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ARDOCH

YOUTH FOUNDATION

MAKING EDUCATION A REALITY



ANNUAL REPORT

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ARDOCH VISION

Every child and young person's potential is realised through full participation in education.

ARDOCH MISSION

To overcome barriers to full participation in education.

To enable communities to support students in schools and early childhood centres.

To advocate for systemic change that will make full participation in education a reality for all children and young people.

ARDOCH YOUTH FOUNDATION

THE CHALLENGE

Government spending does not address all of the basic physical, emotional, social and academic needs of the 12% of Australian children living in poverty. Poverty is a key determinant of educational and life outcomes: Ardoch targets children and young people in the most disadvantaged communities to promote equal access to education.

HOW DOES ARDOCH HELP?

Ardoch's specialist staff, together with a network of thousands of trained volunteers and mentors, delivers a range of targeted learning and wellbeing programs at 54 schools and early childhood centres. Our Education Support Centres are located in Melbourne's Inner South, Frankston, Geelong, Sunshine and Brisbane, with Ardoch programs also operating in Perth and through our sister organisation, Daystar Foundation in Sydney.

Ardoch Youth Foundation has been supporting children and young people to access education since 1988, when our Founder, Kathy Hilton OAM, helped a 17 year old girl experiencing homelessness to stay at school. Today, the Ardoch team works to change the odds for more than 12,000 vulnerable children by helping them get to and succeed in school.

PROGRAMS INCLUDE

- Breakfast clubs
- Broadening horizons through excursions, incursions and mentoring
- Classroom support for literacy, numeracy and social development
- Direct physical support (eg food, toiletries, clothing) and referrals
- Early years pre-literacy and oral language development
- Homework clubs
- Literacy Buddies™ pen pal letter exchange program with corporate volunteers
- Transition programs (school readiness, primary to secondary, secondary to workforce/tertiary)
- Volunteer programs

ARDOCH REMEMBERS SIR ZELMAN COWEN

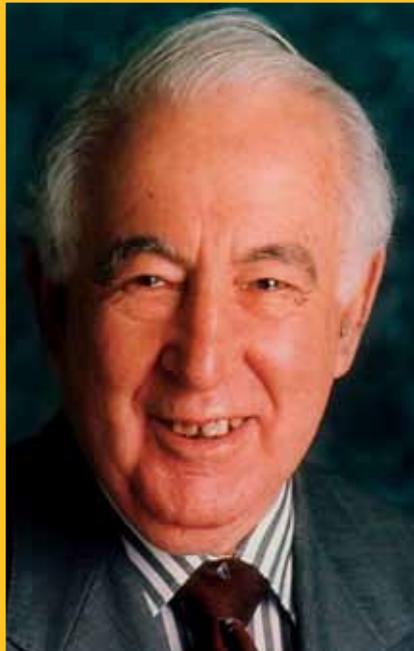
Founder's message from Kathy Hilton OAM

The Ardoch community deeply mourns the passing of our patron Sir Zelman Cowen, AK GCMG GCVO QC on 8 December 2011. Ardoch was seeded in 1988, and from the beginning the search was on for a “suitable” patron. A patron who would embody the core principles and philosophies of the organisation, an inspiring leader of dignity and integrity, a humanitarian who was dedicated to the wellbeing of his community and the empowerment of all the individuals who made up that community. A patron who could aspire to developing a close connection with the organisation and one who would display his face in its aims and goals through active participation, encouragement and warmth.

It was no wonder that it took 10 years to find such a person. It was a proud moment when Sir Zelman kindly accepted our invitation and we never stopped being proud. Sir Zelman was all we dreamed of in a patron and more: always encouraging, always supporting and always available.

Our thoughts go out to Lady Anna who was constantly by his side, and to his loving family.

We will miss Sir Zelman as our patron. We will be forever grateful for his contribution and love and remember him as the truly wonderful human being he was.



CHAIRMAN'S REPORT

Joff Macleod



Through the recent challenging economic times, Ardoch has continued to provide support to more than 12,000 disadvantaged children at over 50 schools and early childhood centres in areas of need around Australia.

This life changing support has been made possible through the fantastic efforts of the dedicated specialised team at Ardoch and the great leverage achieved through our network of thousands of trained volunteers and mentors. The combined impact of this resource allows Ardoch to deliver a wide range of targeted learning and wellbeing programs which are designed to address the basic physical, emotional, social and academic needs of these children. I would like to acknowledge and thank the wonderful team at Ardoch and all of these individuals who have donated their time and in-kind support, to make this possible.

Ardoch has continued to receive funding for its programs from our many donors ranging from large public companies, philanthropic trusts and foundations through to private businesses, family groups and individuals. A wonderful example of the type of support that Ardoch receives is in the generous funding that has been provided since 2006 by the Besen Family Foundation for our programs in the West of Melbourne and for the recent ACER evaluation which provided strong evidentiary support for the positive impact of Ardoch's work. I would like to pass on a sincere note of thanks to all of our valued supporters.

During the past year we farewelled from our Board two long standing and valued directors, David Southwick and John Coulson, who provided in excess of 20 years combined service to the Ardoch cause. Ardoch was very fortunate to have the guidance and support of these individuals for so many years.

We have also been fortunate to welcome three new board members in Melanie Allibon, Barry Borzillo and Brian McGovern.

I would like to thank all of my fellow board members for their time and commitment and to acknowledge the wonderful efforts of our tireless, dedicated and passionate CEO Mandy Burns in driving the organisation to achieve its goals.

We confront the challenges that lie ahead with a new and exciting strategic plan designed to build on Ardoch's history of partnering with communities to expand nationally and to extend our reach to make a difference to more and more vulnerable Australian children.

We look forward to another strong year in 2012, and to celebrating Ardoch's 25th Anniversary and its achievements in 2013.

CHIEF EXECUTIVE OFFICER'S REPORT

Mandy Burns



2011 is a tribute to Ardoch's visionary compassionate supporters.

In a tough economic climate, it is the generosity and thoughtfulness of people caring and giving in an impactful way that really makes a difference.

2011 was the United Nation's International Year of the Volunteer +10, and our feature on Channel 10's "The Circle" was an opportunity to publicly pay tribute to Ardoch's corporate and community volunteers and share how their work inspires and ultimately makes the difference that enables children experiencing disadvantage to reach their potential.

I was particularly inspired in 2011 by our students and the lessons they learned from Ardoch and our "Kathy Hilton Making a Difference Award" about their own capacity to make a difference. Students raised funds for games for school lunchtimes, helped their elderly neighbours and established a lending library for their local kindergarten.

