



2022 ANNUAL REPORT

KOKODA
YOUTH FOUNDATION
Changing Lives

THANK YOU

TO ALL OF OUR DONORS, COMPETITORS AND VOLUNTEERS FOR YOUR SUPPORT IN 2022.



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FROM THE CHAIR

It was very much business as usual heading into 2022. With the threat of lockdowns and shutdowns behind us, we set out to deliver our best year yet – and we did:

- 68 young people through our Digital Detox Programs
- 17 Kokoda Kids graduated from KCYP (2021 branches)
- 1 branch of KPP at Keebra Park High School
- 1 branch of OTRT at Beaudesert High School
- 3528 students through our outdoor education programs
- 7873 participants across our Brisbane, Sunshine Coast, Gold Coast events

OUR TEAM

This year saw a number of changes in the KYF team as we recruited to support the increased number of programs we run, and to support that, **we moved into larger premises at Nerang.** The new space is definitely an improvement on our original headquarters, with space for the full team including our Outdoor Education staff when they make the trek into Nerang, and it was great to see that space filling as we added to the team.

2022 also saw us expand our community into the Sunshine Coast with our **inaugural Sunshine Coast Kokoda Challenge – a successful event by any standards,** despite last minute date and course changes as a result of extensive flooding in the area.

I had the privilege of hiking the Sunshine Coast event and it is a beautiful course but one of our toughest. I encourage everyone to check it out in the years ahead.

The success of this event gives us confidence that we can successfully pick up these events and take them to new areas, with a commitment to deliver great events to new communities, and to return the support we enjoy from those communities by delivering our fully funded digital detox program to local youth. You'll see this in action in 2023 as we deliver our second Sunshine Coast Kokoda Challenge and follow it with **our first Sunshine Coast digital detox program.**

OUR FUTURE

With the KYF now in a solid financial position, the Board and members of our Association took some time out to develop a long-term strategic plan. This 5-10 year plan will see us moving ahead in the youth space, and promises some exciting and busy times ahead.

The target is clearly set to **become a charity of national significance** and sets lofty targets with regard to extending our reach into other States, ensuring we can offer the opportunities of our youth programs further abroad.

The work we do would not be possible without the incredible commitment from our staff, our community of volunteers, our participants and the schools who support our outdoor education programs, and our Association members.

We appreciate every one of you, and look forward to seeing you soon – on the track, in one of our programs or at one of our outdoor education centres, living the Kokoda Spirit.



Kind regards,
Lynley Mangin

KYF

WHO WE ARE

Mission: Changing Lives Through the Spirit of Kokoda

OUR MISSION

Our mission is unchanged, and it is simple: Changing Lives through the Spirit of Kokoda.

This underpins everything we do – from delivering our youth and outdoor education programs, to our endurance events that can be life-changing for our community of participants. Staying true to our mission, we will keep on developing new youth programs, and always with the Spirit of Kokoda and our values at the heart of what we do.

OUR VALUES

At KYF we live by our values and regularly revisit how we define them - both to make sure they are still relevant to what we do, and to reiterate and confirm our commitment to them. Taken from the 4 granite pillars at Isurava on the Kokoda Track, our values underpin the work we do, and are also instilled in the young people who participate in our programs:



COURAGE

To step outside your comfort zone and stand up for what's important.



ENDURANCE

To stay the course, commit to the journey, and never give up.



MATESHIP

To act with integrity, embrace diversity and have each other's back.



SACRIFICE

To serve a cause greater than yourself.



KOKODA CHALLENGE EVENTS

MANY HANDS MAKE LIGHT WORK

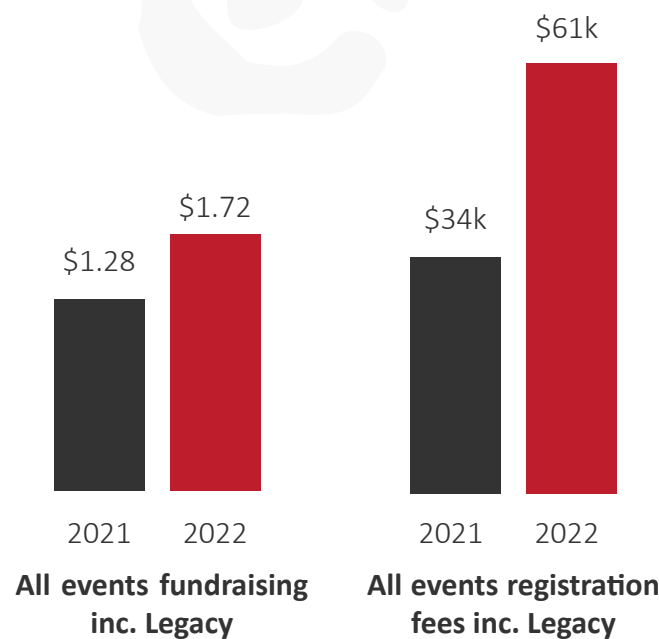
As we know 2021 was an amazing year for the Kokoda Challenge with the highest funds ever raised and with this success, we knew we had the real challenge on our hands to deliver again with positive outcomes for 2022.

We decided to look for the point of difference and introduced the Sunshine Coast Event at the Imbil State Forest at Kenilworth on ANZAC weekend and the second point of difference was the introduction of the Pinnacle Challenge, where competitors registered and competed in the 30km Sunshine Coast, 48km Brisbane and then to finish it off by doing the 96km Gold Coast as their pinnacle.

