



**OUTWARD BOUND  
AUSTRALIA**

# **2025 Annual Report**



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# ACKNOWLEDGEMENT OF COUNTRY

Outward Bound Australia respectfully acknowledges the Indigenous custodians of the land on which we live, work and deliver our programs.

Our Tharwa campus is on Ngunnawal & Ngambri Country in the ACT and we operate on Wiradjuri and Ngarigo Country in NSW.

Walpole Western Australia is Noongar Country. In the Victorian Snowies, we traverse Jardwadjali & Gunaikurnai Country.

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



# MESSAGE FROM THE EXECUTIVE DIRECTOR

This year has taken us through the full spectrum of human emotion. In 2025 we have laughed and cried, cheered and groaned, celebrated milestones and grieved profound loss. Moments of achievement have



stood alongside moments that brought us to our knees. We have farewelled members of our community, and walked beside others facing injury and illness, needing care and support. Our vulnerability has been both visceral and visible. Through it all, we have been reminded that the work we do is not easy, nor is it meant to be. It asks for care, courage, and a deep commitment to our purpose, and to one another, especially in times of adversity.

Thank you to everyone for your hard work and the unique role you have played this year. Much has been achieved. Growth in the number of programs and participants has allowed us to widen our impact, with an ever-greater diversity of offerings - welcoming new schools and community groups, expanding into new program areas, and introducing new activities and adventures. It is always rewarding to hear the overwhelmingly positive feedback from participants and the gratitude for experiences that shape learning, provide moments of wonder, build resilience, and offer meaningful solutions for a young generation under pressure.

The renewal of our facilities and equipment has also progressed significantly in 2025, thanks to the support of our grant and philanthropic partners. The Tharwa campus is coming along in leaps and bounds. In our operations area, the

new compost machine, expanded solar energy system, and food-shed renovations have been welcome improvements. Most excitingly, we are midway through the construction of the new Communal Centre, which pending our final fundraising efforts, will be completed by mid-2026. Plans are also in motion for renovations at our Walpole base to begin at the end of January.

Some of my favourite moments of 2025 have been contributing to the broader community of outdoor educators through workshops and conferences, including our NatCORR activities (see page 25). Learning together, sharing experiences, and strengthening relationships puts Outward Bound's values into practice and carries them onto a wider stage. It sharpens our understanding of a rapidly changing context and inspires us to keep innovating and evolving. Our contribution to both the Australian and international outdoor community is outlined on page 31, and we are proud of how it continues to position OBA as a leader and in service to others in the sector. This is a time to hold true to our values as we observe shifts in the outdoor sector, including the emergence of large private-equity providers and, sadly, the break-up and sale of our fellow not-for-profit provider, The Outdoor Education Group (OEG).

As we prepare for our 70th anniversary celebrations in 2026, we know that this year has added new depth to the connections, experiences, and memories that make Outward Bound what it is. There is much to be grateful for and much to look forward to in the year ahead and beyond.

Dr Loren Miller

A handwritten signature of Loren Miller in black ink.

Executive Director & Co Chair



“

*The culture you have, the team on the ground, I could not speak more highly of them. They were just amazing. I couldn't thank Outward Bound enough for their flexibility and ability to change the program line on the day. This was a key strength of the program. What goes on behind the scenes.*

*- Jen Buchanan, Strathcona Girls Grammar School, 2025*



Mt Stirling, VIC  
Strathcona Girls  
Grammar School

# MESSAGE FROM THE CO-CHAIR

Outward Bound Australia's role has never been more important than it is today. This year, thousands of young people engaged in programs that challenged them, built capability, and strengthened their futures.



It is a privilege to present this report and acknowledge our achievements and the people who made them possible.

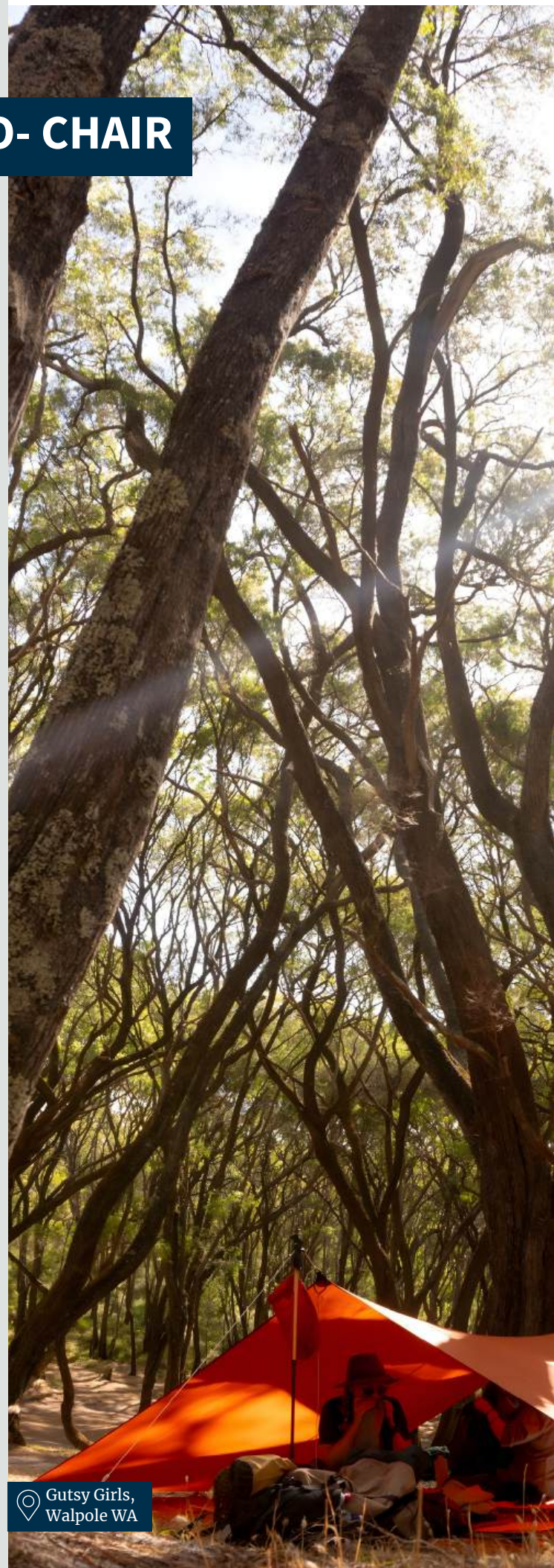
A major milestone was securing additional funding through the Disaster Resilience Fund Round 3, ensuring the continuation of the NatCORR initiative for the next three years. This outcome reflects the quality of our programs and the confidence placed in the organisation through this sector-wide, community-focused effort.

On behalf of the Board, I extend sincere appreciation to the entire Outward Bound team for their professionalism, commitment to safety, and dedication to program excellence. I also acknowledge our volunteer Board members, whose governance expertise and strategic oversight provide clear direction, strong risk management, and disciplined stewardship. We offer our warmest thanks to Simon Lewis and Katie Brown for their significant service as they conclude their terms during our planned Board renewal. We also recognise the leadership team for the stability and continuity they have provided, enabling the organisation to meet its obligations and advance its strategic priorities with confidence.

As we approach our 70th anniversary, the Board remains committed to strengthening governance foundations, deepening stakeholder engagement, and ensuring that Outward Bound continues to deliver programs of the highest quality and integrity. This milestone offers a valuable opportunity to honour our legacy and further connect with our community of staff and alumni as we continue to deliver purposeful, values-driven outdoor education.

Jess Bulger

*Jess Bulger*  
Co-Chair



 Gutsy Girls,  
Walpole WA

## FY25 YEAR IN NUMBERS

**4** States

Across  
ACT, NSW,  
VIC & WA



**28**

Duke of  
Edinburgh Programs



**131**

Total  
Programs



**11+** Mobile  
Locations

Including...  
Cape to Cape, WA  
Great North Walk, NSW  
Murray River, VIC  
Great Ocean Walk, VIC  
Mansfield/Mt Stirling, VIC

**23**

Individual  
Scholarships  
Funded by  
AOBDF



**17**

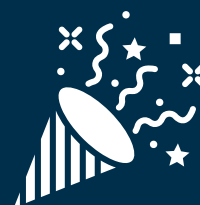


Community Programs

**27,410**



Total  
Participation  
Days



**13**

Grants Won  
for a total grant  
revenue of \$360k

**4,940**

Total  
Participants



**1,820**

Litres of  
Methylated  
Spirits



# 70 YEARS OF ADVENTURE

## Thank you for 70 years of support

For seven decades, Outward Bound Australia has inspired courage, resilience, and connection through transformative outdoor experiences. From rugged mountains to the open sea, generations of Australians have discovered their potential, challenged their limits, and forged lifelong memories on an Outward Bound Australia program.

