VISION
Improving the life outcomes of disadvantaged children and young people.

MISSION
To create opportunities for disadvantaged children and young people by providing education related programs that help them achieve their potential and meaningfully participate in the community.

DOXA YOUTH FOUNDATION
ANNUAL REPORT

1. Chairman Report
3. Board Profiles
5. CEO Report
8. Farewell Ken Barry
9. Doxa Camps Program
13. Camps School List
15. Doxa School Bendigo
19. Doxa Cadetship Program
23. Denis Sop
24. Cadetship Program Celebrates 20 Years
25. Doxa Racing Lunch and 4tracks4kids
27. Patron and Ambassadors
29. In Good Company
31. Doxa Financial Summary
I would like to personally thank all the Doxa Youth Foundation staff for their passion, commitment and professionalism throughout the year.

I take great pleasure in presenting my first annual report as Chairman of Doxa Youth Foundation. I have been involved with Doxa though the Cadetship Program since 1993 and was invited to join the Board in 2008. What appealed to me then about Doxa were the unique opportunities provided to students to undertake tertiary studies, experience work in a commercial environment and develop networks through their workplace and their Doxa cadet peers.

It was with great pride that I accepted the nomination as Chairman of the Doxa Youth Foundation Board in April this year. We have already seen significant changes in 2014 and I look forward to leading the organisation into an exciting future.

I would like to pay respect to my predecessor Mr Ken Barry, who chaired the Doxa Youth Foundation Board since November 2002 with inspiring leadership. His strong, yet caring, guidance of the Board and staff has created a pathway that I will work diligently to uphold. Ken has always been an active driver of change as a Director of the organisation.

Earlier this year, it was with great sadness that we said farewell to former Chief Executive Officer Kirsten Bickendorf. Her tenacity and integrity made such a positive impact on Doxa, our key stakeholders and enhanced outcomes for children and young people.

Taking up the role of Doxa’s new Chief Executive Officer, I would like to welcome Daniel Findley. Daniel joins Doxa with over twenty years of experience managing human services programs for disadvantaged youth and communities across Australia, Europe and the USA. Daniel brings leadership skills as a community services executive, a social work practitioner, a youth educator and extensive senior management experience to Doxa. To say that Daniel has hit the ground running is an understatement.

I would like to acknowledge the work of the Doxa Social Club (DSC) and thank Chairman
Peter Maher, General Manager Max Williams and the DSC’s Committee of Management for their ongoing financial support of the Youth Foundation. Thank you also to the DSC office staff, venue managers and venue staff for their continued work to ensure funding continues to support the children and young people in Doxa’s programs.

The Doxa Racing Lunch gives us the opportunity to showcase the work of the organisation while engaging new and long term supporters. With champion trainer Chris Waller as the guest of honour this year, the lunch was a huge success thanks to the wonderful job Mooney Valley Racing Club did hosting the event. While the main purpose of the Racing Lunch is to raise funds that are integral to the success of Doxa, this event also creates an environment where we can acknowledge those who continue to support our programs.

Once again we were proud to be a significant partner in the 4tracks4kids Melbourne walk. This event would not be possible without the commitment of Richie and Kaye Callander and Doxa Ambassador Bruce Clark, who work tirelessly to ensure a great event. Doxa is also very grateful to TVN for their extensive promotion and support of the event. I especially wish to thank the Chief Executive Officers and the Chairmen of Racing Victoria Limited, Victoria Racing Club, Melbourne Racing Club, Moonee Valley Racing Club and Country Racing Victoria for their great support and participation.

With the support garnered from our events, sponsors and funders, Doxa is committed to continually implementing diverse strategies to secure its financial future. The net result of the operations of Doxa Youth Foundation for the 2013/14 financial year was a surplus of $772,968 (2013: $720,213 surplus).

Throughout the last twelve months our Outdoor Education program has continued to provide outstanding experiences, while supporting more than 5000 children from over 100 Victorian schools and other not for profit organisations. The Doxa School in Bendigo continues to create exceptional outcomes for more than forty young people who experience disadvantage and are at risk of not completing their schooling. The Cadetship Program works with Australian businesses to provide the skills, resources and experience to create life changing opportunities for our young people.

I am pleased to say that we are continuing to respond to community needs with the development of new programs. The University Pathways Program (UPP) will be rolled out in 2015 and will assist Year 9 school students from disadvantaged backgrounds. I envisage this program will inspire young people to complete school, university and enter a professional career.

In the Outdoor Education program we have introduced a Campership Fund which will ensure that no child or children are denied the opportunity to participate at a Doxa camp due to financial hardship. We are also undertaking a research project which will evaluate our three core programs, identify any gaps present and develop strategies to enhance their benefits.

I would like to personally thank all the Doxa Youth Foundation staff for their passion, commitment and professionalism throughout the year.

We aim to ensure robust governance for Doxa Youth Foundation and we continue to seek highly skilled and dedicated Board and committee members. As such, it was my pleasure to welcome Richard Smith, Dana Bentley and Raelene Murphy to the Doxa Board of Directors in 2014. The diverse skills, expertise and networks they bring are invaluable and are appreciated by all fellow Doxa Directors and staff.

This year Doxa Youth Foundation established the following committees – the Communications and Marketing Committee, Strategy Committee and the Fundraising and Special Events Committee. All committees consist of both Directors and non-directors who have particular expertise to bring to the table.

Regretfully, Bruce McMenamin resigned from the Doxa Board at the beginning of the year. During his time as a Director, he brought a wealth of expertise and a positive attitude to support the Board and staff to achieve great outcomes for children and young people.

I would like to extend my sincere gratitude to my colleagues on Doxa Youth Foundation’s Board of Directors – Deputy Chairman Stephen Silk, Ken Barry, Anna Kennedy, Fr Joe Giacobbe, Terri Mandler, Dana Bentley, Richard Smith and Raelene Murphy – for their extraordinary commitment to ensure that Victorian youth experience the best possible chance to lead a full and rewarding life.