All was going well but a severe weather front came in and flooded and disrupted both Sunshine Coast and Brisbane forcing us to postpone the events and use the backup dates. However, this did not deter us, and I would like to commend all the KYF team as we pulled together to deliver all three events one after each other June, July and August and still made sure the the competitors experience was a positive one. Yes, we had some issues with the Sunshine Course being a little longer than expected but overall, we can say we triumphed.

We raised the most funds ever for the Events calendar bringing in \$1.7m.

And yet we were not finished, to help commemorate the 80th anniversary of the Kokoda campaign we organised the Kokoda Legacy event, a single entry 18 & 30km walk through the Kokoda Army Barracks at Canungra raising \$50,000.00 each for both KYF and Legacy Gold Coast.



WHAT'S NEXT?

The events team aim for 2023 is to increase Sunshine Coast numbers by 10%, reestablish Brisbane after the postponement and to sell out at the Gold Coast event.

The point of difference will be the introduction of the Central Coast event at Cooranbong Lake Macquarie walking through the Olney State Forest. (48-30-18km) and by introducing the 30km Gold Coast walking from Clagiraba.

We could also run the Kokoda Legacy event again as Legacy Australia will be celebrating their 100th year anniversary and the Kokoda Barracks are fully supportive of the idea.

And finally, an assistant for running the event as we aim to grow the events calendar.

MESSAGE FROM OUR EVENTS MANAGER

What can I say about my Kokoda journey so far, "I'm loving it"

I love the way I'm given the autonomy to deliver the events but at the same time knowing I have the full support of Joh, Doug and the Board, I love the relationship I have built with the checkpoint captains who have already said they are coming to the Central Coast and most of all I love the energy of the team I work with, who always aim to deliver that positive experience for the competitors.

Andy Haynes | Event Manager





UNITY COLLEGE CALOUNDRA

UNITE INSPIRE SUCEED

Our relationship with the Kokoda Challenge started over 10 years ago - with a staff team completing the 96km Challenge. Despite the fatigue, pain and odd black toenail- **the experience left us all on a high** and seeing the amazing Kokoda Youth Foundation kids complete the course- it gave us an idea- that has since become a key part of our school culture.

Over the past 10 years we have been entering teams in both the 48km and 96km GC Challenge and it is something that is an essential part of who we are at Unity. The reason we value it so highly is the fact **this challenge allows us to stretch our students and take them out of their comfort zones and into their growth zones!** It teaches them so many life lessons, such as resilience, teamwork, determination and of course mateship! The event is a 'real world education' in itself and allows us to add a whole new layer to our student's traditional education- preparing them for the challenges facing them in the outside world.

Another fantastic benefit of this event is the community feel it creates within the school. It involves the students, the staff who do it with them, the staff who help out and the many parents, siblings who act as support crew or just supporters over the weekend!! **We really feel this event helps bring our school and community closer together.**

Preparing for the event is another fantastic opportunity to create a 'unique spirit' within the school. Each Friday night we go out and as many of the students as possible join us for training. This now starts over the Christmas Holidays and runs each Friday through until the event. To see 30+

students out running each Friday from 7pm is amazing and creates stronger relationships, a sense of fun and a healthy option each weekend for our teenagers!!

The event itself is so well run, that by the time we arrive - thanks to the support of people like Andy and Tiffani for the foundation- everything is sorted, the course is ready, and we have nothing else to worry about- other than the 48/96km of course!!! These people make the weekend go smoothly and help us every step of the way.

We have teams wanting to go quickly as well as teams just wanting to complete their distances and this event caters for them all. **We have won the 96km Stan Bisset Schools Cup twice, in 2022 completing the course in 17 hours 40 minutes,** and regularly have a team in the top 3. Just as important are our teams that complete the 48km or 96km in any time - everybody who completes or attempts the event is a champion in our eyes

Do we ever stand still??? No- we are now challenging as many seniors as possible to take on one of the distances in their last year, to help them become Scholar Athletes and role models for our younger students!! This year we have at the last count 8 x 96km teams (including 3 all girl groups) and 8 x 48km teams competing - with over 50 Seniors involved.

The Kokoda Challenge is now firmly woven into in our schools DNA. The many experiences this brings, combined with the ability to help young people through the Foundation make it an event every school should consider.

THIS CHALLENGE ALLOWS US TO STRETCH OUR STUDENTS AND TAKE THEM OUT OF THEIR COMFORT ZONES AND INTO THEIR GROWTH ZONES!

KOKODA YOUTH PROGRAMS

CHALLENGING START

The flow and performance of the Kokoda Youth Programs team was significantly affected in 2022 due to my unexpected resignation from the Foundation due to a number of injuries sustained. While this departure was disadvantageous to the team, they were still able to produce some amazing outcomes throughout the year under the direction of Jhollene Cooper and Joel Finnis, the new YSM appointed. It also provided some perspective and insight as to how improve some practices and processes with the Youth Programs space.

YOUTH PROGRAMS

The 2022 calendar year for the Kokoda Youth Programs started strong, with the conception, development, and delivery of the first Digital Detox Program. While the first planned iteration of the program in January 2022 was unable to proceed due to COVID 19 limitations; this did not deter the team, with them pushing forward and delivering DDP 1 successfully to a full cohort of 24 participants (the majority of whom were the originally selected participant for the January program) at Kokoda Park. The feedback received from both participants and parent cohort confirmed that this was a program much needed by society, and that their attendance had helped their family significantly. Thus, reiterating the need and demand for us to continue delivering this program. **The KYP team delivered an additional two iterations of the Digital Detox Program during the 2022 calendar year** – the June and September school holidays. Evaluation and development of the program has continued to streamline and improve the outcomes achieved from DDP, and program dates have been scheduled for every school holiday period in 2023.