In 2026 Outward Bound celebrates its 70<sup>th</sup> birthday. This milestone is a celebration of the people, communities, and experiences that have shaped our journey. It represents decades of young people stepping outside their comfort zones, educators guiding transformative learning, and supporters championing the power of adventure. It's a moment to reflect on the impact we've made together and the lives that have been touched through courage, teamwork, and personal growth.

We're excited because this anniversary isn't just about looking back, it's about what lies ahead. It's a reminder of our commitment to helping young people face challenges, build confidence, and connect with themselves, each other, and the natural world.

## We invite you to celebrate with us

As we celebrate this milestone, we invite you to join us in honouring the past, embracing the present, and shaping the future of outdoor education learning.

We are excited to host a variety of celebrations and events next year all across the country and we hope you'll join us in marking 70 years of discovering what's possible when young people are challenged to reach beyond what they thought they could achieve.



# 70 Years



# 70<sup>th</sup> BIRTHDAY EVENTS & CELEBRATIONS

## Platinum Bound – 70 Years Heritage Expedition VIC/NSW, 5–18 April, 2026



Celebrate with us on a 14-day expedition in the high country of Australia's Snowy Mountains. A shortened version of the iconic Summit to Sea program, Platinum Bound is a bushwalking and rafting adventure from the summit of Mt Kosciuszko down the Snowy River to our base near Buchan, Victoria.

## Fishermans Point Cruise Hawkesbury River NSW, Sun 24 May 2026



Fisherman's Point was Outward Bound Australia's first permanent base and holds a special place in our history. To celebrate our 70th anniversary, join us on for a three-hour cruise aboard the M.V. Emily Melvey, the only vessel able to dock at historic Bar Island.

## Snowies Weekend Sat 8– Sun 9 August 2026



Join us at our Snowies Base for a weekend of camping by the river, working bees and BBQ dinners.

## Walpole Weekend Sat 10 – Sun 11 October 2026



Join us in Walpole on the Block, catch up with our Whisky Whisky community.

## Tharwa Weekend Fri 11 – Sun 13 December 2026



To close our 70th year, we invite you to join us and celebrate with the Tharwa Communal Centre Opening and an alumni reunion weekend!

# THARWA DEVELOPMENTS

The new signage and fencing at Tharwa capture the spirit of the campus renewal – fresh, professional, earthy and welcoming. It has been exciting to watch the site evolve into an increasingly inspiring outdoor learning environment.

The highlight of the year is the construction of the new Communal Centre. Designed by Draper Noxon Architects and built by Ethical Construction Projects, with input from OBA staff, the Major Projects Committee, and local expertise from neighbour Anna Hyles, the building is progressing beautifully. Construction began with a soil-turning celebration in February 2025 and remains on schedule for completion by mid-2026. With expansive views across the campus to Mt Tennant, the centre features a 140-seat dining hall, outdoor deck, commercial kitchen, reception area and corporate office space. It will significantly elevate our facilities and host NatCORR workshops as per the federal government grant support.

We are deeply grateful to the philanthropic partners bringing this vision to life, including Sally White, the Thyne Reid Foundation, Kirby Foundation, Christopher White, Lyndall and Garry Hargrave, Benny Callaghan, and Campbell and Helen Hudson.

The Food Shed received a welcome renovation this year, now featuring full insulation, new flooring, ceiling fans, dishwasher and stainless-steel benches – creating a far more professional and efficient workspace for food storage and packing.

Other improvements include a new staff laundry, upgraded Starlink hardware and ongoing utilities maintenance (which continue to keep us on our toes). As the year closes, what Tharwa needs most is rain – while much of Australia has seen plenty, we are the driest we have been since 2019.



## OUR THANKS

Our thanks also go to the many suppliers who have contributed free or discounted materials, recognising the community value of OBA's work.

With the support of Deb Beale, Craig Buffham and Paul Palmer helping to open doors, we have received:

- Siniat: free plasterboard
- Innova Fiber Cement (Etex Group): free fibre-cement sheeting
- Thors Hammer: discounted recycled timber
- Asset Construction Hire: pro-bono scissor-lift hire
- Big River Group: discounted timber ply panels
- Grating FRP Australia & Scavenger Supplies: discounted decking grating
- Myles Gostelow: discounted Tharwa Bridge recycled timber and milling

Thanks to Will and Jo Crothers and the Upotipotpon Foundation, the Ops Area is now powered by solar, with panels installed on the Ops Shed, Food Shed and Possum Shed. Their support also funded a new composting machine that converts food waste into compost within 24 hours, enhancing our environmental education and supporting the regeneration work across the campus.



Communal Building  
November 2025



New Sign  
Tharwa, ACT



New Sign  
Tharwa, ACT



## THARWA, ACT & NSW

Tharwa continues to grow as our national campus by supporting our ACT programs as well as our wider operational planning and leadership teams. No longer a site we are simply “reimagining,” Tharwa has become a thriving, purpose-built campus where our teams, participants, and community come together.

Over the past year, we’ve made significant site upgrades to enhance safety, sustainability, and the overall experience for staff and participants. These improvements ensure our campus remains safe, functional, and welcoming, supporting our mission for years to come.

Expedition programs remain a cornerstone of our Tharwa calendar. We are taking full advantage of our unique location near Namadgi National Park, the Murrumbidgee corridor, and the Brindabella Ranges. We are welcoming diverse school groups through our site, ranging from primary school to high school expeditions.

”  
*I’m delighted to share that the Outward Bound trip was an outstanding success; it truly exceeded our expectations and left a lasting impact on everyone involved.*

*-Gerard O’Keefe, Deputy Principal,  
Ulladulla High School*



# NEWS & PROGRAMS

## *A Thriving Year of Growth and Development at Tharwa & Beyond*

### Bushcraft Workshops

Our bushcraft workshops remain a standout favourite with participants, and the outdoor pizza oven has become a much-loved feature, bringing groups together for shared meals and conversation. Adding diversity to our programs for participants to enjoy stillness between the adventure.



 Bushcraft Workshop

### Crate Stack

A new 'crate stack' element of the Tharwa high ropes course was up and running this year. It is being enjoyed as a test of balance, confidence and team work – providing lots of fun and laughter too!



 Crate Stack  
Tharwa Campus

### ACT/Tharwa Programs

Tharwa continues to host a full calendar of programs throughout the year. We welcomed new school partnerships, including Taqwa Islamic School in Canberra, alongside returning clients who utilise the site for multi-day expeditions, day programs, and community initiatives.




 Taqwa College

### Program Locations

Beyond Tharwa, we've made strong use of other ACT and NSW locations this year, including Cooleman Plains, Kosciuszko, Jindabyne, and the Sydney surrounds. These diverse environments continue to broaden our program capacity and provide participants with varied outdoor experiences.



 Heathcote Loop  
Sydney, NSW

# NEWS & PROGRAMS

## *New Programs and New Partnerships across Victoria*

### New Programs / Partnerships

This year saw several new programs joining Outward Bound . We were thrilled to welcome Bairnsdale College Clontarf Academy (program for Indigenous boys in High School) as well as Ivanhoe Girls School and Strathcona Girls Grammar . These partnerships mark an exciting step in expanding our presence in Victoria.



 Ivanhoe Girls Grammar

### End of Lease Planning

Our 15 year lease of Booramby Farm on the banks of the Snowy River comes to an end in mid 2026. The partnership with our generous landlords the Heyhoes has been a wonderful one - extending to Kev's amazing volunteering support. Business planning is in progress to assess the potential for OBA to purchase the property. Watch this space!



 Snowy River Base

### Expanding Rafting Capacity

Our rafting staffing capacity has increased alongside market demand, with raft guide grade 2 and grade 3 courses run with the crew this year. This allows us to facilitate more rafting programs and on more rivers across the country.



 Rafting, Snowy River

### Other Victoria Locations

This year we also expanded across Victoria, facilitating programs in areas such as Mansfield, the Alpine National Park, Hattah, Murray River and Lake Eildon. These remote and diverse locations have allowed us to broaden our offerings, adapt to different environments, and deliver meaningful experiences in some of the state's most stunning landscapes.



 Mt Stirling Summit

## VIC & SNOWY RIVER

Our iconic Snowy River base continued to shine in 2025, with strong interest and several new school partnerships joining us on the river this year. Our rafting and paddling programs remain a highlight for both participants and crew, making the most of our unique access to this spectacular section of the Snowy River in Victoria.

We've focused on strengthening local relationships, refining our program delivery, and preparing for future development opportunities. We are excited about what 2026 may bring as we continue investing time and energy into the long-term growth of the site.



*Awesome program! The capacity, connection with students and engagement with the learning outcomes was outstanding.*

-Sharon Cox, Korowa Anglican Girls' School



Korowa Trek, Snowy River

# WA & WALPOLE

Our operations in Western Australia continue to go from strength to strength, driven by growing program demand and significant reinvestment in field equipment. The Walpole program base remains a staff favourite- a hub of teamwork, problem-solving, and adventure on the state's magnificent South Coast.

