

Origin Foundation

2012 Annual Review

Photo courtesy of Save The Children



Photo courtesy of Indi Kindi

Photo courtesy of Sydney Theatre Company

Giving money away is easy. It is called charity. Giving money with purpose is harder and called philanthropy and that is what our Foundation does.

Sean Barrett
Head of Foundation

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Message from the Chairman

In our third year of operation we have taken time to review our performance and progress, and we felt it appropriate to share it with you.

Whilst we seek transparency and accountability from our partners, we thought it only right that we apply the same principles to ourselves.

Accordingly we examined our performance through three lenses.

Financial performance

Origin originally contributed $50 million to create a corpus, the investment income from which funds our grant, matched giving and volunteer programs.

From the outset we took a balanced approach to our investment strategy, and engaged outside specialists to advise us. In the last financial year, I am pleased to record our total return was 9.8%. Since its inception the Foundation has distributed $9 million to our partners, broken down into $7.3 million in grants, $1.1 million in matched giving and $600,000 through the volunteer program. To date 1,300 Origin employees have given of their time generously, and donated $560,000 of their own money.

None of our operating costs are deducted from our corpus income, as Origin generously funds our running costs. This means we can grant 100% of our income.

Our board generously gives of their time at no cost to the Foundation.

For 2013, given the change in financial markets, we have fine tuned our investment strategy, so that we can continue to earn as much income as we can, within appropriate risk parameters.

Board performance

To evaluate our effectiveness as a board we engaged an independent consultant, highly experienced in this field. She interviewed each director and those managers involved, all of whom also completed a detailed questionnaire.

I am pleased to report that our numerical scores, both overall and in detail were very high. Directors enjoyed being on the board, believed it was highly effective, with a clear sense of purpose. Differences of perspective were encouraged and respected, adding richness to our decision making process.

The review also made suggestions as to how we could improve further, and I and my colleagues are committed to actioning these.

'Engaged philanthropy' performance

The Origin Foundation believes that philanthropy has more than money to bring to bear on problems. Engaged philanthropy is an approach to giving that applies the principles of venture capital funding such as seed funding in innovative start up ideas, and operational support to the not-for-profit (NFP) sector. The components are:

- An active partnership;
- Use of a variety of financing techniques, both short term and multi-year;
- Provision of skills and hands-on resources through volunteering; and
- Networking our partner organisations to realise synergies.

The objective is to increase social impact through maximising the social return on investment of funds.

Measuring the impact of an engaged philanthropy model is difficult. Many of the impacts will not be known for many years hence. But we have tried and the Head of Foundation in his report will give more details on this.

In conclusion, this has been another strong year for the Foundation. This has only been possible because of the leadership of our Head of the Foundation and his team. This has been augmented by the selfless commitment of my board colleagues who give of their time so generously. And finally we are inspired to do more and do better, by our community partners, who enable young Australians from all walks of life, to fulfil their potential. My sincere thanks go to all of them.



Gordon Cairns
Chairman



Gordon Cairns, Chairman

Message from the Head of Foundation

Measuring the social impact of philanthropic foundations is notoriously difficult. While individual grant and other programs have measures, aggregating these is difficult.

But for the sake of equity and fairness we think it important that we report to our partners, our supporters and the community.

We developed a model based on reviewing best-practice in the USA, New Zealand and Australia. Many may recognise elements of their thinking for which we are grateful. Our model is a start and we make no claims that it is exhaustive. It will need refinement over time.

We wanted a framework that contains replicable, quantitative data along with qualitative feedback.

The framework we developed sets out to measure three things:

1. Foundation effectiveness

On the theory that a well-run organisation with sound strategies, effective operations, and good governance is more likely to achieve the impact it seeks.

2. Proxy measures

Our grantees are the proxy for the targeted beneficiary – young people in education. We therefore tried to measure our contribution to building the capacity of the grantees to deliver. We wanted to assess our contribution to creating an environment in which the grantees' work can be as effective as possible.

3. Beneficiary measures

The outcomes achieved for our intended beneficiaries – young people.

We populated this framework with a series of questions which are set out in Diagram 1.



Sean Barrett,
Head of Foundation

Diagram 1: Measuring overall Foundation performance

1. Foundation effectiveness measures	› Corpus investment performance How well have we managed our financial assets? › Partner interactions Are we responsive and do we treat them fairly? › Partner selection process Is our selection process clear and uniformly implemented? › Engaged philanthropy Is our engaged philanthropy model understood and working? › Consistency with objectives Has our spending reflected our objectives? › Engagement of Origin employees Are employees satisfied with the Foundation?
2. Proxy measures	› Strengthening partners Are we improving partner effectiveness? › Education effects Have we influenced the education field by influencing thinking of policymakers, funders, thought leaders or the public?
3. Beneficiary measures	› Logic framework objectives Are we being successful in meeting our goals? What outcomes and impact can be attributed to our grants?

Message from the Head of Foundation continued

We looked to answer these questions by seeking out indicators of effectiveness from existing data. To fill in the gaps, we also commissioned an independently-conducted partner survey. We were anxious to measure, learn and amend our operation, not just seek self-serving congratulatory feedback. The partner survey was therefore confidential. We received the feedback without knowing its source.

