



Edmund Rice Camps

2019 Edmund Rice Camps for Kids WA Annual Report

Making a difference by rising above

Inspired by the spirit of Edmund Rice and committed to justice, we support kids and families in need and provide young adults with personal growth and development opportunities.

Welcome to the Edmund Rice Camps for Kids WA (ERCKWA) 2019 Annual Report, which provides an overview of our activities throughout last year.

ERCKWA serves the needs of disadvantaged and 'at risk' children aged 7–16 and their families by offering a variety of developmentally-focussed recreational programs, including camps. Without us, these families would not otherwise have such opportunities.

As part of our specialised programs, ERCKWA also fosters the ongoing personal development of our young adult volunteers who serve as friends and mentors to the children in our care.

While not a 'traditional' measurement, much of ERCKWA's success is measured in the smiles, laughter and new-found confidence of our 'Eddie Rice kids', as well as the growth and advancement of our young leaders.



Above image: Ethereal fairies Sandie and friends from Ladybird Entertainment at our 'Once Upon a Time' themed Gala Ball.

Chairperson's Report by Tony Manso

Welcome

Welcome and I trust at the time of reading this Annual Report you are all well, safe and healthy during this extraordinary and challenging period. COVID-19's impact will be felt long after we have dealt with its devastation – although you can take some comfort with the considerate and professional manner in which ERCKWA's Board and management have navigated this initial phase.

In my last report I indicated that after six (6) years as Chair, 2019 would be my last. However, given the degree of uncertainty that surrounds ERCKWA and our wider community, I have decided to stand for another term (subject to re-appointment). I believe that a degree of stability and familiarity tends to hold an organisation in better stead during troubling times. From a personal perspective, I also feel uncomfortable handing the reigns to a new Chair who will be confronted with elevated risks, tested finances and heightened anxiety amongst our staff and stakeholders.

Many not-for-profit organisations will face enormous challenges over the ensuing months and years. In our case, I have always promoted success as resulting from living our purpose, continuing to believe in what we stand for, and digging a little deeper with effort when circumstances conspire against us.

I am confident ERCKWA's Board and staff will overcome these challenges as we continue to 'rise above' and be inspired by the courage and dedication of Edmund Rice. Our core values of Presence • Compassion • Liberation will see us through.

2019 Overview

Though 2019 now seems like years ago, it is important to reflect on a year that brought us many inspiring moments and achievements.

2019 was a year of consolidation and we had built significant momentum leading into 2020. Our operational, strategic and financial results all either met or exceeded our expectations and certainly in some instances reversed the trends we had witnessed in most recent years, where our sluggish economy largely contributed to subdued activity.

Importantly, throughout the year our programs continued to deliver intangible benefits to our participants and leaders – intangible because they come in many forms and are often difficult to measure, whether being the benefit of feeling uplifted, inspired or simply appreciated. Although we exist for many reasons, it is these intangibles that our participants experience and leaders deliver and we should be immensely proud of the number of such experiences we provided throughout 2019.

Our Constitution

During 2019, our new Constitution was endorsed and adopted after a process that took a considerable amount of time and effort due to the complexities involved. After much deliberation, countless conversations and numerous debates at a Board level we have made changes that we believe better serve ERCKWA.

While they could be considered modest changes from an organisational perspective, the revisions are somewhat significant. In short, amending certain longstanding clauses has increased efficiencies and moved our organisation towards added independence while also lessening the burden on Province and the Oceania Leadership Team (OLT).

Although Province will have less influence on ERCKWA's governance matters, our invaluable and critical relationship with them continues. As a proud member of Edmund Rice Ministries Oceania (ERMO), we share a commitment to delivering services in the Edmund Rice tradition with the 14 other ministries that operate within Australia and New Zealand.

Our Board

Over the past six (6) years as Chair, I have been immensely proud of the manner in which our Board have collectively and individually fulfilled their responsibilities. A sincere and heartfelt thank you to my fellow Board Members for your enthusiasm, responsiveness and wise council throughout the past 12 months.

