

YOUNG SIKH PROFESSIONALS NETWORK ANNUAL REPORT 2018/19



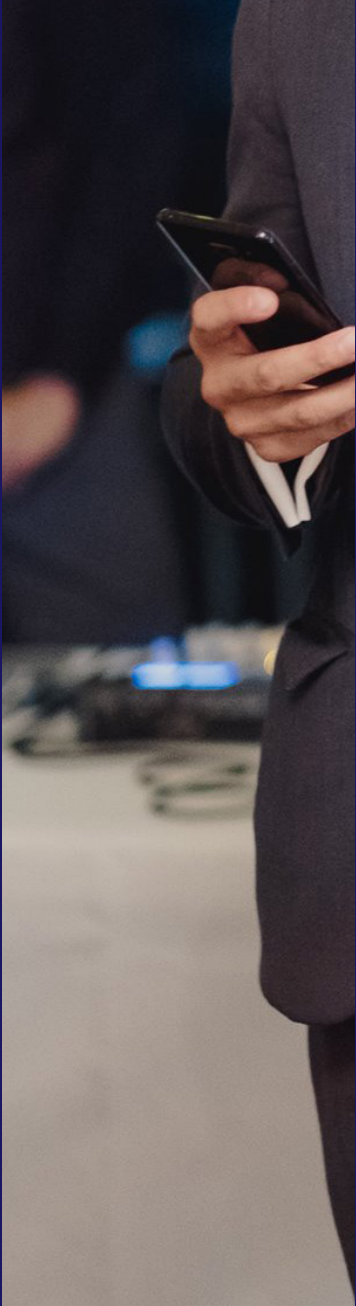
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This annual report was designed by the peculiar folk at Nerve.

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SPINTECH CONTENTS



INTRODUCTION FROM OUR CHAIR

The 2018/19 year for YSPN has been one of many firsts. This year, we delivered several major programs of work that meaningfully contributed to the Australian and New Zealand community.

At the beginning of the year, we delivered Elevate 2019, our first Sikh Professional's conference, the largest in the Southern Hemisphere. This was attended by over 160 participants, including 17 eminent speakers from a variety of backgrounds and three countries.

It was also the location for the launch of our seminal Economic Impact of Sikhs report which valued the contribution of Sikhs to the Australian at \$8.1bn and identified Sikhs as the fastest growing religious community in Australia. The report ended by identifying some key risks which have since gone on to influence our operations, such as the launch of a new grassroots initiative of CV Checks at Gurdwaras to provide support to youth and migrants looking to find work in industries of their education.

This year, our mentoring team overhauled the mentoring program to become a completely digital solution. In one two-month program alone, there were 60 participants, more than the entirety of programs held in the previous year. Given these results and the technological infrastructure that has been built, we're very optimistic about the scalability and impact in this program.

Our events team continued delivering events for our audience, having hosted over 90 events and impacting 4,100 people since inception until now. And our brand presence continued to grow; this year, we reached a record ~300,000 people over the calendar year through social media, up from the previous ~230,000.

This year, our engagement with stakeholders and government increased meaningfully as well, with YSPN being represented at the Australia India Youth Dialogue delegation, the Sydney Alliance, multiple NSW State Government events, as well as contributing to SYA's Divine Steps Festival. Our efforts went on to be recognised through a Community Service award by the Sydney Chapter of the Global Organisation for People of Indian Origin, and as finalists in the Western Sydney Awards for Business Excellence, and as second time finalists for the India Australia Business and Community Awards.

Overall, we've continued to improve in many of our programs and have introduced new initiatives driven by our analysis of community needs. This will feature more heavily in our objectives for 2020, as we reveal some behind-the-scenes work and reflections once we've completed our organisational strategy refresh.

**Best Regards,
Ramneek Singh
YSPN Chair**

2019 was a watershed year for the Sikh Community in Australia.

In February YSPN organised the first ever national Sikh professional conference in Sydney – Elevate 2019. The highlight of this conference was the presentation of ground breaking paper of the economic contribution of Sikhs in Australia, which identified the past successes and future challenges facing our community. Congratulations to the YSPN team for embarking on this great initiative and delivering an outcome which will help positively influence the future of the Sikh community in this country.

November 2019 marked 550 years since the birth Guru Nanak Ji, the founder of the Sikh faith. Celebrations were held across the world, including in all Australian States and Territories to mark this important occasion.

