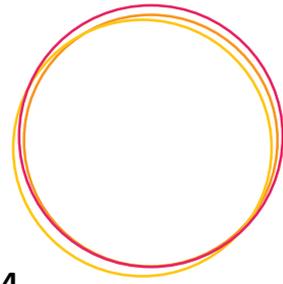


Edmund Rice Camps Inc.
Annual Report
2014

With the support of hundreds of volunteers, Edmund Rice Camps Inc. provides holiday programs for children and families who are disadvantaged, in an atmosphere of acceptance, care and fun.



Contents



Executive Officer's Report	4
Board Chair's Report	5
Governance	6
Our Mission	8
Our Values and Our Goals	9
Our Camps	10
Our Volunteers	12
Evaluation Report	14
Treasurer's Report	16
Events and Fundraising	17
Our Supporters and Partners	18
Life Members	19
Auditor's Report	20
Accounts	22

In 2014 our
volunteers
contributed over
25,050 hours
of time, a value of
\$607,595*

* Figure based on ABS average hourly earnings estimate for volunteers (2000), with increases reflective of increased wage level determined through the use of ABS data from both 2000 and 2014. This figure does not include the significant volunteering hours between camps.

Many photographs in this report were taken by staff and volunteers of Edmund Rice Camps.

Design and layout of this report by Melanie Martin and Brendan McKnight.



Executive Officer's Report

2014 was a year of change and continuity for Edmund Rice Camps. While both staff in the office change, the smoothness of this transition and the way that the organisation was able to continue running its highly successful camps demonstrates that Edmund Rice Camps is, in every sense of the word, a community organisation. Volunteers take on a multitude of different roles within the organisation. The Leader Formation Committee delivered more training sessions than ever before. The Grant Writing Subcommittee was revived and the Evaluation Subcommittee have launched a project to clearly articulate what we do. Late 2014 we launched an internship program to give three volunteers an opportunity to take on extra roles within the organisation.

In 2014 we ran 13 camps with the support of over 150 volunteers. This included a new camp over a weekend just before Christmas with the Brotherhood of St Laurence. Running these camps requires an incredible amount of preparation and planning; we seek support from volunteers to drive buses, cook, run activities, buddy up with kids, send out forms, data entry and pack equipment. On behalf of the 245 participants who came onto our camps, I would like to thank everyone who helped get our camps off the ground.

Working with society's most vulnerable requires constant review, reflection and improvement on our policies and procedures to ensure that the kids are kept safe in and out of our care. The rollout of a Child Protection Reporting Protocol was a major change to our approach to Child Protection. Every volunteer who attends our camps must first undertake practical training. This new system ensures that Child Protection concerns can be rapidly and professionally documented and reported to an independent professional. Special thanks to Callie Miles and the Leader Formation Committee for rolling out this training, Dr Pauline Meemeduma for the countless hours she has spent training and supporting the protocol, and the volunteers who have put their hands up to take on the Reporting Officer role.

Edmund Rice Camps exists as part of a wider Edmund Rice Network – schools, social justice centres, soup vans, Asylum Seeker support programs and immersions. We rely on the support of those within the network and this interdependence is what makes that Edmund Rice tradition so strong. It is through their support that we have access to buses, campsites, professional support and further volunteer and formation opportunities. We are proud to identify as part of this wider network.

Volunteers are not only passionate about coming on our camps but also fundraising to continue our work. The Trivia Night is the biggest night on our calendar – an event that demonstrates the passion and organisation of our volunteers. In 2014 it raised over \$15,000 which was matched by a \$10,000 in-kind Workplace giving from Tabcorp. Run Melbourne surpassed all previous years with over \$18,000 raised. This amazing result was only achieved through the energy and excitement of the community coming together. We wouldn't be able to continue to run our programs without the ongoing generosity of our regular givers.

The Christian Brothers Oceania Province has always been and continues to be the greatest supporter of Edmund Rice Camps. The Province does this through annual funding, access to office space, professional support with formation, accounting of financials, guidance around policy and best practice standards. In 2014 we were invited to engage in the Edmund Rice Accreditation Process. Through this reflective process we acknowledged that we are fully living the mission and vision of Edmund Rice.

Throughout 2014 the Edmund Rice Camps organisations across Australia and New Zealand have continued to strengthen relationships to better provide collegial, policy and operational support to one another. Twice in 2014 the ministry leaders around Australia met together to better understand what makes us unique and how we can grow together. The future is bright for Edmund Rice Camps across the region.

Nelson Mandela once said "There can be no keener revelation of a society's soul than the way in which it treats its children." It is the soul, the values and the passion that makes our organisation unique.

Adrian Scerri
Executive Officer

Board Chair's Report



Stability and renewed energy were the hallmarks of Edmund Rice Camps Inc (ERC) in 2014, as our new Executive Officer (EO) and Program Co-ordinator (PC) settled into their roles. Despite the change of both staff in early 2014, ERC has performed in line with the Board's expectations on all mission, operations and financial deliverables. ERC's reputation for high quality recreational social services ensures that we have more volunteers and more participants than we have places on camps. This reflects well on the organisation, its leadership and its members.

The Board of ERC has met on eleven occasions since the last AGM in 2014. The Board's governance processes have remained consistent and professional, as we have addressed issues and policies that impact on the organisation. In addition to scheduled Board meetings, each member has committed their time and energy to a sub-committee of the Board. The standing Board sub-committees includes: Risk, Audit and Finance (RAF) Committee; Evaluation Committee; Fundraising Committee; and the Nominations, Governance and Personnel (NGP) Committee.