A group of participants from Beaudesert State High School and Keebra Park State High School were interviewed, selected, and mentored through our two our school-based programs, Kokoda Pathways Program and On the Right Track program, in 2022. Feedback from our participants, their parents and the respective schools continues to support our delivery of these programs.

“It provided me with knowledge on how to improve my resume for other jobs, it gave me opportunities to visit tafe and seeing what courses you can do. It has also boosted my confidence and agility to last longer in fitness.” KPP KK

The Federal Government’s confirmation of a grant from the Safer Communities Fund to deliver three additional iterations of the On The Right Track program in 2023 also highlighted the support and need for us to continue delivering our early intervention programs to young teens. To take the lead on managing and delivering the OTRT programs in our four identified regional schools (Beaudesert, Boonah, Laidley and Rosewood in 2023), Keith Debnam was recruited and appointed into the role of OTRT Project Manager.

Three branches of the Kokoda Challenge Youth Program were selected to participate in the new nine-month program in 2022 - Brisbane, Gold Coast and Tweed. Not only did they engage in a new program format, the 2022 KCYP teams participated in the Kokoda Challenge Pinnacle, completing event distances at the Sunshine Coast, as well as Brisbane and the Gold Coast, for the first time ever. They undertook the peak experience in Far North Queensland trekking with the donkeys before exploring the Great Barrier Reef and Daintree Rainforest. The 2022 KCYP group all graduated in January 2023 and commentary from this cohort indicate that the revised approach to fortnightly community service is something to be sustained.

Whilst I was not able to finish 2022 in the YSM role, it is my great pleasure to be back at the Foundation and I am relishing the opportunity to lead the Youth Programs Team at a time of significant expansion.

**Stacey Ogilvie,
Youth Services Manager**





FAMILY CONNECTIONS

In our face-paced world where technology is ever-present, many parents are struggling to disengage their children from the plethora of devices at their fingertips, re-connect with their children and help them create healthy habits with technology. So, when Karen, a mum of three boys, Jake, Harry and Lachlan, aged 12 to 14, heard about our Digital Detox Program, she jumped at the chance to try and bring about some change in her family home.

"I was concerned as to how I would get them to attend, but this worry was alleviated quickly once we started the application process", said Karen. Helping Harry, Jake and Lachlan understand that the program was "not about taking screen away, but rather educating both kids and parents about appropriate use and helping us all understand the ways technology can be used" eased their concerns.

With all three boys having attended the Digital Detox Program, across two separate school holiday dates, the whole family is now much more comfortable discussing technology and its appropriate/inappropriate use.

"It is not easy, often overwhelming and frustrating, but I feel the program has provided the tools for us, as a family, to keep progressing and keep at it, not give up", says Karen.

We have learned that "tech can be good" said Jake and Lachlan but that there is a need to "moderate its use" and "limit the amount it is used each day".

Karen admits that there has been ups and downs and some relapses, but with regular redirection to the contract they created while on program together, there have been many moments of making good choices. When speaking with the boys, they said they now find themselves gaming a lot less and doing other things, like homework, playing boardgames, kicking a soccer ball or listening to music.

Harry reflects on his attendance at the Digital Detox Program as "a great experience" from which he was able to take away some very "important lessons for life". Jake informs that he has been talking about his experience with his friends and has been trying to convince them to attend the program.

"I loved the parent stay at the end of the program... as I was able to come up to speed on what the kids had already learned, and we could start to re-connect in a fun way. The Kokoda team is leading the way to help parents through this very confusing time", says Karen.



“

WHEN SPEAKING WITH THE BOYS, THEY SAID THAT THEY NOW FIND THEMSELVES GAMING A LOT LESS AND DOING OTHER THINGS, LIKE HOMEWORK, PLAYING BOARDGAMES, KICKING A SOCCER BALL OR LISTENING TO MUSIC.

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KOKODA

OUTDOOR EDUCATION

After the difficult and disrupted COVID years, 2022 promised to be a year where we returned to business as usual, expand our staff and fill the facility at Thornton, Kokoda Park. Little did we know that once again mother nature had different ideas, this time in the form of devastating flooding affecting so much of the country. As a result, we had a year of two halves in the Outdoor Education Department. **The first half characterised by the extreme wetness and the challenges posed by such adverse conditions**, and the second half by a full calendar with the added complexity of hosting schools who had rescheduled from terms one and two.

It is with some pride that, despite the challenges, we can report camps were the usual fun, challenging and educational times for all students. This is due to the behind-the-scenes work which usually goes unnoticed and it is a testament to the wonderful staff, specifically our three full-time instructors, Charley, Jared and Jessica who despite significant challenges, ensured that camps were always well received and enjoyed by students and teachers, the grounds were maintained and in the absence of a maintenance person even looked after repairs at the campsites. It is without a doubt that they are the stars of 2022.

The Outdoor Education Department hosted over 3500 students across our two centres in 2022 which require a larger pool of outdoor education leaders/instructors than we have. During COVID years, as could be expected, the industry suffered an exodus, and as a result there was a definite shortage of instructors. This was keenly felt during the year, and **we would like to appreciate and acknowledge all the incredibly talented instructors who chose to work with us in 2022**. Without you a challenging year would have become impossible.

Never have the Kokoda Youth Foundation values of Courage, Endurance, Mateship and Sacrifice been more relevant to the Outdoor Education Department than they were in 2022. It was a year of many challenges which required those values in equal measure, but through adversity comes growth and it is with confidence and optimism that we look ahead to 2023.

Justin Gregor | Outdoor Education Manager



KOKODA OUTDOOR EDUCATION

LINDISFARNE ANGLICAN GRAMMAR SCHOOL

One of the greatest challenges students face in life is the journey from childhood to adulthood. For many years now our school has had the privilege of visiting Camp Kokoda's beautiful property to witness a small step in this journey for each of our Year Nine students.

