

ANNUAL REPORT



2017-18



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Since 1925, BBM Youth Support has enabled young people to create more opportunities for themselves and others, building a better future for Australia.

As a charity, we provide unique and valuable development opportunities for skilled young Australians which change their lives and strengthen their communities. We create life-long opportunities for them to share their knowledge and experience with other young people, their industry, communities and Australia.

Through our international awards, Australian scholarships and community projects, young people increase their self-confidence and aspirations for the future, inspiring other young people in their turn. We engage them in industry and community building across trades, agriculture, horticulture and the performing arts, working in areas that matter to Australia.

Through our work

- Individual young people increase their skills, self-confidence and aspiration for the future.
- Industry and communities have access to more rounded and skilled young people.
- Australia has more successful young people who support and inspire others.

We have a legacy of creating life-changing opportunities for over 12,000 young men who have migrated here through the Big Brother Movement since 1925. Today we still connect and share experiences and life stories between the Little Brothers who have helped to build Australia.

EXECUTIVE SUMMARY

I am pleased to be able to report that BBM Ltd has continued to make great progress in the last financial year in terms of our support to Australian young people and the support of our heritage.

A three-year Strategic Plan signed off by the Board in March 2018 has provided clear focus for the future development of the organisation and its activities. The priorities for the organisation are to build internal value as an active charity, build external support in recognition of our work and raise additional external funds to support that work.

Our awards program is strengthened and offers consistent benefits to talented young Australians on their pathway to future success. Our past awardees are increasingly important to the success of our awards program, bringing their skills and experience to support the next generation of young people. This year our awardees travelled to 15 countries across 3 continents as we encourage them to travel to those destinations which showcase the best of their industry.

Our heritage remains an essential backdrop to who we are and what we do. Little Brothers across the world are in contact with BBM and each other and we foster every opportunity for that engagement with local events and connections supported by our Little Brother volunteers.

Fundraising is vital if we are to expand our work and the number of young people we are able to support. This year we have made the first steps in attracting financial supporters for our work. This important activity paves the way for future developments and our DGR status is a strong starting point.

Finally, we have invested in technology to ensure the strength and continuity for the organisation going forward. With a small team in place it is essential that we retain organisational knowledge and memory.



In terms of our support for the community, we disbursed \$239,777 through our charitable activities across awards, scholarships and support for our charity partners. Although lower than previous years, it represents a focusing of our efforts to those areas where we can make the most different to young people, industry and Australia and a transition to expanding those activities in future years.

Stephen Wilkinson,
Chairman, BBM Ltd
November 2018

YEAR IN REVIEW

In the last year we have developed our role as a charity and our social contribution, defining our strategic objectives. The organisation has transitioned from a more foundation-style funding charity to a more active charity which is responsible for value creation for young people, industry and Australia. We now have a three-year strategy to deliver on our purpose and an operational plan to ensure we can track and measure our progress against it.

Strategic Objectives to deliver the Mission

- 1) Focus our work to **deliver excellent and relevant award programs** which **create unique value** for young people, industry and Australia
- 2) **Engage our stakeholders** and wider audiences in our work to ensure **recognition of and support** for the value it creates for young people and the future of Australia
- 3) **Focus on fundraising** and prudent management of existing funds to maintain and improve our financial sustainability
- 4) Ensure we have access to the **skills and technology** to effectively **deliver, measure and report** on our work for **quality and evidence** purposes

This Annual Report reviews our progress against each of the strategic objectives



Strategic Objective 1.

Deliver excellent and relevant award programs

BBM Youth Support Awards

Our Awards program supports the professional and personal development of young people with clear goals and purpose. Awardees travel internationally to develop skills and knowledge which support the growth of Australian communities and industry. Since 1983 over 1100 awardees have shared their skills, enriching communities and amplifying their effect as role models, mentors, teachers and employers.

In the last year we have continued to develop our flagship awards program to increase the value which we create for young people, industry and Australia. Our awards are our major charitable activity and

support our purpose by providing unique and valuable development opportunities for skilled young Australians which change their lives and strengthen their communities.

In 2017/18 we allocated \$173K to the following awards:

Category	Awards
Award for Agriculture	7
Award for Horticulture	2
Award for Trade	-
Award for Music	4
Award for Jazz	1
Award for Ballet	3
Award for Drama	2
Award for Highland Dancing	1
Award for Scottish Piping and Drumming	1
Award for Plain English Speaking	1
Total Awards	22

The award application is now on the website, making the application process simpler and more consistent. We continue to introduce more independent selection panels to assess applicants, improving transparency.

