



2022

ANNUAL REPORT



OUTWARD BOUND AUSTRALIA



Outward Bound Australia would like to respectfully acknowledge the Indigenous custodians of the land on which we live, operate and deliver our programs.

Our National Base in Tharwa lies on Ngunnawal & Ngambri Country in the ACT, and we operate on Wiradjuri & Ngarigo Country in NSW.

Our Western Australian Base lies on Noongar Country.

Our Victorian Base lies on Jardwadjali & Gunaikurnai Country.

We recognise the Indigenous Australians who have cared for and continue to care for the land and understand the mutual responsibility by all people to move through the environment with respect.



OUTWARD BOUND AUSTRALIA

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MESSAGE FROM THE CO-CHAIR

JESSICA BULGER



After several years of digging deep for every bit of courage and optimism we could muster, as we conclude 2022, we can take a small breath and celebrate some exciting successes.

Specifically, the successes to call out are our phenomenal team, the growth in field delivery, the continuous improvement to our financial position and our generous community of supporters.

Most exciting has been seeing a growing team back out in the field. We are delivering a variety of programs, including to new clients across our three main sites again while being open to learning and evolving our offering in the process. Thank you to our amazing team who continue to inspire me every year.

Our gratitude and thanks also to Robin Moustaka for her service on the Board since 2019. Robin's advice, guidance and connections in the West were especially important when borders were closed. With Robin's retirement we have engaged in a search aligned with our governance skills matrix to nominate a member from WA with strong outdoor education experience and networks, while maintaining our diversity balance within the Board.

We must also thank our schools and community partners who continue to engage with us and believe in the impact we can have together. As we continue to grow and evolve our offering, transformative partnerships are more important than ever so that we can see our reach and impact continue to grow as well.

Our deepest appreciation extends to our philanthropic supporters who share our vision to extend the Outward Bound experience to a diverse group of community partners. A special mention to one of enduring partners Vincent Fairfax Family Foundation who provided a generous grant to Outward Bound as part of their 60 Year Celebrations. This grant has gone directly to equipment upgrades and we could not be more thankful.

During this crucial period of executing the Reimagining Outward Bound Australia strategy we would not be in a position to celebrate our successes without the continued support from our community. This support comes in so many ways such as volunteering, providing passage through their properties, pro-bono legal and ICT support, and returning alumni providing wisdom and experience to help facilitate programs with our younger team.

Thank you once again to the whole OBA community who heard the call 'to serve, to strive and be ready to thrive' in 2022 and responded in true Outward Bound spirit – take a small breath now and acknowledge the results of hard work and unwavering courage, we've earned it.

Jessica Bulger
Co-Chair



CO-CHAIR & EXECUTIVE DIRECTOR REPORT

DR LOREN MILLER



At our AGM in 2021, we set our theme for Outward Bound Australia in 2022 – ‘to serve, to strive and be ready to thrive’. This was an optimistic goal in light of the ongoing challenges, with COVID restrictions on school camps in ACT and WA in term 1, and heavy rain and floods throughout the year. But it positioned us well. We have a great deal of success to celebrate in 2022. Overwhelmingly the moments of joy have outweighed the difficulties. Being back in the bush delivering programs and reaping the rewards of our hard work over the past two years is extremely satisfying. There is a strong sense of confidence, cohesiveness and momentum as we reflect on 2022, and look forward to next year.

It has been particularly rewarding to grow our crew this year, as our people are the foundation of everything we do. We relaunched the traineeship with the Sierra Phoenix cohort completing their Cert III and IV in outdoor leadership. The maturity, experience and diversity of our field crew is enviable in the context of an industry workforce shortage, with the average age of OBA Group Leaders at 27 and 65% female. We will start 2023 with a field crew of 34, including 11 trainees forming our new ‘India Nangu’ cohort. We have also been investing in our support team, introducing grounds trainees and adding to our marketing and client support team.

This wonderful crew has been busy delivering 52 programs and 7064 participant days in the FY22 year, across the ACT/NSW, Vic Snowies and Walpole WA, since recommencement from COVID in October 2021. The portfolio of programs has been rich and diverse, including 5 new clients, 5 public schools and 16 Duke of Edinburgh's Award programs in both expedition and cabin base programs (Tharwa). We are working proactively with schools and partners to adapt to changing needs and contexts. This is underpinned by investing in renewing our equipment and facilities, largely enabled by successful grants:

- \$1.25m from Federal Government bushfire relief grants to re-establish facilities on the Snowy River and renovate the old sheds and to create bushcraft workshops and on-site activities.
- \$247,000 from the NSW and ACT governments to upgrade the Tharwa ops area – with new amenities and sheltered gear issuing/learning area.
- \$180,000 from the Vincent Fairfax Family Foundation, providing new tents, roping kit and a new vehicle.
- \$40,000 from the ACT government for digital equipment – renewing our satellite field communications fleet and internet connectivity.



Additionally, OBA was successful in our application for a \$3.7m Federal Government grant to establish a National Centre for Outdoor Risk and Readiness (NatCORR), hosted by OBA at Tharwa, with 50% funding for a new communal building. This is an industry-wide initiative to help prepare outdoor practitioners to upskill and adapt to cope with the impacts of climate change. It is an ambitious, but critically important project that will require OB community, and philanthropic support to realise its objectives and help fulfil the vision for Tharwa as an outdoor education centre.

Significantly, 2022 also tells an extremely positive financial story. Our transformation efforts and diligent financial management has delivered an operating surplus of \$759,099. This included us making a \$100,000 donation from OBA to AOBDF to support our community work. The repair of our balance sheet since the crisis of the bushfires and through the pandemic is a remarkable success story. While it has required us to draw on nearly every chapter of my business school texts, the secret to this success can be summarised in two words – hard work. It is reassuring to know that we have just placed over \$1m in investment accounts as reserves, so that OBA can weather future storms.

As current stewards of Outward Bound Australia, the Board and crew are proud to present the Annual Report for 2022. It tells a responsible, bold and joyous story of Outward Bound Australia, as we embrace the swing of being back out in the bush delivering programs, rebuild sturdy foundations and bravely take on new initiatives to prepare us for the future. We are extremely grateful to everyone that has contributed in 2022 through a pivotal rebuilding period. The OBA community is inspiring in its support, as we continue the legacy of our rich history and reimagine Outward Bound Australia for the future.

