
Sylvia Borg - Treasurer  
Samuel Chu - Ordinary Member

Departing - Matt Tanks

## Leadership Team

Samantha King - Executive Officer  
Simone Duggin - Executive Assistant  
Aimee Wilson-O'Connor - Team Leader Work Placement  
Wes Sefuiva - Team Leader Youth Engagement  
Gus Larrigaurdiere - Team Leader Youth Engagement

Departing - Steven Tavita and Etienne Gilbert

## Operational Staff

Kate Hickson - Youth Case Worker  
Harry Scott - Youth Case Worker  
Noge Bengamine Beshere - Youth Case Worker  
Susan Moreton - Work Placement Coordinator  
Jackie Currie - Work Placement Coordinator  
Cherryann Woods - Projects Officer  
Xanthia Krimatat - Trainee  
Julia Kaehler-Faulks - Youth Case Worker

Departing - Carly Thomas,  
Megan Rosenblum,  
Libing Kuah



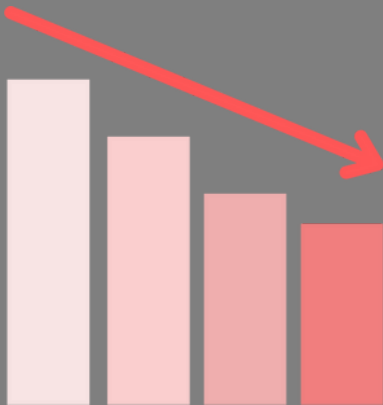
# Tell Us How It Is

Of the 533 people we engaged with for their "Self Assessment", here are the facts!

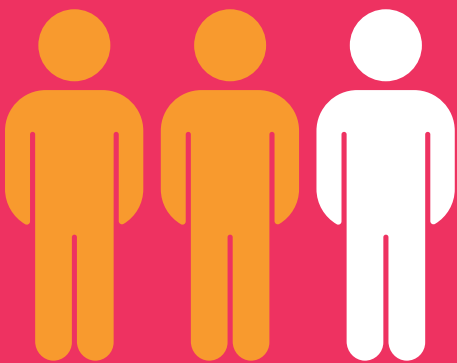


More than 25%  
came from  
split  
families/broken  
homes

**Students rated  
our programs**



More than 56% rated  
their mental health  
as less than "GOOD"



1 in 3 were engaged  
with 2 or more  
support services in  
2022



# Chairperson Report

It has been an exciting year for the Board and staff of Youth Up Front!

With a busy kickstart to the year, we planned a rebrand launch of our new look and feel in alignment with NSW Youth Week. For the Board, we were still waiting in anticipation of funding outcomes that were delayed due to the Federal election.

The first six months of the year also saw our continued support of young people without the support of our previously funded Links to Learning program. With a "no person left behind" approach, we retained a committed staff to continue to support and service young people who were struggling to engage with learning post COVID-19.

The start of the year also brought together some exciting partnerships with the notable one being with the Manly Warringah Sea Eagles. As a central pillar in our community, we align with their commitment to engaging and supporting young people on an athlete pathway but also to nurture their post-playing options. They have also played a critical function as role models for local young people through our facilitated events and activities.

2022 also saw a partnership established with Belrose Rotary which has allowed our team to extend its services to the Central West of NSW to Peak Hill and surrounds. This was seen through student visits to Sydney early in the year and the whole team to Peak Hill at the later end of the year.

From the Board, we farewelled Matt Tanks but were successful in the recruitment of 3 new Board members as we entered into 2023. Gillian, Vicky, and Sally form a strong skill set to assist with our plans moving forward into the future.

Having been a Board member and now the Chairperson, associated with the organisation for over 25 years, I am proud of the achievement, resilience, and agility of the team to respond to the changing needs of young people across Northern Sydney and now across NSW.

I am excited about what 2023 will bring.



