



Annual Report 2021/22





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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

3627

young people and children



Malmsbury camp

2243



City camp

1000



Community camps

243



Summer camp

80



Bendigo School

46



Cadetship

15

Chair's Report



The last two years have been a roller coaster ride for Doxa Youth Foundation.

In June 2021, as we planned for the year ahead, we were full of hope – COVID cases in Melbourne were nil; there was a vaccine on the horizon and, after a number of on-again, off-again lockdowns, we were looking forward to a year of camps and cadetships back to normal.

Reality hit hard, when in July, we ended up being mostly locked down for a further 4 months. Even once the official lockdowns were over, shadow lockdowns impacted our service delivery dramatically.

Workplaces were slow to move back to their offices, and as a consequence, for the first 9 months, we had difficulty placing additional cadets, and worked with our sponsors to ensure that support for existing cadets continued.

To 31 March 2022, we had only received \$300,000 of funding from Doxa Community Club (DCC), that was having its own struggles with lockdowns and delays in their renovation of The Meeting Place.

All of this was leading to a pretty grim picture until quarter four, when things changed considerably for us.

The Victorian Government announced an initiative, Positive Start, to fund camps for disadvantaged schools until the end of 2022. We applied to become an eligible supplier and, as all of our school attendees are in this bracket, the majority of our camps for this quarter were fully funded. We are so pleased to see that the Victorian Government has seen the benefits of kids attending camps and have supported them in this way. What was originally a program for two school terms only (approximately 6 months) has now been extended to 30 June 2023. This has been a welcome relief to us, and will ensure that we have available funding for the year ending 30 June 2023.

As workplaces started to open up again, so too did our opportunities for cadetships. We have record numbers of cadets starting over the next six months, and look forward to this program going from strength to strength.

In June, as DCC opened up, they provided us with an additional \$450,000, bringing their total distributions to DYF to \$750,000 for the year. The legal action with DCC continues, and will hopefully go before the courts in February 2023. Whilst this has been a long process, we continue to believe it is necessary to ensure the successful future of all DYF programs.

Our results to 30 June 2022 show a loss of \$347,599. This reflected the impact of reduced income due to the pandemic and the costs of the legal case with DCC. DYF's prudent management over the years has ensured that we have funds in reserves for unexpected situations such as this.

In the year to 30 June 2021, we had a large changeover of staff, largely due to lockdowns. We worked hard in 2022 to keep our staffing consistent. We are so thankful to our staff who stuck with us through the second long lockdowns, and have created such a positive culture.

One of the highlights of the year was the cadetship graduation dinner held in June 2022. We were able to celebrate three years of cadets completing their programme in style. It was wonderful to see such a talented group of young graduates.

Although after the year end, I want to mention the 50th Jubilee Celebration held at our Malmsbury Camp in October. Over 350 people attended, which reflects our organisation's strong base of support. A highlight of the day was the arrival of the Lexus Melbourne Cup organised by Joe McGrath at the VRC and Shawn Cosgrove running a question and answer session with racing celebrities including retired race caller Bryan Martin and Melbourne Cup winning jockeys, Michael Clarke and Midge Didham. Other long-term supporters of DYF in attendance were former VFL players, Des Tuddeham, and Brownlow medallist, Peter Bedford, John Toleman, runner and racing personalities Rodney Dawkins and John Didham. It was thanks to the 50th anniversary committee, our wonderful staff and all supporters of Doxa that they day was such a success.

A special thanks to our CEO, Julie Harrison, who, as she has done throughout the whole year, worked tirelessly on the Jubilee Celebrations.

I was overwhelmed with the support that you have all shown over the past 50 years, and look forward to that support over the next 50 years.

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

I now sign off as I did in 2019, Floreat Doxa – May Doxa Flourish

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).

SUSAN BARBOUR DIRECTOR

Susan Barbour is a chartered accountant and is currently Audit Principal with Baumgartners, an accounting firm with offices in Melbourne and Brisbane. She has extensive senior management experience in the accounting field in both Australia and internationally.

DENISE CLARKE DIRECTOR

For the last 16 years, Denise Clarke has been working in schools for students on the autistic spectrum including being campus principal for the Northern School of Autism. Prior to this, she held leadership positions as Principal of West Melbourne Primary School and the Principal of Baltara School.

