



Jesuit Social Services

Annual Report
2020 – 2021



**Jesuit
Social Services**
Building a Just Society



COVID-19 continues to exacerbate the inequalities that were already present in our society. There has never been a more important time to continue to provide services and to stand alongside people on the margins.



Julie Edwards
CEO, Jesuit Social
Services



Contents

Strategic Plan	4
Our Vision	4
Our Mission	4
Our Values	4
Unterpinning Principle	4
Our Five Priorities	4
Our Way of Working	5
Our Way of Proceeding	5
CEO's Message	6
Chairman's Message	7
Provincial's Message	8
Our Impact	9
Our Participants	10
Where We Work	11
Our Community Connections	12
Our Social Impact	13
What We Do	15
Justice and Crime Prevention	16
Education, Training and Employment	20
Mental Health and Wellbeing	26
Settlement and Community Building	30
Gender and Culture	34
Ecological Justice	38
Centre for Just Places	40
Building Communities of Justice	42
Policy and Advocacy	43
Campaigns and Events	44
Media	45
Fundraising	46
Leadership	48
Governance	49
The Board	50
Human Resources and Volunteers	54
Financial Summary	56
Acknowledgement of Country	58

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

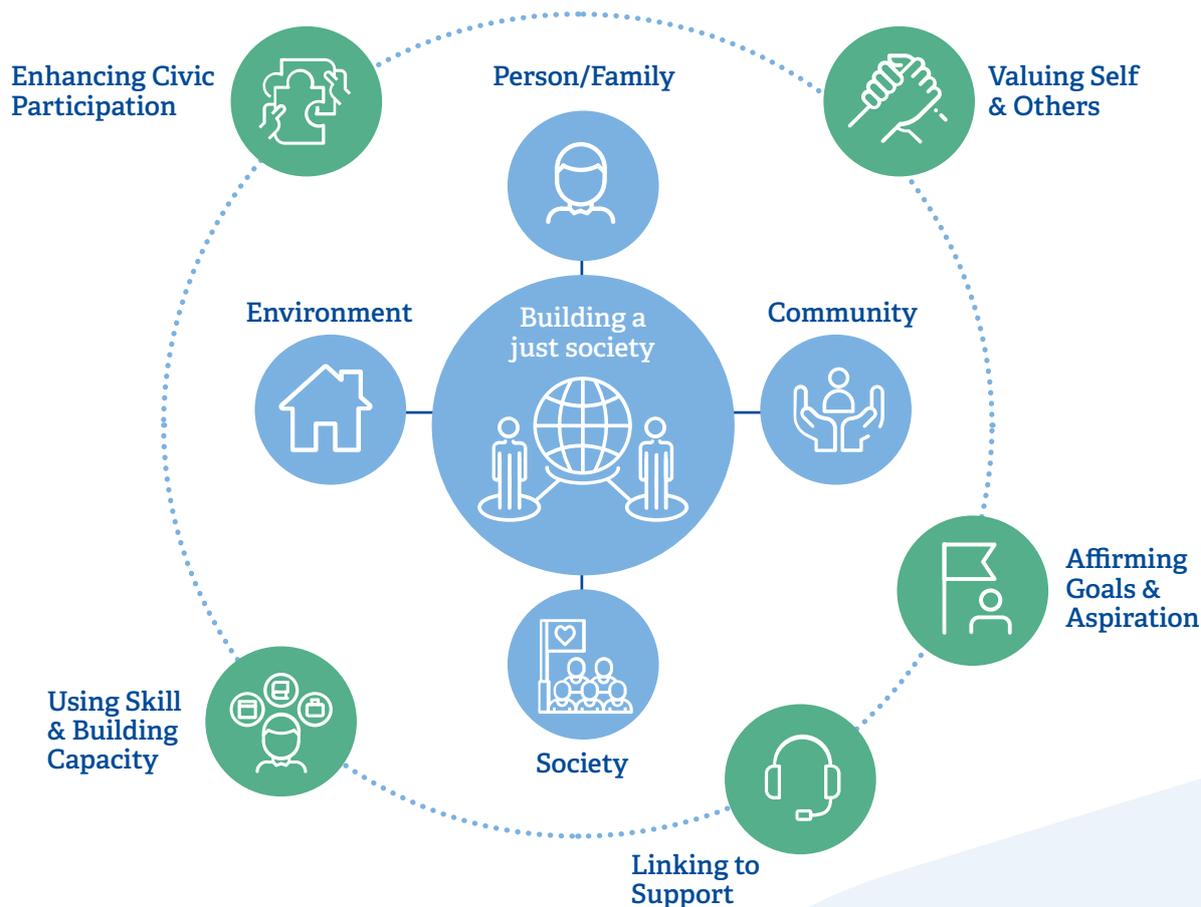
- Welcoming: forming strong, faithful relationships.
- Discerning: being reflective and strategic in all we do.
- Courageous: standing up boldly to effect change.

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.



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 above.

Our Way of Proceeding

The day-to-day life of Jesuit Social Services brings together three sets of energies and systems:

The human spirit of the people who make up the Jesuit Social Services community.

The business processes that ensure people and services are resourced, developed and accountable.

The practice framework that ensures services and advocacy are evidence-based and effective.

We strive for integrity across all the domains of our activity and draw from our heritage to inform and nurture who we are (human spirit), how we organise ourselves (business processes) and how we 'do' and 'influence' (practice framework).

CEO's Message

Throughout 2020-21, the COVID-19 pandemic has continued to have a significant impact on all aspects of our lives, including the work of Jesuit Social Services.

What remains clear is that this crisis has exacerbated the existing inequalities within our society and made life even more challenging for people already on the margins, such as unemployed people and people in insecure work, people from newly arrived communities and people with multiple and complex needs.

At such a challenging period in our history, the work of an organisation like Jesuit Social Services has never been more important.

That is why I am proud that despite the challenges we have experienced, and the way many of our long-standing programs have had to adapt to the necessary health restrictions, Jesuit Social Services has continued to innovate and provide new services to support marginalised people and communities. This approach of identifying and then addressing gaps and needs in our society is in our DNA. It comes directly from Ignatius of Loyola who founded the Jesuits in 1540.

This year, those of us in the Jesuit network across the world are celebrating the Ignatian Year. It is the 500th anniversary of the wounding of Ignatius of Loyola – an event that led him to change the course of his life to one of love and service. Jesuit Social Services is grateful to walk in this tradition characterised by an approach of seeking the greater good, responding to unmet need, and going to those places and situations where the need is greatest.

It takes time and effort to do this work properly – to build relationships, to listen, to learn, to design and trial new interventions, all the time working closely with those in need.

An example of how this approach of giving initiatives the time they need to thrive is our Jesuit Community College, which celebrated its 10th anniversary this year.

From its humble beginnings, the College now supports more than 2,000 students a year to access accredited and non-accredited training programs.

The College focuses on connecting and engaging with people who would otherwise not engage in education and training. As well as the real-world skills and qualifications students obtain, they also benefit from increased confidence and employability skills.

Despite the challenges of the 2020-21 financial year, Jesuit Social Services launched two major initiatives – the Centre for Just Places and the Ignatius Learning Centre. The Centre for Just Places, supported by start-up funding from Gandel Philanthropy and the Victorian Government, will drive our efforts to address place-based disadvantage in communities across Australia. The Ignatius Learning Centre, a school for boys aged 15-17 years in contact with the youth justice system, will provide opportunities for those students to re-set their lives and make a positive contribution to the community.

We look forward to keeping you informed about the development of these initiatives.

There have been a number of other highlights throughout the year, including Support After Suicide's expansion into New South Wales; and the establishment of the Maribyrnong Community Residential Facility, which provides housing and support to people exiting custody.

We have been buoyed by the strong support of our donors and supporters during this challenging time despite our not being able to hold our Annual Dinner for the second year in a row. We hope to reconnect with our donors in person in 2022.

I extend my gratitude to our staff, volunteers and supporters. Your support is essential as we continue to work towards our big vision of building a just society.

Julie Edwards
CEO, Jesuit Social
Services



Chairman's Message

Jesuit Social Services has a long and rich history of both 'doing' and 'influencing' – two critical functions that work hand-in-hand towards our vision of building a just society.

Our 'doing' work – our programs and services on the ground that help people and communities to flourish – have continued to provide valuable support throughout the COVID-19 pandemic. The impact of COVID-19, and the inequalities within our society that have been exacerbated as a result, have made it clear that our 'influencing' work is as crucial now as ever before.

We have a proud history of standing alongside marginalised people and communities, helping to provide a platform for their experiences to be heard and recognised, and ensuring their stories underpin our advocacy to decision makers.

Throughout COVID-19, many of the hotspot areas have been in communities identified as disadvantaged through our 20-plus year research into locational disadvantage, and lower socio-economic groups including insecure workers have at times felt the brunt of the pandemic.

We have continued our strong and bold advocacy around key issues such as the impact of COVID-19 on the criminal justice system, on refugees and people seeking asylum and on our mental health system, as well as the need for increased income support.

With physical events unable to be held since the beginning of the pandemic, we have facilitated and participated in webinars focusing on topics such as adult and youth justice, family violence and ecological justice.

We also engaged in extensive advocacy around the Royal Commission into Victoria's Mental Health System, the final report of which was delivered in March 2021 and provides a roadmap for a strong, effective and robust mental health system.

Our Worth A Second Chance campaign, which advocates for more effective and humane approaches to young people in contact with the justice system, has prioritised a campaign to raise the age of criminal responsibility from 10 to 14 years across all Australian states and territories while the Catholic Alliance for People Seeking Asylum (which

Patricia Faulkner
AO, Chairman of
the Board



we co-chair with Jesuit Refugee Service Australia) has continued its engagement with schools, stakeholders and the broader community.

Despite the challenges presented by COVID-19, our work in New South Wales and the Northern Territory has continued to strengthen. The expansion of Support After Suicide into NSW, and the growth of increasing local dependence on the Willmot Community Hub in Western Sydney, have supported our decade-long presence in Emerton and Mount Druitt. In the Territory, our advocacy remains strong and we have commenced the delivery of Youth Justice Group Conferencing in Alice Springs alongside our existing work in Darwin and Palmerston.

