



Education Foundation Australia

## 2020 ANNUAL REVIEW







Education Foundation Australia

STUDENTS DREAM BIG

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At Skyline Education Foundation Australia:

We acknowledge the Traditional Owners of our lands and pay respect to their Elders, past, present and emerging.

At Skyline Education Foundation Australia:

We are dedicated to diversity and inclusion, and to empowering open, safe and non-judgemental opportunities to further our conversations and actions to this end.





Message from the Chair | **Katrina Reynen OAM**

Grateful. Resilient. Inspired. These are the words that first come to mind when I think about our journey within Skyline in 2020.

Let me start with ‘grateful’. The humbling and impressive highlight of the turmoil of 2020 is our loyal supporters who have again shown the depth of their commitment to Skyline students. You have offered additional financial assistance to build our digital capability and extend our remit of care to alumni. Your desire to proactively support Skyline students through a particularly difficult time shows your personal commitment to their cause and a deep human desire to extend a hand up to those who really need it. Your care and support is critically important for this large cohort of students who have taken your lead and already indicated their desire to pay their advantage forward to others. In many ways your efforts are silent, but they are not unrecognised – you can be assured that you have changed lives. You are very much appreciated.

As for ‘resilient’ - 2020 has highlighted the extent to which the Skyline team reaches into the lives of students as we helped them navigate extremely challenging life circumstances exacerbated by the lockdown. Students demonstrated their trust in our staff, and our team responded without hesitation, in issues related education and well beyond. The resilience and proactive leadership of our inspirational CEO Jane Sydenham-Clarke has been a beacon for the whole Skyline organisation and is highly valued by all.

The students really stepped up to the challenge of supporting each other to remain focused on education. Many noted that although they were remote from their classmates at school, they felt a connection to other Skyliners through the network, which buoyed them, kept them focused and gave them confidence in their ability to achieve high VCE scores. I thank every one of our students, for their leadership and positive attitude and commend their schools and parents on the myriad things they did every week to support their exceptional learners.

Inspired. Our staff are leading the way in flexible and responsive service delivery. A highlight of 2020 is the innovation in our Program delivery, accelerating our plan to provide online services and thus grow our impact beyond our current cohort. The first Master class with the National Gallery of Victoria was a milestone in our progress to a blended (online and face to face) program model, as were our first online annual reception, induction and graduation events. Zoom also enabled us to reach out to recent graduates who were just starting their pathways through university, where all the rules suddenly changed. In this way we continued to support the students and their families to stay connected with their education futures.

The Skyline Board has continued to provide strong and insightful leadership in 2020 wherever it was required. This ranged from setting high level risk strategy and establishing a pilot of our new social enterprise venture, Hatch, to delivering parcels of food to families for the induction and graduation. We welcomed Simon Gipson OAM and Amanda Derham to the Board and Catherine Hillis as our Company Secretary. We also welcomed ex Trinity College Provost Campbell Bairstow as an esteemed Patron. I extend grateful thanks to all members of the Board who worked tirelessly throughout the year and acknowledge the untold hours of work you all do to steer this organisation. I am immensely grateful

for your support, straight talk, and advocacy for Skyline. The work you do alongside the CEO for alumni, risk and finance, donors, and Futures is the backbone of our growth. You are a model of collegiate professionals who respond with compassion and common sense, and your care for the organisation is evident in all that you do.

In my conversations with education colleagues I have come to understand that living and learning in Victoria has been an experience that educators and students in other states do not, and may never, fully comprehend. Our students, yet again, provide us all with role models and inspiration for overcoming adversity. Their resilience and management of their circumstances shows that life skills are an essential part of success.

There’s a final word that has come to me as I write this, inspired by our students and staff achievements: Hope. Skyline is impacting lives. With your help and support, and despite the hardship of last year, our students are continuing to “dream big”. My personal hope is that we can support ever more worthy gifted and talented VCE students living in difficult circumstances, next year, and beyond.

Perhaps the real “final word” should go to Ian and Jacqui Phillips, who are our outstanding external evaluators and have been members of the extended Skyline family for a decade. Ian has a way with words – he wrote this recently:

“...there is something in there about maintaining aspiration in the face of adversity. It should have been easy for these kids to drop off. It appears that many of their mainstream peers did, and the challenges of COVID on top of their pre-existing challenges would have been reason enough for Skyliners to throw in their education and aspirations. But they didn’t. And my sense is that part of the reason was that there were people who believed in them – their Skyline peers and the Skyline organisation. It’s not that the external validation and support creates a sense of obligation (although it may do), but that it instils hope, self-belief and optimism. When the world around them was closing down they had reason to look forward. I think the key ingredient was not what was within the individual, but what they were able to draw from one another.”

**KATRINA REYNEN OAM | CHAIR**



Message From the CEO | **Jane Sydenham-Clarke**

In any estimation 2020 was an extraordinary year. As COVID19 wreaked havoc, we all, individually and collectively, were forced to rapidly reset to deal with its sometime brutal and unexpected challenges. For Skyline this reset required, not merely a pivot, but more like a double inverse pirouette with twist, as our Students and Alumni were inundated by the avalanche that stormed into their already vulnerable lives.

Within the cacophony of 2020, Skyline stepped up and increased its impact as evidenced by Think Impact’s Social Return on Investment Evaluation titled ‘Growing Value in Uncertain Times’ finding that for every dollar invested in Skyline \$13.20 was returned in social and economic value to community during this tumultuous year.

Billy Ocean said, when the going gets tough, the tough get going, and in March 2020 Skyline, got going with a sharp transition to fiercely protect the safety and wellbeing of our people.

With Plato’s inspiration, necessity became the mother of invention and, working remotely, our incredible Team found agility and drive for our reinvention. Within days, what was planned to be a Masterclass at the National Gallery of Victoria for our 103 VCE Students from 26 partner schools was seamlessly delivered as an engaging, interactive, and rich digital experience. This marked the beginning of Skyline’s digital transformation with the whole year subsequently realised online, equipping us for enhanced efficiency and engagement in our operations with blended service delivery into the future.

In response to acute need, many innovations have arisen this year – a new learning management system, new systems, tools and communications and a dedicated focus on Alumni Development, bringing a significant uplift in engagement and many new opportunities not limited to personal development, coaching, life planning, employment, connection, and pathways support.

Everything we in do Skyline continues to be powered by our community—our passionate Students, Alumni, Families, Board, Staff, Partners, Supporters, Fundraisers and Influencers. And in 2020, that community grew even larger, more compassionate, and more generous than ever before. We are hugely grateful for our generous community making our growing impact possible.

Skyline is led by an extraordinary and hard-working voluntary Board of Directors. Each brings invaluable expertise to our organisation and each gives incredibly generously in so many ways and for this we are so very grateful. Particularly I extend my appreciation to Katrina Reynen our Chair, whose guidance, wise counsel and leadership has been pivotal for me as CEO, particularly as we have traversed the challenges of the year. I acknowledge every Director – as all give in so many ways with an immense spirit of personal kindness and professional competence.

Supporting the Board are two Committees – Futures and Governance, Risk and Finance; while four Teams empower the Staff – the Alumni Team, Income Generation Team, Program Team, and the Hatch Advisory Team. Our appreciation to all members who serve Skyline in these respective settings for your time, energy and expertise to propel us forward.

Skyline is driven by a highly able and immensely dedicated executive

Team whose commitment extends well beyond their formal engagement ensuring that our aspirational plans and impacts are realised. My heartfelt appreciation is extended to Andrew Power, Annie Harper, David Parncutt, Kerryn Warner, Leah Davidson, Rachel Curtis, Sally Watts and Nancy Polykandritis – reflecting on the year that was for us as a team, is simply - breathtaking!

On this note, it is so pleasing to see a strong financial result for 2020, exceeding budget operating profit. This has been driven by revenue ahead of budget and expenditure less than budget. Skyline therefore holds a strong cash balance as at 31 December 2020 allowing us to progress towards our growth aspirations. It has been so gratifying that many donors have continued their support, new donors have joined us and several have transitioned to multi-year donors – a wonderful reflection of their confidence in our work.

Responding to needs, Skyline offered tutoring and exam revision this year, thanks to UBS support. Our success here ignited the development of our newest innovation - social enterprise - Skyline Hatch to support meaningful employment for our high ability Alumni and to create a new revenue stream for sustainability and growth enabling more students in the VCE Program in the future.

Skyline is a community of generosity. At the heart of the Skyline family are our loyal and dedicated Supporters who fund our capacity. Increasingly as our evidence grows, they are committing more to us and for extended periods. Particularly I acknowledge the Bank of Melbourne Foundation, MECCA M-Power, Brian and Virginia McNamee Foundation, Erdi Foundation, UBS and all generous partners allowing us to realise our sustainable growth plans. So often they provide more than just financial support—they are also some of our most loyal and visionary partners, and our most outspoken champions – particularly so in 2020.

I am so grateful to our incredible community of passionate transformational change makers - an extraordinary group of individuals and organisations who are willing to invest in enabling young Australians with immense potential to follow their dreams and become leaders.

As Chief Executive Officer, I am proud to share our journey with you through the pages of the 2020 Annual Review. I sincerely thank every member of the Skyline community for the role you have played in enabling our considerable progress and empowering us to have supported 399 Students since inception with a 94% retention rate in our Program.

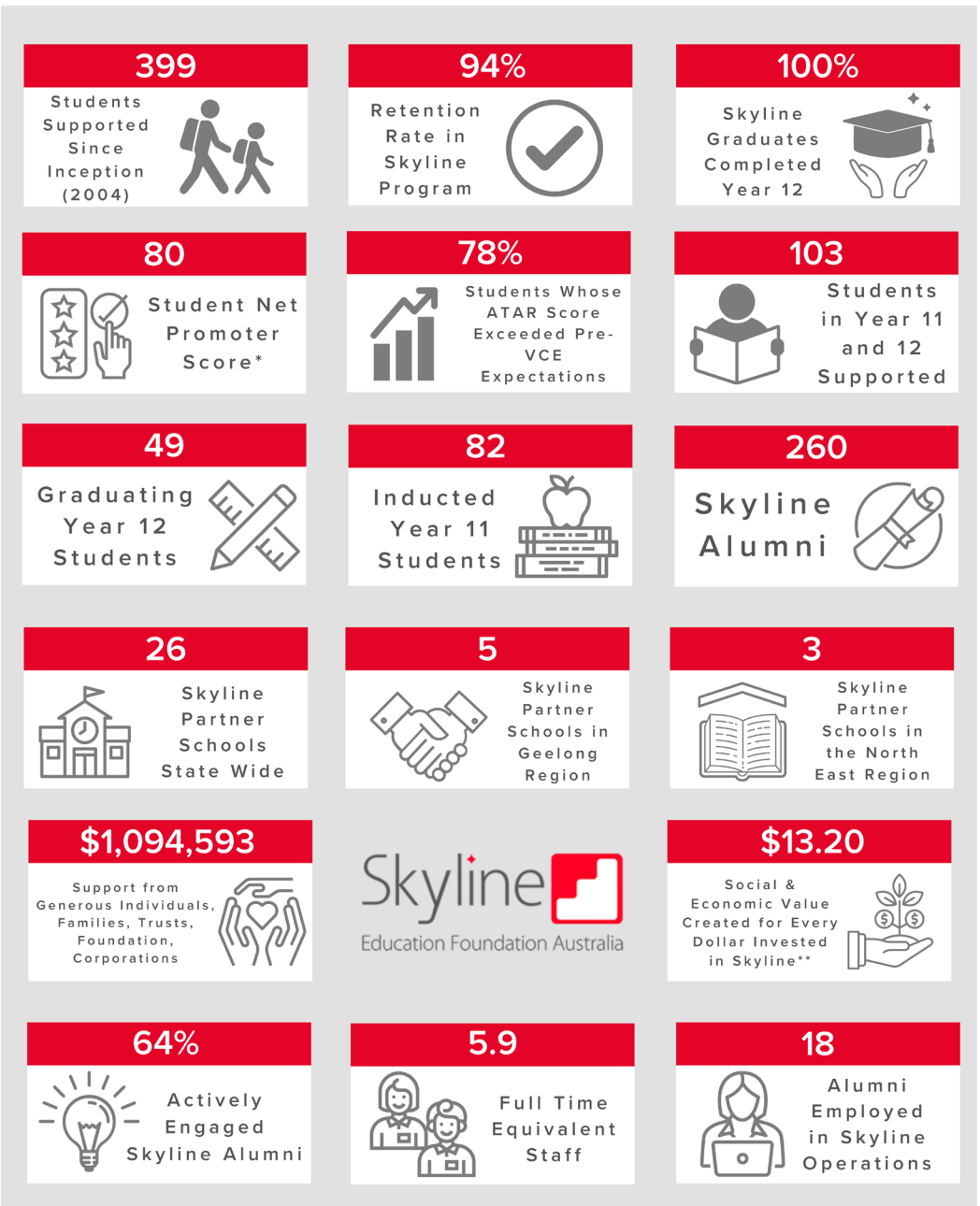
With you, in 2021 Skyline is able to support 134 Students and 260 Alumni. Please stay with us on our journey of growth and development into becoming a community of close to a thousand resilient high ability young Australians by 2027.