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.

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.

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.

CEO's Report

OVERVIEW

The 21/22 year was a particularly special one for the Doxa Youth Foundation. We are celebrating 50 years of improving the lives of children and young people from disadvantaged backgrounds in 2022. During the last half of 2021, we navigated the challenges of the COVID 19 pandemic as so many individuals, organisations and businesses were doing in Australia and around the world. However, life began to slowly return to normal in 2022 and with this, our services began to expand and flourish once again.

OUR CAMPS

DYF is committed to ensuring all children and young people have access to camps. We have a camp in bushland near Malmsbury in central Victoria and another one in the Melbourne CBD. We are all about campers having fun and learning while creating unforgettable memories. We provide camps during terms for schools in low socio-economic communities and summer camps over January for children from less affluent families. We also partner with community groups working with vulnerable children and young people to run camps over the weekends and term breaks at our Malmsbury camp.

Our service delivery was severely disrupted in the second half of 2021, due to COVID 19 lockdowns. Our camps were closed for most of terms 3 and 4. Even when open, most schools either cancelled their bookings or came with far less students than originally estimated as parents and teachers were extremely concerned about the health risks of children attending camp. No community organisations were prepared to run camps during this period.

The situation quickly turned around in 2022 and by the end of 21/22, we had provided 71 camps for 2243 students from 56 schools. We also ran two summer camps for 80 children in January, which were fully booked with waiting lists and resumed partnering with community groups to provide camps for 236 participants over weekends and the term 1 school break. This included the Les Twentyman Foundation that works with at risk adolescents, The Brigidine Asylum Seekers Project and the Mirabel Foundation that supports children whose parents have drug abuse issues.

Also at the beginning of 2022, the Victorian Government introduced the Positive Start Programme, which fully funds camps for schools in less advantaged communities. As this programme aligned with our mission, DYF applied to become a provider and was approved. Initially, the programme was only for term two and three 2022 but has been incrementally extended until June 2023. This funding has been extremely timely as our major source of income comes from two hospitality venues run by the Doxa Community Club, which have made losses over the last two financial years due to the pandemic.

Cadet Graduation
Dinner June 2022



At both our City and Malmsbury camps, we continued to introduce new activities and refresh old ones. Of particular interest was the emphasis at our Malmsbury Camp on strengthening our efforts to nurture children and young people's appreciation of the natural environment and the need to care for it. We upgraded our kitchen garden so that campers could experience harvesting and cooking fresh produce to promote healthy eating and positive attitudes toward sustainability. We also introduced bush photography sessions where participants photographed flora and fauna to encourage them to slow down and observe and to value the natural environment.

OUR CADETSHIP PROGRAMME

Our cadetship programme was hard hit by COVID restrictions in the first nine months of 2021/2 as it had been during the eighteen months prior. This service assists young people from disadvantaged backgrounds to succeed at university and to become more employable. Staff focused on providing personal support and career guidance for our cadets as they navigated the difficult world of studying online and limited social contact. However due to COVID restrictions, we were unable to offer cadet social gatherings and face to face professional development sessions, which are integral to the programme. Most of our business partners were also only able to provide working from home industry experience, a suboptimal arrangement.

New life was breathed into the cadetship programme when COVID 19 restrictions were lifted and workers began returning to offices in March 2022. We felt confident that we could offer a full programme again so for the first time in two years, we began accepting new cadet applications. We proactively promoted the service, especially to schools and universities and began work on expanding our pool of business partners. In July 2022, we were able to provide industry placements for eleven new cadets with organisations such as KPMG, ATOM (large terminal firm), and Pinsent Masons (a law firm).

In June 2022, we hosted a graduation dinner for our cadets who finished university between 2019 to 2021 and their business mentors. It was held in the Tearoom, which is a stylish venue with high ceilings and dark panelling overlooking the Victorian Parliament in Spring Street, Melbourne. Cadets received a graduation certificate and a newly designed graduation pin. When surveyed, 86% of participants were very satisfied with the event and the same percentage would recommend graduation dinners to others.