*Lynne Mabb*

Chairperson







# Youth Engagement

## *Safer Communities and Scheduled Program*

In Term 3 of 2022, Youth Up Front focused on programming for young people in two main categories: Skills for Life and Skills for Work. In each category, several smaller programs were running, including Skills for Well-being, Boxing program (St Ives Youth Centre), Peak Hill wellbeing (Peak Hill school), Connecting Women to Trades, and Pathway to Tools programs. Around 103 students attended YUF programs on a weekly basis with an average attendance of just under 60% throughout all programs. This was largely impacted by end-of-year events and exams but overall, engagement improved with participating students both at the site and on their scheduled days back at school.

The majority of students were funded under the Safer Community initiative, others through the Dee Why supported funding program, and a small number of fee-for-service options that YUF provides. This ensured we were on track for our participant engagement for Safer Communities funding.

During Term 4, the Skills for Work program was restructured to focus more on practical tradesperson skills. The young people had the opportunity to experience carpentry, bricklaying, paving, landscaping, and concreting in varying capacities. This proved to be very successful, and attendance increased significantly. The program assists young people hoping to move towards a trade or trade-like opportunity.

The year concluded with two highlights – Program Graduation and the Peak Hill project. For graduation, approximately 150 people attended, including students, parents, teachers, and guests from the community. It was a culmination of all the work done in 2022 and was highly appreciated by the attendees.

The year finished at Peak Hill, where we supported the Rotary Club of Belrose in their annual pilgrimage to the school. The team visited students at Peak Hill High School and ran a well-being program over three days. This was incredibly rewarding for the team and students alike, and in that short time at Peak Hill, the team was able to reach many young people through an interactive program.

We look forward to growing our program with interest and enrolment for 2023 starting strong. Our team also looks forward to reviewing and adjusting the work we do to provide an agile and responsive service for young people in the future.



*Cus*

Team Leader



Out and About



# Youth Engagement

## *Outreach, Fee for Service and Other Activities*

With a change in how we support young people and do work with the community, we were excited to be a part of a large number of various activities across the community. These activities assist us and the key community stakeholders to build on a data set for Outreach participation, form an outreach network on the Northern Beaches to avoid duplication, and engage with local government across Northern Sydney in funded activities such as wellbeing, boxercise after school programs and community activation

We partnered with our friends at Monster Skate Park with Mona Madness on a Monday afternoon. This provided community activation for families of skaters. This extended to community activations in response to the loss of life, with skate parks being neutral places for young people to meet, connect and support one another.

We also hosted an online webinar to support young people and their parents with the question "Where to From Here?". This included presenters from TAFE NSW and UAC providing post-Christmas information to support decision-making in the new year for graduates and also for young people returning to school who potentially are considering an apprenticeship or traineeship.

We actively support the newly allocated Youth Command Officers to the Northern Beaches PCYC with their "Fit for Change" program. Many of the young people in attendance were already clients so it was impressive to show how services work together with the needs of the young people at the centre of their programming.

All in all it has been an exiting year for change and with the validation of a growing fee for service demand, we look forward to growing this into the future and expanding on our existing ability to extend and support young people.



*Wes*

Team Leader



# Connecting Women to Trades

We kicked off 2022 with the delivery of a Connecting Women to Trades project - thanks to Training Services NSW.

This initiative focussed on exposing young women to "non-traditional" vocational areas identified as being of critical skill shortage.

The purpose of the program was to support the exploration of these industry areas and also to provide skills and knowledge on how to adapt to working in these settings including management of mental health and resilience, as well as job seeking and application skills and practical entry level learning.

In partnership with TAFE NSW as the Smart and Skilled provider for technical learning and working with our youth engagement team for foundational skills plus working with our partners for specialist skills such as resilience, we were able to successfully engage with local young women keen on exploring these options.

Whilst this was the first phase of the program, we look forward to seeing more work in this space with recommendations for programs that engage school aged girls for career exploration, whilst in the safety and supportive environment of secondary education.

**"THERE ARE SOOOO MANY OPPORTUNITIES I DIDN'T KNOW EXISTED"**

Jasmin



# Work Placement Support Program

3,500  
placements  
offered in  
2022

We started 2022 with no COVID restrictions, which meant that we could plan positively for the year. We began by re-signing host employers, although this was still challenging due to the aftermath of COVID. Some businesses were ready to go, while others were either too busy or too quiet to host work placement students. We understand that our host employers love taking work placement students and we completely understood why some didn't re-sign immediately.