I am also proud of our continued innovation, including the establishment of the Ignatius Learning Centre and the Centre for Just Places over the past year. These two significant programs build on years of direct engagement with our program participants as well as advocacy and planning. The programs will directly impact the lives of young people engaged with the justice system (Ignatius Learning Centre) and communities caught in a web of complex and persistent disadvantage (Centre for Just Places).

Further, we have undergone a significant process to become an NDIS accredited organisation. This work has included the establishment of an internal NDIS Steering Committee and NDIS Working Group as well as the appointment of an NDIS Business Manager. We anticipate this could lead to an additional range of opportunities to deliver services.

I would like to welcome our new Board members Julia Griffith and Chris Hayes, who were appointed during the financial year, as well as Fr Frank Brennan SJ AO who joined the Board more recently. I also thank Judge Paul Grant, who departed our Board over the past year.

I extend my sincere gratitude to our Board members and committee members, our staff members and volunteers and our donors for their continuing support.

Provincial's Message

I would like to thank Julie Edwards and all of you at Jesuit Social Services for what you contribute to our Jesuit mission. I have come back to the Australian Province after many years in Timor Leste and Cambodia. As Provincial, one of my charges is to ask how our Apostolic Preferences can fire the imagination and give energy to our Jesuit work in Australia. I am delighted to see how these are reflected in your own work.

The commitments to walk with the poor and to encourage young people to hope through accompanying them were close to my own heart as I worked in new schools in Timor Leste and Cambodia. I know how important education is for people who are poor, both young and old. They need it to find employment. More deeply, it helps them grow as persons. They become self-confident, connect with other people, contribute to building a better society, and for Timor Leste and Cambodia, the rebuilding of their own country after their struggles for independence and the Pol Pot era.

I recognise the same passion for education, formal and informal, in your work. I congratulate you on the 10th anniversary of Jesuit Community College which has provided literacy, numeracy and other pre-accredited and accredited courses for young people, migrants and people who have missed out on finishing their schooling and so helped them to build self-respect and to find work. Your demanding after-hours program of accompanying young people who have been involved in the justice system, too, remains a powerful source of hope.

Ignatius, whose anniversary we celebrate this year, saw the practice of discernment embodied in the Spiritual Exercises as central in all our commitments. I notice the value that you place on this Ignatian way of proceeding in the formation of your staff, in your work practices, and your relationships with one another. I see it reflected also in the importance that you place on research to ensure that you test your initiatives and constantly reflect on whether they remain fit for purpose.

Discernment helps us to recognise the signs of our times and to respond promptly and creatively to them. I was impressed by how quickly your environmental program, part of the Jesuit commitment to protect the earth our common home, responded to COVID-19. You organised volunteers to package and distribute the organic food grown by the program to vulnerable local people isolated under lockdowns. This showed how the energy released in one of our apostolic preferences naturally overflows into creative initiatives that reflect other preferences. As Jesuit Provincial I am always pleased to see a similar flowering of energy and creativity come through the sharing between our different ministries of the experience and enthusiasm associated with the apostolic preferences. Each ministry with its own structure and stored wisdom is part of a larger Province mission and is enlivened by its connections with the whole.

Your generosity, your work with people who are most in need, your education initiatives, the quality of your research and policy work and your translation of the Ignatian spirit into public language, 'walking with the excluded', are a great gift to our Province. I thank you for them. You have so much to offer and to receive as you continue to build your connections with our other educational, pastoral, spiritual and intellectual ministries. Through such connections sparks can catch fire.

**Provincial –
Fr Quyen Vu SJ**



Our Impact



Our Participants

In **2020-21, 8,249 people** received direct support from us across Victoria, New South Wales and the Northern Territory.

2020-21 participant profile and outcomes

Justice & Crime Prevention



Education, Training & Employment



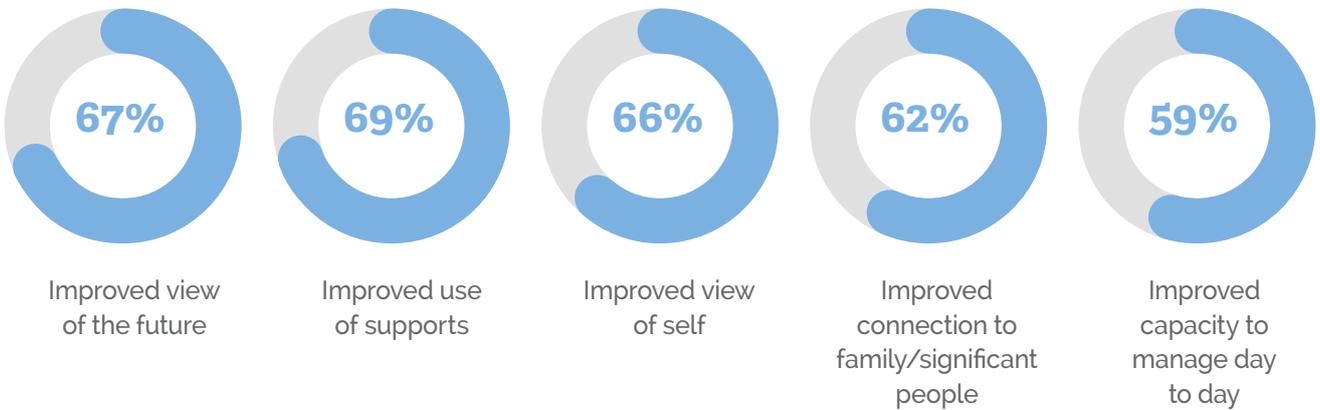
Settlement & Community Building



Mental Health & Wellbeing



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



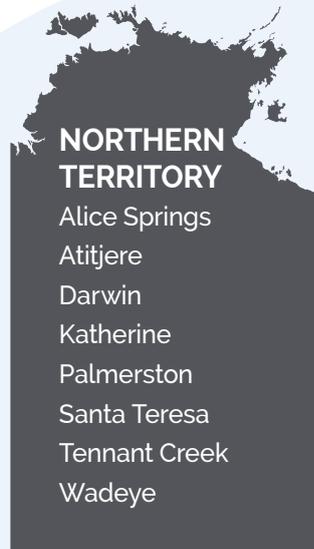
Where We Work

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



VICTORIA

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



NORTHERN TERRITORY

- Alice Springs
- Atitjere
- Darwin
- Katherine
- Palmerston
- Santa Teresa
- Tennant Creek
- Wadeye



NEW SOUTH WALES

- Willmot
- Emerton

Our Community Connections

We reached out to **158,940** people through community capacity building and engagement, and community organising and influencing strategies. We did this through community groups, remote community outreach, social enterprise engagement, speaking events, forums and conferences, online campaigns and social media followers.

Empowered communities:

34,439

engagements in change activities

Changed hearts, minds and systems:

124,501+

opportunities for influence



Our Social Impact

As a social change organisation working to build a just society where all people can live to their full potential, we demonstrate our impact across three spheres:

1

Individuals flourishing in a web of healthy relationships

2

Communities empowered to participate and create positive change

3

Hearts, minds and systems changed towards love and justice



Empowered communities

7966

participants from 17 schools engaged in social justice sessions in Western Sydney

6300

people were inspired by participant stories of struggle and survival through Just Voices

2501

school students unpacked masculinity through Man Box research

115

Aboriginal community sector professionals engaged in training delivered by Jesuit Social Services in Central Australia

296

people heard 35 Artful Dodgers musicians perform at Megaphone lunches

247

sector representatives participated in 8 Climate Resilience workshops contributed to by the Centre for Just Places

Flourishing individuals



1869 people participated in **Jesuit Community College employment programs**

1096 people were supported after suicide through counselling, groups or our online community

1091 participant contacts **addressed family violence** concerns

587 young people who had disengaged from education **were supported by the Navigator program**

209 young people involved in the justice system **received after hours support**

163 participants with **mental health and or substance use problems supported** through Connexions counsellors and outreach.

67% of participants **improved their hopes for the future** while involved with Jesuit Social Services

Changed hearts, minds and systems



1397 letters delivered to MPs to raise the age of criminal responsibility

4825 email subscribers supported **Catholics for People Seeking Asylum**

40,000 views of **Raise the Age animations**

14,652 recipients of **winter appeal advocacy**

1058 website views of **Research publications**

874 website views of **Policy submissions**

153 countries viewed the **Jesuit Social Services website** including 10,030 views from the USA



What We Do



Justice and Crime Prevention



Our justice programs provide support for people who are involved with the criminal justice system, including those exiting prisons and youth justice detention centres.

Those we work with are assessed as high-risk/high-needs and have limited social and family networks, housing options, and post-release supports. They often have multiple and complex health problems, and many have experienced trauma from an early age. We provide practical support and assistance to participants in our programs to help them stop offending and to re-engage with community. For many, this includes practical help with access to housing, education and learning pathways or employment.

Highlights:

African Visitation and Mentoring Program (AVAMP)

The African Visitation and Mentoring Program (AVAMP) provides a range of supports including visitation and mentoring to people from African backgrounds who are involved with the justice system. The supports are designed to reduce the impact of imprisonment for African men and women while in prison and support successful community reintegration. AVAMP also delivers: brief interventions such as therapy, referral and practical support, restorative conversations and/or family group conferences to support reintegration with family and community; information sessions and practical assistance that will strengthen family and community connection and reduce the impact of imprisonment; and training sessions for Community Corrections and prison staff in working effectively with men and women from African backgrounds.

Youth Justice Community Support Service (YJCSS)

This year the Youth Justice Community Support Service (YJCSS) celebrated its 10th anniversary of providing supports to young people who have had contact with the justice system. The program, which now incorporates an after-hours component, provides a combination of practical support and mentoring to more than 80 young people and their families. This can include helping young people find accommodation, supporting them to develop independent living skills and helping them reconnect with family.