This year saw a major upgrade to our expedition gear, with 160 new hiking backpacks, fresh sets of high-quality rain gear, and a fleet of new eskies to support our logistics teams. We're also preparing to launch brand-new rafts to further enhance our trips across the Normalup and Broke Inlets. These investments reflect our commitment to maintaining high-quality, fit-for-purpose equipment that supports both safety and exceptional participant experience in the field.

With Melbourne Grammar School running four groups through the Walpole Wilderness circuit, our Western Australia calendar now extends to around four months of operations annually- this is slowly growing post-COVID, but we look forward to increasing the body of works so our WA season can become more stable and efficient to fly staff to the West Coast.



*To be honest, I didnt want to come at the start, but I'm really glad I came. I enjoyed the program and met some great people. I never thought I would be sad that it is coming to an end, I had an awesome time.*

- Jazzy, Gutsy Girls Participant, 2025.



# NEWS & PROGRAMS

## *Expanding our WA circuits and routes while maintaining our beloved legacy programs*

### WA Funded Programs

AOBDF funded multiple participants on the 10 day Expedition and Gutsy Girls programs as well as funding Follow The Dream. We are deeply grateful that through AOBDF, we can continue to deliver sponsored programs that open opportunities for young people who might not otherwise access an Outward Bound experience.



Follow the Dream

### Legacy Programs

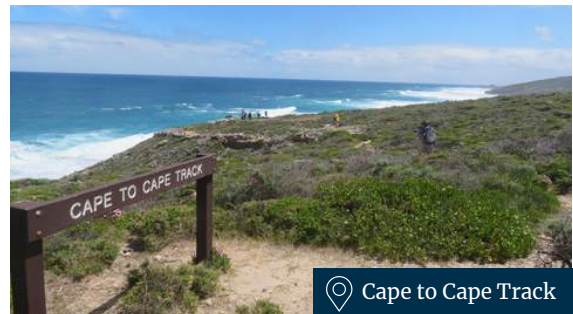
Our two long-standing WA programs continue to thrive. Geraldton Grammar remains our largest, with strong student engagement, especially from the Year 11 groups during their 10-day expedition. Bunbury Cathedral Grammar has been walking the Walpole circuit with us since 1988, and we continued that legacy this year with four groups in March.



Geraldton Grammar

### Inaugural Cape to Cape Hike

We were excited to run our first Cape to Cape hike as an exciting addition to our WA calendar that challenged and inspired participants. This was hiked as part of a Duke of Ed Gold Journey, and has enabled us to scout this route for inclusion in future programs.



Cape to Cape Track

### Walpole Base Upgrades - Lottery West Grant

Thanks to a grant through LotteryWest, we are investing in the development of our operations site at Walpole, WA. The project will see the installation of a new 'donga' at base ( a new veranda undercover area, solar panels and water tank), rain gear and new flat-water rafts. This project and other improvements of the Walpole base will bring the total investments to over \$250 000.



Walpole Base

# NEWS & PROGRAMS

## *Our School Holiday Adventures Hit Great Heights!*

### Expedition

Our 10-day Expedition Program ran across ACT, VIC and WA with great success. This program focuses on adventure and personal achievements.



### Leadership

Our Leadership Program ran in the ACT Summer and Winter holidays at full capacity. Focusing on high-performing small-team skills, these programs attract those completing their Duke of Ed Gold Residential Project.



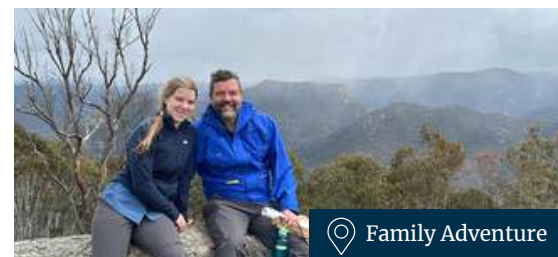
### Junior Adventure

We welcomed almost 70 participants across our Spring, Summer and Autumn Junior Adventure programs. This year, we were extremely proud to support participants who were sponsored by external organisations such as Life Without Barriers and the Yackandandah Lions Club.



### Family Adventure

The Family Adventure Program continues to increase in popularity, selling out for the third year in a row. This years participants included returning alumni, OBA staff and new faces from across the country.



### Gutsy Girls Adventure

Designed for females, Gutsy Girls ran its third instalment in the WA Summer holidays. The program fosters a welcoming and supportive community for women and girls ages 15+. and gives them a wonderful chance to be challenged and succeed.



# OBA HOLIDAY ADVENTURES

Outward Bound signature programs have been gaining in popularity over the past 12 months. Thanks to a renewed marketing campaign, we had fantastic enrolments across all our programs – from the Junior Adventure through to the Leadership and Expedition programs. Spread out across our three main bases of operation these programs give young people of all walks of life the opportunity to participate in an Outward Bound Program.

We were particularly pleased to see our Family Adventure at Tharwa sell out so quickly and look forward to offering this program for families in Western Australia and Victoria in the future.



*It's hard to explain exactly what it is that made my experience so uniquely profound. It might be the location, the separation from the noise of everyday life or perhaps the fact that the environment offers a certain clarity that amplifies learning experiences.*

*– Expedition Participant, April 2025*

📍 April Expedition, Tharwa

# DUKE OF EDINBURGH'S INTERNATIONAL AWARD

Outward Bound Australia has a strong history of supporting the Adventurous Journey component of the Duke of Edinburgh's Award. This year, we delivered almost 30 Duke of Edinburgh programs across the country, supporting young people to challenge themselves, build confidence and progress toward their Award through meaningful outdoor experiences.

For the first time we ran a Duke of Ed program along the famous Bibbulmun Track that stretches from Perth all the way to Albany, and also along the Cape-to-Cape Track, both in Western Australia. With Duke of Ed being such a strong presence in the West, these programs sold out very quickly!

2026 will bring some changes to the Duke of Edinburgh Award which are aimed to bring greater participation and to make it more accessible to young people all over the country.

*"What I enjoyed about the Duke of Ed program was connecting with other students that I normally wouldn't have thought I had anything in common with but it was the complete opposite. I gained new friends and the other students in my group worked well together. It was challenging at times but it has taught me to step out of my comfort zone and to never give up."*

*–Silver Duke of Ed Participant, 2025*



# NEWS & PROGRAMS

## *Duke of Edinburgh's International Award Programs Continue to Grow and Improve across the Country*

Proud to deliver



### Bronze Journeys

Bronze Journeys ran across Sydney in the April and October school holidays. A slight change in the Award's rules allowed some participants to complete all their Bronze Journey requirements with one 3-day / 2-night journey.



### Silver Journeys

Silver Journeys ran in ACT, NSW, VIC, and for the first time, WA, with 78 participants across 33 Award Centres. The 4-day Silver Practice & Qualifying Combination Journey has become our most popular option, selling out in all locations.



### Gold Journeys

Gold Journeys ran in NSW, VIC, and for the first time, WA with 77 participants from across 38 Award Centres. The 5-day Gold Journey, combining the Practice & Qualifying Journeys is our most popular offering. It has been a pleasure to welcome back many Bronze and Silver Journey participants, who have returned to us for their final level's journeys.



### Gold Residential Project

The Outward Bound Leadership Program often doubles as the Residential Project for those students completing their Gold Duke of Ed. This 5-day program focuses on what it takes to be a successful leader and working towards a common goal with people who are not their usual companions.



# RETURN OF LONG EXPEDITIONS


The original heritage program of Outward Bound Australia was a 26-day 'Standard Course', combining sequenced elements of adventurous outdoor activities; such as hiking, paddling, climbing and caving, with personal development learning – leadership, service, teamwork and solo experiences. In fact, much of the early academic research on the efficacy of outdoor education in Australia was based on the Outward Bound Standard Course.

Term 4 marked the exciting return of long-form expeditions, with Korowa Anglican Girls' School and Melbourne Grammar School completing long, extended journeys across Australia. These immersive programs span hiking, rafting and camping in some of the country's most remarkable landscapes, offering a truly transformative experience for students.

The Korowa Trek is a 30-day expedition from the NSW Main Range to Marlo, on the VIC coast, by foot, bike and raft. It challenges Year 9 girls across physical, social, cognitive and emotional domains while focusing on building strong, healthy communities. Daily facilitated activities help students apply their learning and values throughout the expedition.

*Beyond the Gates* is Melbourne Grammar School's signature outdoor education program. The 20-day journey across three stunning Australian locations is designed to take students far beyond the school grounds, both physically and emotionally.



