



Annual Report 2019/20





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Our History

The Doxa Foundation is a community based organisation which was established by Father Joe Giacobbe in 1972. He was working in some of Melbourne's most disadvantaged communities and wanted to improve opportunities for the children and young people living there.

Vision

Our Vision is that all children and young people have the opportunity to achieve.

Purpose

We share knowledge, skills and experience with disadvantaged children and young people, empowering them to realise their full potential.

What we did in the previous twelve months, at the Doxa Foundation.

supported

4178

young people and children



Malmsbury camp

2597



City camp

1186



Journey camp

91



Summer camp

197



Bendigo School

46



Cadetship

61

Chair's Report

Last year I signed off my message to members with Floreat Doxa – May Doxa Flourish.

For the first three quarters of the year (July 2019 - March 2020) this held true – both Malmsbury and City camps were thriving; we had 61 cadets in programs and, due to careful management of our finances, we were happily looking to coming in slightly ahead of budget – adding to the reserve to purchase a new City Camp base.

We have been running camps for over 45 years and to 31 March 2020, our camps had record numbers 4,071 children and young people from 68 schools.

We are so proud of our camps program and the positive impact that it has made upon the lives of children from the 30% of schools regarded as disadvantaged as per the SFOE measuring standards.

In January 2020 the Summer camp programs at Malmsbury and City camps were fully occupied.

This was achieved with the support of Xavier College, who graciously allowed Doxa to use their boarding school over the Summer holidays, allowing us to run a City Summer program for significantly less costs than usual. This highlighted to Doxa Youth Foundation the benefits of having our own camp site in the City for the future, and we started to look in earnest for an appropriate space.

Whilst we were still patting ourselves on the back for a wonderful first three quarters of the year, news of COVID-19 spreading throughout the world hit and people started to look warily to the future.

Our funding from Doxa Community Club ceased overnight, and no funds at all were received for the quarter ended 31 March 2020. This is the second year in succession that the Community Club has been unable to meet its financial commitments to us. However, I am hopeful that DCC's financial performance will improve once we are rid of this pandemic.

Our camps were no longer able to operate, which meant that the many schools already booked were unable to attend. The facts are that some kids will have missed out on this wonderful opportunity forever, and we are greatly saddened by the effects that COVID has had in so many ways.

The cadetship programme has continued operating despite the challenges posed by COVID 19 restrictions, with most sponsor organisations transitioning cadets to remote working placements. In the first half of the year, we provided a range of developmental activities including camps and staged a very enjoyable end of the year function but we postponed the events planned for early 2020 in response to health advice.

We continued our philanthropic relationship with the Doxa School Bendigo, and we are committed to providing ongoing support for this programme.



It is our staff members who have been affected most by the lack of funding. From April, staff members have been on limited salaries – funded through the government Jobkeeper program. This has meant that most have had to reduce their hours, and we thank them sincerely for their understanding and support of the great work that Doxa does.

The time has not been wasted; the team continued to work on new programs, to continue relationships with sponsors and to stay in contact with members.

Our acting CEO, Theresa Mangion, agreed to stay on until December this year, to provide some stability during this particularly challenging time, and we thank her for her support. Whilst she will no longer be with Doxa in an official capacity, we are certain she will remain a supporter of Doxa into the future.

Our cost saving measures resulted in only a small deficit for the year. We continue to manage our funds prudently, resulting in a deficit for the year on operations of \$135,817.

Our investments had a deficit of \$208,407 but we anticipate that they will recover in the future. Whilst of course we would have preferred a profit, we are in the investments for the longer term, and they continue to outperform the banks.

It remains for me to thank the many supporters of Doxa Youth Foundation:

As mentioned above, firstly, our staff – for their on-going support of DYF in the face of the most difficult year we have had.

The loyal support of Doxa donors, alumni and members is acknowledged with sincere thanks and are listed on page 11.

During the year Janine Enright resigned from the board and we record with gratitude her support and involvement in Doxa.

We thank the Doxa Community Club for its funding in the first half of the year and for the continued limited funding from April 2020. Once hospitality venues are able to reopen and with our knowledge of how other States have fared, we know that patrons will be back to the Clocks and The Meeting Place in droves. We look forward to receiving full funding again shortly as their profits improve.

Last but not least, thanks to the current Doxa Youth Foundation Board members: Professor James Barber, Dr Denise Clarke, Justin Cooney, Joe Marchio, Michael McIntyre and John Pearce.