Sikh Youth Australia, with the support of over 20 Sikh and multi-faith organisations, including YSPN, organised the first ever multi faith music festival held in NSW – the “Divine Steps Festival” in the heart of Sydney City to honour Guru Nanak Ji’s philosophy of progressiveness and humanism. This was a day-long event that brought the city’s Sikh community, along with Hindu, Jewish, Muslim, Sufi, Baha’i, ISKCON, Hillsong Christian and Ecumenical communities to present divine music, as a mark of tribute to Guru Nanak who built a religion in the oneness of humanity. It attracted over 4,000 attendees, raised \$32,000 for charity, served 4,500 meals in langar including 500 meals for the homeless. The event received accolades from the broader Australian community and generated a greater appreciation of the fundamental tenets of Sikhism.

What both these projects highlighted is that the Sikh community, in a deeply polarised and divisive world, is willing to build on the strength of spirit and faith embodied by our Gurus to make a positive contribution to the social cohesion and economic development of Australia, and indeed the world.

YSPN was incubated at the 2012 Ideas to Impact program run at the SYA Leadership Development Weekend, together with two other successful ongoing initiatives - CultureCare and Sikh To Give.

Sikh Youth Australia congratulates YSPN for another successful year and we will continue to support their strategic objectives of uplifting the professional development of Sikhs across Australia and New Zealand.

Best Wishes
Satwant Singh Calais
Sikh Youth Australia

MESSAGE FROM
OUR PARENT
ORGANISATION,

SIKH YOUTH AUSTRALIA



OUR VISION AND STRATEGY

**“WE CREATE THE CONDITIONS
FOR YOUNG SIKH PROFESSIONALS
TO SUCCEED AND AMPLIFY
THEIR INFLUENCE**

”

ELEVATE OUR MEMBERS' PROFESSIONAL CAPABILITIES

- Hold marquee events in each city
- Run skill-based workshops
- Administer an industry-based mentoring program
- Facilitate the development of strong networks



ACTIVELY CONTRIBUTE AND SHAPE THE NATIONAL DEBATE

- Engage our members through digital channels to elevate the quality of the conversation in our community
- Develop thought leadership pieces relevant to Australia and New Zealand, which give our members a voice



BUILD ADVOCACY IN THE GLOBAL SIKH AND AUSTRALIAN PROFESSIONAL COMMUNITY

- Engage with Sikh and non-Sikh leaders at the top of their field
- Establish partnerships with other organisations
- Support the establishment of other similar networks in other communities



YSPN IMPACTS

In its short existence, YSPN has managed to create a tremendous amount of impact on the Sikh community in Australia and New Zealand. As an organisation, we are motivated by creating the conditions for young Sikh professionals to succeed and these examples highlight a few of the many times we have managed to create material impacts on young professionals in our community.

Creating Career Opportunities

YSPN has continued to help young professionals to build and grow their networks. The last year specifically has seen many different individuals take full advantage of this, as is the case of Ramneek Oberai and Monisha Bhogal below, who attending our resume-writing and interviewing event in Sydney.



I'm an Accounting and Finance student in my penultimate year of study. At the time of the event, I was in the middle of my vacationer applications for firms across Professional Services. Attending the Resume workshop gave me the opportunity to connect with Young Sikh Professionals already working in the industry. Moreover, I had the opportunity to work closely with one of the facilitators, Matthew Jelley, who went through my resume with a fine-toothed comb and polished my interviewing skills. I was able to put these new-found skills into practice, and just a few short weeks later, I had career offers from all the big 4 accounting firms! This workshop taught me some incredible skills, without which this success wouldn't be possible - definitely would recommend to other Uni students seeking work in the corporate sphere!



— Ramneek Oberai, University Student



Having missed the opportunity to receive Angad's advice verbally, he took out the time to personally email me with feedback regarding my CV. I took all his suggestions on board and circulated the updated CV, after which I was successful in receiving many interview calls. The YSPN event really helped in shaping the direction my career is headed in a positive way