The results of this process are summarised in Diagrams 2, 3 and 4. (To make most sense of the results refer to last year's Annual Review which explains our Logic Model.)

Diagram 2: Foundation effectiveness

MEASURES	INDICATORS OF EFFECTIVENESS	ISSUES
Corpus investment performance How well have we managed our financial asset?	**Board objectives** 1. Maintain nominal value of corpus *As at 31.08.12 redemption value was $52.5m.* 2. A minimum return of $2m *In 2011/12 $3.3m.*	Investment fundamentals are changing and a revision of strategy is necessary and in train.
Partner interactions Are we responsive and do we treat them fairly?	**Independent partner survey** Overall satisfaction – 8.5 out of 10	Improvement possible around protocols.
Partner selection process Are our selection and documentation processes clear?	**Independent partner survey** On 12 aspects of the grant program satisfaction ranges between 7.7 and 9 out of 10.	The next survey should include organisations not successful in gaining a grant.
Engaged philanthropy Is our model understood and working?	**Independent partner survey** While two-thirds are aware of the availability of skilled volunteer support, take-up is well below this level.	Greater communication of the concept is required.
Consistency with objectives Has our granting reflected our objectives?	**Annualised expenditure** Early childhood – $520K (16%) Pupil engagement – $969K (29%) Pupil transition to work/study – $467K (14%) Lifelong learning – $245K (7%) NFP training/development – $579K (17%) Charity – $554K (17%)	See the 2011 Annual Review for objectives as set out in our logic framework.
Engagement of Origin employees Are employees satisfied with the Foundation?	**London Benchmarking Group (2011/12)** Matched giving participation: Origin 4.2% v LBG Aus/NZ 2.4% Volunteering participation: Origin 11.8% v LBG Aus/NZ 7.5% **Matched giving & volunteer satisfaction surveys** Matched giving 96% satisfaction (56% response rate) Volunteering 98% satisfaction (66% response rate)	

Message from the Head of Foundation continued

Diagram 3: Proxy measures

MEASURES	INDICATORS OF EFFECTIVENESS	ISSUES
Strengthening partners Are we improving partner effectiveness?	**Independent partner survey** 24 respondents cited positive changes such as capacity building as a result of the relationship. **Volunteers' contribution to partners** 5,700 hours volunteered in 2011/12. @ $40/hr = $228K @ 7.6hr/day = 750 days **Scholarships** 79 training and development scholarships awarded to not-for-profit sector. **Raising awareness of partners' work** Facilitated 27 positive media articles, eight profiles in The Big Issue, and 120 posts on social media.	Greater awareness of how to engage with our skilled volunteer program would increase impact. The work of the Centre For Social Impact will provide more metrics around the organisational and community impact.
Education effects Are we influencing the education field by influencing thinking of policymakers, funders, thought leaders or the public?	**Consultation with Government** Commonwealth–Gonski report recommendation on philanthropy. **Funders/educators** Hosted eight events on education/philanthropy issues.	

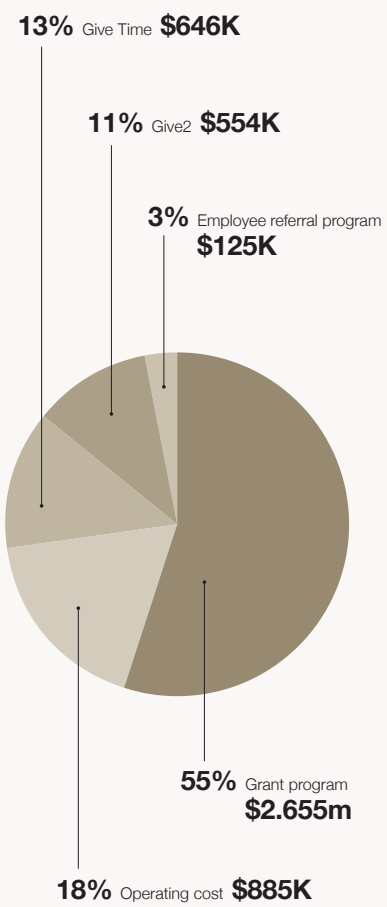
Message from the Head of Foundation continued

Diagram 4: Beneficiary measures

Inputs

Total contribution:
(Annualised 2011/12)

$4.86 million



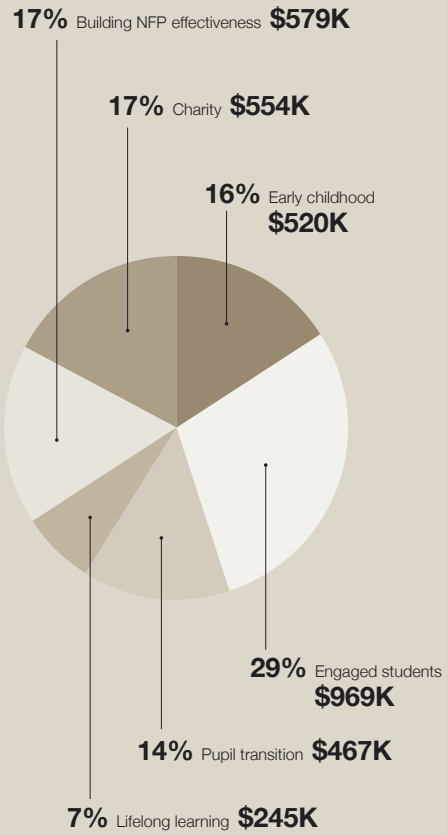
Outputs

Supporting:

17 organisations in delivering **34 education programs**

6 organisations to provide **volunteering opportuniities**

140 **community organisations** receiving charity support through Give2



Impacts

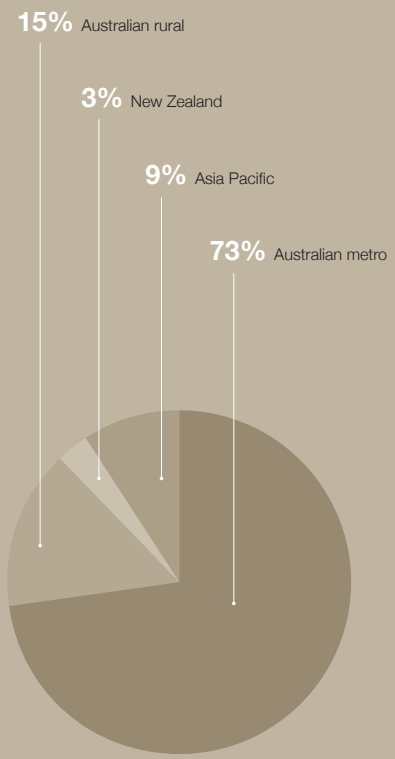
Impacting:

629 **Origin employees**

675 **Teachers**

1078 **Young adults**

9206 **School students**



Message from the Head of Foundation continued

The learnings from this process include:

- Our model of engaged philanthropy which brings together financial support with practical assistance is not being exploited by all our partners.
- There are improvements to be made to our protocols.
- The partner survey could be improved.

We would appreciate any feedback on our model that would improve it.

I would emphasise this process was largely about measuring the Origin Foundation, its operations and whether we are facilitating positive impacts in education. Elsewhere in this review you will be able to get a more detailed impression of the impact of our program partners.

Giving money away is easy. It is called charity. Giving money with purpose is harder and called philanthropy and that is what our Foundation does. It is therefore gratifying when independent research tells us that our partners believe we are assisting them to deliver better outcomes for the people they are trying to help – the young people of Australia. However, we can do better and will endeavour to do so.



Sean Barrett
Head of Foundation



Our grant program

2012 saw a large focus on deepening our current partnerships and extending our impact beyond Australian borders. Over the course of the year we renewed our partnerships with the Country Education Foundation and the Australian Scholarships Foundation, continuing our support for education in rural and regional Australia and within the not-for-profit sector. We also established four new partnerships, including initiatives with Save the Children and Room to Read, which will be focussed on countries outside of Australia, where Origin has a presence.

Photo courtesy of Save The Children

Our grant program continued

These decisions continue to be guided by our funding principles and our focus on education. Recognising that education can be a very broad area for effective philanthropy, we have focussed our efforts on five main areas:

- Early childhood education
- Pupil engagement
- Transitions to study or work
- Life-long learning
- Strengthening the not-for-profit sector.

In 2012, we supported the work of the following organisations:

Early childhood education intervention

Indi Kindi

Indi Kindi is an early childhood development program that supports remote region Aboriginal families to better prepare their children for school. Launched in February 2012 in the pilot community of Borroloola NT, Indi Kindi is administered by three local Indigenous staff and now has over 80 pre-school children enrolled. This pilot program has been designed to inform the development of a social franchise model which can be packaged and accessed by many remote indigenous communities.

"Kids come running calling out 'Indi Kindi', when they see our bus arriving with books. It is such an inspiring sight."

Jodie,
Indi Kindi Coordinator

Room to Read

Room to Read works in collaboration with communities and local governments across Asia and Africa and looks to transform the lives of children by focussing on two critical areas of educational development – literacy and gender equality. Our support will help Room to Read expand in to Indonesia.

The Smith Family

The Smith Family believes that one of the most effective means of breaking the cycle of disadvantage is to support children to get the most out of their education. With our funding The Smith Family is piloting Let's Count, an early childhood numeracy program. Let's Count provides simple and practical skills to support parents in developing their child's early numeracy skills.

Our funding principles

Educational focus: The programs we choose to support must have a focus on education, training or development.

Evidence base: We support programs that have an evidence base.

A plan for scaling: We believe that programs delivering excellent outcomes should be made widely available.

A plan for sustainability: We look to support programs that will continue to have a real impact well beyond the term of our funding.

Leverage opportunities: Our funds can often have a greater effect when we pool assets with other sources of support, such as governments, businesses or other foundations and trusts.

Partnerships: We have a strong belief in sharing knowledge and resources in pursuit of a common goal.

Prevention: We look to support programs that directly address the root of an issue rather than programs that treat the symptoms.

Innovation: We allocate a proportion of our funds towards innovative solutions to long-standing problems, where we can support a program trial, its evaluation and if proved successful, the program's replication.

We do not accept unsolicited applications for funding.

Our grant program continued

Pupil engagement

Big Picture Education Australia and Te Kura New Zealand

Big Picture Education Australia aims to stimulate vital changes in Australian education by generating and sustaining innovative, personalised schools that work in partnership with their greater communities. Big Picture is one of our founding partners and our support is helping with the development of research to prove its model and teacher training programs. In New Zealand we are also supporting the roll-out of Big Picture via Te Kura, a distance learning school noted for its innovative approach to education.