Our network of industry experts has assisted in opening the awards to more Australian young people. Some awards in agriculture, horticulture and the performing arts are now open to any Australian applicant with appropriate qualifications.

Feedback on standardising the trades award in line with the other awards was very positive. We saw several awardees travelling across Europe seeking the best experiences their industry could offer.

Of the 22 awards made in 2017, which was a year without the bi-annual WorldSkills trade category, 10 were open awards with

independent panels for those selections. Our music and ballet panels panel comprised past awardees from their category. Our CEO was part of all award selections except the Plain English Speaking competition. In 2018 we have invited applications for 36 awards.

Once again, we thank our recommenders for their efforts to identify suitable candidates for the awards, giving generously of their time and enthusiasm over the past year.

Mentoring Program

A formalised mentoring program was introduced to assist those awardees to plan their experience by linking them to previous awardees in a 1:1 relationship. Feedback from both awardees and alumni was very positive and many more have volunteered to mentor this year.

The alumni are also sharing their work experience contacts with BBM, enabling us to build a network of companies willing to host awardees in future.

'My mentors help me to understand what I can achieve with this Award. It's a great joy and inspiration to hear about their experiences abroad and at home. They have provided me with several useful contacts, and some great stories!'

Joel Smith

Horticulture 2017

"Joel seems like an excellent young man who I was happy to help. He was confirming his timelines and places to visit and I was able to give him some advice."

Andre Gaticua

Horticulture 2002



Awardee in Focus:

Joel Smith

When Joel applied for his BBM Youth Support Award he was a third year apprentice with a Certificate III in Parks and Gardens, working at Taronga Zoo and Conservation Society in Sydney.

He was buzzing at the idea of taking the next practical step in his studies and to travel overseas. His journey spanned an extraordinary range of experiences and learning opportunities: from exploring horticultural therapy, a field still in its infancy in Australia, to landscaping small public spaces in densely populated urban environments to managing large natural areas like national parks.

Joel also visited organisations like the Eden Project to explore their technological innovations for sustainability.

Joel's award journey took him from tropical Singapore to cold climate Ireland and from England to France and Spain's subtropical island of Tenerife.

Not letting language barriers stop him, Joel gained work experience across diverse ecological environments in an extraordinarily broad range of horticultural specialisations.

He got to work in renowned gardens like Kew Garden and Claude Monet's Giverny Garden and at major horticultural events like the Chelsea Flower Show. He met with leading garden designers including Etienne Bourdon in Paris and worked with London's Andrew Fisher Tomlin on a memorial project in Thiepval, France.

With such a wealth of experiences we will be watching Joel's career with great interest to see which directions it will take.

"A community, a city, a suburb, a nation is improved by having really good engagement with gardening.

What the BBM Youth Support Awards enable us to do is send young Australians anywhere around the globe to get experience and to meet the enormous number of horticulturists who want to share.

They come back with all this experience that is going to revitalise the industry, gardening, horticulture, landscaping, nurseries, parks and gardens – and that's going to revitalise the nation as well."

Graham Ross VMM

Founding Chair and Board Member,
Australian Garden Council,
BBM Youth Support Ambassador





2017 Awards Night

The Awards Night was a well-attended event with several Little Brothers and their wives from around Australia attending for the first time and experiencing how BBM Youth Support works today with young Australians. Our heritage as the Big Brother Movement, providing life-changing opportunities to young men on the cusp of adulthood, has continued to guide the organisation and is reflected in our work today.

The Hon Matt Kean, Member for Hornsby and Minister for Innovation and Better Regulation, was once again our host for the evening at Parliament House. Past awardees Amanda Sullo (Drama 2016), Grace Scott (Horticulture 2015) and Nathan Gore-Brown (Trade 2001) shared their stories and insights with this year's awardees.

"Supporting a worthy cause is always rewarding, but meeting these young Award winners, hearing their exciting plans and knowing that you are part of these incredible transformations is truly inspiring."

"The Awards Nights are great opportunity to meet these young people in person and to share their passion for what they do."

Ros Andrews,
Trustee
Ryde Students Fund

Skills into the Community

BBM Youth Support's Skills into the Community program connects TAFE students in need of project experience with community organisations in need of their skills.