However, as soon as they were able to host students, our amazing host employers re-signed. It was great news that events were able to go ahead, and we were thrilled to continue one of our long-term partnerships with The Sydney Royal Easter Show, which offered over 60 amazing entertainment opportunities to students. This was a great success, and many students had a lot of fun. One student even secured a job through this opportunity.

We also collaborated with Salesforce and Amazon Web Services to provide unique and interesting simulated placement opportunities for students. However, securing business service opportunities proved challenging because many businesses were still working from home.

To address this, our Work Placement team and the Youth Engagement team sat down together and created a business services entrepreneur program. This involved facilitating a group business services opportunity to learn what goes into running a café business.

We received very positive feedback from all schools involved, who requested that we run it again in 2023. Throughout 2022, we continued to send students out in smaller groups and spread out over a few weeks. I want to thank all the teachers for working so closely with us and adapting to the new processes so seamlessly



*Aimee*

Team Leader



# Excellence in VET Workplacement Awards 2022





# Our Supporting Partners

*Each of these businesses  
have supported hosting  
students for Industry  
placements voluntarily  
in 2022*

Garfish Manly

Greengate Hotel

il Pontile

Kids World

Kiplings Garage

Magpies

Meat District Co

Mercure Sydney

Ormeggio

Pellegrini's Chatswood

Piato Restaurant

Planar

Public Dining Room

Touche Café

Manly Pacific

Jimini's Café

Spice Temple

North Sydney Bears

Rugby Australia

Crystal Productions

Dreams2Live4

MKG Events

Play On 5

Anchor Excellence

Talk Time Speech Pathology

Talkshop Speech

Thompson Health Care

Col Crawford

Alto Group

Harts Automotive

APW Automotive

Catholic Care

Belrose Community and Childrens Centre

Doyle Spillane Real Estate

LJ Hooker Avalon

Belrose Community and Childrens Centre

Harbord View Childrens Centre

Brookvale Childrens Centre

Above Building

Browne Built Construction

David Ferrari

Bungalow Homes

Debrich

Duffield Constructions

Edwards Landscapes

Green Chip Constructions

Hookys Roofing

Lipman Constructions

Northern Beaches Construction

Oak Home Improvements

TMC Constructions

TopForm

Warringah Building

TLE Brookvale

# Our Supporting Partners

Multisparx

Current Thinking Electrical

Beaver Williams

Northern Beaches Council

The Sydney Royal Easter Show

The Boat House Group

Amici Di Toni

Corella Fine Foods

Crento Italian Restaurant

De'Assis Café

Dee Why RSL

Fika Swedish Kitchen

Golly Gosh

Manly Pacific

Imperfect Nutritionist

Jonah's Restaurant

Made At Lukes

Manly Skiff Club

Miramare Gardens

Sandstone Café

Nine Yards

Pilu At Freshwater

Palm Beach RSL

Stella Blu Dee Why

Stella Blu Belrose

Terrey Hills Golf and Country Club

The Park House Mona Vale

Zubi At Billys

Xenon Holdings

PCYC Dee Why

Manly Visitor Information Centre

Hockeys Property

Scouts Australia

State Training Services

B&M Building Group

Antrim Building

Degree Building

Design It Landscapes

iCreate Landscapes

JD Projects

Landscapes Excellence

P N O'Carroll

Van Brugge Constructions

Rotric

TLE Artarmon

Afous Moroccan and Spanish Tappas

Avondale Golf Club

Blackbird Café

Burnt Orange

Café Patina

Café Styx

Casa Ristorante

Centre Stage

Connucopia Bakery

Flavours Catering

Garfish Crows Nest



## CASE STUDY "ANGELA"

### INTRODUCTION

Angela was referred to the program due to a lack of self-confidence, disengagement, and interpersonal skills. Angela struggled to interact with peers and facilitators and coping with change. Pathway for Tools is a program that would meet the needs of Angela as she is in an environment that will help develop and strengthen her self-confidence, and engagement and improve her relationship and interpersonal skills.