 Korowa Trek

## Korowa Trek

Korowa girls returned to Kosciuszko National Park and the Snowy river for the second iteration of their 30-day Trek program with Outward Bound. This year's journey saw them walk the NSW Main Range, summit Mt Kosciuszko, through the Pilot Wilderness & paddle the mighty Snowy River. A snow storm in early November re-routed the groups for a few days, but the experience of late Spring snow was one for the memories!



## MGS BTG - The Classic, VIC

The Classic program takes students from Falls Creek, down to the Mitta Mitta River for 2+ days of rafting, before cycling through the Omeo plains, and bushwalking along the Alpine Walking Trak to the start of Murray River and onto the NSW Main range. This year's program saw 5cm of snow over Falls Creek and Mt Hotham.



## MGS BTG -Alpine Journey, NSW

Based in the ACT high country, this program blends hiking, canoeing and solo reflection. Six groups hiked through the Australian Alps Walking Track through Namadgi National Park, the Bimberi Wilderness and Kosciuszko National Park.




## MGS BTG -Karri to Coast, WA

This program takes the students across Western Australia's Walpole circuit, where they paddle the Broke and Walpole inlets, before journeying out to Peaceful bay. This circuit traverses across Clifly Head, the Woolbales and section of the Bibbulmun Track. The late Spring in WA gave those groups delightful outdoors conditions.







*Outward Bound transcends individual differences and kindles within each of us a sense of community. The wilderness environment allows one's veneers to slip away, and each person can grow through daring to risk, to care, and to share with others. As an educational forum, Outward bound offers true learning, involving heart, mind and body, in a way that will last a lifetime*

Kurt Hahn  
Co-Founder of Outward Bound

In 2025, NatCORR cemented its role as the national leader in strengthening climate resilience and risk capability across Australia's outdoor sector.

From launching the innovative ORI HEAT platform with the University of Sydney and EMU Systems, to delivering Weather-Ready Workshops in partnership with the Bureau of Meteorology and WeatherWatch, NatCORR has driven practical change.

Our work has connected researchers, educators, and outdoor professionals, translating science into action through resources, training, and tools that help organisations anticipate, prepare for, and respond to emerging environmental challenges.

## Our Most Exciting Chapter Yet

This year marks a major milestone in NatCORR's journey. With the success and impact of our initial programs clearly demonstrated, we are thrilled to announce that NatCORR has secured a further three years of funding through the National Emergency Management Agency's Disaster Ready Fund (Round 3).

This renewed support will allow us to deepen partnerships, expand our professional development offerings, and continue building a safer, smarter, and more climate-ready outdoor sector across Australia.



## Outdoor Risk Intelligence (ORI)

In partnership with the University of Sydney and EMU Systems, NatCORR has developed ORI HEAT, a heat stress risk rating tool designed specifically for outdoor environments. What began as a heat stress calculator has now evolved into a comprehensive climate planning platform, incorporating monthly average weather data directly into the page. This allows outdoor organisations and event planners to look ahead to their scheduled dates, view projected heat and weather conditions, and make informed decisions about how these factors could influence their activities.

Taking this further, ORI HEAT also includes an auto-generated risk assessment report that integrates live weather data and prompts users through key risk-management questions. The goal is for ORI HEAT to become a one-stop resource for outdoor operators to plan, assess, and adapt their activities with confidence in a changing climate.

## Weather Workshops

Born from an identified industry need, NatCORR designed and delivered five Weather-ready Workshops across Brisbane, Melbourne, Hobart, Canberra, and Perth. These day workshops focused on hands-on weather interpretation skills, understanding Australia's changing climate and organisational readiness. .

Equally important as the workshops themselves, the delivery partnership with the Bureau of Meteorology and Anthony Cornelius (WeatherWatch) has opened a valuable and ongoing channel of communication between the Bureau and the outdoor sector- strengthening mutual understanding, collaboration, and preparedness for weather-related risks.

## SYMPOSIUM

We were proud to share the success of the inaugural Outdoor Risk and Resilience Symposium that was held on July 9 in Canberra.

The Symposium was an invaluable professional learning day, full of great collaboration, insights from experts and impactful case studies. The day brought together outdoor practitioners, researchers, and emergency management experts to share insights on climate, weather, disaster resilience, and risk management in the outdoors.

The event fostered valuable connections and the sharing of insights across the outdoor and disaster resilience sectors—a true community effort. Climate change is affecting the whole outdoor sector, from where we go, when we go, and how we manage the increasing challenges and risks.

The strong turnout and positive feedback confirm NatCORR's vital role in supporting a resilient and risk-aware outdoor sector.



“

“NatCORR day was extremely valuable with excellent presenters and content.”

“

“Excellent content and industry connection on key issues.”

“

“Continue to be the voice of risk resilience for the industry.”



NatCORR Symposium

# AUSTRALIAN OUTWARD BOUND DEVELOPMENT FUND (AOBDF)

## A Year of Impact and Renewal: Celebrating AOBDF's Achievements in 2025

Financial year 2025 marked another exceptional chapter for the Australian Outward Bound Development Fund (AOBDF), a year defined by generosity, community spirit, and the unwavering belief that young Australians deserve the chance to discover their strength and potential. With \$953,000 raised from 13 grants and 34 individual donations, AOBDF has continued to expand access to life-changing Outward Bound programs, ensuring that cost is never a barrier for those in need of a helping hand. What makes this achievement particularly inspiring is the diversity of contributions. Donations ranged from modest weekly or monthly commitments to transformative gifts of \$250,000 - each one a vital part of a collective effort to uplift young people who benefit profoundly from experiential learning in the outdoors. Every donor, no matter the size of their contribution, plays a crucial role in building resilience, confidence, leadership, and hope in the next generation.



## Strengthening Our Foundations: Investments in Facilities and Equipment

In 2025, several major supporters came forward to significantly enhance Outward Bound's physical infrastructure and program resources. Sally White led the way with a remarkable \$250,000 donation towards the new Tharwa Communal Centre—a space that will serve as a hub for connection, reflection, and shared experience for thousands of young participants. The White and Fairfax Families have been integral to Outward Bound Australia's story, and we applaud Sally's continued conviction in our mission as she helps us lay the foundations of the next exciting chapter for our organisation.

The James N. Kirby Foundation also contributed \$50,000 toward the kitchen equipment, cool room, and freezer in the new Tharwa Communal Centre - an investment made in honour of Jim Kirby's very first business venture.

## The Power of Community: Alumni & Regular Donors

AOBDF's alumni community once again demonstrated its commitment, raising \$61,944, with an impressive \$42,000 contributed during the end-of-financial-year campaign. Several donors made especially significant contributions:

- Ed Macartney – \$14,000 (annual scholarship gift)
- Geoffrey White – \$10,000 (support for disadvantaged youth programs)
- Garry and Lyndal Hargrave – \$10,000 (fireplace in the new Communal Centre)
- Benny Callaghan – \$5,000 (who used to work with OBA on the National Aspiring Leadership Summit)
- Campbell Hudson – \$3,000 (coffee tables for the Centre's welcome lounge)
- Greg and Dianne Chapman continued their tradition of donating \$1,500 each year toward staff training.

## A Call to Action: Back the Outward Bound Renewal

As Outward Bound enters an exciting period of renewal - rebuilding infrastructure, expanding programs, and deepening its impact - AOBDF's role has never been more important. And how fitting with our 70<sup>th</sup> anniversary around the corner. The achievements of 2025 show what is possible when a community comes together with generosity and purpose. But the work ahead is bold, and we invite supporters, partners, alumni, and friends to continue standing with us. With your support, we can ensure that Outward Bound remains a powerful force for personal growth, resilience, leadership, and environmental connection for decades to come. The renewal is underway. The momentum is building. Now is the moment to step forward.

Join us, and help shape the future of Outward Bound in Australia.

Simon Lewis



Chair, AOBDF

I wanted to use this opportunity to sincerely thank ARLF for giving me this opportunity to come. I feel very humbled and grateful to be selected to come and being invested in. Someone saw something in me that was worthy to be developed further. This is so impactful to me in my growth journey. This course created a nurturing and supportive environment I needed, to grow and develop when I needed. Thank you very much.

- Participant 2025, Trail Program

Follow The Dream,  
Walpole WA



# GRANTS & COMMUNITY SUPPORT

Grants have been pivotal in both enhancing our infrastructure and supporting the essential community programs that define our work. In FY2025, we were awarded 13 grants totalling over \$360,000. This funding has enabled us to invest in projects that align closely with the goals of our donors and government partners, ensuring that our programs continue to make a meaningful impact. Key focus areas this year included increasing access to our programs for First Nations participants, Veterans, and students from low socio-economic schools—groups for whom these opportunities can be life-changing.

Moving forward, grants will remain central to how we grow and evolve. We're excited about the opportunities ahead and will continue to pursue funding that strengthens our programs and broadens our reach.