We have expanded this project to include more charitable organisations and this year we undertook three Skills into the Community projects, all in the Lidcombe/Auburn area with three registered charity partners.

They are designed to give the TAFE Lidcombe Cert 3 Cabinetmaking – Kitchen and Bathrooms classes an opportunity to test their skills on real clients, while simultaneously fulfilling their course requirements and providing much-needed facilities for their community. The projects were all completed on time by four separate TAFE groups of students and under the budget of \$15,000.

The feedback was overwhelmingly positive from all the charities we supported, the TAFE teachers and their students.

Project 1 – Auburn Youth Centre

During our 2017 project the students worked to install new cabinets into the office and fit out a new computer room at Auburn Youth Centre.

The charity was delighted with the outcome and asked for additional support in 2018. This year the students had an opportunity to design and build storage space in an underused music room and include benches and cabinets in another computer lab. The open space in the music room gave the students an opportunity to do more design work that previously offered, which provided excellent experience.

The results were outstanding and give Auburn Youth Centre the opportunity to hold music classes and workshops as well as more computer space for participants.

'Once again we have received high quality work from the TAFE students that will really improve what we can offer the young people of the area – it's a great program!'

Dean de Haas,
Auburn Youth Centre

'It's great to be involved and the students learned a lot'

Mark Downs,
TAFE teacher

'It's great to be a part of this project and we've got a lot out of it- there's lots of great work done and we'd love to be involved again.'

Suzu Shahid
Community Development Officer, Western Sydney Community Centre

Project 2 – Western Sydney Community Centre

Western Sydney Community Centre in Auburn was in desperate need of help to improve their facilities. TAFE Lidcombe students created cabinets along all walls in their community hall for storage space, bathroom cabinets in the restrooms and a cabinet desk to hold the computer for presentations.

The charity had no budget for these Improvements and was incredibly grateful to receive high quality work and support the development of the TAFE students.

Project 3 – PCYC Auburn

At PCYC Auburn the Lidcombe TAFE students created key gym equipment as well as new cabinets in the staff room for equipment storage and a new bank of lockers in the ladies' toilets.

The project was challenging due to the inconsistent dimensions of the space but the students were able to practise the skills they had learned during their course to create an outcome that delighted the client.

Australia China Ballet Exchange

In 2017 a new award opportunity was conceived through a conversation with Steven Heathcote (Ballet 1984/85) to offer younger dancers a shorter and more structured award to support their development. This program was developed early in 2017 and the pilot exchange program went ahead in October of 2017.

The program was a success, with two students from each country spending 10 days learning at Shanghai Dance School and the Australian Ballet School during the exchange. However, the administrative burden on the organisation was significant for a complex international project and the benefit of BBM's involvement beyond funding was not apparent. We will not continue to be a part of the project in its current form.

Charitable Partner Support

In line with our strategic plan, we have continued to focus on projects with those charitable organisations where we can add value beyond a simple funding relationship. Our partner in 2018 was Australian Theatre for Young People with funding for \$20,000 to deliver livestream drama productions to regional schools where access to performances is limited by geography.

We have begun exploring a drama mentoring program for young people in regional schools, which will be the funding focus for the future with ATYP.

Our project funding relationship with PACT also ceased this year. Previous projects with PACT had not led to the collaborative opportunities we had hoped for and the board took the decision to look for other regional projects for collaborative support. PACT continue to be a recommender for one of our drama awards.

Strategic Objective 2.

Engage our stakeholders in our work

Communications

The quality and consistency of our external communications has significantly improved under Libby Daniels, our communications manager.

Our social media presence has engaged our current and past awardees. We posted video content with strong results, especially from the Meet the Awardees and Horticulture videos. Our networks of professional contacts have expanded as a result of clearer articulation of our purpose and our work.



The website was redesigned to make it easier for our stakeholders to find information on our work. The focus areas of awards, industry, supporters and the Big Brother Movement were also more clearly identified and we have a significantly increased number of “Little Brothers in Contact” on the website.



Industry focus - Horticulture

We have focused on the horticulture industry this year to expand our networks, seek new channels to recommend young people and increase the expertise we can draw on to support the awardees in their experiences. We have been successful in developing stronger relationships with TAFE NSW, industry bodies such as The Australian Garden Council, Independent Garden Centres Association and Nurseries and Garden Industries Australia. This has led directly to donations and sponsorships.