Doxa Youth Foundation continues to be integral in the development of the next generation of industry and community leaders by helping many vulnerable children and young people to learn, lead and achieve.
Graeme Johnson - Chairman

Graeme Johnson, Chair of Doxa Youth Foundation, is a lawyer practising in commercial law in the sporting, hospitality and retail industries. He is a former partner of Allens Arthur Robinson and has been involved in the Doxa Cadetship Program as a sponsor and mentor since it started in 1993. He joined the Board in 2008.

Ken Barry

Ken Barry is a lawyer, former partner at Deacons, Chairman of the IOOF Foundation and on the Advisory Board of Coolmore Australia, Next Generation Clubs Australia Pty Ltd. Ken joined the Doxa Youth Foundation Board in 2002.

Dana Bentley

Dana is a current Partner (Audit) at KPMG after 14 years with the company both within Australia and the UK. He has a very special association with Doxa as he is also a former cadet. He is a fantastic role model and inspiration for young people coming through the program.

Fr Joe Giacobbe

After working in housing estates in the inner City areas around Fitzroy and Flemington, Fr Joe was inspired to provide avenues for young people and families from disadvantaged backgrounds. In response he founded Doxa Youth Foundation in 1972 with the support of friends in the racing and business community.
Anna Kennedy
Anna Kennedy has been an active volunteer for young people since the 1980’s. She volunteered at Doxa’s Melbourne School where she supported students. Her passion for advocating for young people serves her well as a Director of the Doxa Youth Foundation Board.

Terri Mandler
Terri is Director of Paradigme and works in strategy, growth, innovation and change with not-for-profit and small to medium sized organisations. Her consulting background includes leadership development, 360 degree feedback methodologies, change leadership and team effectiveness. Terri is Vice President of the Melbourne Business Network and became a Director of Doxa in 2013.

Raelene Murphy
Raelene Murphy is a chartered accountant and Managing Director of 333, a division of KordaMentha focused on advising and providing management support to a range of private and publically listed businesses. She is passionate about broadening opportunities for young people and has been on the Doxa Board since 2014.

Richard Smith
Richard heads Melbourne based consultancy Mellar Marketing which provides event management, marketing and sponsorship advisory services. He has over 25 years experience in major sports and events management including the Australian Grand Prix Corporation and the Melbourne and Olympic Parks Trust.

Stephen Silk
Stephen has an extremely diverse range of business skills having worked in senior roles in pharmaceutical, thoroughbred racing, event management and property compliance sectors. He is a current director of Greyhound Racing Victoria and a graduate of the Australian Institute of Company Directors.
CEO REPORT

I LOOK FORWARD TO THE JOURNEY AHEAD AND AM EXCITED ABOUT WHAT THE FUTURE HOLDS FOR DOXA, OUR SUPPORTERS AND THE CHILDREN AND YOUNG PEOPLE WE WORK WITH.

For more than forty years the Doxa Youth Foundation has been providing much needed support to children and young people facing disadvantage, and I for one am excited and proud to be involved in continuing this success into the future.

Since coming to Doxa in April I have not only been impressed with the calibre of programs available to Victorian youth, but also with the incredible support shown at all levels. From corporate professionals to other not for profit organisations and small business owners to volunteers, it’s inspiring to see the passion people have for the Doxa Youth Foundation.

My journey at Doxa is only beginning but it is with great pride that I acknowledge the path the organisation has taken since Father Joe Giacobbe’s vision in 1972. From conversations I’ve had with many of the past and current volunteers, staff, directors, members and life members, it is clear to see the commitment, passion and hard work that has helped Doxa thrive throughout the years. I have enjoyed getting to know the Doxa supporters and hearing their stories about the successes and triumphs that came from those founding years led by Father Joe.

It would be remiss of me to not mention the work and legacy left by my predecessor and former Doxa Chief Executive Officer, Kirsten Bickendorf. Kirsten was at Doxa for six years and in that time was a formidable presence within the organisation and external community. Her tenacity, compassion, integrity and professionalism allowed her to lead from the front and by example. Kirsten has played an integral part in Doxa’s success in recent years and her contribution will never be unappreciated or forgotten.

In the past six months since starting at Doxa, I have been fortunate enough to receive a firsthand look at all our programs. From frequent trips to the Doxa School Bendigo and Malmmsbury Camp, as well as spending multiples days with visiting schools at the
City Camp, I have been able to experience what our programs offer to many children and young people facing disadvantage. I have also been able to attend the Cadetship Induction/Graduation event, Cadetship Industry Insights evening, as well as the 2nd and 3rd Year residential camp, all of which I found extremely powerful and truly illustrated what amazing cadets we have in our program.

Looking forward, we have some complementing initiatives to incorporate into our already successful program listing. We have recently introduced the Campership Fund which was created to ensure that no child or children are denied the opportunity to participate at a Doxa camp due to financial hardship. Another exciting project for 2015 is the commencement of the University Pathways Program (UPP) for Year 9 students who come from disadvantaged backgrounds. The UPP will assist more than seventy students to develop a pathway to tertiary education through a series of residential camps that will introduce them to universities and scholarship opportunities. These young people will complete a similar program in Years 10, 11 and 12 which will allow them to further develop and build the necessary skills to successfully complete their VCE and enter university.

The Doxa Youth Foundation Board of Directors, headed by Chairman Graeme Johnson, has been nothing but supportive and encouraging of me since I began at Doxa. I am grateful for their ongoing assistance and guidance as we head in to the next exciting phase of the organisation. I am confident that with their expertise and counsel, the Doxa Youth Foundation will continue in the right direction going forward by helping more children and young people than ever before.