Dr Loren Miller
Co-Chair and Executive Director





FY22 IN NUMBERS

7,064

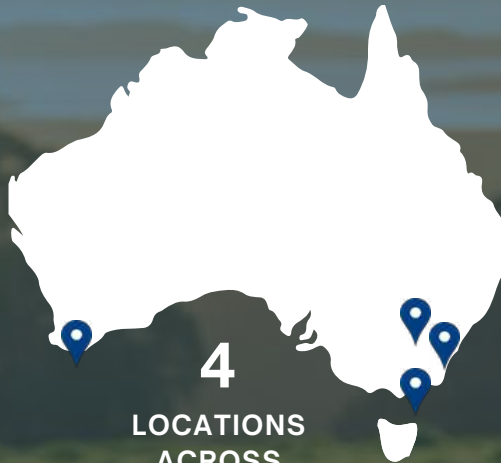
TOTAL
PARTICIPANT DAYS

52

PROGRAMS
RUN



25
INDIVIDUAL
PARTICIPANT
SCHOLARSHIPS



4

LOCATIONS
ACROSS
ACT/NSW,
VIC, & WA

16

DoE
PROGRAMS



15

TRAINEES ACROSS 3
ORGANISATIONAL
AREAS



27

AVERAGE GROUP
LEADER AGE

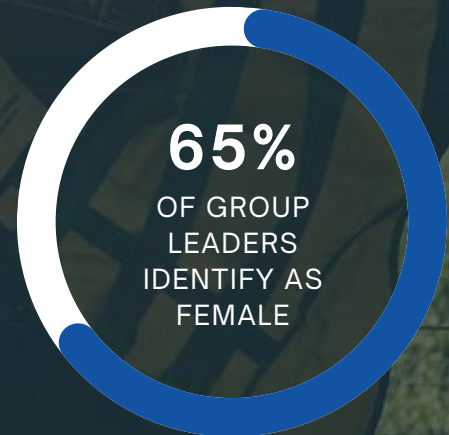
5

LOW INCOME
SCHOOLS
SPONSORED
BY AOBDP



275

TOTAL PARTICIPANTS
SUPPORTED BY AOBDP



65%

OF GROUP
LEADERS
IDENTIFY AS
FEMALE



6

COMMUNITY
PARTNERSHIP
PROGRAMS

1,514

TOTAL
PARTICIPANTS

84

STAFF

13

VOLUNTEERS





TESTIMONIALS

“

The last night saw a huge campfire cook up, an open discussion and debrief and recognition of all that was overcome in the week. The boys put in a great effort, lessons learned, struggles overcome and a true sense of achievement. Our Outward Bound group leader was awesome, he took everything in his stride and made sure everything was a part of the experience. Thanks Outward Bound!

-Accompanying Teacher

”

“

The meeting of the [pre-determined] outcomes: particularly in terms of building resilience, capacity in students, managing student issues and providing a space where students can grow and develop.

-Back-Up Teacher

”

WHAT MAKES THE OUTWARD BOUND EXPERIENCE UNIQUE?



"Fantastic leaders who made the trip enjoyable for all students and staff."

"The opportunity to participate in white water rafting as this is not accessible close to our school."

"The food, great meals especially the roast pork and hot chocolates. We enjoyed cooking responsibilities!"

"The positive challenge of hiking/navigation/pack carrying in a safe and supported environment."

"Great to see students going through a range of emotions, throughout the trip."

-School Students and Accompanying Staff

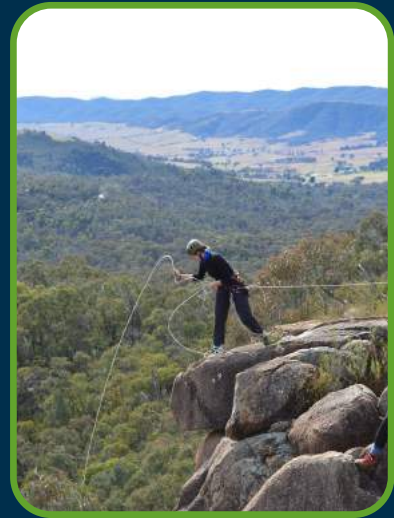


NEWS FROM THE FIELD

This year has seen us fully return to the field. After the last couple of years, getting back in the bush with participants has meant a busy, challenging and incredibly rewarding time for the field crew.

This was off the back of no programs running from July – October 2021, then only a few small programs making it to the field through to January 2022. We balanced stand down provisions with ‘G days’ on campus to keep ourselves active and ready.

January 2022 kicked off with us excitedly greeting our 10 Sierra Phoenix trainees and 6 new Group Leaders with a week of induction training. This filled the staff accommodation and made Tharwa buzz once more. We ran open enrolment holiday programs and a community program with refugees (in partnership with STARTTS) in January. Then just as we were gearing up for school programs, yet another wave of COVID put a halt to everything for ACT and WA schools. This left the whole ops team stomping at the gate!



By the end of February and March COVID restrictions eased and we were able to work with NSW schools again. Our first expedition program with Glenaeon Steiner School enabled our new crew to work alongside our experienced OBA Group Leaders, mentoring on our unique OBA pedagogy. We were back in full swing with St Joseph’s Year 10 and Cranbrook Year 8 on the Booroomba Station Circuit in the ACT. To wrap up Term 1, we headed to the high country Cooleman Plains with Cranbrook Year 10. The La Nina wet weather conditions continued to prevail, with plenty of mud and rain!

The April school holidays saw us return to Victoria on the Snowy River, in addition to Tharwa. Thanks to a federal government bushfire grant, the post bushfire renewal of our facilities at the Snowies is progressing well, helped by a community and OBA Board working bee weekend. The crew have been able to refresh local area knowledge and refine program design to best suit the regenerating environment. River levels have been perfect for rafting. It has been fantastic to get back out on the Snowy River, and welcome students from disadvantaged schools through the Victorian Government Positive Starts program.



The second half of our Autumn season highlights included an Indigenous youth program with Clontarf Academy, and expedition programs with Murrumburrah and Bega High Schools. We were also finally able to host Trinity Christian School on campus at Tharwa – after program postponements in 2020 and 2021. It was wonderful to see TCS Year 7 students forming friendships and living together on camp. This set the foundations for TCS and OB working together with year levels from Year 4 through to Year 10 sequential programs delivered throughout the remainder of the year.