Awareness of our work is increasing in those sectors and we are being recognised as a small but important contributor to the development of young people in the horticulture industry. As our reputation builds we are able to re-engage with past awardees in more meaningful ways to support our work and young Australians.

We will use the model developed for horticulture in 2018 to build other industry relationships in future.



Little Brothers and Members

2017/18 has been the year of a significant push to reconnect Little Brothers. In conjunction with the Regional Coordinators we have held a more formal national reunion in Sydney as well as delivering a local reunion in Melbourne. Reunions had also been scheduled for the Gold Coast, Adelaide, Riverina and Perth next year.

In total we have had 43 Little Brothers at the two reunions with attendees from Western Australia, South Australia, Victoria and Queensland and South Africa. The attendance at the Sydney events was slightly disappointing, with poor weather dissuading several local Little Brothers from venturing out.

The Sydney event included the usual relaxed gathering at the former training farm and a more formal conference in Kirribilli to discuss the future of the Little Brother network. We discussed the activities of the volunteers in the office and showcased research projects, local reunions and a few new ideas.

Tim Eyes (Agriculture 2013) talked about being a young person going overseas on an agricultural award and what he had done with that experience since his return. Regional Coordinators from WA and QLD came to the Awards Night to get a better understanding of our current work whilst the others stayed for a social dinner.



We had very positive feedback from attendees and there is certainly interest and enthusiasm for local reunions. With better use of local community radio, advertising and just being in touch with more Little Brothers more consistently, we have begun to rebuilt our network of active contacts.

There was also a media campaign, led by Libby Daniels in the office, for local paper and radio coverage to encourage LBs to recontact BBM prior to each reunion. We will continue to search for lost contacts.

Once again Dick Steell (Fairsea '63) and David Coleman (QF732 '63) have led the invaluable work in the office to catalogue and improve the quality of our records and our ability to access information to share at reunions and online.

The forum and website continue to be a good vehicle to share stories and memories for Little Brothers and Awardees and we are re-establishing the newsletters on a bi-monthly basis.

We are always looking for additional volunteers to assist with the story gathering and investigative research, cataloguing and archiving, working in the office or remotely, even for a short time.



OPPORTUNITIES EXPERIENCES EMPOWERMENT

Strategic Objective 3.

Focus on Fundraising

Our focus on horticulture as a first industry area for fundraising enabled us to secure an \$8,000 donation for an additional award in 2017 , with two young people receiving awards. This donation was renewed for 2018.

The networks and industry contacts we developed then led to a horticulture award sponsorship of \$8000 from Mayfield Gardens for a 2018 award and expressions of interest for award sponsorship from other organisations also for 2018. This is an encouraging start to our fundraising efforts through corporate sponsorship related to the development of young people in industry.

The board identified the need for professional support to create a fundraising plan and supporting material for a major gifts and bequest program. O’Keefe and Partners were retained to develop a suitable fundraising plan for the organisation and the supporting material, which was delivered in May. Several members participated in the OKP research and we are grateful for their time and insights.

We also received a second donation of \$3,000 from the widow of Clive Sisley, a long-time volunteer and supporter of the Big Brother Movement. This donation continued her generosity from the previous year.

Financial Summary

With a total income of \$656,893 (last year \$793,316) and an increase in the value of investments of \$199,014 (last year increase \$670,755), BBM Ltd showed an increase in accumulated funds of \$105,521 (last year increase \$671,991). The financial market performed well in 2017/18 in the asset classes we have selected, but the portfolio performance was disappointing with the specific investments we hold. The expectation was for a substantial increase in market value as well as supplying our income needs. We have only achieved our income requirements. At the end of the financial year BBM Ltd shows a balance sheet with net assets of \$15,351,302 (last year \$14,793,977) after increase in the value of our office premises of \$417,568.

During the year \$175,348 (last year \$253,812) was invested in funding the BBM Youth Support Awards program to provide international work experience opportunities to the UK and other countries.

A further \$175,348 (last year \$134,727) of charitable donations were made to organisations providing education services to young people from disadvantaged backgrounds.

We also received our first donations of \$11,000 towards our Awards program.

Strategic Objective 4.

