





**We're building a just society
where all people can live to
their full potential**

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Strategic Plan

Jesuit Social Services is a social change organisation working to build a just society where all people can live to their full potential. We do and we influence. We accompany people and communities to foster and regenerate the web of relationships that sustain us all – across people, place and planet; and we work to change policies, practices, ideas and values that perpetuate inequality, prejudice and exclusion.

The work of Jesuit Social Services is informed by Catholic Social Teaching and our Jesuit tradition of respecting the preciousness of each human being, walking with the disregarded, and caring for the earth.

OUR VISION

Building a Just Society

OUR MISSION

Standing in solidarity with those in need while expressing a faith that promotes justice.

OUR VALUES

- Welcoming: forming strong, faithful relationships.
- Discerning: being reflective and strategic in all we do.
- Courageous: standing up boldly to effect change.

UNDERPINNING PRINCIPLE

Build and promote healthy relationships between the interconnected ecosystem of people, place and planet which, when damaged, lead to disadvantage, poverty, inequality, prejudice and exclusion.

OUR FIVE PRIORITIES

1. Removing the barriers that keep extremely marginalised people from meaningful participation in the community.
2. Build communities of justice by engaging and activating people and communities to effect positive change.
3. Promote gender justice and provide leadership so boys and men can be their best selves.
4. Ensure our people, practices and organisation reflect the diverse communities we live and work in.
5. Measure and communicate our impact, ensure financial sustainability and improve execution against our plans.

A man with a beard and sunglasses, wearing a blue jacket, is speaking into a microphone. He is standing in front of a white shelving unit filled with various items. In the background, another person wearing a black beanie is visible, working at a desk with a laptop. The word "Impact" is written vertically in white text on the right side of the image.

Impact

Summary of our impact 2018-19

In 2018-19, through **39 different programs**, **10,392 people** received direct support from us across Victoria, New South Wales and the Northern Territory, increasing from **9,363 people** in 2017-18. In addition, we reached out to **93,842 people** through activities including community support, information sessions, speakers programs and events.

Program outcomes

1,587

JUSTICE AND CRIME

PREVENTION:

1,587 people supported through **14 programs**



4,905

EDUCATION, TRAINING AND EMPLOYMENT:

4,905 people supported through **15 programs**



2,117

SETTLEMENT AND COMMUNITY BUILDING:

2,117 people supported through **five programs**



1,783

MENTAL HEALTH AND WELLBEING:

1,783 people supported through **five programs**



Our way of working

The practice approach at Jesuit Social Services has five key domains:

1. Value self and others
2. Affirm goals and aspirations
3. Link to supports
4. Use skills and build capacity
5. Enhance civic participation.

Progress on these domains is measured across ten indicators. An example of these is shown to the right.

Participant Outcomes

During their time engaged with Jesuit Social Services, participants reported the following improvements, measured against *Our Way of Working* outcomes:

Improved view of the future	69%
Improved use of supports	70%
Improved view of self	67%
Improved connection to family/significant people	64%
Improved capacity to manage day to day	63%

Our reach

In addition to registered program participants Jesuit Social Services programs also engage with an estimated **93,842 people** through community building and engagement or community organising and influencing strategies. This includes community groups, remote community outreach, social enterprise engagement, speaking events, forums and conferences, on-line campaigns and social media followers and views.

31,354

Community capacity building & engagement

62,488

Community organising and influencing

Where we work



VIC

Box Hill
Brunswick
Camberwell (Ignite Café)
Collingwood
Dandenong
Flemington
Kew (The Bush Hut)
Preston
Richmond (Central Office)
St Albans
Sunshine



NT

Alice Springs
Darwin



NSW

Willmot
Emerton

CEO's Message

2018/19 was another exciting and fruitful year for Jesuit Social Services. From our core work supporting people on the margins of society – including those who have contact with the criminal justice system, young people with multiple and complex needs and newly arrived communities – to the establishment of new initiatives in Victoria, New South Wales and the Northern Territory, I am pleased to report on our progress in our work towards building a just society.

Following the launch of The Men's Project in late 2017, we continued to develop our suite of programs and interventions that work to build healthy boys and men to reduce the prevalence of violence and other harmful behaviour.

In recognition of the fact that around one in 10 police call outs relating to family violence involve young perpetrators aged 10-17 years, we initiated new programs, RESTORE (developed in partnership with the Melbourne Children's Court) and Breaking the Cycle. These interventions are based on restorative justice principles of holding young people accountable for their actions while keeping them and their families safe.

In 2018, The Men's Project published its groundbreaking Man Box research. This research, drawing on a survey of 1,000 young Australian men aged 18-30, revealed the social pressures that young Australian men experience to be a 'real man' and the detrimental and often dangerous impact this can have on women, children and the broader community, as well as the young men themselves.

A key focus of our advocacy work is to provide a platform for participants to share their stories in support of positive reform. In 2018 we released the discussion paper *All alone: Young adults in the Victorian justice system* which focused on treatment

of young adults (aged 18-24) in the prison system, particularly the use of isolation. This important paper drew on the lived experiences of people we work with through our justice programs, as well as their families, and put the use of this inhumane practice in the spotlight. We were pleased that the Victorian Ombudsman has since completed an investigation into this topic and hope that her report, published this year, leads to systemic reform.

In 2019 leaders from the organisation also embarked on a #JusticeSolutions tour of New Zealand to learn more about their approach to dealing with young people and adults who have contact with the justice system. Our findings and our reflections on how they could be applied in a local setting have helped shape both our public advocacy and our conversations with decision makers.

We are also proud that our Support After Suicide program worked in production with Anvil Productions to co-produce an original theatrical production, 2:20AM. This powerful production drew on the real experiences of people bereaved by suicide, including participants from Support After Suicide.

Ecological justice has continued to be a key priority of Jesuit Social Services, reflected in our Strategic Plan 2018-2023. We opened the Ecological Justice Hub in Brunswick, a

permaculture garden and community center, which operates a range of hands-on programs for people who may be disconnected from education or work. We initiated a series of Ecological Justice Symposiums to continue the conversation with our peers and the communities in which we work about how we can achieve a just society that contributes to restoring healthy ecological relationships.

I extend my deep gratitude to our supporters, donors, staff and volunteers who stand in solidarity alongside us, and alongside those with whom we work.

"A key focus of our advocacy work is to provide a platform for participants to share their stories in support of positive reform."

Julie Edwards
CEO, JESUIT SOCIAL SERVICES



Welcome from the Chair

Jesuit Social Services seeks to 'do' and to 'influence.' On the ground, we work with people and communities on the fringes of society and support them to tackle entrenched problems to reach their potential.

We advocate for systemic reform at state and Federal levels and provide our program participants with opportunities to speak to decision makers and the broader community about their experiences.

Our new strategic plan 2018 – 2023 is underpinned by our commitment to build and promote healthy relationships between the interconnected ecosystem of people, place and planet which, when damaged, lead to disadvantage, poverty, inequality, prejudice and exclusion

One of our five strategic priorities is to find solutions to remove barriers to inclusion and deliver meaningful social change.

This was demonstrated across 2018/19 by the growth of our innovative employment programs, including an expansion of the services provided by our Jesuit Community College. We celebrated the 10th anniversary of the African Australian Inclusion Program, which we have run in partnership with NAB, and which has opened up close to 500 pathways to social and economic inclusion in the community for qualified African Australians who experience barriers to entering the Australian corporate sector.

We have expanded this model to now support skilled, experienced people from refugee and humanitarian backgrounds into roles with businesses including John Holland, the Australian Taxation Office and Melbourne Water.

In 2018, we also partnered with Victoria Police, Victoria University Polytechnic, AMES Australia, MatchWorks, Maurice Blackburn Lawyers and the African Australian Multicultural Employment and Youth Services to establish the Victoria Police Diversity Recruitment Program. This program seeks to increase the representation of African Australians from refugee and other backgrounds in Victoria Police by assisting and providing support to applicants.

This initiative will change lives, create positive role models and impact entire communities. We are proud to be involved, and to be continuing to develop innovative models to support people into work.

In the Northern Territory, we secured funding under the Northern Territory Government's Back on Track program, to support young people at risk to connect with role models and cultural mentors who can support them to reach their goals. In line with the recommendations of 2017's Royal Commission into the Protection and Detention of Children in the Northern Territory, this will ensure detention is only ever used as a last resort and give more young people the change to turn their lives around.

I would like to thank all Jesuit Social Services' staff, volunteers, supporters and donors. I would also like to thank our Board and committee members, whose commitment and support is extremely valued.

"One of our five priorities is to find solutions to remove barriers to inclusion and deliver meaningful social change."



Patricia Faulkner
CHAIR, JESUIT SOCIAL SERVICES

Provincial's Message

It is always easier to curse the darkness than to light candles. In times that often seem dark I find deeply encouraging the generosity and cheerfulness with which you serve vulnerable people. The candle you are lighting may be tiny, but its light is clear and spreads wide.

Our Jesuit Superior General Fr Arturo Sosa recently named four apostolic preferences for Jesuits and our companions. His announcement followed a long period of discernment among Jesuits and lay partners at all levels. The preferences are for showing the way to God through Spiritual Exercises, walking with the excluded, journeying with young people, and caring for our common home. These Preferences do not refer to four different areas of ministry but to four conversions and commitments of the heart. If we allow them to give us life they will affect our prayer, our work, and the ministries we choose.