In addition, the Board undertook a number of significant projects in 2014, which included:

- Mt Atkinson development engagement;
- Oceania Child Protection Policy rollout;
- Board member recruitment;
- ERC Oceania reference group engagement; and
- Ministry Accreditation program.

ERC treats the welfare of young and vulnerable people in our care very seriously. The timely implementation of the Oceania Child Protection Policy has been critically important to the Board. The rollout of the training associated with the policy implementation has been significant and well managed by our EO and PC.

It has been a long held desire for all State based ERC teams to work closely together. To address this desire, the ERC Oceania Reference Group was formed and regular teleconference meetings were held. These forums have led to a greater understanding between the separate ERC teams, as well as the sharing of some documentation and ideas.

In accordance with ERC's Rules, the Board set a female diversity target of 33% for 2014. We are pleased to report that target was achieved with 40% female members on the Board.

The Committees of the Board include:

- The Evaluation Committee, chaired by Suzannah Connell-Siddles, has continued its work since 2011. Carly Randle is the Board representative on this Committee.

- The RAF Committee, consisting of Board members Graham Collier (Chair) and Nick Wee, as well as non-Board members Stephen Barnes and Janelle Howell, has worked closely with the EO to address the financial and operational matters faced by large volunteer organisations such as ours.
- The NGP Committee, consisting of Br Robert Stone (Chair), Georgia Harris and me, have worked on projects including Board member recruitment, Board Handbook, Social Media Policy and Privacy Policy.
- The Fundraising Committee, consisting of Peter Robinson (Chair), Rob Daly and Adrian Scerri, has worked on developing ERC's sources of funding. The Committee completed an Income Generation Plan for ERC, which should greatly assist ERC's sustainability.
- The Mt Atkinson Committee of Adrian Scerri, Graham Collier and me worked on the type, timing and approach that ERC would take in relation to running services from the site.
- The Ministry Accreditation Committee of Adrian Scerri, Br Robert Stone and Dr Zita Unger worked on ERC's reflective response to the accreditation framework.

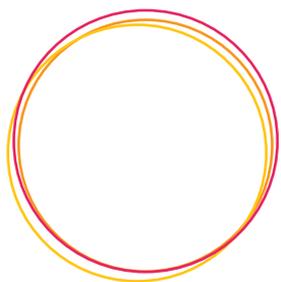
I thank all my fellow Board members for their tireless efforts, their active participation in the governance of ERC and for their passion for ERC's mission. Sadly we say good-bye to retiring Board members Br Robert Stone, Dr Zita Unger and Nick Wee. All have served ERC in multiple capacities over many years. We thank them for their tireless support of ERC's mission.

ERC could not operate effectively or deliver its mission without the close support from the Oceania Province of the Christian Brothers. The Board recognises the ongoing support of Leo Newey from the Treacy Centre, Br Laurie Collins and Br Shane Wood from Oceania Province, Anthony Ryan from the Foundation as well as from Peter Hay and the team at Amberley. The Board values its relationship with the Province and will continue to strengthen it.

After three years as Board Chair I am stepping down and giving someone else the honour of leading this wonderful organisation. It has been a privilege to Chair the Board of ERC and to work with such wonderful people.

Thank you to everyone who has supported ERC over the past year. The Board and staff of ERC recommit ourselves to maintaining ERC as a leader in recreational programs in the social service sector.

Stephen Ellich
Board Chair



Governance

How we are constituted

Edmund Rice Camps Inc is an incorporated association (Registration No. A 15259 x, ABN 78 403 166 367). We trade under the name Edmund Rice Camps.

Meet our Board of Management

The Board of Management has overall responsibility for the governance of the organisation. In particular, the Board oversees: the achievements of organisational aims, strategic planning and review, the nurturing of the ethos and spirit of the organisation, compliance and legal obligations, financial planning and performance, risk management, policy review and endorsement, promotion and fundraising, and provides an accountability function to the members, funding bodies and the community.

The Board of Management, at the members' direction, employs the Executive Officer to implement its decisions and hold responsibility for the day-to-day management of the organisation. The 2014 Board members, their qualifications, skills and experience and their responsibilities are as follows:

Mr Stephen Ellich – Chair

B.EE (UTS); GDip (Admin); MBA; GAICD
Chief Executive Officer – Utilities, Telecommunications, Construction & Field Services
Non-Executive Director
Member – Nominations, Governance & Personnel Subcommittee

Mr Graham Collier – Deputy Chair

ICAA
Chair – Risk, Audit & Finance Subcommittee
Volunteer since 2010

Br Robert Stone – Board Secretary

Dip Teach, BA, Grad Dip (Student Guidance & Welfare), MEd (Human Relations & Community Development)
Grad Cert TESOL
Christian Brothers Aged Care
Chair – Accreditation Subcommittee
Chair – Nominations, Governance & Personnel Subcommittee

Mr Nick Wee – Treasurer

BA(Psych), BBus(Acc), CA
Manager – PwC International Assignments Solutions
Member – Risk, Audit & Finance Subcommittee
Volunteer since 2002

Mr Trevor Dray – Board Member (Past)

BA, BSW, Dip FLM
Refugee Services A/G Director (Barwon), MacKillop Family Services
Member – Nominations, Governance & Personnel Subcommittee

