



**ANNUAL
REPORT
2025**

OUR PEOPLE | OUR CLIENTS | OUR COMMUNITY

Youth Futures

EST. 1980

Youth Futures Inc (YFI)

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We acknowledge the traditional owners and ongoing custodians of the lands on which we operate, the Stoney Creek peoples to the Therrernotepanner, Leterrermairrener and Panniher clans. The clans lived here for many thousand generations, above the floodplains where the three rivers Kunermurlukeker, Pleepertommeler and Lakekeller meet. We acknowledge their continuing connection to the unceded lands and waters and pay respect to elders past and present.

TABLE OF CONTENTS

1.

Our Mission
& Values

2.

Our Why

3.

Our Services

4.

President's
Report

5.

CEO's
Report

6.

Operations &
Strategic
Focus

10.

Manager's
Report

12.

Treasurer's
Report

13.

Financials

17.

Board Report

OUR MISSION

To help young people in our community experiencing disadvantage, through emergency accommodation, connection to services, and support to overcome disadvantage.

OUR VALUES

Youth Futures is people centric and committed to building enduring relationships with:

- Our people
- Our clients
- Our community and stakeholders

We are a secular, inclusive organisation; welcoming to all.

We respect individual identity, heritage and culture.

We collaborate to benefit our clients.

We behave ethically and with empathy.



OUR WHY

Youth Futures exists because many young men (aged 13-20) face homelessness not simply from lack of housing, but because trauma, family breakdown, institutional exits, and income insecurity push them out of homes.



Family conflict or relationship breakdown



Family violence



Unemployment or financial stress



Transition out of care or youth justice



Mental health and substance abuse issues

OUR SERVICES

A safe place to land when there's nowhere else to go.

By providing safe crisis accommodation, one-to-one support and a pathway to independence, Youth Futures fills the gap left when young males confront barriers that traditional homeless services aren't designed to address.

We believe that every young person deserves to feel safe, seen, and supported. We're here to help them take the first step toward a more hopeful future.



6 short term crisis
accomodation beds



Staffed 24/7 to provide
support and guidance to or
clients



PRESIDENT'S REPORT

I described in last year's report that the year preceding it was tumultuous, I am pleased to write that this last year was one of resilience and consolidation.

The constant in the maelstrom has always been our people. I was asked recently "*Why are you always there for other people?*" I answered "*Because I remember what it felt like when I needed somebody..... and I would never let anybody feel that kind of emptiness if I could help it*".

When you need a level of objectivity and clinical decision making, we often forget that those tasked with looking after our young men are themselves human and need recognition and support. Each of our staff, volunteers and our Board are driven in some part by their own story. It is more than a job or a line on one's resume. It takes a real passion and without wanting to overly romanticise it, it takes love.

I do not subscribe to any suggestion that it is wrong or inappropriate to be self-congratulatory. I have always believed that those who weathered the storm deserve to be celebrated in calmer waters.

So here we are, moving forward. Not always gracefully. Not always without difficulty. But forward nonetheless. We keep showing up.

The year saw exceptional additions to our Board of Management. We now have a broad skill set and, in my view, with respect to those who have gone before us, we have an unprecedented level of professionalism and commitment.

Those additions were sourced by our CEO Jeremy Rose. That is right we have a CEO!

What a difference Jeremy has made in that role. We have all benefited from his dedicated drive. Coupled with Chris Dell, who continues to work tirelessly, we are in a position of stability for what feels like the first time in a while. The only thing I have guarded against is not becoming too comfortable under the umbrella of their governance. Both Jeremy and Chris are excellent at their self-assessment and the need for collaboration.

Perhaps as a consequence of the stability at management level we also have stability at staffing level. Their dedication to task is to be commended. I appreciate that it is not always easy.

Nobody involved with our organisation should forget that we all make a genuine difference in the lives of those we assist, their families and to the broader community.

Thank you.