I am delighted to see these preferences are reflected in your programs, and that you find such life in them. Over many years you have worked with young people, including those in the justice system, who have been excluded from society. In your new programs, too, you have consistently sought to serve people who are most vulnerable. You have also welcomed people of many different faiths and philosophies among your staff and in your work. To see you so hospitable and Ignatian in your discernment and values is deeply encouraging.

Of the four Apostolic Preferences care for the earth is described in least detail. This suggests that in our Jesuit works and communities it remains a work in progress. I am delighted to see how seriously you are working to make care for the environment central. In this you reflect the insight of Pope Francis. He recognised that the poor bear the costs of environmental exploitation and that social justice embraces ecological justice.

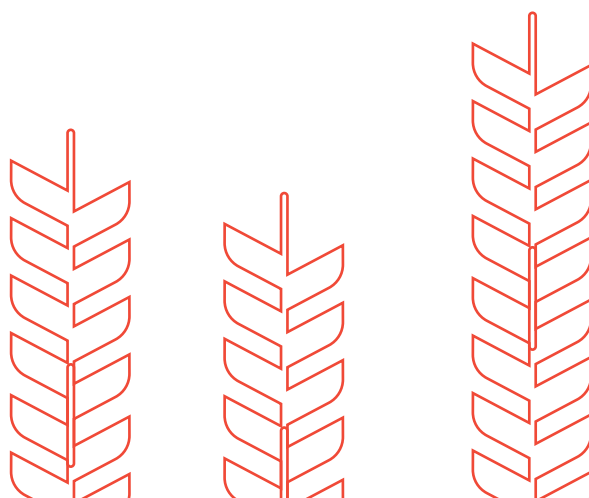
Your own work is broad and exploratory, including educational programs at the Jesuit Community College and the Ecological Hub which range from building garden boxes to providing carpentry skills for women. These complement the outdoor and bush programs which introduce disadvantaged young people to the natural world, our home.

These may seem to be small steps when set against the vast threat posed by climate change. But when set within your care to ensure that all your processes reflect an exemplary care for the environment, they suggest a way forward for all our Jesuit works. Thank you for the candle you have lit.



Brian F McCoy SJ
PROVINCIAL, AUSTRALIAN JESUITS

**"you have
consistently sought
to serve people
who are most
vulnerable."**





What we do

Our programs in justice and crime prevention, education, training and employment, mental health, complex needs and housing, settlement and community building and gender and culture all support people to participate fully in their community. Here's a glimpse into what they achieved this year.

Justice and crime prevention

Our justice programs build on our belief that all people, including those exiting prison, should have the same opportunities to access housing, education and employment.

Here are a couple of highlights:

RECONNECT

In partnership with St Vincent's Hospital Melbourne and Bolton Clarke, a Homeless Persons' Program nurse has been embedded within the ReConnect team to address the complex health needs and poor health outcomes of people exiting custody. The nurse provides flexible and accessible primary health care to ReConnect participants, and advises Justice Program staff on effectively advocating for the health needs of participants. Since July 2018 – until May 2019 the nurse has engaged 175 participants post release, totalling 1,134 instances of direct service provision. This innovative model of care is being evaluated by The University of Melbourne.

YOUTH JUSTICE GROUP CONFERENCING

Jesuit Social Services, in partnership with the Community Operations and Victim Support Agency divisions at the Department of Justice & Community Safety, recently participated in six Youth Justice Group Conferencing Roadshows across various jurisdictions in metropolitan Melbourne. These six Roadshows aimed to bring together various stakeholders, such as Victoria Legal Aid, Court staff, Victoria Police and the Department of Justice & Community Safety, in order to provide high level strategic awareness and promotion to ensure that all eligible young people, their victims and the local community have the opportunity to benefit from Youth Justice Group Conferencing.

65%

of Youth Justice Community Support Service **participants demonstrate improvement** in their social and recreational networks.

81%

of Justice Program **participants fully engaged** with their programs and a further **9% partially engaged**.



“I made so many changes while involved with ReConnect. I have stayed off alcohol and drugs. I have been proactive in what I needed to do and appointments that I needed to attend to. I was able to express what support I needed. They were there when I needed their support and I was also able to ask questions about issues regarding reintegration into the community. They assisted me where possible by looking up information and getting back to me. I still have support with the housing sector – a housing support worker that I'm still involved with.”

Reconnect participant

What justice and crime prevention programs did we deliver in 2018-19?

In 2018-19, we delivered 14 justice and crime prevention programs.

Here's a snapshot of how each of these programs works:

- **ReConnect** provides transitional support to high risk and high profile men and women in the justice system.
- **Youth Justice Community Support Service** provides intensive support to young people aged 10 to 21 in the justice system.
- **Youth Justice Group Conferencing** uses restorative justice principles for people who have offended and others who have been impacted by the offending behaviour.
- **Leaving Care Mentoring** matches volunteers from the community with young people involved in the Child Protection system to support their transition to independent living.
- **L2P Learner Driver Mentor Program** assists young learner drivers involved in the youth justice system to reach their mandatory 120 hours of driving experience.
- **African Visitation and Mentoring Program (AVAMP)** works with people from African communities involved with the criminal justice system, matching them with a mentor to support them through their sentence and post-release.
- **Perry House** provides long-term housing for young people with intellectual disabilities exiting custody, experiencing or at risk of homelessness.
- **Next Steps Housing Programs** deliver intensive case management and supported accommodation for young people involved with the justice system.
- **Dillon House** is the 24/7 residential housing component of the Next Steps program providing transitional, supported accommodation to young people up to 25 years old exiting the justice system and at risk of homelessness.
- **Link Youth Justice Housing Program** supports young people exiting the criminal justice system by facilitating access to housing, cultivating ongoing and stable living arrangements and providing an unparalleled and crucial after-hours support service.
- **Restore** is a partnership with Melbourne Children's Court which uses a Restorative Practice approach to working therapeutically with young people who are using violence and with family members affected by that violence.
- **Starting Over** works with families where there is a young person aged 10–16 who is committing acts of family violence, to improve safety for family members, restore family relationships, and support young people to end the cycle of violent behaviour.
- **Justice Employment Training Transition Service (JETTS)** is an employment and training program which supports young people in custody to develop skills and knowledge and links them with the most appropriate services and supports to facilitate engagement or re-engagement with training or employment when they return to the community.
- **Making Justice Work Campaign** – we support a Northern Territory-wide advocacy campaign that promotes evidence-based approaches to community safety, in order to respond more effectively to crime in the community

"I had a great connection with my worker. I hadn't had a worker like (him) before. Nobody put the effort in like he had. If it wasn't for him, I wouldn't be in the situation I'm in now. He was always willing to put in the extra mile. He was understanding. When I needed stuff he was there to help me out."

Youth Justice participant



JUSTICE AND CRIME PREVENTION

Sar

I'm 20 years old and I live in Melbourne. I'm Aboriginal. I'm proud of my heritage.

I grew up with my mum and my siblings, my dad wasn't really around. He's in jail, it sucks he's not around as much as I want him to be.

My mum kicked me out when I was 16. I was homeless for four years. When you're homeless you don't have money for housing or food so you're forced to steal probably 10 days out of your fortnight. The longer you live like that, you become more dependent on alcohol, on drugs.

I pleaded guilty at Koori court, and the elders came and sat at a table with me with the judge. You feel like a let down to the elders and that was not a great feeling.

They are quite harsh on you, if the elders don't see change in you they'll smack you with a harder punishment than what was already set to be.

I felt ashamed to ask for help and reach out for services. I wasn't really that optimistic about changing how I was living.

I got connected with the Link housing program, which helped me out with accommodation. I'm grateful to have a place to stay and to know I can buy food, put it in the fridge or freezer, and become more responsible.

It's really a life changer. I've been reaching out for mental health treatment, trying to pull myself in line.

I really want to do hospitality, it would definitely be a dream to own my own restaurant.

Education, training and employment



Our education, training and employment programs help people who have had limited access to learning, training and job opportunities.

Here are a couple of highlights:

VICTORIA POLICE DIVERSITY RECRUITMENT PROGRAM

In September 2018, we launched the Victoria Police Diversity Recruitment Program. The program seeks to increase the number of African-Australians from refugee and other backgrounds in Victoria Police and provides support in helping African-Australians overcome the barriers they have encountered in successfully navigating the Victoria Police recruitment process.

MAJOR PROJECTS JOBS SERVICE

We launched the Major Projects Jobs Service in May 2019. The program assists young people aged between 17 and 30 years looking for work in the construction industry with the training and mentoring they need to succeed in the workplace. Through the program, Jesuit Social Services assists employers to access a pool of potential job ready and culturally diverse employees.

“I have grown as a person over the last 15 months and I know doing this course has made me gain a lot of knowledge not just about gardening but about myself.”

Dana, Jesuit Community College training participant

68%

of participants **completed our accredited courses** while **20% of participants** in our employment readiness courses **obtained employment** during the course.