Dr Zita Unger – Board Member

BA, BEdSt, PhD, GAICD, FAES
Member – Evaluation Subcommittee
Member – Accreditation Subcommittee

Mr Peter Robinson – Board Member

BEC, GAICD
Chair – Fundraising Subcommittee

Ms Angela Gibbs – Board Member (Past)

LLB (Hons), BCom, admitted as a solicitor (2012)
Lawyer – Allens
Member – Risk, Audit & Finance Subcommittee
Volunteer since 2006

Ms Carly Randle – Board Member

BExSc, GDip (Ed)
Teacher – Avila College
Member – Evaluation Subcommittee
Volunteer since 2006

Mr Rob Daly – Board Member

MBA, PGDip, BA (Hons)
Director – CDP Australia
Fundraising Director (VIC) – Heart Foundation
Member – Fundraising Subcommittee

Ms Ashlee Smith – Board Member

BASc, GDip (Psych), MPsy (Ed & Dev)
AHPRA Registered Psychologist
Private Practice & Murdoch Children’s Research Institute
Member – Evaluation Subcommittee
Volunteer since 2005

Ms Georgia Harris – Board Member

BSocSc(YWk), AdvDipBus(Legal)
Indigenous Community Links Coordinator, Mullum Mullum Indigenous
Gathering Place
Member – Nominations, Governance & Personnel Subcommittee
Volunteer since 2008

Mr Mark Monahan – Executive Officer (Past)

BA, MSW
Non-voting Board Member
Member – Fundraising Subcommittee

Mr Adrian Scerri – Executive Officer

BA
Non-voting Board Member
Member – Fundraising Subcommittee
Member – Accreditation Subcommittee
Volunteer since 2006

Board of Management Meetings

Board Member appointments and cessation dates along with number of board meetings attended during the financial year are given on the table to the right.

Board Member	Date Appointed	Date of cessation	Board Meetings Eligible to Attend 1 Jan – 31 Dec 2014	Board Meetings Attended
Mr Trevor Dray	Jun 2007	Apr 2014	3	2
Br Robert Stone	Nov 2008		11	11
Mr Stephen Ellich	May 2010		11	11
Dr Zita Unger	May 2010		11	9
Mr Peter Robinson	May 2012		11	7
Mr Graham Collier	May 2012		11	10
Mr Nick Wee	May 2012		11	8
Ms Angela Gibbs	Jun 2012	Apr 2014	3	3
Ms Carly Randle	Sep 2013		11	11
Mr Rob Daly	Sep 2013		10	10
Ms Ashlee Smith	Nov 2014		2	2
Ms Georgia Harris	Nov 2014		2	2

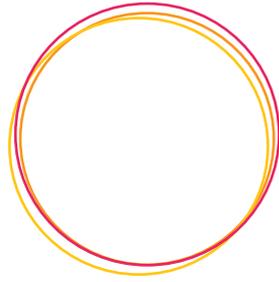


Our mission is inspired by....

social justice
trust
compassion
growth hope
community

Guided and inspired by the life of Edmund Rice, with a strong sense of social justice, we commit to the formation of a dynamic and supportive community. By inviting and challenging our volunteers to act as positive role models, we provide opportunities to young people and families for growth, support and enjoyment in an atmosphere of acceptance, care and fun.

Our Values



Social Justice:

- We draw inspiration from the life and vision of Edmund Rice
- We stand in solidarity with disadvantaged children and families
- We promote sustainable living and prudent use of earth's resources

Hope:

- Edmund Rice brought hope to the impoverished of his society
- We generate hope and meaning for children and families

Community:

- Dynamic, supportive community is the bedrock of our outreach
- Strong ERC community empowers our young adult volunteers
- Our community based approach to evaluation models change
- Our programs are inclusive, regardless of race, gender or religious beliefs

Trust:

- It is the precondition for all ERC relationships
- Our relationships embody respect, integrity, accountability and transparency

Growth:

- Empowering participants to enhance capacities, life skills and self-worth
- Empowering young adults to assist those in need in their communities
- Promoting female leadership within ERC at all levels

Compassion:

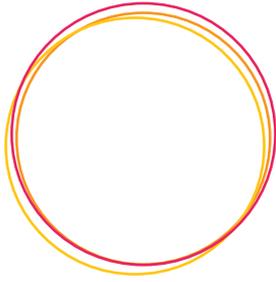
- The compassion of Edmund Rice compels our outreach
- Participants' experiences and hopes inform our programs

Our Goals

In March 2014, the Board developed a strategic plan for 2014-2017. This plan cemented the path we are looking to take.

Core goals:

1. Maximise ERC's outreach to the community
2. Enhance volunteer training, connections and opportunities
3. Ensure we have the resources to grow sustainably and operate safely
4. Continuously improve the camp experience for all
5. Develop the capability & capacity of all involved with ERC



Our Camps



Kids Camps

Our kids camps are a cornerstone of our organisation. Targeted at primary school aged children, our 1:1 ratio of volunteers to participants ensures that every child is given the opportunity to feel special.

Three kids camps in **Summer**, **Winter** and **Spring** invited participants from a variety of backgrounds to come and share games, fun and laughter with our volunteers. The kids, aged between 8 and 11 years old, enjoyed the friendships built with their 'big buddy' and the experiences camp can offer, while their parents enjoyed a well-deserved break!

