

LES TWENTYMAN FOUNDATION

EMBRACING YOUNG PEOPLE'S FUTURES



Les Twentyman OAM
Feb 3, 1948 — March 30 2024

ANNUAL REPORT 2023/2024

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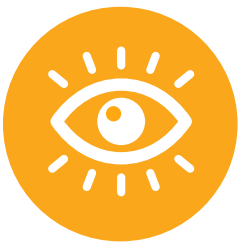


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If you're not part of the solution then you're part of the problem.

Communities and societies fall apart when good people do nothing.

Les Twentyman OAM



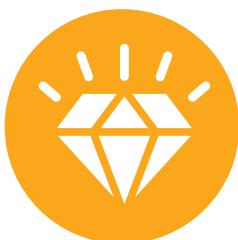
VISION

To see every young person reach their true potential



MISSION

To provide positive intervention and unconditional support for at-risk youth



VALUES

Respect, Dignity, Compassion and Culture

ABOUT THE LES TWENTYMAN FOUNDATION

We believe positive intervention equals positive outcomes for our at-risk youth

Founded by legendary youth worker Les Twentyman OAM, we have a history of more than 30 years supporting at-risk youth. The Les Twentyman Foundation believes that every child and young person, regardless of economic circumstances, race or gender deserves an equal opportunity in life.

Sadly, Les passed away in March this year.

The Les Twentyman Foundation maintains his vision and legacy and pledge to continue his wonderful work in youth and social justice.



LETTER FROM THE CHAIR

David Young

This year, I sadly write my report no longer following the 'Founders Report' from Les Twentyman.

Les sadly passed away unexpectedly on March 30, 2024, taking from the state of Victoria a revered 'social justice warrior' and one of its great champions for our youth.

Les was more than an advocate on youth affairs. He was an ideas person and a passionate driver of early intervention strategies to 'keep kids in classrooms and out of courtrooms' – his favourite saying.

He was rightfully honoured with a State Funeral, at which glowing eulogies and thanks were given for a life devoted to the youth of Victoria by The Premier Jacinta Allan, The Honourable Bill Shorten MP, Les' family members Garry Twentyman and Sandra Papashalis, comedian and his Best Man Jack Levi and myself on behalf of the Foundation.

It was a great honour bestowed upon Les and his family, particularly his wife Cherie, and the Les Twentyman Foundation gives great thanks to the Victorian government and the people of Victoria for this fitting tribute to a great Victorian.

We all have fond memories of this 'larrikan from the west' the boy from Braybrook. The state and the youth of Victoria are all the better for his contribution to youth and social justice issues.

I am proud to say the work of Les Twentyman lives on through the Foundation that bears his name. The Foundation is stronger than it has ever been and continues to strive to meet the challenges of ensuring that every child and young person in Victoria, regardless of circumstances, has an equal opportunity in life.

With our education system in crisis, more than ever, we are driven to bring to life Les's vision of a Youth Worker in every school in the state through our School Outreach Support Service (SOSS).

This is a program needed more than ever in schools across the state with the number of children not attending school at an all-time high, with up to 40,000 children being schooled at home (often due to cultural and bullying issues) and child truancy running at 10%, with an alarming number of teachers suffering abuse from troubled students.

Through SOSS the Les Twentyman Foundation has the program to reduce these horrible statistics and are in positive discussions with the Victorian government to expand our SOSS programs to schools across the western suburbs in 2025.

As a society we must do all we can to help young people make positive decisions as they chart their path in life, and we must give law enforcement and the courts the support they need to divert young people back onto a positive pathway, rather than having to lock them up. Thoughtful, caring and civilized societies (other than for the most egregious of crimes) do not lock up children.

Our Mission and Values:

Our commitment to fostering positive changes and supporting vulnerable youth is our passion. We do this through our well researched and structured programs:

1. Back to School Program: With no government support or funding, the 'Back to School' Program (which provides students with the critical school supplies they need to help them stay in school), could not be delivered without the support of our donors. In the past year the program supported 778 students (a 40% increase) placing significant pressure on our budgets and we are grateful to our donors for coming to the fore to ensure that no young person missed out on getting what they needed to pursue their schooling.

2. Positive Futures Program. Funded by the federal government our 'Positive Futures' program, which places an Outreach Youth Worker in 4 schools in Melbourne's south-east continues to go from strength to strength, with the program so successful that the Foundation is seeking to expand the program (with state government support) to the western suburbs of Melbourne.

3. Youth Support Service (YSS) This remarkably successful program, through which a young person is supported by an Outreach Youth Worker at their first interaction with police or the courts, continues to deliver great outcomes (80% of young people involved in the program do not engage again with the justice system). Which is why it was disappointing that the Victorian government has cut funding to the Foundation for this program. Whilst we continue to lobby for this funding to be reinstated, the Foundation is grateful to our donors who stepped in to ensure that young people in need of help continued to get the support they need.

4. Braybrook 96ers Basketball Club. The 96ers continues to provide a very successful community based inclusive basketball club that is open to all regardless of circumstances. The club is funded through the generosity and kindness of our donors, with this support providing the opportunity for hundreds of disadvantaged young people to come together to play sport in a positive team environment.

5. Outreach Program: Most young people do not experience disconnection in isolation; it is often the environment around them that leaves them 'at-risk' of taking a negative pathway in life. Which is why the heart of this program is to help guide young people to make positive decisions in their own life, decisions that lead to reconnection with society, their education, employment and a positive future.

