

ANNUAL REPORT



2024 - 25



BYVA
WITH YOUTH • FOR YOUTH

'Working together to support our young people to be the best they can be.'



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BYA wishes to acknowledge our young person and administration officer, Lily Stocks for her outstanding work on the design, layout and artistic creativity of this year's annual report

ACKNOWLEDGING

country

We acknowledge the cultural custodians of the land, the Kaneang and Pibulmun-Wadandi people. We acknowledge and support their continuing connection to the land, waterways and community.

We pay our respects to members of the Aboriginal communities and their culture; and to Elders past and present, their descendants still with us today, and those who will follow in their footsteps

CHAIR REPORT



Rebecca Jones
BYA Chair

It's a privilege to introduce BYA's Annual Report for the 2024/25 financial year – a reflection of the hard work, dedication and strong partnerships that continue to drive our mission to create meaningful, positive change in the lives of the young people we serve.

This has been a year of significant transition and growth for BYA, marked by a renewed strategic focus and important leadership changes. One of the most notable shifts was the transition of our much-valued former CEO, Lisa Burgess, into the newly created role of Youth Engagement Co-Ordinator. We also welcomed Donna Masters into the role of Case Management Lead. These changes have deepened our direct connection with young people and strengthened the quality and impact of our service delivery.

At the same time, we were pleased to welcome our new CEO, Tara Eastep whose leadership in governance, strategic planning and operational excellence has already delivered measurable improvements. Under Tara's guidance, we have made strong progress towards accreditation, enhanced our internal systems and refined our service delivery processes – all while remaining grounded in our mission and values.

Community demand for BYA's youth mental health and support services continues to grow and we extend our heartfelt thanks to our valued partners and funders: The Rotary Club of Bridgetown, Talison, WA Country Health and Telethon – whose generous support helps turn our vision into reality and positively impacts the lives of local young people. A standout development this year is our new alliance with YouthFocus, which will bring Headspace services to our region from next year. This collaboration is a major step forward in improving access to coordinated, impactful mental health support for young people. We are deeply grateful to all who supported this vision and helped bring the partnership to life. We look forward to seeing the benefits unfold in the year ahead.

To our outgoing Board Members, En Kong, Chantelle McKay and Heidi Tempra – thank you for your incredible support and boundless generosity. We also warmly welcome James Dewing, Ella Crust and Heidi Wares to the Board and look forward to their continued contribution. To our dedicated staff and volunteers – thank you for the passion, care and commitment you bring to your work at BYA. And finally, to the young people in our region: as reflected in everything BYA has achieved this year, your voices, experiences and aspirations remain at the heart of all we do. You continue to inspire and shape our direction, and we remain committed to creating opportunities that reflect your needs, strengths and potential.

CEO REPORT



Tara Eastep
Chief Executive Officer

I thought when we moved to Bridgetown nearly 2 years ago that I was incredibly fortunate to live in such a beautiful area of WA and have the opportunity to join a strong and vibrant community. That feeling has only intensified since taking on the role of CEO at BYA. I am so proud to be part of such an impactful organisation, surrounded by incredibly passionate staff, volunteers and Board members.

In November last year, I began transitioning into my role, becoming full-time in February. The last 8 months have been full of learning all I can about BYA's reach in the community as well as meeting and interacting with the young people and stakeholders in the region. The major focus areas during this time have been to prepare BYA for accreditation under the National Safety and Quality Mental Health for Community Managed Organisations Standards and supporting Youth Focus in their successful bid for the Headspace contract in Manjimup.

While my time has been focused on those two priority areas, BYA's staff and volunteers have worked together to implement new services, apply for new funding opportunities all while carrying on with the delivery of the numerous day-to-day scheduled activities with young people. This team knows how to get things done and the impact over the past year is nothing short of incredible.

I would like to give a big shout out to our staff and volunteers who have made me feel so welcome. I especially wish to acknowledge the support of the BYA Board and their commitment to our mission, vision and hands on approach to continuous improvement. I wish to thank Lisa Burgess, for her support in the transition of our roles. Her openness and generosity in sharing knowledge has made the transition smooth and a delight. Additionally, I would like to thank Donna Masters for stepping into the role of Case Management Lead, utilising her depth of experience to guide improvements in our systems and processes not only in case management but across organisational functions.