June and July were quieter months, which allowed the field crew to take leave after a busy Autumn season. The Sierra Phoenix trainees completed their Certificate III, and commenced their Certificate IV with Wilderness First Aid and a top-rope climbing block in the Blue Mountains. We launched the Spring season in August with a week of 'All Staff' training in Tharwa. This is a great opportunity for the whole team to get together to learn, share stories and plan for the next season. We ran a variety of training sessions, from a rite of passage with partner Menslink, to roping and paddling skills refreshers. This also coincided with a biennial visit from an OB International reviewer.



The Spring season 2022 has been busy and exciting, with us working across the country, in Tharwa, the Snowies and back in Walpole WA, in addition to Duke of Edinburgh programs running in local contexts, often on the Great North Walk. Some of the Blue Mountains programs, and a Murray River canoeing program have had to be cancelled due to floods, but otherwise, we have adapted and managed well through a wet Spring.

The crew were thrilled to return to Walpole WA, after an 18 month pause in delivery. It is a favourite area amongst our crew, given the spectacular landscapes and unique flora and fauna. There was quite a bit of Spring cleaning to do – with nature having crept in amongst our facilities in our absence. We were soon back out there with long time partners Bunbury Cathedral and Geraldton Grammar, as well as running our first open enrolment program in WA since 2018! We are looking forward to returning to Walpole in January 2023 for our first 'Gutsy Girls' program.



The final stretch of the year has been extremely busy. We delighted in welcoming back OB staff alumni to partner up with our current crew to deliver 2 weeks of programs for the Australian Defence Force Academy. This created quite a vibe, was great fun and highly effective. These programs were followed by Cranbrook Years 7 and 9, delivered smoothly with the amazing team of teachers from Cranbrook. These programs have been our first back in Namadgi National Park after the bushfires, taking us up to the Orroral ridge and back to the much loved Lego Land for abseiling. We will end the year with a rafting trip downstream on the Murrumbidgee as a reccie with our new rafts, and as a thank you trip with the Hyles family from Booroomba. The plan is to be on the 'bidgee as much as we can in 2023!

We are proud that we have well and truly come out of hibernation, having grown a wonderful field crew and delivered a successful busy schedule of programs throughout 2022. We are finishing up the year in the best place we have been in a long time – with a team of experienced, committed and driven Group Leaders; with our Sierra Phoenix trainees graduating Certificate IV and ready to lead; and with new and returning clients partnering with us, and looking forward to programs in 2023!



MESSAGE FROM THE AOBDF CHAIR

THE AUSTRALIAN OUTWARD
BOUND DEVELOPMENT FUND



SIMON LEWIS

An Outward Bound experience, as many of you already know, has the magical effect of unlocking the full potential of individuals, teams and community groups; in fact, we hear stories all the time about how an Outward Bound experience ‘transformed my life’ or ‘helped set me on a path towards my true self’, given the 70+ year track record of our work in the Australian wilderness.

I, too, found myself doing an Outward Bound values journey as part of a corporate program nearly 15 years ago which fundamentally reset the direction of my life towards the philanthropic sector. I set up a Foundation and campaigned around World Food Day on 14th October and have been doing some long walks/pilgrimages across country in Australia and PNG for a few years. And now, in a continuation of that journey, I find myself fully invested in supporting Foundations and For Purpose organisations in an advisory capacity, and, coming full circle, have the great honour of being Chair of the Australian Outward Bound Development Fund.

As the philanthropic arm of the Outward Bound Australia operations, we exist to ensure we keep this magic experience open and accessible to those who otherwise wouldn’t have the opportunity. We partnered with 5 disadvantaged schools this year, which meant our Outward Bound school programs are not simply the preserve for private schools. AOBDF also gives Outward Bound an opportunity to partner with For Purpose organisations who build Outward Bound into their client or community program, and we are a conduit for Foundations, donors and our alumni community to provide grants to fund these community programs, or to sponsor individual scholarships.

And like the rest of the business, this community work is back in the field in 2022 after significant disruptions, particularly for vulnerable groups travelling to our bases in the context of COVID. Rescheduling has been quite a process - thanks to our community organisations and grant partners for your patience and persistence. We know our OBA Field Staff have missed these community programs too, and how rewarding and engaging they find the experience working with these groups.

The Vincent Fairfax Family Foundation, as a longstanding funder of AOBDF and believer in our work, delighted us with an anniversary grant of \$180,000 as one of 12 youth support organisations to celebrate their 60th Anniversary. This has enabled us to renew our equipment – new roping kit, tents and 2 new 4WD vehicles.

We also thank Sally White for her support and standing by us throughout our most difficult times. The timeliness and generosity of her gifts in the last couple of years was arguably THE critical leg-up we needed to successfully surmount the challenges of 2020/21, and look what we have managed to achieve since...! Her support has also helped fund the demolition of the derelict lower cottage (a demolition that perhaps stands as a metaphor for our triumphant renewal!) and new bunk beds, renovations to the ropes course, and plans for a bobcat!



It was rewarding to see our relationships with refugee support service provider STARTTS grow and develop, with two programs run this year, Girls of Courage, and Boys of Courage. Thank you to the Douglas Family Trust and the VFFF for their support of these programs. The testimonials from participants are extremely moving, and evidence of the powerful impact of these programs.

Furthering our work with Indigenous youth, John Atkin's fundraising efforts are inspiring, raising \$42k through his Huskisson triathlon and close to \$50k in his Sydney Marathon for Reconciliation and Resilience. These efforts are recognised by OB in a 2022 community service award. You are setting a fast pace of at the front of the fundraising pack John! Joining this pack, we thank our growing Outward Bound community for individual donations, raising over \$13k in FY22. These donations support our scholarships for individuals to join our open enrolment programs, continuing a long tradition.

Thank you to the Future2 Foundation, the foundation of the Financial Planning Association of Australia, who through their cycling efforts provided a grant to Outward Bound to support a youth at risk community program with Menslink in July 2022. Grant funding from the Foundation for Rural Regional Renewal (FRRR) and the Victorian Bushfire Recovery fund have enabled important equipment and facility renewal for us after the bushfires. This has included new compost toilets at the Snowy River in Victoria, and a mulcher and new gardening equipment at Tharwa to reduce our bushfire risk.

For the first time, and after many years of providing some balance sheet support to OBA, the support is starting to flow back in the form of a \$100,000 grant from its operating surplus to support programs for disadvantaged Australians. This is an admirable contribution, aligned with Outward Bound's community service values, and sets us on an exciting new path for 2023....

