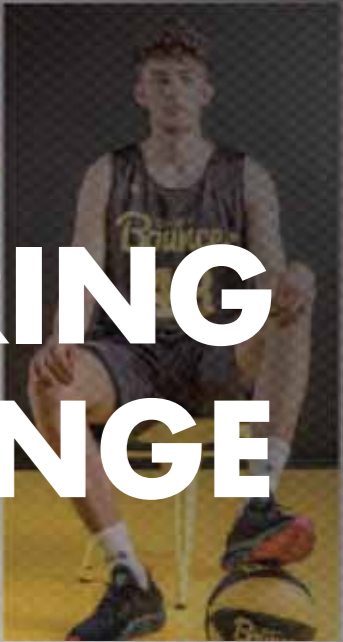




CHARITY
Bounce.
ANNUAL REPORT 2020



**INSPIRING
POSITIVE CHANGE**

ABOUT US

Charity Bounce is a not for profit organisation that exists to build resiliency and positive job futures for young people at -risk, using innovation through basketball to create 'out of reach' opportunities that inspire and motivate change.

With a focus on Indigenous and culturally diverse communities, including newly arrived refugees, we aim to move young people toward a more positive future through the development of sports, education and employment focused social programs, delivered in partnership with sporting organisations and professional athletes





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SINCE LAUNCHING IN 2016

13,492 PARTICIPANTS

58%
MALES

42%
FEMALES

41%

Aboriginal and Torres Strait
Islander participants

22%

Newly arrived refugee and
humanitarian participants

7%

Homeless and foster care
participants

5%

Participants with a disability

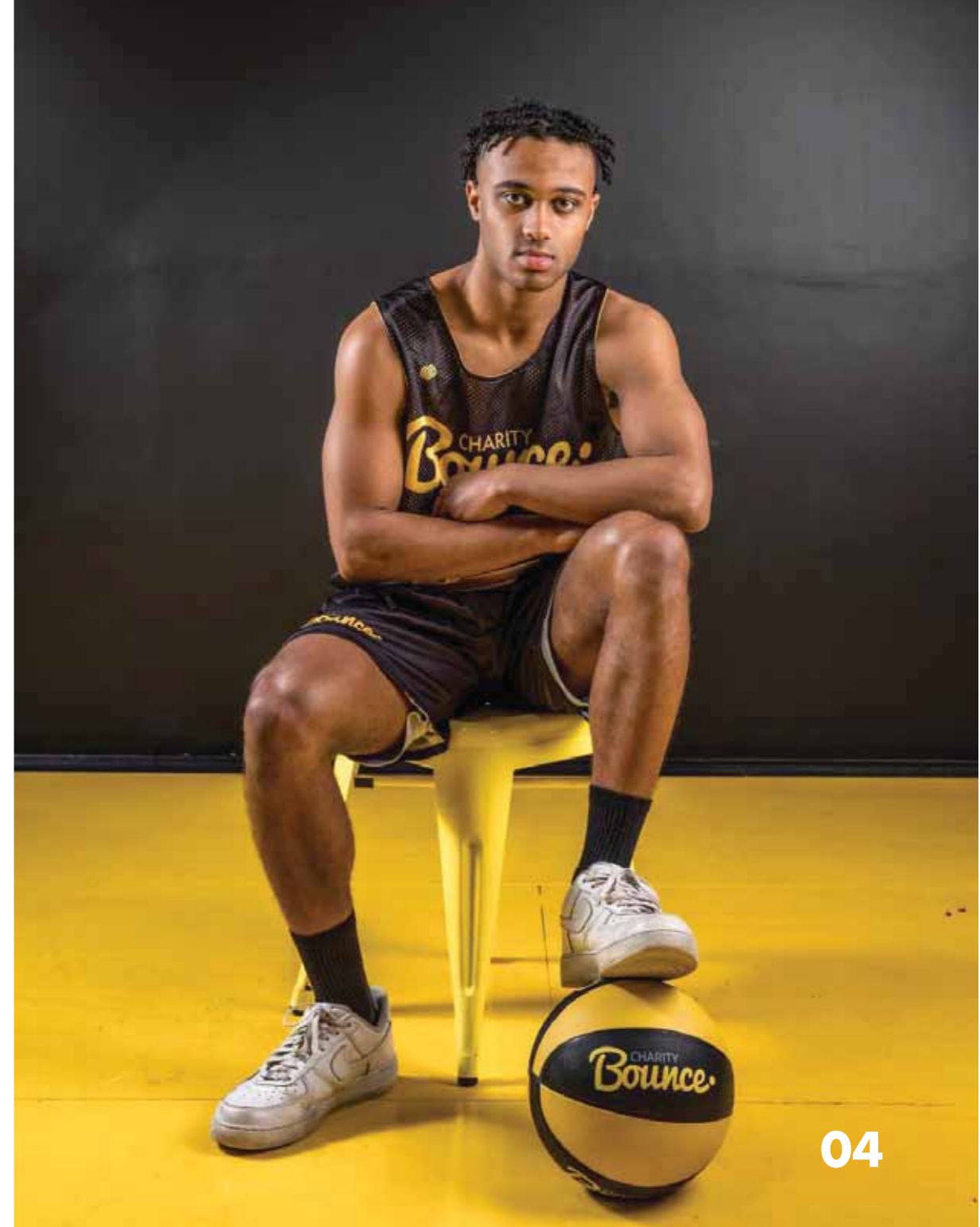
NUMBERS AT A GLANCE

JUST ONE OF THE STORIES

CJ joined the Bounce Academy programs with a love for the game of basketball and challenges navigating life off the court. CJ was a natural leader and overachiever when it came to his basketball skills and athleticism and he developed a mindset through the programs that impacted his success off the court, learning to live the Bounce Life culture. The resiliency focus helped prepare him for unforeseen obstacles during his time with Charity Bounce, where he came to a crossroads, where he made decisions that led to a suspension from Charity Bounce programs. Due to COVID-19 restrictions, his re-engagement took even longer and during this break he was able to reflect on the "Bounce Life" and how quickly a decision could alter the path you are on.

When he returned to the programs CJ saw an opportunity to reconnect with the Bounce support team and has thrived ever since. He returned a better leader and motivator for those around him and he has been able to connect with Charity Bounce's employment pathways program where he was placed in a job and is now starting to work with a Charity Bounce career mentor to work on his off-court success.

Building young people lives through the game of basketball.



EMPLOYMENT OPPORTUNITY PROGRAM