BYA continues to grow and evolve. This year we saw an expansion of services into Boyup Brook and the addition of 2 new Case Managers, Angela Chilwell and Roxy Adamson, to the team. Yet, the need for services continues to steadily increase and we have seen a consistent waitlist for case management services across Manjimup and Bridgetown. We are constantly struggling to do more with less as funding opportunities become more competitive. Yet, we remain committed to continuing to advocate for our young people in the region and raising awareness of trends and their challenges.

To our various funders, I would like to personally thank you. I have enjoyed meeting with you over the last 8 months. I look forward to working together in the coming year. We have numerous initiatives planned and next year is stacking up to be another stellar year at BYA!



OUR BOARD

EXECUTIVE COMMITTEE

CHAIR

Rebecca Jones

VICE CHAIR

Sarah Youngson

SECRETARY

Robyn McIntyre

TREASURER

En Khong

COMMITTEE

Ella Crust

James Dewing

Heidi Wares





Tara
Chief Executive Officer



Donna
Case Management Lead



Lisa
Youth Engagement
Coordinator



Fliss
Case Manager



Issy
Program Officer
Curate



Angela
Case Manager



Lily
Admin Officer



Lunida
Youth Worker



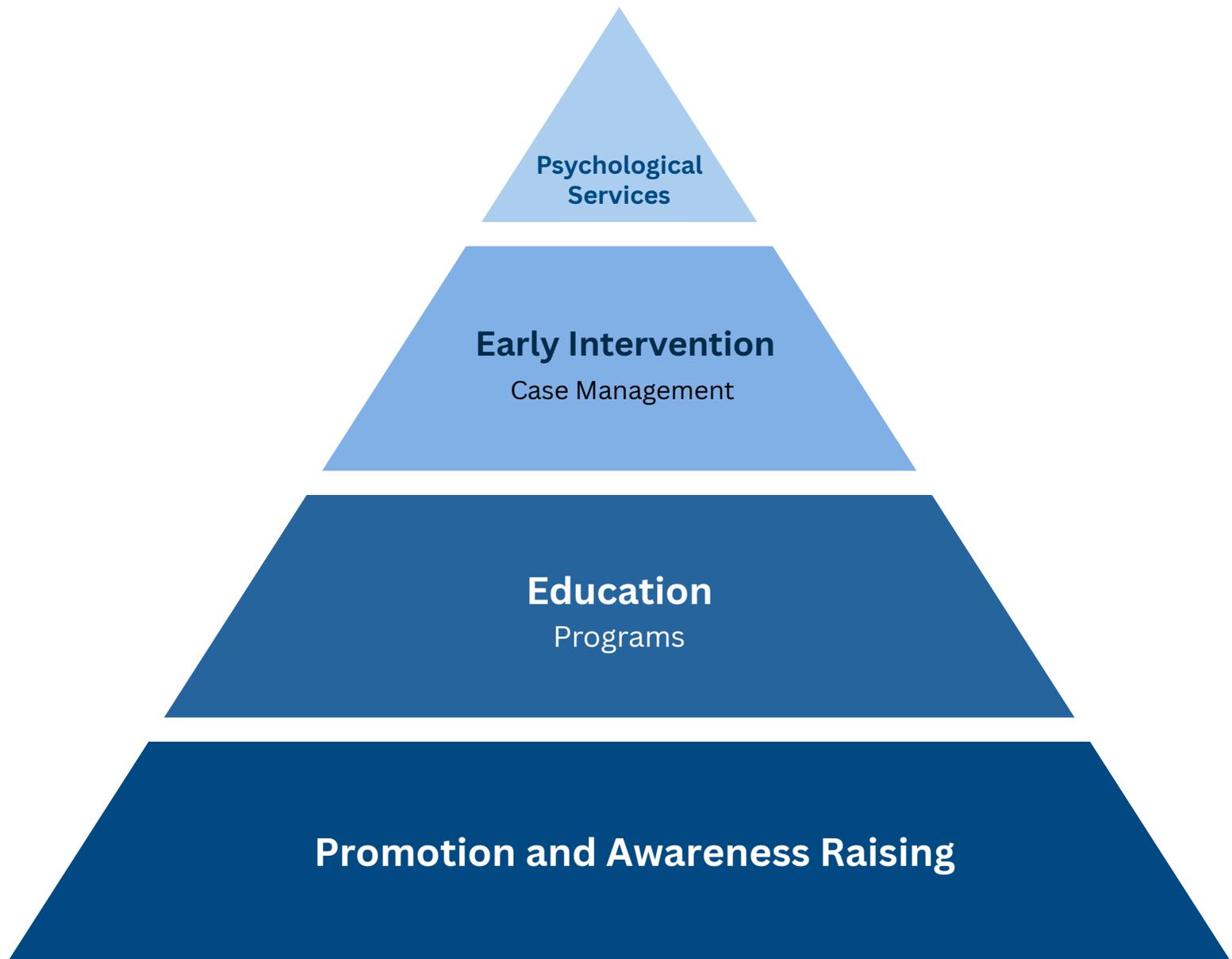
Kath
Program Officer
Drive



Roxy
Case Manager

BYA'S PYRAMID MODEL

Each tier of BYA's Pyramid Service Delivery Model has internal processes that guide service delivery and act as an access point for service. Multi-disciplinary collaboration within the team and external stakeholders is key to ensuring young people have access to services that meet their current needs.



CASE MANAGEMENT



Early intervention and support services for young people (aged 12-25) who are at-risk of or suffering from mental health problems. Working closely with youth to assess needs, create a plan to address those needs, and connect them with necessary resources and services.

DRIVE



BYA Drive Provides comprehensive support for Warren Blackwood youth to overcome barriers to obtaining their driver's licence, working through the first steps of attaining a Learner's Permit through to passing their Practical Driving Assessment.

CREATIVES



BYA's Creative program provides opportunities for self-expression, helping individuals to explore and communicate their emotions, thoughts, and experiences in unique ways. Young people explore different art forms, create connections, build confidence in their skills, and enjoy a safe space to express themselves.