THE DOXA BENDIGO SCHOOL

The Doxa Bendigo School continued to support students who are disengaged or about to disengage from mainstream education. Sadly, John Russell, the Principal, has announced that he will be retiring at the end of 2022. He has been principal of the school since it was established by DYF in 1999. John has developed a very positive school culture and promoted leading edge teaching practice. He will leave very big shoes to fill.

OUR PEOPLE

I would like to thank our very committed and talented team for all their work during the year. I never ceased to marvel at their infinite capacity to effectively adapt to the continual change and uncertainty caused by the pandemic. They have been an absolute joy to work with.

GOING FORWARD

Our board and staff are very optimistic about the future. We believe that the biggest COVID challenges are behind us. There is now a high level of vaccination and lockdowns going forward are extremely unlikely. All of our services are fully operational again and going from strength to strength. Our biggest priority for 2022/23 is to develop a new strategic plan to provide an inspiring vision of where we are heading for the next three years.

Julie Harrison

Cadets' Stories

MICHAEL TRAN'S STORY



Back when I was in Year 12, I spoke to my careers teacher about pursuing a career in law. However, I didn't know where to begin – I came from a migrant background, was the first in my family to go to university and didn't know anyone who practised law. So, my careers teacher encouraged me to apply for the Doxa Cadetship. The next thing I knew, I was sitting in a meeting room at

Allens being interviewed by two partners: Peter and Chris (who would go on to become my mentors). From that day onwards, my life forever changed.

Allens supported me as a Doxa Cadet for the last five years while I studied law and arts at Monash University. Throughout those five years, I worked in different teams across the firm and gained invaluable skills. I learnt how to communicate effectively as a Mailroom Clerk, develop an attention-to-detail as a Knowledge Research Assistant and work directly with clients as an Intellectual Property Paralegal. I gained so much confidence being at a firm that championed excellence, collaboration and creativity.

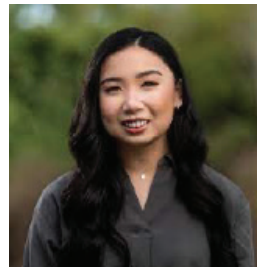
Allens also gave me an incredible support network of people, including Peter and Chris. They encouraged me throughout every task I completed, every problem I encountered and every goal I set for myself. Not only did they teach me how to be the best lawyer I could be, but the best person I could be. I will forever carry the values they instilled within me into my future career and daily life.

I also built lifelong friendships with the staff at Doxa and my fellow Cadets. We created a safe space where everyone felt comfortable sharing their stories and being their truest selves. I always looked forward to spending time with them at the many networking evenings, residential camps and social activities that were held across the year.

I am beyond grateful to Allens and Doxa for changing my life and shaping me into who I am today. I now know how to believe in myself, step out of my comfort zone and seize opportunities (even if the thought of them terrify me at first). I am so proud to have been part of the Doxa Cadetship and it is an experience that will forever stay with me.

Michael Tran

JUDY HANG'S STORY



Towards the end of VCE, I applied for the Doxa Cadetship Programme. I was fortunate to secure a Cadetship at V/Line within the Corporate Affairs department. This proved to be an instrumental highlight for me during university and a steppingstone into the professional workforce. My mentor and team at V/Line supported me throughout those years and equipped me with skills

that would be transferrable in any professional setting. The three years at V/Line exposed me to various teams and lines of work in Corporate Affairs and eventually guided me towards a career in Communications.

In an evolving world and competitive market, Doxa and V/Line have empowered me with an invaluable experience whilst studying and equipped me with the resources and guidance to prepare me for life after studying. After graduating with a Bachelor of Arts, I have secured a role as Communications Coordinator of the CEO team at ANZ.

The highlights from my cadetship would have to be the people I have met along the way, from the Doxa staff to my fellow Doxa alumni and mentors at V/Line. Whether it was through volunteering on summer camps, at our annual residential cadetship camps, workshops or networking events. I have enjoyed every moment where I have been surrounded by the brightest and most motivating bunch of people. Everyone, in one way or another, has helped me along this journey and helped me to achieve my goals.

I am so privileged to have been a Doxa Cadet and I can confidently say that I would not be where I am without the continuous support and guidance from my mentors and the Doxa team - who I intend to keep in contact with for life!