ADRIAN HALL
PRESIDENT

CEO'S REPORT

2024-25 has been a year of consolidation and renewal for Youth Futures Incorporated. Following a period of significant change, our focus has been on re-establishing the financial, staffing, and operational foundations that are essential to our work. This has allowed us to refocus on our core purpose—providing safe, supportive crisis accommodation and pathways to a better future for young men in Northern Tasmania.

With a strong foundation now in place, our attention is turning to the future. Together with the Board, I have been leading the development of a new **Strategic Plan (2025-2028)** that will build on our established base while positioning Youth Futures for growth. This plan sets out a clear direction to diversify our income streams, strengthen organisational resilience, and expand our impact on the lives of young people.

Over the past year, we have strengthened our community partnerships. These collaborations are helping us to:

- Support new and emerging programs;
- Plan upgrades to our shelter facilities; and
- Create training and experience pathways that prepare our clients for independent living and participation in community life.

A major focus of the year has also been embedding a culture of safety and accountability. We have implemented new policies, procedures, and a code of conduct under the Child and Youth Safety Framework, ensuring that the wellbeing and dignity of every young person remains at the centre of our service.

I want to acknowledge the commitment of our management team, staff, and Board members. Their resilience, care, and professionalism have enabled Youth Futures to navigate challenges, consolidate our base, and set a clear path forward.

Looking ahead, I am confident that Youth Futures is well positioned to strengthen its role in the community, respond to increasing demand, and create new opportunities for young people who need our support.



JEREMY ROSE

CEO

OPERATIONS AND STRATEGIC FOCUS 2024/2025

CULTURE

Implementation of the Child Youth Safety Framework.



PARTNERSHIPS

Collaboration with the community in which we operate.



PROGRAMS

Implementation of Life Skills program.



CULTURE

SAFETY, INCLUSIVENESS, AND PROTECTION FOR ALL OUR YOUNG PEOPLE

The **Child and Youth Safe Framework** is part of Tasmania's response to the Royal Commission into Institutional Responses to Child Sexual Abuse. It requires organisations that engage with children and young people under 25 to adopt practices that are **safe, inclusive, and protective**. The framework is built around the **10 National Child Safe Standards**:



What we have implemented to ensure a culture of safety:

- **Policies & Procedures:** Put clear child safety policies in place.
- **Screening & Training:** All staff have been trained in the new protocols and new screening has been included in our HR practices.
- **Engagement:** Ensured that our clients were aware of our new requirements to create an environment where they feel respected, listened to, and free from discrimination or harm.
- **Risk Management:** Identified specific risks in the business and created a Code of Conduct for staff.
- **Accountability:** Created compliance through documentation, reporting processes, and complaint handling.