2011 was also the culmination of the groundwork we have been laying to build the evidence base for our work in schools. Research showed that Ardoch's success is attributed to volunteers and staff as well as our partnerships with philanthropy, business, schools and local communities.

In 2013, Ardoch will celebrate its 25th birthday, and in 2012, a new strategic plan will see us extend our reach nationally. This will mean working more closely with the Daystar Foundation to enable the establishment of Ardoch in Sydney.

Finally, I pay tribute to our Patron, Sir Zelman Cowen and a treasured volunteer Ruth Webster who both

passed away in 2011. Different lives, different goals and different achievements - joined in their love and support of Ardoch and our work to make the world a better place for vulnerable children. Rest in peace - we honour your gift of support.

I also pay tribute to the very significant, long term support we have received from the Baker Foundation, Besen Family Foundation, Campbell Edwards Trust, Clayton Utz, Colonial Foundation, GE and NAB. They are and have been superlative in their support and truly as organisations and individuals, help us combat disadvantage.

I take this opportunity to farewell and thank our former Chairman David Southwick, Treasurer John Coulson and Ardoch's long serving Programs Manager Dianne Richter.

I am fortunate to have a fantastic Chairman in Joff Macleod, as well as a board and staff who share my passion, and tirelessly contribute their drive and skill to change the odds for children experiencing disadvantage.

It is my great honour to pay tribute to these people. Thank you!

STRATEGIC DIRECTION

2009-2011 Achievements

In 2011, Ardoch came to the end of a three year strategic planning cycle, and in 2012 is embarking on the delivery of a new Strategic Plan for 2012-2016.

STRATEGIC AIMS	KEY ACHIEVEMENTS
Research - Identify issues impacting education of children experiencing disadvantage and research solutions to make education a reality	<ul style="list-style-type: none"> Created a library of national and international evidence to identify issues impacting education Established a robust evidence base by undertaking independent evaluations of our work Developed research partnerships to facilitate good practice
Programs - Develop, deliver and facilitate programs that remove the barriers and enable access to all the benefits of education	<ul style="list-style-type: none"> Grew to support 12,000 children Increased number of partner schools and early childhood sites supported from 37 to 54 Developed Literacy Buddies™ from 24 programs to 44
Community awareness - Raise community awareness about the social and economic barriers to education faced by children and young people	<ul style="list-style-type: none"> Doubled the reach of Ardoch's corporate volunteering programs to engage thousands of new employees each year Grew local partnerships with businesses and community to expand programs and directly support students and families
Resource generation - Generate and manage resources to make education more accessible, especially for vulnerable children and young people	<ul style="list-style-type: none"> Diversified the supporter base from predominantly philanthropic revenue Grew corporate income by 89% over 3 years
Advocacy - Shape and advocate solutions to government and other key stakeholders to make full participation in education a reality for children and young people	<ul style="list-style-type: none"> Contributed to the Equity in Education Alliance championing reduced costs for education Consulted to state and federal departments of education, including providing evidence to the Gonski Review of Funding for Schooling

STRATEGIC DIRECTION

2012-2016 Strategic Plan



Our vision for 2012 – 2016 is to ensure Ardoch is nationally recognised and respected for leadership, advocacy and action to support vulnerable children and young people to access education.

STRATEGIC DIRECTIONS:

- National Program Expansion – extending Ardoch's capacity to support greater numbers of vulnerable children in education, and enable national partnerships to reach their full potential
- Creating Community Connections – deepening local community engagement and ownership of programs and outcomes
- Marketing Ardoch Nationally – raising Ardoch's profile to support national program expansion, and to grow the supporter base for a sustainable future
- Creating Ardoch's Advocacy Voice – developing a clear and authoritative advocacy voice that will influence policy and decision making
- Operational Excellence – ensuring high quality systems and processes support Ardoch's organisational development

WHO DO WE SUPPORT?

Early Childhood Education

Early childhood is increasingly recognised by governments and educators in Australia and around the world as a crucial stage of education. Yet it is not currently being adequately or systematically resourced, and the quality and availability of early childhood education varies enormously in different communities. There is a considerable gap in the support provided for early childhood educators to offer the kind of intensive support that is often needed by children who experience disadvantage to enable them to be school ready.

Ardoch Youth Foundation recognises that barriers to education begin very early in a child's life, and that intervention, prevention and enrichment programs need to be introduced as early as possible. Ardoch works with children and families at 11 early childhood centre (ECC) sites.

PROGRAMS INCLUDE:

- Broadening horizons through incursions and excursions
- Direct physical support (eg food, clothing)
- Early assessment and intervention by health professionals
- Early literacy and oral language development
- Family support
- School readiness support
- Volunteers supporting ECC staff, including through one to one and small group work

EARLY ASSESSMENT AT SOUTH MELBOURNE MISSION KINDER

Ardoch has partnered with South Melbourne Mission Kinder and Inner South Community Health Service to establish a highly effective on-site early assessment program. All children are pre-screened to assess their development, and any children who may require special support or intervention are identified, with follow up speech therapy and occupational therapy sessions delivered at the kinder. The program has engaged families who may not otherwise be able to access the necessary supports for their children. In 2012, Ardoch aims to replicate the early assessment program at other early childhood sites in Melbourne's Inner North.



WHO DO WE SUPPORT?

Primary School Programs

Ardoch's work in primary schools is responsive to the learning and support needs of the particular communities in which we work, tailoring activities for different sites to address unmet needs and mobilising community support based on those needs. In 2011, Ardoch worked with 32 primary school sites.

PROGRAMS INCLUDE:

- Breakfast clubs
- Broadening horizons through incursions and excursions
- Direct physical support (eg food, clothing, toiletries, stationery)
- Homework clubs
- Literacy Buddies™ pen pal letter exchange program with corporate volunteers
- Lunchtime activities to prevent bullying and isolation
- Transition talks for Year 6 students
- Volunteers in the classroom to support literacy, numeracy and social development

ORAL LANGUAGE SUPPORT

In 2011, Ardoch's volunteers played a crucial role in supporting the delivery of a speech therapy program at Mahogany Rise Primary School for Years 5 and 6, which ran for six months under the supervision of a Department of Education speech pathologist. Volunteers provided weekly support to students and after six months, all students showed remarkable improvements in their reading and comprehension with some students improving to normal range from severe impairment. Ardoch aims to replicate this model at further partner primary schools in 2012.

WHO DO WE SUPPORT?

Secondary School Programs

In 2011, Ardoch's secondary school programs operated at 11 sites. We also saw the launch of Ardoch programs at our first ever tertiary institution, Gordon TAFE's Geelong Technical Education Centre (GTEC).