Next year, we will turn our philanthropic efforts to commence a large capital appeal for the establishment of NatCORR, an important industry wide initiative led by Outward Bound to help prepare the outdoors community to be able to manage the growing risks associated with climate change. This includes fundraising for a new communal dining and meeting facility at Tharwa to host NatCORR activities and our 'Reimagining Outward Bound at Tharwa' strategic plan. We look forward to sharing these details in due course.

Please consider an opportunity to support our work at AOBDF in some way, and do get in touch.

Kind regards,
Simon



AOBDF SUMMARY

Community Partnership Programs

Outward Bound community programs have supported Indigenous youth, carers, sight impaired participants, ethnic minorities and youth impacted by mental health, addiction, intergenerational disadvantage, refugee trauma, social and financial disadvantage.

Girls of Courage:

South Sudanese, Assyrian and Yazidi refugee participants, partnering with STARTTS.

Boys of Courage:

South Sudanese and Syrian participants, partnering with STARTTS.

Guide Dogs NSW:

Sight impaired participants

Mirabel Foundation:

For young people in kinship care.

St Vincent de Paul ACT:

Leadership program for disadvantaged young people.

Creating Chances Inspired Girls (July 2022)

Menslink (July 2022):

Mental health and disadvantaged young men.

Sydney Legacy (October 2022):

Children of Defence Force veterans.

Working with community partnership organisations:

Clontarf Academy

Guide Dogs NSW

Menslink

Mirabel Foundation

STARTTS

St Vincent de Paul

Sydney Legacy

With support through grants and donations from:

Angus Mundungo Trust

Bushfire Recovery Victoria

Foundation for Rural Regional Renewal (FRRR)

Future2 Foundation

John Atkin

Outward Bound Australia

Sally White

The Douglas Family Trust

The Vincent Fairfax Family Foundation (VFFF)

Thyne Reid Foundation

Individual donations from OB foundation members and friends

Schools Support Programs

Bega High School

Korowal High School

Murrumburrah High School

Finigans Distance School

St Josephs



25

INDIVIDUAL
PARTICIPANT
SCHOLARSHIPS



\$325,000

IN GRANTS AND
DONATIONS

5

LOW INCOME
SCHOOLS
SPONSORED



275

TOTAL
PARTICIPANTS
SUPPORTED



6

COMMUNITY
PARTNERSHIP
PROGRAMS



COMMUNITY RECOGNITION

Community -

Thomas and Elizabeth Gerner



As life time foundation members, this is not the first Outward Bound Award bestowed on Thomas and Elizabeth Gerner. With the sad passing of Elizabeth this year, we would once again like to acknowledge the service of the Gerners to Outward Bound. Over 35 years ago, Thomas and Elizabeth opened their home to Outward Bound. They have generously shared the unique, awe inspiring Walpole landscape with thousands of Outward Bound participants, lending a hand in so many ways whenever it is needed. The Gerners are the foundation of OB 'Whisky Whisky'. Their generosity of spirit and community service to Outward Bound deserves ongoing recognition and thanks.

Partnership -

Bunbury Cathedral Grammar School



Bunbury Cathedral Grammar School and Outward Bound have been in partnership since 1988, for over 30 years. Sharing a belief that experiential outdoor learning helps students better understand themselves, each other, the world and their place in it, the 10-day program develops resilience, compassion and responsibility in Bunbury's Year 10 students. Outward Bound partners proudly with Bunbury Cathedral Grammar School to develop future leaders with integrity and keen environmental awareness to become true global citizens. This Award recognises this long-standing partnership, now spanning generations of students. Thank you, Bunbury Cathedral Grammar School.

Service -

John Atkin



This Award recognises John Atkin's commitment and fundraising to support Indigenous youth programs at Outward Bound. Through sponsorship of his Sydney marathon running, John has raised nearly \$100,000 over the last two years. This fundraising has been integral to the development of Indigenous partnerships for Outward Bound programs. John is a past Chair and Board member of OBA, and is currently Deputy Chair of Outward Bound International. Thank you John Atkin, we hope you will keep running!



INDUSTRY ENGAGEMENT

Telling our story widely and engaging with the outdoors sector is an important part of the Reimagining Outward Bound Australia strategy. This year (out of lockdown!) we have been busy attending conferences, partnering closely with the outdoor industry associations and engaging with the Outward Bound International community.

NOEC 2022

After being postponed twice from 2020, it was fantastic to attend the National Outdoor Education Conference in the Blue Mountains in September 2022. OBA had a great presence there, with a central exhibition stall, sponsorship of the Outdoor Practitioner of the Year Awards, and participation in four conference presentations. This included introducing the National Centre for Outdoor Risk and Readiness (NatCORR), diversity and inclusion in the outdoors workforce, and a joint presentation with Associate Professor John Quay from the University of Melbourne on innovation in experiential education. There were also a great many OBA alumni there, so it was a warm reunion for many too!

Outdoors Victoria conference

OBA had an exhibition at the Outdoors Victoria conference in June. This was the first get together for the sector after COVID, providing a wonderful opportunity to re-connect and share experiences. Loren gave a presentation at the conference on key learnings from Outward Bound's impact and recovery from the bushfires.

IOERC9, Cumbria UK

Executive Director, Loren Miller waved the OBA flag at the International Outdoor Education Research Conference in Cumbria, UK in July 2022 during her holiday visit. This research focused conference enabled us to learn and interact with current research themes in outdoor education. We were able to present our learning through the bushfires crisis, contributing to the research dialogue on climate change impacts on outdoor education.



Outward Bound International

Loren was also able to visit Outward Bound in Ullswater, Cumbria and Aberdovey, Wales during her UK visit. This provided valuable insight and connection to our history, learnings into the ways in which OB UK is looking to adapt to the challenges of climate change, the sharing of ideas on the attraction and retention of field crew, and also gathering of practical tips on equipment management.

Around the globe, many Outward Bound schools faced a bumpy restart as the pandemic eased in their country. Outward Bound International convened the World Conference as an online event, which was attended by over 300 delegates. Biannual reviews recommenced, including Australia's review in August 2022. A series of quarterly newsletters has replaced the annual journal, which has helped build more regular communication amongst schools. Outward Bound International have also invested in a number of global initiatives, including a program evaluation tool and the development of an environmental charter.