- Angela wants to get into a trade but is having trouble convincing her father that this is the path she wants to follow.
- Angela is working on improving her relationship with her family, in particular her father as she becomes more settled and focused on her plan.
- Continued work with Youth Up Front in 2023 with some skill development and work experience

"Angela saw the benefits of the program and how it helped her find her strengths and what she enjoyed doing. The various information on different trades and the hands-on experience have helped shaped her mind into wanting to do a trade instead of continuing with school. Angela found it difficult to engage in school. "

### CHALLENGE

Angela was very closed off from the group and the facilitators during the start of this program. She didn't speak much, and it was hard to engage with her and for her to engage with the program. But as the program progressed, Angela was able to slowly open and be more engaging with the content and the activities as per the program, it was very easy to communicate with Angela and she would share some of her struggles that she is facing. It was great to see how much Angela has grown in this program. Her interpersonal skills, self-confidence and overall interest and engagement has improved considerably.



# Another Great Year with our Amazing Volunteers



With such an amazing group of new and returning canine volunteers in 2022, we were able to continue in our delivery of the CAL program in a modified way.

Our greatest success is with the students coming to our site and enjoying the surrounds whilst working with the dogs. During 2022, many of our targeted students were selected by the learning support and diverse learning teams within schools.

Additionally, we utilised short programs to support our onsite programs as a part of our wellbeing components of the program. This also allowed us time to work on case work with young people and provided a tools for engagement to those who were a little guarded about opening up.

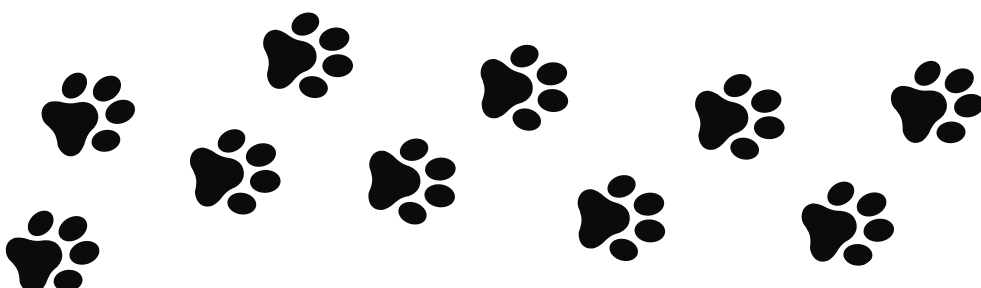
It is a shame that there is still such little literature on the impact of canine therapy and wellbeing but what we know is the results speak volumes on how a young person can connect, communicate and cope with the support a a furry four legged friend.

Our contentand program is based on buidling and strengthening tools for young people but I also think this support the dogs as well. People often overlook dogs emotional wellbeing and that they too get stressed. It is for this reason we have also sees some of our volunteers exit the program.

We always want to ensure that all participants in the CAL program walk away fulfilled.

*Kate*

CAL Coordinator







# Careers Expo

A sell out event!

2022 was a record year! After disruptions from COVID-19, the event was a sell-out engaging over 2,800 students across the day.

Supported by Training Services NSW as our major sponsor and supported by UAC, the event provided all school visitors with introductory information about the UAC including explanations on early entry and balancing your options. This was followed by a presentation from Training Services NSW which included details on Summer School initiatives, apprenticeship/traineeship information, and an overview of the Regional Industry Education Partnership and the programs it offers to secondary students.

We again wish to thank Ron Beeldman and the team at Northern Beaches TAFE for their involvement in creating a learning space for event management students. The event provided an on-the-job experience for students ranging from Certificate III through to Advanced Diploma. This long-standing partnership intertwines with our Work Placement program and has been providing quality learning outcomes for students for over 15 years.





# Community Partnership

## *Peak Hill Central School and Belrose Rotary*

Through an introduction from Dee Why Rotary, we established a connection with Warren, David, and John from Belrose Rotary. They had a long-established partnership supporting Peak Hill Central School with career and transition activities to support, grow and inspire Peak Hill youth for life beyond school.