Due to other commitments, Amy Dabb stood down as Board Member and Secretary during the year. We all warmed to Amy's understated demeanour and she was a much respected colleague who undertook her duties with the responsibility and care expected of someone who holds such office.

Regrettably, career demands also played a significant part in Paul Gregory's decision to stand down. During his relatively brief tenure, which included the role of Risk Management & Governance Committee Chair, Paul brought a significant amount of expertise, together with a degree of wisdom you would expect from someone much older. Our approach to risk expanded due to awareness of less obvious issues we were exposed to and we have become a better organisation as a result.

I take this opportunity to thank Amy and Paul for their contributions during their ERCKWA journey and wish them much health, happiness and prosperity in the years ahead.



Above images, left to right: Previous Board Secretary Amy Dabb and Board Member Paul Gregory.

During 2019 we welcomed two new Board Members, Kris Behets and Adam Neal, who came highly recommended and we therefore had no hesitation in endorsing their nominations.

Kris is well-known to our organisation, having volunteered at several camps and attended many events over the years – including playing the part of an elf along with her daughter Stephanie at our Sticky Rice Christmas Party for the kids and families we support. Kris brings a strong connection to the not-for-profit sector to the role, as well as leadership skills and a particular interest in and ability to connect with our young volunteer mentors as Volunteer Leader Committee Chair.



Above images, left to right: New Board Members Kris Behets and Adam Neal.

Adam brings with him a wealth of experience in risk management, financial systems and system improvements and has become Chair of our Risk Management & Governance Committee. His other passion is cooking and Adam has been a 'head chef' on numerous camps, cooking for up to 60 hungry children and young leaders at a time.

I have been impressed with both Kris and Adam's enthusiasm and responsiveness since their appointments, and we look forward to their valuable contributions in years to come.

2019 also saw Board Members Ira Gibbs and Rowena O'Byrne-Bowland take on a second term on the Board with reappointments for both Ira and Rowena to extend to 2022. I am delighted to have the continued enthusiasm and skills they bring on this Board.

Our Finances

Our financial position strengthened during the 2019 year, reflecting a pleasing result and one that shines a light on the diligent and disciplined approach we take towards managing our finances. Today, much like we have done over many years, your Board constantly keeps an eye on protecting this position. This discipline enables us to weather adverse and unanticipated events, should they arise.

I would also like to take this opportunity to extend our gratitude and appreciation to our Treasurer, Ira Gibbs. Amongst a host of other matters, Ira assists with preparing monthly reports, annual budgets and financial statements; coordinates our audit process; acts as Audit & Finance Committee Chair; and provides wise council to both our Board and management team on key financial issues.

Gratitude & Acknowledgements

As is the case in most years, 2019 was filled with many accomplishments that were largely driven and delivered by our staff, young leaders, committee members, supporters, cooks, volunteers, sponsors, partners and donors.

One constant during my time has been the enthusiastic and energetic efforts of our Chief Executive Officer, Kevin Knapp, in leading this group. From his occasional zany contributions to camp and fundraising activities, through to the more serious matters of managing and overseeing the day-to-day activities of human resources, finances, marketing, camp programs, insurances and so on, Kevin leads by example (and this never wavers, even in our current trying times).

Arranging and managing programs and events, organising fundraising activities, building relationships with donors and sponsors, coordinating volunteers and so on do not simply happen. In a for-purpose organisation, where resources never seem to be quite enough, achieving positive outcomes generally only comes through sheer determination, willpower and a mountain of team work.

On behalf of the ERCKWA Board, we give a huge congratulations to Kevin and his dedicated team. We are all immensely grateful and appreciative of everything you all do.

Thank you to all of our stakeholder and supporters and I look forward to working alongside you over the next twelve months and beyond.