Nat
CORR

National Centre for
OUTDOOR RISK & READINESS

Hosted By:



Outward Bound is excited to be leading the establishment of the National Centre for Outdoor Risk and Readiness (NatCORR). This is an industry-wide initiative to address the need for the outdoor education and recreation industry to understand, adapt and upskill to continue to operate safely in Australia's natural bush environments, given the increasing risks arising from severe bushfires, floods and extreme weather events.

Off the back of our experience with bushfire impacts, Outward Bound has taken an industry leadership role, successfully applying for a \$3.7m federal government grant to host the development of NatCORR. NatCORR will aim to address functional challenges across six practice areas, by bringing cross-sector stakeholders together to support knowledge, research and technology development, training and professional development; and provide input into standards and policy development.



6 Practice Areas

1. Monitoring flood, fire and weather conditions
2. Safe access in impacted areas
3. Risk Management & emergency response
4. Remediation skills & practice
5. Minimising ecosystem impacts & aid recovery
6. Insurance and financial planning for resilience



NatCORR will include building a new communal centre at Tharwa, with new dining and meeting facilities. This will be 50% funded by the grant, and a philanthropic campaign will be launched for matched funding.

The NatCORR project has commenced with a co-design Webinar in November. The project will be launched co-inciding with our AGM in December, with guest speaker adventurer Beau Miles.

DUKE OF EDINBURGH'S INTERNATIONAL AWARDS

The Duke of Edinburgh's International Award scheme is closely aligned with Outward Bound philosophy of holistically preparing participants for life's challenges. Both were founded by Kurt Hahn in partnership with the late HRH Prince Phillip, the Duke of Edinburgh, an enthusiastic and active patron of both. Outward Bound has been offering Duke of Edinburgh programs since 2018.

In December 2021, His Excellency, Governor General the Honourable David Hurley, with Her Excellency Mrs. Linda Hurley, as joint Patrons of both Outward Bound Australia and The Duke of Edinburgh's International Award – Australia, officially launched OBA as an Open Award Centre in ACT, NSW and Victoria.

Since December 2018, OBA has provided two of the five sections of The Award, Adventurous Journeys and Residential Projects, and now administers the entire award for individual participants and partner schools. As a Duke of Ed Open Award Centre, OBA is able to work with schools across both traditional Outward Bound programs and Duke of Ed journeys. Duke of Ed participants can also undertake existing open enrolment school holiday programs to complete sections of their Award.

In FY22, 298 young people participated in The Duke of Ed Award Scheme with Outward Bound. This included 97 participants from 38 different schools completing their Adventurous Journey and Gold Residential Project.

In ACT, we began offering the Award program to other schools. Marist College Canberra became our first Award Partnership School to take up this opportunity, returning the Award to the school after several years of not being offered.

A warm heartfelt congratulations is extended to the following Award Participants who completed an Award Level with Outward Bound Australia's Open Award Centre in 2022:



Bronze

Alec Mills ACT
Georgie Spencer-Long NSW
Nathan Hindmarsh NSW
Scarlett Bunn NSW
Zeyad Swade NSW
Calan Dang VIC
Cienna Dang VIC
Mahi Patel VIC
Paige Rowan VIC
Riti Makadia VIC
Sebastian Girardi VIC

Silver

Grace Buchan VIC
Liam Wilson VIC

Gold

Rachel Davis VIC

ACT THARWA UPDATE

2022 began with the demolition of the derelict lower cottage, vacant since 2012 having been the victim of white ants. The demolition was made possible thanks to a donation from Sally White, and to the efforts of Beau Miles who retrieved the salvageable hard wood and made one of his YouTube films in the process. This has opened up the site and views, returning it to bushland. We are looking forward to some of the 'lower cott' timber returning in a regenerated form as furniture for our renovated bushcraft workshops.

Design and planning work has progressed significantly for the renovation of our old sheds into activity and learning spaces. This will include a bush cooking kitchen, bushcraft workshop, gardening and mountain bike shed. This bushfire recovery grant work will be complimented by an upgrade of the ops area, with new participant toilets and showers, a sheltered outdoor gear issue and learning space and the ops office portable moved to be adjacent to the large green ops shed.

In 2022 we tackled the backlog of maintenance in the staff accommodation facilities, including recommissioning 'The Taj'. This work has included new kitchens for 'The Taj', upper duplex and an extension to the kitchen in the Apartments. Roofs, drainage and plumbing have been repaired, fly wire doors and screens resurrected, and the internet upgraded thanks to the ACT government digital grant.



We have made great progress with weed removal and remedial tree work (drought die-back) thanks to our grounds team, that now includes two apprentices! We can't remember a year as wet as this, including seeing the Murrumbidgee in flood so frequently. We have stopped counting the number of times we have bogged the mower or the ute on site!

Access to both the Orroral Valley and the ridgeline behind Honeysuckle Tracking Station remained closed since the 2020 fires until recently. We continued to conduct the majority of Tharwa programs on local landowner properties. Particular thanks go to the Hyles family at Booroomba homestead for their ongoing support. We are working closely with the Parks and Conservation Service on our careful return to Namadgi National Park. This has included our return to the Orroral ridge and Lego Land in November 2022. The bush is regenerating, but the bushfire impacts remain, and erosion with the wet weather is an ongoing concern.



VIC SNOWIES UPDATE

It is wonderful to be back running programs on the Snowy River from our base in Bete Belong North (near Buchan), returning after the devastating bushfires. We kicked off our bushfire recovery grant program of work with a community working bee weekend in April 2022. Board, crew and local community members pitched in with tree planting, shed maintenance and clean up, before rewarding ourselves with an afternoon raft on the river, dinner at the pub with a Beau Miles talk, concluding with an Anzac Day dawn service in Buchan South.

It is fascinating to watch the regeneration of the bush – dominated by blackwood wattles and the epicormic growth on the eucalypts. Birdlife and platypus have returned to the river and the wet weather has brought growth and renewal. We have been grateful to National Parks, who have assisted with our re-establishment of campsites by clearing dangerous fire impacted trees. Weed infestation and erosion are significant environmental concerns. We are treading cautiously with our return, capping our expedition circuit to around 6 groups (from a pre fire capacity of more than 20).