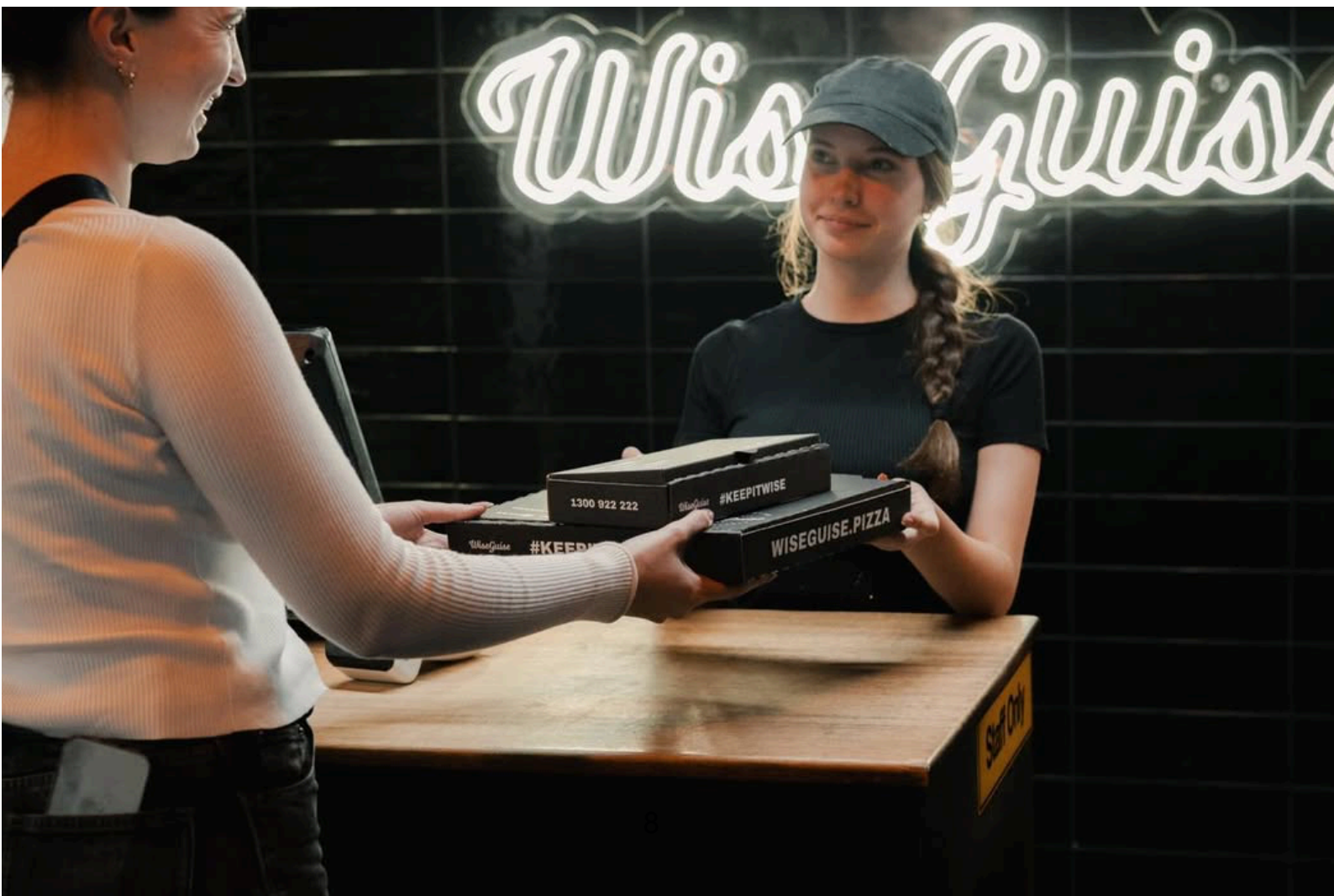
PARTNERSHIPS

PARTNER WITH PURPOSE - LOCAL BUSINESSES.LASTING IMPACT

In the last year, as part of our commitment to building strong community partnerships, we expanded and our network of local business supporters. Together, we created meaningful moments that showed young men they matter.

Kingsway Barber boosted confidence with free haircuts. **Wise Guise Pizza** brought joy and connection through Thursday Night Pizza nights, and **Bunnings** helped out with making our outdoor space more appealing and refreshed. Other partners contributed donations, services, and volunteering hours that gave our young men dignity, hope, and a sense of belonging.

These actions prove that community is always interested in helping and is keen to engage in a meaningful way. We are grateful for their contributions and commitment.



PROGRAMS

LIFE SKILLS PROGRAM - MORE THAN JUST A MEAL COOKING BUILDS CONFIDENCE, INDEPENDENCE, AND CONNECTION.

In the last year, our LifeSkills program equipped young men with the practical tools they need to thrive beyond crisis.

Food donated weekly by local grocery chains became the source of homecooked meals. Cooking classes became more than lessons in recipes—they were opportunities to build independence, self-esteem, and healthy lifelong habits.

Through hands-on sessions, young men created meals for themselves and others, explored their creativity, and experienced the pride of achieving something tangible. These classes also gave space to connect, unwind, and discover the joy of learning a new and useful skill.

By learning to cook, young men gained confidence to take charge of their daily lives—one meal at a time.



MANAGER'S REPORT

Occupancy 2024/25 sat at 88.5%, 1.0% higher than the previous year at 87.5%.

Youth Futures endured a tumultuous period of change over the past few years. The past twelve months, however, provided an opportunity to consolidate operations with the introduction of Jeremy Rose to the position of CEO.