Ignatius Learning Centre

The Ignatius Learning Centre was officially registered and commenced operation as a Specialist Catholic Secondary School on 27th January, 2021. A month later the school had 11 enrolled students and since then it has grown to have 23 boys aged 15-17 years old, supported by a diverse staff team of teachers and social workers.

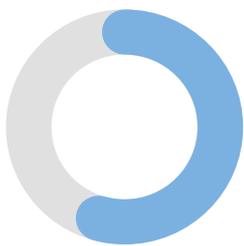
In 2021, students and staff at the school have created a safe and trusting learning environment. Students show their respect and gratitude with teachers in every class during circle-time (an opportunity for all to check-in at the start of class) and reflection (where participants share insights at the end of class regarding their learning). As part of their studies, students work towards completion of the Victorian Certificate of Applied Learning (VCAL).

In 2020-21 our work included:

- **ReConnect** – provided transitional support to high-risk and high-profile men and women in the justice system.
- **Youth Justice Community Support Service** – operated seven days a week, every day of the year, providing intensive day and after-hours support to young people aged 10-21 who intersect with the youth justice system.
- **Youth Justice Group Conferencing** – facilitated conversations based on restorative justice principles between people who have offended and others who have been impacted by the offending behaviour.
- **African Visitation and Mentoring Program (AVAMP)** – worked with people of African Australian background involved with the criminal justice system, matching them with a mentor to support them through their sentence and post-release.
- **Maribyrnong Community Residential Facility Transitional Support Program** – provided case management support for men exiting prison who were residing at the facility.
- **Leaving Care Mentoring** – matched volunteers from the community with young people involved in the Child Protection system, with the aim of creating lasting friendships and positive, stable role models for young people leaving care.
- **Crime Prevention Projects** – delivered intensive support to young people in contact with the justice system in Dandenong, Broadmeadows and Wyndham.
- **Restorative Justice Programs** – our RESTORE and Engage programs worked with people, groups and communities to reset relationships in order to address harm that has been caused and prevent further harm from taking place.
- **Northern Territory Youth Justice Programs** – our Back on Track, Youth Justice Group Conferencing and Alice Springs Youth Diversion Program worked to divert children and young people away from the criminal justice system.
- **Ignatius Learning Centre** – provided a safe, holistic and therapeutic learning environment for boys aged 15-17 seeking to get their lives back on track.

Justice Housing Programs

- **Next Steps/ Dillon House** – supported marginalised young people aged 16-24 with multiple and complex needs, who intersect with the justice system and are experiencing, or at risk of, homelessness. Next Steps delivered intensive case management support via assertive outreach to up to 20 young people, assisting them to (re)engage with family and community, live independently in stable accommodation, and reduce offending behaviour. The residential component of the program, Dillon House, provided 24-hour supported accommodation, in a safe and welcoming home environment.
- **Perry House** – provided stable housing to young people with multiple and complex needs, who are living with an intellectual disability, and who have involvement in the criminal justice system. Perry House offered a safe and welcoming home where young people were supported to develop independent living skills including cooking, meal planning, shopping, cleaning and budgeting. The aim is to get young people living independently in stable, long-term housing, and in a position to (re)engage with their community. During the height of the COVID-19 lockdowns, Perry House maintained support to residents, as well as taking in residents from Dillon House, to facilitate a safe, healthy, supportive, and compliant living environment for young people navigating the complexities of COVID-19 restrictions and lockdowns.



58%

of Justice Program participants reported an improved sense of their health and wellbeing.



63%

of participants in our Youth Justice programs demonstrated improved participation in education and employment.



I really liked my worker. She was really understanding. I have had about 7 workers in about 8 years. She got me into the school that I wanted. She helped me get a Kids Undercover unit built for me and my baby. She stayed until that got built.

YJCSS participant



I've changed my life. I've stayed out of prison. I've stayed clean. I'm looking for a better future. Usually, I'll get out of prison and I'll use - going back to what I do. Usually, I wouldn't get parole. This time I had somewhere to go. I had something over my head when I got out of prison this time so it helped me stay on the right path.

Maribyrnong Community Residential Facility participant





Case Study: Dave*

Dave* exited prison into our Maribyrnong Community Residential Facility (MCRF). Hear how the program has helped him break the cycle of reoffending and get his life back on track.

I haven't had much help in the past and so getting help from the MCRF team was good. Even a month after leaving, I picked up the phone and asked for a letter of support for a job and within 24 hours they had it done.

My experience was extremely positive. It gave me a space to feel safe, work on myself, get on my feet. If they had one of these in each region, I think it would be a great thing. I saw people getting released with nowhere to go and they were going to live on the streets. I know that it [the MCRF] was a bit of a lifeline for a lot of people.

I could have been in a boarding house. I think that I was a bit naive to think that I was going to get something on my own. I think that they did pretty well everything in their power to help me. I didn't have to worry about rent or food and I could slowly get my affairs back in order.

I have got further than I thought I would. I sort of feel like I can beat this and I can stay away from jail. I've been out for 14 months, before that I've been in jail 13 times - that's nine years of my life. I really didn't see much of life changing. I sort of can now - I just need to keep strong now and I can see myself falling away from that lifestyle.

Because of this program I have a job, a house, a social circle. I would have been stagnant in Beechworth [prison] in the typical lifestyle of a prisoner. It has given me my life back. I have my life back now because of the program.

Before coming out of jail - coming into the centre I wasn't in a hurry to get out because I didn't see much of a future. I sort of do now and my ex-partner now lets me see my daughter any day of the week.

I've changed my life. I've stayed out of prison. I've stayed clean. I'm looking for a better future. Usually I'll get out of prison and I'll use - going back to what I do. Usually I wouldn't get parole. This time I had somewhere to go. I had something over my head when I got out of prison this time so it helped me stay on the right path.

*Name and image changed to protect identity.

Education, Training and Employment



Not everybody has the same access to education, training and employment opportunities – often because of circumstances beyond their control. For some people, mainstream education and employment services can be difficult to access or daunting to engage with.

Our education, training and employment programs help people who have had limited access to learn, study and work. We support them so they can reach their potential by equipping them with the fundamental skills and pathways they need to ultimately thrive.



Highlights:

JVES funding

Jesuit Community College tendered for and won four key **Jobs Victoria Employment Service (JVES)** contracts in 2021. JVES aims to increase employment and economic inclusion of long-term unemployed people, or those at risk of long-term unemployment, and to support them to become job-ready and to gain and sustain work. The four contracts build on the success of previous Corporate Diversity and Jobs Victoria Employment Network programs enabling the College to work with a broad range of disadvantaged jobseekers as part of a core employment service across metropolitan Melbourne, and in specialist services focusing on assisting ex-offenders, those wishing to work in construction of Victoria's major infrastructure projects and supporting services, and professionally qualified CALD jobseekers.

Case Study:

Liam

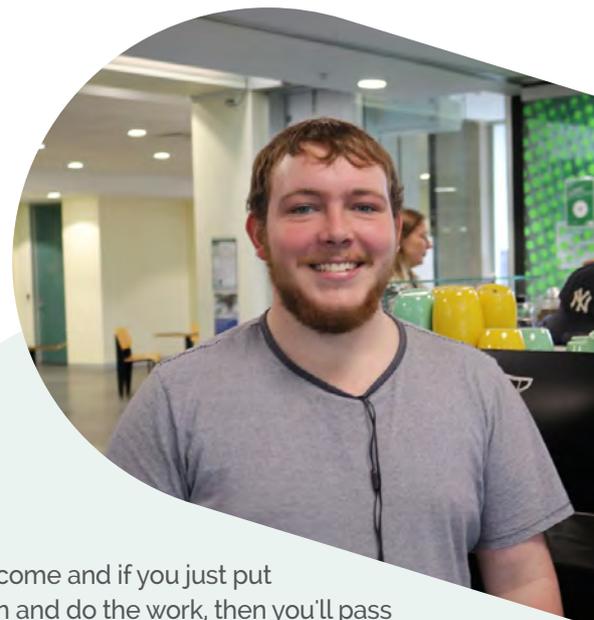
Before doing the Cafe Operations course, I was trying to work out what type of employment I would want. And I talked it through with the people that know me and we all agreed that I work best with other folks. So, it's perfect for me to be doing hospitality, interacting with people all the time. The course is awesome, and starting off the day with a barista brewed coffee is pretty nice.

I have developed skills like it's nobody's business. I almost had no skills when I came into this. I had never done anything to do with coffee, I made instant and all of a sudden, it's like "Here we go Liam, it's time to hop into the kitchen" and I'm freaking out thinking, "Oh God, I can't do this. You can't just expect me to do this!" But then I've got one of the volunteers standing next to me talking me through it and it's supportive.

I'd be hard strapped to find something bad to say about this course. It's fantastic. I came into it thinking that education can't be that pleasant, but somehow they managed to make it pretty decent, made me want to keep coming, which was quite the opposite of school.

Jobs Advocates

Jesuit Community College also delivered the new Jobs Victoria **Jobs Advocates** program in two Metropolitan regions in partnership with Brigidine Asylum Seeker Project, disability services provider Burke and Beyond, Hope Street Youth and Family Services and African Family Services. This new program was designed to help those struggling with the impact of unemployment to find information and support services. Job Advocates operate in the community, connecting jobseekers to local skills and training opportunities and apprenticeship programs, and helping to prepare people for employment. In the three months to June 2021 Advocates had reached out to over 220 vulnerable jobseekers in the north and southeast of Melbourne.



It's easy to just come and if you just put your head down and do the work, then you'll pass the course. I appreciate that. It's the kind of course that I needed at this point in my life.

Now, I want to keep coming back and keep learning the different styles of coffee. We're about to do the responsible service of alcohol, which is going to be the certificate for me.

I'm looking forward to getting a job a couple of nights a week, so I can start getting my own money so I'm able to do my own things and not rely on family members to always be shelling out cash.

It's gratifying, to be able to hand someone a coffee and say, "Hey, here's your latte mate. And I just made it." You know, it's pretty cool. It's pretty, pretty cool.