SINCE LAUNCHING IN 2016 WE HAVE

PLACED YOUNG PEOPLE IN 148 JOBS

196

young people in the program

82%

Young people who have achieved 13-week employment milestone

31

young people placed in higher education and training pathways

79%

Young people who have achieved positive employment or education outcomes

HOOP DREAMS NUMBERS



WHAT YOUNG PEOPLE THINK OF OUR PROGRAMS

“

I personally find Bounce's dedication to building resilience, patience, and conviction in its players really important in a world where everyone needs everything to be fast and easy.

WISDOM

Bounce Academy, Breakfast Club and camp participant



“

Bounce is an important part of my life...it improves my basketball game to excel through the knowledge of the coaches. I am very thankful for the opportunity to train with Bounce.

JACK

Breakfast Club and camp participant



“

Bounce has not only shaped my craft of basketball but also my work ethic, perseverance and approach to life...I always tell myself, my mood cannot become my attitude and in every set back, you bounce back.

SEDIQA

Stand Tall All Stars, Breakfast Club and Rising Stars Mentoring participant



“

Bounce life to me is bigger than basketball, they've taught me more things than I could've imagined and the environment is like a family ... Bounce has made me stronger mentally as well as physically and has given me lots of life lessons!

DOMINIC

Breakfast Club participant



“

To me Bounce is more than just an organisation, it really is a lifestyle. It's helped me gain the mental strength to combat any challenges or adversity I may face in life...

JOHN

Bounce Academy, Breakfast Club and camp participant



“

Bounce is an experience that has allowed me to breakdown myself as a person, finding strengths and weaknesses, which has put me on a journey to building a better version of myself both on and off the court.

BOHN

Breakfast Club and camp participant



THEY LOOK AFTER YOU BECAUSE THEY WANT TO, NOT BECAUSE THEY HAVE TO.

RESILIENCY AND MENTAL HEALTH INITIATIVES

IN RESPONSE TO COVID WE LAUNCHED A RANGE OF INITIATIVES INCLUDING
4717 ENGAGED IN ONLINE SESSIONS

210

young people joined online for the launch of our school resiliency sessions

14

Experts and Athletes involved in resiliency and mental health online sessions

Some of the athletes involved....