What education, training and employment programs did we run in 2018-19?

In 2018-19, we delivered 15 education, training and employment programs. Here's a glimpse into what each of these programs provides:

- **Jesuit Community College** is a Registered Training Organisation and a Learn Local organisation, delivering a range of training programs to people seeking to enter or re-enter the workforce across Melbourne and regional Victoria. Jesuit Community College delivers both accredited training programs and pre-accredited training.
- **The Skills First Reconnect program** re-engages people who have not completed their secondary education. It provides support, guidance and encouragement for them to get back into education and skills training, as part of their pathway to employment. This program is delivered across the Melbourne metropolitan area.
- **Community Engagement** initiatives have continued to support new communities of learners to engage in education and training according to their particular needs. These programs have included the ongoing support provided to refugee and asylum seeker communities in the Sunshine and northern Melbourne areas, with the support of the Scanlon Foundation and other local community organisations, through the **Asylum Seeker English Language Program**. This program is delivered by Jesuit Community College and provides English language skills and a practical welcome to the Australian community. Community Engagement initiatives also include a wide range of training programs developed specifically to support women on community correctional orders.
- **Workplace Inclusion Programs** support people with a range of barriers to employment who are seeking to enter or re-enter the workforce. These include State Government funded **Jobs Victoria** and **JobsBank** initiatives in the western, inner, and south eastern areas of Melbourne; the Commonwealth Government's **Transition to Work program** in Melbourne's west and south east; and other tailored employment initiatives supporting women leaving the justice system, first time and young offenders, and women from African backgrounds in Melbourne's west.
- **The Workplace Inclusion Programs** include our **Corporate Diversity Partnership** initiatives, helping people from African-Australian and other backgrounds gain the skills they need to succeed in the workplace. These initiatives build on the 10 year success of the Jesuit Social Services' partnership with NAB in the delivery of the **African Australian Inclusion Program (AAIP)**. We added the **Melbourne Water Pathway Program** to our other successful corporate diversity programs, which include the **Australian Taxation Office's Opening Doors program** and the **John Holland Pathways program**, which have provided training and employment to over 100 participants. We launched the **Victoria Police Diversity Recruitment program**, supporting African-Australians to overcome barriers to entering Victoria Police, and the **Major Projects Jobs Service**, assisting people from African Australian and Maori Pasifika backgrounds with training and mentoring to gain a foothold in the building and construction industry.
- Social enterprise **Ignite Café Camberwell** provides food handling, kitchen and customer service skills to long-term unemployed people in a commercial hospitality environment.
- **The Navigator Program** supports disengaged learners aged 12-17 to re-engage with an education or training pathway, working intensively with young people, families and schools to overcome barriers.

"Before I started the program I was so depressed. It has really uplifted me and set me on my way to success."

Samantha, JobsBank participant

HUMILITY

ETERM

ILABILI



JESUIT COMMUNITY COLLEGE

James

When I found your agency I called and on the same day and I was invited straight in. I didn't have a resume which is a hard thing to believe as a 23 year old but you helped me create one and now it has gotten me here. Which means I'm now employed and getting paid.

There's a lot of jobs that I was restricted from that I was aiming for in my teen years. But obviously there is always a path that you go down, in your teenager years you just want to break the rules. I have been convicted a couple of times and it has really restricted me from a lot of jobs.

As a little kid I wanted to be a police officer, obviously I can't do that anymore. I've also wanted to be a security guard and I can't do that anymore.

So it was quite a rough patch that I had to go through but you also reach a point where employment is just employment and you take any job but it just seems like its word of mouth these days, so all it takes is someone to tell their boss that he's an ex-criminal and it's a put off.

This opportunity to be employed through your program has been a great success for me and my family. It means that my family can have a roof over their head and we can hopefully give my kids things that I never had in my childhood. That's what it means to me.

Mental health and wellbeing

Our mental health and wellbeing programs engage young people dealing with mental illness and substance abuse, as well as people impacted by the suicide of a loved one.

Here are a couple of highlights:

FUNDING BOOST FOR ARTFUL DODGERS STUDIOS AND CONNEXIONS

In December 2018, The Victorian Government announced \$105,000 funding for our Artful Dodgers program and \$365,000 funding for our Connexions program. Artful Dodgers provides a welcoming studio space where marginalised young people can create art and music with the support of experienced artists and musicians. Connexions supports young people with complex needs to reduce the harm of substance misuse and deal with mental health concerns.

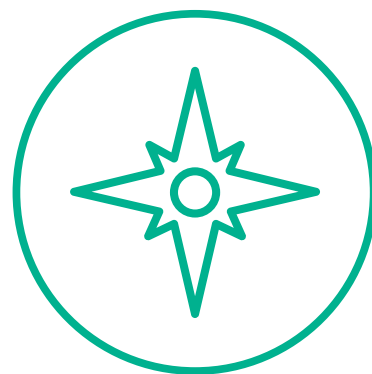
2.20AM PLAY PREMIERES

Jesuit Social Services' Support After Suicide program partnering with Anvil Productions, was proud to produce a contemporary new drama 2:20AM, which premiered in Melbourne in September 2018. The play revolved around four people bereaved by suicide, who met at a creative writing class. Playwright Rebecca Lister worked with a number of Support After Suicide program participants to shape the play during the creative process.

"I was in a psych ward when I started and now I have my own place - and doing pretty well. I'm proud of that"

**Julie (real name not used),
Connexions participant**

76% of Connexion participants have **diagnosed mental health concerns**. 94% have past or present problematic substance use. **60% of participants** demonstrate **improved overall health and wellbeing** after 6 months of support.



What education, training and employment programs did we run in 2018-19?

In 2018-19, we delivered five mental health and wellbeing programs.

Take a look at what each program offers:

- **Support After Suicide** provides counselling, support groups and online resources to assist children, young people and adults bereaved by suicide, and delivers training to health, welfare and education professionals.
- Through counselling and outreach, **Connexions** supports young people with complex needs to reduce the harm of substance abuse and deal with mental health concerns.
- **The Outdoor Experience (TOE)** engages young people who have alcohol and drug problems in meaningful, safe and appropriate therapeutic adventure activities and journeys.
- **Artful Dodgers Studios** offers a flexible and welcoming space for young people to work in fully equipped art and music studios, so they can improve their social connection, self-esteem and employability skills.
- **Individual Support Program** provides intensive, flexible, multi-disciplinary and individual support to people with highly complex needs.

“The Outdoor Experience is the best thing that’s happened to me... I went from no friends at the start of the program to ten friends.”

David (real name not used),
The Outdoor Experience participant

63%

of participants in our Mental Health and Wellbeing programs **improved their overall health and wellbeing** while involved with Jesuit Social Services.





FOZZY

JUDAS

CONNEXIONS

Bec

The best way I can describe having multiple personality disorder is that we all have alter egos, but it's like that in real life. They are all different parts of you, and that's the exhausting part.

I can go through at least 20 transitions before we even get out the door. And that's why need to leave at least an hour and half before appointments because sometimes that happens, and it takes almost half an hour to settle them down. They sometimes make me late for appointments, or are like 'I don't want to do this today, can we stay here instead?', and I'm like, 'No, we all have to go.'"

That's what my week looks like. Dealing with them is part of the give and take of my life.

I have attended other services but I don't think it's worth sitting there getting to know someone for 10 visits to have them turn around and say 'That's it, we're at the end of 10 sessions, I can't help you anymore' when I have just told my whole life story to you, I need help, and we have barely scratched the surface.

When we came to Connexions and found out all the support I could access it blew my mind. If Connexions wasn't there I would be struggling – majorly.

The program has helped me discover a lot about myself that I didn't know I had in me, to go into depth to sort it all out. And my case worker has gone above and beyond to support me. It's very rare to have that support, where staff are going out of their way to see if you are okay.

She will just text me even if I haven't see her for a while and say 'Hey, I'm out there if you need me.' You don't see that in other services.

Settlement and community building

Our settlement and community building programs work with Aboriginal communities, communities experiencing long term disadvantage and with newly arrived families and young people from culturally diverse backgrounds.

Here are a couple of highlights:

GRANDMOTHERS JUSTICE PROGRAM CENTRAL AUSTRALIA

In July 2018 we launched the Grandmothers Justice Program in Central Australia. Working in remote communities along the Plenty Highway we support the mothers and grandmothers whose young people are engaged in the youth justice system, and are struggling to deal with the impacts this is having on their families. We support both the women and young people to navigate the youth justice system and advocate for better outcomes for these remote and under resourced communities.

"I came here on the partner visa, so I was not eligible to receive services that other people get. Through the help of Jesuit Social Services we got temporary housing and access to doctors, so we are now quite settled."

Akee, Settlement Program participant

HOMEWORK CLUB WINS CMY AWARD

Flemington Homework Club was awarded Most Outstanding Community Run Out of School Hours Learning Support Program at the Centre for Multicultural Youth MY Education awards in October.



92% of Settlement Program participants **improved their participation in education or employment** while involved with the program.

What settlement and community building programs did we run in 2018-19?