Chief Executive Officer's Report by Kevin Knapp

Our Programs

Well, it has been another very successful year here at ERCKWA! In 2019 we held over 18 camps and events, including eight (8) Mega Camps and our Eddie on the Road program that delivers our unique camp experience to remote and regional Western Australia. We also ran a successful Sticky Rice Christmas Party for our Eddie Rice kids and families at our Westcourt home-base on 7 December.

By far and away the biggest impact was the loss of Tuppin House towards the end of the year. After so many years of camps there and so many wonderful memories, it was with great sadness that we learned that the property had been sold. To compound this, we were unable to host a proper send-off event at the property due to the December bushfires.

Every cloud has a silver lining, however, and we were delighted to secure and announce a wonderful new partnership with Edmund Rice College Bindoon. The college will become the new home for our Mega Camps from January 2020. I would like to express my gratitude to Bindoon and in particular Principal Marie Barton for making this possible.

Additionally, we were able to renew our partnership with Trinity College to run our Mini Camps at Camp Kelly in Dwellingup. Thank you, Trinity College.

Our Staff & Board

To Board Chair Tony Manso and the other members of the ERCKWA Board in particular a big thank you for your tremendous support. Having a skilful, engaged and dedicated Board is critical to the effective functioning of management and to the establishment of processes and procedures that ensure the sustainability of an organisation. ERCKWA is very fortunate to have such a great team in charge of our governance.

Our small team of staff have again worked hard to maintain our standards of operation and I am very proud of what they have achieved, including so many successful camps.

Coordinator Volunteer Leader Services Megan McKenna departed to pursue a new opportunity and Manager Operations & Risk Management Chris Dix left to take on a teaching position at CBC Fremantle, having significantly improved our processes and procedures around logistics and risk. I would like to wish them both well and thank them for being such excellent members of the team.

Xavier Mitchell joined us in April as Coordinator Volunteer Leader Services and Brittany Hawker took on the role of Manager Community Engagement in December while Meg Huitema is on maternity leave. Both Brittany and Xavier have already made their mark and are very worthy replacements for the two Megs.

Manager Profile, Fundraising & Events Nicole Mancini is close to having completed five (5) very successful years with ERCKWA and once again was the driving force behind our prosperous events and fundraising initiatives. Thank you, Nicole.

I would like to make special mention of Beth Goode, Sam Sanginiti and Curtis Novacsek who volunteered their time to assist with our administration and spent several days in the office at Westcourt helping the staff deliver on a number of projects.

Our Volunteers

Over 200 Volunteer Leaders provided inspiration, compassion and a positive presence for the kids on our camps. ERCKWA continues to be indebted to these amazing young people who give so freely of themselves for the sake of the children in our community.



Above image: Chief Executive Officer Kevin Knapp presenting at our 2019 Gala Ball. Yes, he is dressed as a frog, to match a parable from his speech!

Many congratulations to all of our 2019 ERCKWA Long Service Award recipients, who are showcased in the table below. Our 2019 Volunteer of the Year, Wesley Brooke, was also recognised for his service and dedication to ERCKWA – congratulations, Wesley!

| |
|--|
| 2019 Volunteer of the Year Wesley Brooke |
| Volunteer 'Liberation' Long Service Award – 30+ Camps & Programs Curtis Novascek • Katelyn Bownes |
| Volunteer 'Compassion' Long Service Award – 20+ Camps & Programs Bethany Good • James Loughnan • Kate Holt • Rebel Boylan |
| Volunteer 'Presence' Long Service Award – 10+ Camps & Programs Aimee Dean • Annabel McKenna • Ben Bianchini • Belle Biundo Dean Law • Darya Abolenzeva • Digby Taylor • Dylan Salvia Maddison Horton • Miranda Mitchell • Rowan Courts • Saad Fallah Sophie Acquaro • Timothy Andrews • Wesley Brooke |



Above image: 2019 ERCKWA Volunteer of the Year Wesley Brooke.

Gratitude & Acknowledgements

To our community partners and sponsors, thank you for your contributions – all of which make a meaningful and very important difference to the lives of at-risk kids in Western Australia and to young adults who are committed to bringing about positive change in our community.