6. Schools Outreach Support Service (SOSS): An extension of the Foundation's 'Positive Future' program SOSS has commenced with a full-time Outreach Youth Worker being imbedded at a Secondary College in Melbourne's west. Funded principally by the Foundation's donors (with a contribution from the school) this initiative came about as a response to escalating youth crime in Melbourne's west, with the Foundation in discussion with the Victorian government to fund an expansion of the program to multiple schools across the western suburbs.

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With our education system in crisis, more than ever, we are driven to bring to life Les's vision of a Youth Worker in every school in the state through our School Outreach Support Service (SOSS).

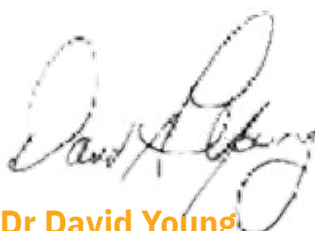
David Young
Chair

I particularly want to thank the Les Twentyman Foundation Club 20 members for their unwavering financial and practical support that allows us to do the work we do with young people. I also want to thank all other donors, large and small, who have contributed to our programs and services. These contributions have helped to make a positive difference in the lives of thousands of young people across the state.

To all my Board colleagues, you have my utmost admiration and thanks for your devotion to the Foundation and I want to recognize the time and effort you put into securing the legacy of Les Twentyman and the Foundation that lives on in his name.

To all the staff of the Foundation I offer a very sincere thank you for your service. There has been a significant renewal of the organisation, and we now have staff of the highest standard and professionalism.

Finally, to our CEO Mr. Paul Burke. I and the Board of the Les Twentyman Foundation want to extend our thanks to him. He has refreshed and reinvigorated the Foundation, leading an organization that is directly helping more young people than ever before, with the positive outcomes speaking for themselves. I know that before he passed Les expressed a very deep appreciation for the positive changes that the CEO has brought to the Les Twentyman Foundation.



Dr David Young
Chair

LETTER FROM THE CEO

Paul Burke



30 March 2024 was a sad day for all Victorians as Les Twentyman (OAM) passed away, taking from Victoria the last of the great social justice warriors, and the Foundation gives great thanks to the Victorian Premier Jacinta Allan and her government in honouring Les with the fitting tribute of a State Funeral.

Les, who rose to become a figure of such significance that political leaders from all sides, state Governors, senior representatives of the police, public figures, colleagues, those he supported through his life and the public all coming together at his state funeral to recognise Les' work in advocating for and supporting young people for more than 40 years.

It was an emotional and incredible farewell to the knockabout working class boy from Braybrook who dedicated his life to the service of others.

Whilst all at the Foundation mourned the loss of Les, we have not lost our way and the Foundation remains strong, focussed, growing and committed to protecting and enhancing the legacy that Les leaves behind by continuing to provide early positive intervention and support to disadvantaged youth across Victoria – helping to keep them in classrooms and out of courtrooms.

I often say that I look forward to the day that I am the CEO of an organisation that is running out of work. But the reality is that I am the CEO of an organisation facing continuing growth as more and more young people find themselves falling out of their education and coming to the attention of law enforcement and the Youth Justice system.

A lot of the increase in numbers is the after effect of the COVID 19 pandemic on young people who were locked down for 2 years of their young lives. And no sooner have we emerged from the pandemic we now find that families are confronted by a national cost of living crisis that is adversely impacting those that have the least leaving families across the state at breaking point – some have already broken.

This increase in demand for support has placed an enormous strain on our resources and we remain ever thankful to our supporters whose generous contributions permit us to do the work that we do.

As an organisation we are widely recognised to be a leading provider of successful positive early intervention youth programs with our advice and support being sought by political leaders and government department and agencies as they seek solutions to tackling youth issues that have gripped our state.

Our programs continue to be in demand. Our Back-to-School program faced a more than 40% increase in young people accessing this program in the last year and our State Government funded Youth Support Service (YSS) program that requires the Foundation to work with 105 young people a year came under such pressure that the Foundation overserviced the contract by assisting an additional 40 young people with the costs being covered by our very generous donors.

It was somewhat disappointing to find out during the year that, at a time of increasing need, the Government reduced our YSS budget by \$150,000. Our Federal Government funded Positive Futures in-school Youth Worker program continues to be delivered in schools across Melbourne's south-eastern corridor and continues to achieve positive outcomes in the lives of hundreds of students.

The Schools Outreach Support Service (SOSS), which is based on the Positive Futures in-school Youth Worker program, is currently operating in a Secondary College in Melbourne's west. SOSS is currently funded by the Foundation with a contribution from the school. The Foundation is in discussions with the Victorian Government about expanding the SOSS program using a cluster model across schools in the western and northern suburbs.

The Foundation's basketball Club, the Braybrook 96ers, funded entirely by our donors, continues to see hundreds of young people from disadvantaged families build their confidence, fitness and positive friendships through sport and the Foundation's Outreach Program, a mainstay of the Les Twentyman Foundation, continues to work and support marginalised young people.

Our programs break the cycle of intergenerational poverty and unemployment that afflict so many of the young people we work with, placing them on the road to a positive life and future.

As an organisation the Les Twentyman Foundation could not do this important work without the support of a motivated, caring and dedicated Board who have been nothing but encouraging, steadfast and supportive toward the programs and staff of the Foundation and the young people we work with.

To the Chair and all Board members, thank you. Each and every one of you make a positive difference in the lives of many hundreds of young people.