— Monisha Bhogal, Graduate



YSPN EXECUTIVE PROFILES



Ramneek Singh
YSPN Chair
Entrepreneur



Saksham Kapoor
Digital & Marketing Lead
Associate Director



Amardeep Gill
Mentoring Lead
Professional Coach



Ramy Singh Dayal
Finance Lead
Corporate Tax Manager



Reshpaul Chahal
External Affairs Lead
Executive



Jasdeep Bansal
Events Lead
Project Engineer



Preet Toki
Melbourne Lead
Pricing Manager



Preety Bains
Brisbane Lead
Lawyer



Jasmine Deogun
Sydney Lead
Financial Analyst



Sofia Kaur
Auckland Lead
Teacher



Balraj Hansra
Perth Lead
Chief of Staff

SYDNEY

YEAR IN REVIEW

Elevate 2019 – February 2019

Elevate 2019 was the first Sikh professionals conference of its calibre to be held in Australia. It gathered globally-focussed leaders and entrepreneurs across various industries who delivered an unparalleled experience for over 160 attendees. Presented by YSPN and centred on the theme of 'Sewa (Selfless Service) in a Rapidly Changing World', this convention featured keynote presentations and four sessions focusing on community and migration patterns, business, entrepreneurship and politics. Among the speakers were C-Suite executives from ASX200 companies, partners from global consulting firms, academics and historians.

At the Elevate gala dinner, YSPN presented the 'Economic Impact of Sikhs in Australia' report, a publication authored by YSPN which quantified the contribution Sikhs make to Australia's gross domestic product as being \$8.1 billion.

Adapt and Thrive – Riding the Wave of Change – July 2019

YSPN hosted its first ever debate exploring how technology will disrupt and enhance the way young professionals work in the future.

YSPN hosted Peter Xing, Co-founder of Transhumanism Australia, Alyse Su – Co-founder of Genomix, Vivek Bharadwarj – Data Analyst at The Iconic and Penny Wong – Co-founder of Radmis who all participated in a structured debate on the question 'Should AI be accountable for its actions?' The affirmative side raised the argument that AI should be accountable because users need to be assured that algorithms used in AI are explainable before they are implemented. The negative side raised the argument that AI technologies should be considered through a lens of product liability. They further explored questions of how humanistic traits such as ethics, religion and gender should be imparted upon technology to make it more representative of a human.

Transforming Your Harshest Critic – August 2019

YSPN hosted Benaifer Bhadha, a clinical psychotherapist, workshop facilitator and leadership coach from New York for an interactive workshop about techniques to transform your inner critic into your inner champion. Bhadha delved into the concept of Internal Family Systems to describe how an individual's inner critic is usually developed during childhood as a means to protect them from shame or failure. The workshop also entailed lessons on the power of listening and how it is one of the most overlooked skills in leadership today.

THE SYDNEY TEAM



Ramneek Singh
YSPN Chair
Entrepreneur



Jasmine Deogun
Sydney Lead
Financial Analyst



Hasveen Chahal
Events
Paralegal



Saksham Kapoor
Digital & Marketing Lead
Associate Director



Reshpaul Chahal
External Affairs Lead
Executive



Gursimrat Bawa
External Affairs
Technology Consultant



Akaalsimran Kaur
Events
Student



Aman Kaur
Mentoring
Finance Manager



Harpreet Dhillon
Events
Health and Youth Commissioner



Jaibeer Singh
Marketing
Management Consultant



Jaideep Singh
Digital
echnology Consultant



Jasdeep Chhabra
Events
Operations and Commercial Executive

THE SYDNEY TEAM



Jaskiran Kaur
Mentoring
Law and Economics Student



Malika Kanwar
External Affairs
Associate Director - Sales



Ramzy Kaur
Content
International and Derivatives Dealer



Shawn Singh
External Affairs
Head of Global Operations



Simren Samrai
Content
Accountant



Tanveer Kaur
Mentoring
Senior Analyst

MELBOURNE YEAR IN REVIEW

During this year, YSPN Melbourne focussed on skills development!

A Masterclass in Negotiation – August 2018

Dr Jim Lewis, Executive MBA Professor and a master negotiator facilitated an interactive workshop teaching people how to negotiate in an intelligent and effective manner for a ‘win-win’ outcome. The workshop was interactive and participative encouraging our attendees from a variety of professional backgrounds to benefit from the experiential learning.

One of the key learnings from this workshop was for individuals to recognise their own biases and understand behaviors in a negotiation whilst having an awareness of the ethical issues and the implications of not identifying or addressing them early. Delegates shared experiences and were encouraged to reflect on past practices with the insights from these new learnings.

Walk and Talk – December 2018

In the spirit of the festive season, YSPN Melbourne hosted a Walk and Talk informal networking event on a Saturday morning centred around a scenic walk of Melbourne CBD with like-minded professionals.