It is in environments such as these where **learning occurs at a more natural pace with real-life consequences that are felt without filter or delay.** Nothing occurs without team work, effort or consideration for others. Nothing occurs as easily as it does at home.

Each student sets about doing what is often done for them, or taking responsibility for challenging their own level of comfort. Each student also sets about travelling towards their own private destination of young adulthood.

Camp Kokoda allows students to operate outside of their comfort zones in a safe and supportive environment. Justin and Ingrid and their team of dedicated professionals understand the refined nature and importance of providing teenagers with 'healthy challenges'.

They value and respect what each individual student has had to offer. Their passion for Outdoor Education is obvious in their level of organisation, communication,

and enthusiasm. It is also clear in the relationships they build along the way and their willingness to adjust to the changing needs of large groups and individuals whilst always maintaining a high level of safety and respect for all. Camp Kokoda management and staff strive to work with us as a visiting school to achieve our goals for students, and in the safest possible way.

Camp Kokoda helps our students to develop a greater sense of self-confidence and self-reliance and to also acknowledge the value of each individual within a community setting, as well as helping to establish a sense of gratitude and identity in students.

The experiences had at camp, the friendships built, and the life-lessons learnt as students embark upon their journey towards young-adulthood have all helped to positively shape our Year Nines as they enter this new and important phase in their lives.

Simon Leach
Head of St Andrew House
Year Nine Camp Coordinator
Lindisfarne Anglican Grammar School

CAMP KOKODA ALLOWS STUDENTS TO OPERATE OUTSIDE OF THEIR COMFORT ZONES IN A SAFE AND SUPPORTIVE ENVIRONMENT.





STRATEGIC PLAN FOR FUTURE OUR BOARD, ACCOUNTABILITY & FUTURE

FORGING AHEAD WITH A STRATEGIC VISION

The last few years have seen the Kokoda Youth Foundation confront significant change. There has been a global pandemic, economic conditions have deteriorated, and the KYF has had major changes in personnel at Board and staff levels. Despite all this, the organisation has managed to grow its operations and consolidate its place as a leading youth services provider in south-east Queensland.

To capitalise on this growth, the Board of the KYF decided to set a firm course for the future and engaged an external company (Strategic Sport Solutions) to assist in producing a five year strategic plan.

Prior to the strategic planning day held in December 2022, the KYF actively sought input from its community through a comprehensive survey. This process facilitated valuable discussions centered around revitalising the mission and values of the organisation. **Extensive dialogue among Board members, staff, and stakeholders, produced a clear direction for the next five years** with the collective goal to strengthen the KYF's vision by reinvigorating its commitment to spreading the Spirit of Kokoda Australia-wide and transforming the lives of young people.

The 2023-2027 Strategic Plan outlines a series of strategies and goals aimed at propelling the organisation's growth and influence. With a vision to become an organisation

of national significance, the KYF aims to expand its reach beyond south-east Queensland and make a profound impact on youth across the country.

Outlined in the following pages is an overview of the strategy and goals for the Kokoda Youth Foundation for the period spanning 2023-2027. These goals encompass various key focus areas that are central to the KYF's mission. They include **enhancing youth engagement and participation, forging strategic partnerships, amplifying community outreach efforts, ensuring reputation for quality through excellence, embedding Kokoda Spirit and expanding youth programs** that nurture personal growth and resilience.

With the strategic plan now in place, the KYF is poised to embark on an exciting new chapter, expanding its reach, and solidifying its position as a leading youth services provider nationwide.

Through their continued efforts, the KYF aims to spread the Spirit of Kokoda far and wide, bringing hope, inspiration, and life-changing opportunities to young individuals and communities across the country.

For a comprehensive understanding of the Kokoda Youth Foundation's strategic plan, we invite you to explore the full document on our website: www.kokodayouthfoundation.com.

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WITH A VISION TO BECOME AN ORGANISATION OF NATIONAL SIGNIFICANCE, THE KYF AIMS TO EXPAND ITS REACH BEYOND SOUTH-EAST QUEENSLAND AND MAKE A PROFOUND IMPACT ON YOUTH ACROSS THE COUNTRY.

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STRATEGIC PLAN FOR FUTURE

OUR BOARD, ACCOUNTABILITY & FUTURE

1. YOUTH PROGRAMS

Delivering youth programs that change lives.

2. EVENTS

Conducting challenging team events.

3. OUTDOOR ED

Offering educational outdoor experiences.

4. KOKODA SPIRIT

Embedding the Spirit of Kokoda in everything we do.

5. QUALITY

Ensuring a reputation for quality.

6. ORGANISATION

Becoming an organisation of national significance.

OUR GOALS

1. YOUTH PROGRAMS

Delivering youth programs that change lives.

The KYF delivers life-changing programs for young Australians that improve their mental health, social connections, and resilience.

:

1. Develop a suite of Digital Detox Program offerings
2. Refine and improve existing youth programs
3. Enhance referral processes and training
4. Expand reach of youth programs
5. Examine feasibility of KYF app for programs

2. EVENTS

Conducting challenging team events

The KYF conducts team-based, outdoor events that provide physical and mental challenges for participants.

:

1. Examine feasibility of events in other states (inc 96K in one other location)
2. Examine feasibility of KYF app for events
3. Increase corporate involvement in events

3. OUTDOOR ED

Offering educational outdoor experiences

The KYF offers unique outdoor education experiences to school and other groups.

:

1. Develop new camp offerings that better incorporate the Spirit of Kokoda
2. Focus on smaller staff to participant ratios at camps
3. Develop school pathway program (from years 7-12)

4. KOKODA SPIRIT

Embedding the Spirit of Kokoda in everything we do.