The Les Twentyman Foundation remains a youth services charity that is more than 50 percent funded through the kindness and generosity of some extraordinary donors and supporters, some through the Foundation's Club20 network and others on a personal philanthropic level.

Without you there would be no Foundation and to all of you we say thank you on behalf of the hundreds of young people that your generous support helps each year.

Finally, to all those who have worked as part of the Foundation's staff over this past 12 months, you have my respect and admiration. You are a very special group of people who do outstanding work in providing early intervention supports to young people in desperate need of help, can find a positive path in life.



Paul Burke
Chief Executive Officer

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“I often say that I look forward to the day that I am the CEO of an organisation that is running out of work. But the reality is that I am the CEO of an organisation facing continuing growth”

Paul Burke

Chief Executive officer

IMPACT SUMMARY

Youth Support Service



145

145 young people supported through our Youth Support Service.

Youth Outreach Program



26

26 young people supported through outreach in Melbourne's western suburbs.

Back to School



778

778 students were supported by the program, marking an incredible 40.18% increase from the previous year's 555.

Positive Futures



146

During the reporting period, the Positive Futures School Youth Program's In-school Youth Worker successfully reached out to and worked with 146 young people within schools.

Basketball



268

268 young people enrolled in our basketball program across 28 teams.

Christmas Gifts



3,500+

This year we distributed a record number of Christmas gifts to children in need.

Food Hampers



300

300 Christmas Food Hampers distributed to families in need.

Club20

CLUB20

19

19 Generous Club20 members.

GENERAL MANAGER, PROGRAMS REPORT

Chris Lacey



The Les Twentyman Foundation had quite a year in 2024. Losing Les in March was a shock to us all, and everyone in the LTF team was deeply saddened by his passing. Les the youth worker, leader and friend was integral to our organisations DNA, and we miss him terribly. On reflecting on Les's amazing life, our youth workers resolved to return to our work with kids experiencing disadvantage and trauma as soon as possible, which is exactly what Les would have wanted. This work has involved hundreds of young people and their families who were supported through our programs this year.

Youth Support Service (YSS) and Outreach

The Youth Support Service (YSS) and Outreach programs provide case management for young people aged 10 – 17 years upon first contact with police. The programs offer proactive support and early intervention to divert young people from the youth justice system.

- 145 young people we actively worked with through the Youth Support Service (YSS) program.
- The Foundation supported an additional 26 young people through our donor funded Outreach Program in Melbourne's western suburbs.

Positive Futures and School Outreach Support Service (SOSS)

The Positive Futures and SOSS programs re-engage young people who have already, or are at risk of, disengaging from their education, family and the broader community. The programs are designed to complement school initiatives.

Positive Futures embeds trained youth workers in schools to provide intensive case management and outreach to students and their families who need it most.

- 146 individual students were supported by our youth workers through case management and outreach activities.
- Additionally, Positive Futures and SOSS collectively supported 69 students through group activities aimed at enhancing social and emotional well-being, building self-esteem, and fostering leadership skills

Back To School Program

Back to School provides students with the educational resources they need for the school year, including textbooks and stationery. To qualify for assistance, the young person must be referred to the Les Twentyman Foundation by their school welfare coordinator or other support worker and must fulfil the eligibility criteria. The program also offers an avenue for the donation of quality and relevant second-hand textbooks, diverting them from landfill and giving them a second life.

- 778 students engaged by Back to School marking an incredible 40.18% increase from the previous year.

Braybrook 96ers

Our Braybrook 96ers Basketball Club was established in 1996 and is one of the most inclusive sporting programs in Victoria. Each year, hundreds of young people from all genders and a diverse range of backgrounds build their confidence and fitness while connecting with the local community through our club. We ensure that children and young people from low-socio economic backgrounds can access the opportunity to play sport by lowering costs and providing access to uniforms and equipment.

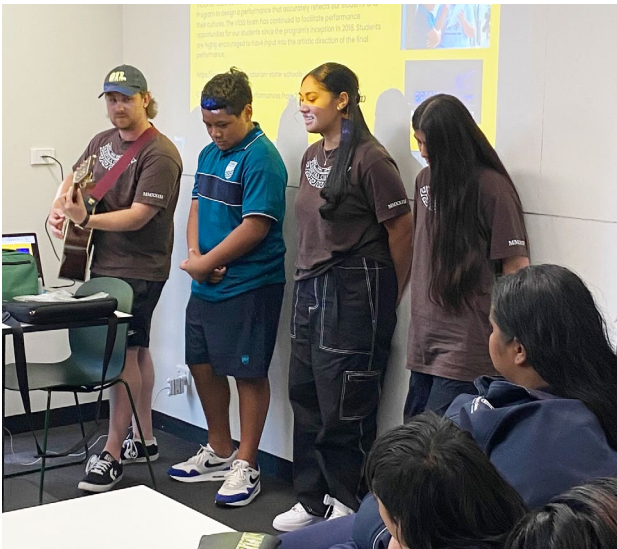
- Total Registered Players: 268 young people
- Training Participants (Non-registered): Approximately 100 athletes (ages 5-18)

I want to thank all our great team of staff, all our volunteers and supporters and our referring and partner agencies for their work and support for our programs. We could not achieve these results without you!

POSITIVE FUTURES & SCHOOL OUTREACH SUPPORT SERVICE (SOSS)

Positive Futures and SOSS continue to strengthen student engagement, improve family connections, and provide pathways for young people to thrive in both school and life.