Access skills and technology to effectively deliver, measure and report on our work

Our People

Office Staff

Rita Huynh, our Finance Assistant, completed her degree and moved to an accounting firm. She streamlined our banking, budgeting and audit processes. We wish her well and thank her for leaving us in a better position. Sam Andrews joined as the new Administration Assistant with a broad administration background including in the not for profit sector.

Board of Directors

We farewelled two directors this year. Eddy Steele stood down from the board in September 2017, but we are grateful for his continued support of the Little Brother network. Jackie Jones also stood down in April 2018 after 17 years of service. Their contributions to BBM have been immense and their acuity of thought have helped steer the direction and achievements of our organisation. They will be missed.

Members

We have welcomed two new members to the organisation – Steve Noble (Strathnaver '55) and Peter Howell (Fairsea '66) and continue to seek new members who interested in our strategic direction and activities. Members can participate in our governance and strategic decision making.

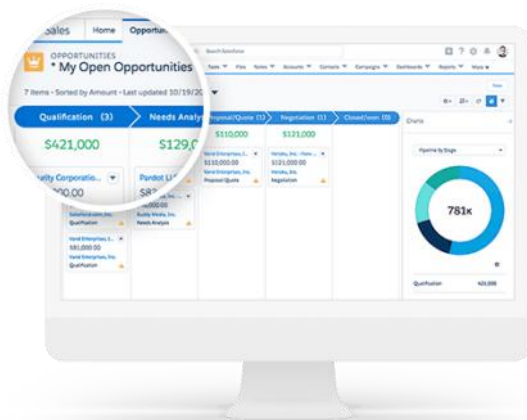
Technology

This year we have implemented Salesforce, to maintain the records of Little Brothers, Awardees, Alumni and other contacts who are so vital to BBM's day-to-day operations. The system was donated by Salesforce and we have used a contractor to customise the system to our needs. We now have robust electronic storage of a key element of our records and our history.

Dick Steele has been instrumental in bringing the Little Brother data into the system and advising on record management. We are able to email relevant record card, ship card and images to any Little Brother. As well as easily identify those shipmates where we hold current contact details.

We are able to keep up-to-date information on contact details and events and activities which any of our stakeholders have participated in and invite them to upcoming events which are of interest to them.

The awards program is also managed through Salesforce, tracking the awardees as they progress from initial award to their return from their travels. Tasks to monitor and manage the process are triggered automatically making the workload significantly more effective for our small team and enabling us to measure, compare and report on our work.





FOCUS FOR THE FUTURE

The international awards are the flagship of the organisation's work with young people. We will continue to refine and enhance the awards framework to optimise the development and learning for our awardees whilst retaining the critically important self-directed aspect of the award experience.

The success of our work in the horticulture industry has provided a strong platform for the development of existing and new industry relationships going forward.

In the 2018 awards year we will deliver 36 awards and in 2019 we will offer eight new trades awards for the first time. We will work with organisations who understand and support the development of young people in those industries. This model is expected to enhance both our current awards as well as provide opportunities to support the development of new awards in categories where we have not previously worked.