The Spirit of Kokoda, embodied in the principles of Courage, Endurance, Mateship and Sacrifice, is at the core of all the programs and activities that the KYF conducts.

:

1. Develop resources that promote Spirit of Kokoda
2. Audit existing activities to see how Spirit of Kokoda is incorporated.

5. QUALITY

Ensuring a reputation for quality.

The KYF is committed to maintaining high standards of quality and to rigorously evaluating the impact of its programs and activities.

:

1. Attain relevant certifications for staff and programs
2. Conduct regular evaluation of programs (impact and satisfaction)

6. ORGANISATION

Becoming an organisation of national significance.

The KYF will extend its reach and influence in order to provide services and leadership across Australia.

:

1. Extend the geographic delivery of activities
2. Examine governance models and approaches to working nationally
3. Research options for headquarters location
4. Grow the Association membership
5. Examine feasibility of becoming an RTO
6. Expand resource base through Partnerships, Philanthropy, Sponsorships, and grants
7. Promote national Kokoda Day on 3 November
8. Develop lobbying and advocacy plan

YOUTH PROGRAMS

ON THE RIGHT TRACK

SUCCESSFUL GRANT FUNDING RECOGNISING EARLY INTERVENTION STRATEGY

In a significant boost for youth empowerment and crime prevention efforts, the Kokoda Youth Foundation has secured a \$1.4million grant to operate eight branches of the "On The Right Track" (OTRT) program over two years.

The Kokoda Youth Foundation has secured the grant under the Commonwealth Government's, Safer Communities Program. The OTRT program is aimed at year 8 and 9 students at risk of disengaging from school and incorporates strategies of outdoor adventures, cognitive behaviour therapy and personal development workshops over a six-month period.

The OTRT program is conducted during terms 2 and 3 of the school year and involves taking participants out of school one day per week to engage in hiking activities and community service. These activities are designed to develop essential skills that improve their capacity to make positive life choices and accept accountability for their actions.

Term 2 focuses on training participants for the 48km Kokoda Challenge, providing weekly hiking days that develop their fitness, social connections, capabilities, and resilience to pursue and achieve their goals.

During term 3, the program shifts its focus to community service, with participants spending one day per week assisting local projects and other not-for-profit organisations. This element fosters strong community connections, increases responsibility, and reduces the likelihood of engaging in future negative behaviors within their communities.

The program culminates in a five-day Rainforest, Cultural, and Reef trip to Cairns, in the September school holidays and serves as a reward for participants' commitment and dedication. This final peak experience not only encapsulates the learnings of the program but also provides valuable education on indigenous heritage and the cultural significance of the Cairns region.

To ensure the program's success, the OTRT program is operated by experienced youth workers who are selected for their commitment to working with at-risk young people. These dedicated instructors develop close mentor-style relationships with participants throughout the entire six-month program and continue to offer support even after its completion. The selection process for participants involves consultation with schools, local police, and other stakeholder groups to identify those most at risk of disengaging from school and have future potential of

involvement in the criminal justice system.

Participation in the program is voluntary, but participants must adhere to a code of conduct and maintain required standards of behavior. As with all Kokoda Youth Foundation youth programs, participants are educated on the history of the Kokoda campaign and are encouraged to develop respect and gratitude for the sacrifices made by all our defence personnel.

The Kokoda Youth Foundation have been operating the OTRT for over 7 years to schools in Frankston in Melbourne and Pacific Pines on the Gold Coast, but only ever at one school each year. The Commonwealth Government funding has allowed the program to be rolled out at four regional schools simultaneously, enabling 48 young people the opportunity for success each year.

The anticipated outcomes of the OTRT program are highly promising and include improved behavior and attendance in schools, enhanced resilience, increased confidence and self-belief among participants, and as well as a positive connection to their local region through the community engagement activities.

This successful grant application is the largest Government funding the Kokoda Youth Foundation has ever received and recognises that early intervention programs are vital to stemming negative behaviour in youths which not only impacts their futures but the well being of our communities as well.



Tiffani Seaton (left) and Jhollene Cooper (right) with the Member for Moncreiff, Angie Bell MP, (middle) announcing the successful grant.

KOKODA YOUTH FOUNDATION

VOLUNTEERS

The Kokoda Youth Foundation is a volunteer based organisation. It operated for 3 years before a wage was drawn to an employee and it has prospered because of the thousands of volunteers over 19 years who have given their time and expect nothing in return.

Each year the Kokoda Challenge events attract over 300 volunteers who give their time freely to support our cause – some of them for over 24 hours straight.

To run the Kokoda Challenge Youth Program, our leaders who facilitate and mentor the Kokoda kids, are ordinary

people with Monday to Friday jobs but give up their Sundays for 30 weeks of the year on a volunteer basis.

It is our volunteers; from our checkpoint charlies, to our Board of Directors and our leaders in the Kokoda Challenge Youth Program - these are the people we attribute for our success.

They are also the reason why the Kokoda Challenge events are unique and why our KYCP program is so successful - their generosity and belief in young people and Legacy of Kokoda give it community spirit!



500 HOURS
GIVEN BY 12 YOUTH
LEADERS EACH



418 VOLUNTEERS
ACROSS ALL KOKODA
CHALLENGE EVENTS



KCYP VOLUNTEER LEADER

RODNEY STEELE

The Kokoda Youth Foundation is honoured to have hundreds of volunteers support its operation year in and out. Volunteers are the backbone of our Kokoda Challenge Events and certainly our Kokoda Challenge Youth Program (KCYP). Every volunteer is essential in delivering the spirit that makes our Kokoda Challenge Events and Youth Programs so unique and special.