I am also thankful for the warm welcome from the Doxa staff and the support they have shown me from day one. The road ahead is full of possibilities for Doxa to help more people and I have no doubt that with the dedication and enthusiasm of our team, everything is achievable.

The financial support of the Doxa Social Club (DSC) is integral to the continuation of the Youth Foundation’s programs which help more than 5000 children and young people annually. I would like to thank DSC Chairman Peter Maher, DSC General Manager Max Williams, DSC Committee of Management and DSC staff for their continued unwavering support.

Doxa is extremely fortunate to have the backing of corporate partners such as V/Line, CitiPower and Powercor Australia, Collier Charitable Fund, IOOF Foundation, LUCRF Community Partnership Trust and the H & L Hecht Trust. I speak on behalf of everyone at Doxa when I say thank you to not only the companies mentioned, but all our corporate partners, for your continued support of our programs and events. Special mention must also be made to the many sponsor companies partnering with Doxa’s Cadetship Program. The generous time, training, mentorship and guidance you provide to our cadets is invaluable and I thank you for your immense contribution.

The future of the Doxa Youth Foundation, as well as the future of the children and young people we support, is looking bright. With the tireless efforts of staff and supporters, it is our vision that all Doxa programs will be available to more young people as we help them achieve successful life outcomes.

I look forward to the journey ahead and am excited about what the future holds for Doxa, our supporters and the children and young people we work with.
Ken Barry, centre, cheering on the 2014 4tracks4kids walkers
FAREWELL
KEN BARRY

After twelve years of inspirational leadership, former Chairman Ken Barry has announced his retirement from Doxa Youth Foundation’s Board of Directors. We sat down with Ken as he reflected on his time at Doxa.

How would you describe your twelve years on Doxa’s Board?
I would say very satisfied with the outcomes and all that was achieved by the Board. I was fortunate to have the support of excellent Board members, management and staff.

What did you enjoy most?
I enjoyed seeing the maturing of young people at our schools, the joy of children arriving at our camps and the enthusiasm of our cadets when they graduated.

What was the most difficult aspect or decision you had to lead the Board and staff through?
The most difficult thing we had to accept was the closure of the Doxa School in Melbourne by our co-venturer in the school.

What are you most proud of in your time at Doxa?
- Bringing the Cadetship Program back ‘in-house’. It had been previously managed externally and we were proud to be managing it completely. The program and the cadets have continued to flourish since that time.
- The refurbishment of the Malmsbury Camp and the City Camp. Both sites have been renovated to ensure not only safety but to enhance the comfort and wellbeing of the children who come to our camps.
- Establishment of the Doxa School in Bendigo
- Accepting the invitation from our Ambassador, Bruce Clark, to come on board with the 4tracks4kids walk. It is such a big event to be a part of and we have been thrilled and honoured to be involved.

What would you like to see in the future at Doxa?
I would like to see Doxa continue to diversify its funding to ensure a long, healthy financial future.

Final thoughts?
I am thankful for the tremendous assistance of Doxa’s former Chief Executive Officers, Julie Rolfe and Kirsten Bickendorf throughout my time as Chairman. I am confident that the refreshed Board under the chairmanship of Graeme Johnson will take Doxa to another level.

What are your plans for the future?
I aim to reduce my workload, take things a bit easier and spend some quality time with Lynne and our family.

I had the great pleasure and honour to work alongside Ken for five years. Ken is an extraordinary leader and was a great mentor for me. He led Doxa through a time of great change and did so with commitment, compassion and vision. Ken strikes that balance of genuine passion and exceptional organisational leadership.

On a personal note, I have very fond memories of being welcome in the Barry home and often found myself in Ken and Lynne’s sitting room discussing Doxa’s future and putting plans together to make Doxa the organisation it is today. I believe I am a better leader, and person, today because of him.

His dedication and commitment to being Chairman of the Board has had a significant impact not only on the positive image of Doxa, but on the high standards of service that Doxa provides to children and young people experiencing disadvantage. I know that he will be missed terribly.

Kirsten Bickendorf - Former Doxa Chief Executive Officer

Ken Barry is a true gentleman – thoughtful, kind, charming and positive. He has capably led the Board for twelve years and in that time he has produced some incredible outcomes. Ken has also successfully developed a positive working relationship between the Doxa Social Club Committee of Management and the Doxa Youth Foundation Board of Directors.

Ken has steered the Board through difficult times, particularly when there wasn’t enough funding to continue the growth of the programs. He has also been instrumental in recruiting very good people to the Board and while doing so, has developed a good succession plan.

Ken is very inclusive, made everyone feel that they had something valuable to contribute and is always open to new ideas. He really has made the best of his life in all he has done and achieved.

It has been the greatest pleasure to be a member of his Board throughout his Chairmanship and he will be greatly missed.

Anna Kennedy – Doxa Director
DOXA OUTDOOR EDUCATION PROGRAM

AT A GLANCE

The past twelve months has seen Doxa’s Outdoor Education Program change substantially as it pursued higher levels of effectiveness in influencing the 4,500 participating campers. Extensive consultation with school representatives, not for profit leaders, parents and campers created a clear direction for investments over the past year in both the camp activity programs, staffing profiles and venue management. These exciting initiatives have created new capability within the program and the benefits were evident within the 2013/14 financial year.

Doxa’s Malmsbury Camp welcomed 3,500 campers over the past twelve months and improvements to its activities program have made excellent use of the pristine environment of Central Victoria. The program now includes river ecology classes, expanded cooking classes, archery, arts based activities and new team initiatives.

Doxa’s City Camp also welcomed 1,000 campers in 2013/14 and consolidated its program with a significate upgrade to be implemented over the next twelve months. Doxa’s Journey Camp was launched in early 2014 and its staff worked tirelessly to make the hike and campout model appropriate to Doxa’s cohort of campers.