Our **Indigenous Kids Camp** was a special camp that allowed Indigenous children to explore their culture in a safe and welcoming environment. Through support from Yarra Valley Aboriginal Health Service we ran Indigenous activities and were welcomed to the land by an Indigenous elder.

Over the Easter Weekend we ran an **Easter Kids Camp** which welcomed kids from migrant and refugee backgrounds living in Melbourne's west. Held at Edmund Rice Centre 'Amberley' over the Easter Weekend, the mega Easter-egg hunt was good fun. This camp had a special emphasis on swimming and water activities. A program run by Life Saving Victoria gave the children the skills to swim in waves, understand rips and even learn to rescue their friends.

Family camps

Representing almost half of all of our camps, Family camps are a unique program that invite the whole family along. The camp environment creates a space for families to have fun and strengthen their relationships with one another. A number of activities draw the family unit together, allowing them to bond in a relaxing environment, whilst also providing times of respite for parents and carers.

Over Summer, we held a **Kinship Family Camp** through a partnership with Anchor Inc. Whilst volunteers engaged their children, the carers (most of whom were grandparents) took a break knowing their kids were in safe hands.

Over Labour Day and Queen's Birthday long weekends we held camps for **Asylum Seekers** living in Community Detention. The families, referred through our partner agency Mackillop Family Services, were newly arrived families in Australia and enjoyed the company of the volunteers and meeting new people, along with spending quality family time with one another.



Our **Winter Family Camp** welcomed seven families who were 'doing it tough' to share a week together at Amberley. The parents loved being able to relax while their kids had fun.

This year we ran two camps for **Refugee Families** during September and December. The first camp welcomed families from Melbourne's west for a week with our volunteers at Amberley. The sharing of culture through cooking and dancing was always a feature on this camp. In December we ran a weekend camp in partnership with the Brotherhood of St Laurence for families living in and around Fitzroy. For one family it was their first trip away from home since they had arrived in Australia nine years ago.

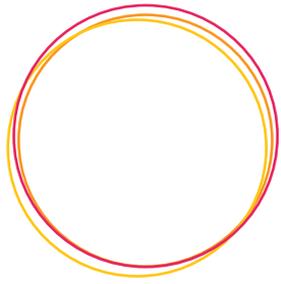
Adolescents

The **Boys Camp** is a favourite of many participants and volunteers. Santa Monica Campsite welcomed a few regular participants and volunteers for a week of adventure; including bike-riding, surfing, swimming and the famous 'Santa Cup'. It is a special camp which empowers participants to grow and develop – some who are now Edmund Rice Camps volunteers.

The re-introduction of our **Girls Camp** after a five year break was an exciting affair. The 16 teenage girls enjoyed swimming, surfing, bike-riding and yoga with their big buddies. Extreme weather shifted the camp from the beach to the city – giving the group an opportunity to explore the streets of Melbourne and enjoy some delightful Afghani Cuisine.



The Older Boys Camp provided an "Opportunity to mix with positive role models who accept him, show a genuine interest in him and value him for his unique qualities. Opportunity to experience different activities, to be around other boys his own age and build some potential lasting connections"
– Referrer



Our Volunteers

Edmund Rice Camps is, at its heart, a volunteer run organization. Every ERC camp is delivered entirely by a group of volunteers. From our Board to our cooks, from our trainers to our grant writers, we are volunteers. It is our volunteers who deliver our mission.

Being a volunteer for Edmund Rice Camps can have a transformative experience on a young person. Many of our camp volunteers join ERC when they are at high school or university – during their formative years. Most have had little exposure to disadvantage and fewer still have taken on leadership responsibilities. Volunteers are immersed into a welcoming and accepting community and are empowered to take on new responsibilities. Many “Eddie-ricers” would agree that being an ERC volunteer ‘has changed my life’.

Our evaluation data shows that over 90% of volunteers are keen to return after a camp. Volunteers agree that after coming on an Edmund Rice Camp they have a greater understanding of disadvantage, are more empathetic and better equipped to help others. For many, Edmund Rice Camps is a launching platform to take on other social justice and advocacy endeavours.

You will all become wonderful parents one day to some lucky kids. ERC should be proud of training a wonderful group of young adults.
– **Parent on camp**

Volunteer Reflections:

It was even more amazing to see the sense of achievement and pride that each of the girls beamed as they walked off the beach. This camp provided an amazingly uplifting and positive experience, that as older girls they'll be able to remember and hold onto when times are tough or when they're in need of inspiration, confidence or just a good laugh.

Rosie

I also learnt that all kids are special in their own unique way and can achieve positive outcomes; sometimes it just takes some extra creativity and persistence to see this occur.

Connor

The organization seemed to echo to all the volunteers that as a young person, I was capable of being a positive role model and making a difference to someone's day. Also gave me the opportunity to put my people and leadership skills to a worthy cause.

Amelia

To spend such intense one on one time with a child is something I have never experienced and honestly, my first day on camp was fun but also tough and I was feeling nervous for the next.

Lizzie

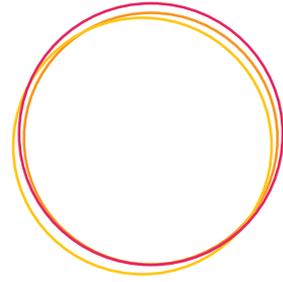
This week highlighted for me the impact of looking out for each other and the enlightening effect of knowing you have friends you can count on in times of need.