This year we focus on the volunteerism of a leader in the KCYP, our flagship youth program that is facilitated by volunteer leaders each year. It is a role that requires over 500 hours of volunteering and an infinite commitment and belief in the potential of young people.

Rodney Steele, a volunteer leader in the KCYP in 2021 and 2022 (yes that's over 1000 volunteer hours to the KYF) reflects on his experience and the profound impact it has had on both the youth he has mentored and his own personal growth.

Introduced to the Kokoda Youth Foundation during his son's involvement with the Gold Coast 48km Kokoda Challenge event in 2018, Rodney's subsequent research convinced him to apply as a KCYP Leader.

"Having raised four kids, I understand how tough it is for teenagers to find their way in this challenging world," Rodney explains. **"I wanted to find an organisation where I could be a positive male role model to young people who might benefit from my skills, knowledge & life experiences in a safe and controlled environment."**

Motivated by a desire to combat the detrimental effects of societal pressures and the rise of mental health issues among teenagers, Rodney recognised the potential of the KCYP. He believed that an outdoor-based program, free from excessive digital access, combined with the teaching of values demonstrated by our Diggers, could empower young individuals to believe in themselves and achieve their aspirations.

"The digital world invades every waking hour and moment in our lives," Rodney laments. "It is difficult for kids to be anonymous, and there is so much competition and expectation to be liked. This can bring on conditions like anxiety and depression, making young people feel isolated. The KCYP encourages and empowers young people so that each person feels like a valued member of the team."

Throughout his journey with the KCYP, Rodney has cherished numerous memorable moments. The training walks, filled with singing, cheering, and mutual encouragement, have brought both laughter and tears. He recalls witnessing extraordinary personal transformations, such as a young person completing a gruelling 96km journey after initially

struggling with just 20km. Another Kokoda Kid, on the verge of giving up, found the support of the leaders and completed all the events and peak experiences, ultimately graduating from the program.

"I witnessed the four pillars of Courage, Endurance, Mateship and Sacrifice in all the Kokoda Kids over both years at different stages during the program and I am so proud of every single one of them for sticking with it and completing the program," Rodney recalls.

Acknowledging the need for more male mentors, Rodney emphasises the importance of leading by example and providing positive adult role models for young individuals. Patience, understanding, kindness, consideration, assertiveness without aggression, and attentive listening form the foundation of his mentoring approach. He underlines the significance of building trust and rapport while maintaining a good sense of humor, even during challenging moments. "It can be a tricky balance at times, and there are moments, not very often, which call for tough decisions to be made which are generally for the greater purpose of the whole group in mind," Rodney explains.

Rodney's involvement as a KCYP leader has not only made a significant impact on the lives of the youth he mentors but has also transformed his own perspective. "I am extremely grateful to have had the opportunity to be a KCYP leader for the last two years," he acknowledges. "As an individual, being a part of the program has meant at times I have had to be humble as the young people often teach me far more than I teach them. I have felt so much personal growth to the point that I have used the leadership skills in my own working environment."

For anyone considering becoming a volunteer leader in the KCYP, Rodney offers some valuable advice. **"This program is a big commitment, but the rewards from mentoring a group of young people far outweigh the commitment. You will laugh, you will cry, and you will meet some amazing people - teenagers, leaders, parents, staff, and volunteers. You will become a part of the Kokoda Family."**

Rodney Steele's journey with the KCYP exemplifies the transformative power of mentoring and volunteerism. Through his dedication and genuine care, he has not only left an indelible mark on the lives of the young people he has guided but has also found personal fulfillment.

Rodney's story is one of thousands of volunteers whose commitment has shaped and developed the Kokoda Youth Foundation over the past 19 years, making a difference in the lives of youth and fostering a stronger, more supportive community.



FINANCES

OVERVIEW OF INCOME & EXPENSES

\$405,204

OPERATIONAL PROFIT RECORDED FOR THE 12 MONTH PERIOD ENDING 31ST DECEMBER 2022

The Kokoda Youth Foundation financial year (FY) for the 12 month period ending 31st December 2022, recorded a net profit of \$1,120,615.

This is an inflated figure which does not depict a true operational profit, as KYF received \$792,411 in grant funding for the On The Right Track Program, of which only \$77,000 was used in the financial year, carrying over \$715,000 for use in 2023. As such, a more accurate reflection of the net profit for 2022 is \$405,204.

Significant financial achievements in 2022 include the successful grant funding from the Commonwealth Government and a 35% increase in donations to reach a new record of just over \$1.75 million.