Major investments in infrastructure were required during 2013/14 at both Doxa campsites. City Camp had a significant overhaul of its meeting room and the completion of the mural was a wonderful addition to the camp. Malmsbury Camp underwent a major review which led to a substantial reinvestment in repairs/maintenance and impacted every area of the camp’s operations. During this time, the commitment of the staff to see through this substantial workload was a credit to their dedication to meeting safety and compliance benchmarks.
“Thank you for having my school at your camp. I really enjoyed the Giant Swing and liked it when Ms L screamed from the top of it. When I got home my mum and dad were happy with me for getting out of my comfort zone and I was proud of myself too.”

Maddy, Student and Camper
48,994
MEALS PROVIDED

4561
CAMPERS

$92,000
VALUE OF DONATED FOOD

$30,000
VALUE OF DONATED TRANSPORT
The Doxa Camps Program is expected to build on the gains over the last year, extending its activity facilitation in response to the demand of the communities we work with. While feedback on the improved activity program is welcome, Doxa has its own high expectations for the Outdoor Education program. As such, ongoing improvements are being sought across all of the program’s operations. The following service delivery focussed initiatives are in place for the next twelve months:

• Doxa Malmsbury Camp will be reintroducing a Summer Camp and incorporate its new ropes based infrastructure into its activity programs.

• Doxa City Camp will be introducing activities staff for the first time and in addition to its core school bookings, will support a wide range of new initiatives in collaboration with other Doxa programs and not-for-profit organisations.

• Doxa Journey Camp will become an established service option after a highly successful development phase with strong bookings coming in to 2015.

It is expected that there will be continued growth in camper numbers and camp utilisation rates following the introduction of a ‘Campership’ fund by the Doxa Youth Foundation Board. The camperships ensure that no child will miss out on a camp experience purely due to financial constraints at home.

A significant maintenance program is expected to be rolled out following substantial remedial works that were completed in the last financial year. Both improving and maintaining the standard of Doxa’s camps is a high priority and a strong commitment to maintaining first class equipment and venues remains a core priority in the year ahead.

“I just wanted to say thank you to all the staff at Doxa for making our stay so enjoyable. I was very impressed with all the work that had been done since I was there in 2012. You have really improved the facilities. The cooking activity with your chef was fantastic – a very different experience for our students and they just loved it. The staff on the giant swing were really encouraging of some hesitant students and we had 100% success. Thank you Camp Doxa staff.”

Janet, School Administrator and Camper

“Thanks to everyone at Doxa for the opportunity you give our students in Melbourne. They come, grow and are always better for the experience. We highly value the continued relationship we have with Doxa and I look forward to bringing our Grade 6 students next year. Have a great rest of the year.”

Rod and Judy, Teachers and Campers
SCHOOLS ATTENDING DOXA CAMPS IN 2013/14

Listed below are some of the schools who participated in the Doxa Camps Program in 2013/14.

Abbotsford Primary School
Al Siraat College
Albion North Primary School
Albion Primary School
Annunciation Primary School Brooklyn
Athol Road Primary School
Badger Creek Primary School
Bairnsdale West Primary
Bealiba Primary School
Bethal Primary School
Bruthen Primary School
Bulleen Heights Special School
Cairnlea Park Primary School
Christ The King Primary School Braybrook
Coburg Primary School
Collingwood English Language School
Cranbourne West Primary School
Dookie Campus Sec College
Doxa School Bendigo
Dunnolly and Bealiba Primary School
Fawkner Primary School
Gladstone Park Primary School
Glenroy Central Primary School
Greta Valley Primary
Hastings Westpark Primary School
Holy Child Primary School
Holy Eucharist Primary School
Holy Rosary Heathcote
Holy Rosary Kensington
Kangaroo Flat Primary
Kerang Primary School
Landsborough and Ararat Primary School
Lightning Reef Primary School
Macarthur Street Primary
Mahogany Rise Primary School
Maryborough Education Centre
Meadows Primary School
Melton South Primary School
Metung Primary School
Morwell Park Primary
Nicholson and Clifton Creek
North Geelong Secondary College
Nungurner Primary School
Orbost North Primary School
Our Lady of the Sacred Heart Primary School
Elmore
Our Ladys Primary School Wangaratta
Penders Grove Primary School
Preston South Primary School
Reservoir Primary School
Rockbank Primary School
Roxburgh Rise Primary School
Sacred Heart Primary School Fitzroy
Seaford Park Primary School
Silvan Primary School
St Albans Heights Primary School
St Albans Primary School
St Arnaud Primary School
St Bernadette’s Primary School North Sunshine
St Joseph’s Primary School Collingwood
St Joseph’s Primary School Korumburra
St Kieran’s Primary
St Mary’s Alexandria Primary
St Monica’s Primary School Footscray
St Paul’s Primary School
St Theresa’s Primary School
St Thomas Aquinas Primary School
Sunbury Heights Primary School
Sunshine North Primary School
Sunshine Primary School
Talbot Primary School
Tate Street Primary School
Thomastown Primary School
Tongala Primary School
Tooborac Primary School
Toongabbie Primary
Verney Road School
Warburton Primary School
Western English Language School
William Ruthven Primary School
Wilmot Road Primary
AT A GLANCE

The programs at Doxa School Bendigo offer an opportunity for vulnerable and marginalised young people to access education in a setting that offers flexibility and individually designed programs that best suit their needs and interests.

Since its establishment in 2006, Doxa School Bendigo has helped almost three hundred students from the Central Victorian region. Doxa is where many of these young people have their first positive experience of school, gain the confidence to return to their mainstream schools and begin to see a positive future for themselves.