- Jenni Screen - 2x Olympic Medallist, WNBL veteran, Victorian Metro High Performance coach
- Biwali Bayles - U18 FIBA Asian Cup Gold Medallist, University of Hawaii basketball team member
- Wendell Carter Sr. - former professional basketball player, father of NBA draft pick Wendell Carter Jr
- Clarence Mccarthy-Grogan - University of Texas-Arlington wheelchair basketball team member, Indigenous Australian Athlete
- Mark Worthington - 2x Olympian, FIBA World Cup Gold Medallist, NBL veteran
- Alice Kunek - professional international basketball player, Commonwealth Games Gold Medallist, FIBA Oceania Gold Medallist
- Joe Williams - motivational speaker, former NRL player, Award for excellence in suicide prevention, 2019 Australian Mental Health Prize
- Greg Hire - 2x NBL Champion, founder of mental health advocacy non-profit A Stitch in Time

RESILIENCY AND MENTAL HEALTH

GLOBAL AMBASSADOR

TRACY WILLIAMS

Former Harlem Globetrotter and Transformational Speaker

Former Harlem Globetrotter and now internationally acclaimed transformational speaker Tracy A Williams continues to inspire positive change as the Global Ambassador for Charity Bounce. The role has been developed for Tracy to engage with organisations around the globe to expand opportunities for Charity Bounce.

Tracy uses his childhood experiences, his time with the Harlem Globetrotters, lessons learned from coaching basketball professionally in Japan and his experience as a transformational speaker to inform people and inspire them to both do more and change more – as he did. Tracy is passionate about nurturing and developing the innate potential in others that will make them productive and successful, and has developed high-energy programs from 30 years' experience in business, media and professional sports to help this happen.

As a Harlem Globetrotter, Tracy performed under one of basketball's greatest spotlights and is perfectly suited to the role of our Global Ambassador, having shared his creative approach to success with thousands of people, including through media and TV appearances, speaking to Fortune 500 companies and presenting at the White House. As Global Ambassador, he has committed to harnessing the same drive that carried him all over the world playing basketball to teach young people how to shoot, score and win big on and off the court.



OUR AMBASSADORS



Jenni Screen Olympic Medallist

Jenni is two-time Olympic medallist (2008/2012) with the enormously successful Australian national women's basketball team, the Opals. She played professionally in Australia and in Italy for more than 15 years and co-captained the Opals in the latter stages of her career.

Jenni now works in high performance and is passionately involved in athlete wellbeing and the transition from elite work. She is also Deputy Chairperson of the FIBA Players' Commission and a commentator with FoxSports. She is married to former Australian Boomer and Melbourne Tigers championship player Neil Mottram. Jenni is driven and passionate about paying it forward and helping others find their true potential.



Sean Connolly Celebrity Chef

Chef Sean Connolly is one of Australia and New Zealand's most respected and recognised chefs. With a wealth of experience and restaurants that span the globe, he is a true visionary who never says no to an opportunity to share his love and passion for wonderful produce and honest food. Sean was named *Good Food Guide* Chef of the Year in 2008, has hosted the television series *My Family Feast* and, with the show's companion cookbook, took out the title of Best Celebrity Chef Cook Book in the World at the 2011 Paris Book Fair.

Sean has partnered to deliver the Eat Strong Play Strong project with Indigenous youth, which promotes health and nutrition and has a focus on improving education outcomes for Indigenous students.

WHY WE DELIVER OUR PROGRAMS

Inspiring positive change through basketball programs, employment programs, nutrition and active health, leadership programs and education pathways.

20%

gap in school retention rates to the end of year 12 for young people from low socio-economic groups.

BY AGE 15

students in the bottom socio-economic quartile are, on average, almost three years behind those in the top quartile.

5X

Indigenous young people are almost five times more likely to have no engagement in study or work than their non-Indigenous peers.

ONLY 59%

of Indigenous Australians have completed year 12 compared to 88 per cent of non-Indigenous Australians.

5X

Young people are almost **five times** more likely to be unemployed, with more than 25 per cent of long-term unemployed aged 15-24 years.

60%

of Indigenous young people aged 17-24 are not in education or employment.



CEO AND CHAIRMANS REPORT

IAN HEININGER & STEPHEN DUNN

It's certainly been a year to remember for Charity Bounce as well as many across the world as we entered the Global Pandemic in 2020. These extraordinary times have tested the resilience of people and organisations across the globe, strengthening our commitment and resolve to continue the work. Now more than ever before we must focus our efforts to support the most vulnerable communities and the young people we work with.

SOME OF OUR FIRST HALF WINS

- The Bounce Courts infrastructure programs to impact 3 remote communities and build our first indoor training court in Sydney.
- Delivery of Stand Tall Women's programs for over 1000 young women and building on our female resiliency basketball programs.
- Launch of our Stand Tall Coaches employment pathways programs with former NBL Coach and Athletes.
- Successful fundraising for our Stand Tall Programs by walking the Larapinta Trail in Alice Springs with our Official Partner, Larapinta Culture.
- The funding and launch of our new schools' diversity and resilience programs.

It was a significant moment in January 2020, when a private donation to support the ongoing delivery of core operations for the next 4 years was received. This placed the organisation in a strong financial position so we could not only activate the next stage of growth but continue our 100% public donation policy, where all funds raised from corporate/public donations go directly to program delivery and implementation. We are thankful for their support in what has become a tough year for all charitable organisations.