PSYCHOLOGICAL SERVICES



BYA offers youth-friendly local psychological services, ensuring every young person can access support through Rotary funded no-gap sessions. Our psychologist works closely with case management, providing warm, reciprocal hand-overs for consistent care. This integrated approach supports mental health, builds trust, and helps young people feel safe, understood and connected.

QUEER CONNECT



BYA provides a supportive community for LGBTQIA+ individuals to connect, share experiences, create meaningful relationships, or just to chillout in a safe and inclusive space. Queer Connect meets weekly in Bridgetown and is planned to expand into Manjimup in 2026.

CURATE



Curate by BYA supports young creatives in the Warren Blackwood region by helping them showcase their work, sell their creations, and develop their skills through workshops, mentoring, and networking. It's all about giving young artists the opportunity to grow their creative businesses locally while contributing to the region's artistic vibrancy.

DUNGEONS AND DRAGONS



Dungeons & Dragons provide young people with a safe, imaginative space to connect and practice social skills. Role playing as their chosen character and working together towards shared goals builds friendships, belonging, and confidence. Communication, empathy, and problem-solving grow—developing real-world social and teamwork skills in a fun, engaging way.

EVENTS



BYA events are larger scale offerings held periodically throughout the year and during school holidays. Events provide opportunities for increased connection to young people in fun and engaging activities with the goal of reducing stigma around mental health and promoting early help-seeking behaviours.



Lisa Burgess
YOUTH ENGAGEMENT COORDINATOR



BYA is fortunate to have an incredible team that works tirelessly to engage young people in meaningful programs, workshops, and activities. With a deep understanding of the unique challenges faced by rural youth, the team creates opportunities that foster a sense of belonging, build confidence, and strengthen community connection. Whether through hands-on workshops, creative projects, or social initiatives, their focus is always on creating safe, welcoming spaces where young people feel supported, included, and empowered to thrive. This commitment not only encourages participation but also nurtures mental health and wellbeing in a positive and lasting way.