Thank you in particular to our major partners – Christian Brothers Oceania Province, Edmund Rice Foundation Australia, Telethon Community Cinemas, Aquinas College, Trinity College, CBC Fremantle, Garden City Booragoon (now Westfield Booragoon), Beyond Bank Australia, Lawleys Bakery & Café, Behets Family Foundation, The Write Words Communications, Fat Burners Only, Landcorp, Adzoo, St Thomas More College, Herring Storer Acoustics, Lotterywest, Ernst and Young, HBF and Northern Minerals. Also, a big thank you to the countless individual donors and sponsors.

I believe it is worthy of note that Telethon Community Cinemas has contributed over \$700,000 to ERCKWA over the past six (6) years! This organisation has done wonders to raise awareness and funds for our programs and several other charities dedicated to the wellbeing of children. The amazing Telethon Community Cinemas team and volunteers are agents of significant community change and we are very proud and grateful to have been their successful partner for several years. We look forward to an ongoing relationship with this wonderful organisation.

A special thank you to our committee members who lead, cook and/or drive on camps and who also find time to assist ERCKWA in our planning, operations and events.

Lastly, thank you to Edmund Rice for sharing his vision and values with us and for establishing a network of ministries that are dedicated to bringing about positive change for the disadvantaged, as well as developing us all as role models, mentors and leaders.

Thank You to Our Sponsors for 2019



Treasurer's Report by Ira Gibbs

2019 Financial Standing

Continuing the trend started in the prior year, our disciplined management of finances and resources in 2019 have resulted in a healthy net profit of \$50,482, with an 8.5% increase in our income. This represents a significant reversal of the economic decline we have witnessed in recent past years.

As always, our Board has ensured that the quality and delivery of our core programs have not been materially impacted, irrespective of financial result and cost-cutting measures.

Revenue Sources

Our main sources of income continue to be the much-appreciated support received from Telethon Community Cinemas (\$114,000), Edmund Rice Province (\$70,000) and Edmund Rice Foundation (\$40,000). Not only have we sustained our relationships with our existing partners, but also managed to expand our community and network even further by forging new relationships.

Reducing Costs & Reinstating Camps

During 2019 we managed to reinstate two (2) Mega Camps, evident in the slight increase in camp expenditure for accommodation and catering.

Employee expenses remain our largest cost item. With only five (5) permanent staff members (of whom only our Chief Executive Officer is full time), we were able to realise a reduction of \$25,000 while not only continuing to deliver high quality programs but also reinstating those lost in 2018. The work done by our huge volunteer base cannot be underestimated, without whom we would not have been able to secure these savings.

We were able to spend the necessary funds to keep our 4x4 vehicle operational, which is essential for delivering our Eddie on the Road program to regional communities outside of the Perth metro area.

Outcome Overview

So far 2020 has brought its own challenges, but our resilience and focus during 2019 set us up to a good start with a stronger balance sheet and deep and passionate community partnerships to continue to deliver excellent services to our value communities.

Operational Report

Reflecting on 2019

2019 was a great year of change and resurgence. We managed to go from six (6) mega camps in 2018 to eight (8), as well as bringing back two (2) of our one-day Fun Fest activity-filled days and holding our annual Sticky Rice Christmas Party.

Fundraising events such as the Quiz night and City2Surf were incredibly fun, successful and great for team-building.

14 Respite
Programs

60 bus trips to and from camps

Overview of Our Respite Programs 2019

| PROGRAM | NO. OF CAMPS | NO. OF CHILDREN | NO. OF VOLUNTEER LEADERS | NO. OF ANCILLIARY VOLUNTEERS | NO. OF LEADER FORMATION SESSIONS |
|--------------------------|--------------|-----------------|--------------------------|------------------------------|----------------------------------|
| Mega Camp | 8 | 186 | 192 | 60 | 40 |
| Mini Camp | 4 | 61 | 66 | 16 | 8 |
| Eddie on the Road | 2 | ~400 | 16 | N/A | 15 |
| TOTALS | 14 | 647 | 274 | 66 | 63 |

Volunteer Leader Committee

In 2019 we were lucky enough to have an almost entirely new Volunteer Leader Committee represent the volunteer Leader cohort. This group was comprised of Miranda Mitchell, Rebel Boylan, Rowan Courts, Maddison Robinson, Dean Law, James Loughnan, Adelle Harris and Benjamin Bianchini.