Launched in 2018, the Positive Futures program has had a transformative impact on secondary schools in Melbourne’s southeastern suburbs, including Cheltenham, Edenbrook, Pakenham, and Noble Park Secondary Colleges. Supported by the Federal Government’s Department of Social Services, this pioneering initiative has consistently delivered positive outcomes for students, their families, and communities.

The success of Positive Futures led to the development of the School Outreach Support Service (SOSS), which was introduced at Taylors Lakes Secondary College in 2023. While Positive Futures benefits from federal funding, SOSS currently operates through the generosity of donors and contributions from the school. Efforts are underway to expand the SOSS program to other schools across Melbourne’s west, with government support actively being pursued.

Both programs focus on re-engaging young people at risk of disconnecting from their education, families, and communities. Evidence shows that early intervention is crucial in helping young people achieve their goals. By embedding highly skilled youth workers within school communities, Positive Futures and SOSS offer tailored, essential support to students—particularly those affected by post-COVID challenges and rising street violence.

In its fifth year of operation, Positive Futures continues to thrive across its participating schools. Over the past year, in-school youth workers successfully engaged with 146 individual students in targeted case management, alongside hundreds of other students being supported in other ways,

Testimonial

One of my lovely student’s “C” has been working with me since May, she has had a significant decline in her mental health and 3 months we were at a crossroads with her education and pathways for mental health. We were considering an inpatient stay; she was failing year 10 and it was unlikely she would be able to stay at Cheltenham.

3 months flash to now.... she is medicated and taking her medication every day, she is smiling so big... and she has passed year 10 and already prepping for year 11....I am so proud!

Beth, Youth Worker

demonstrating the program’s effectiveness. By building meaningful relationships and addressing individual needs, the program creates a supportive school environment that helps students stay connected to their education and develop respect for themselves, their families, and their communities.

Additionally, Positive Futures and SOSS collectively supported 69 students through group activities aimed at enhancing social and emotional well-being, building self-esteem, and fostering leadership skills. These activities empower students to become leaders in their communities and drive positive change. The programs also offer reintegration plans, mental health campaigns, and family engagement initiatives that significantly improve educational outcomes and help students overcome challenges for long-term success.

Through proactive communication and a holistic approach, Positive Futures and SOSS continue to strengthen student engagement, improve family connections, and provide pathways for young people to thrive in both school and life.



BACK TO SCHOOL

Since its inception in 1989, the Back-to-School Program has significantly impacted the lives of approximately over 20,000 school students and over 400 university students, helping them stay in education.

In the 2023/24 year alone, 778 students were supported by the program, marking an incredible 40.18% increase from the previous year's 555. This surge highlights the growing challenges faced by young people and their families, exacerbated by the COVID pandemic and the cost-of-living crisis. Despite this increased demand, the Les Twentyman Foundation remained dedicated, ensuring every eligible student received the essential resources they needed, including textbooks, stationery, laptops, and scientific calculators.

Our commitment to Indigenous communities was underscored this year, with 251 students, or 32.26% of those supported by Back to School, identifying as Aboriginal or Torres Strait Islander (ATSI). This consistent representation reflects our ongoing mission to prioritise Indigenous youth,

maintaining over 30% ATSI involvement in the program over many years.

The program also embraced a diverse range of cultural backgrounds, supporting students from 44 different Culturally and Linguistically Diverse (CALD) backgrounds, including students from Afghani, Somali, and Pakistani backgrounds. These efforts extended to 177 schools across 33 catchment areas across Victoria, providing crucial support across a broad educational landscape.

Operating annually from late November to February—or until funds are exhausted—the Back-to-School Program relies entirely on the generosity of our donors, with no Local, State or Federal Government support. To participate, students must be referred by their school or support worker and meet specific eligibility criteria. This community-driven initiative underscores the power of collective support in overcoming barriers and ensuring young people have the resources they need to succeed in their education.



251

251 students, or 32.26% of those we supported, identified as Aboriginal or Torres Strait Islander (ATSI)

44

Students from 44 different Cultural And Linguistically Diverse (CALD) backgrounds supported

778

778 students engaged by Back to School, marking an incredible 40.18% increase from the previous year

177

Students from 177 Different Schools supported by the program

33

Students from 33 Catchment Areas across Victoria took part in the program

BRAYBROOK 96ERS BASKETBALL CLUB

The Braybrook 96ers basketball club is a vibrant community where young people thrive. With 268 young people registered to play during the Summer 2023/24 and Winter 2024 seasons, the club has become a cornerstone of positive youth development.

In addition to the registered players, more than 100 young people participated in training sessions, enhancing their skills while not competing in league play. The club fields 28 teams in the Western Region Junior Basketball Association's Saturday competition.

Thanks to the generous support of Les Twentyman Foundation donors, 125 players

received assistance with reduced registration fees, ensuring that financial constraints did not hinder their participation. The Braybrook 96ers celebrates its diversity, with approximately 53% of registered players either born overseas or having a parent born overseas. This diversity strengthens the club's sense of community, where young people not only sharpen their basketball skills but also build self-esteem, confidence, and life skills such as teamwork, respect, and leadership. The club's holistic approach equips these young athletes with the tools to succeed both on and off the court, paving the way for them to become future leaders and positive role models in their communities.



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When I come to Braybrook 96ers I let go of all my problems away from the court. I feel proud of the improvements I've made and the friendships I've formed.