The future is bright. We are coming out of COVID in Australia, and we are looking forward to reopening our camps and having our cadet programme fully operational again.

Joe Giacobbe
Chair

Our Board

FR JOE GIACOBBE CHAIR

Father Giacobbe is the inspirational founder and champion of the Doxa Youth Foundation. He has been a Catholic priest for over 45 years and his work with us reflects his strong commitment to social justice.

JAMES BARBER DIRECTOR

Professor James Barber is an experienced academic and university administrator. He has been Vice-Chancellor at the University of New England (2010-2015), Deputy Vice Chancellor Academic at RMIT University (Melbourne & Vietnam) (2007-2010), and Dean at the University of Toronto (2003-2006).

DENISE CLARKE DIRECTOR

An educational leader and passionate teacher, Denise Clarke is currently the Assistant Principal of a specialist school for students on the autism spectrum. Prior to this, she held leadership positions as Principal of West Melbourne Primary School and the Principal of Baltara School.

MICHAEL MCINTYRE DIRECTOR

With a career spanning 34 years with the Victorian Law Department as a Clerk of Courts/Registrar, Michael McIntyre has a great experience of the justice system. He has worked at various Court locations throughout regional Victoria and the metropolitan area, with the final 12 years as the Registrar at Broadmeadows Magistrates Court.

JOHN PEARCE DIRECTOR

John Pearce is an experienced solicitor and Notary Public and has a long history of working within government, including holding a senior legal role in Land Victoria's Legal Branch.

JUSTIN COONEY DIRECTOR

Justin Cooney is a lawyer working in industrial/workplace relations. Justin has been an adviser to the Victorian government, has worked in the APS and worked in a private legal practice. Justin currently works as a lawyer for the Transport Workers Union.

JOE MARCHIO DIRECTOR

Joe is a very experienced teacher having worked in both secondary schools and the TAFE sector. He has most recently been at Parade College in Bundoora where he was a Risk (OHS) manager and Area leader of technology.

Cadetship Programme

Our Cadetship Programme assists young people from disadvantaged backgrounds to succeed at University and be employment ready. The cornerstone of the programme is matching cadets with organisations that provide mentoring and work placements. We also offer personal support, skills development training, networking opportunities, a weekly living allowance and a biannual book allowance. We helped 61 young people to realise their dreams during 2019/20 and adapted the programme to meet the challenges posed by the COVID 19 pandemic in the final months of the year.

OUR SPONSOR ORGANISATIONS

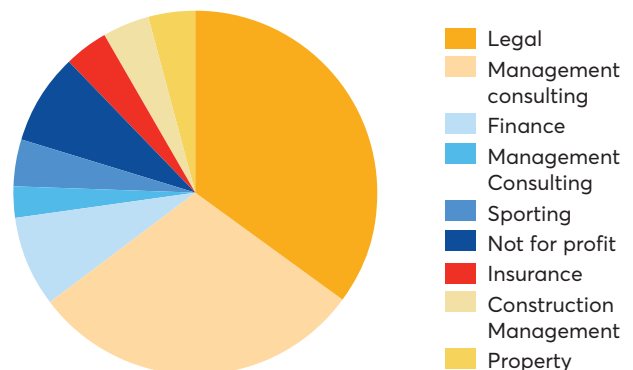
A broad range of organisations participated in the Doxa Cadet Programme during 2019/20. Each sponsor organisation interviews and selects their cadet and offers an eight-week professional placement with mentoring and professional development throughout.

Our Sponsor Organisations

- Allen's
- Arnold Bloch Leibler
- Coote Family Lawyers
- Doxa Community Club
- Dennis Family Corporation
- Goldman Sachs
- Honan Insurance Group
- JB Were Stockbroking
- Johnson Winter and Slattery Consulting
- KPMG
- Level Crossing Removal Project
- Major Transport Infrastructure Authority
- Metro Trains
- Pinsent Masons
- Royal Flying Doctor Service
- SEMZ Property Advisory & Project Management
- V/Line
- Yarra Trams

Below is a summary of current Cadetship sponsorship by industry type:

CURRENT ORGANISATIONS





CADETS AT OUR END OF YEAR FUNCTION

HOW THE CADETSHIP PROGRAMME CHANGES LIVES



Above:
Rebecca, one of our
successful graduates

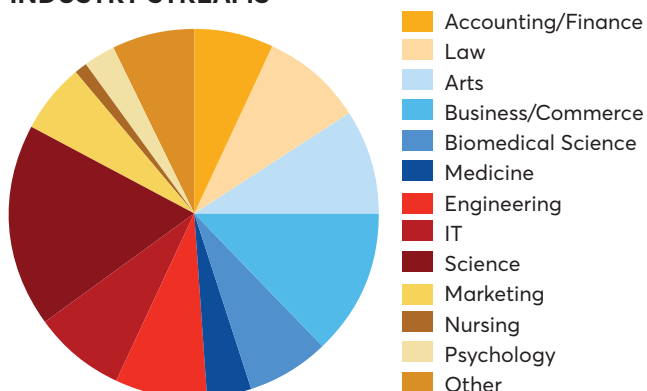
One of our graduates this year was Rebecca, who obtained a position with Ernst and Young, a multinational organisation and one of the "big four" accounting firms. According to Rebecca "being a Doxa cadet has seriously changed my life". Rebecca believes that her involvement with the programme helped her to complete her degree and to have the confidence, skills and experience to succeed in the interview. Rebecca is particularly appreciative of the work experience and mentoring provided by her sponsor organisation, Arnold, Bloch and Leibler, (ABL). We wish Rebecca every success for her future career.

CADET AND SPONSOR CATCH UPS

The Cadet team was in constant contact with our cadets and sponsors. Sponsors had the opportunity to provide feedback about cadet performance and the program as a whole with sponsors emphasising the importance of good interpersonal skills for placement success.

The Cadetship team had regular catch ups with all cadets to discuss feedback from their workplace, any personal difficulties and the highlights of their placements. The Cadets were given assurance and advice by the Doxa Cadetship Team, ensuring each and every Cadet was supported in both their University Studies and in successfully completing their placement.

INDUSTRY STREAMS



MAJOR EVENTS

Cadet Camps

During 2019, we held two residential weekend camps for Doxa cadets, one for the first years in July and another for the later year cadets in August. The camps ran from Friday evening to Sunday and offered a range of personal and professional development workshops on topics such as constructive communication, the power of teamwork and time management. Many of the Alumni would say that the camps were one of the highlights of their Doxa journey and a place where they made lifelong friends.

End of the Year Celebration in 2019

We had an end of year function for the cadet programme in the Yarra room at the Melbourne Town Hall in December 2019. The Yarra room is the former Council Chamber of the City of Melbourne and its gracious historical charm added to the ambience of the event. Current cadets, alumni, Doxa Staff and members attended. We celebrated the successes of the Cadet Programme and those of our current cadets and alumni.

CONFRONTING THE CHALLENGE OF COVID 19

The beginning of 2020 proved challenging in the Cadetship space as Melbourne endured hard lockdowns with university courses going online and the majority of employees working from home. At least most of our existing cadets were able to continue their work placements remotely. However, where possible, we did postpone any events planned for 2020. We also put placing our 2020 intake with sponsor organisations on hold as most working from home arrangements were not suitable for the inexperienced applicants to the programme.

We placed particular emphasis on providing individual support for cadets and communicating well with sponsors as the COVID 19 pandemic was putting additional stresses on everyone in the community. Many of our young people are very vulnerable as they may be recently arrived refugees, have experienced trauma or face financial hardship. Most are the first in their family to ever attend university. Cadets often commented that having the support of their mentors from sponsor organisations and the Doxa Cadet team has been giving them a sense of security and hope.

CONCLUSION

Our Cadetship programme had another successful year. We have continued to assist young people from disadvantaged backgrounds to succeed at university and to realise their career aspirations. The COVID 19 pandemic was a setback as it prevented us from placing our 2020 intake with sponsor organisations and proceeding with planned face to face development events for cadets in early 2020. However, we see the cadet programme going from strength to strength once Victoria returns to COVID normal.





Camping Programmes



While we needed to reduce our services due to COVID 19 restrictions, 4,701 children and young people attended our camping programmes in Melbourne and at Malmsbury during 2019/20. We are all about participants having fun and learning while creating unforgettable childhood memories. Our camping programmes are available to schools in low socio-economic communities during term and for children from disadvantaged backgrounds over the holidays. Disappointingly, we closed all our camping programmes in the middle of March in response to health advice from the Victorian Government.