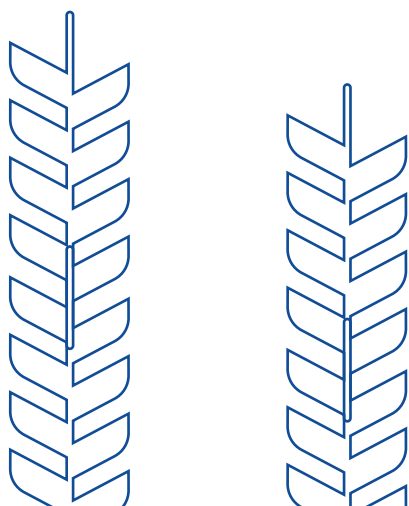
In 2018-19, we delivered a wide range of settlement and community building programs across Victoria, New South Wales and the Northern Territory.

Here's a rundown of what each program does:

- **Community capacity building** supports Aboriginal people in remote communities to advocate for their own needs, be heard, develop their own solutions and move towards self-determination.
- Through projects including **The Store in Mount Druitt** and **Willmot Community Hub**, our **Western Sydney Program** helps communities break out of cycles of disadvantage by developing local answers to local problems, such as high unemployment rates and limited access to affordable, healthy food.
- Our **Settlement Program** offers a **Homework Club**, **English Language Support**, casework and community development, which help to improve social interaction, build capacity and foster a sense of belonging for newly arrived men, women, children and families.

"Our participants have a more confident outlook now that they are eligible for special housing to suit their needs and growing confidence through increased language skills."

Settlement Program worker





SETTLEMENT AND COMMUNITY BUILDING

Tadros

I'm an Egyptian who came here with his two children, looking for a safe place to restart his life.

We are all looking for the same values, the freedom of expressing yourself, to live in a safe place and live in a fair situation where everyone is equal and there is no difference between anyone in the community.

In Egypt, you don't see this diversity you find here in Australia and this is the strength of Australia. Where I'm living here in St Albans, I feel like I am in the UN, you see different people but at the end we are the same, we have the same needs.

I'm not working, but I'm trying to volunteer everywhere to feel that I'm still alive and that I have a value. And everyone needs to contribute to feel that he belongs to the community.

I'm so grateful for all the non-profitable organisations - and one of them is Jesuit Social Services - they are doing a great job.

They support you when you don't have a family and don't have friends, they are your friends and they are your family. They care about you and want the good for you and your children and they try and open doors for you so you can contribute to the community.

If I have any success it is not due to me. It is due to the self-motivation I get from my children and from organisations like Jesuit Social Services.

Gender and culture

Through our Gender and Culture programs, we provide leadership on the reduction of violence and other harmful behaviours prevalent among boys and men, and offer new approaches to improve their wellbeing and keep families and communities safe.

Here are a couple of highlights:

RESTORE & STARTING OVER

The Men's Project is developing and testing new ways of working with adolescents using violence in the home, and their families, as recommended by the Victorian Royal Commission into Family Violence.

We launched two innovative pilots – **Starting Over** in Western Sydney, and **RESTORE** in Melbourne, in partnership with the Melbourne Children's Court. These programs use a restorative justice approach to hold the young person to account for their use of violence, while also working with the whole family to prevent further violence from occurring.

Both **RESTORE** and **Starting Over** are being independently evaluated by the University of Melbourne, and a new framework is being developed to inform future initiatives in this new, and challenging, area of service delivery.

THE MAN BOX RELEASE

In October 2018 we released *The Man Box: A study on being a young man in Australia* with events in Sydney, Melbourne and Darwin. The report is the first comprehensive study focused on examining the attitudes to manhood and the behaviours of young Australian men aged 18 to 30.

The survey of 1,000 young men from across Australia showed that young men who comply with society's pressures to be a 'real man' report poorer mental health, are twice as likely to consider suicide, more likely to commit acts of sexual harassment and experience and perform acts of violence and bullying.

The report was covered widely in the media, including The Age, various ABC news outlets, online, and in TV and radio interviews and continues to create great amounts of interest and conversations. The research has informed our **Modelling Respect and Equality (MoRE) program** as well as other work, such as a resource for parents providing tips on raising sons to embrace healthy, positive masculinity (compiled in partnership with Plan International and Promundo).

“This program is so needed. I look at it as a way of changing perceptions and attitudes on getting men out of the box. If well implemented at schools, universities, within communities it will have a positive impact.”

MoRE participant

What gender and culture programs did we run in 2018-19?

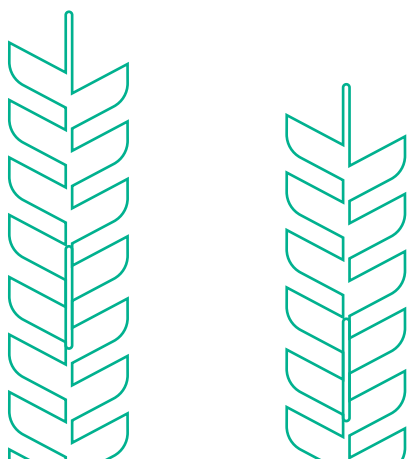
In 2018-19, we continued to develop our gender and culture programs with a particular focus on developing and launching the Man Box.

Here's a rundown of our achievements under this priority area:

- Publication of *The Man Box: A study on being a young man in Australia*
- Developing the **RESTORE restorative justice pilot program** for adolescent family violence developed in partnership with the Melbourne Children's Court
- **Starting Over** – an adolescent family violence pilot program working with schools and other service providers in Western Sydney
- Program Design and Development work:
 - **Before It Starts** – working with boys ages 8-14 at risk of disengaging from education
 - Adolescent family violence – improving the crisis response in partnership with Victoria Police
 - Working with fathers at risk of using violence
- **Modelling Respect and Equality with Boys and Men (MoRE)** to completed three pilot rounds supporting teachers, social workers and sport coaches to role model positive masculinities with the boys and men they work with
- **Stop It Now!** scoping study – in partnership with the University of Melbourne, completed a feasibility study for a **Stop it Now!** service in Australia to prevent child sexual abuse
- Community and stakeholder engagement through workshops, presentations, participation in forums and conferences.

“Thank you immensely for the privilege of being part of MoRE - it leaves its mark on me - indelibly. It shapes how I train educators in Respectful Relationships because I have experienced personal growth and new awareness of and optimism around what may be possible through the MoRE experience!”

MoRE participant





GENDER AND CULTURE

Vas

When I arrived at the Brosnan Centre for the two-day Modelling Respect and Equality (MoRE) training run by The Men's Project, I felt nervous and excited. We were about to scrutinise messages about masculinity that affect the lives of boys and young men, and I was deeply aware of being part of that demographic.

I quickly relaxed in the company of the other smiling participants, both men and women, who represented a broad swathe of society.

The program was led by Michael from Jesuit Social Services together with Paul and Kesh from Nirodah, kicking off the workshop and unpacking the Man-Box study which revealed the harmful impact of masculine stereotypes on boys and young men. I found the evidence both compelling and validating as it resonated with my own discomfort with toxic messages and my coexistent uncertainty about what exactly healthy masculinity might look like today.

The two-day workshop and subsequent meet-ups in the weeks and months following gave me an arena in which to explore my questions and insecurities with the support of other men and women who were also committed to challenging their personal biases and growing in their own ways.

Opportunities like the MoRE program are few and far between and I feel hard-pressed to think of anyone whom I would not encourage to attend, and indeed I have and will continue to recommend it to friends and professional peers alike.

Ecological Justice

Jesuit Social Services' Ecological Justice programs bring social and environmental justice together. As the climate crisis worsens and ecological harms increase, our ecological justice programs seek to influence government policy, empower participants and communities as well as deepening our organisational commitment to the care of our common home.

INFLUENCING

Identifying the need for a collaborative approach to climate change, Jesuit Social Services initiated a series of Ecological Justice Symposiums. The first symposium Ecological Justice: Expanding the conversation brought together organisations and stakeholders across the community, government, environment, energy and education sectors to share ideas and facilitate cross-sectoral action and partnerships (both in policy and practice) towards ecological justice.

Recognising the need for a just transition to a low-carbon future, we have participated in numerous policy meetings and roundtables in order to fully understand the impact of climate change upon our organisation, our participants and the sector generally. We are increasingly being asked to present the work of Jesuit Social Services and our ecological justice approach at conferences and in public forums as advocates for those communities that will feel the impacts of climate change more profoundly.

ECOLOGICAL JUSTICE HUB

Jesuit Social Services' Ecological Justice Hub in Brunswick is a permaculture garden and community centre dedicated to building ecological awareness, restoring our regenerative relationship with nature, and working collaboratively with others towards a sustainable society that includes both social and environmental justice.

Through the Hub we have developed an ecological literacy curriculum that engages people to show the impact climate change has on our food, water and energy systems, and on the connection between our behaviour and the impact on the environment.