The partnership with GTEC is an exciting development for Ardoch, as it enables us to bring the TAFE together with our partner secondary school Northern Bay College in Corio, to develop collaborative pathways support for students with an interest in trades.

PROGRAMS INCLUDE:

- Breakfast clubs
- Careers and vocational pathways support
- Direct physical support (eg food, clothing, toiletries, stationery)
- Literacy Buddies™ pen pal letter exchange program with corporate volunteers
- Volunteers in the classroom to support literacy, numeracy and social development
- Broadening horizons

BROADENING HORIZONS THROUGH CAREERS SUPPORT

Work experience, career opportunities and aspirations generally come from family and friend networks. Students who have limited exposure to working adults in different fields will often have limited horizons for themselves as a result.

At Sunshine College West, four Year 10 students took part in work experience through a pathways program that Ardoch facilitated with the Surveying and Spatial Sciences Institute. The experience was incredibly rewarding for students, some of whom as one teacher commented, "would usually only get work experience at KFC or Big W". Ardoch also facilitated the Civil Contractors Federation presenting to Year 10 students about career pathways and options in the industry.

Mock interview day for Year 10 Elwood College students gave them the chance to practice their interview skills and receive feedback from NAB corporate volunteers. The interviews aimed to prepare students for entering the work force and strengthen their communication and presentation skills.

WHERE WE WORK

Ardoch works in some of Australia's most disadvantaged urban communities. Children from disadvantaged backgrounds are significantly less likely to complete school and be employed than their more affluent peers.

FRANKSTON

Wirilda Kindergarten, Aldercourt Primary School, Carrum Downs Primary School, Mahogany Rise Primary School, Rowellyn Park Primary School, Seaford Park Primary School, St Frances Xavier School, Monterey Secondary College, St Anthony's Coptic College

WEST OF MELBOURNE

East Sunshine Kindergarten, Sunshine Kindergarten, Sunshine North Kindergarten, Albion North Primary School, Ardeer Primary School, Dinjerra Primary School, Sunshine North Primary School, Sunshine Primary School, Sunshine Harvester Primary School, Sunshine College (West Campus)

INNER URBAN MELBOURNE

Annie Todd Kindergarten, Cooke Court Kindergarten and Children's Centre, South Melbourne Mission Kindergarten, TRY South Yarra Kindergarten, Elwood Primary School, Fitzroy Primary School, Mt Pleasant Road Primary School, Richmond West Primary School, Sacred Heart School, St Brendan's Primary School, St Kilda Primary School, Stonnington Primary School,

Caulfield Park Community School, Elwood College, Southern Teaching Unit, St Kilda Youth Services (SKYS)

GEELONG

Corio South Pre School, Francis Xavier Primary School, Northern Bay College (7 campuses)

- Tallis Street Campus
- Peacock Avenue Campus
- Hendy Street Campus
- Wexford Court Campus
- Vermont Avenue Campus
- Cox Road Campus
- Goldsworthy Road Campus, inc Family Centre and YPAP (Young Parents and Partners)

Geelong East Primary School, Thomas Aquinas Primary School, Geelong Technical Education Centre (GTEC)

BRISBANE

Holland Park Child Care Centre, Holy Rosary School, Murarrie State School, Seville Road Primary School, Loganlea State High School

PERTH

Queens Park Primary School, South Coogee Primary School

SYDNEY

Ardoch's Literacy Buddies™ program is delivered in Sydney by our sister organisation Daystar Foundation.

ARDOCH NATIONAL EXPANSION

SYDNEY

It is a key strategic aim in 2012 to establish Ardoch in New South Wales. In 2011, discussions began with our sister organisation Daystar Foundation to explore how we might achieve this goal, and together provide support to greater numbers of children in the most disadvantaged communities in Sydney. A grant from The Trust Company has enabled this first phase of the work to progress.

BRISBANE

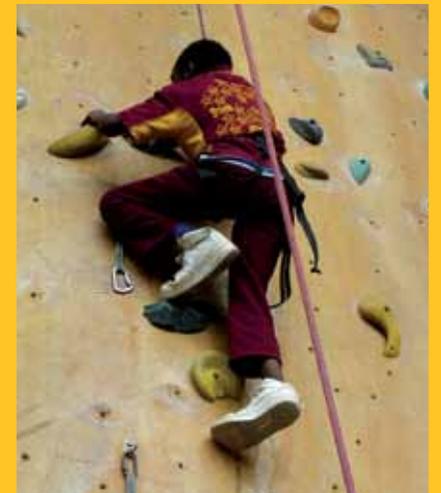
Ardoch Brisbane is expanding the number of schools and early childhood centres with which we work, now totalling five sites. In 2011, we were excited to partner with Murarrie State School, a small and vibrant community with a culturally diverse student population. Murarrie supports a high number of students with learning difficulties, ESL backgrounds and students living in care. Murarrie's partnership with Ardoch has made significant achievements throughout 2011, with Ardoch volunteers, incursions, support for NAIDOC celebrations and donations of food, stationery, clothes and equipment for learning and wellbeing activities. In 2012, we will be launching Ardoch's Literacy Buddies™ program at the school in partnership with law firm Clayton Utz.

"We are limited by resources, both human and financial, restricting our capacity to implement volunteer support programs and learning opportunities beyond the realm of the classroom. Ardoch's support enhances the cultural and social understandings of our student population, bringing to the fore the need for greater success as a learner and life-long learning aspirations". - Tina Gruss, Principal, Murarrie State School

In 2011, Ardoch continued to lay the groundwork for its strategic national expansion in the coming years.

PERTH

In 2011, Ardoch added Queen's Park Primary School to its Literacy Buddies™ program in Perth, enabling a team of staff from NAB to exchange letters with their 'little buddies' throughout the year. Following the establishment of Ardoch in Sydney in 2012 the next phase of our strategic national expansion in 2014 will be to establish an Ardoch Education Support Centre in Perth.



DIRECT SERVICE & REFERRALS

Ardoch works in collaboration with a range of community and government agencies to respond to the holistic needs of students and families including medical, housing and mental health. We share our 23 years of experience, with the aim of improving long term outcomes for children. Ardoch's annual Back to School booklet is widely used by families and agencies to provide information about managing education and school costs.

Two thirds of a student's annual school costs are made up of uniforms, books, stationery, school shoes and transport, which places considerable strain on families. School fee statements and booklists from schools can be overwhelming for families living in poverty.