OUR SCHOOL PARTNERS

Aldercourt Primary School
Ararat Primary School
Ararat North Primary School
Ararat Secondary College
Ardmona Primary School
Athol Road Primary School
Bairnsdale West Primary School
Blackburn ELS
Braybrook Secondary College
Broadmeadows Primary School
Broken Creek Primary School
Brunswick ESL
Campbellfield Heights Primary School
Carwatha College
Chaffey Secondary School
Christ the King Primary School
Clifton Creek Primary School
Churchill Primary School
Collingwood English Language School
Coolaroo South Primary School
Dandenong North Primary School
Dookie School
Dunolly Primary School
Fawkner Primary School
Flowerdale Primary School
Glenroy Central Primary School
Grange College
Hampton Park Primary School
Holy Eucharis Primary School
Ilim College
Immaculate Heart of Mary Primary School
Lightning Reef Primary School
Mahogany Rise Primary School
McClelland College
Melton South Primary School
Millwarra Primary School
Newcomb Park Primary School
Nicholson Primary School
Northern Bay College
Orbost North Primary School
Portland Primary School
Portland South Primary School

Preston North East Primary School
Roxburgh Park Primary School
Rushworth P12
Sacred Heart Primary School
St Brendan's Primary School
St Kieran's Primary School – Moe
St Leonard's Primary School
St Paul's Primary School
St Peter's Primary School
St. Theresa's Primary School
St Thomas Aquinas Norlane
Sunshine Heights Primary School
Thomastown Primary School
Thomastown East Primary School
Thomastown West Primary School
Timor Primary School
Tongala Primary School
Walleroo Primary School
Wurruk Primary School
Wangaratta District Specialist School
Wedderburn College
Western English Language School
Wilmot Road Primary School
Woodville Primary School
Woorinen District Primary School
Wurruk Primary School

QUALITY

Australian Tourism Accreditation Programme (ATAP)

Both our City and Malmsbury Camps have ATAP accreditation. This is an Australian wide accreditation programme for the tourism industry which ensures that operators are committed to quality business practice and professionalism. This year, our Malmsbury Camp successfully applied for a three-year extension of this registration.

MAKING A GREAT CAMP BETTER

At end of 2019, we employed Bec Fox, a consultant, to work with staff at our Malmsbury Camp to make a great camp even better. Bec has substantial experience in running camps including for the Girl Guides and Scouts and has more recently specialised in coaching and mentoring leaders and staff in these settings. In May 2020, she was nominated for the Australian Coach of the Year Award by The International Coach Guild. This improvement initiative ended very abruptly when the Malmsbury Camp was forced to close in the middle of March 2020.

PROGRAMMING

At both our Malmsbury and City Camps, we are continually introducing new activities as well as refreshing existing ones.

This year, one of our very special additions to our City Camp was the Birrarung Wilam Stories tour and workshop, presented by the Koorie Heritage Trust in partnership with the Arts Centre. Campers are taken on the Birrarung Wilam walk along the Yarra River, learning about the significance of Birrarung Wilam to the Wurundjeri people, and how the land on which it lies has changed over time. Campers are led by an experienced Koorie guide, hearing stories that promote and celebrate continuing living Victorian Aboriginal Culture.

After the walking tour and a short break, campers then visit The Channel at the Arts Centre Melbourne, where they create a digital story which explores some of the topics discussed on the walk. Campers have access to video editing software and audio equipment, which enables them to narrate a short video piece. A downloadable copy of their work is provided to schools at the conclusion of the workshop.