Almost all of these volunteers have carried out positions on executive teams on our respite programs as coordinators, coaches and managers.

Among many things, the Volunteer Leader Committee initiated the inaugural Annual Brothers Dinner in which a lovely meal was shared between young passionate volunteers and wise, passionate Christian Brothers.



Above image (left to right, top to bottom): Miranda Mitchell, Rebel Boylan, Rowan Courts, Maddison Robinson, Dean Law, James Loughnan, Adelle Harris and Benjamin Bianchini.

Farewell, Tuppin House

In 2019 we said goodbye to our beloved Tuppin House in Moore River, with the September Mini Camp being the last program to take place there.

A Tuppin House farewell weekend had been planned by the Volunteer Leader Committee to celebrate the countless memories that this place represented. Unfortunately, however, a bushfire meant that we were unable to hold that event. From January 2020, our Mega Camps are being held at Edmund Rice College in Bindoon.

Eddie on the Road

We were blessed to be able to go ahead with our East Pilbara Eddie on the Road (EOTR) program in April, as heavy cyclones threatened to stop the trip entirely.

Thanks to the hard work of manager Mel, coach Kate and the staff in the office the team were able to make it work and we sent six (6) experienced leaders to run programs and engage positively with youths from these remote communities.

Blocked roads meant we formed new relationships in towns that we had not worked with before, which was a great outcome. That said, we intend to return to the areas that missed out on this invaluable program.

In October, Eddie on the Road adventures went south to Collie and Waroona, two rural towns in need of some Eddie Rice energy and enthusiasm.

Both of the April and October trips included a great deal of formation time, making them great programs for not only kids and families in need, but also leadership development as well.



Above top image (left to right): Volunteer Leaders Kate Holt, Mel Raich, Xavier Mitchell, James Loughnan, Zoe Davidson and Rachel O'Donoghue on our East Pilbara Eddie on the Road program.

Above bottom image (left to right, top to bottom): Volunteer Leaders Jayden Kelley, Rory Hackett, Shaq Seeber, Saad Fallah, Eva Cocks, Nathaniel Richie, Matthew Hobbs, Rachel O'Donoghue, Eva Quattrini, Sana Brotherson and Arabella Bargmann on our South-West Eddie on the Road program.

Community Engagement Report

Staff

The Manager Community Engagement role shifted at the end of the year, with Meghan Huitema going on maternity leave in preparation of welcoming a new addition to her family.

Brittany Hawker stepped into the role of Community Engagement Manager in November. This was a well-planned transition, with Brittany having the opportunity to shadow Meghan in November before taking on the role fully in December.

Formation

The formation support from Christian Brothers Oceania Province continued, with staff and volunteers engaging in the following training throughout the year:

- Muddy Boots – a program designed especially for staff and key people in Edmund Rice organisations who are 'walking the land with Edmund' and bringing the message and stories back to ERCKWA (attended by Xavier Mitchell in September)
- Fire Carrier Training – a program for volunteers who can bring back stories to assist other volunteers with self-development and the training they need to support and encourage others in formation (attended by Rachel O'Donoghue and Brittany Hawker in December)

Locally, the Identity and Formation Committee were able to support the development of formation opportunities for volunteers, including planning a new coach training and formation weekend program. Within the committee, there is a wealth of experience to draw from, with membership including:

- Terry Casey – a Christian Brother involved in WA camps since our inception
- Jacci Williams – Board Member and ex-Volunteer Leader
- Tara Broadhurst, Monique Ehlers and Lydia Cook – ERCKWA alumni

Shadow Coaching

The role of 'Shadow Coach' on ERCKWA's 2019 programs served our coaches well, with many of our volunteers interested in the opportunity. This position has offered a practical opportunity for people to learn on the job and be given a vast degree of experience prior to their first role as Camp Coach.