Through this introduction, we were involved in delivering workshops to support visiting students in April. During this visit, students undertook industry trips, mock interviewing, and recreational activities in the city. Many of which they had previously not experienced. From there, an invitation was offered for the team at Youth Up Front to join Rotary in their annual pilgrimage to Peak Hill for their annual visit.

It was with overwhelming support from staff that our team underwent the journey to Peak Hill and planned a whole school engagement program which included wellbeing, growth mindset, physical challenges, and cultural awareness activities. The team also supported the school community with the Rotarians by providing a massive breakfast cook-up.

Through our partners to the likes of Salesforce, Good 360, Volcom, and our Manly Warringah SeaEagles friends, we arrived with vehicles overflowing with donated goods for the students, their families, and the school.

Additionally, our relationship with Rotary has been one of support for the common good. Volunteers from Rotary have supported our organisation at Bunnings Fundraisers which has allowed us to subsidize program participation for students in local High Schools. In return, our support to Rotary has meant they have been able to undertake more activities to fundraise using our existing equipment for fundraising bbqs and other similar activities.

This has proven to be one of the most enriching and rewarding community connections our organisation has completed to date! We look forward to a continuing relationship with both Rotary and Peak Hill into 2023!







At Peak Hill Central School, we are  
 **RESPECTFUL**  
**RESPONSIBLE**  
**SAFE & SUCCESSFUL**  
**LEARNERS & LEADERS**





# Community Partnership

## Manly Warringah Sea Eagles

We kicked off our new look with a new and exciting partnership with the Manly Warringah Sea Eagles. As an official community partner, we enjoyed being a match day partner for the home game vs Titans and also supported the annual "Community Round" with an activation stall at the main entry gate.

Throughout the year, we were able to work together with the team on opportunities for young people including our concourse cafe project which will continue in 2023. This is a structured business services placement that allows students the opportunity to learn and grow in a social enterprise-style cafe that services the staff and players of the Sea Eagles and the surrounding community at Brookvale. The concept support development of employability skills and builds confidence in fundamental areas such as customer service, business operations, work health and safety, and of course - business etiquette.

We also have been brought into the Sea Eagles family amongst other community-minded organisations and have established a connection to the players through their community engagement team. This is complemented by the players and the role they have in inspiring our young people into careers beyond what they see within the game.

We look forward to continuing to grow this partnership into 2023



**MATCH  
DAY  
PARTNER**

Mighty Sea Eagles  
vs  
Titans



# Case Study

## Greg

Greg attended the Skills for Life program from August 2022 to November 2022 over a 6-week period. Initially, he appeared disinterested in the program and was withdrawn. However, over time, there was a transition in his interest and participation.

During the first two weeks of the program, there was an obvious separation between Greg and most of the other students. Some would make fun of him under their breath, while others would openly disrespect him. He found it difficult to navigate his way around this and simply ignored the comments. Facilitators had to intervene and defend Greg and pacify the situation.

Greg was going through a transitional period in his life around gender. This could be seen openly by the way he used make-up but still dressed in his normal boy's school attire. He did not disclose where this gender journey was heading for him, but he was certainly going through a time when he was finding himself and working through his options.

This is where we saw the value of the program. From the content presented, Greg appropriated what he heard and saw. There were instances where Greg was now responding to taunts made to him, at first, awkwardly, but at least he was defending himself respectfully and thoughtfully. As Greg gained more confidence through his ability to defend himself, he began communicating differently and ignoring things that did not warrant any response.

This was a significant achievement since we did not engage Greg about his sexuality or the decisions he was considering. Instead, we provided him with tools to deal with many situations in life so he could apply these new skills to. This was very rewarding for us as facilitators and youth workers.

All the team are supported in gender diversity training and we are proud to be an ACON "Welcome Here" business, supporting all young people with the skills and tools they need to navigate becoming an adult.