That's what Edmund Rice Camps are about, and that's why we keep coming back for more. Eddie Eddie Eddie!

Dan

I had forgotten what it was like to have people look up to me and see me as a leader. ERC has allowed me to express my 'real self' without judgement or criticism.

Emma



Camps Statistics

Years	Number of Camps	Number of Participants*	Number of participant placements**	Number of Volunteers*	Number of volunteer placements**	Number of Volunteers Trained (Leader and exec roles)	Number of Volunteers Trained (Child Protection Roles)
2014	13	245	281	208	375	158	210
2013	12	292	308	241	394	148	-
2012	11	248	261	192	391	185	-
2011	13	262	274	228	340	206	-

*This figure counts each volunteer and participant that has come onto our camps. Volunteers and participants who attend more than one camp are only counted once here. This figure does not include the many volunteers who support ERC outside of camps.

**This figure counts the number of volunteer and participant placements. Some volunteers and participants attend multiple camps.

Training Statistics

Year	New Leaders	Group Leader	Camp Captain	Camp Coach	Pastoral Facilitator	Child Protection Foundational	Child Protection Reporting Officer
2014	135	12	2	6	3	196	14
2013	131	8	6	1	2	-	-
2012	185	13	9	6	5	-	-
2011	143	26	17	11	9	-	-

Every program we run has a **1:1 ratio of volunteers to kids**, giving every child a chance to **feel special**.



Evaluation Report

Evaluation Committee

2014 was a year of very lively and thought provoking discussion as we analysed and reflected on the seven camps we evaluated throughout the year. These comprised of:

- Summer Kinship Family Camp
- Summer Older Boys Camp
- Summer Weekend Refugee Family Camp
- Easter Kids Refugee Camp
- Queens Birthday Refugee Family Camp
- Winter Family Camp
- Spring African Family Camp

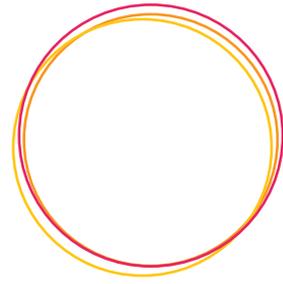
We received 180 leader responses, 95 child and adolescent responses, 26 parent responses and 17 agency responses. Overall this amounted to 318 survey responses. These seven camps add to the total of 24 camps evaluated by this committee across the four years since it was established. We continue to be very thankful for all the responses we receive and love the quality of comments provided.

This year we have focused on utilising the data to help inform camp functions, for instance providing data to the Leader Formation Committee to help inform their work as well as the ERC office to assist in planning of future camps. We have also provided a presentation at an executive leader debrief to appraise them of the results from their camp and hope to do more of these presentations going forward. The data we produce is also utilised in many of our funding submissions and grants and is drawn upon in providing feedback to our funding bodies.

To share some examples of how these results are utilised, the Leader Formation Committee for instance, drew on our results to inform their volunteer training. In 2014 they made changes to the New Leader Training Day Program to improve training and preparation for first time leaders. They also updated the information session run on Edmund Rice for the new Leader Training Day to ensure volunteers are educated about the life, values and ethos of Edmund Rice. This means that leaders are able to connect this back to what we do on camp and live by these values. They also included a 'Creativity Activity' session to encourage imagination, creativity

and play in our volunteers. The Leader Formation Committee have also been updating their executive training sessions to incorporate the feedback we are receiving in regards to these positions and have implemented a communication activity to encourage cooperation, cohesion and teamwork amongst all executive roles on camp. Furthermore in April 2014 members from the Leader Formation Committee ran three separate trainings sessions on the Pre-Camp day. These sessions focused on up skilling our volunteers in behaviour management, facilitating activities (i.e archery, bike riding, etc.) and running games requiring no equipment. This was developed based on the survey results where volunteers reported a desire for further training, and brought up difficulties they were experiencing during free time on camp. The Evaluation Committee continue to reflect on what the results indicate about the training needs of volunteers, and we have members who sit on both committees which has enabled these ideas to be developed into actions.

The Evaluation Committee in 2014 also began to delve into our results in greater depth. We have had many discussions to try and determine what information we want to analyse further and how we do this. With so much data and so many questions we could explore further, we realised that we needed to develop a framework to guide us and help determine our priorities. We have also tentatively explored utilising research students to further enhance our depth of analysis and with this in mind, have determined we need a systematic approach. To this end, the committee has commenced developing a core document for Edmund Rice Camps that brings together the purpose, aims, and business of camps into one document. It is intended this document will be compiled by referring to documents that already exist within ERC, drawing on our evaluation data, input from leaders and through further research. In this document we aim to include a number of components. We intend to identify the aims of our various programs and document the reasons for the establishment of these programs, for instance the reasons behind the introduction of Refugee Family Camps. We want to identify who comes on our camps and more specifically the community groups we are targeting and servicing. We intend to capture and document how camps try to achieve the aims identified



and what it is we 'do' on camp to makes these camps the experience they are. We want to identify what we are achieving, what we hope our impact and outcomes will be and what we have found them to be through the comments provided in our surveys and possibly through further research. We also intend to document how we measure and evaluate these components so we are able to say how we know we are doing what we intend to do. Whilst most volunteers could speak and identify many of these components through their own experience we are yet to comprehensively document these, hence the Evaluation Committee has set this as its task for 2015. It is hoped that in the process of compiling this document we will be able to better understand our results and gain an in depth understanding of how to improve components of camps. It is also hoped, that once compiled, this document will assist us and those within our ERC community to promote and showcase our camps more effectively to our various stakeholders and hopefully strengthen our capacity to obtain funding.