Within our rare one kilometre of river frontage, we have established two of a planned three riverside ‘base camp’ facilities, with compost toilets and picnic shelters to provide sustainable river-side camping facilities for groups and cater for ‘Recalibrate programs’, focused on environmental service and nature-based well-being. This work, combined with a brand new fleet of rafts, fencing, gravel roadworks and a renewal of the ops shed kitchen and living furnishing brings our wonderful facility back to life. This has all been possible due to the hard work of Sam Hodder, Kev Heyhoe and neighbour James Joiner, and has paved the way for Helene, Lucas and the crew to be back in the field at VS.

The timing has been perfect. Through the Victorian Government Positive Starts program, funding school camps for disadvantaged schools, we have been able to host 258 participants over 13 new school programs throughout 2022. This has included Mansfield Steiner School, Cire Community School, Trafalgar High School and Seymour College. For many of these students, this has been their first camping experience, and a wonderful introduction to the magnificent Snowy region.



WA WALPOLE UPDATE

Does anyone remember the Walpole Wifi password? Believe it or not, it is a casualty of our absence at Walpole! One of the many frustrations of COVID was the travel restrictions to WA. Despite many efforts to secure entry permits, we were unable to get the crew there for 18 months. This meant no Whisky Whisky programs, aside from a small local team delivering Geraldton Grammar Year 11 under Derek Lange's experienced stewardship with online support from our PC team in Tharwa. So it wasn't until September 2022 that we were able to return to Walpole.

In such a humid and wild environment, this meant that the cleaning and preparation task was a big one. We had some help with this, thanks to a small grant from the WA government, and a new Toyota Landcruiser, thanks to the generosity of WA Toyota and the Perron Foundation. This set us up well for the Spring 2022 season.



Sadly, we said farewell to Elizabeth Gerner, who passed away in October this year. Elizabeth and Thomas have been the generous hosts of our base in Walpole WA for over 35 years. They have been the foundation of OB Walpole and exemplify the Outward Bound spirit in so many ways. Our condolences extend to the family and all the OB crew, to whom Elizabeth and Thomas have been friends and mentors over the years.

As we extend our arms around Thomas, we are putting the welcome mat out to our OB alumni community to join us in Walpole to visit and volunteer on base and backup. It is such a special part of the world, and we are committed to sharing it with as many Outward Bound participants as we can. We are investing in compost toilets for 'the block', new wifi (and password!), and ensuring our equipment kit is new and refreshed. We will be back in Walpole in January 2023, with an inaugural 'Gutsy Girls' program, lead by Helene and Loren!



TRAINEESHIPS



Sierra Phoenix Traineeship

Re-establishing an Outward Bound traineeship was a key milestone for us to celebrate. Named the 'Sierra Phoenix' cohort, 'Sierra' in our phonetics tradition, and 'Phoenix' symbolising the important role this traineeship cohort plays for us in rebuilding after the bushfires.

Eleven Sierra Phoenix trainees joined us in January 2022, selected from an applicant pool of over 30 people. The calibre of this cohort has well and truly lived up to our expectations – they are mature, passionate, and have embraced every opportunity with open minds and willing bodies.

While the start of the year did not go quite to plan, with COVID disrupting programs, the Sierra-Phoenix were able to combine 'training blocks' with RTO partner provider 5 Star training, with getting out on program with Outward Bound (and a bit of food packing!). Certificate III in outdoor leadership was completed by mid-year, and it was onto Certificate IV.

The training blocks took the Sierra Phoenix team top-roping in the Blue Mountains, snow shoeing in Kosciusko National Park, canoeing in the Kangaroo Valley and learning Wilderness First Aid in Tharwa. As part of their skills development, the Sierra Phoenix led centre-based and front country programs in Tharwa and worked closely with Trinity Christian School over their Year 4 to 10 cohorts. They were all highly commended for their passion and care. The Sierra Phoenix team also travelled to Victoria and worked on the Snowy River delivering Positive Starts programs to disadvantaged public schools.

Their year culminated with the professional program delivered to the Australian Defence Force Academy and their group leading appraisal course with Cranbrook Year 9, heading out into Namadgi for the first time since the bushfires. This enabled them to put together all of the technical and group management pieces from their learning and practical experience throughout the year.



“Being a part of OBA Sierra Phoenix, is being part of a community of like-minded individuals who are not only driven to reach their own potential but who are passionate about helping others do the same. For me, outdoor education is more about personal growth and development than it is about anything else, and it is great to be part of a traineeship program that values that.” - Zali Holtham



Sierra Phoenix Trainees

Alkira Finegan-Smith
Ariana Pelser (Certificate III)
Jemima Crawley (Certificate III)
Laura Rutley
Levi Rattray-Wood
Peta Morley-Buchanan
Rachel Coutin
Sean Goss
Violet Anthony (Certificate IV)
Wren Browne (Certificate IV)
Zali Holtham





TRAINEESHIPS

Grounds and Business Traineeships

This year we have grown our traineeships across the organisation – in the spirit of embracing a culture of continuous learning for all of our crew.

Izzy and Jordan have joined the Tharwa Grounds crew, as groundskeeper apprentices, working and learning under Brett Peel's masterful guidance. The apprenticeships include weekly study, undertaking a Certificate III in Parks and Gardens. Their work around the Tharwa campus has been pivotal in enabling us to stay on top of the mowing in such a wet year, removing invasive weeds and addressing tree die back. Thanks to the grounds team, the campus is looking the best that it has in years – so green! The grounds team's developing skills and knowledge in horticulture, landscaping, and environmental management positions us well for the landscaping work soon to commence with the bushcraft workshops and ops area upgrade, aligned with the Tharwa Masterplan.

We are also investing in further developing our business management capabilities. Becca joined as Office Manager, looking after just about everything, including HR and ICT. As a part of the traineeship scheme, Becca is undertaking a Diploma in Leadership and Management. Similarly, Peta joined us as Community Engagement Manager, supporting AOBDF and grants. Peta is enrolled in a Diploma of Business. While Becca and Peta bring significant qualifications and experience to their roles, it is wonderful to be able supplement this with up to date training in business management practices.

These traineeship appointments have been integral to OB's investment in people as we rebuild after hibernation, and have capitalised on government incentives for traineeships.





OBA CREW LIST 2022

Outward Bound Australia would like to thank our amazing crew for their dedication and hard work through a very challenging period. To those who have moved on... we thank you for your contribution and wish you all of the best with your next adventure. Please stay in touch!