# Project Partners

Whilst money is important, partnership is central to what we achieve at Youth Up Front. We would like to acknowledge our partnership with the following organisations for their commitment to us in 2022 ;



Regional Industry Education Partnerships Program (RIEP)  
An initiative of the NSW Government

# Funding and Donations

The amazing work we do cannot be achieved without the support of our funding bodies, supporters, sponsors and donations received from individuals, organisations and trusts.

Below acknowledges those who supported us in 2022 to support Young People



Education



Catholic  
Schools  
NSW



**Australian Government**

**Department of Home Affairs**



**Training  
Services NSW**



northern  
beaches  
council



**DICK AND  
PIP SMITH  
FOUNDATION**

**D E E  
W H Y  
R S L**

Our ongoing supporter Ron Allars



# Independent Auditors Report

## Scope

I have audited the financial report, being a special purpose financial report, of NORTHERN BEACHES BUSINESS EDUCATION NETWORK INCORPORATED for the year ended 31 December 2022, as set out on pages 1 to 9. The Committee is responsible for the financial report and has determined that the accounting policies used and described in Note 1 to the financial statements which form part of the financial report are consistent with the financial reporting requirements of the Associations Incorporation Act 2009 and are appropriate to meet the needs of the members. I have conducted an independent audit of the financial report in order to express an opinion on them to the members of NORTHERN BEACHES BUSINESS EDUCATION NETWORK INCORPORATED. No opinion is expressed as to whether the accounting policies used are appropriate to the needs of the members.

The financial report has been prepared for the purpose of fulfilling the requirements under the Associations Incorporation Act 2009. I disclaim any assumption of responsibility for any reliance on this audit report or on the financial report to which it relates to any person other than the members, or for any purpose other than that for which it was prepared.

My audit has been conducted in accordance with Australian Auditing Standards. My procedures included examination, on a test basis, of evidence supporting the amounts and other disclosures in the financial statements and the evaluation of significant accounting estimates. These procedures have been undertaken to form an opinion whether, in all material respects, the financial report is presented fairly in accordance with the accounting policies described in Note 1, so as to present a view which is consistent with my understanding of the Association's financial position, and performance as represented by the results of its operations and cash flows. These policies do not require the application of all Australian Accounting Standards and other mandatory professional reporting requirements in Australia.

The audit opinion expressed in this report has been formed on the above basis.

## Independent

In conducting my audit, I followed applicable independence requirements of Australian professional ethical pronouncements.

## Audit Opinion

In my opinion, the financial report of NORTHERN BEACHES BUSINESS EDUCATION NETWORK INCORPORATED is in accordance with:

- (a) the Corporations Act 2001, including:
  - (i) giving a true and fair view of the company's financial position as at 31 December 2022 and of its performance for the year ended on that date in accordance with accounting policies described in Note 1; and
  - (ii) complying with Australian Accounting Standards, comprising AASB 1025 'Application of the Reporting Entity Concept and Other Amendments' and other Australian Accounting Standards to the extent described in Note 1 and Corporations Act 2001; and
- (b) other mandatory professional reporting requirements to the extent described in Note 1.

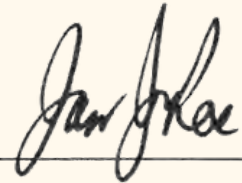
In my opinion, the financial report presents fairly in accordance with the accounting policies described in Note 1 of the financial statements, the financial position of NORTHERN BEACHES BUSINESS EDUCATION NETWORK INCORPORATED as at 31 December 2022 and the results of its operations and its cash flows for the year then ended.

In my opinion, the financial report presents a true and fair view of the financial position of NORTHERN BEACHES BUSINESS EDUCATION NETWORK INCORPORATED as at 31 December 2022 and the results of its operations and its cash flows for the year then ended in accordance with the accounting policies described in Note 1 to the financial statements.