"Everything feels right about Big Picture. I'll never take it for granted. My weaknesses are now my strongest attributes. I didn't realise how much a classroom environment didn't suit me until I was opened to something new. I found my own groove and way of concentrating and didn't have to worry about sitting still in straight rows."

Rachel,
Big Picture student

Stronger Smarter Institute

The Stronger Smarter Institute is committed to changing the tide of low expectations in Indigenous education. Its Stronger Smarter Leadership Program challenges and supports school and community leaders to pursue educational excellence, by challenging their assumptions, enhancing their capacity to drive schools' transformation. We are supporting further development of this program.

Sydney Theatre Company

Sydney Theatre Company's (STC) education program, STC Ed, aims to build a creative, forward-thinking and sociable future by engaging with young people, students and teachers. With our help the STC Ed will expand its School Drama program, which helps to train teachers in methods of using drama to engage students in core literacy subjects.

"The School Drama program was way beyond my expectations. I feel much more confident and competent in teaching drama. I didn't think that drama could facilitate the teaching of narrative writing in such a profound way. I will always use these skills… not as a separately timetabled key learning area but as an essential part of literacy learning...I will never (could never) teach narrative writing again without the use of drama strategies."

Teacher,
Broken Hill Public School

Spotlight on an Origin Foundation scholar

The 2013 Origin Foundation Youth Off The Streets scholarship was awarded to Mesele Gebre. Mesele is 16 years old and arrived in Australia in September 2008 from Ethiopia. He is academically strong and hopes to go to university and become a dentist.

Mesele is also a gifted athlete, specialising in cross country and steeplechase. He was recently selected to represent Australia at World Cross Country Championships in 2011 and hopes to represent Australia at either the 2014 Commonwealth Games or the 2016 Olympic Games. Mesele will use his scholarship for school and athletics costs.

Our grant program continued

Transition from school to further study or work

Australian Indigenous Mentoring Experience

AIME's unique style of education-based mentoring for Aboriginal and Torres Strait Islander students is helping to improve year 12 completion and university admission rates for all participating students. With our support AIME will expand its programs to new universities and further develop its online capability.

Country Education Foundation of Australia (CEFA)

The Country Education Foundation assists rural and remote communities around the country to establish local education foundations. These local foundations raise funds to assist young people to transition from high school into further education, training or vocations. Our support is helping CEFA to expand its work across Australia.

"Your organisation is fantastic and does extraordinary things. I will certainly be promoting it to many others from our country area. And while it may not seem like much money to some, it helped me immensely. I cannot stress this enough."

Kirsty Johnstone,
Veterinary Science Student, speaking about support received from the Blackall-Tambo CEFA group.

CREATE Foundation

The CREATE Foundation represents the voices of all young Australians in care. Our support is helping with the roll-out of CREATE Your Future, a new 'life skills' education program that will support young people as they transition out of the care system.

Good Return

Good Return has blended microfinance and education. Its loans enable families to start or expand small businesses and increase their income. Our funds will help Good Return to develop its infrastructure, enabling growth and financial sustainability. Additionally, we will fund education and training in environmentally sustainable microfinance, income generation and promotion of renewable energy technologies.

Youth Off The Streets (YOTS)

Youth Off The Streets has been providing services to assist homeless and disadvantaged youth since 1991. Its scholarship programs support young people who show potential and a desire to further their talents. Our support will help YOTS to expand the program.



Photo courtesy of Country Education Foundation of Australia

Our grant program continued

Life-long learning

Creative Partnerships Australia

Creative Partnerships Australia supports growth and development in the arts by promoting, encouraging and facilitating business, philanthropic and donor support for the arts. Our partnership will offer scholarships to talented Australian artists interested in furthering their education at some of the world's leading arts institutions.

"Your support in helping me achieve my teaching qualification in the Taubman approach to piano playing is greatly appreciated and will allow generations of Australian pianists to learn the principles of a healthy technique."

Terese Milanovich,
Origin Foundation Scholar

General Sir John Monash Foundation

The General Sir John Monash Foundation administers one of Australia's most prestigious scholarship programs. Our funding will support two John Monash Scholarships in the fields of engineering and sustainability through to 2024.

Strengthening the not-for-profit sector

Australian Scholarships Foundation (ASF)

The Australian Scholarships Foundation helps to improve the capacity of the not-for-profit sector by providing access to vital further education and training. Our support will help ASF offer a series of Origin Foundation Scholarships for leaders within the sector, providing opportunities for these people to improve their skills and thereby the performance of their organisations.

Centre for Social Impact (CSI)

The Centre for Social Impact works to bring together the business, government, philanthropic and not-for-profit sectors in a collaborative effort to build community capacity and facilitate social innovation. With our support CSI will develop, test and implement a methodology to measure 'Social Return from Education and Training' programs for not-for-profit sector managers.

Australian-American Fulbright Commission

In partnership with Fulbright and the Australian Scholarships Foundation, we are supporting the first Fulbright Professional Scholarship in Non-Profit Leadership. The scholarship will enable emerging leaders to improve their academic skills and knowledge, exchange information with peers and join the prestigious alumni of Fulbright scholars worldwide.