Doxa School’s Junior Program caters for young people between the ages of 12 - 15 and aims to help students develop skills that will enable them to cope better with the social, emotional and academic rigors of mainstream schooling. Students aged 15 years and above also have access to a wider range of options after completing a 6 - 12 month enrolment in the program. These options might include TAFE, other alternative programs and our own Senior Program, which offers a program focused on work skills and VCAL.

While the curriculum at Doxa School has a strong focus on numeracy and literacy, a significant feature is our emphasis on developing social and emotional literacy and personal development. We are acutely aware of the myriad of challenges that become barriers for our students trying to access education in the mainstream setting and hence devote significant resources in supporting them in these areas.

The past twelve months has seen Doxa School Bendigo further consolidate its role in the education landscape of Central Victoria where it continues to provide a high quality, flexible program that serves our vulnerable young people, their families and the many schools and organisations that seek our support. This can only continue with the ongoing commitment of the Doxa Youth Foundation in partnership with the Catholic Education Office in the Diocese of Sandhurst.
EMMA’S STORY

THERE ARE MANY FANTASTIC STORIES THAT COME OUT OF DOXA SCHOOL BENDIGO WHICH CELEBRATE THE ACHIEVEMENTS OF STUDENTS DURING THEIR TIME WITH US AND AFTER THEY HAVE LEFT. RECENTLY, FORMER STUDENT EMMA BEGAN A PLACEMENT WITH US AS PART OF HER STUDIES FOR HER CERTIFICATE III IN COMMUNITY SERVICES.

Emma was a student at Doxa School four years ago and like all the students who attend, she struggled to maintain her attendance and enrolment in mainstream school. Emma’s life has taken a few twists and turns over the last four years which saw her leave Doxa to begin a course at Bendigo Technical Education College. This eventually led to her current course of study in Community Services at Continuing Education Bendigo. Emma’s journey also included giving birth to her beautiful daughter, Scarlett, over two years ago and all the joys and challenges being a young mother presents.

To her credit and the supporters around her, Emma is a fantastic mother who is maintaining a home and completing her studies. We are thrilled to have her undertaking her work placement at Doxa School and proud of her determination to succeed in all aspects of her life.

How does it feel to be back at Doxa School doing your work placement?

To be back at Doxa for work placement is excellent! To see students going through what I went through, and now being able to support them and watch them change like I did, is fantastic.

What have been some of the challenges you’ve faced since leaving Doxa School four years ago?

Some of the challenges I faced were becoming a mum at 16, losing a close friend, wagging school once again and combatting drug and alcohol issues. I have overcome these by being the best mum I can for my 2 year old daughter Scarlett.

Looking back on your time as a student here, how did Doxa School help prepare you for the future?

The biggest thing that prepared me for my future was the support given to me by the teachers and staff at Doxa School. They helped prepare me to be the person I wanted to be.

What do you think would be the best advice you could give to a young person that might be struggling with their life at the moment?

My best advice is to never give up. Find out what makes you happy and stick with it. You can be whatever you want to be in life if you work hard and never give up trying to be the best you can be.
40 students currently enrolled

19 mainstream schools that students have come from

42 volunteers who have supported us in some way since 2006

16 local organisations we partner with to support our students
The next twelve months promises to be full of challenges and excitement for the Doxa School community. In 2014/15 we will further develop our vocational offerings in the Senior Program with the addition of some engineering modules and hair and beauty modules. We have recently commenced these courses and they are proving popular with students already. The inclusion of these modules hopes to increase engagement in learning as well as offer students the ability to develop skills that will enhance their employability.

With the dedicated work of the Doxa Youth Foundation and the generosity of some of their wonderful corporate supporters, we will also be able to refurbish our student kitchen area this year. It is envisioned that this space will create a hospitality industry specific environment that will enhance our ability to provide additional modules for our students, as well as support the Doxa Café project.

What have you liked about being at Doxa School?

Steven: “You get more freedom.”
Jezz: “The class sizes and teachers hear your side of the story.”
Shania: “Working at your own pace.”
Tristan: “Can always turn to teachers when you need.”
Charlie: “Teachers helping me through my work and my anger.”
The Doxa Cadetship Program is a unique launch pad initiative that provides a holistic blend of resources, skills and experience that support young people in Victoria through university and into professional careers. Established in 1993, the program has graduated over four hundred young people with most now working in high profile companies within Australia and around the world.

Young people become a part of the Cadetship Program through their secondary schools or one of the many not for profit partner organisations that Doxa works with. From here they are selected by a company relevant to their field of study and supported throughout their time at university. This support addresses those barriers common to young people including a living allowance, a book allowance, a new suit, some incredible professional development training but best of all, eight weeks of work placement with their sponsor company under the guidance of a mentor. The time spent at sponsor companies is often life changing and transforms our cadets into effective and professional graduates.

This year the Doxa Cadetship Program marked twenty years of success with a celebration of the cadets, companies and volunteers who made it all possible. Taking place at the Plaza Ballroom, more than two hundred supporters gathered to hear about the history, present and future of the program and enjoy the company of some very dynamic and big hearted supporters. The involvement of MC Brian Nankervis ensured a good night was had by all.
MARY’S STORY

Each year one of the highlights of the calendar is the Doxa Cadetship Program Induction/ Graduation celebration. This year, with the support of Allens, the event saw twenty-three cadets leave the program to enter the professional world. Doxa cadet Mary Kern gave an incredible keynote presentation that summed up what the Cadetship Program is all about. The following is an extract from Mary’s speech where she shared what she had learnt after five years being with the program and her sponsor company, Allens.

“Looking back, I can definitely say I am a totally different person than I was walking into the Doxa interview at Allens five years ago. I hope I’m also a better one. I’ve learned so much about so much — my field, my interests, myself, and so on. I feel like, if I were to go back in time, my younger self wouldn’t even recognize me! There are so many things I am taking away from my time with Doxa and here are just a few.