OUR SECOND HALF CHALLENGE AND COVID-19

The impact of Covid-19 has affected physical program delivery for around 3000 young people due to cancelled programs and a number of significant areas for Charity Bounce:

- Basketball resiliency and volunteer programs were no longer able to be delivered, including the young women's resiliency programs in 14 schools.
- Bounce Court infrastructure and Stand Tall programs delivered in Central Australia were unable to proceed due to the health risk to vulnerable communities.
- The Inaugural Gala fundraising event with NBA Hall of Fame player Ray Allen in April 2020 was cancelled due to Covid 19.
- Youth employment programs were impacted due to Covid-19 with case management demand increasing and limited staff to respond to employment issues for at-risk youth.
- Revenues were impacted due to the economic environment for major donors, holds on funding opportunities, and the reduction of our corporate engagement and basketball Social Enterprise activities.

OUR RESPONSE TO THE SITUATION

The organisation was able to respond to the challenges and pursue opportunities through:

- Investing in remote technologies to allow staff to provide remote and online support to young people.
- Scaling back and reallocation of costs to address areas of need.
- A focus on post-Covid areas of need for youth at-risk including youth employment and mental health.

Despite the recent challenges, we are excited about what's ahead and the development of new approaches to support young people in the coming year. We continue to rely on the support of our amazing staff, generous donors, and key partners to make a difference and are full of hope about what lies ahead and the possibilities we have to make a bigger difference surrounded by a group of passionate people wanting to change the world with us.



STRATEGIC PILLARS FOR SOCIAL IMPACT PROGRAMS



CARE

Programs that address social issues through basketball-related activities to inspire and motivate positive choices and support those in need.



EXPRESSION

Programs for creative expression to address significant social issues, providing opportunities to create through the alignment with sports.



OPPORTUNITY

Programs that provide access to 'out of reach' opportunities with a focus on education and employment pathways and the development of leaders.

Our strategic 'CEO' pillars drive program directions and outcomes.

Charity Bounce is committed to developing innovative programs for disadvantaged groups including Indigenous, newly arrived refugee and culturally diverse communities.



OUR PROGRAM PATHWAY

All programs are designed to increase social, emotional and resiliency skills for participants using principles, skills and training learned on the basketball court.

Inspiring positive change for at-risk youth



STAND TALL

- Focus on leadership
- Promoting strengths
- Valuing education

OUR PROGRAM FOCUS

Pathways towards education and employment
Promoting diversity and inclusiveness
Access for Indigenous & culturally diverse youth
Access to 'out of reach' opportunities

Age 07-12

Age 13-17

Age 17-24



HOOPS FOR HARMONY

- Focus on teamwork
- Promoting inclusiveness
- Valuing diversity

HOOP DREAMS

- Focus on employment
- Promoting career pathways
- Valuing opportunity





HOOPS FOR HARMONY

CULTURAL DIVERSITY AND INCLUSION PROGRAM

Promoting cultural awareness and social responsibility

This interactive diversity program uses a Game Day-style basketball event that engages students while promoting positive cultural inclusiveness. Using the principles, skills and training learned on a basketball court, the program focuses on teamwork, inclusiveness and valuing diversity.

The initiative is delivered in primary schools, with a focus on Indigenous and culturally diverse student populations, including newly arrived refugee students.

Senior Student Volunteer Opportunities

Senior student volunteers are invited to participate in the programs and be involved to make an impact in a younger student's life, providing an amazing opportunity for senior students to gain hands on experience in leadership and understand the value of investing in others from diverse backgrounds. If you are a secondary school administrator or teacher, please get in touch to find out how to get your school more involved!

FOCUS ON EDUCATION AND EMPLOYABILITY

The strength-based resiliency basketball programs include both on- and off-court activities using social emotional learning related to the development of resiliency and employability skills for young people. Employability or 'soft skills' are the foundation of successful career pathways once school is completed and are frequently referenced as lacking in school-leavers, graduates and those early in employment. The programs focus on:

- the development of resiliency and employability skills to provide a strong foundation for students to successfully transition into the workplace
- the value of education to achieve positive future pathways.

The initiative focuses on the development of these skills to provide a strong foundation for students to successfully transition to the workplace.