Philanthropy (LLEAP)

Leading Learning in Education and Philanthropy is a research project being conducted by Tender Bridge, a division of the Australian Council for Educational Research.

The LLEAP initiative has the potential to improve philanthropic investment in education by providing funders and fundees with practical information on how to improve relationships and investments. We are supporting the second and third years of the LLEAP research, which will focus on exploring and applying initial findings to improve the impact of philanthropy in education.

CASE STUDY: grant program

Mentoring for life

The Australian Indigenous Mentoring Experience (AIME) believes in the power of mentoring to overcome some of the biggest challenges of our time. Since 2005, AIME has been connecting Indigenous high school students with university student mentors in a dynamic educational program that has proven to dramatically improve the chances of Indigenous children finishing school.

Research shows that in 2011 just 10 per cent of Indigenous students achieved an ATAR score high enough to gain entry into a university course, compared with 46 per cent of non-Indigenous Australians. In 2011, the year 9 to 12 completion rate for AIME students was 62.7 per cent – double the national Indigenous average of 32.4 per cent and approaching the national non-Indigenous average of 75.2 per cent.

AIME is tackling this issue through a unique brand of mentoring that is becoming recognised as best practice nationally. It's through mentoring that AIME seeks to create a culture where every time you take a step forward in life, you throw your hand back and bring someone with you.

Our support is helping AIME grow to new universities and share the power of mentoring with more Indigenous high school students across Australia. In NSW, AIME has been introduced to Southern Cross University's Lismore campus, where it will engage 60-100 new Indigenous students over 2012-13.

AIME is having real and positive impacts on educational outcomes for Indigenous students, as evidenced by the table below:

National outcomes	Non-Indigenous students %	Indigenous students %	AIME 2011 students %
Yr 9-10 progressions	99.4	91.5	**97.0**
Yr 10-11 progressions	90.2	74.0	**92.6**
Yr 11-12 progressions	84.6	66.7	**79.0**
Yr 12 completions	99.2	71.8	**87.5**
Yr 12-uni progressions	46.0	10.0	**35.7**
Yr 9-12 completions	75.2	32.4	**62.7**
Yr 9-uni progressions	34.6	3.2	**22.7**

CASE STUDY: grant program

Research uncovers education opportunities

Have you ever embarked on a new project and not known where to start? For many organisations hoping to make a contribution in the area of education this has long been the reality, particularly given the lack of comprehensive research on the impact of philanthropy in education.

One new initiative however, is starting to shed some light on how philanthropic foundations and not-for-profit organisations can best work with schools and the education sector.

Leading Learning in Education and Philanthropy (LLEAP) is a three-year research project that will help to define what constitutes effective engagement of philanthropy in education and how to maximise its impact.

LLEAP is an initiative of Tender Bridge, a research and development service of the Australian Council for Educational Research (ACER) that is clarifying the differing perspectives of philanthropic foundations, trusts, schools and not-for-profits.

Research from year one of the project found that far more attention needs to be paid to knowledge building, sharing and exchange within and between the philanthropic, school and not-for-profit sectors.

With these findings already available to the public thanks to the support of The Ian Potter Foundation, we are stepping in to fund the project into its second and third years. This next phase of research will focus on exploring the options available to improve the impact of philanthropy in education.

Ultimately, the LLEAP research has the potential to improve philanthropic investment in education by providing funders and fundees with practical information to support stronger engagement between philanthropy and education to improve learning for those most in need.

CASE STUDY: grant program

Reading starts early for Indi Kindi kids

Indi Kindi is an early childhood pre-literacy model for Indigenous pre-school children. It is being trialled in Borroloola (NT), the birthplace of renowned designer, football player and government advisor, Jumbana Group Chairman, John Moriarty.

The program has been developed and piloted with the support of the community's elders, who want to improve the educational and social prospects of the next generation.

"Many remote region Aboriginal children have barely seen a book before they begin school. The failure of their subsequent educational experience perpetuates inter-generational disadvantage and lifelong hardship," said Ros Moriarty, Managing Director of The Jumbana Group, author and founder of Indi Kindi.

Indi Kindi aims to create a locally responsive, measurable and sustainable pre-school literacy/ numeracy model that will be delivered to young children within their own homes and with active participation by their families.

Early anecdotal feedback shows that the program is working. "Kids come running calling out 'Indi Kindi', when they see our bus arriving with books. It is such an inspiring sight," said Jodie, Indi Kindi Coordinator.

Jasmine, a mother of two year old Kyeesha, participating in the program said, "We now have a bookcase in our house for the first time ever."

We are part of a consortium funding the pilot in Borroloola. The program will be measured and if successful scaled up for expansion across remote Australia.



Photo courtesy of Indi Kindi



Our Give Time program

Give Time is our volunteer program and has been designed to provide regular and accessible opportunities for Origin employees to support Foundation partners during work hours.

Our Give Time program continued





In 2012 629 Origin employees volunteered to support our partners.

Our volunteering contributions sit above the average of London Benchmark Group (LBG) members in Australia and New Zealand, with 11.8 per cent of employees participating in voluntary activities in 2011/12 as compared with the LBG member average of 7.5 per cent participation.