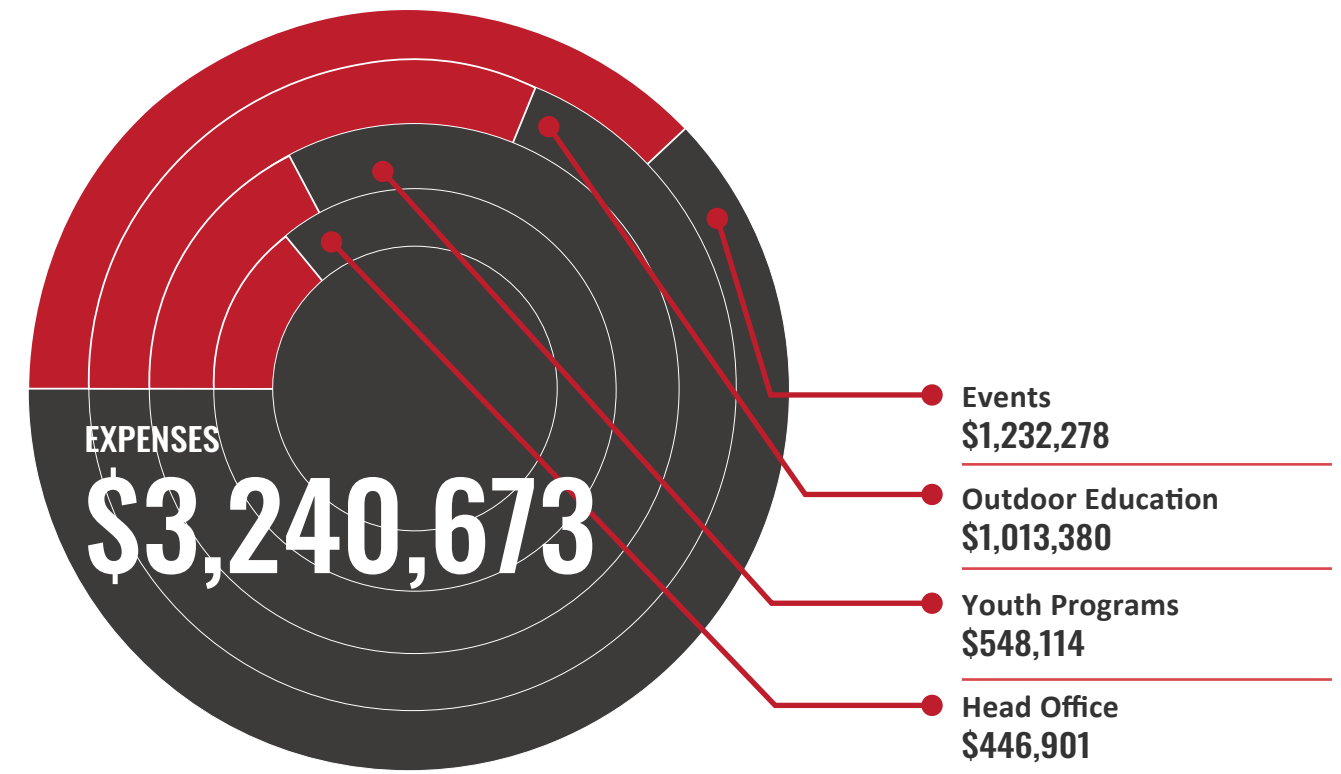
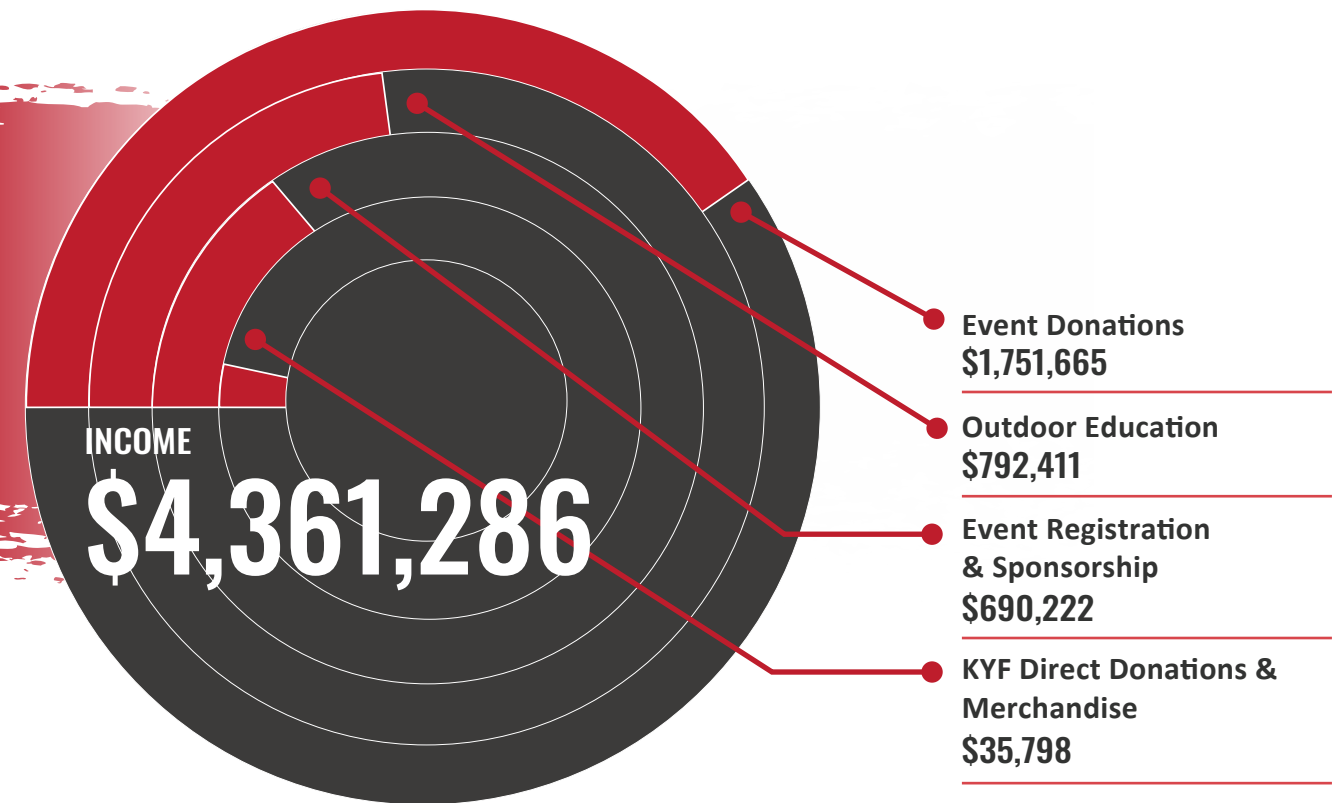
Our Outdoor Education sector also enjoyed a successful

year with \$1,091,465 in revenue and a net profit for the portfolio of \$79,775.