We are deeply grateful for the trust young people place in us to deliver the programs and opportunities they ask for. Their voices guide our work, and it is a privilege to walk alongside them as they shape their own pathways and aspirations. Every time a young person chooses to engage with BYA, it is both a responsibility and an honour we hold with care. Their confidence in our team inspires us to continue building programs that reflect their needs, dreams, and strengths, ensuring BYA remains a place where they feel seen, heard, and valued.



Donna Masters
CASE MANAGEMENT LEAD



This past year has been one of change, challenge, and purpose at BYA. Behind every number and new initiative are real people—young people, families, staff, volunteers—each walking alongside one another in our BYA journey. I want to express my deep gratitude to everyone who has trusted us, stood by us, and continued to believe in what we do.

Our purpose remains unchanged: to stand alongside our youth, offering hope, authentic connection, and meaningful support. One of the most significant things I've witnessed this year is a deepening trust in our communities.

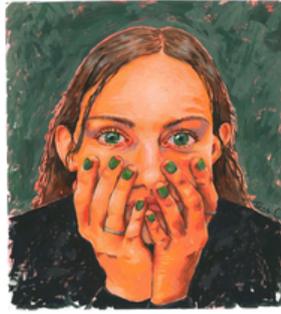
This year we have welcomed new team members whose presence has already enriched our community. Tara, stepping in as our new CEO, has brought renewed leadership and vision, Angela Chilwell joined us in Boyup Brook, helping to extend our reach further into the Warren Blackwood Region. Roxy Adamson, having served as Youth Worker, transitioned into Case Management in Manjimup—bringing care, insight, and dedication to a new role. And Fliss Lukins continues her impactful work in Bridgetown, with consistency, heart, and experience. In my new role as Case Management Lead, I feel privileged to walk alongside this caring, talented team as we support young people together.

Our case management referrals have surged in ways we didn't fully predict. For the first time in three years, a waitlist has formed. This is challenging but it also reflects that people believe in BYA—believe that we're here, ready to help. Every time a young person reaches out. Every time we share something that matters. Those are reminders of why we do this work. Case managers have provided 2,747 contacts—each one a person seeking something, needing to be seen, heard, supported. There has been 66 referrals to case management—each one more than a statistic, each one a story of challenge, courage, and possibility.

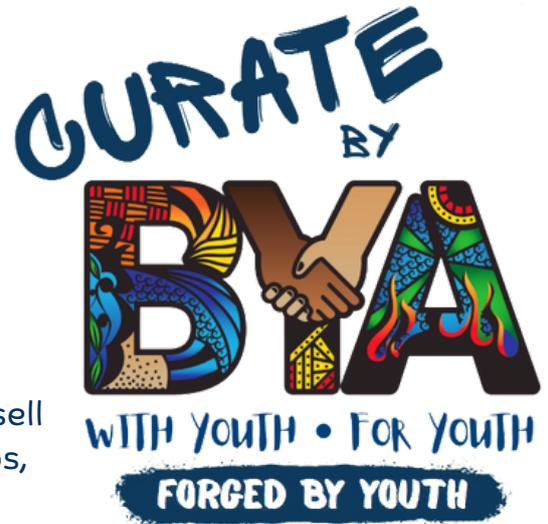
Growth isn't just about new roles and faces—it's about growing where we are and leaning into what we do best. Lisa, our former CEO, has stepped into a new chapter as Youth Engagement Coordinator. Alongside Lunida, our new Youth Worker, they bring energy and fresh ideas to our outreach.

In all of this growth, I see deep care, and I see a team that refuse to settle for anything less than the best for our young people. My heartfelt thanks to every staff member, every volunteer, every partner, every young person, and every family who walked alongside us and shared their journey this year. We could not do this without you. Here's to the year ahead—stronger together, walking in trust, and with purposeful hope.

'The future of Bridgetown artists is in good hands! Keep expressing yourselves! You all have an amazing talent – so varied and individual. Love it!'



artist: Tess C



Curate by BYA supports young creatives in the Warren Blackwood region by helping them showcase their work, sell their creations, and develop their skills through workshops, mentoring, and networking.