We extend our sincere gratitude to all the community members and supporters who contributed through grants this year. Your support allow us to create experiences that empower participants, build resilience, and foster connection with the outdoors.

## Pro Bono Community Support

Our pro bono community work ensures young people who face the greatest barriers can still access transformative outdoor learning. In 2025 alone, we delivered 17 pro bono program days with eight different community partners. We believe that every young person deserves the chance to build confidence, resilience and connection, regardless of their circumstances and we are proud of the work we do in this space.

## ACT Justice and Community Services Directorate – Indigenous and Veterans Grants

Support from the ACT Justice and Community Services Directorate enabled us to deliver the Aboriginal and Torres Strait Islander Leadership Program. 18 young Indigenous men built confidence, resilience and cultural connection through leadership days, a Veterans and Families Connection weekend, and a youth-led expedition, delivered in partnership with Worldview Foundation and PCYC ENGAGE.

# NEWS & PROGRAMS

## Outward Bound Supporting The Community

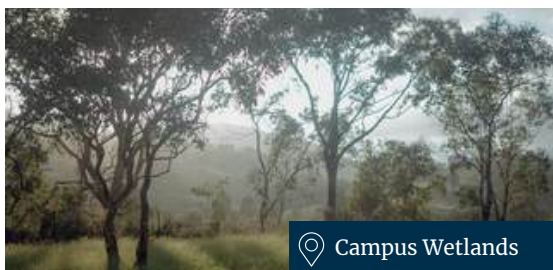
### Anthony Costa Foundation

In 2026, we will deliver three immersive wilderness programs for Surf Coast Secondary College. These multi-day expeditions will build resilience, confidence and school engagement for young people experiencing mental health challenges or disadvantage.



### NAB Foundation Community Grant – Tharwa Campus Wetlands

Plans are now underway for the new swale at our base, funded through the NAB Foundation Community Grant. This project will improve the health of the Murrumbidgee River Catchment by filtering stormwater, reducing erosion, and preventing high-phosphorus runoff in the river system. The wetlands will enhance biodiversity, restore native wildlife, and strengthen environmental learning experiences offered to participants.



### East Gippsland Shire Council Indigenous Leadership Program

This grant helped us deliver a leadership program for young Indigenous men, in partnership with Bairnsdale Secondary College's Clontarf Academy. The program empowered Year 9 Indigenous students to break the cycle of social disadvantage and enhance opportunities for meaningful employment.



### Waratah Education Foundation Leadership Programs

Support from the Waratah Education Foundation, enabled two leadership programs for Year 9 students from the Hunter Valley and South Coast of NSW. Young people facing mental health, social and educational challenges participated. Outcomes demonstrated growth across areas including self-confidence, resilience and social competence, with an overall effect size of 0.7, double the global outdoor education benchmark.



# COMMUNITY & SECTOR ENGAGEMENT

## Outdoors Sector Conferences

In July, we attended the Outdoors NSW & ACT Conference and delivered our symposium on behalf of NatCORR. The event brought together leaders from across the sector to explore emerging challenges, share practical insights, and strengthen collaboration. In August, we attended the Outdoors VIC conference in Bendigo. Dr Loren Miller and Helene de Lagillardaie presented on Neurodivergence in Outdoor Education, while Ben Lovell presented one of NatCORR's hands-on Weather Ready Workshops in collaboration with the Bureau of Meteorology.



## WRMC - Maine, USA

Dr Loren Miller, Margot Hurrell, and Helene de Lagillardaie attended the Wilderness Risk Conference in Maine in September. The event focused on risk management, with valuable insights from the US outdoor sector, many echoing challenges we face here in Australia.



## AHISA Conference

Ben Lovell and Charlotte Omond headed over to Aotearoa for the Australian Heads of Independent Schools Association Conference in October. It was a great opportunity to talk with school leaders from throughout Australia about current student needs, and reflect on the place outdoor education and experiential learning has in addressing these. We were able to spend a short period of time with our close friends at Outward Bound New Zealand at their beautiful site near Anakiwa.



## OFFSEAS Conference - Bangkok

In May, our Head of Partnerships and Development, Ben Lovell, attended, presented, and exhibited at the OFFSEAS conference in Bangkok. The event has grown into a major professional learning forum in Southeast Asia, attracting over 350 presenters, school leaders, teachers, outdoor educators, and providers.



## GOVERNER GENERAL PATRONAGE

Her Excellency, the Governor-General, Sam Mostyn, visited our Tharwa campus alongside the Australian Rural Leadership Foundation TRAIL program.. We extend our sincere thanks to Her Excellency for her patronage of Outward Bound Australia and for taking the time to engage with our programs and participants. We look forward to welcoming you back in the future!

In March 2025, Jess Bulger, Ellie Hargraves and Loren Miller visited her Excellency at Government House in Canberra. The afternoon was spent discussing the important work that Outward Bound does, and planning for our 70<sup>th</sup> birthday in 2026.



 OBA Staff Visit  
Government House



 OBA Staff Visit  
Government House

 Sam Mostyn,  
Governor General

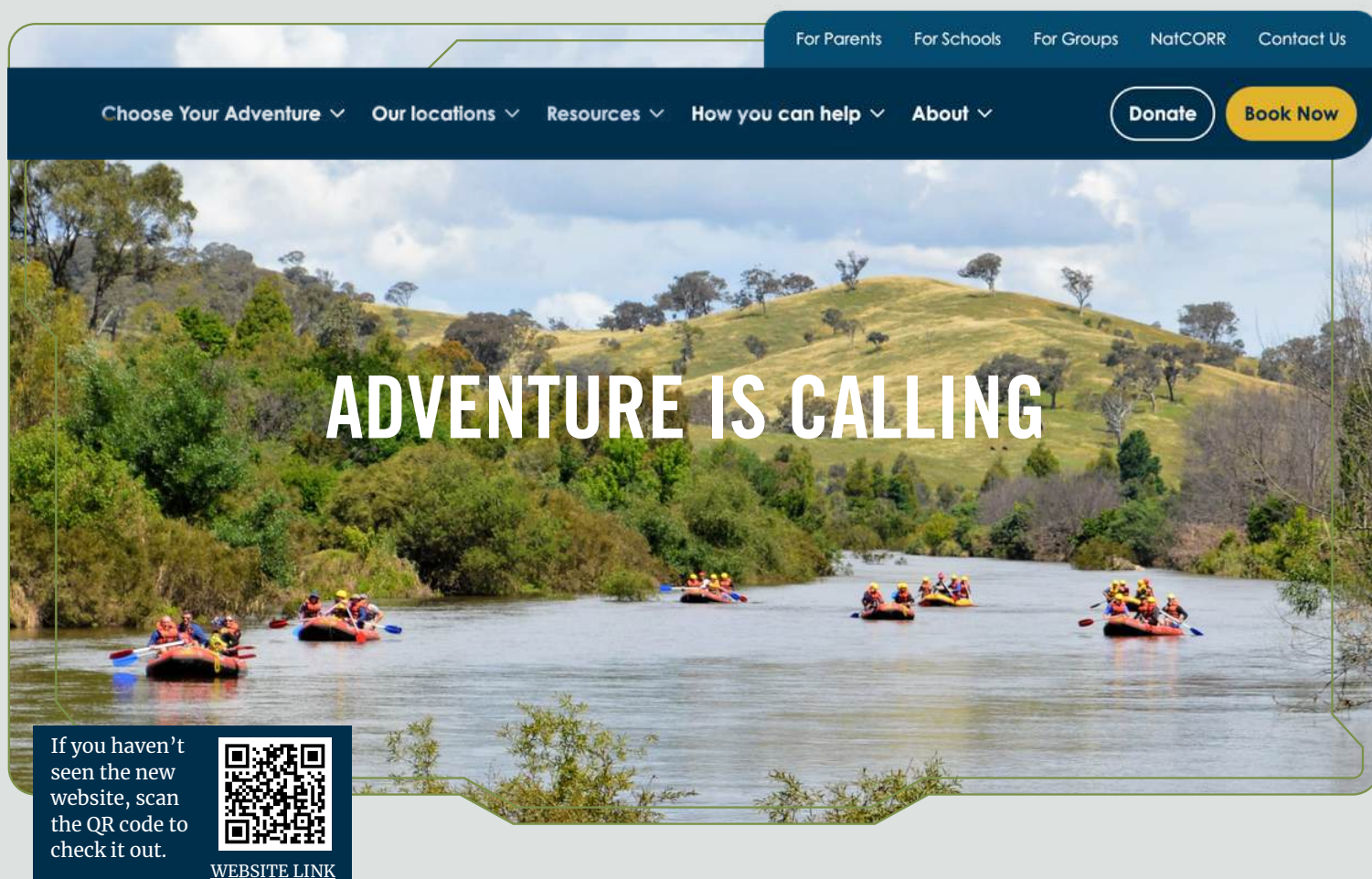
# MARKETING & WEBSITE LAUNCH

It was an exciting and productive year in Marketing, marked by stronger engagement, clearer storytelling, and meaningful growth across all our channels. Our social media presence continued to expand, with increased follower numbers and improved reach on Facebook, Instagram and LinkedIn. Targeted campaigns including Gutsy Girls and our School Holiday promotions helped deepen audience connection and drive enrolments.