In 2011, Ardoch directly supported hundreds of children and young people to provide them with text books, stationery and school shoes. Our "Back to school" resources were valued at \$19,847 and were distributed to families throughout 2011. The need for support continued at similar levels to 2010, with single mothers caring for pre-school and school-aged children being the largest group seeking assistance.

We also continued to support children and families with basic needs such as food, clothing, books, toys and linen. Financial support provided by businesses, schools, community groups and private donors helped give kids the opportunity to go on excursions and camps.

DYLAN'S* STORY

Dylan is an 18 year-old student who became involved in drug and alcohol use. In Year 12, he left his mother's care to live with his father, but when his father unexpectedly decided to take a job interstate, Dylan was left without accommodation or financial assistance.

Dylan chose to stay in Melbourne to complete his VCE studies, staying with a friend where he contributed towards rent, bills and upkeep through his Centrelink Unable to Live at Home allowance. However, when a close friend committed suicide, he found it difficult to cope with grief, the pressures of school and lack of permanent housing. Bad behaviour choices led to contact with the justice system. He was asked to leave his friend's house and stopped attending school.

Dylan sought help from Ardoch staff, who linked him into the school psychologist and a doctor. Ardoch supported Dylan to be in transitional housing, meet with a pathway planner and have regular tutoring which enabled him to pass VCE English.

Dylan is now attending regular counselling, has stable accommodation and has begun a Performing Arts course at a local university.

**Name has been changed to protect the identity of the individual*

RESEARCH & ADVOCACY

Making a Difference Toolkit

In 2011, Ardoch began developing a 'Making a Difference Toolkit' with help from a number of primary and secondary schools.

The 'toolkit' is essentially a process that guides Ardoch and our partner schools in planning and implementing Ardoch's support within schools, and guides shared responsibility for data collection and evaluation of the programs that are implemented. The 'Making a Difference Toolkit' is being trialled across all schools in 2012. Ardoch is committed to evaluating the impact of our work in schools. This toolkit will enable us to gather stronger quantitative data alongside qualitative data to measure program impacts within schools and across schools.

PUBLICATIONS

Ardoch published a number of evaluation reports in 2011, including two independent evaluations:

- Evaluation of the Ardoch Western Linking Communities and Schools Project, completed by the Australian Council for Educational Research (ACER)
- Evaluation of the Ardoch-St Kilda Primary School Integrated Welfare Program, completed by Evelyn Jackson, Independent Education Consultant

And two internal evaluations:

- The Impact and Effectiveness of Ardoch's Community Volunteers Programs in Schools
- Review of Ardoch's Literacy Buddies™ Program

ADVOCACY

With 12% of Australian children living in poverty, children from disadvantaged backgrounds are significantly less likely to complete school and be employed than their more affluent peers. Ardoch advocates that education systems need to support schools in responding to the basic physical, emotional, social and academic needs of students to ensure success for all.

Ardoch is an active member of the Equity in Education Alliance, an alliance of community sector organisations concerned that the financial costs of participating in compulsory education is an increasing burden for many Victorian families. In 2011 Ardoch contributed opinion and evidence to the Gonski Review of Funding for Schooling, both as part of the Equity in Education Alliance and independently. Ardoch participated in state government roundtables including the Department of Education and Early Childhood Development's Stakeholder Engagement Roundtable.

A VERY SPECIAL PARTNERSHIP

The Besen Family Foundation & Ardoch Youth Foundation

The Besen Family Foundation has supported Ardoch's Education Support Centre in Sunshine since its inception in 2006. With the visionary support of the Besen family, we have seen our partner schools and kindergartens in Melbourne's West flourish over the last five years.

In 2011, Ardoch was delighted to launch an external evaluation of programs in the West, undertaken by the Australian Council for Educational Research (ACER) over 2010-11. The evaluation assessed the impact of the last five years of the Ardoch Education Support Centre in Sunshine, and was also generously funded by the Besen Family Foundation.

Ardoch's Education Support Centre in Sunshine was determined to be a highly effective partnership model, bringing together a diverse range of business, community and local government agencies and organisations to support the needs of students in schools and kindergartens in disadvantaged communities.

The quality of Ardoch volunteers, and Ardoch's recruitment, screening and training of volunteers, was identified as critical to the success of these programs. Among the specific benefits that were identified by the seven schools and two early childhood centres that took part in the evaluation were:

- Volunteers as positive role models;
- Regular classroom support for students in reading, writing and general schoolwork; and
- Improved student self esteem and confidence from regular, positive engagement with a trusted adult in the form of a volunteer.

The Department of Education and Early Childhood Development's Western Metropolitan Region (WMR) aims to be the most rapidly improving region in the state in educational outcomes for students. Ardoch and the Besen Family Foundation are proud to play a partnering role in the Brimbank and Maribyrnong communities that are working towards this shared goal.

A very special thank you to Debbie Dadon and the Trustees of The Besen Family Foundation, who have shown such transformative long term support for Ardoch's work in the West of Melbourne, making education a reality for thousands of children and young people in the region.



COMMUNITY CONNECTIONS

Ardoch's Community Connections project has been established to engage local communities in supporting education.



Development of partnerships with small to medium business, corporate, community and government organisations to support schools have been fostered and this collaborative approach has created many opportunities for students at Ardoch's partner schools.

Long term partnerships have continued to add value to school learning and wellbeing programs. In 2011, Ardoch received \$214,306 of in kind donations from corporate supporters, community organisations, schools and individuals. Examples of our local partnerships include:

ROTARY

Ardoch's collaboration with Rotary groups throughout Victoria has seen longstanding support for students at our partner schools, from funding excursions to in-kind support and volunteering. For three years, Rotary Club of Balwyn in collaboration with BW Capital and MGI Melbourne has given pre-school children the chance to visit the Box Hill mini railway.

Balwyn Rotary has also funded incursions for seven of our partner kindergartens, and provided funds for prep transition bags. The Rotary Club of Frankston North funded and built garden beds at Monterey Secondary College. Geelong Central Rotary took part in an "Etiquette Lunch" with Northern Bay College's Wexford Court Campus while Geelong East Rotary sponsored a team of students from Geelong East Primary School to take part in the State Primary Schools Chess Championship.

The outcomes for students in all these activities included stronger engagement with learning, connecting with positive role models and - especially for the kindergarten children - development of oral language skills

FARESHARE

Ardoch formed a new partnership in 2011 with FareShare to provide fruit, vegetables, tinned goods, bread and healthy snacks for 17 of our partner schools. Our collaboration with FareShare has seen a slow shift in healthy eating culture, with kids getting excited about receiving fresh fruit and parents encouraging healthy eating at home.

"It's the best! Kids love it. Parents are now picking up fruit as well. Having the same volunteer each fortnight is wonderful for the relationship."