U16's Girls
96ers Player

- Total Registered Players: **268** young people
- Training Participants (Non-registered): Approximately **100** athletes (ages 5-18)
- Number of Teams: **28** teams
- LTF Registration Assistance: **125** vouchers provided
- Girls Registered: **60** girls
- Cultural Diversity: **53%** of registered players were either born overseas or have a parent born overseas



YOUTH SUPPORT SERVICE (YSS)

This State Government funded program requires the Foundation to work with 105 young people over a 12-month period in 3 local government Council areas, Hobsons Bay, Maribyrnong, and Moonee Valley. However, during the year this program faced significant increased demand leading to the Foundation overservicing the contract and working with an additional 40 young people. The funding for the additional 40 young people was authorised by the Board and utilised donor provided resources. The Board of the Foundation were committed to ensuring that all young people who needed support would received the benefits of the program despite the resources from the State Government being exhausted.

Over the reporting period, the YSS actively engaged with 145 young people, with the majority falling within the age range of 10- 17. Of the 145 young people served through the YSS, 80.5% exhibited no further contact with law enforcement while under our care.

When a young person has their first interaction with

police, it can be a major turning point in their lives, where the choices they make can determine their future.

This is where our team of youth workers from our Youth Support Service (YSS) steps in to help young Victorians find a more positive path.

Of the young people we worked with in this program:

- **85% were Australian born**
- **10% hailed from the Horn of Africa**
- **5% had roots in New Zealand, the Pacific Islands, and Asia.**

The key to our success lies in building strong and trusting relationships with the young people and their families, fostering positive community connections, and refocusing on education and employment opportunities.

Case Study

A 17-year-old male, arrested for robbery and driving without a license, was placed on an 8-week diversion program. The Les Twentyman Foundation (LTF) provided crucial support through its mentorship program, helping him complete his diversion responsibilities. LTF also assisted him in securing full-time employment and guided him in writing a reflection letter on the robbery and an apology letter to the victim and their family. As a result, he successfully completed the program, avoided further legal issues, and took significant steps toward positive change and reintegration into society.

- Beth, Youth Worker



YOUTH OUTREACH

20 young people engaged with a youth worker

26 young people supported through outreach in Melbourne's western suburbs.

Youth outreach is central to the work of the Les Twentyman Foundation (LTF), offering vital support to young Victorians during their most challenging times. In the past year alone, LTF supported 26 young people facing complex circumstances, helping them regain stability and direction. Our outreach efforts focus on building a robust support network around each young person, including families, schools, sports

teams, cultural leaders, and employers, to create an environment where they can make positive choices and progress towards their goals.

Once stability is achieved, we work to reconnect these young people with education, training, or employment, leveraging our extensive network of schools, businesses, and training providers to ensure they can succeed. Through this comprehensive approach, LTF continues to make a meaningful difference in the lives of young people across Victoria.

FUNDRAISING & EVENTS

CHARITY GOLF DAY

6 September 2023

The sun came out to play for our Annual Charity Golf Day as some of our supporters, new and old, came together to raise much-needed funds for at-risk youth at the outstanding Victoria Golf Club.

It was a close battle for first and second place with Team Morrows/ PFD Food Services our overall winners for the day with a nett score of 57.125, followed closely by the team at Charter Keck Cramer with a net score of 57.5. Team QUBE Logistics took home 3rd place with a net score of 58.625.

Former Golf Touring Professional of 15 years Mark Allen took to the mic interviewed by Mike Sheahan, followed by hilarious stories from former Australian cricketer Merv Hughes. Special thanks to Dodd Structural and all our amazing sponsors and supporters for allowing us to hold such a great event in support of young people in need.

We look forward to seeing you all back on the green next year.



HORIZON CLUB20

October 2023

During the year we held a special function for potential new members of our CLUB20 network, where we had the chance to inform them of our programs and the current challenges disadvantaged young people are facing.

Unwavering support from our existing CLUB20's continues to drive our mission and make a world of difference in the lives of young individuals, and for that we are immensely grateful.

Thank you for being beacon of hope for our youth.



CLUB20@ THE ALBION CHRISTMAS DRINKS

December 2023

We had the pleasure of catching up at the Albion in South Melbourne with our incredible CLUB20 Members and other donors and supporters.

The room was filled with incredibly generous individuals, and it was an opportunity not only to showcase our 2023 achievements but to provide an exciting sneak peek into the plans for 2024 and the future of the Foundation. A special shoutout to Matt Darcy and the dedicated staff at The Albion Rooftop - South Melbourne for having us at your stunning venue.



OFFICEWORKS MAKE A DIFFERENCE APPEAL

June 2024

This year's Officeworks Make a Difference Appeal has raised a fantastic \$67,180.14 for the Les Twentyman Foundation!

Our thanks go to Brett Metherall and the incredibly motivated Officeworks team serving the western region of Melbourne. Through their efforts and those of their customers this fantastic donation means the Les Twentyman Foundation can continue providing support to at-risk and vulnerable young people who are unable to afford schoolbooks and other education necessities. In recent years the Officeworks western region has become a highly valued partner of the Les

Twentyman Foundation. To Brett, Kris and to every staff member involved in this incredible campaign, including the Officeworks Support Office staff at Chadstone, we sincerely thank you on behalf of the young people we work with and walk alongside.

During the current national cost of living crisis these much-needed funds will go towards our Back-to-School Program helping the Foundation provide essential support to at-risk youth in our community and keeping them engaged in their education. Thank you to Officeworks for your commitment in helping us change young lives for the better.



COMMUNITY

TAYLORS LAKES ASSEMBLY

7 August 2023

At the invitation of Taylors Lakes Secondary College, the Les Twentyman Foundation participated in an assembly of more than 200 Year 11 students with a focus on concerns surrounding knife crime and the devastating consequences that can result from carrying weapons.