Email marketing also saw steady growth, with a larger mailing list and consistently strong open and click-through rates. These combined efforts have strengthened brand visibility and positioned us for continued growth in the year ahead.

A major achievement this year was the launch of our new website, an important milestone in improving user experience, accessibility and program information for participants, families and partners. The new website features clearer navigation, streamlined program pages, modern design and improved booking pathways. The new website now serves as a dynamic hub for storytelling, program insights and community engagement.

A big thanks to our web design partner, the Vivo Group who helped us design and launch our brand-new site, with a clear focus on elevating customer service, improving usability and creating seamless integrations to purchase our programs. The process was smooth and efficient, and the final design is both beautiful and functional.



The screenshot displays the new website's homepage. At the top, a dark blue navigation bar contains links for 'For Parents', 'For Schools', 'For Groups', 'NatCORR', and 'Contact Us'. Below this, a secondary dark blue bar features dropdown menus for 'Choose Your Adventure', 'Our locations', 'Resources', 'How you can help', and 'About', alongside 'Donate' and 'Book Now' buttons. The main visual is a large image of a river with several rafts carrying people, set against a backdrop of green hills and a cloudy sky. Overlaid on this image is the text 'ADVENTURE IS CALLING' in large, white, bold, sans-serif capital letters. In the bottom left corner, a dark blue box contains the text 'If you haven't seen the new website, scan the QR code to check it out.' next to a QR code. Below the QR code is a link labeled 'WEBSITE LINK'.


For Parents For Schools For Groups NatCORR Contact Us

Choose Your Adventure ▾ Our locations ▾ Resources ▾ How you can help ▾ About ▾

Donate Book Now

**ADVENTURE IS CALLING**

If you haven't seen the new website, scan the QR code to check it out.



[WEBSITE LINK](#)

## Social Media

This year our social media presence continued to strengthen, with steady improvements across Facebook, Instagram and LinkedIn. We've focused on building community engagement and growing our digital audiences. Both our Facebook and Instagram audiences continued to grow steadily, with increased reach, interaction and follower loyalty.

## Meta Advertising

A major shift in our social media approach was bringing all Meta advertising in-house, through the upskilling of our own staff. This transition has delivered exceptional results, giving us greater control, clearer insights and more effective campaigns.

## Campaigns

We launched several marketing campaigns that strengthened our presence and community reach. Our key campaigns, such as Gutsy Girls and our School Holiday Adventures played a key role in driving enrolments for our public programs, helping us connect with new participants and re-engage past ones.

## Email Marketing

Our email marketing continued to deliver excellent results. Our mailing list saw notable growth throughout the year, supported by targeted sign-up pathways and refreshed newsletter content. Open and click-through rates remained consistently high, demonstrating strong audience interest and trust in our communications. These improvements have made email one of our most reliable and effective channels for program promotion and community updates.

## SOCIAL MEDIA AUDIENCE:

22,521

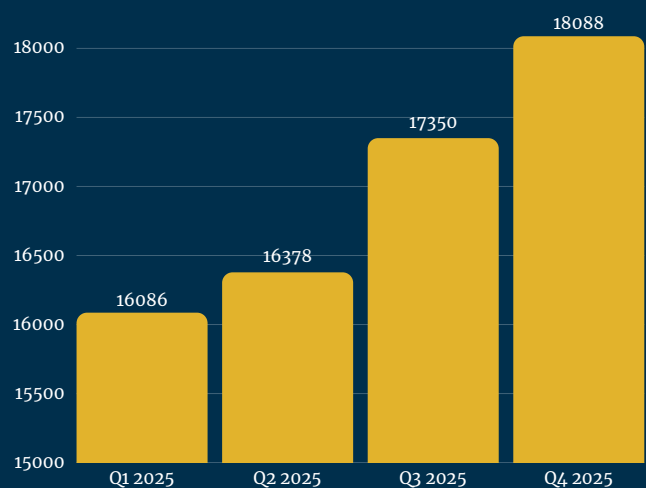
Total followers over Facebook, Instagram, LinkedIn and mailing list subscribers as of December 1

## SOCIAL MEDIA VIEWS:

1,704,461

Total social media views since 1 January- 1 December, 2025

## OVERALL FOLLOWERS:



Quarterly increase in followers across Facebook, Instagram and LinkedIn in 2025, until 1 December.

# CREW LIST 2025

Erin Anderson	Pace McGowan
Steve Angus	Phoebe Michaels-Hardy
Rosie Anthony	Charles Middleton
Violet Anthony	Loren Miller
Milly Anthony	Gregory Mock
Parker Babington	Jennie Moore
Alanna Basa	Peta Morley-Buchanan
Emily Boehm	Kalang Morrison-Jones
Caroline Bowman	Bronte Morrow
Sam Bright	Charlotte Mouncey
Wren Browne	Lily Murray
J'aime Brunet	Catherine Neave
Becca Buckley	Thu Thao Nguyen
Jacob Bullen	George Norcross
Lachie Burgess	Charlotte Omond
Mike Burrows	Blake Owers
Peter Choate	Gemma Papalia
Ash Cochrane	Lilly Pareti
Tim Collins	Lilly Pareti
Andrew Currie	Josh Payne
Dylan Dabinett	Brett Peel
Helene de Lagillardaie	Forrest Perrin de Graaff
Kelly de Soyres	Dean Pham
Yanni Droulias	Dan Porto
Matthew Dudgeon	Izzy Pulford
Peta Duggan	Selena Quintrell
Ellie Dunphy	Harry Radford
Mitchell Edwards	Emily Radford
Toni Ewing	Simon Randell
Gary Farebrother	Lauren Riddel
Steph Fidler	Bruno Romano
Philippe Finance	Laura Rutley
Alkira Finegan-Smith	Sarha Salleh
Laura Foley	Rachel Sands
Rowan Frankowiak	Kirsty Scott
Matt Gallagher	Melissa Searle
Abhijit Ghosh	Kieran Simpson
Tess Gooley	Oscar Simpson
Melissa Greene	Lucas Slater
Augustine Haddad	Dylan Smith
Angus Hall	Kristi Southwell
Nicola Hanson	Greg Stagbouer
Ellie Hargrave	Matt Starrett
Ewan Hibbert	Lilith Stewart
Angela Hills	Lauren Taylor
Marita Hills	Skye Threlfall
Luka Hodder	Sam Tonkin
Sam Hodder	Matt Tough
Jonathon Hoiles	Beth Van Strijp
Zali Holtham	Charlie Vlahov
Zara Houghton	Bridget Walsh
Declan Hoyt	Emily Waters
Amelie Hudspeth	Peter Webster
Taylor Kemp	Ian Wells
Lily Kennedy	Rebecca Werner
Alice Kimberley	Matthew Wicklander
Dakota Klein	Lauren Wigham
Sajan Kumal	Simon Winter
Adele Lamb	Jack Withers
Mardi Lee	Stephanie Woodhead
Gianna Leone	Stephen Worley
Ben Lovell	Julian Yates
Damian Lum	Daniel Yeoman
Yushan Luo	
Tony Lydon	
Yu Mao	



# VOLUNTEERS

As we reflect on the achievements of the past year, we acknowledge the invaluable contributions of our volunteers. Their dedication and generosity are fundamental to Outward Bound's success and our ability to make a lasting impact.

Volunteers stepped up in countless ways, from providing logistical support during programs to leading our participants in planting trees, to providing pro-bono professional advice and support. Their willingness to lend a hand embody the spirit of our motto: "to serve." The Gerners have continued to be a beacon of OBA support, with an OBA first with three generations of Gerners volunteering on Outward Bound programs across the East and West Coast in the one week!

To every individual who gave their time this year - whether for a single day or on an ongoing basis - we extend our heartfelt thanks. Your contributions help Outward Bound and inspire others to serve.

Our deepest gratitude and thanks to the following volunteers:

Gwen Freeze  
Ed Gerner  
Tim Booth  
Kev Heyhoe  
Lucy Hargrave  
Leah Quay  
Anna Hyles  
Damo Croke  
Margot Hurrell  
Libby Gerner  
Thomas Gerner  
Stephen Wight  
Tim Booth  
Walpole Work Camp



Crew AGM 2024

# AWARDS

## **Partnership Award: DR CLARE DALLAT, Risk Resolve**

Dr Clare Dallat has been a trusted risk advisor, staff trainer, and mentor to the OBA leadership team for more than five years. Her contribution to strengthening our organisational safety culture has been profound. Clare has consistently shared the load of risk management and incident response, bringing clarity, calm and expertise to some of our most challenging moments. She has also welcomed OBA into her extensive international network of outdoor-risk specialists, opening doors to professional development, global insights and a wider community of wisdom and support. We are deeply grateful for her generosity, her steady guidance, and her unmistakable Irish sense of humour. Clare, and her partner Ginny through their work at Risk Resolve, have been an essential part of the backbone of OBA's success over the past five years.