**JANE SYDENHAM-CLARKE | CEO**





2020 Highlights | A Year in Numbers



2020 Highlights | Moments

2020 Residential Camp

We didn't know what was coming in January 2020 when our Students gathered for their Residential Experience at Trinity College, the University of Melbourne. It was so great to come together - to catch up with our incredible Class of 2020 again and to meet the Class of 2021 Students. Little did we understand what lay ahead.



Announcing Skyline Hatch!

December 2020 saw the launch of Skyline Hatch, our social enterprise two-year VCE Program. Offering VCE students a unique blend of services from peer-to-peer tutoring and masterclasses to mindset and emotional resilience programs, Hatch is designed to unlock both academic success and personal growth. Hatch employs and empowers our talented Skyline Alumni and their peers to develop and deliver the program. Our Alumni are powerful, inspirational role models who bring both leadership experience and academic ability. Developed in consultation with students for students, Hatch classes are delivered in an interactive, online peer to peer format, designed to complement classroom learning. As recent VCE graduates, our tutors can relate directly to the student experience. Supporting Skyline's sustainable growth, Hatch profits are reinvested to support more resilient gifted and talented students to undertake Skyline's highly successful and evidence based, two-year VCE program.

- Hatch services are available, at a fee, to all VCE students and can be purchased by individuals or Schools.
- Weekly Tutoring
  - SAC preparation, GAT preparation and Exam Revision Masterclasses
  - Maths Methods Weekly Test
  - Monthly Mindset check-in
  - Life's Toolbox
  - The Five-Year Plan
  - Stress Hack

We are so proud and immensely grateful that the Erdi Foundation, Wood Family Foundation through ShineWing and Kelvin and Chloe Barry from our UBS family have generously stepped forward to invest in seeding our Social Enterprise - Skyline Hatch.

**VCE TUTORING THAT GETS RESULTS**  
*Tutoring from those that know!*  
[GET FREE SESSION NOW!](#)

**ACCESS TUTORING THAT MAKES ALL THE DIFFERENCE TO VCE SUCCESS**



\*The Net Promoter Score (NPS) is a metric to measure stakeholder loyalty. The NPS is based on a single question – “On a scale of 0-10, how likely is it that you would recommend Skyline to your friends, family or associates?” Stakeholders that give a 6 or below are Detractors, stakeholders with a score of 7 or 8 are called Passives, and those with a score of 9 or 10 are Promoters.” To calculate the NPS, subtract the percentage of Detractors from the percentage of Promoters. An NPS that is positive (ie. higher than zero) is considered to be good, and an NPS of +50 is excellent.

\*\*Skyline's 2019 Social Return on Investment (SROI) research conducted by Think Impact examined the value created in a typical two-year program. The research found that for every dollar invested in the Skyline Program approximately \$12.19 of social and economic value was created. Additional research in 2020 – Growing value in uncertain times: A Social Return on Investment Evaluation of Skyline Education Foundation activities, Think Impact, 2020 found that in the context of COVID-19 the value of Skyline's impact increased to \$13.20.





## A Year in Review | The Skyline Program

It appears that 2020 is definitely the year everyone would like to forget- or should it be? For the Skyline team, whilst 2020 was to represent a huge year of challenges it was also the year to remember and celebrate some amazing milestones and wins.

### Milestones

Looking at milestones first, 2020 is the fourteenth year since the Skyline Foundation began The Skyline Program enrolling 10 students from 3 government schools in the Melbourne region. In 2020 we inducted 52 year 11 students into the Program taking the total number of students engaged in the program, along with 51 year 12 students, this year to 103, 25 in the Geelong region, 28 in the Greater Melbourne region (including Kyneton), 13 in the North East, and 37 in the South East, amongst 26 partner schools. We welcomed new school Melton Secondary College, along with two students.

For the second consecutive year, year 11 and 12 students attended their respective Residential Program days at the magnificent Trinity College at the University of Melbourne, a much anticipated and loved Program experience, that included a shared, entrepreneurially focused middle day delivered by Illuminate Education. Comments about the Residential Program ranged from “My experience was amazing because of meeting new people and building more connections” to “Amazing”, “Incredible”, “Phenomenal” and “Unbelievable, self-growth, becoming closer with friends, learning life skills.”

During the year we welcomed David Parncutt as a Program Manager (formerly Skyline Engagement Manager), joining Program Coordinator Rachel Curtis, me, and Program Assistant Nancy Polykandritis as a member of the program management team. David was then in his final year, and has since completed his Master of Teaching degree then, and brings a love of working with students to his credentials.

### Celebrations

In early March, ten days shy of hosting the yearly face-to-face Creative Journey masterclass at the National Gallery of Victoria for the combined cohort of year 11 and 12 students, the COVID-19 pandemic lockdowns were first announced. As usual we had planned to bus in students from the Geelong and North East regions with locals making their own way to the NGV, however the lockdown determined this was not to be. Never daunted by a ‘mere’ virus (in hindsight we now know differently), and with nine days to go, we got our skates on, had appealed to donors for help, contacted all students to find out what computer equipment, internet access, and data they needed to have to be able to communicate and attend online masterclasses, and metamorphosed the day long physical masterclass into an online experience. Phew!

After this initial masterclass, and until the end of 2020, the final two masterclasses for each of the years were all delivered online, a first for Skyline. Cause to celebrate- you bet! We achieved so much last year. Knowing now what we have learned along the way, it is highly likely that The Skyline Program will be delivered as a blended program. Online learning, which will never replace face-to-face experiences, does however offer different, and more, opportunities to geographically and numerically reach beyond current physical boundaries.

In 2020, the ‘year we had to have’, the Skyline Program branched out into so many new areas, thanks to donors supporting our work into new fields of endeavour. First, we were able to offer live tutorial sessions for students, who could all join in no matter where they were located. The latter only became possible through online engagement, allowing only one conclusion to be drawn- that being, that the digital learning space enabled equitable learning to take place.

Second, the online space gave us another channel through which to personalise the communication experience for students, schools and parents, and deliver a ‘different experience.’ Third, fourth and fifth,

- We were able to offer expanded services in the form of mental health support for all students and alumni through a partnership with Cairnmillar Institute.
- Thanks to UBS, for the first time, we created and delivered the stupendous UBS Exam revision Series at the end of September for students completing units 3&4 subjects for their final VCE requirements.
- A new partnership was sprouted with the amazing education provider Edrolo, to drive improved outcomes for students, and offer them the best chance of thriving in their academic journey.

Last but not least, and to round off this report we need to congratulate all students for getting through last year, but specifically the class of 2020. Notably, approximately 20 months, 80 weeks and 400 school days later 50 students completed year 12, and 49 students sat their final VCE exams. On Saturday 28th November, 50 students graduated the Skyline Program. What a daunting year this has been for everyone trying to focus on that one goal, and yet remarkably, and what we have come to expect from our students, they have faced the year with dignity and courage, a testament to who they are, and the other circumstances they have had to overcome to get here. The Skyline Community looks forward to seeing you join the Alumni community in 2021, and transition from school to beyond. Go well everyone!

### GEELONG REGION

In 2017 the Geelong Pilot launched with 9 students. At the end of 2019 the Geelong Pilot had formally melded into the Skyline Program that was now represented as ‘one’ program. By 2020 a total of 48 Geelong students had been awarded places in the Skyline Program, 25 this year from 5 schools -Northern Bay College, Newcomb Secondary College, Geelong High, North Geelong Secondary College and Surf Coast Secondary College.

For the first time since Skyline began working with schools and taking students from the Geelong region, 98% of 2020 students completed year 12, and 100% of students who sat for their VCE exams achieved a 50 plus ATAR ranking; 57% having achieved an ATAR over 70, and in the top 30 percent of the State. To our delight, and his shock, one of our students was named Dux of Northern Bay! This brings to three the number of Skyline students who have been named Dux of Northern Bay over the last three years, in 2018 Gypsy Akhyar, 2019 Roghayeh Sadeghi and 2020 Liam Jones. So well deserved.



## A Year in Review | The Skyline Program

### NORTH EAST REGION

The North East Region, thanks to widespread community action and support, sparked in the first instance by Tina and Michael Reddrop, invited three schools (Alexandra Secondary College, Mansfield Secondary College and Yea High) to nominate high ability students with financial and social challenges for the 2019 intake. Six students were chosen, two from each school. 2020 saw all six students sit for their VCE exams, and graduate the Skyline Program on November 28, all with ATAR ranks 60 percent and above and 50 percent with an ATAR 70 percent or higher. Another cohort of 7 joined the year 11 intake at the beginning of the year. We look forward to the North East Region continuing to expand in forthcoming years.

As graduates of the Skyline Program, they will be warmly invited to continue their involvement with Skyline as members of our talented Alumni community.

While we are still to confirm pathways, current plans for students are to transition to the University of Melbourne, Australian Catholic University, Deakin University, Swinburne University of Technology and LaTrobe University with one graduate considering taking a gap year at this stage. Pathways include Bachelor of Biological Science, Bachelor of Law and Global Studies, Bachelor of Arts, Bachelor of Science and Bachelor of Psychology.

*‘I liked the Building Confidence module the best because I was able to come out of my comfort zone and perform in front of people I had never met before. Also, Lauren was so bubbly, energetic and really made me want to be a part of the group.’*

*‘Mindset matters had very practical knowledge and it’ll help to implement them into my life.’*

ANNIE HARPER | LEAD PROGRAM MANAGER



2020 North East Cohort - congratulations to all Year 12 Students who successfully graduated



Various artworks produced by students on the day of their first VCE Program Masterclass titled *Creative Rebels and Revolutionaries*

### Program Team

Thanks to all who are members of the Program Team, generously providing guidance in relation to the Program, to the Management Team, including but not limited to Dr. Elizabeth Hartnell-Young, Roger Page, Fiona McLean, Gypsy Akhyar Annie Harper, David Parncutt, and all who have made such a difference in 2020.





How We Work | Skyline's Theory of Change

What Do They Say? | Class of 2020 Students

Skyline works to provide intensive support for high ability students who are gifted and/or academically talented, with a growth mindset, leadership potential, and resilience in the face of their social and economic challenges. We support them to find pathways to further study and employment – becoming leaders for change. The unique VCE two-year Skyline Program experience includes residential and masterclass components, financial reimbursement and personal support, consolidated by lifelong connection in an inclusive, respectful and supportive alumni network.

1

**MASTERCLASSES**  
Six intensive day-long seminars  
Blended - face to face and online

**RESIDENTIAL PROGRAMS**  
Two transformational three-day courses

**FINANCIAL REIMBURSEMENT**  
To offset the costs of education, e.g. books, uniforms, shoes, school levies

**WRAP-AROUND CARE**  
Meeting individual student needs

**CURRICULUM SUPPORT**  
Tutoring, Study Groups, partnerships eg. Edrollo

**ALUMNI COMMUNITY**  
Light touch with Psychosocial, Transitions and Pathways support, Leadership development, Internships, opportunities to pay it forward as Mentors, Tutors, Advocates

IF WE DO THESE ACTIVITIES

2

**BEING**  
Being an inclusive, respectful, gifted and talented community  
Being supported and feeling valued  
Being productive  
134 students in 25 schools in 2021

**BELONGING**  
Willing to work together  
Joining an academically talented community  
Making new likeminded friends  
Connecting with board, donors, alumni

**BECOMING**  
New skills for self-expression  
Trying new ways  
Increasing focus on education  
Clarifying aspirations and setting goals  
Seeing new opportunities for development

OUR STUDENTS WILL EXPERIENCE

3

**CONFIDENCE**  
Sense of self-worth  
Reduced anxiety  
Developed personal skills  
Developing a sense of pride in self

**SOCIAL CONNECTION**  
Skyline community  
Alumni community of 800 by 2027  
Improved interpersonal skills (incl networking)  
Expanded opportunities

**SECURITY**  
Improved educational achievement  
Improved university opportunities  
Uplift employability  
I know myself and my place in the world

**LEADERSHIP**  
Leaders of the future  
Skyline community relationships  
New opportunities for ongoing growth

AND THE IMPACT WILL BE FOR EVERY DOLLAR INVESTED \$13.20 IN SOCIAL AND ECONOMIC VALUE IS RETURNED TO COMMUNITY\*

“BEING A PART OF SKYLINE GAVE ME A SENSE OF BELONGING AND PRIVILEGE. I AM VERY FORTUNATE TO BE PART OF HIGH ACHIEVERS WHO ALL HAVE GREAT TALENTS AND ASPIRATIONS IN THEIR CHOSEN FIELDS OF STUDY.”



‘The friends I’ve made through Skyline, the opportunities and the stories I’ve heard from all the guest speakers have been so AMAZING. My experiences and memories with Skyline are precious and I am truly grateful for.’

‘I feel more confident in myself. Skyline has introduced me to so many new people and new friends. Skyline made me feel comfortable with people. Before Skyline, it made me really really nervous to join a community with so many strangers, but when I joined Skyline, they made me feel comfortable pretty quick! So, life after Skyline feels a lot brighter!’

‘I have created so many precious connections through Skyline and learned the power of networking and having the right mindset to take control of my own life. I now have a passion for which I will work hard and I know I belong to a supportive community of bright people who I will flourish with!’