1. Don’t Be Discouraged

I have not been immune to doubt, boredom or the pressures of wanting to meet others’ expectations. But if I have learnt anything from this program, it’s to not get too discouraged and to not make rash decisions - like quitting, not at least without another option lined up or giving into those negative thoughts - because you’re upset. I’ve learnt it is key to focus on your personal goals and continue working towards them.

2. Keep Showing Up

Okay, I probably shouldn’t admit to this next part but I’ll be honest. Some nights I stayed out too late and didn’t get enough sleep. But despite this I kept showing up because that’s a big part of it. It really is, you never know what might happen in a day. If you don’t show up you don’t know what opportunity you could be missing out on.

3. Raise Your Hand For Bigger Stuff - Actively Network

Aim for more challenging projects or positions. Usually these things don’t just happen. You may have to ask or apply. I raised my hand for volunteering and to mentor first year students commencing university and it has been one of the most rewarding experiences of my life. It took me a while to find the courage to step outside my comfort zone but by getting involved you make connections, expand your networks and make friends, many of which I will have for life.

4. Above Everything - I Have Learnt To Believe In Myself And My Capabilities

So - where to from here? The answer to that question is as varied as the students who make up this year’s graduating group. The big thing about university is learning about yourself and accepting that the path you start on may not be the one you leave on. All you need is a dream and dreams can change. If we’d all stuck with our first dream, the world would be overrun with cowboys and princesses. So whatever your dream is right now, if you don’t achieve it, you haven’t failed and you’re not some loser. Right now I do not know how my career will unfold or what adventures lie ahead but I do know this program has helped prepare me with a multitude of skills to take on any challenges I may face head on.”

Mary has recently started working in a Human Resources role at the Department of Justice.
55 Support Companies
115 Mentors
425 Alumni
101 Cadets
THE YEAR AHEAD

The year ahead will see the Doxa Cadetship Program build on its strengths and provide more opportunities for young people than ever before. With 55 business supporters and 425 alumni, the goodwill and energy around the program and the expanding Doxa community is well positioned to support more young people to achieve their dream.

“THE DOXA PROGRAM HAS MADE ME REALISE THAT I AM CAPABLE OF MAKING A DIFFERENCE AND THAT WITH RESILIENCE, I WILL BE REMARKABLE.”

Michelle Nguyen
Alumni 2010
DENIS DROPS BY DOXA

Former cadet Denis Sop has professionally excelled since graduating from the Cadetship Program in 2005. Denis still works with KPMG Australia, his sponsor company from the program, and is now a manager seconded to London. Denis described his time in the program made him “feel like nothing was impossible, especially with support from Doxa”.

Although born in Australia, Denis spent his formative years in Croatia before returning to Melbourne when he was 13 years old, due to the war. Coming from a single parent family who were struggling financially and knew very little English, Denis found it hard learning a new language, starting at a new school and adjusting to a new environment, despite being academically gifted.

Denis began his cadetship placement at KPMG Australia in 2001 while studying a double degree in Commerce and Information Systems at Melbourne University. His mentor at KPMG was Dana Bentley, former cadet and now Doxa Youth Foundation Director, who Denis credits as a major inspiration.

Throughout his career, Denis has built an impressive portfolio of positions at KPMG internationally, experiencing the firm’s core functions from Audit, Advisory, Internal Audit, HR and Tax in his evolving global role. His positive experiences at Doxa have encouraged Denis to become a mentor himself in KPMG UK’s partnership with upReach, who support young people to achieve their career aspirations, much like the Cadetship Program did for him.

Denis hopes to use his positive experiences and attitude towards life to inspire other young people, especially Doxa cadets, and implores them to embrace change and the unknown. “Don’t let daily difficulties get in the way of the bigger picture, remain courageous, take a leap of faith and never quit believing in your greater purpose in life,” he said. “Everything you do is a little stepping stone that defines who you are and what you’ll become.”

“Everything you do is a little stepping stone that defines who you are and what you’ll become.”

Denis Sop, Doxa Alumni
On 10 October 2013 Doxa celebrated the 20th anniversary of the Doxa Cadetship Program. To celebrate this remarkable milestone a gathering of hundreds of cadets, alumni, sponsor companies and volunteers arrived at the beautiful Plaza Ballroom to reunite and reflect on what makes the Cadetship Program so special.

Looking back from 1993, the program has had some noteworthy outcomes. Over 60 companies have guided over 400 cadets through the program to become professionals in some of the most significant organisations in the world. Central to this success, and what became a recurring theme throughout the night, was the commitment of a core group of skilful people.

Stringing the celebration together was host Brian Nankervis (Rockwiz, Hey Hey it's Saturday), who warmed the crowd with music trivia and gave a rousing welcome to the first speaker, Chris Wren. Chris was one of a group of prominent businessmen during the 1990s who collectively created the cadetship concept, and by 1993 had enough backing from the Melbourne Business Community to launch the first intake of young people.

One of the most exciting elements of the night was how the program could build on its past to create a brilliant future. More companies than ever were expressing interest to participate, with hundreds of active alumni also eager to be involved. Over a great meal and an incredible tribute to a successful program, attendees could see the possibilities for the next 20 years created in the way that it started - on the skills and energy of some extremely passionate supporters.
DOUBLE DELIGHT FOR DOXA

The annual Doxa Racing Lunch once again brought out the immeasurable generosity from our incredible supporters.

Held on 7 March 2014, the Racing Lunch saw more than 400 guests treated to a fantastic afternoon of entertainment by Lisa and Kate Hanley and the biggest silent auction ever seen at a Racing Lunch, courtesy of our many generous supporters. With over fifty auction items there was sure to be something for everyone.

Our big ticket auction item for the event was the chance to be the ‘Owner of Fiorente for a Day’. This was a favourite amongst the punters and was sold for just over $4,000.