## **Community Award: MATT WESCOTT, South Metropolitan TAFE**

Matthew Wescott, known to all of us as Westie, is a long-standing champion of OBA and a pillar of the Outdoor Leadership community in WA. Since first joining an Outward Bound program in 2020, he has deepened his involvement year after year. What began as time in the field soon grew into the development of a formal work-placement pathway for South Metropolitan TAFE Outdoor Leadership students, giving countless emerging leaders meaningful, real-



world experience. Westie is a much-loved presence across our operations in WA. He engages actively with NatCORR, contributes thoughtfully to the Certificate IV review, and is a steadfast advocate for experiential learning and the value of OBA's work. On program, he is the teammate everyone wants, reliable, capable, good-humoured, and somehow still able to produce an exceptional chicken satay at day's end.

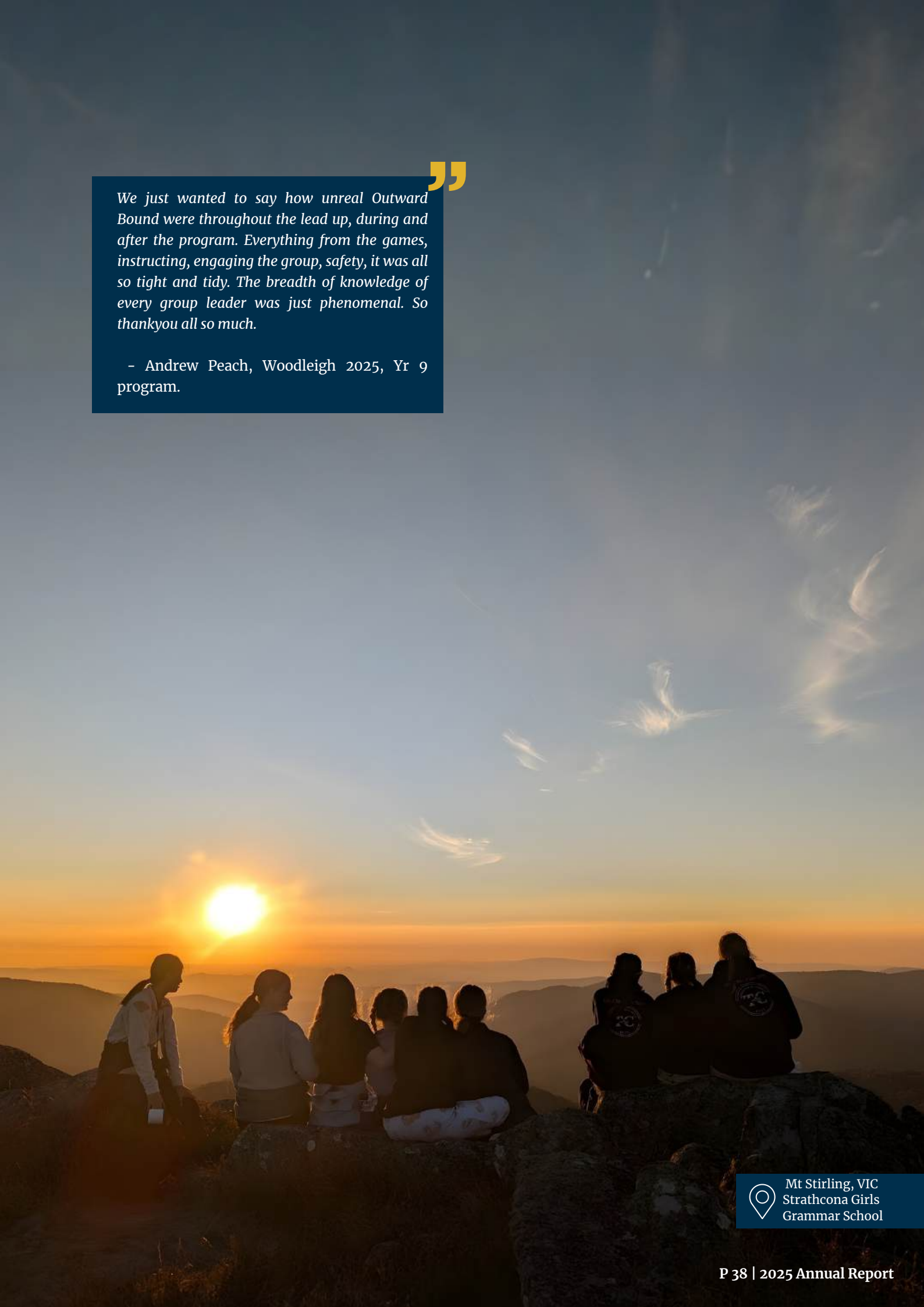
## **Service Award: MARGOT HURRELL AND DAMON CROKE**

The spirit and generosity of service reveal themselves most clearly in times of need.

This year Margot Hurrell and Damon Croke embodied that spirit, taking time off to volunteer with us to provide support as we took a deep breath and regrouped during a challenging period. Margot's service to Outward Bound spans three decades. She has been a constant source of wisdom, steadiness and kindness, and remains an invaluable member of our training team through her leadership in wilderness first aid.

Damon's contribution over the past two decades, from Group Leader to Operations Manager, has left an enduring legacy. His commitment has never wavered; he continues to mentor our operations team, lend a hand driving a bus when needed, and offers quiet, thoughtful support. Our heartfelt thanks go to Margot and Damo. We are deeply grateful knowing you have our backs.



A group of about ten students are sitting on a rocky outcrop, looking out over a vast landscape at sunset. The sun is low on the horizon, creating a warm orange glow. The sky is filled with wispy clouds. The students are silhouetted against the bright light of the sunset. One student on the left is standing and looking out, while the others are sitting or kneeling. They are all looking in the same direction, towards the horizon.

*We just wanted to say how unreal Outward Bound were throughout the lead up, during and after the program. Everything from the games, instructing, engaging the group, safety, it was all so tight and tidy. The breadth of knowledge of every group leader was just phenomenal. So thank you all so much.*

- Andrew Peach, Woodleigh 2025, Yr 9 program.

# OUR GOVERNANCE

## DR LOREN MILLER

Dr Loren Miller first joined the Outward Bound Australia Board in 2019. She became Chair and Executive Director in 2020, leading OB through the impacts of the bushfire and COVID, providing a recovery and renewal strategy during this demanding period. 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 time of change. Loren's partnership Co-Chair role with Jessica Bulger has been an innovative and effective governance model for transformation.



## JESSICA BULGER

Jess Bulger is Wiradjuri from Tumut and Brungle in country NSW, raised in a large, proud Aboriginal family and shaped by strong Elders and community leadership. She is currently a Senior Fellow in the Practice of Management at the Australian National University's College of Business and Economics. Before ANU, Jess worked in the not-for-profit sector, as CEO of the Australian Indigenous Governance Institute (AIGI), an NGO that works alongside Aboriginal and Torres Strait Islander organisations to embed culturally legitimate governance. Jess' career has focused on leadership development, nurturing emerging talent, and strengthening Indigenous governance. Jess also serves in advisory roles with organisations including DEAT, Philanthropy Australia, Monash University, GHD, and Optus.



## CAMPBELL HUDSON

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 Career Trackers Business Supervisor of the Year. In 2016 Campbell participated in an Outward Bound program with Career Tracker interns, that led him to join the Outward Bound Australia Board in 2019. Campbell, with the assistance of colleagues at Dentons provides generous pro-bono legal support for Outward Bound.



## KATIE BROWN

As a learning professional volunteering and youth advocate, Katie has 30 years experience in the outdoors and recreation sector. Currently the CEO of Awards WWA, the association offering experiential learning youth self-development programs. The Duke of Edinburgh's International Award and Ignite Youth Award in WA, Katie works with 130 educational institutions and community organisations to support over 3,500 young people in WA with a focus on empowering and equipping them with a world ready attitude. In 2020, Katie was appointed as Chair of Outdoors WA, the peak industry body for the outdoor recreation industry in WA with an aim to advocate and support local outdoor recreation businesses, camp operators, retailers and Outdoor Ed teachers to ensure the best opportunities are available for the WA community. In her spare time, Katie is an active Group Fitness Instructor, something she has been for 30+ years.