‘These are the kinds of moments, friendships and connections that ground you and you can call upon when you need somebody who understands you. It is also an environment where you can just be yourself.’

‘I’ve been happier in my studies. Not only has their impact reached me, but also my family and even my friends who know about my participation in the Skyline program.’

‘Before Skyline, I was more focused on pursuing a career that is based on security and being comfortable, however through all the Masterclasses I have attended, I’ve realised that it’s about challenging yourself and finding your passion. Furthermore, I have made lifelong friends who I know I will always be in contact with’.



‘Before Skyline I didn’t have any goals and I was unsure of what I wanted to do. I did not even think that it was possible for me to achieve much. Skyline was the first to show me that I was capable of doing anything I set my mind to. They were the first to truly believe in me.’

‘I don’t think I can encapsulate how much Skyline has made my life better in words, but Skyline is a family that supports me, uplifts me and motivates me to achieve my best. Skyline has shown me that the SKY is the limit if I have resilience and put in the hard work.’

‘I got to meet great new people and flesh out my plans for university from a simplistic idea to a full-fledged plan. Without this additional help, I wouldn’t have any other sources to go by for this help and knowledge.’







Skyline’s Impact | 2020 Evaluation

When asked in our Independent Evaluation Survey in December 2020, Students and Alumni stated that Skyline most adds value by enabling Opportunities, Optimism and Outcomes.



OPPORTUNITIES

95% agree the Skyline Program provided them with opportunities to develop skills



OPTIMISM

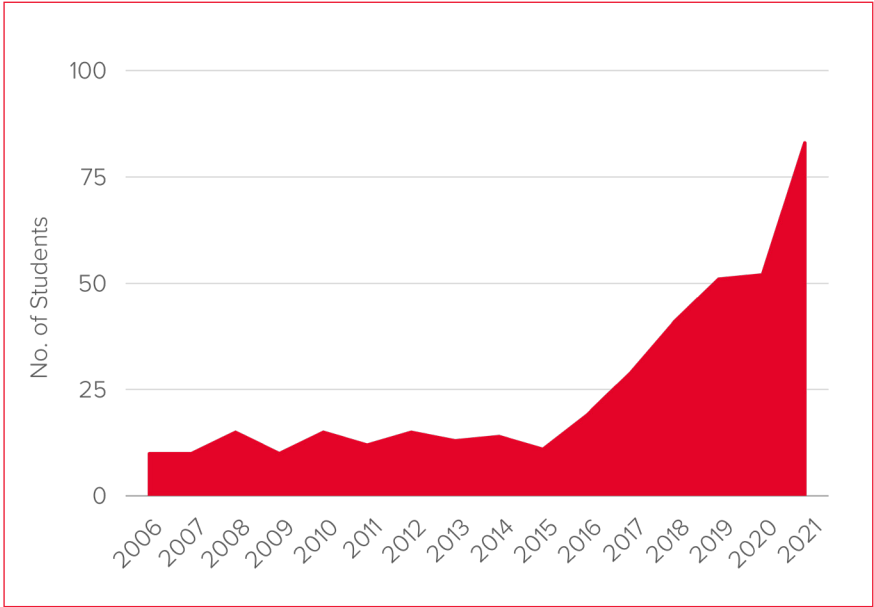
89% agree that they are now more aware of their personal and career potential



OUTCOME

85% agree the Skyline Program provided them with opportunities

A decade ago, Skyline inducted around a dozen Students. Since, we have worked towards sustainable growth - incrementally building our capacity for more Students in our transformation VCE Program. With the support of our generous Donors in 2020, Skyline inducted 83 Year 11 Students who joined 51 Year 12 Students in 2021.



Skyline’s Impact | Social Return On Investment

For every dollar invested in the Program,  
**\$13.20**  
of social and economic value was created.



2020 was an extraordinary year. The global COVID-19 pandemic led to restrictions on movement, gatherings and access to a wide range of services and supports. This was especially the case for VCE students in Victorian schools (as well as university and vocational students) who spent large portions of the 2020 academic year in an unfamiliar and unexpected ‘remote and flexible learning’ mode. This was a particular challenge for Skyline students whose pre-existing disadvantage was exacerbated by limited access to appropriate technology, infrastructure and connections.

The Skyline team demonstrated their flexibility and resilience by adapting the Program to the changed circumstances. The result was that, according to student feedback and SROI research, the 2020 Skyline experience – while markedly different to that in any previous years – was still a positive, empowering and supportive one for the Skyline students.

In 2020, 49 students who commenced with Skyline in 2019 completed Year 12. Of these 49, 48 (98%) received a scored ATAR and one student completed Year 12 with an unscored VCE due to mental health related anxieties. Of the 98% who received a scored ATAR, all received ATAR ranks of 50 and above. Nine students (19%) had an ATAR of 90 or above, with an additional 13 (27%) having ATARs of 80 or above. In total, 71% of 2020 Skyline VCE completers had ATARs of 70 or more, being in the top 30% of students in the State.

In addition, more than half of the 2020 Skyline cohort (Years 11 and 12) had been recognised for their achievements by their schools – elected into positions of leadership and responsibility and/or awarded citizenship prizes. The financial support is unquestionably of real benefit to participating students and their families, as it allows them to focus on academic endeavours rather than just getting by. However, it is the personal development, the pathways sessions and the wrap-around support provided through schools and the Skyline Program which makes Skyline so much more than just a ‘scholarship’.

The 2020 evaluation survey found that almost 90% of students feel that, through participating in the Skyline Program, they are now more aware of their personal and career potential, more confident that they could realise that potential, and as a result more optimistic about their future. 78% of survey respondents agreed that their VCE results are likely to be better than they had hoped for prior to applying for the Skyline Program. 85% agreed that the Skyline Program provided them with opportunities to pursue study/employment options that they might not otherwise have had.

Notably, while the feedback from the 2020 Skyline cohort was broadly consistent with that from previous cohorts, it was generally more positive. That is, the proportion of students who rated Skyline Program components as having a ‘great’ or ‘large’ influence on the VCE experience was higher than in any of the past surveys. Anecdotal survey feedback suggests that this may be due to Skyline providing a point of stability and targeted support in what was otherwise a very challenging year. It is likely that the value of the Program was more evident to Skyline students in 2020 when, having spent much of their school life coming from a point of relative disadvantage, they actually had the benefit of a supportive network around them as other students in their school had some of their usual supports stripped away due to COVID-19.

Skyline’s 2019 Social Return on Investment (SROI) research conducted by Think Impact examined the value created in a typical two-year program. The research found that for every dollar invested in the Skyline Program approximately \$12.19 of social and economic value was created. Additional research in 2020 found that in the context of COVID-19 the value of Skyline’s impact increased to \$13.20.

We are grateful to I+J Management Services’ ongoing role as Skyline’s independent evaluators and to Think Impact for independent Social Return on Investment evaluation.





Life After VCE | What Do They Say - Our Alumni

The Voices of our Alumni in 2020

*'It was a great relief for me to know there is a Program that is always there to support you which brought a sense of security into my life at such a difficult time. This type of positive changes that the program brings has a lasting impact for years to come.'*

*'Prior to Skyline, I had no idea of the direction my life was taking, but with Skyline I now feel happy, satisfied and stable in my future. I'm more productive and feel as if I have plenty more opportunities coming my way in terms of education and employment.'*

*'I had a severe lack of motivation after graduating high school and didn't see myself going to university. I probably would have still been unemployed and not have started at Uni if I didn't have Skyline's support.'*



*'I doubt I would have the sense of self and purpose I do now, if I hadn't been part of the program. I don't think I would be where or who I am now. I would be less willing to back myself, to take on leadership roles and to speak up, and that is huge.'*

*'Travelling to and from Melbourne can be difficult at times, as I live about 3 hours away. At times it has meant having to spend nights in a hotel in Melbourne or pay for public transport which we can't really afford to do.'*

*'Overall, the online activities were very well-organised and managed by the Skyline team. They were streamlined, delivered the interesting and helpful content and lacked any significant technical difficulties.'*

*'I do worry that the online mode does not offer as much opportunity to build new relationships in the immediate moment, but it does expose you to more people than you might have met in person, and from there you can seed new relationships and connections.'*

*'Prior to Skyline, I had no idea of the direction my life was taking, but with Skyline I now feel happy, satisfied and stable in my future. I'm more productive and feel as if I have plenty more opportunities coming my way in terms of education and employment.'*

*'I had a severe lack of motivation after graduating high school and didn't see myself going to university. I probably would have still been unemployed and not have started at uni if I didn't have Skyline's support.'*



Life After VCE | Alumni Team Update

The Skyline Alumni cohort now numbers over 260 young people who are studying and working in truly diverse areas, from cancer research to entrepreneurship, social justice to design and communications. We are so proud of every single one of them.

Throughout 2020, Alumni were engaged with Skyline in significant new ways, and were supported by the first Alumni Development Manager, Leah Davidson. As the world responded to the COVID-19 Pandemic, Skyline successfully moved its operations and engagement online. Weekly sessions gave Alumni the opportunity to connect online in personal development programs that responded to the circumstances of 2020 and the ad hoc needs of the cohort. Skyline established a COVID Fighting Fund that provided funds, resources and support to fill needs arising from remote study and work, including internet and technology access issues. Skyline's partnership with the Cairnmillar Institute saw many Alumni access and benefit from pro bono counselling services as they navigated Victoria's lockdowns and emergence from COVID-19 restrictions.

For the first time, Alumni were employed within Skyline. Led by four members of the Alumni Team during the height of the COVID-19 pandemic, wellbeing facilitation provided an opportunity for meaningful engagement with Alumni, including regular check-ins and access to support and services. Content production and editing roles provided opportunities for Alumni to engage in meaningful work while supporting the development of Skyline's new Learning Management System. Alumni have had ongoing employment opportunity with MECCA, including leadership roles around diversity and inclusion.

Skyline's social enterprise, Skyline Hatch, was also created and launched in 2020. Hatch provides unique services designed to help students achieve VCE success through peer-to-peer tutoring, Masterclasses, exam preparation and revision, transformational personal development, and group leadership programs.

Alumni have continued to pay it forward and engage with Skyline through volunteering and mentoring roles. Sweat for Skyline built on the success of the 2019 Run for Skyline Melbourne Marathon fundraiser, and encouraged the Skyline community to stay active during lockdown. Sweat for Skyline raised over \$20,000, surpassing its goal of \$11,500 to fund two student places in 2021. Thank you to the organising team, Shehelah, Jasmin, David and Leah, and to Team Border Break for their incredible support of the initiative.

The establishment of an Alumni mentoring program saw 10 connections between VCE students and Alumni who want to share their experience with those in the early stages of their Skyline journey. Storytelling content was also created by Alumni throughout 2020, including donor appreciation videos that have had a huge impact on how Skyline's supporters understand the difference they make to students.




Alumni have provided input into Skyline's terminology and language that reflects their experiences. They have been significant contributors to the Program, graduations, inductions and fundraising efforts of 2020, and Megan, Felicia, Thanh and Tina began development and contributed greatly to Skyline's Community Gallery.

Alumni Team

Thanks to all who are members of the Alumni Team including but not limited to Shehelah, Adrian, Jasmin, Priyanka, Hiep, Long, Ryan, Theano, Steven, Gypsy, Paul, Tina, Jodie, Abdi, Tariq, Andreas, Felicia, Malaz, Rose, Girmay, Bev, Thely, Allison, Vicki, Leah, Amanda, Kerryn, Nancy, David, Annie, Rachel, Sally, Andrew, Julie and many more who have made such a difference.

Alumni are now represented and embedded in the Board, Programs, and Governance, Risk and Finance Committees and Teams, as well as leading the Alumni Team into 2021. Heading into 2021, we celebrate Shehelah Dassenaiké staying on as Alumni Co-Leader, and thank Adrian Ferdinand for his leadership over the past two years. Shehelah is joined by Thanh Long Tran, Steven Banh, Emily Van and Heba Blair in the Alumni Leadership Team, with established portfolios including Diversity and Inclusion, Transitions, Wellbeing, and Young Alumni.

SALT  
SKYLINE ALUMNI LEADERSHIP TEAM

ALUMNI LEADER Steven Banh	ALUMNI LEADER Shehelah Dassenaiké	ALUMNI LEADER Thanh Long Tran
		
Transitions	Diversity and Inclusion	Wellbeing/Engagement

YOUNG ALUMNI LEADER Heba Blair	YOUNG ALUMNI LEADER Han Anh (Emily) Van
	
Class of 2020 - Regions	Class of 2020 - Metro

**VALE**  
**DEBBIE LOCCO**

The Skyline community mourns the unbelievable loss of our dear friend and inspirational educator Debbie Locco, killed tragically in May 2020 while cycling on Beach Road.

On behalf of our Students and Alumni who have been empowered by Debbie's sustained guidance and advocacy; our Companion Teachers who have benefited from Debbie's enduring commitment and support; our Skyline community who has been lifted by Debbie's touch – we honour Debbie's legacy and extend our heartfelt condolences to family and loved ones.