Aaron	Funnell	Ed	Gerner	Loren	Miller	Sean	Goss
Adele	Lamb	Ellie	Hargrave	Lorraine	Dawes	Shae	Allen-Combe
Alanna	Basa	Emily	Boehm	Lucas	Slater	Shelley	Overson
Alexandra	Rowland	Farhana	Burhan	Marc	Layton	Steven	Turner
Alkira	Finegan-Smith	Forrest	Perrin de Graaff	Mardi	Lee	Toby	Locke
Andrew	Currie	Gary	Farebrother	Margot	Hurrell	Vilas	Patel
Angela	Hills	Gena	Wade	Marita	Hills	Violet	Anthony
Arliah	Varnel	Hayden	Goldstraw	Matthew	Wain-Palmer	Wren	Browne
Ashley	Cochrane	Helene	de Lagillardaie	Melanie	Ruetzel	Yanni	Droulias
Arianna	Pelser	Ian	Wells	Melanie	Davey	Yu	MAO
Augustine	Haddad	Isabella	Pulford	Mike	Burrows	Yvette	Carroll
Benjamin	Callaghan	Jacob	Lockley	Nicholas	Murray	Zali	Holtham
Brett	Peel	Jakarra	Hill	Paul	Hatton		
Bridget	Walsh	Jemima	Crawley	Peta	Morley-Buchanan		
Caroline	Bowman	Jennifer	Moore	Peta	Duggan		
Celine	Lehr	Joady	Bye	Rachel	Coutin		
Charles	Asprey	John	Morris	Raphael	Schuler		
Claire	Peck	Jonathon	Hoiles	Rebecca	Buckley		
Clayton	Mueller	Jordan	Woszatka	Rebecca	Werner		
Dakota	Klein	Kalila	Richards	Riahna	Wilson		
Damian	Lum	Kelly	de Soyres	Sam	Bright		
Daniel	Porto	Laura	Ioviero	Samuel	Hodder		
Dylan	Smith	Laura	Rutley	Sarah	White		
Eachan	Robinson	Levi	Rattray-Wood	Sean	McColl		

VOLUNTEERS

Ed	Gerner
Elizabeth	Gerner
John	Jeffery
John	Shaw
Karim	Haddad
Kevin	Heyhoe
Libby	Gerner
Lisa	Farnell
Mark	Connely
Phil	Heyhoe
Thomas	Gerner
Tim	Booth
Josh	Cooper





GOVERNANCE

BOARD COMPOSITION DEVELOPMENT

Governance through a small team that includes executive function has suited the challenging context of the bushfires and COVID over the last few years. The Board workload has been considerable, and meetings have been more frequent. This is now returning to a more regular schedule with the recommencement of operations and sound financials.

The OBA Board composition and skills matrix considers the following areas:

- Outward Bound and outdoor education experience and expertise
- Diversity balance of gender, culture and age
- Professional expertise across corporate and operational functions
- State jurisdiction aligned with OBA operations



LOREN MILLER

Co-Chair & Executive Director

As Co-Chair and Executive Director, Loren Miller is leading this time of change. Loren appreciates the spirit of Outward Bound, having worked as an instructor in the 1980s. She knows outdoor education well from working with OEG and Sport and Recreation Victoria. Her career has extended to management consulting with the Boston Consulting Group and senior executive strategy and finance roles with Monash, RMIT and Melbourne Universities. With CPA, AICD, MBA and Doctorate of Education qualifications, she brings an exemplary skill set to steward OBA through this pivotal period.



JESSICA BULGER

Co-Chair & Non-Executive Director OBA and AOBDF

Jess is Wiradjuri from Tumut and Brungle in country NSW and grew up in a big proud Aboriginal family, connected to her culture and witnessing great Elders and leadership. Jess is currently the CEO of the Australian Indigenous Governance Institute (AIGI), based in Canberra. She began her career as a teacher and has taught within the secondary and tertiary sectors before moving into the NFP sector where she contributed to the success of CareerTrackers before joining the AIGI team. Jess is passionate about Governance, Leadership and Capacity Building, particularly with Indigenous people and communities. In her spare time, Jess is coming up with ways to entertain her toddler or supporting the passions and projects of her Mum and Aunties at home in Tumut.



CAMPBELL HUDSON

Deputy Chair & Company Secretary OBA and Non-Executive Director AOBDF

In more than 30 years of legal practice, Campbell has acquired significant experience in insolvency, commercial litigation and restructuring. Through a number of initiatives, Campbell has worked to reduce the socio-economic gap between Indigenous and non-Indigenous Australians and in 2014 was awarded the CareerTrackers Business Supervisor of the Year. In 2016 Campbell participated in an Outward Bound program with CareerTracker interns, that led him to join the Outward Bound Australia Board in 2019.



ROBIN MOUSTAKA

Non-Executive Director OBA and AOBDF

Located in Western Australia, Robin Moustaka brings over 20 years business development, technology, and healthcare (ICU nursing) experience. She combines those caring and strategic values with a focus on our partnerships, growth and safety. Robin is passionate about helping organisations understand digital transformation and advising on business development strategies for organizational growth. She frequently speaks on women in leadership and coaches and mentors on career development, business development and professional branding. Robin holds a Bachelor of Science Degree from the University of San Francisco and resides in Perth with her family.



SIMON CRISP

Non-Executive Director OBA and AOBDF

Dr Simon Crisp describes his OBA Standard Course in 1980 (aged 17) as the single most formative experience of his life. With over 30 years of practicing psychology in hospital mental health settings, Simon brings an immense knowledge of adventure therapy programs to the board. Through his work overseas as well as in Australia, Simon has developed comprehensive training and accreditations programs in wilderness adventure therapy and related psychological first response skills for youth professionals. He feels the journey ahead has scope to expand OBA into new and innovative territory: Extending our proud traditions and long history in experiential learning and outdoor education well beyond what we've known and done before.



SIMON LEWIS

Chair AOBDF & Non-Executive Director OBA and AOBDF

From the vantage of his advisory firm, GoodWolf Partners, Simon helps clients such as family and corporate Foundations and NFPs to co-design strategy and develop innovative 'For Purpose' models of service and capital towards social value. Simon has been involved with Outward Bound in both Zimbabwe and Australia, and he believes there has never been a more important and exciting time to reimagine the possibilities to make a difference, to leave the world a better place, to leave a legacy.