Our Work

In 2020-21, our work included:

- **Jesuit Community College training programs** – provided accredited and pre-accredited training to people with barriers to mainstream education through Jesuit Community College, a Registered Training Organisation and a Learn Local organisation. The College readily adapted its course offerings during the COVID-19 pandemic delivering courses online and face-to-face, and developing new programs in response to community needs, such as financial literacy and the payment of fines, setting up a Worker Cooperative, and low-cost and zero-waste sustainability and cooking. The College's Café Operations course is delivered in live training environments to provide kitchen, food handling and customer service skills to long-term unemployed people in a commercial hospitality environment, including at our social enterprise café, **Ignite Café Camberwell**.
- **A new pre-employment pathways program, Te Ara (a Maori word meaning 'the pathway')** funded through the Scanlon Foundation, was developed in late 2020 focussing on helping jobseekers from Maori and Pacific Island communities otherwise ineligible for subsidised training to become work ready. The College also developed and offered bespoke engagement and training programs to people exiting prison or serving corrections obligations to help build skills and encourage community connections.
- **Corporate Diversity Partnerships** – partnered with major corporations to create a number of new workplace inclusion programs, enabling us to support people from CALD backgrounds with professional skills into their chosen profession for the first time. Our partners have included **Melbourne Water, CBUS, SuperConcepts, the Australian Taxation Office (ATO), Yarra Valley Water and John Holland**.

- **Employment Programs – Jobs Victoria Employment Network, the Major Projects Job Service and the Out for Good** programs have placed and supported many people experiencing significant barriers to employment into ongoing jobs, including those who have had contact with the justice system. Employment programs are expanding from 2021 through the new **Jobs Victoria Employment Services program**. Other employment programs continuing in this period included the **Transition to Work** program helping young people find training and employment, and a new program, **Step into Employment** that helps young people in North Richmond in their final years of secondary education to find and be placed into work experience opportunities.
- The Victorian Government's **Working for Victoria** initiative was delivered during 2020-21, enabling the appointment of over 40 people who had lost work because of COVID-19 to be employed at Jesuit Social Services for six months, thereby helping several programs areas increase support to other people in desperate need and impacted by COVID-19. Many of those employed under the Working for Victoria scheme were able to go on to other employment at the end of their work, and a number of new staff were outplaced into other community organisations to support their work in particular communities.



- **Victoria Police Diversity Recruitment Program** – supported an increased number of African-Australian people, including those from refugee backgrounds, to apply for and be successfully recruited as Victoria Police, Protective Service Officers, and other roles in the Victoria Police.
- The new **Jobs Victoria Job Advocates** program commenced early in 2021 to provide information and support to jobseekers, and link them to a range of support services ranging from housing, mental health, careers counselling, skills development and training, and financial and wellbeing support that will enable them to find and maintain work.
- **Navigator Program** – provided assertive outreach to young people disengaged from school to support their re-engagement with education, training and employment pathways.
- **Skills First Reconnect** – supported high-needs learners aged between 17-64 to re-engage with education and training, providing specialist support to ensure their learning experience provided a successful pathway to further training and employment.



The training helped me make new friends, improve my skills, and feel more confident at job interviews.



Jesuit Community College participant



We had an amazing worker - he was fantastic. I called him at any time. He was very welcoming.

Navigator parent



3,639

people helped through Jesuit Community College programs.



96% of education program participants completed their course or were in ongoing training.

Jesuit Community College celebrates 10 years

Jesuit Social Services is rooted in the Ignatian tradition of standing with one foot raised, ready to go where the need is greatest. As an organisation, our approach is also characterised by faithfulness – not giving up on people; and being open to new ways of solving challenging problems. Recent examples of this are the establishment of The Men’s Project and more recently, our new Ignatius Learning Centre and Centre for Just Places, which you will hear more about throughout this year’s Annual Report.

A clear embodiment of this approach was the development of Jesuit Community College, which celebrated its 10th anniversary in 2021.

The College evolved out of the Gateway program, which offered education and employment programs to young people with multiple and complex needs. Gateway’s success was in connecting and engaging with young people who would otherwise not have participated in education and training, helping them develop personal confidence, and the foundation and employability skills that improved their social and economic participation in the community.

From there we chose to broaden the cohort of people we offered training and employment pathways to, growing from humble beginnings with 130 students in 2011 to more than 2,000 students in 2020. There were periods of uncertainty around the sustainability of funding to keep the College going over the years, however it is now thriving, offering over 20 accredited and non-accredited training programs designed to help participants develop foundation vocational skills and employability skills, across a wide range of areas including general education, hospitality, food skills

and barista training, English language skills, animal care, zero waste cooking, permaculture, carpentry, garden and horticulture programs, aged care and construction.

In addition to its training offerings, the College has developed a successful model of Corporate Diversity Partnerships, beginning in 2009 with the African Australian Inclusion Program in partnership with NAB. This provided support for qualified African Australian participants into professional employment pathways in their area of expertise.

The success of this model led to the funding of the Corporate Diversity Partnerships program, which has resulted in partnerships with nine major companies including Melbourne Water and John Holland, helping 600 professionals find employment over the past 10 years.

This commitment to supporting participants from diverse backgrounds has been further developed through the Victoria Police Diversity Recruitment Program, which has supported 112 participants navigate the Victoria Police selection process across six recruitment rounds, with 13 participants being accepted or completing training for Police, Protective Service Officer and Police Custody Officer roles.

Jesuit Community College expanded to incorporate workplace inclusion and employment programs under its umbrella in 2012. This work grew significantly in 2016 when the College was contracted by the Victorian Government to deliver the Jobs Victoria Employment Network (JVEN) program, subsequently expanding this to specialist programs for young and first-time offenders, and Major Projects Jobs Services. The JVEN and Transition to Work teams supported almost 1,800 participants into work in 2020-21.

Like many of our services, Jesuit Community College has been impacted by the COVID-19 pandemic, and has pivoted to offer a hybrid model of service delivery - offering courses online, and face-to-face training when restrictions allow. Despite these challenges, the future looks bright. In 2021, the College won four new Jobs Victoria Employment Service contracts, to provide services for long-term unemployed, ex-offenders, those wanting to work on Victoria’s major infrastructure projects, and professionals from culturally and linguistically diverse backgrounds.

Employment programs have grown year-on-year, and increased through COVID-19.



2016-17

337
participants

2020-21

1,845
participants

There has been a more than 10-fold increase in the number of Jesuit Community College participants from 281 in its first reporting year, 2011-12, to 3,028 participants in 2020-21 (inclusive of our employment program participants).

We note that this represents a decline in the last two years due to severe impacts of COVID-19 from highs in 2018-19 and 2017-18 of 4,223 and 4,555 participants respectively.

Year	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
Number of students	281	967	1797	1684	2990	2963	3732	2850	2063	838
Engaged in employment						337	629	1336	1412	1845
Engagement programs							194	37	53	345
Grand total	281	967	1797	1684	2990	3300	4555	4223	3528	3028

Mental Health and Wellbeing



Our mental health and wellbeing programs assist people through challenging periods of their lives. We support young people dealing with concerns about their mental health and problematic use of alcohol and other drugs to reduce harm to themselves and others, establish healthy social connections and engage in their community. We work with people affected by the suicide of a loved one to understand and process their emotions and improve their mental health.

Highlights:

National Disability Insurance Scheme (NDIS) – Jesuit Social Services undertook a rigorous accreditation process via the National Disability Insurance Agency to become a fully registered NDIS service provider across a range of services, including Specialist Support Coordination, Positive Behaviour Support, and Supported Independent Living. As an accredited NDIS provider, we will apply an NDIS framework to our existing service delivery model to provide specialist supports to people with complex needs who are living with a disability. Accreditation also enables us to better support young people living in Perry House, one of our residential facilities, to maximise the resources available to them.

Support After Suicide report – Support After Suicide released a significant report examining the experience of people bereaved by the suicide of a loved one navigating Victoria's mental health system. The report found that over three quarters of loved ones who had died had sought help from the mental health system, and over half had experienced significant barriers to accessing the supports they needed. The report made a number of recommendations to address these problems.

Megaphone – Our Artful Dodgers Studios re-cast its Megaphone Lunch, the monthly event showcasing young emerging musicians in the COVID-19 era. The event is now delivered in partnership with Yarra City Libraries to provide post-COVID-19 support to organisations and programs that have been affected by COVID-19 by opening up their spaces for community building and wellness events.

In 2020-21 our work included:

- **Artful Dodgers Studios** – offered a flexible and welcoming space with fully equipped art and music studios for young people to work, in order to increase social connectedness, self-esteem and employability.
- **Support After Suicide** – provided counselling, support groups, art therapy and online resources to people bereaved by suicide.
- **Connexions** – delivered flexible, integrated services through counselling and outreach for young people experiencing homelessness and difficulties associated with mental health concerns, problematic substance use, complex trauma and contact with the justice system.
- **The Outdoor Experience** – supported young people to better manage problematic substance use and mental health concerns. The program used therapeutic practices to provide access to positive and life affirming experiences and enable young people to connect with themselves, develop supportive relationships and explore their relationship with nature.
- **Individual Support Program** – provided individually tailored support packages to young people with highly complex needs, including mental health concerns, problematic substance use, homelessness, history of trauma, contact with the justice system, family breakdown and/or disabilities.
- **Psychosocial Support Service** – supported individuals aged 16-65 with diagnosed mental health concerns, who are ineligible for the National Disability Insurance Scheme (NDIS) to achieve the best possible personal outcome and a sense of wellbeing.



Case Study: Tyler

"When I first started engaging with Connexions, I was in a pretty bad state. My whole family had virtually disowned me.

"I was on a court order that said that I had to have counselling twice a week for 12 months. I felt really comfortable with my worker straight away; I just didn't feel judged. There were times where I'd go off on benders and not be heard from for two or three days, but he wouldn't cut me off. I'd get back in contact and he was there willing to talk and would walk me through what had happened.