Overall, 2014 has been a year of ideas within the committee and a time of changing direction. When we started the year we were mostly analysing our results camp by camp. As the year has progressed our focus has shifted towards the big picture. I would like to especially thank all committee members for their enthusiasm, dedication, passion and ideas: Shivaun Pereira (Resource), Carly Randle (Board Representative), Callie Miles, Adrian Scerri, Ashlee Smith, Meg Monahan and Alexandra Wren. I would also like to especially thank Dr Zita Unger who stepped down from the committee in 2014. She provided the committee with such a strong foundation and it is through her formative work that we have been able to start looking towards the bigger picture and taking the next steps.

Suzannah Siddles
Chair



Treasurer's Report



As time draws near on the final year of my three year term as Treasurer of Edmund Rice Camps, I reflect on my experiences and what comes to mind is a feeling of constant change and growth. The last three years have not only been challenging but also extremely exciting for ERC; the last 12 months have been no different.

This year we welcomed Adrian Scerri for his first full year as Executive Officer and also Callie Miles as the new Program Coordinator. With significant change in personnel there is usually a period of transition for the staff to find their feet, however Adrian and Callie have done a fantastic job, seamlessly taking over the reins of the organisation with great success.

As Treasurer this is evident from a financial point of view when comparing this year's actual results to the budget. At the end of the 2013 year the Board set a challenging budget with the focus of using the strong cash position from the previous year to invest in further activities in 2014. ERC has not only managed to meet the challenge but also significantly surpass the budget, ending the financial year with a strong surplus compared to the projected budgeted deficit.

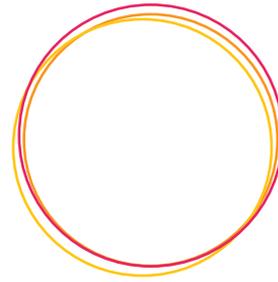
This result has been achieved not only by the fantastic efforts of Adrian and Callie managing the key areas of costs and fundraising, but also with the unwavering support of all the wonderful ERC volunteers. The Trivia Night was once again a standout fundraising activity, as was Run Melbourne, thanks to the amazing effort of all those who participated.

Most of all, what has made this possible has to be the culture and passion that ERC exuberates, from the volunteers to the staff and on to the Board. The culture and passion within ERC has kept me going as I have moved forward from my first camp back in 2002 and to now, as I look to finish my term on the Board. This is something I know that I will take with me for years to come and I thank everyone for allowing me to serve you and the ERC.

Thank you.

Nick Wee
Treasurer

Events & Fundraising



Camps aren't the only time the ERC Community comes together. The following are just a few of the great events held during 2014.

Trivia Night

The Trivia Night is the biggest night on the ERC calendar. The night is organised entirely by a team of hard-working volunteers. In addition to competitive rounds of trivia, this night features live music, a variety of cuisines and an enormous silent auction. In 2014 it raised an amazing \$15,398 and thanks to some very generous dollar matching support sponsorship, this figure jumped to over \$25,000.

Social Events

It's well known that our volunteers like to hang out with each other between camps. After every camp, the leaders meet a few weeks later for dinner. This night offers an opportunity for formation, reflection and socialising. In June, we saw the 'Annual ERC Footy Game' run again with our biggest turnout yet – thanks to everyone who came down and had a kick!

Run Melbourne

This year Run Melbourne was big – really big. We had an unprecedented 27 runners who took on the 5km, 10km or half marathon events to raise some dollars for ERC. Thanks to the support of Skilltech we were able to purchase branded shirts for all runners. Together the runners were able to raise over \$18,000. It was terrific to see a team of supporters brave the cold to cheer on those who were running.

Melbourne Marathon

The Melbourne Marathon is a special fundraising that sees ERC and MacKillop Family Services join together to help fund our Asylum Seeker camps. We had two superstar runners take on the Marathon for the first time – Sam Beard and Connor Bourke. Thanks to everyone who ran and supported this great partnership – without your commitment our 2015 Labour Day Camp wouldn't be possible.

Female Leadership Day

In February ERC ran its inaugural Female Leadership Day. This day was an opportunity for female members of the ERC community to come together and think about the traits that make them good leaders. It was well attended and highlighted some of the amazing work women are doing within the organisation. One attendee remarked, "It has sparked some curiosity about gender issues".

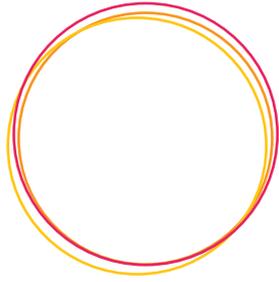
Bronia does Ironman

In late 2013 Bronia couldn't swim the length of a 25m pool. Through an incredibly strict training regime in December 2014 she completed an Ironman event – 180km bike ride, 3.86km swim and a 42.2km run. Her inspiring work raised over \$4,400 for Edmund Rice Camps.

Regular Giving

Donating regularly to camps helps us plan effectively for the future and to reach out to more children, families and young people. Every month a team of supporters contributes a combined \$800 which goes directly to funding our programs. It's not the size of these donations that matters, it's the combined effect that really makes a difference.