Volunteering is structured to support meaningful projects, as identified by our partners and these can be completed by individuals or teams. While some of this work requires no prior knowledge or experience, increasingly we are receiving requests for assistance with skilled volunteering projects, where employees provide their professional knowledge to support our partners.

Skilled volunteering is an essential component of our engaged philanthropy model, offering our partners access to professional skills that otherwise might not be available to them. It's also an engaging professional development opportunity for Origin employees, adding to their skills and experience and providing internal and external networking opportunities.

All partners have access to our volunteers and we partner with a number of not-for-profits to specifically focus on volunteering activity.

These partners are:

- The Big Issue
- Conservation Volunteers Australia
- The Beacon Foundation
- Engineers Without Borders
- Habitat for Humanity
- Oxfam Australia

CASE STUDY: skilled volunteering

Insights lead to results for The Big Issue vendors

For partners, one important benefit of our volunteering program is the opportunity to tap into specialised functions often common to large organisations, but less available in the not-for-profit sector.

One such function at Origin is Consumer Insights – a market research and analytics team that exists within Origin to interpret market research findings and formulate strategies based on insights.

Recently, four members of the team took on a skilled volunteering project to help The Big Issue understand the drivers of magazine sales.

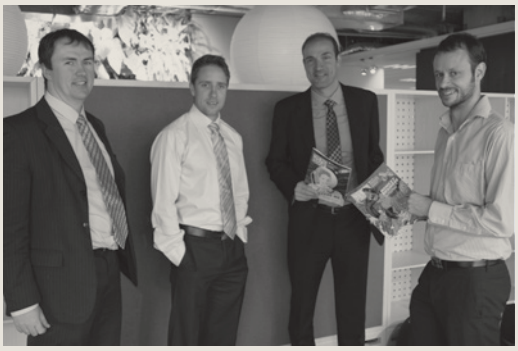
Using econometric modelling, the team analysed six years worth of sales data to understand the sales impacts of a variety of factors including PR and advertising, special editions, magazine covers and weather.

The team presented their findings to The Big Issue, providing recommendations based on the insights they uncovered. One important finding was that established vendors generated higher levels of sales. The Big Issue will use Origin's recommendations and put strategies in place that should lead to an increase in magazine sales across the country. This will be a win for the magazine and a win for the vendors who keep half of the cover price of the magazine.

Louise Gray of The Big Issue said the team's work confirmed much of what they already knew but provided confidence to move ahead with their strategies.

"It's great to be able to have access to such professional advice, which is not normally so readily available. Access to skilled volunteers is a great aspect of our partnership and the value of this project to The Big Issue has been huge," Louise said.

Matt Dickerson, Consumer Insights Manager at Origin, said the entire team got a lot out of the project. "We all really enjoy and feel passionately about the work that we do, so it's nice to be able to use our skills to help a great organisation like The Big Issue. All of us learned something new, too, so there was some benefit for us professionally. We can't wait to see The Big Issue put their strategies in action."



CASE STUDY: skilled volunteering

Uncovering career pathways for young Australians

During 2012, Origin employees welcomed some fresh faces into the office, in the form of students from the Beacon Foundation.

In collaboration with Beacon, our volunteers planned half-day workplace experience programs for students in years 9 through to 11 in NSW, QLD, SA and VIC. The sessions, called 'Origin Uncovered' exposed students to the potential roles and career paths available within large organisations such as Origin.

Over 140 students from Beacon schools visited Origin offices as part of the sessions throughout 2012. Each session was planned by employees and activities were based on a variety of real job roles that exist within the business. As part of the sessions, students met with a range of employees to hear about their backgrounds and career paths.

Origin Uncovered forms part of a program of work by the Beacon Foundation to address youth unemployment in disadvantaged areas by working with schools and students to motivate and inspire young people to either stay in school and maximise their education prospects, or choose positive career paths.

According to Beacon, since 2008, the percentage of young Australians without a job for a year or longer, has almost doubled[1]. At the end of May 2012, youth unemployment in Australia was recorded at 23.3 per cent – that is four times higher than the average unemployment rate[2]. According to the ABS Labour Force June 2012 Update, the number of 15-19 year olds who are not in full time education and looking for full-time or part-time work is 52,700[3].



Photo courtesy of Beacon Foundation

In tackling these issues, the Beacon Foundation is working with more than 160 secondary schools across Australia. Since 2001, its programs have positively impacted around 182,000 students.

Richard Martin, Senior Management Accountant at Origin has been involved with several Origin Uncovered sessions. Richard said it was extremely rewarding to see students identifying with the stories of employees and leaving with a better sense of direction.

"I work in finance and it's always nice to get to know the budding accountants in the room. You can see the students identifying new possibilities for their futures and that's the best part of the program," Richard said.

[1] How Young People are Faring 2011 – Foundation for Young Australians

[2] ABS Labour Force Survey. The working age population and employment rate are a three month average, original data to May 2012; the unemployment rate and participation rate are seasonally adjusted May 2012 data. The teenage full-time unemployment rate and teenage full-time unemployment to population ratio are 12 month averages, original data to May 2012.