Our attendees enjoyed a unique ice breaker activity as teams were created and two keen bhangra dancers led the teams into a bhangra dance-off. Along with having some laughs the attendees were able to network in a relaxed environment and had the chance to be crowned “YSPN Bhangra Champions”.

Women in Power – March 2019

To kickstart the YSPN Melbourne 2019 calendar year, we celebrated International Women’s Day by hosting a high-profile panel of women leaders. The panel included Dr. Annie McAuley, the Founder and CEO of TalkiPlay (<https://www.talkiplay.com/>), Sonia Mann - a Fashion Stylist and small business owner and Chaman Sidhu - Chief Legal Officer & Company Secretary at Xero Ltd (ASX 100 Listed Company).

Hosted by Jaspreet Sidhu, the panel shared candidly their career journeys and their learnings and advice about how they manage to juggle the many aspects of life.

The openness of each panelist and the sharing of experiences from the many women in the audience was an uplifting and energising experience for all who attended. A testament to the energy in the room was evident, several people continued engaging in dialogue for hours after the official close of the event.

Raise Your Voice – July 2019

YSPN Melbourne closed out another successful year by hosting our first weekend workshop. Naanki Pasricha, an experienced Speech Pathologist and Founder of <https://www.vocalchord.com.au> facilitated an interactive half-day workshop on presentation skills. In addition to gaining an in-depth understanding of the 3 V’s of communication (visual, verbal and vocal) the attendees were able to practise their learnings and walk away with a toolkit on how to structure meaningful conversations to create an impact.

THE MELBOURNE TEAM



Preet Toki
Melbourne Lead
Pricing Manager



Jaspreet Sidhu
Events
Senior Project Manager



Simer Khaira
Events
Research Scientist



Harjoth Veriah
Marketing
Pharmacist



Daizy Maan
Events & External Affairs
Program Manager



Srishti Kaur
Marketing
Fashion Designer



Anmol Dandiwal
Marketing
Student

BRISBANE

YEAR IN REVIEW

Gold Coast Pop Up Stall – April 2019

On 14 April 2019, to celebrate Vaisakhi and the opening of Gold Coast's first Sikh Gurudwara, YSPN Brisbane held its first Gold Coast pop-up stall! Members of the YSPN Brisbane committee offered attendees an insight into YSPN's Vision and Strategy and general casual career counselling. The pop-up stall also provided attendees wanting to contribute towards YSPN's mission a multitude of future opportunities to provide their time and expertise.

Brisbane Pop Up Stall – May 2019

On 18 May 2019, YSPN Brisbane was proud to team up with Women's Sahara House (Australia's first domestic violence shelter for Indian origin women) to host a pop-up stall at the first-ever Indian Women's Health Expo to empower women in the community to seek information about health, wellbeing, legal and career advice.

YSPN Brisbane supported women of varying backgrounds and ages by providing individualised career advice from our experienced committee members and formed strong partnerships with other community organisations to continue supporting vulnerable members of our community to overcome difficulties and succeed.

YSPN Talks: Breaking Barriers, Glass Ceiling and Stereotypes – June 2019

On 26 June 2019, YSPN Brisbane held its marquee event for 2019, 'YSPN Talks: Breaking Barriers, Glass Ceiling and Stereotypes'. This sold-out event brought together over 50 attendees and featured an incredibly inspiring all-women panel comprising Pam Bains - CFO & Group Executive Strategy of Aurizon; Ratha Nabanidham - Partner at Ashurst; and Jatinder Kaur - Director at JK Diversity Consultants.

Attendees had the opportunity to hear from each speaker about their unique career journey, the opportunities and challenges they faced and how they got to where they are today.

This was followed by a moderated panel session whereby the speakers deep-dived into the dialogue of 'Breaking Barriers, Glass Ceiling and Stereotypes'. Amongst other things, the panel discussion touched on how to break barriers in order to move into senior management roles, the importance of adapting to change and upskilling, the role of personal branding and industry knowledge in career development and the challenges of maintaining a work-life balance.

The event offered insightful and practical advice for both women and men on how to overcome such challenges, step up and script their own career narratives.