May you rest in peace Debbie, with Frank, you are so truly missed, and you too leave another unfillable empty space in our Skyline Education Foundation Australia community.





Skyline’s Impact | Our Students

Skyline’s Impact | Our Students

Danny | Class of 2021



Growing up in a small village in Vietnam, I have a grandmother who is suffering from a severe cataract. Yet, due to my family’s limited education and financial situation, we are hesitant to let her have the eye surgery required. Seeing our situation, the General Practitioner in our village voluntarily paid daily visits to my family and provided medical advice, encouraged, and even offered financial support for the surgery. After firsthand witnessing how his selfless dedication has cured my grandmother, I have always dreamed to pursue a career in Medicine spread his kindness. Sadly, my family is painfully aware that despite my passion and effort, such a dream can never become true given our family financial situation.

However, unwilling to give up, my parents decided to migrate to Australia to allow me to pursue my dream. Unfortunately, as recent migrants, we have faced significant language and cultural barriers. Despite my parents working seven days a week, without permanent residency and government benefit, my family continue to struggle keeping up with our expenses, especially since I have started VCE. Knowing that my parents have sacrificed everything they have to help me achieve my dream, I want to do my very best to honor their sacrifices. At the same time, I cannot bear seeing them overwork to exhaustion to help continue my study.

When I was introduced to Skyline by the school, I immediately knew that this is an invaluable opportunity that I cannot miss. The social and financial support provided by Skyline would tremendously lighten the burden on my parents, as well as giving me the resources and support needed to study to my full potential and achieve my dream. With Skyline’s financial support, my parents can reduce their work hours, allowing them to have the time to relax and spend time together, hence making our family much more peaceful. For the first time in the last three years, seeing my parents being able to enjoy a stress-free day at home per week makes me overwhelmed with joyed and motivation to continue my pursuit. Moreover, for the first time in my life, I was provided with all the extra resources I needed to achieve my full academic potential. It is Skyline’s support, along with my passion for medicine that has helped me achieve a near perfect study score of 49/50 in VCE Biology, something that I had never even dreamt of.

However, while financial support is invaluable, it is the life-changing social support that I have received from Skyline that has amazed me the most. Skyline, supported by its extensive networks of students, alumni and charitable patrons, has opened more opportunities than I have ever imagined possible. Over my time with Skyline last year, I found myself in a supportive network of fellow Skyliners and mentors, who I can fully open myself to and learn from. It never fails to amaze me that in a single year, I was able to develop from a socially awkward individual who constantly fears of failure to becoming a more socially active and confident student who continuously seeks to take on leadership roles within the school community, speaking in conferences and beyond. With this new-found confidence and the extensive social network that Skyline has opened the doors to, I have also successfully applied for another scholarship from Crimson Medview to support my entry into Medicine, putting me one step closer to my dream. It is hard to imagine how difficult this journey will be without the invaluable knowledge and skill Skyline has given me.

I simply cannot express my gratitude to Skyline and its Patrons using words alone. It has changed my life forever for the better by providing me with invaluable support when I needed it the most.

Ruby | Class of 2021



I initially applied for the Skyline Program as it was introduced and suggested to me by a Year Level leader who thought it might be something I could really benefit from. I did some research and spoke with my family and some other teachers at school and decided to go for it. The rest is history! I feel very lucky to have been surrounded by my teachers who have guided me to the right path.

Some challenges I have overcome have been living in a dynamic and changing family environment and having extra responsibilities within my household.

Through being a part of Skyline, I have gained access to some wonderful mentors, peers and experienced individuals to help me develop strategies and talk through problems. I have also built on my self-confidence and communication skills that have helped me become surer of myself and my goals.

I have learnt a lot about perspective and self-worth. Meeting peers that have developed into genuine friendships has given me the chance to learn about others experiences and engage with a variety of like people, as well as positive connections that have supported me. I have certainly changed since joining Skyline! I have been able to back myself and challenge myself to reach new goals that I would not have considered otherwise. It has opened my eyes to what is possible through our Masterclasses and other sessions.

An achievement I am most proud of is being selected as College Captain for 2021 at my school – Melbourne Girls’ College for my final year of high school. It is an immense privilege to be in the position and have the ability to positive affect the community around me and learn along the way as I build on my leadership capabilities. I am most passionate about building connections and finding things to celebrate in life, as cliché as that may be!

Throughout my life, I have experienced many ups and downs which has led me to try and find appreciation and gratitude in whatever thing comes my way, and to share it with the people around me.

When looking to the future, I hesitate to put limitations on what may be possible, however I am very excited to continue my studies into tertiary areas, most likely relating to International Studies and politics.

I wish to be in a role with purpose that encourages me to develop, learn, and guide others, expanding my sense of community and teamwork principles that have been instilled in me through the Masterclasses and our Residential Camps. Interacting and helping many different people is something that I really value and wish to do in my future, and this has been confirmed to me throughout my involvement with Skyline.

If I had to pick a quote that I come back to, or that keeps me going, it would have to be ‘You’re braver than you believe, stronger than you seem and smarter than you think.’ – one that was introduced by my family when I was younger. It still comes back to me in different moments across my life, and I try to remind myself of it when I need it most!

Joe | Class of 2021



My family and I live in Australia with a special category visa which limits some of the things we’re entitled to, particularly financial benefits. My mother is a stay-at-home mum who is the primary carer of my two younger sisters with special needs. My father is our primary source of income so we often live pay to pay. In knowing that, pursuing my VCE studies in a way, seemed a little selfish - so naturally, VCAL seemed promising, despite it conflicting with my schooling interests.

That was until a close friend of mine introduced me to Skyline, where I was fortunate enough to join the Program. Since then, Skyline has helped ease my family’s financial burden for my schooling and VCE studies and has continued to provide me with opportunities - for which I am endlessly grateful.

Skyline has alleviated the financial pressure on my parents, enabling them to focus their attention towards our citizenship status and education resources for my two younger siblings. Personally, Skyline has enabled me to connect with other students living quite similar experiences to myself, through numerous Skyline Masterclasses and the Residential Program. These Skyline events have helped me refocus my prospects on education and potential career choices, shifting my approach towards pursuing what makes me happy and content in life.

Skyline has changed the ways I perceive my self-worth, potential and confidence in more ways than one. This has helped me step out of my comfort zones in applying to different programs, for leadership opportunities and building confidence in my academic pursuits. All of which I never would have thought possible as the shy, timid and introverted kid I used to be. This has helped me express myself freely and openly through my journey of networking and studies.

If I had the chance to give Year 10 Joe words of wisdom before starting VCE, I would start off by saying that everything will be just fine. Create a strong study ethic and take the time to reward yourself every now and again, and just remember that Skyline is just an email or text away to help you when you need any additional assistance throughout your VCE studies. These next two years of VCE will be challenging, however all the resources and support services are at your disposal through Skyline, so make the most of it and enjoy your final years of high school before the next chapter of your life begins. If Skyline has taught me anything, one’s VCE studies are not make or break - there’s more than one way to pursue what you want in the future. Embrace VCE as it comes.

In ten years’, I envision myself to have graduated university and commenced my career of choice. I see myself content in my career, achievements and a lifestyle that is free from the burden of financial hardship. I will be equipped with the appropriate knowledge and skill sets to help others and give back to the community that I have been privileged to be supported by. I want to see myself continue focusing on my personal growth, goals and aspirations in every aspect of life, knowing that all of these are subject to change and accepting them as they come. I hope to be on track towards leaving behind a legacy and lastly, I’m most proud of and fulfilled with inspiring others to be the change they want to see in the world.

Muhammed (Hamza) | Class of 2021



In late 2017, my family and I migrated to Australia from Afghanistan in search of a safe haven. It was a daunting task for us to settle here as no one in the family was able to speak English. It was very tough to start a new life from scratch, especially in a completely unfamiliar country with a different language and culture. Nevertheless, I am very proud to say that with hard work and Skyline’s support and help, that I have successfully overcome many challenges.

I applied to Skyline because I saw it as an opportunity to connect with brilliant people and get the most out of my senior years of high school. Skyline has helped my family and I by removing the stress of financial strains and further providing me with opportunities that I had never previously thought were possible. Skyline creates a comfortable environment for students and provides them with opportunities to achieve their goals through support and mentorship. I believe Skyline successfully supports and provides help for individuals to succeed. It was Skyline that has helped me to smoothly adapt to the Australian education system and improved my personal skills.

Skyline has helped me a lot through stressful situations. For me, settling and going to school in a new country with a different culture and language was very challenging. I had very limited resources and support, as my parents are also not able to help with my education due to language barriers. However, in those difficult times, Skyline provided me with valuable resources and support that helped me to become who I am now. Having that peace of mind that I have Skyline’s support and someone who I can look to for help during difficult times has significantly motivated me to do my best, especially during these challenging times.

VCE can be very stressful at times, but knowing that I have Skyline’s support, I have been able to perform very well and simply focus on my studies without worrying too much about other factors. With the help from Skyline, I have also achieved Kwong Lee Dow Scholarship from the University of Melbourne. Skyline has not only supported me with my education, but it has also me grow as a person. As Skyline has continued to care for the wellbeing and prosperity of this community, I have also grown the passion to do the same.

I am currently studying in Year 12 and I want to pursue a career in Medicine as a doctor. It has always been my dream to become a doctor and help those in need. Being a part of the Skyline community, I have learned to achieve my goals and dreams by putting in the hard work. In the next five years, I see myself studying Medicine at a medical school. Another goal I hope to achieve is to volunteer with Médecins Sans Frontières Australia and help those in need. I believe that Skyline has played an incredible role in helping me achieve all that I have and has helped me develop the drive to pursue my goals.





Skyline's Impact | Our Alumni

Skyline's Impact | Our Alumni

Arnetta | Skyline Graduate, Class of 2020



Fourteen years ago, my parents made the tough decision to move to Australia. Previously in Indonesia, my father was struggling to support our family as he was getting paid only a few dollars a day. My parents would ceaselessly worry about the future of my brother and me, as they knew they could not continue supporting our family. With this in mind, my parents sacrificed the lives they had built in Indonesia, leaving their family and friends, to move to a foreign place, a country where they didn't know the language and didn't have a community on which they could lean. All this just so that my brother and I can receive an education, and hence, the freedom and choice around what we want to be in life.

Upon arriving to Australia, my family lived in a small, rental unit in a low-socioeconomic neighborhood. In 2015, the area underwent rapid gentrification, and my family was forcefully evicted. My parents fortunately managed to find a new home for us, however, with limited time and a tight budget, our new home was situated in a secluded area. The reclusive location of our new home meant that in addition to the existing living expenses, my dad had to find room in the budget to pay for public transportation and now, a hefty mortgage to pay each month as well.

Unfortunately, my family was further plunged into a greater financial crisis as my dad, who worked 4 jobs and was our family's sole source of income, was diagnosed with leukemia. With my dad at the hospital, and my mum now more frequently there than she is at home, it felt as if I had lost both my parents in that period. As the eldest child, I felt accountable for my younger siblings and that it was – more than ever – my duty to put their interests ahead of mine. This was a very stressful period in my life. I contemplated dropping out of school to work amongst many other things. But as chance would have it, I was introduced to Skyline by my coordinator.

What I wanted and still want more than anything in life, is to just make my parents proud. I want to ensure that all the hardships my parents endured to get me to where I am today were not for nothing. I am determined to continue working my hardest at school to get into university and be able to have a chance at demonstrating significant promise to succeed in my future aspirations. Skyline was my chance. The help that Skyline has provided me these past two years has been immeasurable. The extra support given by Skyline enabled me to redirect the time that I would have otherwise spent on additional working hours to instead diligently study throughout VCE. Skyline was there for me during a time where life seemed to be enshrouded by nothing but darkness. I will forever be grateful for Skyline because Skyline gave me more than just academic reimbursements; being in the program brought me hope.

Having just finished high school, I now wish to connect my desire of helping others with my passion for education to become a teacher who is able to kindle hope into her classroom for all students to actualise their hearts' dreams – no matter what seemingly unconquerable challenges may come their way.

Darcy | Skyline Graduate, Class of 2019



As a proud young person with Indigenous history, I have been divided from my culture due to the destruction of documentation during the Stolen Generation. It is like I have had a disconnect with my whole life, and despite endless searching, I will never know where my ancestors lived. Connectedness and community are priceless in the life of a young person struggling to find their way into the world, and Skyline gave me the sense of belonging and family that I was missing. I am from the Wathaurong region, and I pay my respects to the Indigenous peoples of these lands; past present and future. The Wathaurong lands have been occupied for 250,000 years and are a part of the Kulin Alliance.

I have always felt a strong sense of social justice and have worked hard to develop inspirational leadership qualities as a young person at school and in the community. My involvements with the Student Representative Council and with Animal Rights Activism and my role as head of 'Q'Ed Board' at various schools have been critical experiences in my life to date.

I am a champion for 'women empowering women' and look to Amelia Earhart as my inspiration.

I have completed Year 12 at Belmont High School and have begun a Bachelor of Communication (Professional Communications) at RMIT university while also working part-time.

I'm most proud of overcoming the challenges regarding my family and personal life and making a successful transition from Year 12 into tertiary education.