[3] Table 15 ABS Labour force status by Sex and Educational attendance – Persons aged 15 to 19 years

CASE STUDY: team volunteering

Volunteering contributes to team building efforts

Increasingly, volunteering is being viewed by Origin employees as an opportunity to bring teams together and increase their exposure to issues outside of their daily work. In 2012 there were 27 groups that undertook volunteering as a team building activity.

One team that has been consistently pursuing this strategy is Origin's Upstream Finance group. Under the leadership of Neil Burlison, Head of Finance for Upstream and Development, the group has been working with Conservation Volunteers Australia (CVA) to plan their annual team volunteering activities.

In August the team headed to Oxley Creek Catchment where they spent time removing weeds, planting trees and spreading mulch.

Their efforts were much needed. Oxley Creek was severely impacted by the January 2011 floods and CVA is still working to restore native vegetation. The area is one of the few remaining paperbark wetlands in Brisbane, home to waterbirds, frogs and fish.

Sonia Hartog, Corporate Partnerships Manager for CVA said that team volunteering helped to ensure a reliable supply of volunteers for critical activities like the Oxley Creek Catchment project.

"In the face of the devastating floods in early 2011, there was a massive need for extra support. CVA has been providing teams of volunteers including Origin employees that are helping to tackle the huge task of restoring these unique environments and habitats. It's great to have access to steady streams of volunteers for these projects."

For the group, the activity not only helped to increase their understanding of the long-term impacts of floods, but also helped them get to know one another outside of their usual work environment.

"We like volunteering with CVA for our annual group activity because it's an opportunity to make a really tangible contribution. Also it's great to come away knowing something more about our colleagues and their individual passions and hobbies," Neil said.





Our Give2 program

Give2 is our workplace giving program, through which we match donations made by Origin employees to their favourite charities. The program is an employee choice model, meaning employees can donate to any registered charity with Deductible Gift Recipient status.

Our Give2 program continued

Workplace giving has been available to employees at Origin since 2004. Initially managed in-house and based on a short list of charitable organisations, the program has evolved over time in response to employee feedback.

An employee choice structure allows greater freedom of choice for employees to contribute to causes which they are personally passionate about. At the end of 2012 employees were using the Give2 program to support more than 140 charities. While individual donations can be relatively small, for the more popular charities the cumulative amounts can be considerable: for example, the program has contributed $550,000 to Oxfam over the past six years.

At the end of December 252 employees had made a donation through the Give2 program over the calendar year. When matched by the Foundation, more than half a million dollars went to charity.



CASE STUDY: Give2

Focussing on the causes most important to employees

Give2, our workplace giving program provides Origin employees with the freedom to give to the causes closest to their hearts. This employee choice model acknowledges that giving is often highly personal and motivated by individual experiences.

For employees in our Upstream Engineering and Maintenance team this was particularly true when the team's Technical Assistant, Sharon Porter was diagnosed with Multiple Sclerosis (MS) in September 2011. Sharon says the Give2 program has provided team members with a meaningful way to show their support.

"It all happened quite fast, finding myself with "tingles" in my left side one day, and right side the day after, and the day after that having problems walking. I was advised by my GP to have an MRI, and after the test, there was no doubt that I had MS. This episode left me in hospital for five days and off work for a month as I was having trouble walking and using my left hand especially.

"I spoke to my manager, John Maughan, who was so supportive, and we decided to tell my team what had happened and why I was away from work for an extended time. He got our team together and told them of my news, and everyone was so supportive.

"The MS Moonlight Walk was due to happen that year around October, and a dear colleague, Tim Coltzau, got a team together to do the walk in support of MS. Colleagues, family and friends participated and sponsored, and I was also able to participate in the 5km walk myself.



"The team Tim coordinated was organised about a week prior to the Moonlight Walk, and in a week we had raised $3,750 – with the help of matched employee donations from the Foundation. We decided to enter again this year, and came 8th on the fundraising leader board, smashing last year's total with nearly $5,000 – again with the help of the Foundation."

Through the Give2 program, we have matched all donations made by Origin employees to MS Australia. Employees also have the opportunity to give regularly to MS Australia through our payroll giving program.

Foundation Champions

Our Foundation Champions are a committed network of employees from across the business that give their time, facilitate activities and provide much needed support and internal advocacy for the Foundation.

Champions are the backbone of the Foundation's work at a grassroots level. Their support ranges from team presentations about the Foundation to answering questions on our programs and partners.

Thank you to our Foundation Champions for all of your support, hard work and dedication in 2012:

Victoria

Amanda Artico
Amanda O'Hehir
Angela Turnour
Danielle Seaton
Darren Bailey
Dayal Kariyawasam
Gina Daniel
Helen Ewing
Hui Bee Low
Jane Lowerson
Jenny Dunn
Jodi Fleming
Julian Polachek
Justine Summers
Kain Pollard
Mandy Dunstan
Matt Andri
Narissa Farrell
Sal Tringali
Sarah Tabuteau
Stephanie Luelf

New South Wales

Ben St Clair
Carla Bassil
Claudia Rodriquez-Larrain
Erin Parnell
Fran Lawson
Giovanna Volpe
Kate Blainey
Melissa Townsend
Roshan Ramoo
Tammy Anne Girgis
Terese Andrew