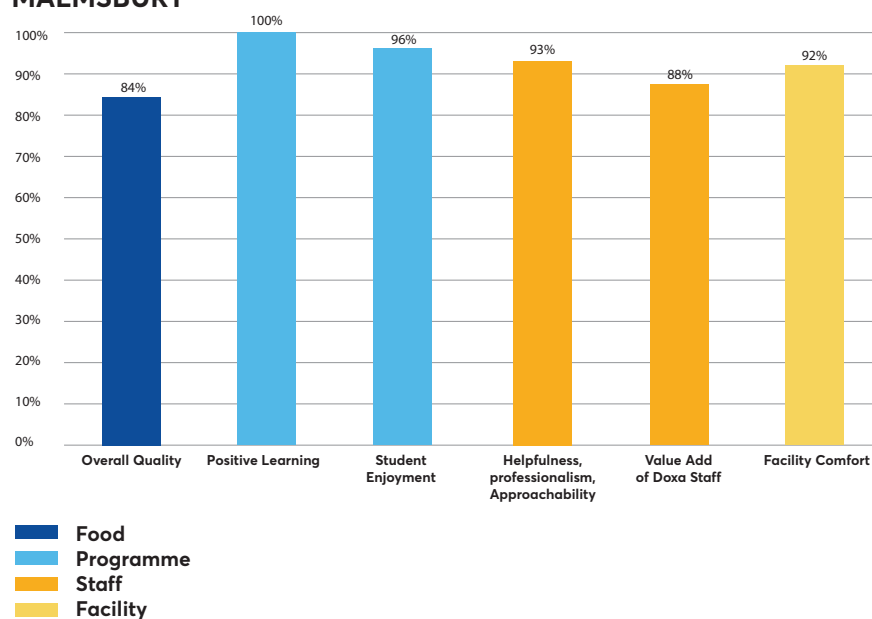
One of the cornerstones of the Malmsbury Camp experience is getting outside and observing and enjoying nature. A river runs through our property and Patrick Wilson, one of our senior activity instructors, worked on a River Walk programme this year. This included planting trees along the river bank. The River Walk programme links to the science curriculum and teaches campers about the health of the river and how the local ecology is sustained and kept alive.

Another first in 2020 was our City Campers attending a training session with the Hawthorn Football Club players, which was enjoyed by all. The children appreciated seeing their heroes close up and personal, including Tom Mitchell, James Sicily and Chad Wingard.

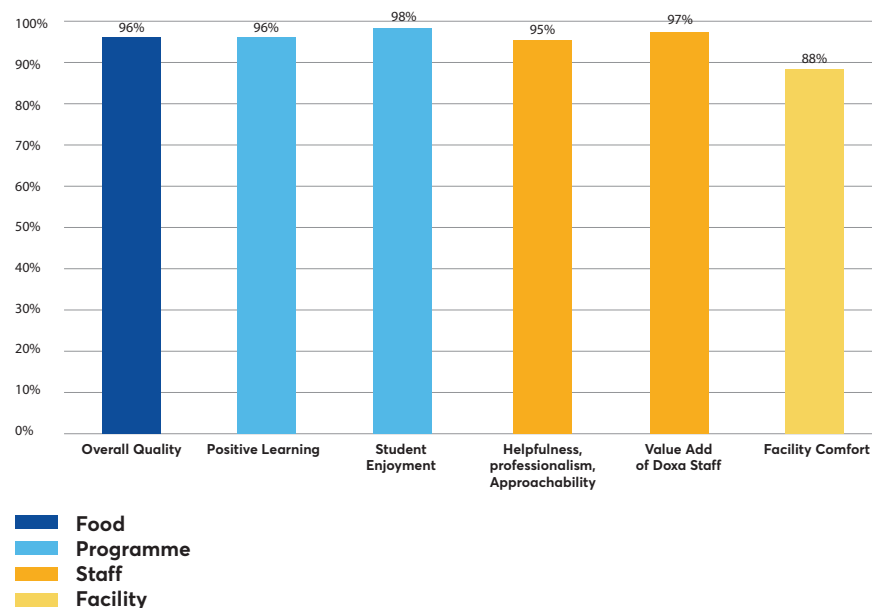


HOW SCHOOLS RATED OUR PROGRAMMES

MALMSBURY



CITY CAMP



CONCLUSION

We were running highly successful camping programmes for the first nine months of the year until the COVID 19 pandemic prevented us from operating from mid-March. Since then, we have been working on projects that are difficult to undertake when providing camps year around. In particular, we have upgraded our outdoor garden space and have obtained quotes and have been planning to replace our sanitation system at our Malmsbury venue. Our team is very much looking forward to reopening our camping programmes as soon as it is safe to do so.