Judy Hang

Our 50th Jubilee

OUR FIFTIETH JUBILEE CELEBRATION

The Doxa Youth Foundation is celebrating 50 years of improving the lives of children and young people from disadvantaged backgrounds in 2022. The highlight of our Jubilee year was a birthday celebration at our Malmsbury Camp on October 2. Approximately 350 people attended. It was a fabulous opportunity for all those involved with DYF over the years to catch up and share treasured memories.

It was a fun filled day. There were activities for all age groups including pony rides, face painting, a roving magician, trampolines, archery, a climbing wall and a giant swing. A special treat was the arrival of the Lexus Melbourne Cup trophy and a session chaired by TV personality, Shawn Cosgrove where he introduced and asked questions of racing celebrities.

There was delicious all day food culminating in a ceremony around the cutting of a huge birthday cake. This was an opportunity to reflect on our history and to thank Father Joe Giacobbe, our inspirational founder, for his unwavering commitment to our organisation over fifty years. He has been awarded Victorian Father of the Year for his work with DYF.

There are so many people to thank for making the day a huge success. First and foremost, the DYF members in the Jubilee Planning Committee who began meeting in December 2021 and who worked tirelessly on the event. Also, our staff, but especially our Malmsbury Camp team, who went well beyond the call of duty to provide them with all the support that they needed.

Julie Harrison



HISTORY OF OUR SERVICES

1976

Malmsbury Residential Camp opened to ensure that children and young people from disadvantaged backgrounds had access to the positive experiences offered by camps.

1993

The Cadetship programme was established to assist motivated and talented young people to succeed at university and to enhance their employability.

1996

The Doxa Melbourne School opened to provide support and a tailored education programme for students who were struggling in mainstream education.

1999

A second Doxa School was set up in Bendigo.

2005

The Doxa City Camp began operating from our Elizabeth Street venue.

2014

Doxa designed and implemented a package of programmes to support students from disadvantaged backgrounds to finish secondary education and go onto university.



Camping Programmes



CAMPS

The pandemic shaped the 21/22 year for our Malmesbury and City camps. Due to COVID 19 restrictions, our camps were mainly closed during the first and second quarters and did not ramp up to full capacity until the fourth quarter. Despite this, we were still able to provide 73 camps for 2243 students from 56 schools in low socio economic communities and two summer camps in January for 80 children from less affluent backgrounds. We also partnered with community groups working with vulnerable children and young people to provide camps for 236 participants over weekends and the Easter school holidays at our Malmesbury camp.

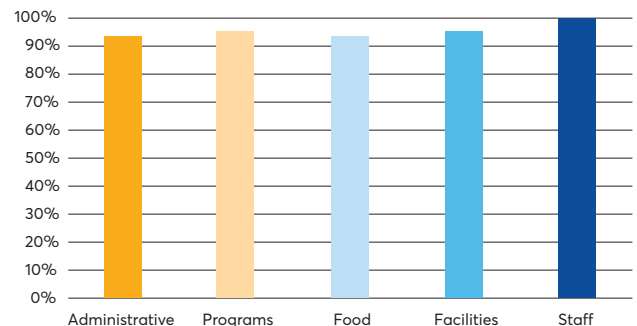
OUR SCHOOL PARTNERS IN 21/22

Al Siraat College
 Albanvale Primary School
 Albion North Primary School
 Aldercourt Primary School
 Ararat North Primary School
 Bethal Primary School
 Borinya Wangaratta Community Partnership
 Broadmeadows Valley Primary School
 Broken Creek Primary School
 Chaffey Secondary College
 Cobden Technical School
 Cobram District Specialist School
 Collingwood College - Operation Newstart
 Collingwood English Language School
 Congupna Primary School
 Croydon Primary School
 Dandenong Primary School
 Dandenong South Primary School
 Dinjerra Primary School
 Dunolly Primary School
 Eaglehawk Primary School
 Flowerdale Primary School
 Glengala Primary School
 Glenroy College
 Hampton Park Primary School
 Hester Hornbrook Academy
 Holy Eucharist Primary School
 Holy Rosary School - Heathcote
 Lal Lal Primary School
 Langley Primary School
 Magpie Primary School
 Mahogany Rise Primary School
 McClelland College
 Meadows Primary School
 Newcomb Secondary College
 Noble Park English Language School
 Preston North East Primary School