For me Skyline means a "family, friendship, support, love and kindness" as the workshops and residential experiences have allowed me to spend quality time with other inspirational individuals and now that I am an Alumna special relationships and experiences just continue.

The Skyline Foundation has provided me with a community of selfless and generous individuals. I am so grateful for the immense support, not just financially but also emotionally, that I have received especially during really challenging times in my recent life.

I now feel that I have a bright future ahead being 'passionate, honest and kind' and I will continue all of my endeavours towards making a positive impact in the world.

Melissa | Skyline Graduate, Class of 2016



During high school, my family experienced a range of setbacks – including when my Dad suffered a stroke and wasn't able to return to work. Both during my VCE and upon reflection now, my parents have commented on several occasions how they would not have been able to afford the costs associated with my VCE. However, in 2014, I was approached by my English teacher about applying for the Skyline Program. My family had a close relationship with the school and therefore the school was aware of the struggles we were facing. The camps, workshops and receptions provided by Skyline allowed me to build on my skill sets and provided me with the confidence to move forward with my future. Since graduating in 2016, Skyline has continued to be a network of support, providing me with help when I need it most.

In 2018, I was diagnosed with Crohn's Disease which has had a lasting debilitating impact on my life. Like many, 2020 was one of the worst years of my life - having an auto immune condition put me in a high-risk category that decided my every step. I couldn't go on placement or go to work because it wasn't safe and spent 9 months of my life locked up in my house with my only visits out of the house were for doctor's appointments or blood tests. Being hospitalised during the height of Victoria's second wave was a terrifying experience considering I'd been living in a bubble for months. However, I received a call from Shehelah Dassenaik, who is an Alumni Leader and was working as Well-Being Facilitator at Skyline, which reminded me during a very tough time, of how fortunate I am to have such a supportive network around me even after graduating from the Program.

I am proud to say that I have graduated from Deakin University at the end of last year with a Distinction from the Bachelor of Education (Early Years and Primary) and have since been accepted into the Master's of Education (Management and Leadership) there. Recently, I had a conversation with my friend and realized that it has already been five years since we have left high school. I have been thinking about what advice I would give to anyone starting VCE. Ultimately, I think it would be to enjoy every moment. If 2020 has taught us all anything, it is that life can change in an instant and we shouldn't take anything for granted.

Mukul | Skyline Graduate, Class of 2015



In 2007, my family and I migrated from India to Australia in search of a better life. My older brother has an intellectual learning disability and as a young schoolboy in India, he experienced significant backlash from students and teachers who couldn't see him beyond his intellectual disability. Moving to Australia was an important decision for my parents and they faced a lot of difficulties that many young immigrant families face. It took my parents a few years to secure a stable source of income for our family and develop a sense of belonging in the Australian community. Having support from Skyline meant that my parents had one less thing to worry about.

The contribution Skyline has made to my life goes beyond financial support. Skyline taught me to believe in my potential. Every interaction I had with my program manager was grounded in sincere care and compassion and continues to be even in my alumni activities. I believe that Skyline is doing much more than just supporting disadvantaged students get through high school. Skyline is fostering great leaders of the future. Leaders who have big dreams to create a new era for humanity.

Currently, I am in my final year of Bachelor of Laws (Honours) and Bachelor of Commerce at Monash University. Over the years, Skyline has instilled in me the desire to work towards the betterment of society. I am passionate about social justice and aspire to work in the area of human rights law in the future. I believe that every individual has a right to be treated with utmost dignity and respect, no matter their gender, race, disability, or ethnicity.

Having the benefit of hindsight, I can safely say that Skyline did not only prepare me for university, but for life - and for that I am forever grateful. I am excited to hear that Skyline has been able to support even more students this year with the help of all the donors and sponsors. Thank you for your generous contributions. I would like to also express my best wishes to the current VCE Skyliners. I trust that you will continue to believe in your infinite potential and will foster many great individuals in the years to come.

I will leave you with this quote from a person I admire deeply for his contributions to humanity: 'It is through education that we are liberated from powerlessness, from the burden of mistrust directed against ourselves. To awaken the abilities that have been lying dormant within. To arouse and extend the soul's aspiration to become full and complete. Can there be any more sublime experience in life?' - Daisaku Ikeda.





Our Supporters | Program Partners

Each year Skyline works with a range of education partners that provide either in-kind goods and services and/ or have a business relationship with Skyline and are paid. Our thanks go to all of the organisations and individuals who have helped provide textbooks, supported our masterclasses and residential courses, and hosted our annual and special events.

Program Partners

**MECCA-M POWER**  
Skyline is proud to be in partnership with MECCA M-Power, a philanthropic initiative from our favourite beauty retailer MECCA aimed at achieving equality through the education and mentoring of women and girls. Working alongside Skyline, MECCA M-Power will support gifted and academically talented female Skyline students. The assistance will enable talented young women to complete the final two years of their secondary education, which as we all know is vital. Learn more about MECCA and M-Power at [mecca.com.au/mecca-m-power.html](https://mecca.com.au/mecca-m-power.html)



Pivotal Education Partners

**CAMPION EDUCATION**  
Late last year Campion Education showed another example of the publishing community's generosity when the company took on the mighty feat, spreading the load across major publishers from multiple brands, of requesting in-kind donations of textbooks, and then collating them per student per school for distribution.



**PEARSON EDUCATION AUSTRALIA**  
Pearson has been a steadfast supporter of the Skyline Program. For many years Pearson Education Australia provided free textbooks to students, helped collate booklists from their many publishing partners and has also hosted both social and education think tanks at their head office. This magnanimity from Pearson reflects strong corporate values that make a measurable difference to learner outcomes and we, at Skyline, cannot thank them enough.



**NATIONAL GALLERY OF VICTORIA**  
Thanks to arts philanthropist Krystyna Campbell-Pretty, through the Schools Access Endowment, and the team at the Learning Centre at NGV, the Skyline Program has been able to design a creative thinking masterclass into the program for both years 11 and 12 Skyline students of the Skyline Program, extending the number of masterclasses offered to students to three a year.



**OXFORD UNIVERSITY PRESS**  
An extension of Oxford University and well-known scholarly publisher of quality texts, we thank OUP for their ongoing support especially in providing Skyline students with free textbooks and also dictionaries on graduation.



**TRINITY COLLEGE, THE UNIVERSITY OF MELBOURNE**  
Trinity College has been a long-standing supporter of the Skyline Program. In the first instance the College and Skyline worked together on a mentoring program for Skyline students and from 2015 Trinity has been hosting our graduation ceremonies pro-bono, in the serene surroundings of the Old Warden's Lodge. This year Skyline ran the year 12 residential course with Trinity College including diverse content that featured intense personal and career development, but also provided opportunities for team building and allowed students a look into the reality of living on campus and university life. Over the past two years, two Skyline students have received residential scholarships and now live at Trinity College.



**TRINITY COLLEGE**  
THE UNIVERSITY OF MELBOURNE

**EDROLO**  
Like over 800 Australian secondary schools, Skyline trusts Edrolo as a core resource for our students - the tools they need to reach their goals.

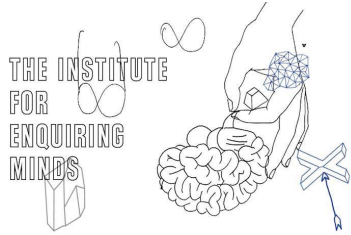


Our Supporters | Program Partners

**CAIRNMILLAR INSTITUTE**  
Generously delivering innovative and accessible psychological services and professional mental health support for Skyline's Students and Alumni.



**GEELONG GALLERY**  
We are grateful to our friends at the Geelong Gallery for their generous support. The Gallery was established in 1896 and is one of Australia's leading art galleries, with a magnificent collection of Australian and European painting, sculpture, printmaking and decorative arts dating from the 18th century to today. Geelong Gallery significantly contributes to the life and well-being of the Geelong region by fostering strong community engagement with the excellence of its collection, its creative lifelong learning experiences, and inspiring exhibitions.



**INSTITUTE OF ENQUIRING MINDS**  
The Institute of Enquiring Minds generously provides free, high-quality, one-on-one maths mentoring to Skyline Students eager to improve their maths skills. IEM's central mission is to redefine access to personalised mathematical support and in so doing reset attitudes towards mathematics and mathematicians.

Transportation Partners

**THE GEELONG COLLEGE**  
The Geelong College have generously supported Skyline since 2018 by supplying bus transport for all Geelong region students to all Skyline workshops and residential programs in Melbourne. This partnership has ensured that logistical challenges with the Program have been eased meaning continued success of our Geelong region students.



**FALLONS BUS SERVICE**  
Fallons Bus Service have played a pivotal role in ensuring our growth into the North East of Victoria is a successful one by providing transport for all students to Skyline events, workshops and residential programs. Fallons ensure that our students from Mansfield, Yea and Alexandra are able to be easily transported to and from Melbourne and Geelong.







Our Supporters | 2020 Highlights

2020 Community Opening Legal Year

As has become tradition, Skyline was again generously invited to support the Opening of the 2020 Legal Year. We are grateful to Malaz and Tariq who so ably represented us at the County Court along with our Director Bev Brock, Lead Program Manager Annie Harper and Program Manager Rachel Curtis.



End of Year Exam Revision Series in partnership with UBS

Thanks to support from our generous partner UBS, Skyline was able to support Students' curriculum needs in the context of the pandemic with tutoring and End of Year Exam Revision Series. With talented Alumnus, Gypsy as Project Coordinator, Exam Revision sessions across 13 subjects were delivered by Alumni Tutors including Gypsy, Theano, Adrian, Malaz and their peers. It was wonderful to be able to invite all Year 12 Students in our 26 Partner Schools in our Revision Series, with 650 participants attending, and thereafter 8,200 views online! Amazing!



Our Supporters | Bank of Melbourne Foundation

Skyline has been able to expand the reach and impact of our core Program for resilient high ability, students following the Bank of Melbourne Foundation's multi-year grant award.

In 2020 the Bank of Melbourne Foundation awarded Skyline its inaugural multi-year grant of \$500,000. Over the next three years the Foundation's funding will support a record number of students entering Skyline's Program, helping them to transition into higher education or a career of their choice.

The Bank of Melbourne Foundation's support has come at a crucial time to ensure more students can access pathways to further their study and help drive Skyline's digital transformation which launched in response to the COVID-19 pandemic.

COVID exacerbated socio-economic gaps, especially for our Students already facing complex challenges at home and often feeling vulnerable. With the support of our partners, we will continue to build an online learning space and community to help them feel connected during this difficult time.

The course of a student's life can literally change after joining the Program, like for one of our Year 12 students who said she never dreamt it possible that she would attend university. Living in a disadvantaged suburb, she struggled with mental health, trauma and had no confidence until we intervened at a critical moment in her life with emotional, practical and financial support.

In 2021, Skyline is supporting 134 Students to transition into the final two years of secondary school, enabling access to further their study, career opportunities and mentorship to strengthen their confidence to help them succeed in life post their VCE exams.

'Bank of Melbourne Foundation's multi-year grant is designed to support small organisations creating positive change and a sustainable impact on the community. Skyline is an incredible charity, which empowers the lives of high-ability students and alumni who are constrained by their circumstances.' Penny Fowler, Chair of Bank of Melbourne Foundation Advisory Committee

'Bank of Melbourne is proud of the contribution Bank of Melbourne Foundation is making to improve the lives of Victorian communities and create a positive impact.' Mark Melvin, State General Manager Westpac VIC/TAS and Chief Executive, Bank of Melbourne

**By Gabriella Payne**

Ten bright, up-and-coming stars from Dandenong High School have been chosen to participate in the Skyline Education Foundation's 2021 program, joining a record number of high-achieving VCE students from around the state as they further their education and help create a better future for all.

Believing that all students should have the opportunity to reach their full potential, the Skyline Education Foundation has been helping empower academically talented VCE students from socially and economically challenged backgrounds for years now, helping them overcome adversity and achieve their full potential.

The amazing work being done by this organisation has not gone unnoticed, with the Bank of Melbourne Foundation recently awarding Skyline their inaugural multi-year grant of \$500,000, which over the next three years will help us reach 100 students and their families reap the benefits of this program.

Thanks to this grant, Skyline will support 133 new students from 26 schools across Victoria transition from year 10 into their final years of secondary school, with 11 of these students being pupils from Dandenong High School.

Michaela Abraham, one of Dandenong High School's high achievers who will be joining Skyline's 2021 program, said that she was "incredibly honoured" to have been chosen to take part.

"The term suddenly comes to mind, because I didn't even think that I would be given this opportunity," Ms Abraham said.

"When I consistently made the effort to do well at school, I had an intention of getting any kind of scholarship or anything like that, I just didn't have any idea where this would lead me, but I am very happy to be a part of the Skyline program."

Ms Abraham is a talented, high-performing



Dandenong High School student Michaela Abraham was awarded a Skyline Education Foundation scholarship. 220171

Picture: ROB CAREW

ing all across the world, making major changes for a better future," she said.

"It is a joy to be working and to be finding these great young Australians and to be investing in them into the future."

Ms Sydney Clark said that whilst the foundation looked to invest in students who were academically gifted, they also looked for qualities like "leadership, humility, emotional intelligence" and also for those students who showed "immense resilience" in the face of adversity.