Hosted by Doxa Ambassador Bruce Clark, the highlight of the Racing Lunch was the interview with master trainer and special guest Chris Waller. Chris candidly spoke about the difficulties he faced throughout his life including moving to Australia without much money in 1998 from his native New Zealand. Chris also shared his gratitude for those who had helped him achieve his career and personal goals. Chris’ personal account of his life both within the racing industry and away from it was entertaining, insightful, emotional and inspiring.

We were also extremely lucky to have former cadet and current Doxa Board member, Dana Bentley, speak about his full-circle involvement with the organisation. Current cadet Lorraine Priestly also shared with the crowd her Doxa experience.

Reflecting on her attitude two years ago when she was accepted into the Cadetship Program, Lorraine noted that she was amazed by the possibilities that faced people coming out of this program and felt really lucky to be striving in the right direction and towards Doxa.

“If you were to ask me what the most important aspect of the program is, it would have to be the mentorship. Not only from the host company but the amazing Doxa staff and cadets also,” Lorraine said.

“They encouraged me to focus on positive things that I could achieve with the skills I was learning. Without their help I would have left and sheltered back in to my comfortable, if slightly dysfunctional, home life.”

For the first time in the history of the event, the 2014 Racing Lunch was held at Moonee Valley Racing Club. A huge thank you must be given to CEO Michael Browell, Chairman Robert Scarborough and the entire team at Moonee Valley for their impeccable hospitality shown to all Doxa staff and supporters.

Another aspect of the day was the remarkable effort shown in this year’s 4tracks4kids Melbourne walk, for which Doxa was the major charity recipient. On the day there were more than two hundred participants in the walk which commenced at Sandown Racecourse in the early hours of the morning, and concluded at Moonee Valley around midday.

Integral to the success of this year’s 4tracks4kids Melbourne walk was the tireless work by event founders and coordinators, Richie and Kaye Callander, Bruce Clark and their band of extraordinary helpers. Thanks also must be given to the CEO, Board and staff of all racecourses involved – Sandown, Caulfield, Flemington and Moonee Valley.

Both the Racing Lunch and 4tracks4kids will provide integral financial assistance towards Doxa’s educational programs. All programs are catalysts for change and help vulnerable children and young people to learn, lead and achieve. Doxa Youth Foundation would like to thank everyone who came along or supported the 4tracks4kids walk and Racing Lunch in any way, as we look to build on the amazing success of this year in 2015.
AMBASSADORS & PATRONS
I have been very fortunate to be involved with Doxa, especially through the Racing Lunch and 4tracks4kids. Both events raise funds integral to the continuation of Doxa’s vision of improving the life outcomes of children and young people facing disadvantage. Through the Racing Lunch in particular, I see firsthand the impact Doxa has on cadets as they share their inspiring stories each year. I am proud to be a Doxa Ambassador and I encourage everyone to continue supporting the great work they do.

Being the Doxa Youth Ambassador is a title I am proud of. The team at Doxa work tirelessly to support young people from disadvantaged backgrounds and have made a positive change to many young Victorians. I believe that all children should be able to fulfil their potential and with Doxa’s focus on education, I have been fortunate enough to witness great achievements through the Cadetship Program and at the Doxa School Bendigo.

The key focus of the Doxa Youth Foundation is to break the cycle of disadvantage by providing equal access to educational opportunities for many children and young people. I am constantly impressed by the standard of work Doxa carries out, as well as the results they achieve each year. Doxa prides itself on building resilient young people and I am proud to be involved with them.

I am privileged to be a part of Doxa Youth Foundation – an organisation that is experienced at providing multifaceted programs to produce real change for children and young people facing disadvantage. The fact that Doxa is still going strong since its humble beginnings in 1972 illustrates that the work undertaken is positive and beneficial to the entire Victorian community.

Roy Higgins was a part of Doxa since the organisation’s humble beginnings in 1972. Roy often said he was proud to be a part of an organisation that had such an impact on and supported Victoria’s most disadvantaged children and young people. He was always willing to help out in any way and felt honoured to be the inaugural Patron of the Doxa Youth Foundation. Roy passed away in March 2014.
IN GOOD COMPANY

A big thanks to all of Doxa’s sponsors and supporters

Doxa Social Club
4tracks4kids, Richie and Kaye Callander
4tracks4kids walkers, marshals and volunteers
3BO FM 93.5
Access Employment
Acquire Learning
Alexander Mann Solutions
Allens Linklaters
All Seasons Bendigo
Amor Amor Hair and Body Bar
Ansvar Insurance
Antler
Arnold Bloch Leibler
ARUP
Australian Camps Association
Australian Paper
Australian Taxation Office
Baillieu Holst
Ben Doherty Motor Repairs
Bendigo Advertiser
Bendigo Community Health
Bendigo Food Share
Bendigo Jockey Club
Bendigo Weekly
Bier Motors Heathcote
Body Map
BP Australia

Brad Wilson Photography
CAMHS Victoria (Child and Adolescent Mental Health Services)
Carlton & United Breweries
Catholic Education Office Sandhurst
CatholCare Bendigo
Caulfield and Sandown Racecourses - MRC
Chairman Mike Symons and CEO Brodie Arnhold
Central Victoria Restorative Justice
Chris Waller
Christine Sage from Hullabaloo Studio
CitiPower and Powercor Australia
City of Greater Dandenong
Collier Charitable Trust
Computelec
Country Fire Authority (Region 2 and Fryerstown Brigade)
Country Racing Victoria
Country Road
CSIRO
CVGT Australia
Dennis Family Corporation
Department of Education and Early Childhood Development
Department of Environment and Primary Industries
Department of Human Services