Staff levels throughout the year remained unchanged. Staff have contributed to embedding an improved culture in-house through monthly staff meetings, self-development, training, open dialogue and the introduction of the Child Safety Framework. Kate Rayner's efforts to consolidate administrative processes, WHS and policy updates have been exceptional in supporting compliance with Grant Funding obligations.

Clientele dynamic shifted in the past year with more young people remaining at Youth Futures for extended periods of time, reducing the overall number of young people supported in the twelve-month period. Transitional options for complex clients and those under 16 years remain problematic as does managing clients with comorbidities and complex trauma, which is increasing. Three clients stayed on site for most of the 12-month period, compounding capacity issues to support and accommodate new clients.

Overall, unassisted young people, while still high at 90, were significantly less than the previous year at 116. Anecdotal evidence suggests that having a well-known young

person on site with methylamphetamine use was a factor in some young people not utilising our service. Other Community Services also reported anecdotally that young people presenting as homeless has reduced, due to an increase in couch surfing.

A highlight of the year was the transition of two young people back into a home environment. After staying with Youth Futures for nearly twelve months, a family decided to have their son return home with another client from Youth Futures. The two young men developed a strong relationship which was beneficial for both and proved the catalyst for reflection and behavioural change. Plans started formulating to have both young men return to the JM's family home. This was done in consultation with the family, Tasmanian Aboriginal Cooperation and Child Safety. After an extensive effort and rigorous safety planning with the family and despite Child Safety's unsupportive input into the process, both young men returned the family's home. Both young men call into Youth Futures regularly and report they are attending school and thriving in the family environment.

Thank you for the ongoing support of the board and staff.

CHRIS DELL
MANAGER

CARE STATISTICS - 2024/2025



88.5%

Occupancy

23

Young people
accommodated

1938

Bed nights

Care for the young people also involves engagement and support activities carried out by Youth Futures. It includes data on client interactions, case management, and time allocation.



2103

TOTAL care contacts

1335hrs

TOTAL contact time

385 hrs

Case work time

1hr 40min

Travel time

1723+hrs

TOTAL Time

TREASURER'S REPORT

The 2024–25 financial year has been one of consolidation, following the rectification of historic staff underpayments that were addressed in the prior period. This corrective process, while necessary, required significant financial focus and has shaped our approach to cost management this year.

A key priority has been ensuring strong control over our major expense line – wages and salaries – which remain the largest component of our operating costs. Careful monitoring of staffing expenditure, along with close management of cashflow and general expenses, has enabled the organisation to stabilise its financial position.

The most significant financial impact in 2024–25 has been the ongoing workers compensation claim. While wage costs associated with this claim have been offset by reimbursements, the accumulation of leave and superannuation liabilities has created additional financial pressure. Despite this, I am pleased to report that the association has reversed last year's small deficit and achieved a modest surplus of **\$39,830** for the period.

Looking ahead, we note that workers compensation premiums are expected to increase over the next one to two financial years as a result of the claim. However, the final settlement was concluded at a cost lower than originally forecast, placing Youth Futures in a stronger position to negotiate premium reductions in future years.

Overall, the financial outcomes of 2024–25 represent a turning point for the association. Through prudent financial management and careful oversight of expenditure, we have been able to move from a position of financial rectification to one of stability and modest growth. This provides a sound foundation for the board and management team to focus on strategic development and program delivery in the years ahead.



A handwritten signature in black ink, appearing to read 'Nic Burt', written over a horizontal line.