Name of Firm: IJR Accounting Pty Limited  
Accountants & Business Advisors

Name of Principal:

\_\_\_\_\_  
Ian Rae



Address: Commercial Suite 6 Level 1  
1741-1745 Pittwater Road Mona Vale NSW 2103

Dated this day of 15th May 2023

**NORTHERN BEACHES BUSINESS EDUCATION NETWORK INCORPORATED**  
**ABN 92 047 481 509**

**INCOME STATEMENT**  
**FOR THE YEAR ENDED 31 DECEMBER 2022**

	NOTES	2022 - \$
<b>INCOME</b>		
Government Grants		788,790.64
Careers Expo Fee		37,549.83
Fundraising Income		61,769.97
Partnership Income		312.19
Special Projects		160,805.23
Management Committee Fee		27.00
Interest Received		240.91
		1,049,495.77
<b>OTHER INCOME</b>		
NSW Gov Rebates & Incentives		3,400.00
<b>Gross profit from rental operations</b>		<b>2,214.54</b>
		5,614.54
		1,055,110.31
<b>EXPENDITURE</b>		
Audit & Professional Fees		2,925.00
Communication Costs		5,841.76
Consumables		22,919.22
Hire Fees-Venue		25,170.01
Insurance		4,034.59
IT Support & Sports Equipment		41,180.03
Labour Oncosts & Admin O/Heads		96,302.82
Lease Charges Motor Vehicle		13,891.40
Management Committe Expenses		36.36
Motor Vehicle Expenses		746.56
Other Eligible Expenses		10,556.30
Participant Expenditure		16,879.78
Professional Development		5,699.80
Promotion & Marketing		35,979.23
Rent & Outgoings		81,731.35
Salaries		601,280.15
Superannuation		35,626.60
Training Costs & Education		18,831.31
Travelling Expenses		3,069.85
		1,022,702.12
<b>Profit before income tax</b>		<b>32,408.19</b>
<b>Profit for the year</b>		<b>32,408.19</b>
Retained earnings at the beginning of the financial year		53,215.20
<b>Retained earnings at the end of the financial year</b>		<b>85,623.39</b>



**NORTHERN BEACHES BUSINESS EDUCATION NETWORK INCORPORATED**  
**ABN 92 047 481 509**

**BALANCE SHEET**  
**FOR THE YEAR ENDED 31 DECEMBER 2022**

	NOTES	2022 \$
<b>ASSETS</b>		
CURRENT ASSETS		
Cash and cash equivalents	3	105,143.40
Trade and other receivables	4	100,952.40
<b>TOTAL CURRENT ASSETS</b>		<b>206,095.80</b>
<b>TOTAL ASSETS</b>		<b>206,095.80</b>
<b>LIABILITIES</b>		
CURRENT LIABILITIES		
Trade and Other Payables	5	120,472.41
<b>TOTAL CURRENT LIABILITIES</b>		<b>120,472.41</b>
<b>TOTAL LIABILITIES</b>		<b>120,472.41</b>
<b>NET ASSETS</b>		<b>85,623.39</b>
<b>MEMBERS' FUNDS</b>		
Retained earnings	6	85,623.39
<b>TOTAL MEMBERS' FUNDS</b>		<b>85,623.39</b>

**NORTHERN BEACHES BUSINESS EDUCATION NETWORK INCORPORATED**  
**ABN 92 047 481 509**

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 DECEMBER 2022**

<b>3</b>	<b>Cash and Cash Equivalents</b>	
	Cash in Hand	300.00
	Cash at Bank-WPSP	12,289.88
	Connecting Women To Trade	209.00
	Petty Cash	165.04
	Safer Communities	3,919.22
	Fundraising Account	2,277.29
	No 1 Account	35,670.10
	Grants Account	3,840.95
	Cash At Bank Accrued Leave/LS	2.65
	Online Saver Account	1,879.25
	Fee For Service	29,150.33
	Social Media Account	1,700.00
	Careers Expo	13,739.69
		<b>105,143.40</b>
<b>4</b>	<b>Trade and Other Receivables</b>	
	Trade Debtors	34,892.58
	GST on Acquisitions	66,059.82
		<b>100,952.40</b>
<b>5</b>	<b>Accounts Payable and Other Payables</b>	
	Current	
	Accounts Payable	72,926.57
	GST on Supplies	47,545.84
		<b>120,472.41</b>
<b>6</b>	<b>Retained Earnings</b>	
	Retained earnings at the beginning of the financial year	53,215.20
	Net profit attributable to the association	32,408.19
	<b>Retained earnings at the end of the financial year</b>	<b>85,623.39</b>

# How You Can Give



There are lots of different ways in which you can help us care for our local young people in Northern Sydney to ensure they have a brighter future. We sometimes organise fundraising events and run specific appeals to support individual programs. We also love receiving 'In Kind Support' of goods and services in addition to financial support!