Sunshine North Primary School



KIDS MAKING A DIFFERENCE

Kathy Hilton M.A.D Award



RICHMOND WEST PRIMARY SCHOOL

Tina and Thien (Year 5/6)

"Thien and I have very fond memories of our neighbourhood kindergarten. We both still live in the area and every time we go there we are reminded of the wonderful experiences we shared.

We were so glad to receive the M.A.D award, because we were able to make to make a difference to the little people who are currently attending the kindergarten. On our visits we read stories and played games with the children. We decided to use the \$100 to buy four of this year's short listed picture story books and donate them to the kinder.

The little children really enjoyed having us there to read to them. Every time I read a word which they didn't understand they would ask "What's that word?"

The Kathy Hilton Making a Difference (M.A.D) Award recognises and encourages primary and secondary school students who make an effort to improve the communities in which they live.

The award is named in honour of Ardoch's Founder Kathy Hilton OAM, and her tireless efforts to make a difference in the community. In December 2010, 38 students were announced as being the first M.A.D Award Winners, with each student receiving \$50 towards their project to give back to their local community.

In 2011, to celebrate their contributions, as well as encourage leadership and citizenship, Ardoch hosted a M.A.D Conference for the award recipients. Students were asked to express one change they would like to make in the world. Some students were passionate about changing the culture of bullying and violence, others wanted to eradicate illness and poverty.

One of Australia's most successful athletes, Andrew Gaze, attended the conference to give an insight into what it means to be a leader and the challenges he has faced, as well as his focus on values including honesty, persistence and confidence.

"Be brave and be courageous." - *Kathy Hilton OAM, Ardoch Founder, to M.A.D. Award recipients*

CORPORATE PARTNERSHIPS

In 2011, Ardoch successfully connected over 50 schools and early childhood centres to our partners in the corporate sector who shared 11,467 hours of volunteer time as well as expertise and resources.

“After volunteering with Ardoch, there was improved employee engagement and teamwork, and as a result our financial performance increased by 30%.”
- Bernie Fanning, Regional Business Executive for Melbourne City, NAB Business Banking

Our corporate partnerships model is designed to engage organisations and their staff in Ardoch’s broader objective: to increase our capacity to support vulnerable children around Australia through learning and mentoring activities, to build our advocacy voice to promote systemic change, and to increase community involvement in breaking down barriers to education.

Ardoch’s corporate partners help us to ‘broaden horizons’ for children and young people in ways that enhance their wellbeing and engagement. Literacy Buddies™ provide not only reading and writing support, but also mentoring, social and communication skills and help to build aspirations. Funding and volunteer support for incursions and excursions helps to create rich and diverse learning opportunities for children in disadvantaged communities, who would otherwise have limited exposure to new experiences and vocabulary. Meaningful interactions between students and positive working role models from the corporate sector help to create aspirations and future ambitions.

“(I experienced) satisfaction that I’ve made some kid’s day. Also having to deal with various kids was interesting. I had a group that was working well together and another not so well. Reminds me that even though they were kids - they reflect what’s also happening in my profession!” – *Corporate volunteer*

“This was a unique experience as I’ve never seen corporate community work at play before. The kids are beautiful and to get the opportunity to have the kids fully engaged, creating a genuine ruckus and throwing all they had into a game of Uno, truly made my day!” – *Corporate volunteer*

Corporate volunteering programs include:

- Literacy Buddies™ pen pal letter exchange program with corporate volunteers
- Broadening horizons through incursions and excursions
- Breakfast clubs
- Careers and vocational pathways support
- Office drives to gather physical support (eg food, clothing, toiletries, stationery)



LITERACY BUDDIES™

“The best thing about being in the Literacy Buddies program is that you are able to communicate or talk with others. It helped me improve my writing.”

– *Little Buddy*

In 2011, Ardoch facilitated 44 Literacy Buddies™ programs with close to 1,200 students from 31 schools and 1,200 adults from 16 different corporate organisations. Students and corporate volunteers exchange monthly letters, with the goal of encouraging students to read and write and providing meaningful interactions with positive working adult role models.

Literacy Buddies™ is a simple and effective way for engaging corporate employees to make a targeted difference to student learning.

Literacy Buddies™ develops:

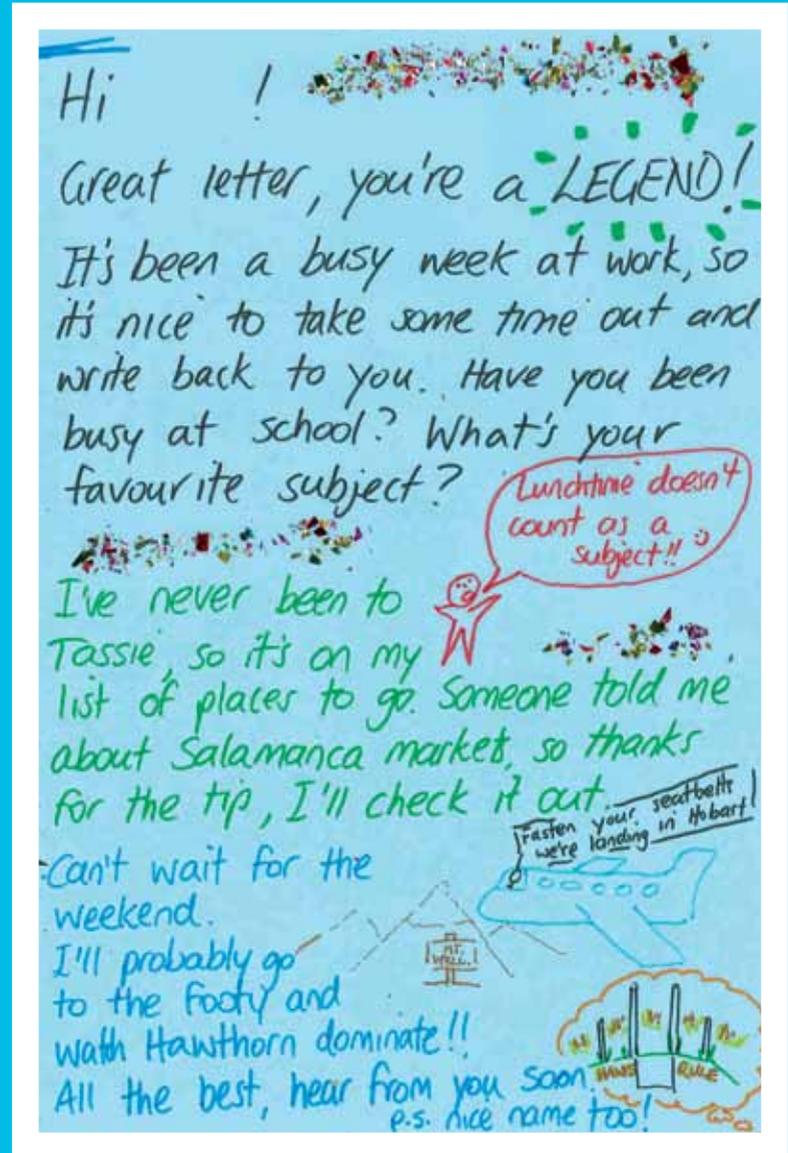
- Strong relationships between Big and Little Buddies
- Positive working role models
- School-study-work pathways and aspirations
- Literacy skills
- Social and life skills
- Corporate connections with their local communities