NIC BURT
TREASURER

Youth Futures Profit and Loss

Safety/Security/Cleaning	6,158.72	7,850.76	6,707.81
Spreegar Driver Training	0.00	0.00	25,490.91
Staff and Volunteer Training	3,927.09	2,925.55	1,479.54
Sub Contractors	0.00	9,286.08	2,447.20
Subscriptions/Memberships	5,605.03	12,364.71	14,963.79
Superannuation expense	75,722.58	78,850.55	92,050.87
Telephone/Internet	1,987.99	3,309.41	8,033.95
Time In Lieu Expense	(0.33)	(5.00)	(867.63)
Tools and Learning Materials	0.00	0.00	33.28
Transport Costs	0.00	0.00	1,339.51
Utilities	3,302.10	3,234.12	4,670.14
Volunteer OOPE	0.00	0.00	280.00
Wages - Settlement	15,260.67	85,621.87	0.00
Wages & Salaries	539,229.52	592,696.28	770,097.48
Workers Compensation Insurance	59,258.24	53,880.90	9,041.46
Workers Compensation Payments	117,922.09	124,210.59	104,963.46
Operating Expenses	935,741.06	997,856.06	1,174,679.68
Net Profit	39,830.42	15,747.52	(33,379.75)



	2023	2024	2025
Trading Income	1,107,266.77	1,013,149.03	974,860.34
Operating Expenses	(1,174,679.68)	(997,856.06)	(935,741.06)
Net Profit	(33,379.75)	15,747.52	39,830.42