As much as our young people all have individual learning styles and circumstances we cater for, we AS well give differently in line with our likes and different circumstances.

Please take a look if there is an option that suits you:

- make regular monthly donations and, depending on your employer, get your donation matched by your employer as part of their Workplace Giving program, and
- give through shopping from selected retailers where a percentage of your purchased items is donated back to us, for example, while booking your next holiday on Shopnate;
- participate in one of our fundraising events for example our annual raffle or community events;
- provide 'In Kind Support' in the form of goods and services;
- connect with us to keep informed about our activities;
- Provide a cash donation directly to us – cash is king as they say.




If your employer runs a workplace giving program you can nominate The YUF as your charity of choice using this simple form.

If your employer doesn't run workplace giving we'd be happy to help them implement it. It is super easy to set up in-house and costs nothing to maintain. Simply contact us and we will send you a start up pack.

Youth Up Front is a charitable organisation funded since 1993 by the Australian Government, NSW Government and Corporate Investors. YUF has the approved charitable tick of approval from ACNC.

Our qualified staff are dedicated to inspire change and equitable outcomes for young people between the ages of 12 and 25 years.

How you can donate or sponsor our activities:

Monthly Deductions	Credit Card	Cheque	Direct Deposit	Donations in-kind	Sponsor our activities
					
from your credit card or a direct debit from your bank account, e.g. as part of a workplace giving program.	we accept all major credit cards via our donation form, either online or in hard copy.	make your cheque payable to YUF and mail to: PO Box 3064, Allambie Heights, NSW 2100	into our bank account via our online or hard copy donation form below.	you can give products and services that can support us.	your business can support or sponsor an event or activity.



# How we use the funds

This is what financial contributions to Youth Up Front can achieve:

<b>\$50</b>	Can support a young person with an updated resume and portfolio.
<b>\$100</b>	Can provide a young person with a "Ready-Set-Work" pack with boots and a fluoro shirt.
<b>\$150</b>	Can provide a young person with accredited WHS training to get them "JOB READY"
<b>\$200</b>	Gives breakfast across a 30 week programme to young people who don't get breakfast at home.
<b>\$500</b>	Provides a young person with a tablet and apps to get them better connected with study.
<b>\$1,000</b>	Can provide mentoring training for a local business person – assisting to support a young person with employment and transition focused support.
<b>\$1,500</b>	Places 10 students into work experience so they understand first hand the world of work!
<b>\$3,500</b>	Can provide a planned "Work Inspiration" workshop for around 150 – 15 year old students to inspire them into their career pathways.
<b>\$5,000</b>	Can provide coordinated industry tours for 60 students to various local businesses so they gain a stronger feeling for the world of work.
<b>\$10,000</b>	Delivers a 10 week Student engagement program for 18 young people - thats over 1,250 hours of support!!
<b>\$15,000</b>	Gets a class of 15 young people a Certificate I level training certificate!
<b>\$70,000</b>	Will get us a bus to assist in transporting our students around the region!
<b>\$150,000</b>	Gets 40 students accredited training, work place preparation, work experience, case management and mentoring in the workplace for a FULL YEAR!!

Support our work and help young, local people realise their full potential.



Scan here to go to our donation page



# TALK TO US

(02) 9986 3339

[info@YouthUpFront.org.au](mailto:info@YouthUpFront.org.au)

[www.YouthUpFront.org.au](http://www.YouthUpFront.org.au)



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#StudentEngagement | #careersexpo | #YouthUpFront



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PUTTING YOUNG  
PEOPLES NEEDS FIRST