SINCE LAUNCHING IN JUNE 2024



artist: Tom H

103 PIECES SOLD for \$2379

Blackwood River Arts Trail Bridgetown Launch - April

- ★ 58 people visited BYA House over 3 days
- ★ \$1245 worth of young peoples art work sold

'What amazing talent Bridgetown has. Such a great opportunity for young people to be involved with too!!'

'sell your stuff'

1 ongoing shop, 2 exhibitions (Manjimup launch, Bridgetown launch/Blackwood River Arts Trail (BRAT))

'getting out there'

Opportunities – 5 (2 launches, BRAT, Goorbilyup exhibition, Northcliffe exhibition)

'build creative buisness'

Opportunities – 10 sessions with 3 young people



IMPACT AND REACH

DRIVE BY BYA

For young people living in regional areas, getting a driver's licence is a crucial step towards **Independence, employment, education and social connection.**



Thanks to funding from **WA Department of Transport and Major Infrastructure** through the **Driving Access and Equity Program**, BYA can support young people at every stage of this journey. This includes:



- 1 Assistance in assembling ID documents and preparation for Learners Theory test
- 2 Funding for professional driving lessons to help build skills and confidence behind the wheel
- 3 Comprehensive support and driving practice through RYDE volunteer mentor program



58

young people accessed BYA Drive July 1, 2024 to June 30, 2025

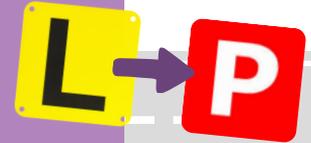
261

driving sessions with mentors:

- 86 manual
- 175 auto

11

Successful PDAs (practical driving assessments)

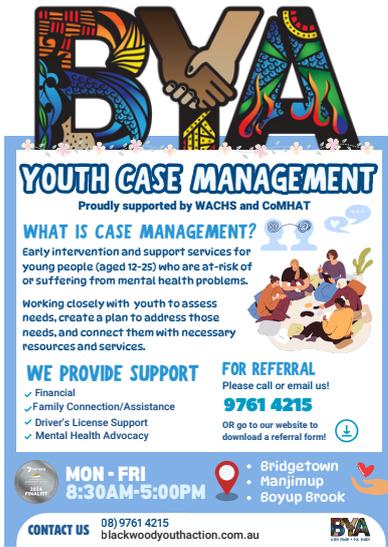


THE IMPACT OF BYA DRIVE IS SIGNIFICANT AND FAR REACHING.

9 VOLUNTEER MENTORS

Our dedicated **volunteer mentors** play a vital role, offering time, skills and genuine connection with young people in the community. The success of BYA Drive is not just in the licences achieved, but in the confidence and relationships built along the way.





BYA Connect provides early intervention and support services for young people (aged 12-25) who are at-risk of or suffering from mental health problems.

We know that the process of finding the right help at the right time can be mind-boggling, and that's why BYA Connect has been developed to help young people and their family by providing a single-entry point into a network of support.

137 CASE MANAGEMENT CLIENTS ACROSS 3 SITES

- Bridgetown **39**
- Boyup Brook **4**
- Manjimup **94**

REFFERALS

2747 CASE MANAGEMENT SESSIONS

66

Young Person:

“ I have never felt safer in my life. I appreciate this service more than I can put into words. ”

PSYCHOLOGICAL SERVICES ON AVERAGE 62 CLIENTS AND SESSIONS 77 PER MONTH

Family: “Thank you so much for not giving up on my family. Thank you for all your support”

Local Student Services: “Staff and students have been able to rely on BYA. The consistency stands out among services that promote but don't deliver.”

CONTINUED TRENDS AND CHALLENGES:

- Increased use of BYA as a safe and supportive space in Manjimup
- Increase in youth re-engagement with BYA when in crisis
- Housing availability and affordability
- Loss of emergency accommodation
- Food insecurity
- Limited access to meaningful local training and education
- No public transport to access outer towns for more TAFE training and education opportunities

IMPACT AND REACH

PROGRAMS BY BYA

103 clients
attended a total of
792 times
180.85% ▲
vs. Previous Period

BYA's programs aim to provide opportunities for personal growth, connection, and empowerment, making a positive impact on the lives of young people in our community.