Western Australia

Alex Smith
Kate Kendall

South Australia

Alberto Villalpando
Amanda Culleney
Bill Balcom
Dee Craig
Ian Baldwin
Katrina Nagle
Kelly Bevan
Lee-Anne Johnstone
Linda Mulligan
Maria Maratos
Mark Elton
Melanie Barr
Quang Ho
Ramesh Varsani
Robyn Cannizzaro
Ruzica Baric
Talia Wall
Troy Sullivan

Queensland

Alan Noble
Alan Savage
Anju De Alwis
Bryce Gallagher
Caitlin Ingle
Claire Hicks
Kellie-Anne Currie
Kiera Canavan
Lakmal Kamalgoda
Leeanne Fabila
Ryan Goostrey
Sarah Tilby
Shari Rankin
Vair Pointon
Vinny Natha

Origin Foundation financial summary

Background

The Origin Foundation has a corpus of $50 million provided by Origin Energy. Investment income from the corpus funds the Foundation's three program areas:

- Grant Program;
- Give2, an employee matched giving program; and
- Give Time, an employee volunteer program.

The running costs of the Foundation are funded by Origin so that all the investment income is directed to community programs.

Total contributions and expenditure is summarised in Diagram 4: Beneficiary measures on page 7.

Our Board

The Origin Foundation is a perpetual philanthropic foundation. It was established and funded by Origin.

The Foundation is a separate entity and has its own Board. The Board members receive no remuneration. Members of the Board as at December 2012 are:



Gordon Cairns, Chair

Gordon has a keen interest in philanthropy and in particular, microfinance. In addition to his work on the Origin Foundation Board, Gordon is a member of the Origin Board. Gordon joined the Board of Origin in June 2007. He has extensive experience as a senior executive, most recently as Chief Executive Officer of Lion Nathan Ltd, and has held senior positions in marketing and finance with Pepsico, Cadbury Schweppes and Nestlé. Gordon is currently Chairman of Quick Service Restaurant Group and a director of Westpac Banking Corporation and World Education Australia. He is also a senior advisor to McKinsey & Company and Caliburn Partnership.



Kevin McCann

Kevin is the Chair of the Origin Board and was instrumental in the decision to create the Origin Foundation. Kevin has been part of the Origin Board since 2000. He is also the Chairman of Macquarie Group Ltd and Macquarie Bank Ltd, a director of BlueScope Steel Ltd and of The University of Sydney's United States Studies Centre. Kevin's community activities outside of the Origin Foundation include membership of the Law Foundation, University of Sydney. Kevin is a Fellow of the Senate of The University of Sydney.



Grant King

Grant has been Managing Director of Origin since the time of the company's demerger from Boral Ltd (February 2000). Grant is Chairman of Contact Energy Ltd, a councillor of the Australian Petroleum Production and Exploration Association and a Director of the Business Council of Australia. Grant is a former director of Envestra Ltd and former Chairman of the Energy Supply Association of Australia Ltd.

Our Board continued



Carl McCamish

Carl joined Origin in March 2008 and is responsible for driving human resources strategy. Carl was previously Executive General Manager of Corporate Affairs. Before joining Origin, Carl was head of strategic development at the private equity firm, Terra Firma. From 2004 to 2006, he was Senior Energy Advisor in the UK Prime Minister's Strategy Unit and was deputy head of the 2006 UK Energy Review. Before that he worked at McKinsey & Co management consultants. Carl has a Bachelor of Arts and Law from the University of Melbourne and a Masters in Industrial Relations and Labour Economics from Oxford University where he was a Rhodes Scholar.



Phil Craig

Phil joined Origin in 2001 and was appointed Executive General Manager, Corporate Affairs in 2012. In this role Phil has responsibility for the Origin's brand and reputation, government and media relations, policy development and sustainability. Prior to Origin, Phil worked as a consultant and for BP, ANZ Banking Corp, Telstra and PacifiCorp Inc. He has a B.Com from the University of Melbourne and an MBA from Warwick Business School (UK).



Helen Williams

Helen joined the Origin Foundation Board as an External Director in January 2011. Helen has recently retired after a long public sector career. She was the first woman to head an Australian Government department and, since 1985, has headed the Departments of Education, Tourism, Immigration and Multicultural Affairs, Communications IT and the Arts, and Human Services. She has been Public Service Commissioner and Parliamentary Service Commissioner, and was the inaugural Head of the Commonwealth-State Relations Secretariat. She is currently Deputy Chair of the Australian National Archives Advisory Council, and a member of the Board of the Bell Shakespeare Theatre Company. In 1993, she was made an officer in the Order of Australia for 'services to public administration'. She is a Fellow of the Australian Institute of Management, and a Fellow of the Australian Institute of Public Administration.



Sean Barrett

Sean is the Head of the Foundation and reports to the Board but is not a member. He was recruited from the not-for-profit sector where he has held senior roles in managing organisations in Australia and overseas. He successfully completed the inaugural Harvard Business School Humanitarian Leadership Program for senior managers in the not-for-profit sector.



Photo courtesy of Beacon Foundation



Photo courtesy of Sydney Theatre Company

We are inspired to do more and do better, by our community partners, who enable young Australians from all walks of life, to fulfil their potential.

Gordon Cairns
Chairman

Thank you for reading our review

For regular updates about the Foundation visit our website

originfoundation.com.au

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