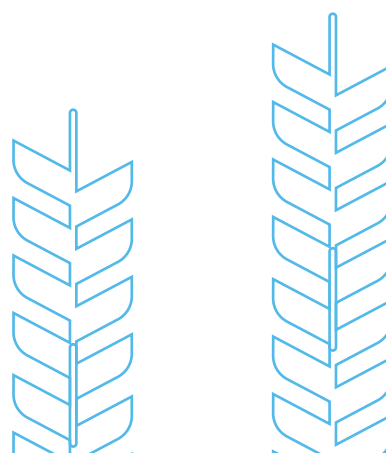
Not only does the Hub offer a deeper understanding of the unprecedented changes we are seeing in our climate, it also equips communities with the skills and tools to cope in an uncertain climate, such as how to secure employment in green industries, reduce

energy consumption, retrofit a home, conserve water, implement zero-waste cooking skills, compost and create more resilient communities. The programs are aimed at supporting individuals who have disengaged from the education system, people who are unemployed or underemployed, recent retirees, low-income families and single parents.

ORGANISATIONAL CHANGE

Jesuit Social Services has been using our framework of 'Our Ecological Way of Proceeding' as the basis to develop our ecological awareness and action. This Way of Proceeding recognises three interconnected domains that must be considered in all aspects of the organisation's operations.

We have further embedded ecological justice within the organisation this past year by: reducing organisational emissions; minimising waste output; supporting ethical procurement; installing gardens to provide food security; holding regular meetings and events exploring current ecological justice issues; expanding advocacy and research to include environmental factors; encouraging new ecological social work practices, including increasing ecological literacy amongst staff and participants; creating climate change adaptation plans for the organisation; and increased communications and media output on ecological justice issues relevant to the wellbeing of our participants.





Building communities of justice



We influence change and build communities of justice by joining our practice wisdom with deep policy thinking, advocating to decision makers and connecting with people who are passionate about social change.

Policy and Advocacy

The two pillars of Jesuit Social Services' work are to 'do' and to 'influence'. This powerful combination of direct service and long-term system change was applied to issues spanning criminal justice, mental health, settlement, gender justice, ecological justice and education and employment pathways over the past 12 months.

Highlights of this work include:

WORTH A SECOND CHANCE

In late 2017 Jesuit Social Services was approached by a group of philanthropic organisations concerned about media portrayal and public discourse on issues of youth justice in Victoria.

Their concerns matched our own and we developed and launched the #WorthASecondChance campaign in July 2018 to give young people a voice, change the narrative on issues of youth justice and community safety, and to provide an environment where evidence-based and effective policies could be implemented with public support.

By providing a platform for young people to tell their own story and by engaging a diverse community of supporters – including victims of crime, lawyers, health professionals, employment networks and academics – the campaign helped create greater community understanding of the complex issues affecting young people in contact with the justice system.

The campaign quickly gained the support and endorsement of 49 partner organisations and more than 700 community members.

We facilitated panel discussion events on important issues including the intersection of youth justice, mental health and drug and alcohol abuse; employment and place-based solutions; and a discussion with new and emerging practitioners about the best approaches to working with young people in contact with the justice system.

Another critical element of the campaign has been the 'Kitchen Table Conversation' series. We facilitated 14 of these 90-minute guided conversations and had 58 community members sign up to host their own conversation with peers.

The conversations were designed and tested to build greater understanding, empathy and engagement on these issues and to equip community members to advocate broadly in their own circles of influence.

Finally, the campaign activated supporters around key issues including regressive legislative changes and the introduction of new criminal offences and generated over 80 letters from concerned community members to their MPs, the Premier and the Attorney General.

#worth a second chance continues to be a **critical tool** in our advocacy toolbox as we seek to influence and support government legislation, policies, programs and practices to **help our children and young people onto a positive pathway** where they can reach their full potential.

RAISING THE AGE OF CRIMINAL RESPONSIBILITY

A key advocacy goal for Jesuit Social Services for many years has been to raise the age of criminal responsibility from 10 years of age to at least 14. It is our very firm view that the current approach harms vulnerable children and makes the community less safe in the long run as all evidence suggests early contact with the criminal justice system results in higher rates of offending and often with increasing severity.

Our advocacy on this issue has included working as part of coalitions in Victoria and the Northern Territory, direct advocacy to governments in both jurisdictions and the development of a detailed plan for implementing a response to vulnerable children that prevents further harm and promotes accountability outside of the criminal justice system.

It's pleasing to see momentum building in this space after so many years and we remain hopeful that change will be delivered that will see a different approach that is both more just and more effective.

'ALL ALONE: YOUNG ADULTS IN THE VICTORIAN JUSTICE SYSTEM'

Our practitioners working with young adults (18–25 years old) in the justice system became concerned at the growing number of people exiting prison with physical and mental health problems after spending extended periods in isolation with little or no meaningful human contact.

Responding to this emerging issue, we authored a paper drawing on available data combined with the powerful stories of our participants. The paper included a range of recommendations to limit the use of isolation in Victorian prisons and improve transparency around its use and reporting.

The paper was accompanied by a compelling media report and the Victorian Ombudsman has since launched an investigation into the use of isolation practices in Victorian prisons.

The Ombudsman's report was tabled in the Victorian Parliament in September 2019 and included several recommendations in line with our own - including the banning of the practice of solitary confinement (isolation of a prisoner for more than 22 hours a day with no meaningful human contact).

In New Zealand we saw a government committed to reducing its prison population by 30 per cent over 15 years...

#JUSTICESOLUTIONS NEW ZEALAND TOUR

Building on our 2017 tour of parts of Europe and the USA, senior leaders at Jesuit Social Services embarked on a study trip to New Zealand in early 2019.

These tours allow us to learn from the successes and challenges of international jurisdictions. The evidence of 'what works' in jurisdictions with similar challenges to our own helps us contribute as 'solutions finders' to governments and present a way forward for our own justice systems.

In New Zealand we saw a government committed to reducing its prison population by 30 per cent over 15 years, and we witnessed a system that is striving to implement this vision through the use of restorative justice approaches, connecting young people with culture and a strong focus on education for young people in detention.

REPORTS AND SUBMISSIONS

We completed a number of research projects and submissions in the past 12 months contributing to conversations on topics including: welfare reform (lifting the Newstart allowance); Intergenerational Welfare Dependence (including presenting to the Committee in Canberra); the design, implementation and evaluation of jobactive; and The Social and Economic Benefits of Improving Mental Health (which included meeting with the Productivity Commission to highlight justice issues).

We also made submissions to a number of inquiries and reviews including the Submission to the Northern Territory Government's consultation on a draft Charter of Victims' Rights, Australian Human Rights Commission's OPCAT in Australia Consultation Paper, the Senate Community Affairs Legislation Committee Inquiry on the National Redress Scheme for Institutional Child Sexual Abuse Bill, the Inquiry into Regional inequality in Australia, the Mental Health Royal Commission – Terms of Reference, and the Northern Territory Government's discussion paper on Victims of Crime Reform.

We developed policy platforms for the Australian Federal election (A more compassionate Australia – Jesuit Social Services' Federal Election Platform 2019) and delivered policy platforms and budget submissions in Victoria and New South Wales.

We also continued to meet with State, Territory and Federal Members of Parliament to advance our campaigns and advocacy.



Catholic Alliance for People Seeking Asylum (CAPSA)

Jesuit Social Services continues to convene the Catholic Alliance for People Seeking Asylum (CAPSA) and during the year developed a Memorandum of Understanding with Jesuit Refugee Service (Australia) to co-convene the Alliance — to grow capacity and build on shared expertise. The MOU was signed in June.

CAPSA will continue to be supported by an Advisory Group of national Catholic peak bodies and organisations from across education, health, pastoral and social service sectors.

CAPSA has continued to initiate, promote and support a wide variety of actions and sector campaigns. CAPSA held its annual National Week of Prayer and Action during Migrant and Refugee Week, and thousands of people from across Catholic schools, organisations and parishes participated across the country in various prayers and public actions.

CAPSA was involved in supporting the planning and participation of the Palm Sunday **'Walks for Justice'** for refugees and people seeking asylum nationally. Key sector campaigns supported include the **#KidsOffNauru** campaign, which resulted in all children being brought to the Australian mainland from offshore processing in Nauru, the **Wentworth4Refugees** campaign, which provided momentum for the passing of the 'Medevac Bill', and the **#BackYourNeighbour** campaign, which has seen some state-based funding contributed in lieu the Federal Government's Status Resolution Support Service, which has had significant cuts that subsequently have placed many vulnerable people seeking asylum in our communities at risk of destitution and homelessness.

CAPSA has sought to ensure that compassion takes primary place in public discourse, and has presented to many different groups — at schools, events, forums and conferences. CAPSA also released a public statement during the lead up to the federal election.

CAPSA continues to actively facilitate the sharing of resources, ideas, actions and advocacy efforts to create change across the social, policy and legislative spheres.

CAPSA strives to uphold the dignity of people seeking asylum and refugees, and believes in Pope Francis' words:

“When we show concern for them [migrants and refugees], we also show concern for ourselves, for everyone; in taking care of them, we all grow; in listening to them, we also give voice to a part of ourselves that we may keep hidden because it is not well-regarded nowadays.”



Media

Through our regular engagement with print, radio and TV media at state, Territory and Federal levels, we continue to provide our program participants with an opportunity to share their stories and advocate for change. Our CEO and frontline staff also regularly speak to media outlets about their observations working with marginalised people.

Highlights included extensive coverage of our Man Box report, including media engagement by The Men's Project ambassador and AFL footballer Josh Kennedy, across print, TV and radio outlets.