"When you're trying to get your life sorted out and it doesn't work and it keeps on not working, you give up hope. But he has been able to help, and it gave me hope from the very first day. That maybe the world isn't so bad. He genuinely cares.

"It's more like just chatting to a friend. I know he's writing in his little notebook, but he really helps me to see a bigger picture and explains things in a way that haven't been explained to me in that way before.

"If people aren't open and talking enough then they won't understand why people are in my position and maybe those people won't open up as much because they're tired of being judged. I don't want to be judged on past mistakes. It is for me what I've done but it doesn't define who I am."



“

I'd say in the system not all of the programs work, but Connexions does and I'm living, breathing proof of that.

”

“ Going on walks with the Artful Dodgers team helps me relax and be myself. Being able to go outside and talk about whatever comes to mind, things that are bothering me or random things that happened throughout the week, is a lot better than being alone most of the time. ”

Artful Dodgers Studios participant

“ Some of the people I know and love have suicided... I wept tears of joy and sadness on a train listening to the [podcast] episode about remembering and honouring your loved ones... this podcast gives words to experiences many of us have never had words for and gave me tools to hold it in my body with new understanding and love. It... has been a part of my own healing journey as well as giving me new ways to hold the grief of others. Thank you. ”

Support After Suicide participant on the program's podcast series, 'Let's Talk About Suicide' created with JOY 94.9 and Switchboard Victoria



Participants experience greater improvement in their hopes for the future the longer their involvement is with **Support After Suicide**, increasing to 58% for those with under 12 months of support to

86% for those with more than 12 months of support.



Since being involved with **Support After Suicide**, **79%** of participants were assessed to have improved their *view of self*.

Settlement and Community Building



We work with communities we are invited into, building connections with people seeking asylum, newly arrived migrants from culturally diverse backgrounds, First Nations people, and those from disadvantaged backgrounds.

We work to build capacity and self-determination so people and communities can have agency over their lives and the skills to build resilience to deal with personal and systemic challenges.

Highlights:

Just Voices Speakers Program

Despite the significant hurdles to program delivery over the past 12 months due to COVID-19, Just Voices continues to deliver events and is still reaching a large number of people in schools and in the wider community, delivering 44 events to over 6,000 participants. The program had a community reach of approximately 56,000, which includes face-to-face and media (TV and radio).

Willmot Community Hub

The Willmot Community Hub takes a place-based approach to address and remove barriers to inclusion for community members. Activities such as 'Tuesday Breakfasts' and the gardening group give local community members, families and children a way to participate in their community in a supportive environment. It also helps foster meaningful connections between residents, countering social isolation.

Back on Track – Katherine, NT

Back on Track is a holistic program for young people aged 8-17 years in contact with the justice system that aims to divert young people away from the youth justice system by supporting them to re-establish the connections they need with family, school, culture and community.

Jesuit Social Services delivers the restorative element of the program in the Katherine region. Our new premises have provided space to establish an activities hub that brings an ecological focus to the program: supporting connection to place and healthy relationships with each other and the natural world.

A range of activities are offered to suit the young person's interests and strengths, including sustainable gardening projects, animal care, arts and craft, light construction, bike repair and maintenance, cooking and healthy eating.

These activities promote responsibility and skill-building for young people, creating opportunities for them to contribute positively to the community while developing their confidence, self-esteem and sense of purpose. We work to make sure that young people can take the practical and life skills they learn through the program into the wider world.

In 2020-21, our work included:

- **Settlement Program** – supported newly arrived refugees and migrants to integrate into mainstream Australian society, while remaining connected with their cultural backgrounds. Through the provision of casework support, group work, referrals and community development initiatives we worked with participants to increase independence, social participation and community connectedness. We ran facilitated groups, workshops and information sessions based on participant-identified needs. These included specific groups for women and elderly people, and the Flemington Homework Club to offer education support to primary and secondary school students.
- **Western Sydney program** – accompanied Western Sydney communities in breaking cycles of disadvantage by developing local answers to local problems, such as high unemployment rates and limited access to affordable, healthy food.
- **Northern Territory program** – expanded the reach of the restorative Youth Justice Group Conferencing program, now delivered in Darwin, Palmerston, Katherine, Alice Springs and Tennant Creek; alongside restoratively-focused diversion programs in Katherine (*Back on Track*), and in Alice Springs in partnership with The Gap Youth and Community Centre. We continued to support the work of the communities of Ltyentye Apure (Santa Teresa), communities on the Plenty Highway and Wadeye, and delivered a range of learning and practice development opportunities at the request of Aboriginal community-controlled organisations.
- **Catholic Alliance for People Seeking Asylum (CAPSA)** – campaigned to influence attitudes in the Australian community to welcome and respect people seeking asylum.
- **Just Voices Speakers Program** – supported social justice advocates from diverse backgrounds, communities and cultures to share their stories with schools, community groups and workplaces. This work continued online during COVID-19 restrictions.

Case Study: Kinayo

I'm from Somalia, I've been here almost 20 years. As my first language is not English, I cannot help much with school homework or learning English and maths. We get a lot of help from the Homework Club.

The Homework Club helps the kids a lot, and I feel less pressure because of the help. Without it, I wouldn't be able to do very much to help my kids.

They are a very good team and all the community are very happy.

[COVID-19]... hits people from non-English speaking backgrounds. We are the one who gets more affected. Since the beginning of COVID-19, the Homework Club give the kids one to one sessions online. We lost some social connection because of this, but in terms of learning, the teachers and tutors are very well organised.

I would say a lot of people will be way behind if we didn't have the Homework Club because of lack of learning. There is no school learning one-to-one. The Homework Club makes a big difference.

Homework Club parent



“ The most significant change I have witnessed is the support that families receive. The people at the Hub are there for local residents who need support and guidance with dealing with family related matters. ”

Willmot Community Hub participant

“ It has helped me to come out more, helped me to interact with others, instead of hiding. All the events have made me more social, get to know people more and find out what the community has to offer. ”

Willmot Community Hub participant



Over 10,700
people engaged with CAPSA
during 2020-21.

CAPSA had:

-  **695** Twitter followers,
-  **2,641** Facebook supporters and
-  **4,825** email subscribers.

80%
of participants in
our Western Sydney
Community Connections
and Community
Support programs
were Indigenous.

Gender and Culture

The Men's Project supports boys and men to live respectful, accountable and fulfilling lives free from violence and other harmful behaviour. The Men's Project leads development of prevention initiatives and interventions that work to address these complex challenges, which improve the boys' and men's wellbeing and keep families and communities safe. A major component of this work is to engage role models – teachers, social workers and sports coaches – to be agents of positive change.



Highlights:

Promoting Healthier Masculinities Among Adolescents seminars

The Men's Project hosted a series of seminars throughout 2020-21, including 'Promoting Healthier Masculinities among Adolescents' on 1 June 2021. Against the backdrop of a crucial national discussion about sexual harassment and assault, the webinar focused on what The Men's Project is learning through our research and discussions with young people as well as the people who work with them every day.

After a welcome to country from Wurundjeri elder Tony Garvey, Jesuit Social Services CEO Julie Edwards kicked off the webinar, followed by opening remarks from The Hon. Gabrielle Williams MP, Victorian Minister for Prevention of Family Violence. Matt Tyler, Executive Director of The Men's Project, facilitated the event which included panel members Ayman Islam from the Islamic Council of Victoria, Dr. Michael Flood from Queensland University of Technology, Kit McMahon from Women's Health in the South East and Paul Zappa, General Manager of The Men's Project.

Participants in the webinar heard about the role of stereotypical constructions of masculinities and how we can have these discussions in the community without attacking or shaming boys.

Unpacking the Man Box webinars

The Men's Project partnered with Mornington Peninsula Shire council to present its *Unpacking the Man Box* research as part of the Peninsula Men and Boys Creating Change project. The seminars focused on the journey of a young man from birth into the Man Box, and also featured a discussion with Sydney Swans captain and The Men's Project ambassador Josh Kennedy.

Our Programs

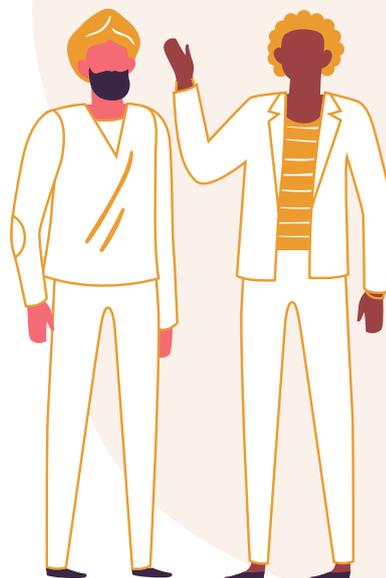
- **Adolescent Man Box survey** – the Adolescent Man Box is the first study that focuses on the attitudes to manhood and the association between these attitudes and the mental health, self-concept, use of violence, bullying, sexual harassment, risk-taking behaviours and sexist attitudes and behaviours of adolescents aged 11 to 18. Findings from the survey can be used to inform the design of curriculum and serves as an important evaluation tool to track progress over time. We look forward to sharing our findings soon to promote an improved understanding of what adolescents think it means to be a man.
- **Modelling Respect and Equality** – Modelling Respect and Equality (MoRE) is an innovative program for men and women, aged 18 and above, who are in roles that present opportunities to positively influence boys and men. This includes teachers, social workers, sports coaches, leaders in workplaces, and leaders in faith communities. The program builds people's skills and knowledge to help them create change in their community around issues of respect and equality as well as challenging stereotypical ideas of what it means to be a man – an important part of violence prevention efforts.
- **Unpacking The Man Box:** our Man Box research highlighted the harmful impacts on a young person's behaviour and mental health if they adhere to rigid Man Box rules. To assist schools in addressing these complex challenges, the sessions encourage conversations among students, teaching staff, and their wider school communities about how to move beyond gender stereotypes, foster respectful relationships, and promote positive wellbeing. We have also adapted these sessions to other contexts including workplaces, early childhood education, justice and maternal and child health settings.
- **Stop it Now!** – Jesuit Social Services, in collaboration with the University of Melbourne, is building the foundations of a Stop It Now! service in Australia. Stop It Now! seeks to prevent child sexual abuse and offending involving child abuse material. Stop It Now! currently operates successfully in North America, the United Kingdom, Ireland and the Netherlands having been first established by a victim survivor of child sexual abuse in the US. The program's key feature is an anonymous phone helpline for people who are worried about their sexual thoughts and behaviours in relation to children, as well as parents, family members, and professionals who have concerns about someone in relation to this problem.