JON BRADSHAW

Non-Executive Director AOBDF

Jon Bradshaw comes to OBA with over 25 years of global sales, marketing, strategy and organisational development experience gained with the Mars Group, Diageo PLC, Virgin Group, Lion Pty and Droga5. Nowadays he runs a successful marketing and strategy consultancy, Brand Traction. With an alarming lack of grace and skill he has spent his life outside work mountaineering, kayaking, diving, climbing and snowboarding his way around the world's adventure capitals. Over 40 years of experience in the field has given Jon an unshakeable belief that time spent being challenged in the outdoors should be an integral part of everyone's personal growth journey.

DIRECTOR FY22 ATTENDANCE RECORD AT OBA AND AOBDF MEETINGS

OBA

Loren Miller	14/14	
Jessica Bulger	13/14	
Campbell Hudson	13/14	
Robin Moustaka	4/14	4 months Leave of Absence
Simon Crisp	14/14	
Simon Lewis	6/6	Appointed 10/12/21

AOBDF

Simon Lewis	3/3
Jon Bradshaw	3/3
Loren Miller	3/3
Campbell Hudson	3/3
Jessica Bulger	2/3
Robin Moustaka	1/3
Simon Crisp	3/3

AUDITOR'S DECLARATION



THE AUSTRALIAN OUTWARD BOUND FOUNDATION ABN: 57 000 250 635

AUDITOR'S INDEPENDENCE DECLARATION

FOR THE YEAR ENDED 30 JUNE 2022

We declare that, to the best of our knowledge and belief, during the year ended 30 June 2022 there have been no contraventions of:

- (i) no contraventions of the auditor independence requirements as set out in section 60-40 of the *Australian Charities and Not-for-profits Commission Act 2012* in relation to the audit; and
- (ii) no contraventions of any applicable code of professional conduct in relation to the audit.

National Audits Group Pty Ltd
Authorised Audit Company

Danielle Nye
Director

Dated 21 October 2022

Wagga Wagga

Thank you to our finance service provider for their assistance in financial management and the preparation of the FY22 Financial Reports



STATEMENT OF COMPREHENSIVE INCOME

THE AUSTRALIAN OUTWARD BOUND FOUNDATION AND CONSOLIDATED ENTITY

ABN: 57 000 250 635

CONSOLIDATED STATEMENT OF PROFIT OR LOSS AND OTHER COMPREHENSIVE INCOME

FOR THE YEAR ENDED 30 JUNE 2022

	Note	2022 \$	2021 \$
Revenue	4	3,031,514	4,045,607
Interest Income		85	42
Total Income		3,031,599	4,045,649
Less: Expenses			
Employee expenses		1,598,014	1,873,586
Program costs		273,009	334,258
Administration expenses		155,098	156,103
Vehicle expenses		45,134	59,065
Depreciation and amortisation		192,448	242,942
Interest expenses		13,333	30,783
Other charges		(4,536)	165,017
Total Expenses		2,272,500	2,861,754
Profit for the year		759,099	1,183,895
Income tax expense	2(c)	-	-
Total comprehensive income for the year		759,099	1,183,895



STATEMENT OF FINANCIAL POSITION

THE AUSTRALIAN OUTWARD BOUND FOUNDATION AND CONSOLIDATED ENTITY

ABN: 57 000 250 635

CONSOLIDATED STATEMENT OF FINANCIAL POSITION

AS AT 30 JUNE 2022

		2022	2021
	Note	\$	\$
ASSETS CURRENT ASSETS			
Cash and cash equivalents	5	3,988,163	1,534,619
Trade and other receivables	6	102,060	148,381
TOTAL CURRENT ASSETS		4,090,223	1,683,000
NON-CURRENT ASSETS			
Right-of-use assets	7	269,724	275,396
Intangible assets	8	107,677	107,677
Property, plant and equipment	9	2,307,036	2,260,793
TOTAL NON-CURRENT ASSETS		2,684,437	2,643,866
TOTAL ASSETS		6,774,660	4,326,866
LIABILITIES			
CURRENT LIABILITIES			
Trade and other payables	10	367,894	82,193
Employee benefits	11	49,103	21,020
Contract liabilities	12	2,419,012	680,098
Borrowings	13	500,800	504,001
Lease liabilities	7	1,629	6,437
TOTAL CURRENT LIABILITIES		3,338,438	1,293,749
NON-CURRENT LIABILITIES			
Lease liabilities	7	213,694	353,239
TOTAL NON-CURRENT LIABILITIES		213,694	353,239
TOTAL LIABILITIES		3,552,132	1,646,988
NET ASSETS		3,222,528	2,679,878
EQUITY			
Reserves	2(m)	808,428	874,783
Retained Earnings		2,414,100	1,805,095
TOTAL EQUITY		3,222,528	2,679,878

STATEMENT OF CASHFLOW

THE AUSTRALIAN OUTWARD BOUND FOUNDATION AND CONSOLIDATED ENTITY

ABN: 57 000 250 635

CONSOLIDATED STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 30 JUNE 2022

	Note	2022 \$	2021 \$
CASH FLOWS FROM OPERATING ACTIVITIES:			
Receipts from customers		3,194,111	3,517,370
Payments to suppliers and employees		(1,903,150)	(2,893,482)
Donations and grants received		1,621,247	454,471
Interest received		85	42
Interest paid		(680)	(30,784)
Scholarships paid		(216,448)	(56,150)
Net cash provided by operating activities		2,695,165	991,467
CASH FLOWS FROM INVESTING ACTIVITIES:			
Proceeds from sale of plant and equipment		34,122	2,488
Purchase of property, plant and equipment		(267,734)	(74,567)
Payment for business acquisition, net of cash acquired		-	(10,175)
Net cash used in investing activities		(233,612)	(82,254)
CASH FLOWS FROM FINANCING ACTIVITIES:			
Finance lease payments		(4,808)	(16,301)
Proceeds from borrowings		-	4,001
Repayment of borrowings		(3,201)	(615,641)
Principal elements of lease payments		-	29,765
Net cash provided used in financing activities		(8,009)	(598,176)
Net increase in cash and cash equivalents held		2,453,544	311,037
Cash and cash equivalents at beginning of year		1,534,619	1,223,582
Cash and cash equivalents at end of financial year	5	3,988,163	1,534,619





CONTACT US

Share your ideas with Loren and the team

Dr. Loren Miller



0408 749 419



loren.miller@outwardbound.org.au

Offer financial assistance, or grants, alongside continued support of AOBDF

Simon Lewis (Chair of AOBDF)



0432 321 898



simon@goodwolf.com.au

Tax Deductible Gifts to AOBDF



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