Education and employment continued to be key themes of our advocacy work and media engagement. Participants from the Corporate Diversity Partnership program, which we run in partnership with businesses including John Holland, the Australian Taxation Office and Melbourne Water, shared their journeys with media outlets including ABC TV and the Australian Financial Review.

The Victoria Police Diversity Recruitment Program also received national radio and Victorian TV coverage.

In early 2019, we embarked on a #JusticeSolutions tour of New Zealand and later showcased some of our findings and observations in depth in two programs on Radio National, supported by cross-platform ABC coverage.

We also continued to increase our media presence in the Northern Territory. We regularly speak to print and radio outlets, and provide comment pieces to publications, in relation to key issues including youth justice.

JUST VOICES SPEAKERS PROGRAM

At Jesuit Social Services, we have the privilege of accompanying many people, through the ordinary and sometimes extraordinary stages of their lives.

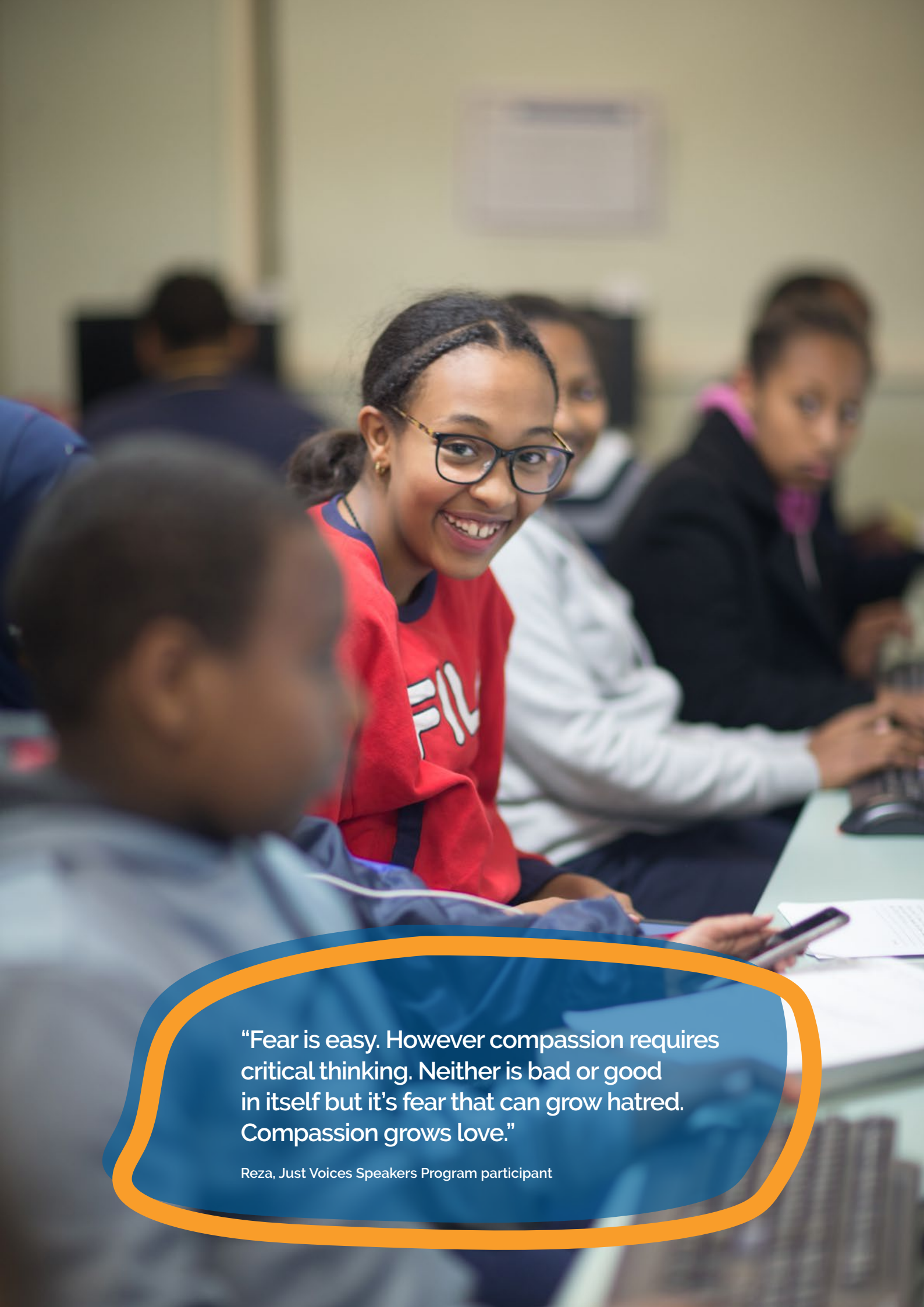
Their experience of complex social issues - and the sharing of those experiences - helps shed light on the human impact of poor social policy and provides direction to improve outcomes for others in the community.

Our speakers open up conversation and reflection by giving voice to the struggles, challenges and joys happening all around us.

Our Just Voices Speakers Program supports social justice advocates from diverse backgrounds, communities and cultures to share their stories with people in schools, community groups and workplaces.



20,867
audience members
reached over the past
year through the Just
Voices Speakers
Program.

A young woman with dark hair in a ponytail, wearing glasses and a red sweatshirt with a white logo, is smiling and looking towards the camera. She is in a classroom setting with other students in the background. A blue speech bubble with an orange border is overlaid on the bottom of the image, containing a quote.

"Fear is easy. However compassion requires critical thinking. Neither is bad or good in itself but it's fear that can grow hatred. Compassion grows love."

Reza, Just Voices Speakers Program participant

Staff and volunteers

Our passionate and experienced staff and volunteers are at the heart of the work we do every day with people and communities across a vast array of programs and services.

HUMAN RESOURCES

In the last financial year we filled more than 100 roles across Victoria, New South Wales and the Northern Territory, for a total of more than 300 staff.

We have also had a number of staff members leave the organisation and later return - demonstrating the connection staff members feel with the organisation.

We are a values-based organisation and ensure all new staff members, as well as volunteers, have a strong understanding of our vision, mission and values and how they relate to our work on a daily basis.

Face-to-face induction and orientation programs are a critical part of the way we welcome new staff members, and help us build strong foundations on which staff can develop and grow.



VOLUNTEERS

Volunteers are fundamental to our work.

From providing direct support and assistance to program participants to working closely with the policy, advocacy, fundraising and business support teams at Central office, our volunteers play a vital role in helping us stand in solidarity with those most in need and influence hearts and minds.

During the 2018/19 period, 326 volunteers contributed 26,839 hours of time and commitment in support of our work.

Programs to benefit from our skilled and enthusiastic volunteers include Leaving Care Mentoring, African Visitation and Mentoring Program and L2P, which assists marginalised young people to reach the 120 hours of driving experience required for a full licence.

Volunteers also tutor students from migrant backgrounds at our Homework Club, help people from newly arrived communities learn English and understand local customs and give their time to The Store in Western Sydney which provides low-cost groceries to members of the Mount Druitt community.

Our Corporate Volunteers have been welcomed with open arms as they tackle projects like the Bush Hut makeover or the logistics associated with coordination of our Workplace Inclusion Programs.

Our volunteers come from a wide diversity of backgrounds and skill base which brings a richness from which we benefit. We are very grateful for their ongoing commitment and support.



Fundraising Report

APPEALS

In 2018-2019 we gratefully received \$263,221.86 from donors in response to our quarterly appeals. Outside of these appeals we received \$585,089.37 of program specific donations and a further \$45,635 of untied funding.

PHILANTHROPIC SUPPORT

We are very grateful for the significant support we have received from philanthropic donations which collectively donated over \$2 million dollars towards our work including The Men's Project, Artful Dodgers Studio, Jesuit Community College and our work in Western Sydney and the Northern Territory.

COMMUNITY PARTNERS

Jesuit Social Services' Community Partners are donors who commit to a monthly contribution via direct debit. This guaranteed source of income gives us the confidence to plan ahead, knowing we have the resources to see our plans through. Our Community Partners donated a generous \$85,014.96 this financial year.

BEQUESTS

Making a Will may be one of the most important things you do during your lifetime. It gives you an opportunity to safeguard the future of those you care about – your family, friends, communities and organisations like Jesuit Social Services. The generosity of bequestors will allow Jesuit Social Services to keep responding to the unmet needs of disadvantaged young people, families and communities. Jesuit Social Services can use these funds to bring our programs to more people, to expand our work into new areas and to build the capacity of the organisation to continue its work. If you would like to know more about leaving a gift to Jesuit Social Services in your Will, please contact us on (03) 9421 7600.

ANNUAL DINNER 2018

On Saturday 16th March over 400 guests joined Jesuit Social Services for our Annual Dinner, held in the Members Dining Room at the MCG.

Victoria's Principal Commissioner for Children and Young People, Liana Buchanan, delivered the annual Frank Costigan QC Address, calling on community organisations to advocate more forcefully for the rights of young people, and the need for young people to be treated as children rather than criminals by the justice system.

Our CEO Julie Edwards spoke about the impact of our policy and advocacy work, including our research into locational disadvantage and a report into the use of isolation on young adults in the prison system.