“This program was wonderful for my students. It made them feel very special and gave them a reason to work harder and do their best. They felt valued and ‘listened to.’ It improved their literacy skills and developed their thinking and creativity. We all loved it.” – *Teacher*

“I learned how important it is to show these young people their value in this world.” – *Big Buddy*

2011 LITERACY BUDDIES™:

ANZ
Clayton Utz
Corrs Chamber Westgarth
Credit Suisse
Fordham
GE
Grenda
Harwood Andrews
Kraft
LINK Market Services
NAB BBC (10 Business Banking Centres)
NAB
PKF
Target
UBS
UNICO



BUSINESS & COMMUNITY EVENTS

NAB Business Banking Partnership

Interview with Tom Costopoulos - Head of NAB Business Banking

WHY DID YOU CHOOSE TO SUPPORT ARDOCH THROUGH THE NAB BUSINESS BANKING GOLF DAY?

Joff Macleod, Ardoch's Chairman, is a friend of mine and we often talked about business and my desire to involve NAB in a not-for-profit organisation and make some sort of contribution to the local community. Joff told me about Ardoch and how they are involved in school communities and I started to see a really good fit for what I do with NAB Business Banking to connect staff with local schools and do something on the ground, at a local level.

WHAT DO YOU VALUE MOST ABOUT WHAT ARDOCH DOES?

Ardoch is a local organisation and has a real "hands on" approach that allows us to connect our different business centres with schools in local areas. It's also a great way for all of our business centres to share a common community initiative.

WHAT HAS BEEN THE MOST MEMORABLE MOMENT OVER THE LAST THREE YEARS?

The first NAB Golf Day held in 2009 was a fantastic day where we raised closed to \$180,000. We asked 120 guests to pledge \$50 for a pair of school shoes for a child and within five minutes we raised \$17,000 which equates to 340 pairs of shoes. We didn't expect that to happen!

HOW DO YOU THINK NAB BUSINESS BANKING'S INVOLVEMENT WITH ARDOCH HAS IMPACTED ON YOUR EMPLOYEES AND RELATIONSHIPS WITH YOUR CLIENTS?

It's all about trying to do the right thing. Not only being a responsible person, but a responsible corporate entity. By developing a partnership with Ardoch, I was able to engage all of my staff in something that was really worthwhile and meaningful. I was also able to engage our business customers, which from our perspective is really important. Staff would come up to me and thank me for becoming involved in this community organisation which has given them the opportunity to do something other than their normal banking duties. You can't put a value on that.

WHERE DO YOU SEE THE PARTNERSHIP IN THE FUTURE?

It's been three years and we are at the stage where we have a story of how it works and how it makes a difference, which gains momentum. I'm hoping that this story will enable it to continue so that in 10 or 20 years time this is still happening and it goes beyond the passion and drive of the key people.

BUSINESS & COMMUNITY EVENTS



For the third year running, NAB Business Banking held their enormously successful Golf Day to benefit Ardoch, raising over \$150,000.

OTHER SPECIAL RELATIONSHIPS

Guests at the annual Urban Development Institute of Australia (UDIA) gala dinner dug deep to support Ardoch, and we are thrilled that this partnership has continued for 13 years. The glamorous night, held at Crown's Palladium Ballroom, continues to be one of Ardoch's major fundraising events. We sincerely thank the Board, team and members of the UDIA for their support over so many years.

Other event highlights included the Woodlands Ladies Golf Club whose members raised over \$13,000 at their annual fundraising event; the Spatial Industries Business Association (SIBA) and the Surveying and Spatial Sciences Institute (SSSI) who nominated Ardoch as the inaugural charity partner for their annual awards evening; the St Kilda Arts and Laughs Festival who kindly selected Ardoch as a beneficiary of various events; and The Vineyard who supported Ardoch through their celebrity cricket match. We are grateful to all the organisations that ran fundraising events for Ardoch throughout the year.

COMMUNITY VOLUNTEERS

In 2011, Ardoch celebrated the 10 year anniversary of International Year of the Volunteer as an opportunity to recognise the significant impact that our volunteers make in their local communities.



Ongoing support from volunteers is at the heart of all Ardoch's activities. Over 24,150 hours of high quality trained community volunteer support was contributed in 2011.

VOLUNTEERS AT ARDOCH PLAY MANY DIVERSE ROLES, INCLUDING:

- Providing classroom support for literacy, numeracy and wellbeing;
- Nurturing students' skills through lunchtime activities and workshops;
- Supporting oral language development through play-based learning activities at early childhood centres;
- Assisting with administration and programs work at Ardoch's head office; and
- Supporting a range of excursions, incursions and events.

Volunteer training sessions were conducted throughout the year with new community volunteers, student ambassadors, selected corporate volunteers and external individuals.

2011 was the first year that Ardoch volunteers were placed at St Kilda Youth Services, St Brendan's Primary School, Murarrie State School and Geelong Technical Education Centre.

"Often our students have had little contact with stable, caring and warm hearted adults. The quality of Ardoch volunteers has been outstanding."
- Teacher

"One of the more un-communicative students who hides behind a hoodie most of the time, told me that he had missed me being around when I was absent for two weeks holiday." - Volunteer

VOLUNTEER PROFILE

Frankston's Bob The Builder

Bob Greaves, Ardoch's very own Bob the Builder, is one of our many valuable and dedicated volunteers. In 2011, Bob facilitated woodworking workshops at two of our Frankston North sites – Wirilda Kindergarten and Aldercourt Primary School.

Bob generously donates his materials, expertise and commitment to successfully engage students to get creative. This program was many children's highlight of 2011 and without volunteers like Bob, such activities would not have taken place. So thank you Bob Greaves - and thank you to all the volunteers who make Ardoch's work a reality!