DLA Piper
Dragon City Lanes
Eastern Press
Epworth Hospital
Flemington Racecourse - VRC Chairman
Michael Burn and CEO David Courtney
Foodbank Victoria
Franklin Covey
GeJay Automotive
Goldman Sachs
Goldstein Eswood
Graeme Whitney
Hardwicks Meats
Innovative Knowledge Development
Insium
IOOF Foundation
JB Hi-Fi
JB Were
Johnny Galvatron Design
Jim Weatherill Photography
King Performance
KPMG
Latrobe University
Lode
Lord Mayor’s Charitable Foundation
LUCRF Community Partnership Trust
MEGT Australia
Melbourne University
Mellar Marketing
Minter Ellison Lawyers
Minuteman Press
Moonee Valley Racing Club - Chairman
Robert Scarborough and CEO Michael Browell
Myer
NAB
Norton Rose Fulbright
One Planet
Organ’s Coaches
Paradigm
Parks Victoria
PricewaterhouseCoopers
Perpetual Philanthropic Services / H & L Hecht Trust
Racing Victoria Limited
RACV
Recruitment Consulting Services

Association
Rotary Club of Melbourne
Schwappes
Saba
Scott Jansen
SecondBite
Shell Australia
Simplot Australia
Spotlight Bendigo
St Luke’s Anglicare
State Revenue Office
Steve Shatwell Concreting
Swinburne University
Tabcorp
Telstra
The Beach Hotel, Albert Park
The Bridge Inn, Mernda
The Gordon
The Lane Connection
The William Angliss Charitable Fund (Victoria)
Tolleys Electric Pump Service
Turner Bros Kyneton P/L
University of Melbourne
Urban Maintenance Systems
V/Line
VicRoads
Victoria Racing Club
Vona Beiers
Whitelion/MAYSAR
Windermere Hotel Kangaroo Flat
The 2013-14 financial year was another successful year of operations for Doxa Youth Foundation, with consolidation in our funding allowing for continued investment in Doxa’s programs and increased support and engagement of children and young people.

Doxa generated revenue for the year of $3.5 million (2012-13: $3.1 million). Nearly two-thirds of revenue came from general donations and fundraising, including ongoing contributions from the Doxa Social Club, and gifts from individual and corporate donors. Other sources of revenue included continued corporate sponsorships for our cadets, grants provided by philanthropic bodies for specific program purposes, camp service fees, proceeds from events and functions, and financial and other income. The growth in revenue was mainly attributable to increased donations and contributions for the year.

Doxa’s net assets at the end of the year totalled $3.5 million (30 June 2013: $2.7 million). These consisted of cash and other liquid assets, including funds invested for organisational stability, and long-term physical assets. The financial position remains appropriate and necessary to support present operations and planning for future requirements, including expenditure on new and upgraded physical assets, investments in new and existing programs and general contingencies.

Financial activity is expected to increase over the coming year and beyond, both for anticipated growth in funding as well as for major investments in new program initiatives and associated organisational capacity. With the continued help and goodwill of our supporters and stakeholders, these changes will allow us to improve and expand the opportunities provided to children and young people, to help them achieve the best possible life outcomes.

<table>
<thead>
<tr>
<th>Summary of results</th>
<th>2014</th>
<th>2013</th>
</tr>
</thead>
<tbody>
<tr>
<td>Income and expenditure</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Revenue and other income</td>
<td>3,507,258</td>
<td>3,074,102</td>
</tr>
<tr>
<td>Expenditure</td>
<td>(2,734,291)</td>
<td>(2,353,889)</td>
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<tr>
<td>Net income for the year</td>
<td>772,967</td>
<td>720,213</td>
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<tr>
<td>Other comprehensive income</td>
<td>53,007</td>
<td>38,507</td>
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<tr>
<td>Total comprehensive income attributable to members of the company</td>
<td>825,974</td>
<td>758,720</td>
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<tr>
<td>Assets and liabilities</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Cash held at end</td>
<td>1,993,549</td>
<td>2,009,708</td>
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<tr>
<td>Other short-term assets</td>
<td>77,176</td>
<td>73,996</td>
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<tr>
<td>Available-for-sale financial assets</td>
<td>1,396,956</td>
<td>321,639</td>
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<tr>
<td>Property, plant and equipment</td>
<td>411,053</td>
<td>502,439</td>
</tr>
<tr>
<td>Liabilities</td>
<td>(341,152)</td>
<td>(196,965)</td>
</tr>
<tr>
<td>Net assets</td>
<td>3,536,791</td>
<td>2,710,817</td>
</tr>
</tbody>
</table>

Note: Information used in this summary financial report is for Doxa Youth Foundation as an individual entity. The information is extracted from the full financial report of Doxa Youth Foundation for the year ended 30 June 2014. The full financial report, including the directors’ report and independent auditor’s report, is available free of charge on request from Doxa.
Donations and fundraising includes contributions from Doxa Social Club, monetary gifts from the public and proceeds from fundraising activity, including externally run events. Cadet sponsorships represents amounts provided by corporate partners in support of Doxa cadets. Grants from trusts and foundations represents monies provided by philanthropic bodies for specific purposes. Camp fees are client charges for partial cost recovery associated with the delivery of camp services. Functions and events represents gross proceeds from Doxa events such as the Doxa Racing Lunch. Financial and other includes bank interest, income from investments and sundry income.

Cadetship Program includes all costs associated with the support of Doxa cadets. Camps Program includes all costs associated with the delivery of the Doxa City Camp and Doxa Malmsbury Camp experience. Contributions to Doxa School Bendigo represents costs relating to the support of the Doxa Bendigo School program. Marketing, fundraising and communications includes monies expended to attract income support from donations, grants and other fundraising activity, costs associated with running Doxa events such as the Doxa Racing Lunch, and costs related to raising awareness and educating the community about Doxa’s work. Administration and governance includes central costs associated with the overall operational capability of the organisation.
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