This initiative also gives our Camp Coaches a second set of eyes to support the volunteers, and supports them in developing their skills as mentors. Several previous Shadow Coaches also became Camp Coaches themselves and have begun to mentor future potential Camp Coaches. It has been a valuable addition to the camps program that we look forward to developing further in 2020.

Child Protection

The area of Child Protection evolved in consultation with Edmund Rice Ministries Oceania, resulting in a new reporting process that will be introduced in ERCKWA programs starting in January 2020. It involves new staff and volunteer training, and introduces further accountability measures for child protection reporting.

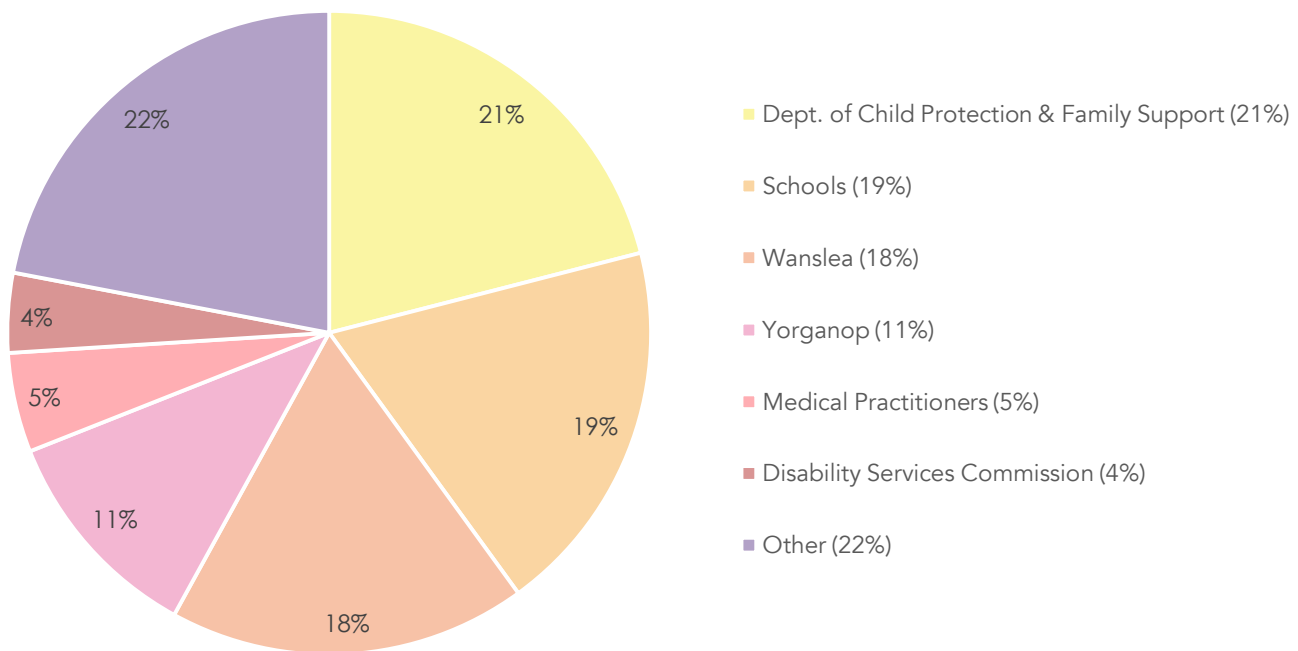


Left image: Our Volunteer Leaders at our January Mega Camp sign-up night.

Right image, courtesy of Br. Peter Hay (left to right, top to bottom): Br. Geoff Whitefield, Danny Moore, Joe Moniodis, Anthony Cocomazzo, Xavier Mitchell, Br. Tony Hempenstall, Benjamin Zuvani, Anthony Kost and Br. Peter Harney.