DR SIMON CRISP

Dr Simon Crisp first joined the Outward Bound Board in 2021. His 26 day OBA Standard Course in 1980 (aged 16) was the single most formative experience of his life. In addition to working with OBA



in the 1980's and practicing psychology for the last 35 years in mental health and educational settings, Simon developed Australia's first manualised, evidence-based adventure therapy program model. Awarded a Churchill Fellowship, he researched adventure therapy programs in North America, UK and New Zealand in 1996. With more than 1,000 field days of experience leading adventure therapy programs, Simon brings an immense knowledge of risk management and program delivery to the Board. Simon has played a pivotal role on the Board over the past 3 years – providing hands-on support to the organisation with staff training, mental health and wellbeing, and as a member of the Risk and Safety Committee.

SIMON LEWIS

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. Simon provides invaluable support to Outward Bound to help navigate and build support within the philanthropic community.

SANDY ALLEN-CRAIG

Sandy has a board a range of experience and expertise from across the outdoor sector. She has worked as an outdoor educator and leader developing and implementing Outdoor



Education programs and courses in universities and schools over the past 4 decades. She has published across a wide range of topics important to the delivery and development of programs which use the natural world. Sandy has been awarded an Australian Learning and Teaching Council citation, for outstanding contribution to student learning. She is a board member of Outdoors Victoria, Outward Bound Australia and an advisory board member of The National Centre for Outdoor Risk and Readiness. She is an executive member of Outdoor Education Australia. As recognition of her sustained and ongoing contribution to the sector she has been honoured as a Fellow of Outdoor Education Australia and The Australian Council for Health Physical Education and Recreation.

DIRECTOR 2025 ATTENDANCE RECORD

Loren Miller	8 of 8
Jess Bulger	8 of 8
Campbell Hudson	6 of 8
Katie Brown	8 of 8
Simon Crisp	8 of 8
Sandy Allen-Craig	8 of 8
Simon Lewis	7 of 8

# AUDITORS INDEPENDENCE DECLARATION



## The Australian Outward Bound Foundation and Controlled Entity

ABN: 57 000 250 635

### Auditor's Independence Declaration For the Year Ended 30 June 2025

We declare that, to the best of our knowledge and belief, during the year ended 30 June 2025 there have been:

- (i) no contraventions of the auditor independence requirements as set out in 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 10 November 2025**

**Wagga Wagga**



# STATEMENT OF PROFIT OR LOSS

The Australian Outward Bound Foundation and Controlled Entity  
Consolidated statement of profit or loss and other comprehensive income  
For the year ended 30 June 2025

	Note	Consolidated 2025 \$	2024 \$
<b>Revenue</b>			
Other income	4	7,190,864	5,329,524
Interest revenue	5	33,871	179,929
Total revenue		<u>237,013</u>	<u>130,842</u>
		7,461,748	5,640,295
<b>Expenses</b>			
Administration expenses			
Program costs			
Employee benefits expense		(184,490)	(191,828)
Advertising and marketing expenses		(1,030,125)	(941,218)
Depreciation and amortisation expense	6	(3,819,343)	(3,333,770)
Impairment of assets		(40,511)	(68,568)
Motor vehicle expenses	6	(458,899)	(232,715)
Travel expenses		-	(34,146)
Professional fee		(99,652)	(97,639)
Other expenses		(35,358)	(40,371)
Finance costs		(375,993)	(177,530)
Total expenses		(466,294)	(146,946)
<b>Surplus before income tax expense</b>	6	(17,503)	(17,980)
Income tax expense		(6,528,168)	(5,282,711)
<b>Surplus after income tax expense for the year attributable to the members of The Australian Outward Bound Foundation</b>		933,580	357,584
Other comprehensive income for the year, net of tax		-	-
<b>Total comprehensive income for the year attributable to the members of The Australian Outward Bound Foundation</b>	2	<u>-</u>	<u>-</u>
		933,580	357,584
		<u>-</u>	<u>-</u>
		<u>933,580</u>	<u>357,584</u>

The above consolidated statement of profit or loss and other comprehensive income should be read in conjunction with the accompanying notes

# FINANCIAL POSITION

**The Australian Outward Bound Foundation and Controlled Entity**  
**Consolidated statement of financial position**  
**As at 30 June 2025**

	<b>Note</b>	<b>Consolidated 2025 \$</b>	<b>2024 \$</b>
<b>Assets</b>			
<b>Current assets</b>			
	7	1,578,151	651,372
Cash and cash equivalents	8	146,355	424,570
Trade and other receivables	9	2,950,548	1,150,882
Investments	10	21,678	17,176
Other		4,696,732	2,244,000
Total current assets			
<b>Non-current assets</b>			
	9	-	2,500,000
Investments	11	3,678,746	3,002,330
Property, plant and equipment (*Restated)	12	222,073	226,287
Right-of-use assets	13	107,677	107,677
Intangibles		4,008,496	5,836,294
Total non-current assets		8,705,228	8,080,294
<b>Total assets</b>			
<b>Liabilities</b>			
<b>Current liabilities</b>			
	14	536,980	203,170
Trade and other payables	15	2,123,126	2,765,618
Contract liabilities	16	321,127	379,543
Borrowings	18	2,515	2,432
Lease liabilities	17	114,550	95,917
Employee benefits		3,098,298	3,446,680
Total current liabilities			
<b>Non-current liabilities</b>			
	18	227,671	230,186
Lease liabilities	17	42,251	-
Employee benefits		269,922	230,186
Total non-current liabilities		3,368,220	3,676,866
<b>Total liabilities</b>		5,337,008	4,403,428
<b>Net assets</b>			
<b>Equity</b>			
		808,428	808,428
Reserves		4,528,580	3,595,000
Retained surpluses (*Restated)		5,337,008	4,403,428
<b>Total equity</b>			

\* Refer to note 2 for detailed information on Restatement of comparatives.

# CASH FLOWS

**The Australian Outward Bound Foundation and Controlled Entity**  
**Consolidated statement of cash flows**  
**For the year ended 30 June 2025**

	Note	Consolidated 2025 \$	2024 \$
<b>Cash flows from operating activities</b>			
Receipts from customers (inclusive of GST)		7,469,079	5,829,820
Payments to suppliers and employees (inclusive of GST)		(5,661,574)	(5,521,126)
		1,807,505	308,694
Donations and grants (paid)/received		(642,492)	1,114,772
Interest received		237,013	130,842
Interest and other finance costs paid		(17,503)	(17,980)
Net cash from operating activities		1,384,523	1,536,328
<b>Cash flows from investing activities</b>			
Proceeds/ (Payments) for investments	11	700,334	(429,757)
Payments for property, plant and equipment	5	(1,131,101)	(1,327,327)
Proceeds from disposal of property, plant and equipment		33,871	25,000
Net cash used in investing activities		(396,896)	(1,732,084)
<b>Cash flows from financing activities</b>			
Repayment of borrowings		(58,416)	(62,376)
Repayment of lease liabilities		(2,432)	(12,367)
Net cash used in financing activities		(60,848)	(74,743)
Net increase/(decrease) in cash and cash equivalents		926,779	(270,499)
Cash and cash equivalents at the beginning of the financial year		651,372	921,871
Cash and cash equivalents at the end of the financial year	7	1,578,151	651,372

*The above consolidated statement of cash flows should be read in conjunction with the accompanying notes*

# THANKS TO OUR PARTNERS

ALS Global Ltd  
Australian Camps Association  
Australian Ropes Course Builders  
Better Trailers Canberra  
BluenGrey Water and Septic Solutions  
Blue Rock  
Canberra Town Planning  
Centorrino Technologies  
CF & MS Tucker Pty Ltd  
CHCS Projects  
Chubb Fire & Security  
Dentons  
Draper Noxon Architects  
Ethical Construction Projects  
Equipped Outdoors  
Flick Anticimex  
Jaymak Equipment Hygiene Services  
John Rankine Distributors

Lotttery West  
Murrumbidgee Plumbing and Gas  
National Audits Group  
National Parks ACT, NSW, VIC and WA  
Outdoor Council of Australia  
Outdoor Education Australia  
Outdoors NSW & ACT  
Outdoors WA  
Outdoors Victoria  
OffTrack  
Paddy Pallin  
Risk Resolve  
The Bureau of Meteorology  
Toyota WA  
University of Sydney  
Vertex Hydropore  
WeatherWatch  
Your VA Virtual Assistant

# SUPPORT US



## Donate

Donate to our Tharwa campus Communal Centre building campaign or sponsor a scholarship or community program for disadvantaged young people.



## Advocate

Let others know about Outward Bound. Share Outward Bound's story loudly and proudly to funding decision-makers, philanthropists, or someone you know who values what we do.







## Join Us

Do you know a young person who might be interested in an Outward Bound program? We'd love to have them join us on one of our public programs.



The Classic, MGS  
Hotham



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