THE BRISBANE TEAM



Preety Bains
Brisbane Lead
Lawyer



Manisha Pannu
External Affairs & Marketing
Lawyer



Ramy Singh Dayal
Finance Lead
Corporate Tax Manager



Navdeep Gill
Design Lead & Marketing
Digital Marketer



Yadveer Grewal
Home Affairs
Research Scientist



Gursahaj Singh
Events
Founder



Amardeep Gill
Mentoring Lead
Professional Coach



Karan Mand
Events
Business Analyst

2019 was an incredibly busy and focused year for the Perth team. From our review of 2018, YSPN Perth identified that there were two key metrics to be focused upon in 2019, Value over Volume (i.e. a focus on the value participants gained from the event, rather than a focus on numbers of attendees as our measure of success), and a focus on building the engagement of the broader community.

Through the five (which was a record) events YSPN Perth held through 2019, it was pleasing to see that through the determination and hard work of the team and the support and feedback from the community.

Overcoming Adversity: Shattering Perceptions – February 2019

On 12 February 2019, YSPN Perth held their first event for 2019 with Alex Atkins, successful mum of 2, geologist, mining engineer, innovator and Board Director of Ausdrill Ltd which employs over 5000 people across 8 countries.

Alex shared her inspirational career journey through the years and during a time where Alex had to challenge legal and societal stereotypes to become a successful mining professional and mum of 2.

The event was topped off by an intimate question and answer session where the community was able to seek advice on their own challenges.

Chai & Churros – March & April 2019

In March and April 2019, YSPN Perth held two pop up free events at a centrally located cafe over the weekend. With a focus on accessibility, YSPN Perth was eager to ensure that those who could not attend the weekday evening events due to work schedules or financial constraints were still able to network and learn from one another. With close to 50 attendees over the two events, it was hours of discussion, learning and networking on a Saturday afternoon from all ages in the Perth community.

Job Hunting: Secrets to Standing Out in a Dynamic Economy – August 2019

On 13 August 2019, YSPN Perth held its annual panel event for 2019, 'Job Hunting: Secrets to Standing Out in a Dynamic Economy'. This well attended event at our new venue, Flux had a range of nationalities attend, showcasing the value that YSPN Perth is providing to both the Sikh and broader communities.

We heard from 3 experienced panellists in the fields of mining, health and change management on how to have an effective start to your career, how to manage a career change, and how to apply for that dream job. Feedback from the event identified that one internship was borne from the event and another participant obtained a global engineering lead role, highlighting the value of the event.

Job Hunting: Young Asian Professionals Networking Event – August 2019

On 23 August 2019, YSPN Perth participated in the Young Asian Professionals Networking Event with a number of other Asian background professional organisations, WA Government JTSI (Jobs, Tourism, Science & Innovation), Minister for Asian Engagement – Peter Tinley AM MLA and Commonwealth Bank.

YSPN Perth showcased the work they do within the community on building strong networks, sharing professional development and ultimately enabling people to be their best, with over 200 people from the Perth community.

Peter Tinley AM MLA – Minister for Youth and Asian Engagement shared with us the criticality of the work groups like YSPN Perth are doing in Western Australia, given the proximity of Asia to Western Australia and the solid relationship in place that WA needs to capitalise upon to remain successful.

PERTH YEAR IN REVIEW

THE PERTH TEAM



Balraj Hansra
Perth Lead
Chief of Staff



Jasdeep Bansal
Events Lead
Project Engineer



Amrit Khamo
Events
Lawyer



Baldeep Bhullar
Marketing
Project Engineer



Sanjiv Rangi
Events & Finance
Data Analyst



Amtoj Sethi
Marketing
Project Engineer



Jevanpal Singh
Events & Finance
Group Property Manager

AUCKLAND

YEAR IN REVIEW

The Contemporary Sikh with Sukhjit and Harjit – May 2019

In May this year, YSPN in Auckland hosted dynamic sibling duo Harjit Singh and Sukhjit Kaur in Aotearoa, New Zealand! The energy and wisdom that the duo brought to this interactive, workshop style event was unparalleled. Attendees were engaged from the get-go as they were challenged to consider what Sikhi really meant to them in their everyday lives and the values and action they were committed to as part of their identity and heritage. The pair then shared their own powerful journeys as community organisers, activists and artists and spoke to how Sikhi informed, and continues to shape, how they operate in the wider world. The event featured an animated Q&A with audience members raising topics around legacy, equity and equality as well as issues faced by our growing Sikh and south Asian diaspora in New Zealand.