Julie also highlighted how our advocacy work allows us to share the stories and experiences of people we work with to lobby for evidence-based policies.

We gratefully received \$98,545 in pledges during the evening, which will be used to support our ongoing advocacy campaigns.

Thanks to all who attended our 2019 Annual Dinner and pledged their support for the work of Jesuit Social Services.

We particularly thank the following donors for their contributions:

Andy Isaac, Arts Centre Melbourne, Barefoot Cinema, Bob Stewart, Bridie O'Reilly's, Criteria Collection, Dumbo Feather, Elephant and Wheelbarrow, Fran Sheahan, Glenferrie Hotel, IT Connexion, Jenny McAuley, Professor John Funder AO, Levantine Hill Winery, Luna Park Melbourne, The Lyons Family, Maria Meyers and Royal Mail Hotel, MBE, Melbourne International Comedy Festival, Melbourne Theatre Company, Metropolitan Fire Brigade, NancyBird, Naughtons Hotel Parkville, O'Brien Group Arena, Palace Cinemas, Patricia Faulkner, Phillip Island Nature Parks, Point Leo Estate, Platform 28, Ripon Lea Estate, Sevenhills, Shane Healy, Spectrum Brands, Uncle Jack watches, Uncle Restaurants, Yvonne and Etienne Van der Merwe



Thanking our supporters

Jesuit Social Services has hundreds of individual supporters, donors and Community Partners – we couldn't continue our work without you. Thank you! In addition, government, business, philanthropic bodies and community organisations provide support or pro-bono services. These include:

ADF Alcohol and Drug Foundation Incorporated	Department of Justice and Community Safety (Victoria)	Northern Territory Government - Department of Health
Anglican Parish of Jika Jika	Department of Premier and Cabinet (Victoria)	Planet Wheeler Foundation
Anyinginyi Aboriginal Health Corporation (AAHC) Tennant Creek	Direct Recruitment JobFind	Primary Health Network - Eastern Melbourne (EMPHN)
Atyenhenge-Atherre Aboriginal Corporation	Dusseldorp	Primary Health Network - Gippsland (Gippsland PHN)
Australian Jesuit Foundation	Gandel Philanthropy	Primary Health Network - North Western Melbourne (Melbourne Primary Care Network)
Australian Province of the Society of Jesus	Google Australia Pty Ltd	Primary Health Network - South Eastern Melbourne (SEMPHN)
Australian Taxation Office	Greater Dandenong City Council	Primary Health Network - Western Victoria (WVPHN)
Banksia Gardens Community Services	Helen Lyons Foundation	Reichstein Foundation
Barreng Moorop	Holy Family Parish	Scanlon Foundation
Beswick Family Fund	IAG	Sisters of Charity of Australia
Bounce Australia	Inner North Community Foundation	St Vincent's Hospital (Melbourne) Limited
Bowens	Inner Melbourne VET Cluster IMVC	Tangentyere Council Inc
Cabrini Health	John Holland Pty Ltd	The Jenkins Foundation
Caritas Australia	John T Reid Charitable Trust	The MYER Foundation
Catholic Care	Lenity Australia	The Parish Our of Lady of the Way
Catholic Mission	Lord Mayor's Charitable Foundation	The R. E. Ross Trust
Centre for Multicultural Youth	Lord Mayor's Charitable Foundation - Zdraveski Charitable Fund 2	The Readings Foundation
Collier Charitable Fund	Loyola Senior High School	The Salvation Army Youth and Family Services
Corrections Victoria	Mackillop Family Services	United Super Pty Ltd
Danks Trust	Mary Carmel Condon Charitable Trust	Vaughan Constructions
Department of Social Services	Mary MacKillop Foundation	Victorian Health Promotion Foundation (VicHealth)
Department of Education and Training (Victoria)	Mary Ward International Australia	Victorian Legal Services Board
Department of Education and Training (ACFE) (Victoria)	Melbourne Catholic Archbishop's Charitable Fund	Victorian Multicultural Commission
Department of Education and Training - Higher Education and Skills Group (Victoria)	Melbourne Water Corporation	Yarra City Council
Department of Family and Community Services (NSW)	Natalie O'Sullivan Trust	Yarra Valley Water Corporation
Department of Health and Human Services (Victoria)	National Australia Bank	
Department of Jobs, Precincts and Regions (Victoria)	Newsboys Foundation Trust	
	Noel and Carmel O'Brien Family Foundation	
	Norman Mavis and Graeme Waters Perpetual Charitable Trust	
	Northern Territory Government	

Leadership



Strong leadership, good corporate governance and a values-driven approach underpin our business practices and organisational culture.

Jesuit
Social Services

Building a better world

Governance

Jesuit Social Services Ltd is a work of the Australian Jesuit Province, operating under an independent Board of Directors as an incorporated organisation.

All Directors have a strong commitment to social justice and to 'building a just society'.

At time of writing, there are 10 non-executive members on the Jesuit Social Services Board comprising four Provincial Appointees, plus the Chairman, and six independent Directors.

The Directors receive no remuneration for their role on the Board and accept full responsibility for the governance of the organisation, in accordance with the Australian Corporations Law, the Australian Charities and Not-for-profit legislation and community standards.

The Board has adopted formal governance practices and good corporate governance is a fundamental part of the culture and business practices of Jesuit Social Services.

The Board sets the strategic direction and oversees the performance of the organisation. The Board Committee structure is an integral part of the governance structure and processes of the organisation. The committees of the Board are as follows: the Strategic Planning Committee, Governance Committee, Risk and Finance Committee, Fundraising Committee and the Property Committee. These committees are comprised of representatives from the Board as well as individuals with expertise in their respective fields.

An individual Director will not participate in decision making processes if any potential conflict of interest is likely to arise.

The composition of the Board of Directors and the performance of the Board are reviewed regularly to ensure that the Board has the appropriate mix of skills and experience and is operating in an effective manner.

New Directors receive an induction into the organisation and Directors participate in an ongoing development program concerning their role, responsibilities, our Ignatian heritage and the work of Jesuit Social Services.

The Board supports open and transparent communication with stakeholders while regarding the confidentiality of client information as critical.

Please turn to page 46 to meet our Board.

Our legal status is defined as

- A company limited by Guarantee;
- A Registered Charity holding an Endorsement for Charity Tax;
- Deductible Gift Recipient (DGR) Level 1;
- Concessions and Public Benevolent Institution (PBI) status, allowing tax deductions for donations; and
- Fringe Benefit Tax (FBT) exempt.



Our Board



Patricia Faulkner AO

Patricia currently chairs the Boards of Jesuit Social Services, the Telecommunications Industry Ombudsman, the Commonwealth Bank of Australia CEO Advisory Panel and the Melbourne Racing Club Foundation. She is a board member of CEDA, the Melbourne Theatre Company Board, VicSuper Board, a member of the Melbourne Racing Club Committee and Deputy Chair of Catholic Professional Standards Pty Ltd and St Vincents Health Australia.

In 2016, Patricia served as a Deputy Commissioner to the Victorian Royal Commission into Family Violence.

She was a previous Global Lead Partner and National Partner-in-Charge, Health Sector at KPMG and a previous Secretary of the Victorian Government Department of Human Services. She held a number of roles with the Victorian Government over a period of more than 20 years. Patricia has held a diverse range of high level positions, including Director of Consumer Affairs (Victoria) and Director of Occupational Health and Safety. She is a Fellow of the Australian College of Health Services Executives and a National Fellow of IPAA.

Patricia's other previous positions of note include: Chair Superpartners, Deputy Chair St Vincent's Health Australia, Chair of the Board Peter Mac, Chair of the Australian

Social Inclusion Board, Chair National Health Performance Authority, Member and Chair of the Federal Government's Health Infrastructure Fund, Member of the Commonwealth Grants Commission, Member of the COAG Reform Council, member of the Companies and Securities Advisory Committee, Chair of the EPAC Enquiry into Childcare in Australia, Superpartners, and the Melbourne International Arts Festival Board.

Patricia was made an Officer of the Order of Australia in 2008 for service to the community through the development and implementation of public policy relating to health, aged care, children's services, disability services and housing. In 2013 Patricia was recognised with an Honorary Doctorate from Monash University. She also received a Centenary Medal in 2001 for services to Public Administration.

Patricia is Chair of our Board and our Governance Committee. She is also a member of our Property and Strategic Planning Committees.



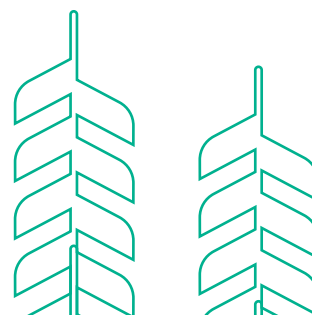
Christiana McCudden

Christiana McCudden has practised in commercial litigation and payments law for more than fifteen years. She advises clients in respect of commercial and corporate disputes and also advises a variety of public and private entities in respect of payments regulations and contractual arrangements.

Formerly a special counsel with Corrs Chambers Westgarth, Christiana joined Gilbert + Tobin Lawyers in 2014.