Our Supporters and Partners

The work of ERC would not be possible if it were not for the generous financial contributions of many individuals and organisations in the community.

Donors

Those individuals who make donations to support our work as either a one off gift or a regular contribution wish to remain anonymous and let their actions speak for themselves. We would especially like to thank our biggest donor Andrew Martin. All donors, whether big or small, are essential for our work.

Schools

The following schools are champions of our work and contribute, not only financially, but also by providing us buses and facilities at little or no charge. We would like to take this opportunity to thank:

- Christian Brothers College
- Loreto College
- Parade College
- St Bernard's College
- St Columba's College
- St Joseph's College
- St Joseph's Flexible Learning Centre
- St Kevin's College
- St Patrick's College
- Star of the Sea
- Xavier College
- Yarra Valley Grammar

In Kind Support

Each year the list of businesses, corporations and individuals that have supported us continues to grow. This year, we would like to acknowledge:

- Barkly Driving School
- Edmund Rice Centre 'Amberley'
- The Treacy Centre, Parkville
- YMCA Anglesea
- Life Saving Victoria
- Metropolitan Fire Brigade

Grants and Corporate Giving

We have been successful in securing grants and corporate gifts in 2014; We would like to thank the following supporters:

- Commonwealth Bank Staff Community Fund
- Grill'd
- Lord Mayor's Charitable Foundation
- Mary MacKillop Foundation
- Skilltech
- Tabcorp Holdings

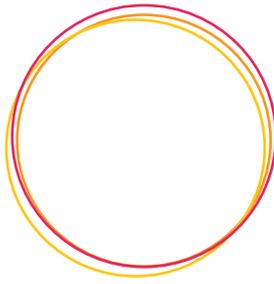
The Christian Brothers Oceania Province & Edmund Rice Foundation Australia

Our single largest and longest supporter continues to be the Christian Brothers Oceania Province and Edmund Rice Foundation Australia. For over 30 years their support, both in-kind and financial, has ensured our continued operation. We offer our sincerest thanks.

Our Partners

We rely on the support of other organisations to be able to do our work. We would like to acknowledge those organisations that have played a significant role over the last year:

- Anchor Inc.
- Banyule City Council
- Brotherhood of St Laurence
- Doxa Youth Foundation
- Edmund Rice Community and Refugee Services
- Edmund Rice Oceania Support Centre
- MacKillop Family Services
- Yarra Valley Indigenous Health Team



Life Members

Every year at our AGM we recognise a few Eddie Ricers who are 'legends'. They have been involved with ERC for over ten years in leadership, governance or other activities and their contribution of valuable service has met the criteria for Life Membership. Their names are engraved in a plaque that sits on display at Amberley.

- Br. John Wright
- Br. Tim Bilston
- Frank O'Shea
- Br. Peter Clinch
- Andy Kuppe
- Ben Moodie
- Daniel Butler
- Anthony Michielin
- Sarah Morgante
- Anthony Ramsay
- Bernadette Ramsay
- Meg Monahan
- Jess Connor
- Adrian Ferris
- Br Gerard Brady
- Anthony Chapman
- Martine Batchelder
- Dianne Donati
- Caterina Mezzatesta
- Mark Smith
- Rob Lindsey
- Paul Huggett
- Melanie Martin

"Far too often, the significance of providing someone with a voice or enabling them to contribute and make choices for themselves is overlooked. Small things such as those previously mentioned does not only make these girls feel valued and empowered but it also creates a ripple effect, building up their confidence and setting them up for bigger and greater things. The girls soon realised this was a place where individuality was not only encouraged, but welcomed. This was a place where they can develop their own sense of identity and belonging."

- Volunteer reflection after Girls camp

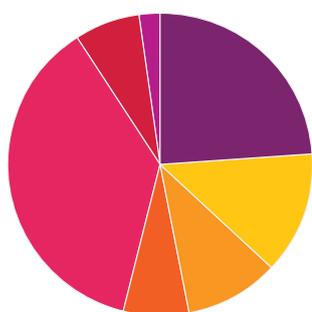
The Auditor's Report is available on www.ercvic.com as part of the full set of accounts

The Auditor's Report is available on www.ercvic.com as part of the full set of accounts

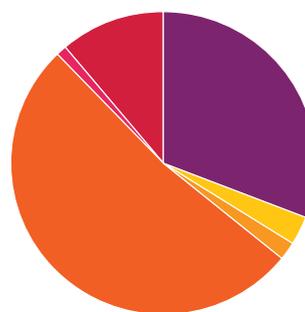
Statement of comprehensive income

for year ended 31st December, 2014

Revenues	2014	2013
Donations	74,603	70,677
Camp Fees	40,501	45,248
Sponsorship	31,627	16,146
Grants	20,900	1,165
Grants from Related Parties	115,000	115,000
Fundraising	19,932	23,843
Bank Interest	5,668	6,114
Other	445	1,645
	308,676	279,838
Expenditure		
Camp Expenses	90,465	83,660
Fundraising Expenses	8,210	9,545
Training Expenses	6,480	4,084
Salaries and associated employee costs	153,580	144,705
Depreciation	4,133	4,766
Administration and other expenses	32,658	30,242
	295,526	277,002
Net Surplus/(Deficit) for the year	13,150	2,836