The Wellington Pop-up – August 2019

YSPN in Auckland celebrated its two-year anniversary in style with our very first New Zealand pop up event in Wellington! The Wellington Pop-Up lived up to the Auckland standard of sold-out events, with a full house in attendance. Dr. Malvinder Singh-Bains, an award-winning neuroscientist with the University of Auckland Centre for Brain Research, delivered an impactful keynote address to the diverse Wellington audience. Malvinder spoke about the centrality of “seva” in her work and the unique challenges and lessons she has come across as a young Sikh woman in STEM. In the audience, parents gave encouraging looks to their children, university students nodded with enthusiasm at Malvinder’s pearls of wisdom and the yo-pros from various walks of life engaged in a meaningful Q&A with Malvinder on ideas around career advice, leadership and identity. The event closed with a networking session where new connections were formed and requests for the next YSPN offering in Wellington started rolling through.

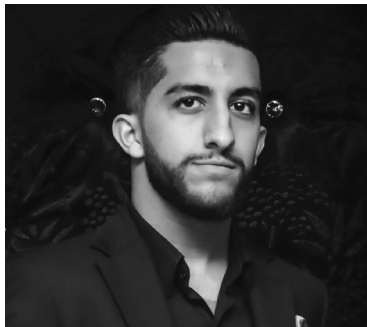
THE AUCKLAND TEAM



Sofia Kaur
Auckland Lead
Teacher



Natasha Bhangal
Events
Secondary School Teacher



Raj Singh
Finance
Entrepreneur



Ashvindev Singh
Events
Improvement Specialist

Events

This year, we introduced changes in the way we planned and run our events. We shifted our focus to providing experiences to our attendees. This encompassed three stages – the first being the pre-event experience, the second being experiences during the event itself and finally, the post-event experience. The pre-event experience involved interacting with our members to have a better gauge of the types of events they were seeking or were interested in. We were then able to take our audience/members' needs into consideration when planning our events. With regards to experiences during events, we made the effort to make our events more interactive. This was seen in the debates, panel discussions, pop-up events and networking opportunities we organised. In post-event experiences, we began providing attendees with summaries or key notes of content discussed in addition to feedback forms. We wanted our content to be as accessible as possible and also gain valuable critique to ensure continual improvement. This shift in approach resulted in a variety of events the past year from workshop to pop-up events. All of this in an attempt to engage our audience better and ensure they gained the maximum benefits we could offer.

Digital, Marketing and Engagement

Digital

2018/19 proved to be a stress test and validation of the groundwork laid by the Digital function during 2017/18. The suite of tools implemented and managed by the Digital team (the Microsoft Productivity Suite, particularly Planner and Teams; Canva; MailChimp and Buffer) enabled 20+ volunteers from across Australia and New Zealand to collaborate and execute on YSPN's most ambitious undertaking till date, Elevate 2019. The website designed for Elevate 2019 also served as an example of the importance and power of effective digital assets, with the platform providing a robust supporting framework to the marketing efforts for the conference.

Marketing and Engagement

The year also saw significant engagement across our marketing channels, with Facebook and Instagram (particularly Instagram Stories) rising in importance in our marketing strategy. The use of Buffer gave greater visibility to the organisation of its multiple, concurrent campaigns, allowing for effective scheduling and targeting of posts to extend the reach of the organisation, reaching almost 300,000 people across all channels. The Elevate 2019 campaign allowed the team to flex their design and marketing skills, using a dedicated website, social media, email and traditional marketing channels (face to face, SMS and WhatsApp messaging) to reach almost 180,000 people across the life of the campaign, with a sustained and constant increase in both reach and engagement from the community across all channels. 2019 also marked the launch of a dedicated Analytics capability within the team, allowing YSPN to be more effective in reaching the most appropriate audience for every campaign, ensuring funds are allocated to maximise ROI; an important outcome given our not-for-profit status.

Mentoring

YSPN Mentoring Program

Since late 2018, the Mentoring team has been working hard to redesign the mentoring program, shifting formats from face-to-face and 1:1 meet ups to a digitally supported model that partners groups of mentees with a single mentor. This new format would overcome geographic barriers and allow YSPN to help more people than ever before in previously run programs.

The program officially launched in September 2019, connecting 60 mentees across Australia, New Zealand, Malaysia and Singapore with 23 mentors, many of whom comprised experts from the C-Suite, Partners, Directors, Coaches and successful entrepreneurs. This one intake represented a 3 fold increase from the previous year's program. The majority of the mentees had 2-10 years of experience and most required help with career planning, communication skills and leadership.