STAND TALL SYDNEY

STAND TALL CENTRAL AUSTRALIA

STAND TALL SOUTH AUSTRALIA





STAND TALL WOMEN

EMPOWERING WOMEN

Promoting opportunities for women to achieve through sports

With more than 40 per cent of all program participants being young women, we aim to provide opportunities for engagement with program activities. Our focus is to ensure we achieve positive outcomes for young women, including through the following projects:

- Stand Tall All Stars female training and tournament programs
- Delivery of womens-only Stand Tall flagship events with female athlete role models
- Ambassador and athlete engagement program targeting professional female role models, with Olympian Jenni Screen
- Stand Tall womens programs through our school partnerships model with more than 1000 women in 2019/20

HIGH-PERFORMERS BASKETBALL PROGRAM

Diversity and inclusion elite basketball program

The Stand Tall All Stars program is an elite basketball and leadership program for young people to promote cultural diversity and inclusiveness.

The Stand Tall strength-based programs aim to improve education outcomes and develop life and leadership skills, using basketball as a means of engagement and providing an impactful experience that inspires participants to set goals and be motivated about their own future. The program centres on ensuring players from different cultural backgrounds engage in a team environment to break down barriers and promote teamwork and overcoming cultural bias.

There are 3 key elements in the Stand Tall All Stars Initiative including:

- Stand Tall All Stars tournament program for elite teams (female and male)
- Stand Tall All Stars 'out of reach' opportunities with professional players and teams and access to basketball events.
- Stand Tall All Stars Alumni program provided to support players beyond the on court competitions to achieve off the court outcomes related to education, employment, health & well being, or professional basketball pathways.





EMPLOYMENT PATHWAYS PROGRAM

Focused program drivers

The Employment Pathways program is driven by a philosophy of inspiring hope, followed by practical steps for problem solving based on positive psychology principles. Key factors include:

EXPERIENCE WITH EMPLOYER NETWORKS

Experience in navigating the employment system with an intense focus on getting the young people into 'sponsored' jobs with strong employer engagement and business networks.

EFFICIENT AND RESPONSIVE

Fast response times to engage with young people (within days) and achieve positive outcomes within the first two weeks through development of clear Outcome Plans and engagement with effective networks providing immediate work experience and employment opportunities.

OUTREACH FOCUS FOR THOSE MOST IN NEED

Outreach-focused programs to access young people, partnering trained youth workers with professional athlete role models. A Focus on collaboration and strong links with community organisations that support young people with multiple and complementary support mechanisms to improve job retention.

CAREER MENTOR PARTNERSHIPS

Career Mentoring that connects young people with a successful mentor from the business community who delivers an opportunity for them to gain perception and guidance to support their career expansion. The partnership focusses on developing young peoples career abilities and identifying career and personal goals..

JOHN CALIPARI

**IT'S NOT
JUST ABOUT
WORKING HARD,
IT'S ABOUT
WORKING
TOGETHER.**

CHARITY
Bounce

HOOP DREAMS EMPLOYMENT

RISING STARS CAREER MENTOR PROGRAM

Launch of remote career mentoring program

The RISING STARS Career Mentoring Program connects young people with a successful mentor from the business community who is an experienced professional and delivers an opportunity for them to gain perception and guidance to support their career expansion. This program is a remote mentoring partnership focused on developing a young person's career abilities and identifying career and personal goals.

The program was designed in response to the expected challenges for youth employment coming out of Covid-19 and aims to empower young people with the knowledge and skills to access jobs and become future leaders and role models. There are 3 levels of mentoring available through the program:

Level 1- Motivational Mentor

These mentors encourage young people towards a career, providing positive input, practical advice to succeed in life, and belief in what they can achieve.

Level 2 Make it Work Mentor

These mentors provide practical job searching tips and tools, assisting with resumes, interview skills, job readiness, and post-employment career support.

Level 3 Maximum Opportunity Mentor

These mentors go above and beyond to actually find job opportunities for young people and assist in making sure they end up with a job.

The aim of the mentor support is to promote the growth and career path of a young person and be part of them developing and achieving their goals, including support to start in a job, grow their professional network, and discover new career opportunities.



“ BASKETBALL PROVIDES AN AMAZING OPPORTUNITY TO INSPIRE YOUNG PEOPLE TO LIVE THE BOUNCE LIFE, WHERE EVERY PERSON WINS REGARDLESS OF THEIR BASKETBALL SKILLS. IT HAS PROVIDED A CHANCE TO BUILD AN ENVIRONMENT WHERE IT TAKES TEAM WORK TO MAKE THE DREAM WORK.”