Our Founder, Les Twentyman, spoke to the students and stressed the importance of making the right choices, and how the wrong ones can follow you for the rest of your life, impacting your family, friends, and the community.

ADVANCED SKIN TECHNOLOGY

28 September 2023

A big shout-out to Advanced Skin Technology for extending a warm invitation to our young people at their head office, where they indulged in enlightening discussions and fantastic skincare treatments!

Our youth were absolutely thrilled with their treatments and the thoughtful gift bags. In fact, Les himself couldn't resist joining in on the action!

We extend our heartfelt thanks to the entire team at Advanced Skin Technology for their unwavering support and dedication to enhancing the lives of our youth.



ROYAL FLYING DOCTORS

20 October 2023

The Les Twentyman Foundation answered the call of Damian Hale from Balcorn, who provide services to remote communities across the Top End, to provide much-needed clothing for young people and their families to remote communities.

Through a generous well-known clothing company, the Foundation had access to new clothing to assist struggling young people and their families.

Stewart Williams from Getting Inspired in Partnership with B&K Daley Transport arranged to move the clothing at no cost to Darwin, where it was loaded onto aircraft of the Royal Flying Doctor Service of Australia to deliver these essential items, free of charge, into remote NT communities. Thank you, Damian Hale, Stewart Williams, the volunteers and the Royal Flying Doctor Service, for making this possible.

JOHN HOLLAND/ SCIENCEWORKS

29 September 2023

A HUGE thank you to John Holland for generously funding a fantastic trip to Scienceworks for our young people these school holidays!

They not only had a blast but also learned a ton about science and technology.



CHRISTMAS

CHRISTMAS IN THE PARK UFU VICTORIA

19 December 2023

A massive thanks to our incredible friends and supporters at the United Firefighters Union Victoria UFU Vic for making our Annual UFU Christmas BBQ truly magical!

Your generosity and kindness brought immense joy to the lives of young people from challenging backgrounds and created memories for them that will last a lifetime. The smiles on the children's faces were unforgettable!



CHRISTMAS CAVE

21 & 22 December 2023

We had an incredible few days at our Christmas Cave providing families with Christmas gifts for young people in need.

The collective kindness of our donors and supporters has helped ensure that no child goes without something under the tree this year and we can't thank you enough.

A sincere thank you to everyone who contributed, whether through donating gifts or volunteering their time. Wishing you all a safe and Merry Christmas.



CHRISTMAS DAY AT CRAVIN CREPES

25 December 2023

Santa showed up to deliver some very special gifts to some very special young people this Christmas. Our sincere thanks to Sam and the incredible team at Cravin Crepes for providing our families with warm drinks and sweet treats on Christmas morning. Your ongoing support is so greatly appreciated.



GOVERNANCE

We are governed by a board of directors that serve on a voluntary basis. The Board is responsible for:

- Setting the strategic vision and policies
- Approving and monitoring the annual budget and audit processes
- Ensuring adequate resources for service delivery
- Overseeing risk management
- Ensuring effective engagement with donors and other stakeholders
- Ensuring regulatory and statutory requirements are met

The sub-committees of the Board include:

- Finance and Risk Sub-Committee
- Fundraising and Events Sub-Committee

BOARD OF DIRECTORS



Dr David Young MBBS, FRACS - Chair

David Young is one of Australia's most prominent and respected Orthopaedic surgeons. With an A-List of Australian and international professional athletes as patients, David is regarded as a leader in his field. David lectures and consults internationally. His vision led to a Trauma-Hospital being built in Sri Lanka following the 2004 Tsunamis and he is firmly dedicated to the health, well-being and education of youth in Australia.



Chris Byrne - Co Chair

Chris is a businessman having owned several leading Motor Dealerships over the last 25 years in the western suburbs. A former Wyndham Business Person Of The Year, Chairman of Ford Advertising Fund and Vice Chairman of Werribee Racing Club, Chris has a long association with Les Twentyman and the Foundation. Father of four teenage boys, Chris is passionate that all youth have the same opportunities regardless of their background.



Kevin Brown - Treasurer

Kevin has thirty years of experience working as a CPA in corporate environments within the aged care, financial services and not-for-profit industries. He currently works in the community housing sector. Kevin has a strong governance and risk management focus, having been the CFO for an APRA regulated organisation, which had the mission to enhance the opportunity for children to gain a complete education.



Kascia Zedras - Secretary

Kascia has over 18 years of experience as a Practice Manager and has demonstrated exceptional organizational skills and a keen ability to ensure the smooth operation of medical practices. Her dedication to efficiency has made her an invaluable asset in the healthcare industry. Kascia's blend of administrative expertise and community spirit highlights her as a dynamic and compassionate leader in both her professional and personal



John Jenkins

John Jenkins comes with decades of experience in all forms of small-to-medium business. As director of consulting firm, Global Matrix Solutions, John delivers streamlined business solutions to hundreds of businesses throughout Victoria. John forms part of the Finance Committee and is a crucial part of the future of the Les Twentyman Foundation.



Aaron Baxler

With over 25 years in financial services, Aaron brings a wealth of experience to the Les Twentyman Foundation. Aaron's strong legacy in executive leadership, commercial strategy and business growth assists us in our strategic, operational and earnings goals now and in the future.