Throughout the year BYA ran various programs that gained exciting engagement from our young people, some of these include:

BYA Independent Living Skills

BYA Creative Arts Program

BYA Queer Connect Meeting

BYA Dungeons & Dragons (D&D)



Young Person:

"The workshop was fun and helped me get out of my comfort zone and try new things"

Parent:

"Thank you so much, she absolutely loved her time with you all and can't wait to be back for next quarter!"

Young Person:

"I really enjoyed meeting new people and learning new skills"



HOW DOES IT MAKE YOU FEEL BEING PART OF THIS GROUP?



WHAT DO YOU FEEL YOU GOT FROM THESE ACTIVITIES?



2024 - 2025

JULY

Winterfest D&D Collaboration

8 young people involved



AUGUST

YARN About Wellbeing

200 young people involved



SEPTEMBER

RUOK day at Kearnan College

400 young people involved



OCTOBER

First Nations NAIDOC Aerial Adventures

17 young people involved



Mental Health Week: People and their pets

15 young people involved



NOVEMBER

Wellbeing Week at Manjimup Senior High School



DECEMBER

Work Experience Opportunities for young people



JANUARY

Aquatastic in Bussleton

17 young people involved



MARCH

YARN about Wellbeing

200 young people involved



APRIL

Youth Week Open days at BYA House and Manjimup space



MAY

Volunteer Week Celebrations



VOLUNTEERS



32 TOTAL VOLUNTEERS



17 Op Shop **3 Workshop facilitators**
9 DRIVE mentors **3 Admin support**

5317 TOTAL VOLUNTEER HOURS

Volunteers are the heart and soul of BYA. Without their commitment and dedication, BYA would not be able to achieve consistent outcomes year end and year out. They are integral to BYA's ability to have far reaching impact.

Volunteers engage with BYA through:

- Drive Mentor Program
- Op Shop retail and sorting services
- Support to facilitate workshops
- Education mentoring
- Administrative support

YOUTH ADVISORY GROUP



BYA's Youth Advisory Group (YAG) is made up of 39 passionate young people from Bridgetown, Manjimup, Greenbushes, Balingup, and Pemberton. Together, we talk openly and honestly about the real issues youth are facing – from mental health to local opportunities and everything in between.

BYA gives young people a genuine seat at the table. We're not just sharing opinions – we're shaping decisions and making sure youth voices have real impact in our communities. A key piece of work from our YAG this year was creation of BYA's We R Statement.

Recently, we ran a youth survey to better understand what young people need, what challenges they're facing, and how BYA can step up to support them even more. This feedback is helping us grow and do more of what matters to the people we represent – youth.

What are the biggest challenges young people in the region face?

- Lack engaging opportunities (having nothing to do)
- Limited access to education, training and employment
- Severe lack of public transport

What kind of future do you want for young people, how can BYA help create it?

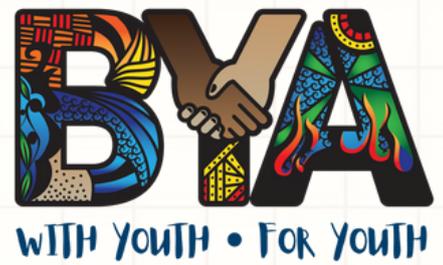
- More opportunities for young people
- For young people to feel more heard, supported and capable
- For young people to feel safer and happier

What impact would you like BYA to have on young people's lives?

- Creating Connection
- Providing a safety net
- Improve their quality of life



AT BYA WE ARE...



A shared promise for how we treat each other at our youth space.

WE ARE A SAFE SPACE

We create a space where everyone can be themselves without fear of harm, judgement, or exclusion.

WE ARE LEARNING AND GROWING

We support each other to grow, build skills, and keep learning.