Separate to her work in private practice Christiana worked as the Deputy CEO of the Hope Vale Aboriginal Council in the Cape York region of Queensland in 2003. She was part of the Victorian Law Reform Commission team during 2006 to 2007 which worked on the Civil Justice Review pursuant to terms of reference from the Victorian Government.

Christiana has a Bachelor of Laws and a Bachelor of Arts from the University of Melbourne.





Patrick Allen

Patrick Allen is a criminal defence lawyer. His law firm, Patrick Allen Law, predominantly represents children and young adults. Patrick is also a qualified social worker. Prior to being a lawyer he worked for a decade in various fields including child protection, youth justice, community development and homelessness. Patrick was also previously an employee of Jesuit Social Services and he was educated by the Jesuits for 8 years at Xavier College.



Shane Healy

Shane Healy is the Director – Media and Communications, Catholic Archdiocese of Melbourne. Previous to taking on this role, Shane was CEO of Australia's most successful radio station 3AW. He spent 25 years in the competitive media industry involved in sports broadcasting along with management and leadership roles which incorporated a broad range of responsibilities ranging from budgeting and financial management, marketing and strategic planning to legal and human resources issues.

Shane is Chairman of our Fundraising Committee and a member of our Risk and Finance Committee.



Professor Margarita Frederico

Associate Professor Margarita Frederico is Graduate Research Coordinator Social Work and Social Policy, La Trobe University. Margarita has extensive experience in teaching, research and evaluation in relation to social work and social policy with particular emphasis on family and child welfare, trauma and child well-being. She has worked in practice, teaching and research in these areas internationally. She is a Life Member of the Australian Association of Social Workers and of Berry Street.

She currently chairs the Compeer Advisory Committee of St Vincent De Paul and is a Director of Odyssey House Victoria.



Bernie Szentirmay

Bernie is a partner in the major accounting and advisory firm KPMG. He has over 25 years of experience in providing audit, advisory and risk management services to public and private entities across a broad range of industries. He has also served as a board member on the Australian Auditing and Assurance Standards Board.

Bernie is Chairman of our Risk and Finance Committee, and our Property Committee. He is a member of our Fundraising Committee.

Bernie retired from the board in June 2019.



Sr Libby Rogerson IBVM, B.Ed, B.A (Hons) Dip.KTC (Syd.)

A Loreto sister, and coordinator of the Loreto Sisters JPIC. She is currently serves on a number of not-for-profit Boards including: Jesuit Social Services, St Francis Social Services (which has oversight of the House of Welcome) and Jesuit Social Services NSW Committee. She Chairs Mary Ward International Australia (MWIA), is Deputy Chair Loreto Normanhurst School Council, and Acting-Chair of Catholic Religious Australia Justice Committee.

Libby retired from the board in June 2019.

Our Board (continued)



Steve Curtin SJ

Steve Curtin SJ is Director of the Australian Province Tertianship program based in Melbourne. A former Provincial of the Australian Jesuit Province (2008-2014), Steve has also served as Director of Jesuit Mission and Director of Jesuit Refugee Service Asia Pacific. Steve joined the Jesuits in 1985 and much of his ministry has focused on supporting displaced and marginalised people.

Steve is a member of our Fundraising Committee.



Judge Paul Grant

Judge Grant is a graduate of Monash University. He was appointed a Magistrate in August 1988. In 2003 he was appointed a Deputy Chief Magistrate and the Supervising Magistrate for Koori Courts. In April 2006 he was appointed a Judge of the County Court. He was President of the Children's Court of Victoria from May 2006 to April 2013.

He returned to the County Court in May 2013.



Justin Lachal

Justin Lachal has over 20 years' experience in the accounting and finance sector, which has included roles with KPMG and the ANZ Banking Group. Justin is a fellow of the Chartered Accountants and has completed an MBA at Melbourne Business School. Justin has served as treasurer or finance committee member for a number of not-for-profits, including the School of Optometry and LaTrobe Accounting School and is currently a finance business partner for relationship banking at the ANZ Banking Group.



David Sutton

David Sutton has degrees in Education and Theology and a Masters in Counselling and Human Services. He has lived and worked in diverse settings including 10 years at Corpus Christi Community Greenvale, for men with a background of homelessness and 3 years at Nauiyu, an Aboriginal community in the Northern Territory. He is currently working as Assistant Principal – Student Wellbeing at St Bernard's College Essendon. David was presented with the Ignatian medal in 2006 for his work alongside Jesuits in support of men with a background of homelessness. David is Chairman of our Strategic Planning Committee.

David retired from the board in June 2019.

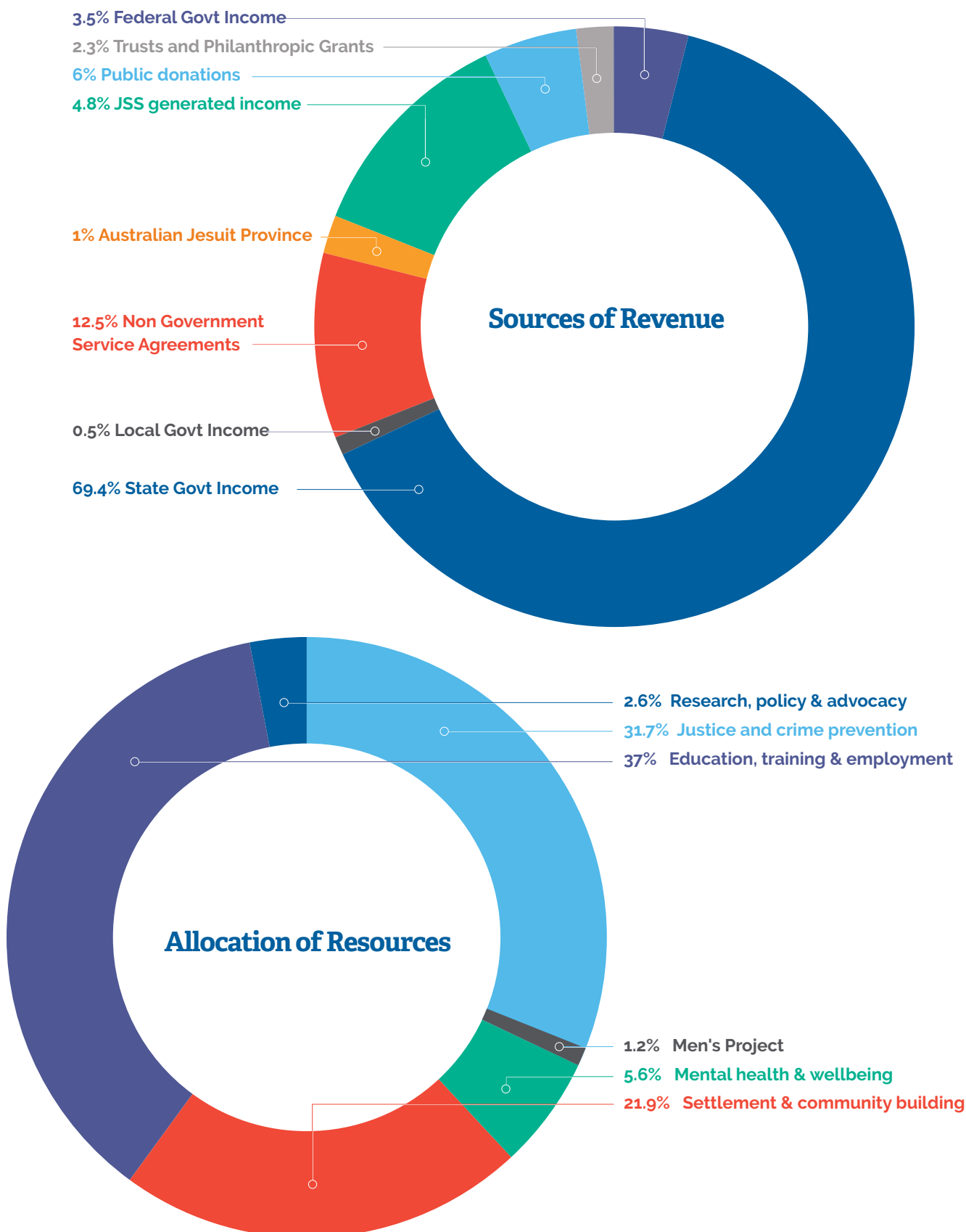


Jennifer McAuley

Jennifer McAuley is a retired social worker. She has had a wide range of professional experiences and positions at senior executive levels in human services in Victoria, South Australia and Tasmania. Jenny's last position was that of Department of Human Services Representative on the Victorian Youth Parole Board, a position she held for 12 years. She is a Director of the Hope for Cambodia Children's Foundation. This Foundation supports children and families affected by the HIV virus in Battambang, Cambodia. Jennifer also serves on the Board of YSAS. Jennifer has over 35 years of experience working in youth justice, youth services, child protection, disability and housing services and ambulance services. Jennifer is a member of our Strategic Planning Committee.

Jennifer retired from the board in June 2019.

Financial summary



Acknowledgement

We acknowledge the Traditional Custodians of all the lands on which Jesuit Social Services operates, and pay respect to their Elders past and present. We express our gratitude for their love and care of the land and all life.



Image source: Austockphoto



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