Justin Brereton

Appointed to the Board 21st Feb 2024

Justin Brereton is a leading Melbourne Barrister and company director with extensive experience in the not-for-profit sector. For almost two decades, he has appeared in various Court proceedings and Royal Commissions involving issues of corporate and public-sector governance. He also regularly conducts high-level inquiries into matters of public sector integrity. Justin considers access to opportunities, particularly educational opportunities, as being critical to helping young people achieve their full potential.



Jennifer Winter

Jen has worked for the Department of Education and Training since 1994 and is currently the Area Executive Director for Central Highlands after being a Principal for 20 years in Warrnambool and St Kilda areas. Jen believes all students regardless of their background and socio economic status, should achieve their potential irrespective of the school they attend.



John Hyett

John is a former councillor and Mayor of Sunshine, a Melton Shire Council commissioner, AFL Victoria Director and a Member of the Advisory Committee for City West Water. He has a long history in building and property development and is a qualified Registered Commercial Residential Builder. John brings an extensive knowledge of the Western Suburbs to the Les Twentyman Foundation.



Lexi Johnstone

Lexi is a graphic designer with 20 years of experience in marketing and communications. She has previously worked as the graphic designer for the Asylum Seeker Resource Centre and currently manages a family foundation together with her sisters-in-law. She and her husband and family have had a long history with Les Twentyman and the Foundation.



Les Twentyman OAM Feb 3, 1948 - March 30, 2024

MANAGEMENT TEAM



Paul Burke - Chief Executive Officer

Paul comes to the Les Twentyman Foundation with an enormous wealth of experience in working on delivering programs for youth and strong expertise in governance. He has more than 20 years of experience working in high-pressure policy rich environments delivering key services and economic and social outcomes both in Australia and overseas.



Chris Lacey - General Manager, Programs

Chris is a respected senior manager and leader with over 20 years of experience specialising in community development, inclusive sport & recreation, youth work, social connection and program development. Chris has previously worked at organisations such as VicHealth, Sport & Recreation Victoria, ReLink Australia, Whitelion and Urban Seed where he was responsible for designing and rolling out innovative sport & recreation, youth, arts, community development and social enterprise initiatives aimed at engaging people and communities experiencing disadvantage.



Lisa Blackmore - Operations Manager

Farewelled from the foundation June 28, 2024

Lisa has worked in the not-for-profit sector for almost a decade across administration and community engagement roles. She is an experienced events manager and fundraising professional. Lisa is passionate about giving back to the community and works with donors and supporters to attract investment to key programs.

FINANCIALS

DETAILED PROFIT & LOSS FOR THE YEAR ENDED 30 JUNE 2024

Twentieth Man Fund Incorporated

(trading as THE LES TWENTYMAN FOUNDATION)

ABN 38 753 312 146

| INCOME | 2024 | 2023 |
|---|-----------------------|-----------------------|
| Donations Received | \$1,096,951.69 | \$1,571,235.51 |
| Educations Consulting | \$0.00 | \$1,000.00 |
| Grants | \$1,069,506.12 | \$1,063,892.57 |
| Interest Received | \$103,262.29 | \$19,405.89 |
| TOTAL INCOME | \$2,269,720.10 | \$2,655,533.97 |
| OTHER INCOME | | |
| Gain/(Loss) on Sale of Non-Current Asset | \$0.00 | \$24,507.81 |
| Total Other Income | \$0.00 | \$24,507.81 |
| TOTAL INCOME | \$2,269,720.10 | \$2,680,041.78 |
| EXPENSES | | |
| Accountancy Fees | \$8,500.00 | \$8,300.00 |
| Advertising | \$5,513.42 | \$5,825.07 |
| Amortisation | \$1,320.53 | \$3,384.60 |
| Audit Fee | \$7,367.89 | \$5,000.00 |
| Bank Charges | \$2,716.75 | \$3,449.04 |
| Computer Expenses | \$2,298.51 | \$13,400.00 |
| Consultancy Fees | \$107,365.00 | \$106,446.58 |
| Cost of Running Programs | \$174,624.20 | \$201,426.05 |
| Depreciation | \$18,114.97 | \$14,350.55 |
| Function Costs | \$85,632.61 | \$149,131.48 |
| Fundraising Expenses | \$4,315.73 | \$2,632.68 |
| Insurance & WorkCover | \$49,172.17 | \$25,887.91 |
| Interest Paid | \$269.81 | \$274.19 |
| Legal Expenses | \$1,536.00 | \$11,831.34 |
| License Fee | \$35,330.60 | \$33,377.87 |
| Meetings | \$639.26 | \$448.41 |
| Motor Vehicle | \$106,051.29 | \$74,018.96 |
| Outsourced Accounting Support | \$54,000.00 | \$50,500.00 |
| Outsourced IT Support | \$24,149.00 | \$31,132.57 |
| Printing & Stationery | \$11,064.34 | \$11,897.76 |
| Rent & Outgoings | \$5,213.01 | \$4,271.32 |
| Staff Training - Registrations & Training | \$18,386.61 | \$19,379.27 |
| Subscriptions & Memberships | \$16,719.29 | \$16,298.79 |
| Sundry Expenses | \$36,234.29 | \$33,148.34 |
| Superannuation | \$167,128.35 | \$135,501.14 |
| Telephone | \$15,148.44 | \$14,565.62 |
| Travelling Expenses | \$5,648.23 | \$3,984.29 |
| Wages | \$1,365,457.20 | \$1,058,910.02 |
| TOTAL EXPENSES | \$2,329,917.50 | \$2,038,773.85 |
| PROFIT/ (LOSS) | -\$60,197.40 | \$641,267.93 |

These accounts were prepared by Hack, Anderson & Thomas Pty Ltd and Audited by: Forvis Mazars Melbourne Audit & Assurance Pty Ltd.