Clark said that the Bank of Melbourne grant could not have come at a better time and it was "just amazing" to be able to expand the program to help more students and their families.

"The course of a student's life can literally change after joining the program, like for year 12 student Neel who never dreamt it possible that she would attend university," Ms Sydney Clark said.

"Living in a broken home in a disadvantaged suburb, she struggled with mental

**Michaela**  
A Year 11 student at Dandenong High School, she has a passion for learning about the human body and aspires to study Medicine at Monash University.

**The sky's the limit**

Strong academic performance and leadership qualities have seen Kyneton High School student Maximilian selected for Skyline Education Foundation's 2021 program.

The program supports high-potential year 11 and 12 students' transition into higher education or a career of their choice, and offers mentorship to help them succeed in life post their VCE exams.

Maximilian is one of four Kyneton High students enrolled entry to the program through the Bank of Melbourne Foundation's new multi-year grant award of \$500,000, which will increase Skyline's support for vulnerable students impacted by COVID-19.

Maximilian has strong academic grades and has shown impressive skills in playing soccer at a high level. He also works at Woolworths and has his own freewood business on the side.

His teachers and the Skyline Team said they were "impressed by his potential and his hard-working ethic and see a bright future with guidance and support".

Maximilian told the Express he was looking forward to connecting with fellow students in Skyline's program and learning new skills to prepare him for after VCE.

Kyneton High School's Maximilian has been selected for Skyline Education Foundation's 2021 program.



**Maximilian**  
A Year 11 Student from Kyneton High School, he has strong academic grades and is impressive in sport having played under 16s soccer at a high level. Maximilian is very grateful for this opportunity provided by Skyline as he knows that education is the key to success.







Our Supporters | 2020 Grants

Each year Skyline applies for grants that when successful enable us to continue to deliver the Skyline Program. The following grants were awarded to Skyline for one or two years and cover the calendar years 2020 and 2021.

ANTHONY COSTA FOUNDATION

Robert and Anthony Costa were part of the family that has been synonymous with Geelong for over 118 years. In 2011 Robert and Anthony formed Costa Asset Management Pty Ltd. and at the same time founded a charitable foundation as a legacy to their forebears and an appreciation to the community in which they live. In February 2017, after Anthony passed away very suddenly, the families resolved to name the Foundation in his honour to continue his legacy in the same spirit in which he lived. The Anthony Costa Foundation was an inaugural donor to the creation of the Skyline Program - Geelong Pilot, and continues to be a significant donor to Skyline in this Region.

BANK OF MELBOURNE FOUNDATION

For the third year, Skyline was fortunate to receive a grant from the Bank of Melbourne Foundation. From 2017-19, the Fund has supported Skyline's expansion in the South East region. This year supported all nine students from the region to complete their VCE with the support and guidance of the Skyline Program. This grant was endorsed by the Keysborough Branch of the Bank of Melbourne to assist in supporting students in the region. It is thanks to the generosity of the Bank of Melbourne that Skyline has been able to expand the program in the region this year to bring on Dandenong High School and Western Port Secondary College as new partner schools and start a separate program in the region.

In 2020, Skyline was successful in receiving a Bank of Melbourne Foundation Progress grant. The Progress Grant provides up to \$500,000 over three years to one eligible Victorian charity each year for the purpose of providing direct intervention that will improve the lives of children facing disadvantage. This significant support is enabling growth within the Skyline Program, creating more places for students and expansion to new schools.

COLLIER CHARITABLE FUND

The Colliers Charitable Fund is a perpetual charitable trust that was established in 1954 by Alice, Annette and Edith Collier, three Melbourne sisters, as a way to continue, in perpetuity, their lifelong practice of generous support of charities and of the disadvantaged. Since then, the Trustees of the Fund have made grants to date in excess of \$107 million.

ERDI FOUNDATION

The Erdi Foundation has been established in order to provide philanthropic support for charitable events and organisations within Australia. Skyline is grateful to have received a grant supporting two students across 2019 and 2020 as well as an additional grant in 2020 to support our transition to virtual delivery in response to the COVID-19 Pandemic.

EQUITY TRUSTEES - THE BAKER FOUNDATION

The Baker Foundation is a leading supporter and has funded many students in the past. The Baker Foundation has again continued their support and has awarded Skyline a 2-year grant in 2019 towards program costs for 2019-2020. In addition, Skyline received a grant supporting enablement of online delivery in response to the COVID-19 Pandemic.

GANDEL PHILANTHROPY

Gandel Philanthropy is one of Australia's largest independent family philanthropic funds. It has been the vehicle for charitable giving by the extended Gandel family since its formation as The Gandel Charitable Foundation in 1978. John Gandel AC and Pauline Gandel AC are actively engaged in the philanthropic work and are universally recognised for their generosity and commitment to both Jewish and general causes. Through Gandel Philanthropy, over the years they have channelled over \$100 million dollars towards various charitable causes. Gandel Philanthropy generously matched funds raised for Skyline by the APS private schools in 2019.

GEELONG COMMUNITY FOUNDATION

The Geelong Community Foundation, funded by locals for locals, has been supporting the people of the Geelong region and providing grants to organisations since 2001. In the 21 years since the Geelong Community Foundation was established in the year 2000, it has been making a difference by facilitating giving and investing in people and solutions to strengthen communities across the Geelong region. Since inception grants provided to the Geelong community now exceed \$6.8 million. Skyline is grateful to have received a grant from the Geelong Community Foundation in 2020 helping us to develop the Alumni Program in the Geelong Region.

GIVE WHERE YOU LIVE FOUNDATION - GEELONG

In 2020 and 2021 GWYLF is supporting multiple students within the Skyline Program in the Geelong region. The grants issued by Give Where You Live are to create positive social change and address the growing imbalance of equity and equality that exists across the Geelong region. The grants awarded focus on the three key pillars of the Give Where You Live Foundation's Theory of Change – education, employment, and life-crisis.

HAROLD MITCHELL FOUNDATION

The Harold Mitchell Foundation works with organisations that want to make a difference in Australia and the region. The Foundation is focused on health, education, arts, and on Australia's leadership role in our region. Another focus of the Foundation is the community grants scheme, which aims to help people help each other, making a big difference in our community. The scheme most recently funded programs targeting those who were disadvantaged or at risk of harm due to the social and/or economic impacts of COVID-19. Skyline is grateful for the incredible support provided in 2020 over two years supporting three students in the Skyline Program - North East Region.

IGNITING CHANGE

Igniting Change is a purposefully small organisation that is passionate about sparking big, positive change with people doing it tough in our communities. Skyline is grateful for their support for student positions in the North-East Region of Victoria.



Our Supporters | 2020 Grants

MECCA M-POWER

Skyline is proud to be in partnership with MECCA M-Power, a philanthropic initiative from our favourite beauty retailer MECCA aimed at achieving equality through the education and mentoring of women and girls. Working alongside Skyline, MECCA M-Power will support gifted and academically talented female Skyline students. The assistance will enable multiple talented young women to complete the final two years of their secondary education, which as we all know is vital.

MUTUAL TRUST - BRIAN & VIRGINIA MCNAMEE FOUNDATION AND DAWN WADE FOUNDATION.

With the generous support of the Brian & Virginia McNamee Foundation Skyline has been granted funding for 15 positions across the Skyline Program in 2020-2021.

The Dawn Wade Foundation is a Private Ancillary Fund established in 2017 and focuses its funding in the areas of Education as well as the Environment, Overseas Aid and Geelong beneficiaries to honor the community where which the Wade family originated. Skyline was awarded a major grant from The Dawn Wade Foundation in 2020 and was fundamental to the success of our transition to online delivery during a year of great uncertainty and anxiety for our students. With the support of The Dawn Wade Foundation, we were able to support the needs of all 103 Skyline Students across 26 schools in metropolitan, regional, and rural Victoria, and our growing Alumni community. We were immediately positioned to address the need for internet access, laptops, software etc. enabling Skyline to distribute items to our young people who would otherwise be further disadvantaged.

NEWSBOYS FOUNDATION

The Newsboys Foundation provides grants to community organisations working with young people aged 11 - 21 years in Victoria who are experiencing disadvantage. Newsboys, which turned 125 years old in 2018, again supported Skyline throughout 2017-2018 as part of a 2-year grant for two students through their Skyline journey. In 2018, Newsboys provided a further grant for 4 students over 2 years and an additional grant was approved in December 2019 for another 4 students over 2 years.

PERPETUAL TRUSTEES – KING AND McMILLAN FOUNDATION, ROWE FAMILY FOUNDATION, BONCAL FAMILY FOUNDATION, BRASHER FAMILY FOUNDATION, PATRICIA MADIGAN AND PERCY BAXTER CHARITABLE TRUST

Skyline has been given support for fifteen positions in the Program with thanks to Perpetual Trustees through the King and McMillan Foundation, the Rowe Family Foundation and Percy Baxter Charitable Trust further to the work of Mr John Percy Hamilton Baxter OBE (188 -1954), an inspirational leader in the Geelong region where he lived with his family from the 1850s to the 1940s.

PIERCE ARMSTRONG FOUNDATION

The Pierce Armstrong Foundation seeks to positively impact and enhance the lives of Australians and will support those organisations who demonstrate they can make meaningful and lasting contributions to our community. Skyline is grateful to have received a grant for the new Skyline Conference 2021. The Skyline Conference 2021 was part of our three-day residential camp held online in January in conjunction with Trinity College, University of Melbourne for all the VCE students receiving support through the Skyline Program.

THE FLORA AND FRANK LEITH CHARITABLE TRUST

The will of Frank Leith provided for income to be applied within Victoria in perpetuity for public charitable purposes but with particular emphasis on assistance to children in poverty including their accommodation, advancement in life, and education within the geographical area of the Diocese of Melbourne, including the Anglican Welfare services. The Flora and Frank Leith Charitable Trust has provided support for textbooks for our students.

THE JACK BROCKHOFF FOUNDATION

Sir Jack Brockhoff was Chairman and Managing Director of Brockhoff Biscuits Pty Ltd, a business established by his grandfather in 1880. The business became part of Arnott-Brockhoff-Guest Pty Ltd and later, Arnott's Biscuits Ltd. Throughout his life, Sir Jack was keen to assist others in the community less fortunate than himself. The aim of the Jack Brockhoff Children and Youth Grants Program funds programs that will have a positive impact on improving outcomes for vulnerable children and young people in Victoria. Skyline is grateful to receive a grant supporting our Alumni.

THE MARIAN AND EH FLACK TRUST

An independent philanthropic trust constituted in 1935 under the Will of the late Edwin Harold Flack who was the Senior Partner of Flack & Flack Chartered Accountants, in Australia, which later became Price Waterhouse, and in 1998 after a merger, became known as PricewaterhouseCoopers. Since 1935 this generous Trust has made annual grants to a variety of charitable institutions and diverse causes that seek to benefit and improve a broad range of philanthropic causes throughout Australia. Skyline is delighted to be a recipient in support of enabling VCE students to participate in our transformational Skyline Program.

WOOD FAMILY FOUNDATION

Skyline received funding from the Wood Family Foundation to support student places in the Skyline Program and to assist with the launch of our new social enterprise, Skyline Hatch.





Our Supporters | Donors

We are overwhelmed by the fantastic support offered by significant donors, whose ongoing commitment underpins the entire Skyline Program and it's future growth. We thank and applaud their contributions. Listed are donors who contributed toward the 2019 or 2020 years or both.

Significant Donors

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Boomaroo Nurseries – Eric & Theo Jacometti	Perpetual Trustees – King and McMillan Foundation
Callum & Penelope Burns	Perpetual Trustees – Patricia Madigan Charitable Trust
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Collier Charitable Fund	Perpetual Trustees – Rowe Family Foundation
Community Sector Banking	Perpetual Trustees – The Brasher Family
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Our Supporters | Donors

Every contribution is special and makes the world of difference to the ongoing strength of the Program and to the lives and futures of the Students supported by Skyline.

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Callum & Penelope Burns	Gary Freeman	Koala Cherries
Cameron March	Gary Rowley	Konrad Bohleke
Cameron Rennie	Geelong College	Krystyna Campbell-Pretty
Campion Education	Geelong Community Foundation	Kurien Mamootil & Lucy Allen
	Geelong Gallery	Kwong Lee Dow





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Income Generation Team

Thanks to all who are members of the Income Generation Team including but not limited to Allison Gibson, Wendy Bonnici, Kerryn Warner and David Parncutt and all those who made such a difference.



Our People | Staff

JANE SYDENHAM-CLARKE | CEO

BA (Hons), MA, GAICD and Leadership Victoria Fellow  
As Skyline’s first Chief Executive Officer, Jane is inspired by the great work of so many to date and driven by the opportunity to contribute to a blossoming Skyline future enabling our students to realise their dreams. A strategic and hands on leader, her commitment is to innovative commercial practice for social outcomes. She brings diverse leadership experience, most recently as Chief Executive Officer at Freemasons Victoria, steering growth and transformation. For ten years Jane led the Marketing and Program team at Fed Square and prior held leadership roles at Southgate Arts and Leisure Precinct, VicHealth and Kidney Health Australia. She is a Leadership Victoria fellow, graduate of the Australian Institute of Company Directors, Chair of Tradeswomen Australia and Director of Urban Camp.