"I am humbled and filled with awe when I see young children being empathic, compassionate and helpful to each other. I am moved to hear children's spontaneous delighted laughter. Every day I go to school I see hope and possibility. Pretty good place to be!" - Volunteer



"A boy I work with who has Asperger's Syndrome and couldn't run more than 10 metres can now run 3 times around the field." - Volunteer

"Some children have become noticeably more confident in reading, tackling new words and more challenging materials."
- Volunteer

TREASURER'S REPORT

Joelle Tabone



The 2011 financial year saw the introduction of three direct marketing campaigns between May and December, with the aim of laying the foundations for future growth.

Ardoch's fundraising and marketing strategy for 2012 – 2014 has identified individual giving as an area of particular potential growth and investment. By diversifying income in this way we aim to mitigate Ardoch's vulnerability to environmental and other external factors.

INCOME

Given the inclusion of an extraordinary donation from the Laver Family Foundation in 2010 (following the winding up of the foundation), incremental growth year on year was going to be challenging. Following the Global Financial Crisis, many philanthropic trusts and foundations and corporate organisations had a smaller pool of funding available to disburse. Taking this into account, the reduction in income from 2010 to 2011 was only 3% which is a modest figure given the economic climate. Growth in donations of in kind support in 2011 showed the generosity of Ardoch's supporters with their time, goods and services.

EXPENSES

Overall expenditure increased by 8% in 2011. A slight increase in staffing expenses occurred in 2011 as Ardoch prepares for the expansion of reach both locally and nationally. Tight expenditure controls operate in all areas of the organisation.

The chart on page 33 shows the breakdown of expenditure across Ardoch's expenditure categories.

The Ardoch team has now commenced implementing the new fundraising and marketing strategy. We hope to see their efforts rewarded by achieving the income targets set for the 2012 year.

FINANCIAL REPORT

Abridged Financial Statements

Statement of Income and Expenditure for the year ended 31 December 2011

REVENUE	2011	2010
Foundations & Trusts	846,874	1,030,154
Schools Income	153,240	143,646
Government Grants	61,881	40,420
Corporate Income	492,347	498,322
Other Donations & Fundraising	174,705	208,348
Donations in Kind	844,127	745,715
Interest	49,803	50,871
Total Revenue	2,622,978	2,717,476
EXPENDITURE		
Staff Expenses	1,487,391	1,379,756
Direct Program Expenses	991,516	880,013
Admin Expenses	77,734	103,402
Computer Expenses	24,770	17,117
Marketing & Fundraising	29,287	21,587
Property Expenses	141,824	136,184
Total Expenses	2,752,523	2,538,058
Surplus/(Deficit)	(129,545)	179,417
Accumulated Surplus at Beginning of Year	462,342	282,925
Accumulated Surplus at End of Year	332,798	462,342

FINANCIAL REPORT

Abridged Financial Statements

Statement of Financial Position for the year ended 31 December 2011

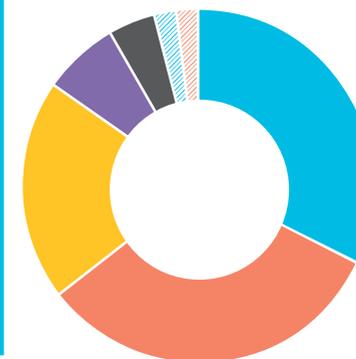
ASSETS	2011	2010
CURRENT ASSETS		
Cash & Investments	991,653	1,160,796
Receivables	25,007	61,945
Other Current Assets	55,612	34,365
Total Current Assets	1,072,272	1,257,106
NON-CURRENT ASSETS		
Fixed Assets	25,711	30,617
Total Assets	1,097,983	1,287,723
LIABILITIES		
CURRENT LIABILITIES		
Payables	606,236	682,087
Short term provisions	100,580	91,298
Total Current Liabilities	706,816	773,385
NON-CURRENT LIABILITIES		
Long term provisions	58,351	51,978
Total Liabilities	765,167	825,363
Net Assets	332,816	462,360
EQUITY		
Reserves	18	18
Retained Earnings	332,797	462,342
Total Equity	332,816	462,360

A FULL SET OF AUDITED ACCOUNTS, DIRECTOR'S DECLARATION AND AUDITOR'S STATEMENT CAN BE OBTAINED UPON REQUEST TO:

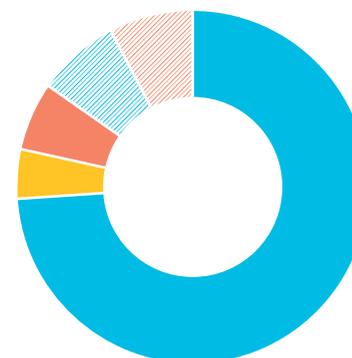
The Finance Manager
 Ardoch Youth Foundation Ltd
 198 St Kilda Road, St Kilda VIC 3182
 Telephone: 03 9537 2414
 Email: info@ardoch.asn.au

The financial accounts have been audited by T Meehan of Prospect Accountants.

Income for 2011



Expenditure for 2011



- Ardoch Programs 73%
- Training & Consultancy 5%
- Community Education & Advocacy Projects 6%
- Marketing & Fundraising 8%
- Admin Expenses 8%

THANK YOU TO OUR SUPPORTERS

Trusts and Foundations

Major grants have been received from the following philanthropic organisations:

Baker Foundation

Besen Family Foundation

Campbell Edwards Trust

Colonial Foundation

The Laver Family Foundation

Project support has been gratefully received from the following philanthropic organisations:

Andyinc Foundation, The William Angliss Charitable Fund, ANZ Trustees, Aspire Foundation, Australian Communities Foundation, Percy Baxter Charitable Trust, Bokhara Foundation, The Jack Brockhoff Foundation, Business Working with Education Foundation, Collier Charitable Foundation, The Marian & E.H. Flack Trust, The Toni Kaye Foundation, The Flora & Frank Leith Charitable Fund, Mazda Foundation, Myer Family Company, Newsboys Foundation, The Barbara Luree Parker Foundation, Hazel Peat Perpetual Charitable Trust, Ian Potter Foundation, R.E. Ross Trust, St George Foundation, Sabemo Foundation, Victor Smorgon Charitable Fund, Trust Company, Peter Williams Trust

INDIVIDUAL SUPPORTERS

Project and significant in-kind support has been received from the following individuals:

Peter Benson OAM, Maria and Herman Borenstein, Dorothy Carlton, Brandon Carp, Suzi Carp, Tom Costopoulos, Peter Fenwick, Kate Gardini, Margaret Henderson, Rob Hilton, Robert Goldsmith and Kathy Hilton, Brian Home, Rebecca Honner, Evelyn Jackson, Ian and Jacqueline Kiers, Elizabeth Kirkpatrick, Robert Loder, Joff Macleod, Susan O'Mahony, David Opat, Dorothy Opat, Carmelina Pascoe, Keith Pryor, Andrew Robison, Susie Rogers-Wilson and family, Suraya Samad, Tony and Nada Smark, Fang Stevenson, Lauren Vallis, Vicki Vidor, Ralph Ward-Ambler, Graeme Wise

Corporate Partnerships

Ardoch's major corporate partners in 2011 were:

CLAYTON UTZ



THANK YOU TO OUR SUPPORTERS

Project and significant in-kind support has been received from the following companies:

AIA, ANZ, Audi Australia, Bendigo Bank, Bunnings, Corrs Chamber Westgarth, Credit Suisse, Crisp & Green, Drummond Golf, Fordham, Frances Nolan Shoes, GEON, Green Energy Trading, Grenda Corporation, Harwood Andrews, Heinz Australia, Holding Redlich, Kraft Foods, Link Market Services, LJ Hooker Coorparoo, Metricon, MGI Melbourne, Mirvac, Peerless Foods, PKF Chartered Accountants, The Promotions Factory, Scientifix, Slater & Gordon, Target Australia, The Age, The HeraldSun, UBS, Wealth Management, UNICO, Urban Development Institute of Australia, The Vineyard

SUPPORTER SCHOOLS AND UNIVERSITIES

Bialik College, Carlton North Primary School, Caulfield Grammar School, Christian Brothers College, Grimwade House, Hastings Primary School, McKinnon Secondary College, Melbourne University, SALP Group, Methodist Ladies College, Monash University, Mount Scopus College, Presentation College Windsor, St Leonard's College, St Michael's Grammar School, St. Catherine's College, The King David School, Toorak College, Wesley College

COMMUNITY GROUPS AND SERVICES

Australian Children's Music Foundation, Brisbane Foodbank, Cranbourne Golf Club, FareShare, Foundation for Young Australians, Jewish Aid, Jewish Care, Kedem Synagogue, KOGO, Kooyong Tennis Club, Rotary Club of Balwyn, Rotary Club of Frankston North, Rotary Club of Geelong Central, Rotary Club of Geelong East, SecondBite, St Kilda Arts and Laughs Festival, VECCI, Victoria Foodbank, Women of the University, Woodlands Ladies Golf Club

LOCAL GOVERNMENT

Brisbane City Council, City of Frankston, City of Glen Eira, City of Port Phillip, City of Stonnington

GOVERNMENT

FaHCSIA

BOARD OF DIRECTORS



From left to right - Barry Borzillo, Roxanne Strauss, Melanie Allibon, Joff Macleod, Marsha Sussman, Jane Evans, Joelle Tabone

Absent: Jim Alexiades, Brian McGovern, Desma Strong

JOFF MACLEOD
Chairman
Managing Director, MGI Melbourne

MARSHA SUSSMAN
Deputy Chairperson

JANE EVANS
Deputy Chairperson
GMAICD, consultant to the not-for-profit sector

JOELLE TABONE
Treasurer
Director, HLB Mann Judd Consulting

ROXANNE STRAUSS
Secretary
Senior Organisational Development Manager, People and Performance, ME Bank

JIM ALEXIADES
Director
Deputy Principal Head of Campus
Caulfield Grammar School

MELANIE ALLIBON
Director

BARRY BORZILLO
Director
Managing Director and CEO, Intrax
Consulting Engineers

BRIAN MCGOVERN
Director
Deputy Head of Property, Institutional Banking and Markets, Commonwealth Bank of Australia

DESMA STRONG
Director
Senior Lecturer/Coordinator, Melbourne Graduate School of Education, University of Melbourne

Ardoch Youth Foundation Team

MANAGEMENT TEAM:

MANDY BURNS – Chief Executive Officer
NICKY HARRIS – Finance & Operations Manager
MEAGAN JONES – HR & National Training Manager
BARB TAYLOR – Marketing & Fundraising Manager
JUDI STANTON – Research & Advocacy Coordinator

PROGRAMS:

RACHAEL CATER – Education Support Coordinator – Elwood College
KATIE COX – Education Support Coordinator – Brisbane
ALAN CURTAIN – Education Support Coordinator – Mahogany Rise Primary School
STEVE D'GIACOMA – Education Support Coordinator - Geelong
AUDREY FERNANDEZ – Education Support Coordinator - Sunshine
LESLEY HODGE – Education Support Coordinator – Inner Urban, Programs Manager (Acting)
JODI LAMMERS – Education Support Coordinator - Geelong
JUDY MORROW – Education Support Coordinator – St Kilda Primary School
VIVIENNE NEALE – Education Support Coordinator – TRY South Yarra Pre-School

MGI Melbourne

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ROSANNE OSBORN – Education Support Coordinator – Direct Service & Referral
JAN SPARKE – Education Support Coordinator – South Melbourne Mission Kinder
LUCETTE TALBOT – Education Support Coordinator – Frankston
MOIRA TREACY – Education Support Coordinator – Frankston
SHARON WHIP – Education Support Coordinator – Brisbane

FINANCE, OPERATIONS, HR AND TRAINING:

JUDE GILROY – Executive Assistant/Administration Officer
JUNE LANG – Assistant Accountant
CHRISS MARINONI – Volunteers Coordinator
BEC YOUNG – Administration Officer

MARKETING AND FUNDRAISING:

CARLA BARBIERI – Community Education Coordinator, Education Support Coordinator – Sunshine
DANIELLE GRIFFIN – Corporate Relationships Executive
BEC HOWARD – Marketing Communications Coordinator



WWW.ARDOCH.ASN.AU

INFO@ARDOCH.ASN.AU

HEAD OFFICE

Ardoch Youth Foundation Ltd
198 St Kilda Road, St Kilda VIC 3182
T: 03 9537 2414
F: 03 9537 3211

BRISBANE OFFICE

505 Bowen Terrace
New Farm QLD 4005
T: 07 3254 3637

FRANKSTON OFFICE

2A Candlebark Crescent
Frankston North VIC 3200
T: 03 9785 2130
F: 03 9782 1007

GEELONG OFFICE

Northern Bay College
3-25 Goldsworthy Road
Corio VIC 3214
T: 03 5275 1158
F: 03 5275 1834

WESTERN OFFICE

Visy Cares Hub
80B Harvester Road
PO Box 5083 Sunshine VIC 3020
T: 03 9091 8211
F: 03 9091 8203