TRACY WILLIAMS

BOUNCE COURT INNOVATION PROJECTS

The Bounce Courts innovation project consist of building low cost innovative basketball court systems in Indigenous communities. The innovative court projects use a lightweight concrete panel system to deliver a low cost and immediate impact basketball court with installation possible within just a few days. The Bounce Court innovation project uses an innovative lightweight concrete panel system made up of up to 130 panels, attached to a steel tube framework to adjust the court to rough ground. The low cost pre-fabricated courts are durable with a sprung court feel that is not only good for young people 's feet but also with a high level of insulation that prevents excessive heat absorption. The court surface is a slip resistant pre painted court design. Benefits of the innovative basketball court solution include:

- Low cost installation and build costs
- Installation within 2-4 days
- Reduced heat absorption
- Sprung floor feel for reduced impact on players feet
- Pre painted design to create a basketball court ready for action within days
- Heavy duty steel frame backboard systems
- Durable court for long term use in extreme weather environment



COACHES PROGRAM

The Stand Tall Coaches initiative aims to deliver the Stand Tall strength-based programs to improve education outcomes and develop employment pathway opportunities for local coaches in remote communities. Using basketball as a means of engagement the coach employment pathways program provides an impacting experience that inspires coaches to set goals and be motivated about their own future.

The Stand Tall Coach training program delivers customised training in program facilitation and management for Indigenous coaches to deliver Stand Tall programs in their own community, supported by qualified youth workers and an Indigenous Coach Mentor. Customised financial management training is provided to coaches to set up bank accounts, tax file numbers, superannuation accounts and understand effective project skills, budgeting and employment principles. Coaches receive opportunities for paid employment as coaches within the Stand Tall programs to deliver resiliency programs.



BOUNCE ACADEMY

Bounce Academy is an elite basketball program that uses resiliency-based principles to help participants develop a successful mindset both on and off the court, to prepare them for the 'game of life'.

Bounce Academy is a social enterprise activity of Charity Bounce, designed to support our community and social initiatives.

With former Harlem Globetrotter and transformational speaker Tracy Williams as the Bounce Academy Director, all programs are based on developing resiliency on and off the court utilising social and emotional evidence based research partnered with years of basketball experience in transformational program development.

Opportunities include:

- Elite training sessions
- Holiday Camps
- Team coaching and training
- School basketball programs
- College Level training



LARAPINTA OFFICIAL PARTNERSHIP

Larapinta Culture and Charity Bounce have an official partnership to inspire positive change and promote Aboriginal enterprise. Larapinta Culture is the only Aboriginal-owned-and-operated business offering cultural awareness trekking in the Alice Springs region.

Charity Bounce is partnering with the organisation to offer three-day experiences along spectacular sections of the Larapinta Trail to support our programs in Central Australia (NT).

Walk the Larapinta Trail and experience the breadth and depth of country and culture alongside the traditional custodians. With links to the local Arrernte and Warlpiri clans, the Aboriginal guides bring the land and its traditions to life.

Book a trek in 2021 for your school, company, family, or team.



**FOR INDIVIDUALS
AND COMMUNITIES**

**INSPIRING
POSITIVE
CHANGE**

LOOKING FORWARD

Planning for what's ahead

In 2020/2021 we are planning to create new partnerships and expand and scale out existing employment pathway and digital engagement programs to new regions and increase the reach to see more than 10000 young people through our programs. Through ongoing improvement processes and developed efficiencies we will grow our reach and support in key aspects including:

PROGRAM IMPACT

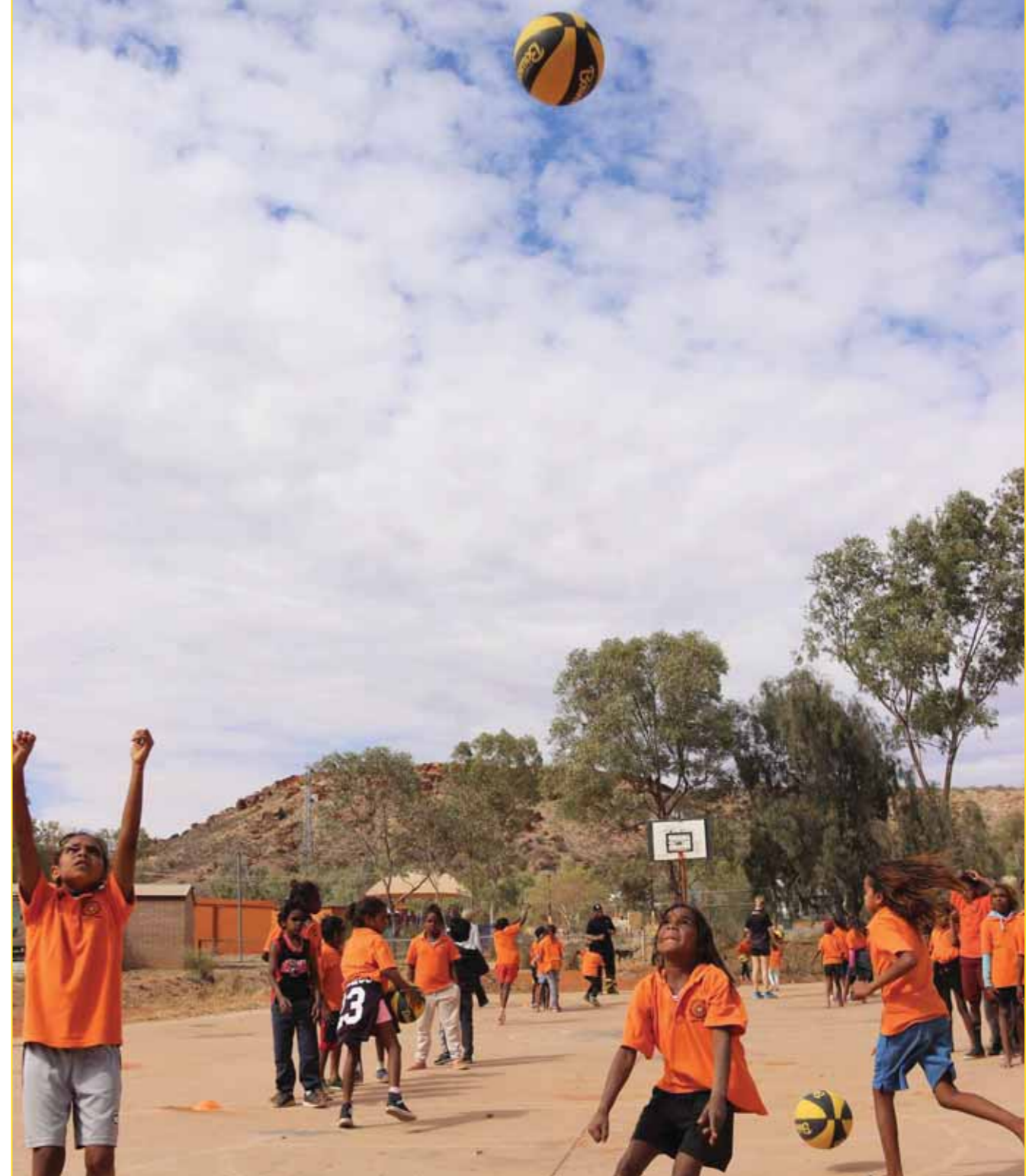
- Expansion of coaching and employment programs in remote communities
- Activation of infrastructure projects for upgrades, new courts and facilities.
- Establishment of new collaborations with strategic partners.
- Launch of art innovation projects in diverse communities.

CORPORATE GOVERNANCE

- Increase public access to transparent and up to date social impact information.
- Launch of our Youth Ambassadors program.
- Expand strategic partnerships with innovative activation opportunities.
- Development of online engagement and reporting systems through improved information technology systems.

PARTNERSHIP FOCUS

- Expand partnerships into new countries and regions for the ongoing sustainability and reach of programs.
- Develop corporate partnership and social enterprise opportunities for sustainable revenue pathways
- Launch of new strategic partner alignments.
- Focus on global best practice and recognition programs.



YOUR OPPORTUNITY TO GET INVOLVED

Here are few options to support the work we are doing:

FINANCIAL SUPPORT

Make a donation or become a financial partner on a specific project. All donations and financial support are 100% tax deductible and can be 100 per cent applied to programs.

EMPLOYMENT OPPORTUNITIES

Join the employer network to provide job opportunities for young people, or provide introductions to businesses in your network.

WORKPLACE GIVING AND ONLINE DONATION POINT OF SALE

Engage customers and staff with opportunities to make a donation through workplace giving and point of sale donation systems. Easy set-up with immediate impact.

FUNDRAISING CAMPAIGNS OR ACTIVATIONS

Launch a campaign within your company or personal network to raise funds for specific projects. Become a Charity Bounce Certified Company and support programs while building your team's capacity.

VOLUNTEER OR BECOME A CAREER MENTOR

There are plenty of opportunities to use your skills to support our work through our volunteer programs. Join the Bounce Collective team.





FINANCIAL ACCOUNTABILITY & TRANSPARENCY

Public access to audited financial reports is a key aspect for the future of Charity Bounce with the inclusion of annual audits of the 100% Public Donation Model. Financial Statements are published on our website and the Australian Charities and Not-For-Profit Commission website.



100% PUBLIC DONATION MODEL

Private donors and government funding cover 100 per cent of Charity Bounce's management and administration expenses. These private donors invest in our long-term mission, our ability to scale as an organisation and our commitment to using 100 per cent of public donations for direct program delivery.

WHY GIVE?