Income	2014	2013
Donations	24%	25%
Camps fees	13%	16%
Sponsorship	10%	6%
Grants	7%	1%
Grants from related parties	37%	41%
Fundraising	7%	8%
Bank Interest	2%	2%
Other	0%	1%



Expenditure	2014	2013
Camp expenses	31%	30%
Fundraising expenses	3%	3%
Training expenses	2%	2%
Salaries and associated employee costs	52%	52%
Depreciation and asset write offs	1%	2%
Administration and other expenses	11%	11%

Statement of financial position

as at 31st December, 2014

Current Assets	2014	2013
Cash and cash equivalents	233,486	225,048
Trade and other receivables	7,088	19,561
Other	9,646	10,510
Total Current Assets	250,220	255,119
Non-current Assets		
Plant and equipment	6,648	10,781
Total Non Current Assets	6,648	10,781
Total Assets	256,868	265,900
Current Liabilities		
Trade and other payables	51,939	74,121
Total Current Liabilities	51,939	74,121
Total Liabilities	51,939	74,121
Net Assets	204,929	191,779
Equity		
Retained surplus	204,929	191,779
Total Equity	204,929	191,779

The above are abridged financial results. The complete Special Purpose Financial Report for the year to 31 December 2014 is available on the website at www.ercvic.com

Statement of cash flows

for year ended 31st December 2014

Cash flow from Operating Activities	2014	2013
Cash receipts in the course of operations	308,542	292,412
Cash payments in the course of operations	(305,772)	(276,547)
Interest received	5,668	6,114
Net Cash provided by operating activities	8,438	21,979
Net increase in cash held	8,438	21,979
Cash and cash equivalent at beginning of year	225,048	203,069
Cash and cash equivalent at end of the year	233,486	225,048

Notes to the Statement of Cash Flows

(a) Reconciliation of cash and cash equivalents

For the purpose of the statement of cash flows, cash includes cash on hand and at bank and short term deposits on call. Cash and cash equivalents as at the end of the financial period as shown on the Statement of Cash Flows is reconciled to the related items in the Statement of Financial Position as follows:

Cash at Bank and on Hand	233,486	225,048
--------------------------	---------	---------

(b) Reconciliation of Operating Result to net cash used in operating activities:

Surplus/(Deficit)	13,150	2,836
Plus/less non-cash items:		
Depreciation and asset write offs	4,133	4,766
Net cash provided by operating activities before change in assets and liabilities	17,283	7,602
Change in assets and liabilities during the financial period:		
(Increase)/decrease in trade and other receivables	12,474	(2,229)
Decrease/(increase) in prepayments	1,736	5,648
(Decrease)/increase in payables and other creditors	(15,242)	(4,311)
Increase/(decrease) in unearned revenue	(6,940)	15,269
Increase/(decrease) in GST paid	(873)	—
Net cash provided by operating activities	8,438	21,979

Statement of changes in equity

for year ended 31st December, 2014

	2014	2013
Balance as at start of year	191,779	188,943
Surplus/(Deficit) for the year	13,150	2,836
Total equity as at end of year	204,929	191,779

NOTES TO AND FORMING PART OF THE ACCOUNTS
As at 31st December 2014
SIGNIFICANT ACCOUNTING POLICIES

Basis of Accounting

The responsible entities have prepared the financial statements on the basis that the entity is a non-reporting entity because there are no users who are dependent on general purpose financial statements. These financial statements are therefore special purpose financial statements that have been prepared to meet the financial reporting requirements of the *Australian Charities and Not-for-profits Commission Act 2012*. The entity is a not-for-profit entity for financial reporting purposes under Australian Accounting Standards.

The financial statements have been prepared in accordance with the mandatory Australian Accounting Standards applicable to entities reporting under the *Australian Charities and Not-for-profits Commission Act 2012* and the significant accounting policies disclosed below, which the directors have determined are appropriate to meet the needs of members. Such accounting policies are consistent with those of previous periods unless stated otherwise.

The financial statements, except for the cash flow information, have been prepared on an accruals basis and are based on historical costs unless otherwise stated in the notes. Material accounting policies adopted in the preparation of these financial statements are presented below and have been consistently applied unless stated otherwise. The amounts presented in the financial statements have been rounded to the nearest dollar.

Plant and Equipment

All plant and equipment is stated at cost, representing the fair value of the consideration given in exchange, less accumulated depreciation and any impairment amounts.

Depreciation is calculated on a straight line basis over the estimated useful life of all plant and equipment, as follows:

- Motor vehicles - 6 years
- Plant and equipment - 5 years
- Office equipment - 5 years
- Computer equipment - 3 years

Responsible Entities Declaration

The responsible entities of Edmund Rice Camps Incorporated declare that:

- (1) there are reasonable grounds to believe that the registered entity is able to pay all of its debts, as and when they become due and payable; and
- (2) the financial statements and notes satisfy the requirements of the *Australian Charities and Not-for-profits Commission Act 2012*.

Signed in accordance with subsection 60.15(2) of the Australian Charities and Not-for-profits Commission Regulation 2013.



.....
Stephen Ellich – Chair
17 April, 2015



.....
Nick Wee - Treasurer
17 April, 2015





Edmund Rice Camps

Edmund Rice Camps can be contacted at

Edmund Rice Camps Inc
7 Amberley Way
Lower Plenty VIC 3089

www.ercvic.com
Phone 03 9439 6142