WE ARE TAKING CARE OF OUR MENTAL HEALTH

We look after our mental well-being and make sure support is easy to access, private, and meets our needs.

WE ARE WELCOMING AND INCLUSIVE

We make sure everyone feels like they belong, and are included, no matter who they are or where they come from.

WE ARE HEARD

Everyone's voice matters. We speak up, listen to others, and help shape the spaces we're in.

WE ARE NON-JUDGEMENTAL

We support each other with kindness and understanding, especially during tough times.

WE ARE TRUSTWORTHY AND CONFIDENTIAL

We keep your information private and treat each other's stories with care and respect.

WE ARE CREATIVE AND ADVENTUROUS

We make space for fun, expression, and new experiences that help us grow in different ways.

WE ARE ADVOCATES

We challenge stigma and judgement. We respect each other's journeys and fight for the rights of young people.

WE ARE RESPECTFUL AND KIND

We take responsibility for our actions, treat everyone with empathy, and help create a positive, caring community.

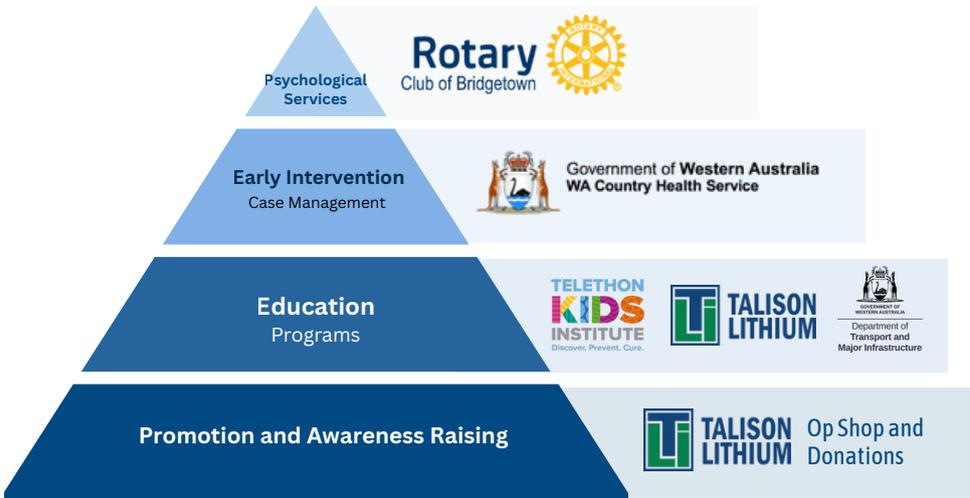


FINANCIAL REPORT



BYA Supporters - Funding

BYA's delivery of services across the 4 tiers of the Pyramid Model is made possible due to our supporters.



Financial Year Funding Sources 2024-2025



Financial Highlights



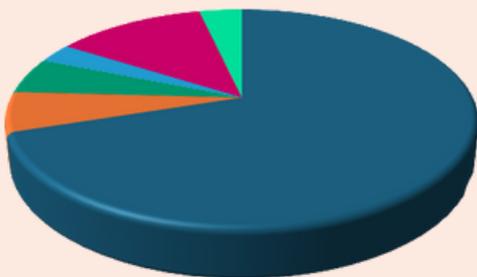
Increase in Op Shop Revenue

Successful in grant bid from Department of Transport - Driving Access and Equity Program

Increased funding from Rotary Club for psychological services

Expenses

Financial Year Expense Allocations 2024-2025



- Salaries and wages
- Insurance
- Vehicle costs
- Operating Expenses
- Psychology Fees
- Service Delivery

Financial Trends

- Wages and associated cost continue to rise
- Insurance costs rising exponentially
- Grants increasingly more competitive with less success rate due to high volume of applicants

Full financials available from BYA

Phone (08) 97614215 or email admin@blackwoodyouthaction.com.au

SUPPORTERS



GOVERNMENT OF
WESTERN AUSTRALIA

Department of
Transport and
Major Infrastructure



PEOPLE • PASSION • PROFESSIONALISM



Government of Western Australia
WA Country Health Service



'Working together to support our young people to be the best they can be.'