OUR SUPPORTERS

The work of Charity Bounce is only possible through the generous support of our government partners, individual philanthropists, corporate supporters and foundations, and pro bono suppliers.

PROGRAM PARTNERS



GOVERNMENT PARTNERS

- Department of Social Services (Federal)
- Department of Prime Minister and Cabinet (Federal)
- Sports Australia (Federal)
- Multicultural NSW
- Local councils

PHILANTHROPIC PARTNERS

- Max Schroder
- Dunn Family – Kyerin Investment Trust
- Rickard Gardell
- NBPA
- Hudsons Global Logistics
- Sydney Water
- Grill'd
- Newington College
- Private Foundation partners

PRO BONO AND LOW BONO PARTNERS

With too many to mention, special thanks go to...

- Google
- Taupanel
- Corrs Chambers Westgarth
- O'Neill Partners
- Lend Lease
- Primary Communication

PROGRAM PARTNERS

We have too many community, school, and employment partners to name but would like to thank the hundreds of organisations that have partnered with us to inspire positive change.

OUR BOARD

With experience across community, business, sport and government organisations, the board is responsible for Charity Bounce's strategic direction, organisational efficiency and ongoing improvement. Committed to invest into the long-term vision, the board continually focuses on delivering positive outcomes for the young people who access our programs.



STEPHEN DUNN

A qualified accountant (CPA) Stephen moved to London to establish a successful tax consultancy and accountancy business. He now manages a significant financial portfolio including properties in Australia and overseas, share funds and investments in several companies.



HEATHER TROPMAN

Heather is a senior business executive with diverse global experience including senior leadership roles at ASX-listed technology and telco companies, including commercial director at Telstra and group executive & COO of Macquarie Telecom after practising law in senior roles.



RICKARD GARDELL

A founder of Pacific Equity Partners (PEP) and a member of the firm's Operating Committee. Prior to founding PEP, Rickard was a director at Bain & Company and had 14 years of consulting experience in Europe, Asia and Australasia.



MAXWELL SCHRODER

With extensive experience in the education sector in teaching, administration, and academic roles, Max went on to found the ASX-listed NAVITAS, which is a global higher education provider. While listed, Navitas had a market capitalization of around \$2bn. In late 2019 it was taken private and delisted, but is still operational globally although Max is no longer involved.



PHIL HUDSON

A Fellow and Life Member of the Customs Broker and Forwarders Council of Australia, Phil is a highly regarded tariff and trade consultant, having successfully represented many major companies in negotiations with the Australian Government.



IAN HEININGER

Originally working with homeless youth on the streets of Sydney, Ian has since spent more than 25 years using his skills in diverse global companies and in professional sports. As a registered psychologist, management consultant and executive coach, he has worked with thousands of people, from homeless youth to CEOs.



KRISTEN FOSTER

Kristen is a technology, ecommerce and payments leader who brings 20+ years of international corporate and government affairs leadership and campaign management experience to software company VMware.

OUR EXPERT PANEL OF ADVISERS

We take the job of inspiring positive change seriously and are committed to systems of ongoing improvement. Our expert panel of advisers plays a key role in building a 'best practice' organisation. Meet some of the people who have influenced this goal.



CHRIS HALL

Government and Communication Adviser
Chief Executive Officer,
Primary Communication
BBus, MPRIA



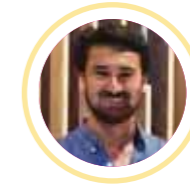
RICKY MENTHA

Aboriginal Health and Remote Programs Adviser
Indigenous Research Fellow,
Baker IDI



EUGENIA KOLIVOS

Legal Adviser
Partner at Corrs
Chamber Westgarth



TORA BROPHY

Retail Market Lead,
Google



GINA LEDNYAK

Digital Media and Women's Advocacy Adviser
Founder & CEO,
L&A Social Media
Keynote Speaker
2016 NSW Telstra Young
Business Women's Award



CAIN SLATER

Indigenous Employment and Programs Adviser
Head of Department,
Kari Foundation



JACOB HOLMES

Player Engagement and Welfare Adviser
Chief Executive Officer,
Australian Basketball Players' Association



STACEY DAWES

Human Resources and Recruitment Adviser
Human Resources Consultant

EVIDENCE BASED RESEARCH

REFERENCE LIST

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CHARITY
Bounce.

P +61 (02) 9188 9676 **E**
info@charitybounce.org **W**
charitybounce.org

SYDNEY OFFICE

Level 21
133-145 Castlereagh St
Sydney NSW 2000

BOUNCE ACADEMY

Anzac Parade
Chifley NSW 2036

LOS ANGELES OFFICE

11700 National Blvd
Suite L 230
Los Angeles CA 90064