ANDREW POWER | ENGAGEMENT AND ENABLEMENT MANAGER

Andrew Power is the change agent behind the curtain who has been working with us over the past year, making many valuable contributions to the growth and development of Skyline. He may not be the most high-profile member of our team, but he is one of the most important. He is our systems scientist, our productivity coach, our engagement expert, our magician. When we come across a problem, we call Andrew. He works with us to find the source of the problem and then he comes up with a solution. It’s not always easy to find the source of a problem, but Andrew is a master at it.

ANNIE HARPER | LEAD PROGRAM MANAGER

B.Educ. (Fine Arts); Grad. Dip. Mkt. (with Distinction); MBus.(Mkt.); Cert. IV TAE; RSA  
Annie brings thirty years of corporate business strategy and communication experience to the position at Skyline. She also has a lifelong and abiding interest, and passion, for the power of education to challenge, enhance, elevate and transform. Alongside her professional career Annie has remained committed to education. She has worked as a sessional, and guest, lecturer; was instrumental in developing several courses for the Diploma of Arts (Visual Merchandising) course at RMIT University; and has been an industry representative on the Steering Committee Executive for the aforementioned course where she is also currently serving, for the second time, as Chairperson.

DAVID PARNCUTT | PROGRAM MANAGER

David believes in the importance of equality of opportunity and the power of education to break cycles of disadvantage. He has demonstrated his commitment to these values in a number of roles in the not-for-profit and political sectors. In 2009 he was a co-founder of the Engage Education Foundation, a not-for-profit organisation with the goal of making high quality VCE resources available to students from low socio-economic backgrounds. Following that, David worked in a number of different roles for the Victorian Greens in communications, campaigning and stakeholder management. He was recently made director of Kevin Heinze Grow, a not-for-profit organisation that provides a range of education and healthcare services for people of all abilities.

KERRYN WARNER | EXECUTIVE ASSISTANT

As a member of the Skyline management team, Kerryn is inspired and enthusiastic to support the organisation’s valuable work and looks forward to contributing with our partners to potential life changing outcomes for our gifted and academically talented students who have been challenged early in life. Kerryn believes that if our community is to flourish, we each have a responsibility to lead. It’s vital that we nurture our young people, empowering them to thrive, and providing them with access to resources. In doing this, we can make a difference. Kerryn contributes 35+ years of experience working as an Executive Assistant across various sectors and has a love of working for smaller enterprises. She has worked with organisations at CEO, Director and Senior Executive levels. She is passionate and committed to creating positive outcomes.

LEAH DAVIDSON | ALUMNI DEVELOPMENT MANAGER

Leah is a passionate development coach, trainer and facilitator bringing more than 25 years experience working with young people, executives, families and teams. She has developed programs, retreats, camps and courses and delivered them at institutions such as Melbourne Girls Grammar School, Woodleigh School and the Young Presidents Organisation, working with executives from Hydralite, RSEA Safety, Village Roadshow Theme Parks, Roll’d, 2XU and more. Leah’s passion is helping people see new possibilities for themselves and their lives through mindset coaching and training. For Leah, working at Skyline is an incredible opportunity to make a difference on a giant scale while working alongside amazing people.

NANCY POLYKANDRITIS | PROGRAM ASSISTANT

Nancy contributes over 20 years of corporate experience across the financial services and not-for-profit sectors. Having worked as a Portfolio Manager and Financial Advisor to High Net Worth and Philanthropic clients, Nancy understands the importance of building enduring and trusting relationships. Supporting the Program Team, Nancy looks forward to engaging with students and the Skyline Alumni community to support them and to see them flourish. Nancy believes that having a support framework will allow students to thrive and reach their full potential whilst in the Skyline program and beyond.

RACHEL CURTIS | PROGRAM MANAGER

Rachel Curtis had the opportunity to partake in the Victorian Gifted and Talented Program whilst she was at high school, and has experienced first-hand the importance in fostering young talent and future potential. Skyline’s investment in alike youth who have experienced disadvantage, allows students to continue to perform with excellence. Rachels professional background as a legal assistant has afforded her a diverse skill set. Her passion for inspiring young people to reach full potential stems from her long-standing membership with Lord Somers and Powerhouse. Having consistently volunteered on their camps, she has witnessed the power of building strong community and a ‘sense of belonging’ for young people. As an ambassador of Deakin University, Rachel regularly speaks to VCE classes to spark excitement in pursuing tertiary education and career ventures. Today, Rachel prioritises developing active solutions for students to overcome social and economic barriers. As the Social Justice and Equity Officer of Deakin Law Student’s Society, she has hosted educational panels on Indigenous and humanitarian rights, employment law, and diversity. This has afforded her to interact with a strong professional network whose careers are result focused to create change.

SALLY WATTS | GM SKYLINE HATCH

Sally believes in the power of education to transform lives and create a better world. She brings extensive experience in leadership and business development roles across the not-for profit, corporate and government sectors at organisations including Western Chances, Telstra and Sustainability Victoria. At the heart of Sally’s achievements is ensuring that strategies and activities are centred around an understanding of individual, organisation and community needs. Sally thrives on bringing people together to achieve shared goals and building and nurturing strong networks and relationships to deliver big and long-lasting impact. Sally is inspired by the amazing young people that the Skyline program supports and empowers. She is passionate about reducing societal inequities so that all young people have the opportunity to achieve their career and life goals. Through Skyline’s new social enterprise, Hatch, Sally believes we have an opportunity to deliver extraordinary education experiences and life outcomes for more young Victorians.





## Our People | Ambassador and Patrons

### DR PETER HOLLINGWORTH AC OBE | AMBASSADOR

On returning home to Melbourne in 2003, Dr Hollingworth renewed his relationship with John Cheetham and was excited by the work John was doing with disadvantaged and talented young people in a pilot program managed by the Student Achievement Centre. The initial pilot project was coming to an end and refinements were being made for future expansion. Having worked for much of his life with disadvantaged young people, Dr Hollingworth felt he could contribute to this new organisation which was providing a unique program in a highly professional way. Dr Hollingworth later joined the Board and served as Chair from 2007 until 2017. As Ambassador, he continues to enjoy working with a group of committed people who bring their particular skills to the organisation.

### CAMPBELL BAIRSTOW | PATRON

Campbell was responsible for oversight of the welfare and academic progress of more than 1,500 university students through his 12 years as Dean of the Residential College and Deputy CEO at Trinity. He was also the head of all the Indigenous programs of Trinity and worked closely with the University of Melbourne in developing new curriculum and scholarship opportunities. The reconciliation of the first people of Australia and all those who have followed is a continuing passion for Campbell. In 2019 Campbell moved to a part-time position as Scholarships Registrar at Trinity. He also has occasional consultancy work with the University of Melbourne, Teach for Australia and the Anglican Diocese of Gippsland. He has recently served as a trustee on the Stuart Stoneman Foundation based at Mt Macedon, and as a member of the Human Ethics Research Committee at the University of Divinity. He is an enthusiastic Action Planner at Braybrook Secondary College. Each year in that role he mentors and advises more than 50 Year 12 VCE students.

### DR DAHLE SUGGETT | PATRON

Dr Suggett believes that a country like Australia has great capacity to meet the educational needs of the full spectrum of young people. However, we still allow too many to slip through the net and be denied the opportunity to reach their potential in education and employment and experience the personal fulfilment we are all entitled to. Sadly, there continues to be an inescapable link between social and economic inequity and educational outcomes. The costs of lost opportunity in Australian education from early leaving and disengagement are enormous. Dr Suggett has been in positions over several decades where she has sought to influence education policies and initiatives that advance the opportunities for those missing out. She has held executive positions in state and federal governments and business and has had direct engagement with schools, young people and communities.

### ELLA STONIER-WATSON | YOUTH PATRON

Ella Stonier-Watson is Skyline Education Foundation's inaugural Youth Patron. Ella paired Skyline with the APS Foundation, making Skyline the object of their fundraising. Ella graduated in 2018 from Caulfield Grammar School as School Co-Captain, Debating Co-Captain and a School Committee Member. Ella is currently studying Commerce at Monash University and is a member of the Financial Management Association of Australia.

### Thanks for Your Support

Skyline is extremely grateful to so many who have supported Operations in 2020 – particularly we thank our Board of Directors and members of Board sub-Committees and Teams; along with Ron Watkins, Kim Cain, Heather McPhee, Alice Nuttall, Ian and Jacqui Phillips, and Louise Whiting and our friends at Erasmus and the School of Philosophy, whose immense generosity and expertise has been pivotal to our progress this year. This has been a year like no other and our Alumni have stepped up in so many ways to support our progress including those who have joined our Operational Team - Adrian, Felicia, Gypsy, Hayden, Heba, Holly, Jasmine, Kirrilly, Long, Thanh Long, Malaz, Petual, Riko, Roghayeh, Shehelah, Tariq, Theano and Tina.

Our heartfelt thanks are extended to Alumna Tina Jiang for her incredible contribution to creating our Annual Review.

### EMERITUS PROFESSOR KWONG LEE DOW - AO | PATRON

Professor Lee Dow, former Vice-Chancellor University of Melbourne and distinguished education scholar, is keen to support the approach which Skyline uses to build the confidence of talented students from disadvantaged backgrounds at a critical stage in enlarging their educational opportunities – both short and long term. Professor Lee Dow has been committed to easing and improving the transition which students make through the last years of school and in choosing courses and tertiary institutions for their subsequent professional careers and personal development. There are many aspects to this process, spreading over years, and Skyline highlights and successfully enhances student self-awareness and knowledge of options and prospects.

### JUSTICE LEX LASRY AM QC | PATRON

Justice Lasry sits as a judge in the Criminal Division of the Supreme Court of Victoria. In most courts, on most days, he sees the result of missed opportunities. He hears about the unexploited potential of young people who, through drugs or for other reasons, have been diverted into criminal activity. He sees the tragedy that will accompany futility in the life of young people whose education has been token rather than real. Justice Lasry believes Skyline, and its ambition, is key in the modern community. The aptitude and talent of young people should not be inhibited by their circumstances. Skyline's efforts to foster and encourage these young people is a vital investment, not only for them, but for the whole community.

### TINA REDDROPP | PATRON

Tina and her husband Michael own and operate independent supermarkets across Victoria and New South Wales. Having lived in regional Victoria for more than a decade, they became increasingly passionate about abating multi-generational poverty. They have made it a priority to give local teenagers empowerment pathways to own their future. After several years of being a donor of the Skyline Program, they initiated an extension of the Skyline Program into Alexandra, Yea and Mansfield with a view to providing local VCE students with access to thrive through education and personal growth. Tina says, 'Skyline provides a unique opportunity to invest back into our community by assisting young people to maximise their ability and transform their life through a rewarding and sustainable education and career.'

## Our People | Board of Directors

### KATRINA REYNEN OAM | CHAIR

Katrina joined the Board over a decade ago, impressed with Skyline's comprehensive development program for students with unique needs. She believed that Skyline should be available to more equally worthy students and she has worked to make this a reality. In May 2017 Katrina was appointed Chair of Skyline's Board. With a Master's degree in Gifted Education, she contributed to the Gifted Students Program in the Victorian Department of Education as a Policy Officer, and since, over 17 years, she has held senior positions in the Department, along with the role of Director of Global Education at Cisco. She was the Education Lead for SingTel/Optus and Vice President- Schools (Australia), at Pearson Education.

### ALISTAIR MYTTON | TREASURER

Alistair Mytton is a globally experienced Chief Financial Officer and Finance Executive. He is currently the Chief Operating Officer and Chief Financial Officer for Monash College, a wholly owned subsidiary of Monash University that delivers transition education services. Alistair has led diverse finance teams across multiple geographic regions. He was previously with BHP for over 20 years and prior to that with Andersen for 10 years. Most recently Alistair was Head of Risk and Assurance for BHP with other prior experience including Divisional CFO roles. His experience includes Board and Board Committees, finance, risk management, insurance, capital projects, joint ventures, supply chain management and international taxation. Alistair previously held directorships of Australian, UK, Canadian and South African companies. He is a member of the Institute of Chartered Accountants, a graduate of the Australian Institute of Company Directors and provides executive mentoring in the not-for-profit sector.

### ALLISON GIBSON | BOARD MEMBER

Allison dedicated five years as an engaged philanthropist with Skyline Education Foundation before joining the Board. She was touched by the impact of the Program, not only on the recipients but also on their families, their schools and potentially on society in general. Allison has extensive experience in marketing and management consulting and has worked with the Board to improve the sustainability of the Skyline Program. As a significant donor, she is also able to provide the Foundation with first-hand experience in donor expectations and access to other donor networks.

### AMANDA DERHAM | BOARD MEMBER

Amanda Derham, B.A., FAICD, an experienced non-executive director, is a Venture Partner at Significant Capital Ventures. Amanda's portfolio career includes co-founder of a manufacturing start-up, and 10 years in marketing and stakeholder management in large corporates and federal politics. With a focus on the innovation sector, Amanda advises female founders through Scale Investors and is a director of The Agile Director. Amanda's hallmarks are an eternal curiosity and a preference for listening. Amanda's connection with Skyline goes back many years when seeking career guidance with her determined eldest child. She is eternally grateful for John Cheetham's perceptive, wise counsel.