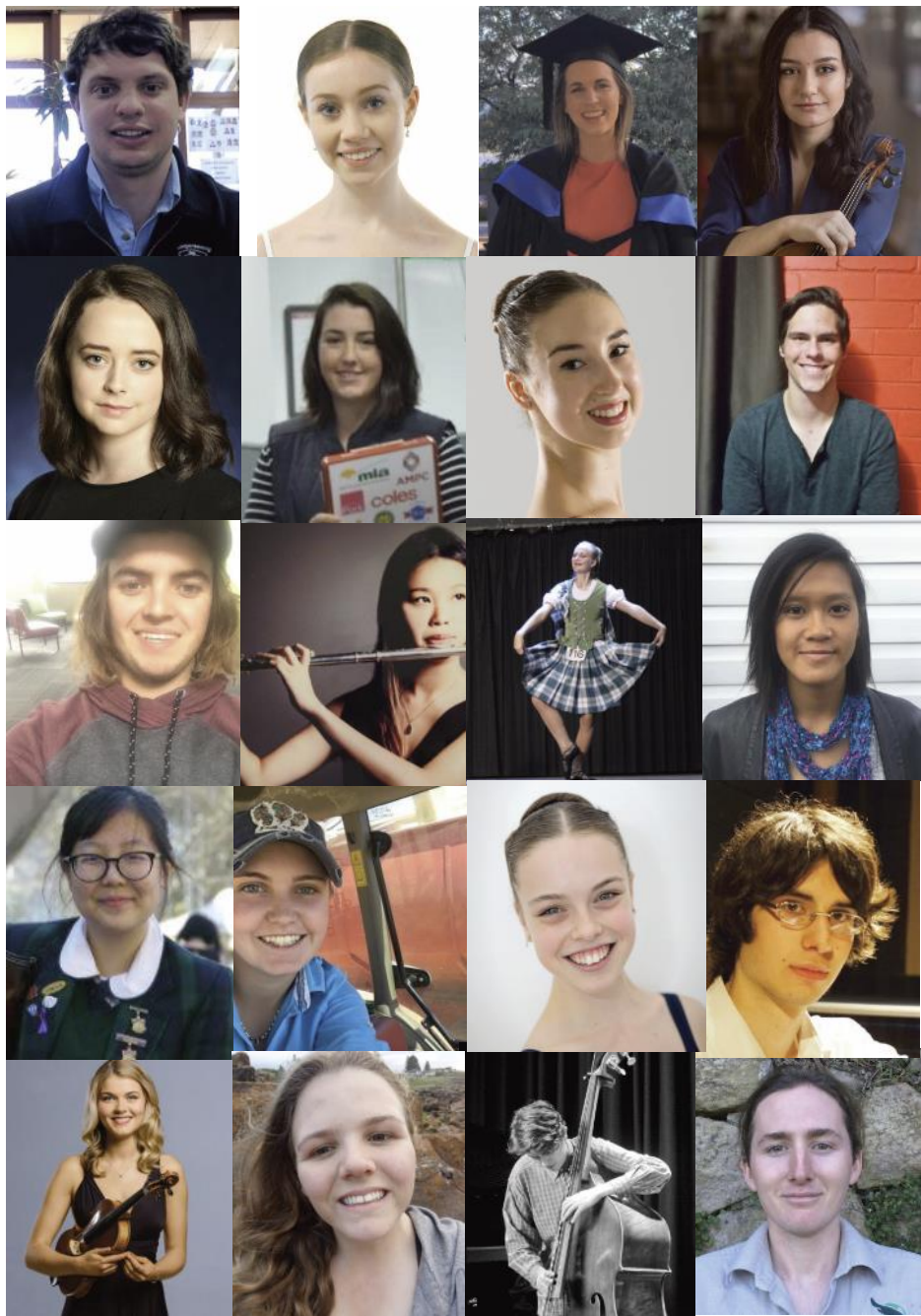
As a small organisation, we work with and through partners. We will seek additional engagement in our work from industry as expert volunteers, industry advisors and award recommenders. Through their involvement and endorsement, the awards are better understood and communicated to those who would support us financially in the development of Australian young people.

Our heritage directs our future. We will continue to offer life-changing opportunities to young people on the cusp of adulthood as we have since 1925.

“BBM Youth Support provide the most amazing opportunities to young people wanting to make a difference in their careers and their communities. In the many years I have been involved, I have enjoyed watching how the awardees transform and grow. They come back from their travels with all this experience and enthusiasm, that not only revitalise their industry but the nation as well.”

Graham Ross,
VMM, Founding Chair and Board Member,
Australian Garden Council,
BBM Youth Support
Ambassador.





ACKNOWLEDGEMENTS

BBM Staff and Volunteers

Sincere thanks from the BBM Board go to

- Melanie Stray, CEO
- Libby Daniels, Communications and Projects Manager
- Rita Huynh and Sam Andrews, finance and administration support
- Dick Steell, Little Brother Liaison Volunteer
- David Coleman, Little Brother Volunteer Archivist
- Dick Steell (NSW), Steve Noble (Vic), David Tindall (Qld), Peter Howells (WA) and Trevor Peart (SA), Volunteer Regional Coordinators

All Little Brothers, past awardees, ambassadors and professionals who volunteer their time and expertise to support the organisation.

BBM Board

My thanks go to the BBM board for their loyalty, dedication and expertise throughout the past year.

A handwritten signature in black ink, appearing to read 'Stephen Wilkinson', followed by a long horizontal line extending to the right.

Stephen Wilkinson,
Chairman, BBM Ltd
November 2018

Contact Us

BBM Youth Support

Suite 406, 5
Hunter St
Sydney NSW
2000

Phone

+612 9233 4005

Email

info@bbm.asn.au