Red Cliffs Secondary College
 Rockbank Primary School
 Rokewood Primary School
 St Clare's School
 St Mary's Primary School Rushworth
 & St Joseph's Primary School Nagambie
 St Patrick's School Tongala
 St Peter's School Sunshine South
 Sunbury Heights Primary School
 Thomastown West Primary School
 Traralgon College
 Wangaratta District Specialist School
 Wedderburn College
 Western English Language School - Wyndham
 Western English Language School- Braybrook
 Western port Secondary College
 Whittington Primary School
 Woorinen District Primary School
 Yarrunga Primary School

HOW SCHOOLS RATED OUR PROGRAMMES IN 21/21

OUR CAMPS





FEEDBACK FROM OUR CAMPERS IN 2022

Children staying at our City and Malmsbury camps wrote:

'I wish I could stay forever so thank you... I had the most fun of my life.'

- Willow, City Camp

'Overall, the camp was great. I felt like I was in the city with my family.'

- Harry, City Camp

'The staff at camp made me feel safe and helped me try new things. I loved how I got to have another go on the rock-climbing wall, this was my favourite activity.'

- Peyton, Malmsbury Camp

'I wanted to thank you for the best 3 days of my life. I had so much fun doing all the activities and I loved the meals they were so delicious and I never wanted to leave.'

- Isabelle, Malmsbury Camp

QUALITY

Industry Accreditation

Both our City and Malmsbury camps maintained their registration with the Australian Tourism Accreditation Programme, ATAP, during 21/22. This is an Australian wide accreditation programme for the tourism industry, which ensures providers are committed to quality practice and professionalism.

Capital Replacement Plan at our Malmsbury Camp

During 21/22, we undertook a comprehensive capital works review at our Malmsbury Camp and developed a detailed replacement programme. Our top priorities are a new sanitation system and upgrading the power system to avoid brown outs and allow the introduction of air conditioning.

PROGRAMMES

At both our Malmsbury and City Camps, we are continually introducing new activities and refreshing old ones. In particular during 21/22, our Malmsbury Camp team has increased their efforts to encourage children to appreciate and care for the natural environment. They introduced bush photography sessions, which are very popular with campers. Children often proudly take their best photos home to show their families. They have also upscaled their kitchen garden so children can experience harvesting and producing fresh meals to promote an understanding of sustainability.

CITY CAMP MANAGER

We were very sad that our City Camp Manager, Luke Reid, left after seven years with the Doxa Youth Foundation. He is a very talented and experienced manager. He completed a teaching degree and is now working at Northcote Primary School.

POSITIVE START FUNDING

In early 2022, we successfully applied for funding for our camps from the Victorian Government Positive Start Programme. This scheme is aiming to improve accessibility to camps for schools in disadvantaged communities. This financial support started in the last quarter of 21/22 and will continue to June 2023.

CONCLUSION

Our City and Malmsbury Camp teams are very excited that our programmes are fully operational again with little possibility of any future closures. Our staff members are full of hope and optimism about the future and busily planning for the forthcoming year. In particular, our City Camp team is developing new programmes around themes such as Marvellous Melbourne and Exploring the History and The Environment.

Our Finances

During the 2021/22 financial year, the Doxa Youth Foundation (DYF) had a deficit of \$347,599. This was related to reduced income due to the COVID 19 pandemic and the cost of the legal case with the Doxa Community Club (DCC), an associated business entity that is our main source of funding. DYF's prudent financial management over the years has ensured that we have funds in reserve for unexpected situations such as these.

In June 2021, DYF commenced legal action against Doxa Community Club. Whilst this was a difficult decision, the Board of DYF considered the action was necessary to ensure that there are appropriate processes for the predictable transfers of funding to our organisation, which had not occurred in the previous 3 years. The case will be heard in the Supreme Court in early 2023 where we hope it will be resolved.