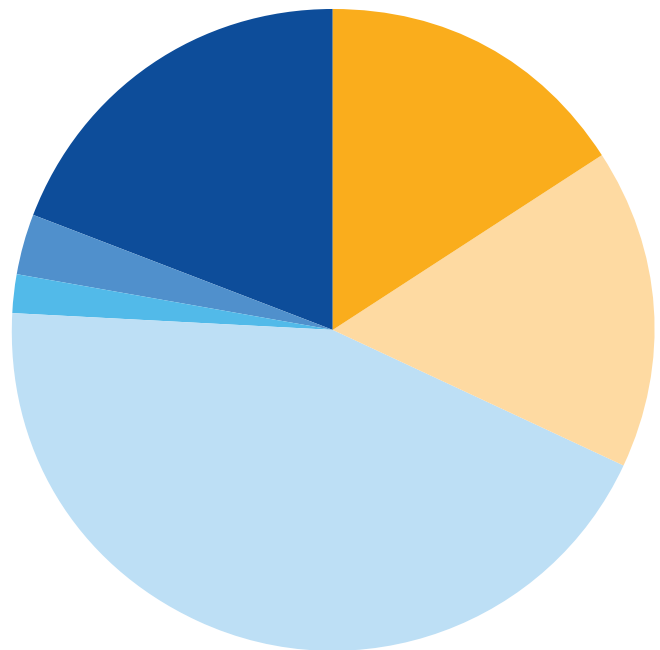
Our Finances

During the 19/20 financial year, the Doga Youth Foundation had a deficit of \$135,817. This was related to COVID 19 emerging in the final quarter of the financial year. Our major funder is the Doga Community Clubs and once it was forced to close its venues because of COVID 19 in March, there was little capacity to support DYF.

The Doga Youth Foundation reduced its service delivery in the last quarter, including on the basis of health advice from the Victorian Government, closing all of its camping programmes. However, we did establish our eligibility for the Federal Government JobKeeper scheme for this period so while reducing staff hours, we retained most employees using the moneys from the grant to defray costs.

DYF is still in a strong financial position with net assets of \$3.45m. This is despite our investments being revalued down by \$208,407. We do anticipate that they will recover in the future and while of course we would have preferred a profit, we are in the investments for the longer term, and they continue to outperform the banks.

2019/2020



SUMMARY OF RESULTS

INCOME AND EXPENDITURE	2019/20	2018/19
Revenue	\$2,534,872	\$3,063,789
Expenditure	-\$2,670,689	-\$4,645,186
Surplus	-\$135,817	-\$1,581,397
ASSETS AND LIABILITIES		
Cash and cash equivalents	\$724,211	\$778,826
Other short-term assets	\$244,355	\$175,487
Receivables	\$31,927	\$0
Available-for-sale financial assets	\$2,405,318	\$2,751,136
Property, plant and equipment	\$571,273	\$639,551
Right-of-use assets	\$89,998	\$0
Liabilities	-\$617,693	-\$551,387
Net assets	\$3,449,389	\$3,793,613

- Fees & other trading revenue
- Cadet & educational sponsorships
- Donations & Fundraising - Doga Community Club
- Donations & Fundraising - Grants from trusts & foundations
- Donations & Fundraising - Other
- Financial & Other

Note: Information used in the summary financial report is for Doga as an individual entity. The information is extracted from the full financial report of Doga for the year ended 30, June, 2020. The full financial report, including the independent auditor report, is available free of charge on request from Doga by emailing info@doga.org.au or ringing 9046-8200.



Thank You to our Supporters

As a not for profit organisation, we rely on the support we receive from our donors and funders every year. Every gift big and small makes a difference. We would like to thank:

CORPORATE

AECOM
Allens
Arnold Bloch Leibler
Building Industry 2000 Plus Limited
Coote Family Lawyers
Country Racing Victoria
Dennis Family
Goldman Sachs Australia Pty Ltd
Hotel Care Charity Foundation
JBWere
Johnson Winter & Slattery
KPMG
Level Crossing Removal Project
Metro Trains Melbourne
Pinsent Masons
Rising Sun Hotel
SEMZ
The Midfield Group
The Moonee Ponds Club Inc
Urban Maintenance Systems
V/Line Corporation

COMMUNITY FUNDRAISING

AUSOGF Benevity - workplace giving
CFMEU
Good2Give
Marriner Group
Northern Businessmen Association
Rising Sun Hotel
Rising Sun Memorabilia Sale
RSN Promotion Junction Moonee Ponds
RSN Promotion Mail Xchange
Target Racing Table NSC Calcutta

TRUSTS & FOUNDATIONS

The William Angliss
(Victoria) Charitable Fund

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www.doxabendigo.catholic.edu.au



We acknowledge the traditional owners of the lands
and waters where we work and live.