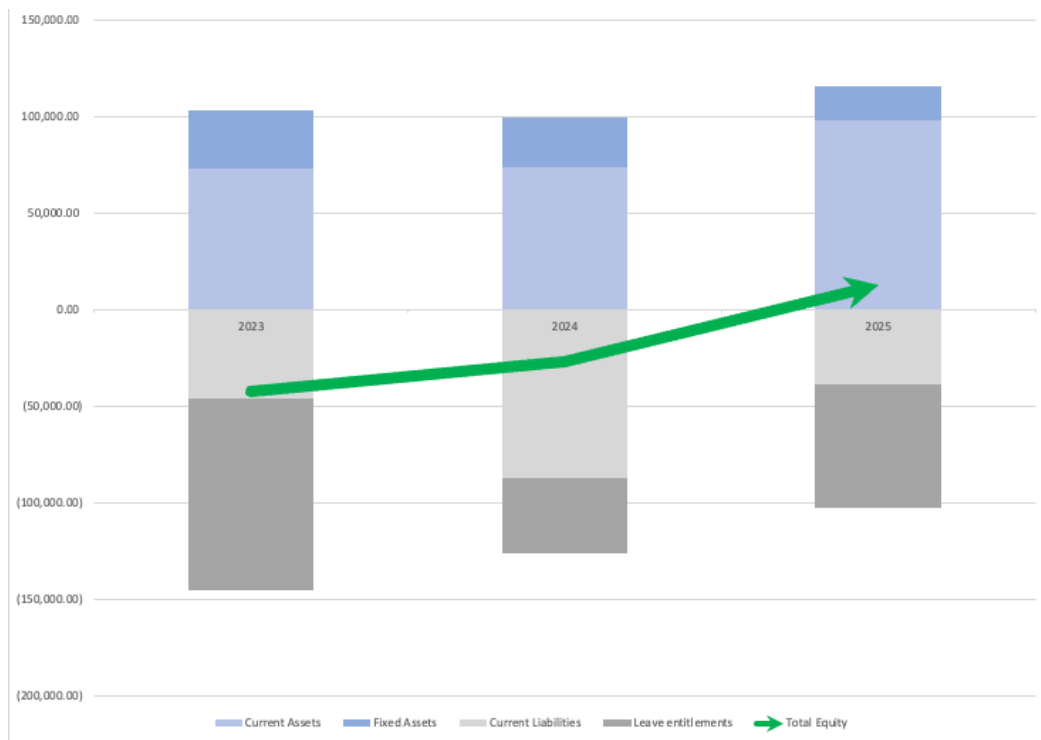
Youth Futures Balance Sheet Summary

Balance Sheet

As at 30 June 2025

Account	30 June 2025	30 June 2024	30 June 2023	30 June 2022
Assets				
Bank				
Accruals	32,927.12	34,479.19	47,431.75	0.00
Income	2,498.09	5,935.84	1,370.65	50,786.85
Operational/Bills	1,289.93	864.46	2,549.37	2,657.64
Petty Cash	602.00	0.00	0.00	0.00
Sinking	3,145.03	0.00	0.00	0.00
Stripe AUD 1	206.78	0.00	0.00	0.00
Term Deposit Account	51,452.06	0.00	0.00	0.00
Youth Futures Incorporated - Payroll	4,957.36	31,295.79	23,657.41	34,583.04
Total Bank	97,078.37	72,575.28	75,009.18	88,027.53
Current Assets				
Income received in advance	0.00	0.00	(8,708.88)	0.00
Trade Debtors	482.40	930.00	6,706.60	1,428.00
Total Current Assets	482.40	930.00	(2,002.28)	1,428.00
Fixed Assets				
Computer Equipment Accum Dep'n	(3,245.00)	(2,784.09)	(1,392.05)	0.00
Computer Equipment Original Co	3,245.00	2,784.09	2,784.09	2,784.09
Less Accumulated Depreciation	0.00	0.00	0.00	(52,047.94)
Micro Housing Stage 1	0.00	0.00	0.00	52,047.94
Motor Vehicles Accum Dep.	(13,060.75)	(8,959.79)	(4,091.84)	(96,072.15)
Motor Vehicles at cost	25,363.64	25,363.64	25,963.64	99,754.53
Plant & Equipment Accum Dep'n	(80,472.73)	(68,316.51)	(63,448.80)	(156,537.08)
Plant & Equipment at Cost	86,402.17	77,947.74	70,162.01	175,034.48
Total Fixed Assets	18,232.33	26,035.08	29,977.05	24,963.87
Total Assets	115,793.10	99,540.36	102,983.95	114,419.40
Liabilities				
Current Liabilities				
Benefits - Charlotte Blank	0.00	(305.00)	0.00	0.00
Benefits - Joe Wozinak	0.00	0.00	305.00	0.00
Benefits - Robyn Cashion	0.00	0.00	50.00	0.00
Benefits - Ros De Virieux	0.00	(915.00)	0.00	0.00
GST	(5,206.42)	(4,922.51)	(3,210.83)	(101.37)
PAYG Withholding Payable	11,705.38	911.38	2,887.60	0.00
Payroll Deductions Payable	0.00	1,026.52	111.27	111.27
Superannuation payable	540.85	23,492.64	674.28	(55.93)
Trade Creditors	33,039.14	69,890.61	45,213.00	29,675.00
Wages Payable - Payroll	(881.01)	(1,566.59)	0.00	0.00
Total Current Liabilities	39,197.94	87,612.05	46,030.32	29,628.97
Non-current Liabilities				
Annual Leave Provision	46,741.46	23,177.68	46,609.59	33,613.19
Long Service Provision	8,299.69	3,967.23	12,702.93	27,700.43
Sick Leave Provision	8,802.72	11,862.20	40,462.43	32,050.75
Time in Lieu	0.00	0.33	5.33	872.96
Total Non-current Liabilities	63,843.87	39,007.44	99,780.28	94,237.33
Total Liabilities	103,041.81	126,619.49	145,810.60	123,866.30
Net Assets	12,751.29	(27,079.13)	(42,826.65)	(9,446.90)
Equity				
Asset Revaluation Reserve	116,771.88	116,771.88	116,771.88	116,771.88
Capital Profit Reserve	19,904.63	19,904.63	19,904.63	19,904.63
Current Year Earnings	39,830.42	15,747.52	(33,379.75)	(85,245.74)
Historical Balancing	180,276.54	180,276.54	180,276.54	180,276.54
Retained Earnings	(344,032.18)	(359,779.70)	(326,399.95)	(241,154.21)
Total Equity	12,751.29	(27,079.13)	(42,826.65)	(9,446.90)

Youth Futures Balance Sheet Summary



	2022	2023	2024	2025
Current Assets	89,455.53	73,006.90	73,505.28	97,560.77
Fixed Assets	24,963.87	29,977.05	26,035.08	18,232.33
Current Liabilities	(29,628.97)	(46,030.32)	(87,612.05)	(39,197.94)
Leave entitlements	-94,237.33	-99,780.28	-39,007.44	-63,843.87
Total Equity	-9,446.9	-42,826.65	-27,079.13	12,751.29

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