- **Worried about sex and pornography project (WASAPP)** – in collaboration with the University of Melbourne, Jesuit Social Services is currently engaged in a research project, WASAPP, for young people worried about their sexual thoughts or behaviours. Funded by a Learning System Grant, through the Centre for Excellence in Child and Family Welfare, the research is seeking to understand the developmental trajectories of children and young people in order to inform the contents of an effective online help tool. The next stage is to secure funding to build and trial a WASAPP online help tool.
- **Responding to adolescent family violence** – existing family violence responses primarily target family violence perpetrated by adults and are not specifically designed for adolescents using violence. However, we know that around 10 per cent of police call outs for family violence incidents are responding to adolescent family violence. In partnership with Victoria Police, we have designed and are seeking funding to pilot a new intervention focused on the 72 hours from the point of Police call out to an incident. Through a co-response with police and follow-up support, we are seeking to prevent adolescents becoming entrenched in the criminal justice or homelessness systems. In partnership with the Melbourne Children’s Court, we are also piloting RESTORE – a restorative justice approach to adolescent family violence. This program is being evaluated by the University of Melbourne.
- **Before it Starts** – we have designed and piloted an early intervention program for primary school students aged between 8 and 12 to address the causes of challenging behaviours, through a range of program elements and taking a whole of school community approach with behavioural challenges. The intent is to see a reduction in these behaviours both at school and in the home, and to foster healthier and more positive relationships in their lives. In addition, the program offers provision of training, coaching, modelling, and observation opportunities to augment school staff’s understanding and skills in restorative practices and masculinities awareness, creating a sustainable model following our intervention.

- **Jacks Hut:** based on proven approaches, we have designed a program to support adolescent boys who present with challenging behaviours and are at-risk of disengaging from education and becoming involved in the criminal justice system. This program is designed to build social and emotional self-regulation; strengthen communications skills such as listening, negotiation and conflict resolution; improve understanding of self-care, particularly stress management; and increase understanding of masculinities and how this is enacted in boys and men and re-enforced in systems and institutions. Jack’s Hut provides young people with a range of activities, settings, and interactions with positive peer and adult community members where they have the opportunity to practise and reinforce their social and emotional learning. The program is multi-faceted and seeks to improve social and emotional literacy.

Over 2020-21, The Men’s Project delivered

99 sessions to
9571 students, educators, sector professionals or community members to support men and boys to live respectful, accountable and fulfilling lives free from violence.



4211 students, education or sector professionals participated in *Unpacking the Man Box* sessions.

“ The standout was the facilitator. His honesty about his life leaves you raw, it hits the mark, opens up the conversation, and allows others to be vulnerable and speak their truth. I hope he is writing a book. ”

Participant from event convened by Hobsons Bay City Council when asked what they enjoyed most about the event

“ It wasn't about male blaming and masculine toxicity which seems to be the current approach. Rather, it was balanced, informative, positive and about evidence-based practical solutions. ”

Webinar participant

Case Study: Nina

"After starting in a role as Wellbeing Leader at my school, I took part in the Unpacking the Man Box training. The focus on breaking down harmful gender stereotypes resonated with me, because I'm dealing with similar behaviours with a boy in my care.

"Despite being a good student, Oliver* had low self-esteem and started to believe that he would be seen as 'weak' if he shared his feelings. His behaviour became really aggressive, and he started using derogatory and disrespectful language towards his teachers and classmates. He started to believe that he had to be strong and fight and that he couldn't show any weakness. But this masked the sensitive, empathetic and caring person he really is.

"One thing that struck me straight away in the session was the idea that 'the behaviour you walk by is the behaviour you accept'. I could see this type of behaviour but had not thought to see what is behind it and driving it as the root cause.



"The Unpacking the Man Box training gave me the insight that he was showing signs of being in the 'Man Box' and that punishing his behaviour was doing more harm than good. So we started to model what respectful behaviour looked like, and this had a big impact. Being able to create a safe environment for Oliver to talk about and explore a healthier version of his masculinity while also keeping him accountable for his actions has had a massive impact. His self-esteem is really flourishing and he now understands that it's okay to be his true self."

* Name and image changed to protect identity

Ecological Justice



Communities and individuals already experiencing social and economic disadvantage often also face environmental challenges too. This may include lack of access to green space or exposure to extreme heat, pollution and the effects of climate change. The combination of social and environmental challenges can only be addressed through an ecological justice lens – recognising all elements are interrelated.

Jesuit Social Services is committed to prioritising ecological justice and working to repair relationships with self, with community and with the earth.

Highlights:

Building community for climate justice in the Northern Territory

The Northern Territory is on the frontline of climate change impacts which for many people – particularly remote Indigenous communities – are compounding existing inequalities in health, housing, energy security, water security, and basic service provision.

Jesuit Social Services is working alongside other community service organisations, environment groups, Aboriginal organisations and unions in a unique partnership to advocate for just climate action that simultaneously addresses the Territory's deep social inequalities, while promoting the health of Country and our climate.

In February, we co-hosted the third NT Climate Justice Forum. The *Our Jobs, Climate and Communities* forum articulated a vision for the Territory's economic recovery built on foundations of care for people, Country and climate. The forum created a shared plan to reduce emissions, build the skills of local people, create good jobs for local workers, improve services where they are needed most, care for Country and make the Territory more prepared to meet the challenges of the future.

Ecological Justice Hub

Jesuit Social Services' Ecological Justice Hub is a permaculture garden in Brunswick dedicated to social and environmental justice and using ecological action to address disadvantage.

In 2020-21, Hub highlights included:

Meal Drop program

With the support of the Victorian Government Working for Victoria program, the Ecological Justice Hub was able to scale up its existing meal delivery program from one to three days a week, receiving funding for 15 equivalent full-time roles which provided people who had recently lost their jobs because of the pandemic the opportunity to reskill and remain engaged in employment. These roles ranged from kitchen hands, permaculture gardeners, cleaners to delivery drivers, and were shared with our partners at CERES and Fawkner Food Bowl. This support enabled the Hub to prepare over 70 meals each day, three days a week, delivering 1,538 meals over a six-month period.

Just Energy Saver Program

The Ecological Justice Hub partnered with the City of Moreland to deliver the Just Energy Saver program. The program conducts no-cost energy audits of rental properties, to help renters lessen the impact of winter by identifying issues such as air leaks and insulation issues, maximising efficiency and energy savings. With the support of funding generously provided by Moreland City Council, these repairs are carried out at no cost to the tenant or landlord.





Centre for Just Places

The Centre for Just Places was established in January 2021. Its establishment was supported by Gandel Philanthropy and funding from the Victorian Government. The Centre's purpose is to enable resilient, inclusive and regenerative communities and to support place-based approaches nationally through research, collaboration, engagement and knowledge exchange.

The vision of the Centre draws on over 20 years of Jesuit Social Services' Dropping Off the Edge research, demonstrating that disadvantage is complex, persistent and entrenched in a small number of communities across Australia.

The Centre's work also builds on Jesuit Social Services' focus on ecological justice over the last decade, seeing the importance of supporting and empowering community service organisations, local governments and communities to understand and build resilience in the face of inequitable and disproportionate impacts of climate change.

Place-based approaches put local communities at the heart of decision making, and empower communities by giving them the resources they need to tackle entrenched social disadvantage and reach their potential.

Jesuit Social Services has been doing this work for many years in Western Sydney, the Northern Territory and Victoria. The Centre for Just Places will shine a light on this work and other place-based initiatives and provide leadership in national research, advocacy and capacity-building in addressing inequality and social injustice.

Highlights:

What works for place-based approaches in Victoria?

The Centre for Just Places is leading a research consortium in partnership with RMIT University and the Centre for Community Child Health at Murdoch Children's Research Institute to address the question: What works for place-based approaches in Victoria? The project will synthesise key lessons, challenges, practices and methods for a range of stakeholders involved in place-based approaches. The research will create a typology of place-based policy and practice to: help characterise the type and effectiveness of interventions in the context of complex and intersecting challenges; understand the roles and responsibilities of different stakeholders over the short, medium and long term across the different typologies; synthesise best practice evaluation methods and tools that can be employed over time with results having direct influence on future place-based policies and guidance developed by the Victorian Department of Jobs, Precincts and Regions.

Inclusion of environmental indicators in the Dropping off the Edge research

Jesuit Social Services will release our fifth Dropping off the Edge report later in 2021. For the first time, environmental indicators are being included in the report, such as green space, heat vulnerability and air quality, alongside social, economic, education and health measurements. The research indicates that more policy attention needs to be paid to improving both social and environmental outcomes for those populations and communities already experiencing overlapping and complex disadvantage. Understanding the relationship between social and environmental disadvantage helps reveal the intersecting risks experienced in different communities and helps inform more effective planning, infrastructure and services to support those communities into the future. This includes focusing on the needs of populations who are highly exposed to climate and ecological risks.

Building climate resilience in the community sector

The Centre for Just Places has been delivering capacity building workshops across Melbourne empowering community service organisations, local governments and communities to better understand and manage climate change impacts. This work emphasises the importance of collaborative and place-based approaches to building organisational and community resilience. This approach goes beyond emergency management responses and focuses attention on addressing the drivers of risk and vulnerability.

Mapping health and well-being impacts of climate change in Greater Dandenong and Mornington Peninsula Shire

The Centre for Just Places partnered with the Australian Urban Observatory (RMIT) to investigate the interaction of climate change and health and wellbeing in the City of Greater Dandenong and Mornington Peninsula Shire. This included developing climate change indicators and mapping risk to highlight priority populations, places and health determinants, and guide local government action in municipal public health and wellbeing planning.