Referrals

Our referrals in 2019 were spread across a number of different agencies. The Department for Child Protection and Family Support submitted the highest number of referrals (21%). The annual referral process introduced in 2018 saw schools submitting a higher percentage of our referrals this year (19%) due to their ongoing relationships with qualifying children. The next most notable referral agencies were Wanslea (18%), Yorganop (11%), medical practitioners (5%), and the Disability Services Commission – Department for Communities (4%). Other organisations that referred in 2018 included The Smith Family, UnitingCare West, City of Cockburn's Cockburn Support Service, Anglicare, the Ability Centre, and Street Net Youth Service.



Fewer referrals this year were funded via the Sponsor a Child Program (7%). The majority of these participants – who do not currently have funds to support referrals for respite activities such as ERCKWA's – were referred by schools, colleges and The Smith Family. A big thank you to the main supporters of this program, Fat Burners Only, which is run by Paul and Fiona Wigger.

The majority of the children who attended camps in 2019 had also attended in previous years, and though there were challenges in finding a referral agent in some instances when families who were no longer involved with previous professionals, we found that families had adjusted to the new process – in no small part due to schools acting in a greater referral capacity.

We had a steady stream of referrals, with all age groups at capacity, and all children being offered two programs and waitlisted for a third.

Sticky Rice Christmas Party

2019 ended with the annual Sticky Rice Christmas Party on 8 December for our Eddie Rice kids and families at our headquarters in Salter Point.

Well attended with over 150 people, ERCKWA Westcourt venue once again proved a hit, and allowed us easy access to all of our resources. The event also functioned as a public handover of the Community Engagement role, giving Brittany a chance to meet the families in person.

Sticky Rice received great feedback from families who attended, who loved the activities and the hampers provided. We are already looking forward to Sticky Rice 2020!



Above image (left to right): Kris & Steph Behets dressed up as elves at our Sticky Rice Christmas Party.

Looking Forward to 2020

Our 2020 Programs

As we look ahead to 2020 there is real excitement at the thought of running four (4) back-to-back Mega Camps at our new camp facility at Edmund Rice College Bindoon. Navigating the new facilities and grounds will challenge us to a degree; however, the quality of the dormitories and kitchen facilities alone will improve our camp experiences considerably.

Additionally, we have re-established our close connection to the Trinity College campsite in Dwellingup, after the college took the opportunity to carry out some maintenance over the past couple of years. We are looking forward to running our first Mini Camp there in March.

With a successful grant application being received from Lotterywest, we will also see the expansion of our Eddie on the Road program and the engagement of a consultant to assist with a full review of that program as well as sustainability and growth planning for what has become a key component of our service.

Our 2020–2021 Events & Fundraising Initiatives

Below is a table of our upcoming suite of events, which may change subject to COVID-19 restrictions.

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|---|
| Tuesday 1 September 2020 – Thursday 1 April 2021 ERCKWA Major Raffle |
| October/November 2020* ERCKWA Quiz Night |
| Sunday 1 November 2020* ERCKWA Jellydrop Challenge |
| October 2020 – April 2021* Telethon Community Cinemas (TCC) Season |
| December 2020* Sticky Rice Family Christmas Party ERCKWA End of Year Celebration |
| January – March 2021* Monthly TCC & ERCKWA Movie Nights |
| Saturday 27 March 2021* ERCKWA Annual Gala Ball |

**Exact dates to be confirmed*

Our 2020 Major Partnerships

- 7th year with Telethon Community Cinemas, Garden City Booragoon and Beyond Bank
- 6th year with Lawley's Bakery Café and the Behets Family Foundation
- 3rd year with Fat Burners Only and a new partnership with HS Acoustics
- Extension of our Workplace Giving partnerships with Bankwest and Ernst & Young
- Ongoing partnerships with Christian Brothers Oceania Province, Edmund Rice Foundation Australia and Edmund Rice Education Australia schools

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