OUR SUPPORTERS

The businesses and organizations that make up CLUB20 are the heart of the Les Twentyman Foundation. Your support ensures that hundreds of young people receive the essential services they need to thrive—services they wouldn't have access to without you.

To all who have been with us through 2023/24, and to those who joined us this year, we are incredibly grateful. Your generosity is changing lives, and we look forward to sharing the inspiring success stories from our programs—stories that are possible because of you.

A heartfelt THANK YOU to the hundreds of volunteers and every individual who has supported us over the past 12 months. Your dedication makes all the difference. We couldn't do it without you!

OUR CLUB 20 MEMBERS



DR DAVID YOUNG



AND A SPECIAL MENTION TO:

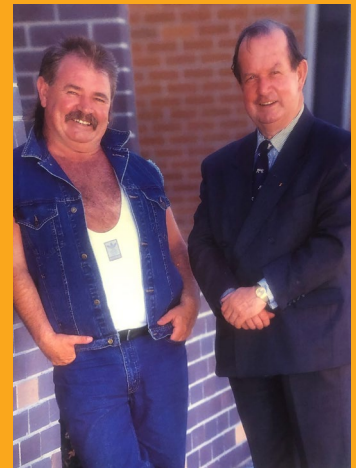
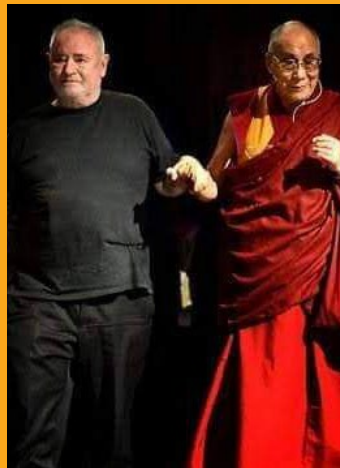
Adidas
Allied Express
Alan & Joy Johnstone
Andrews Family Charitable Fund
Angle Auto & Finance
B&K Daley Transport
Bertocchi Smallgoods
Brighton Rotary
Brighton Toyota
Bunnings
Byrne Family
Cambridge University Press
Charter Keck Cramer
Conrad Taylor
CWA Williamstown
Dodd Structural
Drummond Street
Edrolo
Electrical Trades Union
Emily Dickson
Empire Apparel

Good Vibes Society
Grifols Australia Pty LTD
Gutherie Family Charitable Trust
Highpoint Shopping Centre
Inglewood Coffee Roasters
Itiki Sports
Jacaranda
Jit Balakumar
John Holland
Kamener Foundation
Kevin Halpin
Lilydale Valley Views Retirement Village
Linda Bedford
MRC Foundation Trust
Peter McDonald
Pinchapoo
Randall Foundation
Ray Cooper
Royal Flying Doctors
Santana Nominees Pty Ltd
Scienceworks

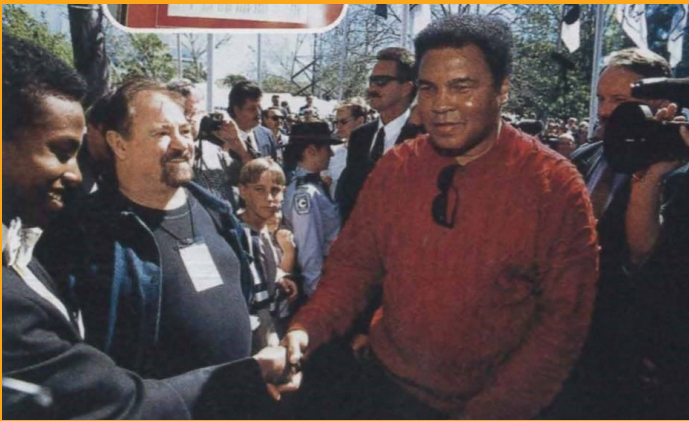
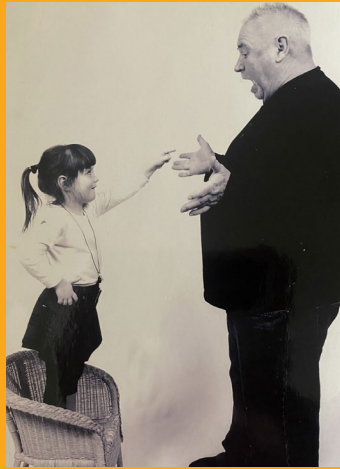
Stephanie Andrews
Supreme Hotel Group Ltd
The Albion Hotel
The ARB Foundation Pty Ltd
The Christmas Box
The Computer Company Gisborne
The Darksyde Foundation
The Johnson Family Foundation
The Life Centre Trust
The Zone
Tobin Brothers Foundation
Union Deli
United Firefighters Union Vic
Victoria Racing Club
Vital Health Chiropractic
Western Bulldogs FC
Westgate Tunnel Project
Wheelton Philanthropy
Yarraville Village Traders



THE LIFE OF LES TWENTYMAN OAM



FEBRUARY 3, 1948 - MARCH 30, 2024



To donate or find out more go to:
Itfoundation.com.au



**THANK YOU
FOR YOUR SUPPORT!**

Follow us on social media!



The Les Twentyman Foundation
56 Whitehall Street, Footscray p 9689 4800