Building Communities of Justice

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.



Policy and Advocacy

The two pillars of Jesuit Social Services' work are to 'do' and to 'influence'. Over the past 12 months, this powerful combination of direct service and system change was applied to issues spanning criminal justice and crime prevention; mental health; refugee and asylum seeker issues; gender justice; ecological justice; housing; education and employment pathways.



Highlights:

Raise the Age campaign

Our Worth A Second Chance campaign continued to unite members of the public in calling for a fairer youth justice system through a campaign calling on Australian Governments to raise the age of criminal responsibility from 10 to 14 years. The campaign released an animated short film highlighting the need to keep young people out of prison and the importance of maintaining their connection with school, family and community. The animation was viewed over 40,000 times and widely shared on social media.

Royal Commission into Victoria's Mental Health System

Jesuit Social Services continued our engagement with the Royal Commission into Victoria's Mental Health System. This included a public (witness) statement by our CEO, Julie Edwards, participation in a public panel hearing held (via Zoom) focusing on the intersection of mental illness and the justice system, and a supplementary submission to the Royal Commission in October 2020.

Our supplementary paper outlines challenges within the current service system and practical solutions to address these based on our grounded experience working with participants with mental illness and/or justice system involvement. The paper emphasises the importance of a coherent, comprehensive, value-based practice framework that drives service delivery and outcomes and discusses how, at Jesuit Social Services, this is supported by the Our Way of Working practice approach.

Our submissions

In 2020-21 we made 31 submissions to State, Territory and Commonwealth Governments and Parliamentary Inquiries, Reviews and Royal Commissions. These submissions covered a range of issues such as adult and youth justice; employment, training and income support; ecological justice; gender justice; housing and homelessness; mental health and disability.

Key pieces of work included our submission to the Victorian Government's Youth Strategy, submission to Victoria's 10 Year Housing Strategy, and our submission to the Royal Commission into Aged Care Quality and Safety.

Campaigns and Events

By bringing people together, sharing stories and exploring solutions, we can imagine a new way forward and set off on the journey together.

Highlights:

Worth A Second Chance

Funded through philanthropic grants, our Worth A Second Chance campaign began in 2017 to engage the public and call for a fairer, more effective and humane youth justice system. It continues to be a critical component in our youth justice reform strategy, including our focus on raising the age of legal responsibility.

The impact of the COVID-19 pandemic meant that our engagement work continued online, with our 'Community Check-in' series, which features interviews with a range of experts, continuing to gain support and activate the public on these critical issues. More than 1,500 people have watched the check-in series, while the campaign had 1,849 followers on social media.

We launched a new version of the Worth A Second Chance website, which provides a more engaging platform for the campaign and its content.

CAPSA

The Catholic Alliance for People Seeking Asylum (CAPSA), co-convened by Jesuit Social Services and Jesuit Refugee Service (JRS) Australia, continues its work engaging the Catholic community to call on the Federal Government to deliver a more humane response to people seeking asylum. The campaign reached 10,765 people through social media channels.

5,453 people were engaged through our **Worth A Second Chance** campaign, supporting the campaign, attending webinars or sending letters calling on MP's to support calls to raise the age.

A further **43,502** people engaged with the campaign online, viewing the **#RaiseTheAge** animation, Community Check-in videos or following the campaign social media channels.



Media



An important component of Jesuit Social Services' 'influencing' work is our engagement with the media. By providing a platform for our program participants and staff members to share their experiences with the wider community, we advocate for change and work towards building a just society.

Our media engagement work draws on our 40-plus year history of learnings from supporting people and communities through programs and services, our policy and research work and the voices and lived experiences of people on the margins.

Some of our media highlights for 2020-21 included:

- Media coverage of The Men's Project's Unpacking the Man Box report, which built on the findings of the 2018 Man Box report, across national print, radio and online outlets.
- Extensive coverage in response to the Northern Territory Government's changes to youth bail laws in early 2021. Our advocacy was covered by local and national media outlets and formed the basis for the 5th National Justice Symposium in July.
- TV and online coverage about The Men's Project's Stop it Now initiative, a phone helpline and text message service which Jesuit Social Services seeks to deliver in order to prevent child sexual abuse and offending involving child exploitation material. In late 2020, we received a Westpac Scale Innovation grant to build the foundations of a Stop It Now service in Australia.
- Supporting participants of our Support After Suicide program to share their experiences of effective postvention support with media outlets following the release of the final report of the Royal Commission into Victoria's Mental Health System.
- Ongoing advocacy by Jesuit Social Services and the Worth A Second Chance campaign and in partnership with other social services, legal and human rights organisations about the need for Australian states and territories to raise the age of criminal responsibility. Media outcomes included a joint statement covered by a number of national outlets.
- Our advocacy about issues directly related to COVID-19 and its impact on vulnerable people. Key issues included welfare reform, family violence, housing (including the establishment of the Maribyrnong Community Residential Facility to prevent people from exiting prison into homelessness) and the criminal justice system.

Fundraising

Appeals

In 2020–2021 we gratefully received \$403,767 from donors in response to our quarterly appeals. Outside of these appeals we received a further \$57,623 in donations.

Philanthropic Support

We are very grateful for the significant support we have received from philanthropic organisations which collectively donated \$1,364,250 dollars towards our work including The Men's Project, Artful Dodgers Studios, 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. This guaranteed source of income gives us the confidence to commit to new projects, knowing we have the resources to see our plans through. Our Community Partners donated a generous \$105,865 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.

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:

Anglican Parish of Jika Jika
Australian Communities Foundation
Australian Province of the Society of Jesus
Banksia Gardens Community Services
Brimbank City Council
Caritas Australia
Catholic Metropolitan Cemeteries Trust
Collier Charitable Fund
Darebin City Council
Department of Education and Training (Victoria)
Department of Environment, Land, Water and Planning (Victoria)
Department of Families, Fairness and Housing (Victoria)
Department of Health and Human Services (Victoria)
Department of Industry, Innovation and Science (Commonwealth of Australia)
Department of Infrastructure, Transport, Regional Development and Communications (Commonwealth of Australia)
Department of Jobs, Precincts and Regions (Victoria)
Department of Justice and Community Safety (Victoria)
Department of Premier and Cabinet (Victoria)
Department of Social Services (Commonwealth of Australia)
Department of Territory Families, Housing and Communities (Northern Territory)
Gandel Philanthropy
Hobsons Bay City Council
Homework Club Partnership Fund (Extension), a subfund of ACF
Jenkins Foundation
Lord Mayor's Charitable Foundation
Melbourne Water Corporation
Moonee Valley City Council
Moreland City Council
Mornington Peninsula Shire
National Australia Bank
Noel and Carmel O'Brien Family Foundation
Norman, Mavis and Graeme Waters Perpetual Charitable Trust
North Sydney Parish Charities Trust
Primary Health Network - Gippsland (Gippsland PHN)
Primary Health Network - North Western Melbourne (NWVPHN)
Primary Health Network - South Eastern Melbourne (SEMPHN)
Primary Health Network - Western Victoria (WVPHN)
Reid Malley Foundation
Scanlon Foundation
Sisters of Charity of Australia
Stonnington City Council
The Lochtenberg Foundation
Vincent Fairfax Family Foundation
Westpac Foundation
World Wide Fund for Nature Australia
Yarra City Council



Leadership

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 the time of writing, there are ten non-executive Directors on the Jesuit Social Services Board comprising five Provincial Appointees, including the Chairman, and five 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, Education Committee, People, Practice and Quality Committee and the Property Committee. These Committees are comprised of representatives from the Board as well as other 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.

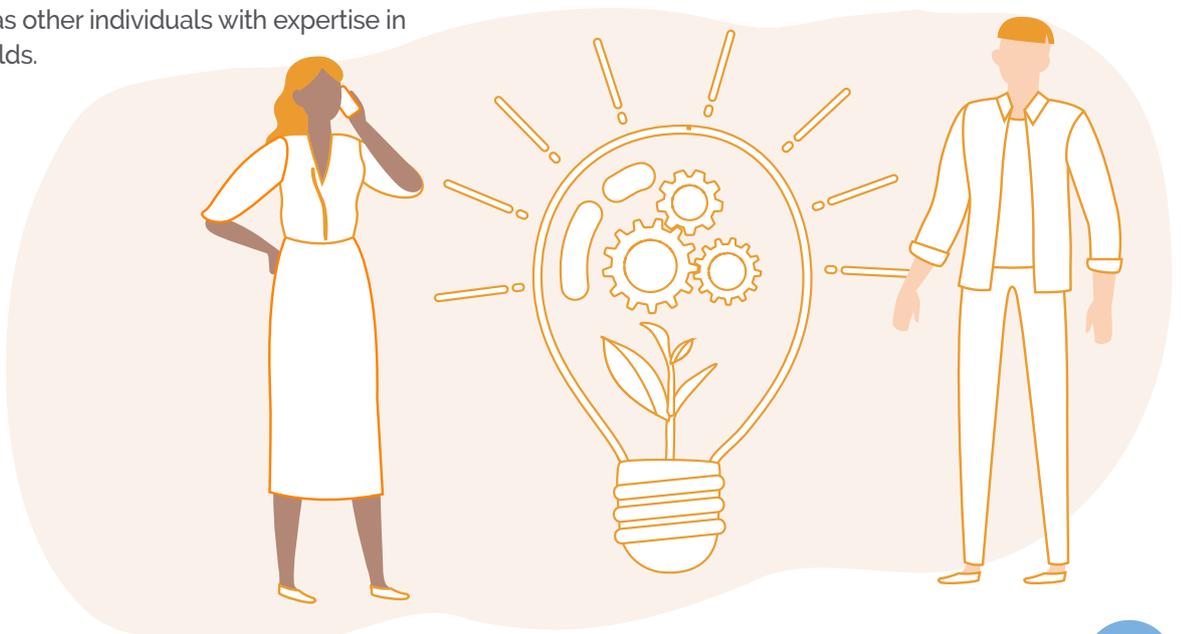
New Directors receive an induction into the organisation and Directors participate in an ongoing development program concerning their role, responsibilities, our Ignatian heritage and the work of Jesuit Social Services.