The majority of expenses for the 2022 are cost of sales for Events, Outdoor Education and Youth Programs. Employee wages and salaries are approximately 44% of 2022 expenses and this covered 15 permanent staff and a dozen casual employees (mainly in OE).

Net assets at 31 December were \$3,777,823 (previous FY \$3,777,823) and total Liabilities was approximately \$818,163 (previous FY \$665,158), leaving a net balance of \$4,233,280.

To review the full set of Audited Financial reports for 2022 Financial year please visit www.kokodayouthfoundation.com/financials



GET TO KNOW OUR STAFF

THE KOKODA CHALLENGE EVENTS TEAM



Left to right: **Ben Allan** (Event & Volunteer Coordinator), **Rachel Flowers** (Event Liaison Officer), **Andy Haynes** (Event Manager)

KOKODA OUTDOOR EDUCATION TEAM



Left to right, top to bottom: **Charley Joblin** (Outdoor Education Instructor), **Ingrid Piper** (Senior Instructor), **Jared Hughes** (Outdoor Education Instructor), **Nadine Nason** (Administration Officer), **Justin Gregor** (Outdoor Education Manager), **Craig Parker** (Maintenance Supervisor)

KOKODA YOUTH FOUNDATION HEAD OFFICE TEAM



Left to right: **Nikki Ross** (Administration & HR Manager), **Jessica Wilson** (Marketing Manager), **Johllene Cooper** (Chief Executive Officer), **Amy Puckeridge** (Marketing Assistant), **Patrisha Kay** (Accounts & Sponsorship Officer).

KOKODA OUTDOOR EDUCATION TEAM



Left to right, top to bottom: **Chris Emert** (Digital Detox Coordinator), **Jay Bornstein** (OTRT Coordinator), **Stacey Ogilvie** (Youth Services Manager), **Carly Moore** (Kokoda Pathways Coordinator), **Dom Shelley** (OTRT Coordinator), **Natalie Royles** (OTRT Coordinator), **Keith Debnam** (OTRT Program Manager), **Sarah Mackenzie** (OTRT Coordinator).

GET TO KNOW OUR BOARD



Doug Henderson
Founder



Lynley Mangin
Chair



Eric Flammang
Treasurer



Belinda Northam
Director



Sophie Hoskins
Director



Mark Pearce
Director



Mike Toby
Director



Nikki Horton
Director

GET TO KNOW OUR KCYP LEADERS



Sue Chapman
Group Leader Brisbane



Kathleen Bevins
Leader Brisbane



Nathan Little
Leader Brisbane



Damian Snape
Leader Brisbane



Sam Chaman
Group Leader Gold Coast



Leanne Evert
Leader Gold Coast



Joshua Hack
Leader Gold Coast



Susan Wright
Leader Gold Coast



Leigh Bartlett
Support Leader (both)

CLOSING NOTE FROM THE CEO

As the CEO of the Kokoda Youth Foundation, I am thrilled to report that 2022 has been a truly exceptional year for our organisation. It has been a period of remarkable growth and development, accompanied by unparalleled success in terms of profitability.

One of our most **significant achievements this year was the establishment of our new headquarters at Nerang which accommodates up to 24 staff members**, providing us with the space and resources to further expand our operations and reach even more young people in need. The new headquarters serves as a hub of innovation and collaboration, enabling us to continue delivering high-quality programs and support to our communities.

I am delighted to share that our philosophy of early intervention programs to support young people on a path to success have been **recognised through a substantial grant from the Commonwealth Government for \$1.4 million for the On The Right Track program**. This funding will enable us to expand and enhance the program into four regional communities, providing vital support and guidance to even more at-risk youth.

Our Kokoda Challenge events also experienced tremendous success in 2022. Our Events were met with overwhelming enthusiasm, resulting in the highest-ever level of team donations, exceeding \$1.7 million. This incredible

outpouring of generosity reflects the unwavering belief in our mission and the profound impact we have on the lives of young people.

I am grateful to have **worked alongside a dedicated team of extraordinary individuals who have not only devoted their time to Kokoda but have also poured their hearts into our cause**. Their commitment is evident in the extraordinary efforts that have revitalised Kokoda Spirit in our events, camps, and youth programs throughout 2022. I extend my sincere thanks and appreciation to each and every staff member at our office headquarters and Kokoda Outdoor Education, as well as the volunteers in our youth programs and Kokoda Challenge events, and to all Board and Association members.

As I look ahead to 2023, I am filled with excitement for what the future holds. I am immensely honoured of the progress we have made as an organisation in recent years, but more importantly, I am grateful for the positive impact we continue to have on the lives of young people. Together, with our dedicated team, passionate volunteers, and faithful supporters, we will **create a brighter future and empower the next generation to overcome challenges, achieve their dreams, and embody the Spirit of Kokoda**.

All the best, Johlene

THANK YOU

TO OUR VALUED PARTNERS & SPONSORS



SOK Images



AUSTRALIA'S **GOLDCOAST.**



WilliamBuck



I EXTEND MY SINCERE THANKS AND APPRECIATION TO EACH AND EVERY STAFF MEMBER AT OUR OFFICE HEADQUARTERS AND KOKODA OUTDOOR EDUCATION, AS WELL AS THE VOLUNTEERS IN OUR YOUTH PROGRAMS AND KOKODA CHALLENGE EVENTS, AND TO ALL BOARD AND ASSOCIATION MEMBERS.