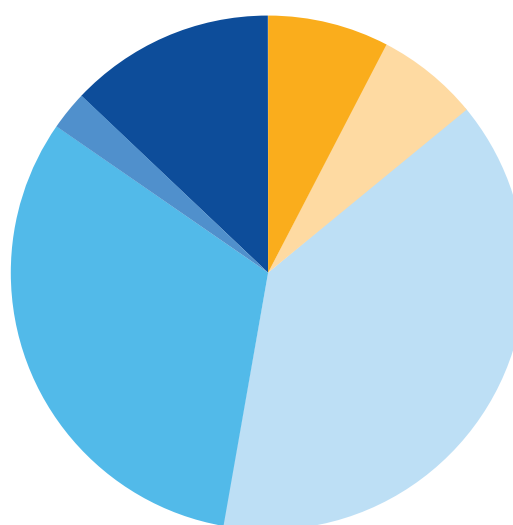
This year, DCC was only able to provide \$750,000 as its business had been hard hit by the pandemic. It runs two hospitality venues which were closed during COVID lockdowns and there were delays in the renovation of one of them. However, we successfully applied for funding through the Victorian Government's Positive Start Programme and received \$578,581 for school camps in the fourth quarter, which made up for a large portion of the reduced funding.

DYF is in a strong position with assets of \$3.44M. This is after our investments were revalued down by \$209K at 30 June 2022. Notwithstanding the recent decrease in value, our investments have made an annualised return of 4.9% since inception, which has outperformed the banks over the long term, whilst still providing us with available funds as required.

SUMMARY OF RESULTS

INCOME AND EXPENDITURE	2021/22	2020/21
Revenue	\$1,926,204	\$1,776,476
Expenditure	-\$2,273,803	-\$1,539,737
Surplus	-\$347,599	-\$236,739
ASSETS AND LIABILITIES		
Cash and cash equivalents	\$1,158,478	\$738,687
Other short-term assets	\$180,340	\$175,724
Receivables	-	-
Available-for-sale financial assets	\$2,497,844	\$3,063,900
Property, plant and equipment	\$467,253	\$522,608
Right-of-use assets	\$9,897	\$67,784
Liabilities	-\$871,694	-\$541,681
Net assets	\$3,442,115	\$4,027,022

2021/2022



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

Note: Information used in the summary financial report is for DYF as an individual entity. The information is extracted from the full financial report of DYF for the year ended 30 June, 2022. The full financial report, including the audited report, is available free of charge on request from DYF by emailing info@doxa.org.au or ringing (03) 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:

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The Midfield Group
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Laing O'Rourke
KPMG
Urban Maintenance Systems
Allens
Coote Family Lawyers
Pinsent Masons

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Late Dani Scott (Perpetual Estate)
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The William Angliss (Victoria)
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Leeds, Geoff & Brenda
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Li, Steph
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McAliece, Joan
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McDonell, Moira
McDonell, Gloria
McIntyre, Michael

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Shannon, Gerard
Sharkey, Ann
Sharkey, John
Sharkey, Marea
Shoham, Marjorie
Silk, Stephen
Sinisgalli, John
Sinopoli, Marco
Smith, Bernadette
Smith, Kevin
Spiteri, Joe
Spurio, Richard
Stewart, Peter
Styring, Colin
Sutcliffe, John
Taggart, Leslie
Thomas, David
Thomas, Noel
Thompson, Belinda
Tsakonas, Alina
Tupcienko, Caroline
Undy, Robert
Verrier, Helen
Walker, Graham
Ward, Judy
Warren, Emma
Webster, Johnathan
White, Charles
Whittle, Matthew
Williams, Max
Williams, Michael
Woodford, Justine
Woodward, Therese
Young, Philip
Zwier, Leon

West Melbourne Office

Ground Floor, Suite 2
355 Spencer Street
West Melbourne VIC 3003
T (03) 9046 8200
F (03) 9328 8045

Postal Address

PO Box 13121
Melbourne Law Courts VIC 8010

City Camp

Ground Floor, Suite 2
355 Spencer Street
West Melbourne VIC 3003
T (03) 9046 8200
camps@doxa.org.au

Postal Address

PO Box 13121
Melbourne Law Courts VIC 8010

Malmsbury Camp

1000 Vaughan Springs Road
Drummond North VIC 3446
T (03) 5473 4310
F (03) 8672 7656
camps@doxa.org.au

Postal Address

PO Box 197 Malmsbury VIC 3446

Doxa School Bendigo

118 Hargreaves Street
Bendigo VIC 3550
T (03) 5442 8140
F (03) 5442 8360
principal@doxabendigo.catholic.edu.au
www.doxabendigo.catholic.edu.au



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