The program used the GROW model as its foundation, well-known to the most organisations, throughout the four mentoring sessions over a two month period. Each session was shaped around mentees working on their goals using the model and bouncing ideas and learning from the mentor and each other. In between sessions, mentees also used an online learning platform to document their journey, which was provided to all thanks to our partners, Intersective, who specialize in innovative experiential learning.

Mentors also had a chance to connect and learn from each other through the set-up of a mentoring Working Group managed by the YSPN Mentoring Team. In it mentors connected, shared insights from their session including what went well or could be improved and constantly provided each other with tips and inspiration.

Additionally, we had already received positive feedback from the mentees within the first two weeks of participating in the program with one Mentee expressing their disbelief that the program was completely free, as they've spent upwards of 2,000 for similar programs.

External affairs

2019 was another successful year for the External Affairs function, and saw YSPN as a finalist for Community Services Excellence for the Year at India Australia Business & Community Awards (IABCA) 2019. This nomination recognises the vision YSPN shares with IABCA, which is to foster entrepreneurship and leadership amongst the community. Being a finalist in this award assists YSPN in promoting ourselves to expand internationally and gain credibility to attract high calibre global speakers. Following the Success of Elevate 2019 and the crowd funding campaign on the day, YSPN was able to raise over \$8,000 to contribute to the successful running of YSPN throughout the year.

In addition to this, the External Affairs function was more actively involved in community outreach and interfaith organisations, including the Jewish Board of Deputies and the Sydney Alliance, participating in key conversations. YSPN has been fortunate to have a number of supporters who have provided us with both financial and non-financial support. These include Montagio Custom Tailoring, AusPac Finance, Ernst & Young, The Commonwealth Bank of Australia, SapientNitro, Indian Link, Deloitte, the Melbourne Business School, Maya Sweets, FWC Australia and Gilbert and Tobin, Australia India Council and Sikh Youth Australia.

Finance & Member Management

2019 was a big year for YSPN Finance. There was significant focus on standardising processes throughout the organisation to ensure accurate, meaningful and relevant financial information. This entailed documenting expectations of financial procedures and communicating these for action throughout the organisation. Whilst finance has been appreciated as a critical component for YSPN's success historically, I can proudly say that financial considerations have been appreciated by members throughout the organisation, including those external to finance, like never before.

YSPN hosted many successful events which translated into a cash surplus year. As a non-profit organisation, whilst our premise for existence is not bottom-line orientated, generating a year-end surplus is essential for the organisation to achieve its relevant objectives to ensure pivotal events such as Elevate 2019 a conference which is a first of its kind not only in Australia but in the entire Southern-Hemisphere, continue to be achieved.

Looking into the future, YSPN Finance continues to prioritise producing accurate, meaningful and relevant financial information to provide transparency to the executive team on resourcing for further milestone events in the future. YSPN Finance also looks to continue to build on partnering with key internal and external stakeholders to achieve this. Our effective communication with our marketing and external affairs teams have ensured that we have been able to form critical relationships which have contributed to the top line of YSPN. This has included brand awareness and developing relationships with some of the most recognised brands in corporate Australia.

Lastly, I want to take this opportunity to show my appreciation to firstly, my finance colleagues at YSPN who have done an amazing job throughout the year, and more broadly, the wider YSPN team and general community who have supported us in achieving our objectives. Thank you all!

OUR PARTNERS

YSPN Australia would like to express sincere gratitude to our current partners. The funding, services and expertise provided by these organisations assist and encourage YSPN to both meet and exceed its strategic objectives each year. YSPN is dedicated to ensuring that we create the conditions for every young Sikh professional to succeed and amplify their influence; our partners, sponsors and supporters are helping us to realise this goal.

Thank you to all of you that have made this all possible from day one.

CURRENT SPONSORS, PARTNERS, SUPPORTERS:



IMPLEMENTATION OF STRATEGY REFRESH

In late 2019, YSPN conducted a strategy refresh to chart a course for the future. This will involve changes to the organisation structure, the introduction of new offerings, and a shift toward becoming a true platform.

CONTINUE TO DELIVER EXCELLENT EXPERIENCES

We will continue to deliver our core offering of events across our permanent chapters, and find new places to hold popup events where our community demands it.

PRIORITIES

IMPLEMENT ADVISORY BOARDS

Getting the most eminent Sikhs in the YSPN global network to join an advisory board for YSPN, with the intent of elevating our impact significantly.

FOR

2020/21

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