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

Please turn to page 50 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.



Board Members



Ms Patricia Faulkner AO, Chairman of the Board

Patricia currently chairs the Boards of Jesuit Social Services, the Commonwealth Bank of Australia CEO Advisory Panel, the Melbourne Racing Club Foundation and the Melbourne Academic Centre for Health. She is Deputy Chairman of the Melbourne Theatre Company Board and a member of First State Super Board, the Melbourne Racing Club Committee and Caritas. In 2016, Patricia served as a Deputy Commissioner to the Victorian Royal Commission into Family Violence.

This year, she chaired the Victorian Government's Advisory Board for COVID-19 Accommodation Program and was a member of the Victorian Collaborative Centre for Mental Health and Wellbeing Advisory Group.

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 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.



Assoc. Prof. 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.



Inala Cooper

Inala Cooper is a Yawuru woman from Broome in The Kimberley, Western Australia. She grew up in South West Victoria on Gunditjmara land and has lived on the land of the Kulin Nations in Melbourne for over 25 years. Inala has a Masters in Human Rights Law and is an advocate for Indigenous rights and social justice. Inala has worked in higher education for over twelve years and is currently the Director of Murrup Barak, the Melbourne Institute for Indigenous Development at University of Melbourne. Inala is also a Director on a range of other not-for-profit organisations including of Culture Is Life, Munarra Ltd., and the Barpirdhila Foundation. She is a regular contributor on ABC's News Breakfast, and The Drum.



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.



Sr Libby Rogerson IBVM

A Loreto sister – Libby is a member of the Loreto Sisters' Province Council. She recently retired from chairing Mary Ward International Australia but remains on the Board. Libby is a member of the St Francis Social Services Board and the Loreto Justice Network Committee. She is also a member of Jesuit Social Services' NSW Advisory Group.

From 1999–2009 Sr Libby was Coordinator of Social Justice and Director of Caritas in the Diocese of Parramatta. During this period she had considerable involvement in work with refugees and asylum seekers, which continues today, and was one of the founders of the House of Welcome, providing support, referral and emergency accommodation for refugees and asylum seekers.



Julian Butler SJ

Julian Butler SJ joined the Jesuits in 2017. He has Bachelors of Laws and Commerce from the University of Melbourne, and a Masters of Philosophical Studies from the University of Divinity (Melbourne). Julian is Acting Head of Faith & Service at Xavier College, Kew, where he also acts as a chaplain to senior students and recent graduates. A contributor and editorial consultant at Jesuit Communications Australia, he chairs the Australian Jesuit Province's Governance, Risk & Compliance Policy Reference Group and is a member of the Pastoral Council at Richmond Catholic Parish. Prior to joining the Jesuits, Julian practiced in legal firms specialising in child protection and youth crime defence.



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.



Julia Griffith PSM

Julia Griffith PSM is the Deputy Commissioner of the Victorian Public Sector Commission. She joined the Commission in June 2019.

She has more than 30 years' experience in the Victorian public service, during which time she has been Deputy Secretary or Executive Director in a range of justice portfolios including Youth Justice, Police, Corrections, Crime Prevention, Victims Services and the Infringements System.

Julia was also responsible for leading the Victorian government's employment programs for disadvantaged job seekers and redeveloping child protection placement and support services. Her career achievements have been built on a strong background in youth work, research, training and community development.



Chris Hayes

Chris Hayes is a renowned, highly successful and experienced Catholic educational leader, with a passion for providing a rich and nurturing Catholic education. Chris completed his Doctoral studies with the Australian Catholic University, exploring how Christian values can be authentically incorporated in Ignatian pedagogy and the daily interactions between teachers and students in the classroom.

His distinguished leadership has consistently been characterised by prayer, generosity and a determined commitment to creative learning and improved academic outcomes for all students.

Chris was previously Principal of Xavier College, St Edmond's College, Canberra and St Joseph's College Hunter's Hill, Sydney.

Human Resources and Volunteers

Our passionate and experienced staff and volunteers are at the heart of the work we do every day with people and communities.

Human Resources

In the past financial year, we filled more than 100 roles across Victoria, New South Wales and the Northern Territory, for a total of approximately 350 staff. We also assisted Jesuit Community College in the Working for Victoria initiative, onboarding approximately 45 staff for an employment period of six months.

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.

COVID-19 has impacted our ability to hold face-to-face induction and orientation programs. As this is a critical part of the way we welcome new staff members, we held these sessions online via Zoom. These sessions help us build strong foundations, which ensure staff can develop and grow.

Volunteers

At Jesuit Social Services, volunteers are a fundamental part of what we do, making a highly valued contribution to our programs and service delivery.

COVID-19 has significantly impacted volunteer participation. While we still maintained connections with over 200 volunteers, not all programs were easily adaptable to online delivery.

When the nature of our programs allowed for it, our volunteers continued to support Jesuit Social Services in a range of ways, including tutoring, mentoring, telephone counselling, projects and policy research.

Our Ignite Food Store and Op Shop volunteers also continued to serve families in need in Western Sydney, while our Ecological Justice Hub volunteers continued to tend to our gardens in line with restrictions.

During a challenging 2020/2021, our generous and spirited volunteers contributed 11,458 hours of support to the organisation and to the people with whom we work. Immense thanks to all!

Volunteer reflection

Audrey Fitzgerald has been a Homework Club volunteer since 2017. She reflects on how the Homework Club has changed during the pandemic.

"While some things have changed, such as the feeling of community when gathering in the hall, there have also been some positives for homework club since the pandemic started. We used to tutor multiple students at a time, flipping between Year 4 maths and Year 3 reading, trying to engage three or four primary students avoiding the temptation of the playground outside.

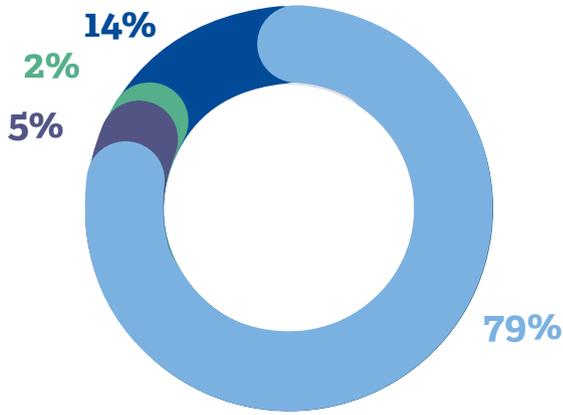
"While this was a fun and energetic atmosphere to work in, there is something really special about seeing the same student one-on-one each week. Since moving Homework Club online, we've had to adapt and change our teaching styles.

"Personally, I'm grateful for the opportunity to see my students learn and grow over the past 15 months. I look forward for when we can be back together, engaging as a community, but for now, I've seen the resilience and adaptability of the students, tutors and co-ordinators, and experienced a new-found appreciation for the work we do."

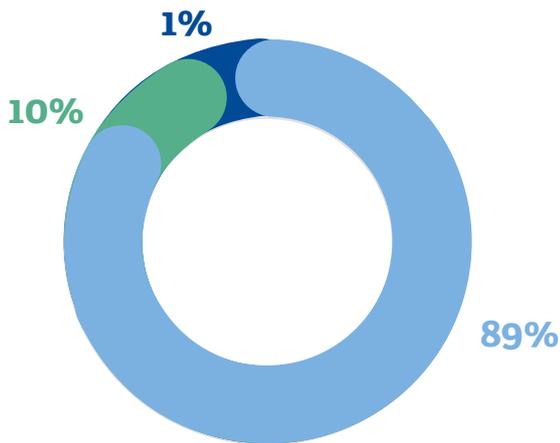


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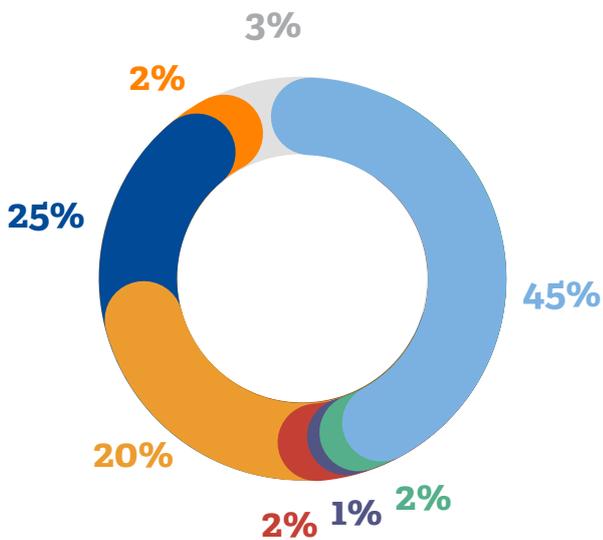
Financial Summary



Revenue	Percentage
Government Income and Grants	79%
All Other	5%
Trust and Philanthropic Grants	2%
Fundraising	14%
Total Revenue	100%



Expenditure	Percentage
Direct Program Expenditure	89%
Administration Expenditure	10%
Fundraising Expenditure	1%
Total Expenditure	100%



Direct Program Expenditure	Percentage
Justice and crime prevention	45%
Ignatius Learning Centre	2%
Centre for Just Places	1%
Mental health and wellbeing	2%
Settlement and community building	20%
Education, training and employment	25%
Research, policy and advocacy	2%
Gender and culture	3%
Total Expenditure	100%





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.



Build a just society with us

Donate now at www.jss.org.au/donate and give hope to someone in need

Become a volunteer and join us in supporting people on the edges of society

Make a bequest to us and help fulfil our vision of building a just society

Advocate for justice by speaking to your friends and family about our work

Learn more about the issues we care about at www.jss.org.au



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