### BEVERLEY BROCK OAM | BOARD MEMBER

As a young student, Beverley would have fitted the criteria for the Skyline Program, so she understands firsthand, the challenges Skyline students face and is completely committed to the ideals and objectives of Skyline and the needs of our students. On leaving school Beverley received a scholarship to train as a science teacher and undertook post graduate studies in Special Education, focusing on gifted students. After teaching, she helped to run a business that employed 80 staff and also co-founded and ran a Foundation that cared for the disadvantaged in our community.

### DR ELIZABETH HARTNELL-YOUNG | BOARD MEMBER

Dr Elizabeth Hartnell-Young has been a school teacher and principal, and a research director in Australia and the UK. She is a passionate advocate for learning for all and enjoys mentoring emerging leaders and researchers as well as writing creative non-fiction. She is currently working in the Melbourne Graduate School of Education at the University of Melbourne, following Director roles at the Australian Council for Educational Research and the Department of Education and Training, Victoria. In 2017 she co-founded Honour a Woman to ensure women's achievements are justly recognised through the Australian Honours system.

### JASMIN ISOBE | BOARD MEMBER

As a graduate of the Skyline Program, joining the Board represented a unique way for Jasmin to give back to this amazing organisation that supported, and continues to support her in so many ways. She had no reservations about taking up the opportunity of learning from and engaging with the people who steer Skyline, and as a representative of the alumni helping to inform the future of the Program and its students. Jasmin graduated from the Skyline Program in 2011 and was subsequently involved in establishing the Skyline Alumni Association before becoming Co-Chair of the Alumni Team in early 2017. Jasmin has a Bachelor's Degree with Honours in Linguistics and Applied Linguistics, and a concurrent Diploma in French Language from the University of Melbourne. In May 2017 she was awarded the Rotary Club of Melbourne's Young Achiever Award for Community Service Leadership based on her work with Skyline and her tertiary studies.

### SIMON GIPSON OAM | BOARD MEMBER

Simon Gipson has had an extensive international career in education, working as a teacher, leader and consultant across Australia, and in Thailand, Hong Kong, Cambodia, China, New Zealand, the United Kingdom and the United States. Simon was Head of St Michael's Grammar School, an inner-city, co-educational independent school in Melbourne, from 2000 to 2017. In 2009, he was named the Hedley Beare Educator of the Year by the Australian Council for Educational Leaders, and in 2012 was the first school principal to be named the Lynda Gratton Australian Business Leader of Year by the Australian Human Resources Institute. Simon was conferred with a national Fellowship by the Australian Council for Educational Leaders in 2013, and in 2014, was admitted as a Fellow of the Australian College of Educators "in recognition of his outstanding contribution to education". Simon was featured as one of Australia's most innovative and influential education leaders in "The Educator" magazine's 2015 'Hot List'. From 2018 until the end of 2019, Simon was CEO of The Song Room, a national not-for-profit organisation that brightens the futures of Australia's most disadvantaged children with tailored, high-quality music and arts programs, delivered in partnership with schools across the country. Simon currently works as an independent educational consultant and is the Anglican Archbishop of Melbourne's nominee to the Council of Trinity Grammar School, Kew.

### CATHERINE HILLIS | COMPANY SECRETARY

Catherine is a practicing solicitor and has worked at an international commercial law firm and more recently within family law. Throughout her career in private practice, Catherine has had an opportunity to provide significant support to private clients as well as pro-bono and voluntary support to vulnerable clients. Catherine is strongly aligned with the objectives of Skyline. She sees the work undertaken by Skyline as creating life-changing opportunities for high-resilient students so that they can fulfil their dreams. She considers it a privilege to be able to contribute to Skyline and its purpose.





Our Committees | Governance, Risk and Finance Committee

The role of the Governance, Risk and Finance Committee (GRFC) is to assist the Board in monitoring the decisions and actions of the CEO and Skyline and to gain assurance that progress is being made towards achieving the corporate purpose within the limits imposed by the Board. The GRFC has a formal Terms of Reference approved by the Skyline Board. The GRFC discharges its responsibilities by overseeing:

- The integrity of Skyline’s Financial Statements and Annual Report.
- Preparation of the annual budget for consideration by the Skyline Board.
- The appointment, performance and remuneration of the External Auditor and integrity of the external audit process.
- The effectiveness of the systems of risk management and internal control.
- Processes for monitoring compliance with laws and regulations.

The skills and experience of the membership of the GRFC include education sector, not-for-profit sector, financial and cashflow management, internal controls and governance, risk management and risk retention, and compliance. The GRFC met four times during 2020 to discharge its obligations under the Terms of Reference.

The activities for 2020 included:

- Review of the 2021 Budget ahead of Board approval including student volume in light of funding volatility.
- Review and assessment of risks associated with the Skyline response to COVID-19.
- Monitoring of the risk framework for implementation by the CEO and management teamreview of regular financial reporting and cost.
- Management by Skyline including detailed assessment of controls over key financial processes such as income receipting, payroll and accounts payable income recognition of donations and grants that support students over multiple years beyond 2020, and oversight of policies and procedures required to adhere to relevant laws including child safety standards.

Committee Members

Alistair Mytton (Chair)  
Geoff Cullen  
Right Reverend the Honourable Dr Peter Hollingworth AC OBE  
Rachna D’mello  
Ryan Gunsena

Our thanks to all members of the GRFC Committee.



Our Committees | Futures Committee

In the past year, the Futures Committee was active in gathering information from the field and disseminating what we learnt to inform others.

Listening to our people

The Committee conducted two focus groups in August 2020, with over twenty teachers and some Skyline observers on Zoom. We concluded:

1. Teachers have a thirst for more information about working with high ability and gifted students.
2. Identifying students as gifted or high ability and taking them out of the family and local context can be unsettling for families, so it is important for Skyline to understand the potential impact and effects of the Skyline program on both students and their families.
3. Our students benefit from networking, mentors and other ways of increasing their social capital, therefore it is an important activity for Skyline.
4. Class teachers are not always confident advising students re special consideration and pathways.

Research Report

The Committee published a report entitled A Year Like No Other: Thriving in the Pandemic, which documented the experience of Skyline students in 2020. It also drew together the myriad of other reports on learning through COVID 19 undertaken in Australia and beyond. The main findings related to:

Wellbeing

As with many Victorians, Skyline students reported feelings of isolation, anxiety and insecurity. However, at the end of the year, they showed that with support, these had often been overcome. These outcomes were likely due to a range of decisive actions including partnerships and collaboration; adaptation and innovation; and tailoring communications to suit local contexts and infrastructure.

Technology

Pandemic or not, senior students need access to a computer, preferably not shared, to receive school information, access subject resources and create assignments. Old laptops and even mobile phones are just not suitable for the latest software used by schools. Access to a reliable network connection is also a problem for many in Australia. Skyline students reported inadequate internet connections, data, bandwidth & speed (due to location or cost).

Finance

The loss of casual jobs, especially in hospitality and retail, affected students directly, especially where many help support their families. Casual workers were not able to access Jobseeker and reduction in hours affected parents in some cases. This led to increased inequality in Australia as a result of COVID.

Future Work

The Committee is now focusing on two areas: better understanding the role of parents, and how Skyline might support them in supporting their students; and how we might use a model of collective impact to achieve Skyline’s aims. This will involve principals and school staff, other agencies, universities and individuals who share Skyline’s aims. With the complexity of the issues we face today, collective impact is a model of problem solving that works to break down silos and allows solutions to emerge, rather than being known at the outset. We would welcome new members.

Committee Members

Dr. Elizabeth Hartnell-Young (Chair)  
Dr. Dahle Suggett  
Fred Clarke  
Anthony Gartner

Our thanks to all members of the Futures Committee.





Audited Financial Statement

Skyline Education Foundation  
ABN 40 120 737 724  
Summary statement of financial performance for the year ended 31 December 2020

	2020	2019	2018	2017	2016
Income	\$1,079,893	\$720,932	\$477,215	\$494,108	\$213,220
Direct Program Expenses	\$739,248	\$464,783	\$405,914	\$244,649	\$86,405
Operating Expenses	\$135,096	\$84,838	\$76,617	\$46,427	\$17,395
Profit (Deficit) Before Tax	\$205,549	\$171,311	-\$5,316	\$203,032	\$109,420
Total Expenses	\$874,344	\$549,621	\$482,531	\$291,076	\$103,800
Net Assets	\$854,122	\$648,573	\$477,262	\$482,578	\$279,543

NOTES:

- Complete audited financial statements are available upon request.
- The pandemic in 2020 has had major impacts on the business, including the transition to virtual engagement. A strong result has delivered further to significant support from our Donor community and diligent cost containment.
- The financial year end of the Company was changed in 2016 from 30 June to 31 December so as to align with the school year.
- Accordingly, the 2016 figures in the financial statements are for the six months ended 31 December, and are therefore not comparative with 2017 and 2018 results.
- All relevant documents have been lodged with ASIC and ACNC.
- The Foundation retains enough funds to provide for students completing their second and final year of the Program, as well as allowing for measured growth in student numbers.



ALUMNI IN OUR OPERATIONAL TEAM

We are committed to Alumni engagement in our Operations, with employment including the following Skyline Alumni on various short-term and diverse projects and initiatives throughout 2020/21.



SKYLINE EDUCATION FOUNDATION AUSTRALIA  
Board of Directors  
2021

SINCERE APPRECIATION:

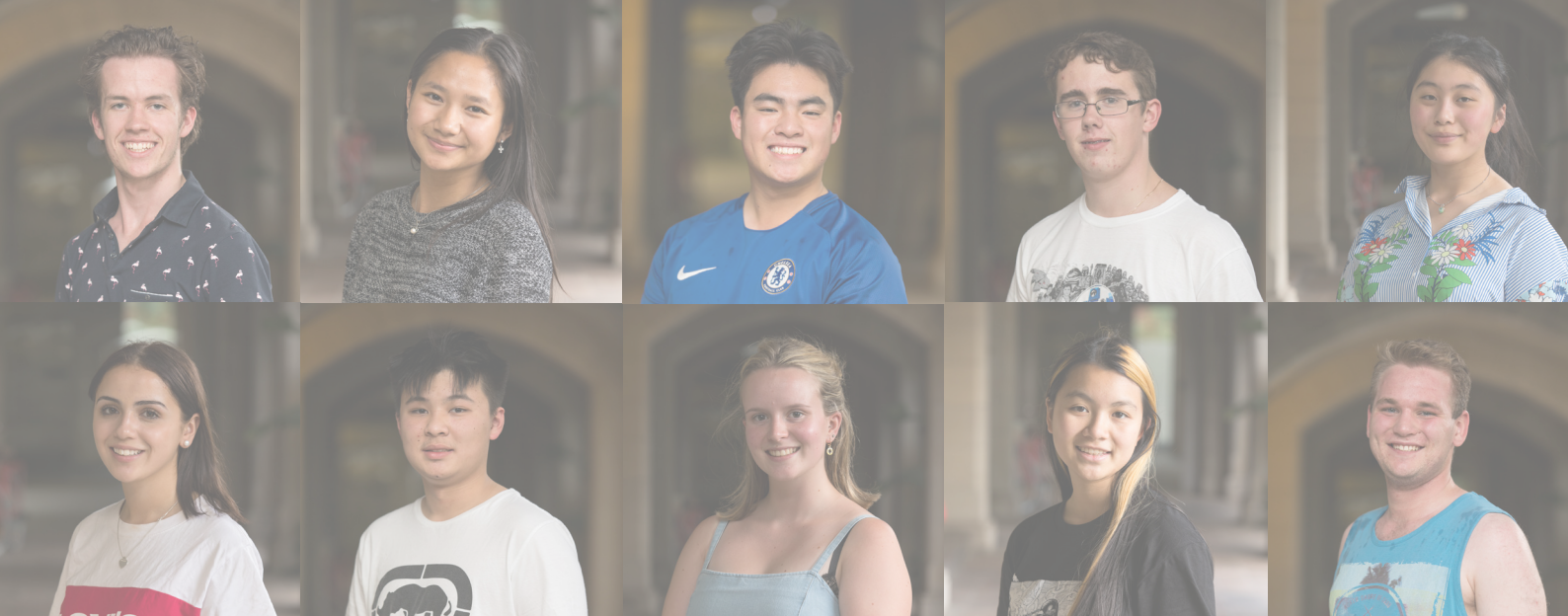
Wendy Bonnici

We acknowledge with gratitude, Wendy Bonnici, who stepped down from the Board at the end of 2020, after immense contributions and extraordinary dedication as a Director. It is with gratitude that Wendy remains as a key member of the Skyline Hatch Advisory Team, having been so pivotal in the genesis of our social enterprise, supporting us towards growth and a sustainable future.

Cameron March

We also extend wholehearted gratitude to our retiring Company Secretary, Cameron March, who has provided such great support to the Board over close to three years. We are missing you already!





Education Foundation Australia

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