

**ANNUAL
REPORT
2021-2022**

Collaboration is a working practice whereby individuals work together to a common purpose to achieve business benefit. BATForce has been promoting collaboration since 1978.

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BATForce is privileged to work across the traditional lands of the Wadawurrung, Gulidjan and Gadubanud People. We pay our respects to Elders past, present and future. We acknowledge that the land we sit on was never ceded - always was and always will be Aboriginal Lands.

EXECUTIVE MESSAGE

MALCOLM SCOTT

The 2021/2022 period has seen BATForce once again evolve and adapt to an ever-changing environment with significant barriers to the delivery of programs in schools.

I would like to especially acknowledge the work of the BATForce staff Lynn, Naomi and Kylie in delivering and supporting all of our School Focused Youth Services (SFYS) obligations so admirably. To support and nurture our highly skilled staff team has been a necessity as we pivoted constantly to adapt to changing milestones and operational requirements.

We were also able to innovate in our space thanks to our multiskilled staff, with a shining example being the re-development of the website through co+design to provide resources for Young People and the ecosystems that support them.

As an Executive Committee we strongly recognise, acknowledge and support the ongoing significant work of our Executive Officer Leigh, as she continues to commit above and beyond, developing and sustaining networks, providing education and support to schools and engaging with services across the sector.

Along with her own work, Leigh has also invested significant time in assisting the Executive as we grow our skill set to better understand and support the work of BATForce. As part of this evolutionary process with an updated constitution and a renewed drive to expand the Executive's skill set we are now well placed to being able to better support the work of BATForce both strategically and from a governance perspective.

Our role as an Executive is now much clearer and focused on supporting strategically the work of BATForce and its purpose, working to ensuring its sustainability and ongoing relevance in supporting young people, their families and carers across the Barwon region.

I thank all of the Executive for their contributions over this period especially Liz Everist for her ongoing Secretariat support, Cass Langdon for being a supportive Deputy and Acting Treasurer and also look forward to welcoming new Board members for 2022/2023.

TREASURER'S REPORT

CASS LANGDON

The 2020/21 year resulted in a \$90,679.63 loss. Please refer to the profit and loss report in this Annual Report for further details of the financial status of the organisation.

A full set of financials including the Independent Auditors Report has been tabled. Please see the Finance Administrator if you wish to peruse this report. Any questions can also be referred to the BATForce Executive for a written response.

Following adoption at this meeting this report will be forwarded to the Department of Consumer Affairs. The details in this report will be used to complete the Financial Accountability Report for our funding body the Department of Education and Training (DET).

EXECUTIVE OFFICER REPORT

LEIGH BARTLETT

A big thank you to everyone who made 2021/22 the adventure it was. The bend and flex that had seen BATForce be both responsive and productive through the beginning of COVID had us motivated and ready to go for the following year.

REVISITING PURPOSE

As some of you will be aware, BATForce's journey began in 1978 at a very different point in time, pre internet, fireworks were still legal, tech schools thrived and you could leave school in year 10 and find work. 2022 is a very different world and after a crazy couple of years it was time to re look at what our purpose was in the modern environment.

We have long been aware that Young People do not exist in isolation, yet the funding and policy frameworks that are often created in good faith to provide support and opportunities to Young People, often do. Feedback from community has been very clear that the Families and Support networks need to be at the table. Not dictating what is happening with their Young Person but having a say in what support is on offer. To strengthen their capacity to provide support to the community of Young People, whether that be through parent and carer responsibility, community connection through activities or to schools on how to strengthen school family partnerships.

The last few years has been incredibly challenging for both the community and the sector that supports it. As the challenges continue to change and shape, our focus remains firmly on having great expectations.

**GREAT EXPECTATIONS
OF OURSELVES, OF THOSE
AROUND US AND MOST
IMPORTANTLY OF THE YOUNG
PEOPLE IN OUR COMMUNITY
AND THOSE THAT SUPPORT
THEM AS THEY GET
'READY TO LAUNCH'.**

Another group who has been firmly in view in the last year have been the pre service students. After two years with limited placement opportunities and the reality that they will be graduating into roles where they will be expected to hit the ground running, BATForce has worked closely with the CO+CHAT members to look at different ways they could provide support to this cohort.

The Student CO+CHATS were developed, and feedback has been very clear that there needs to be far more connectivity between the sector and the emerging workforce.

FAREWELL TO THE BATCAVE

The biggest change to operations was the decision to give up the BATCave. This decision was made with very mixed emotions. With such a small team it made sense to save our pennies and keep our new hybrid working arrangement which now included, work from home, catch ups at cafes and importantly utilising the various resource rich community libraries across our region. A big shout out to Toddler Time across the libraries for bringing such wonderful songs back into our lives, with The Little Green Frog still a big favourite.



THE TEAM

The Team have managed their bigger than normal workload in incredibly trying times. The exhaustion of two years of COVID has impacted the schools heavily and we are incredibly grateful of the work they do and the way they have continued to innovate during this time. This has meant a lot of work for the team as they have continued to balance the funding priorities with the needs of the schools, it has been a monster job.

The need to have programs for students who are requiring additional support has become critical and we wish we could work with all the schools who contact us. As well as a full house of programs for the 12 months the team have also managed rollover projects from the previous year with no additional resources to do so, as well as juggling the needs of our partner program facilitators.

I am so grateful to have a team that has the incredible skill and capacity to do this. A bit thank you to Lynn, Kylie and Naomi for your incredible contribution.

I am always grateful for the time and energy that the BATForce executive committee give to the role. The last 12 months has seen us look very closely at our purpose and after 40 + years of operation there was certainly some spring cleaning to be done.

BATForce is a flat structure, with a very small workforce, for it to be successful it needs to have an executive management structure that both believe in the work and are prepared to go on the journey. On behalf of the team I'd like to thank the members of the executive committee who have supported our work in 2021/22.

A big thank you to outgoing committee member **Annette Campbell** for her support and guidance on the BATForce Executive. We require people with eyes on different parts of community support to ensure we are travelling in the right direction.

Thank you for all your guidance around marketing and communications **Stephen Keane**. We were privileged to have you join us for a short time. You set us in the right direction with our online presence and quickly became a valued member of the BATForce Team.

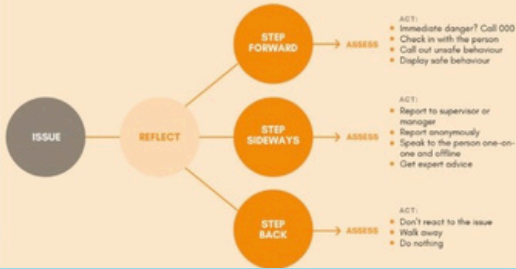
CELEBRATE THE SUCCESSES

The Worksafe funded Workcare Factor resource was finally complete and had a soft launch in late 2021. The highlight of the launch was sitting back and listening to some of the small business leaders ask questions of some of the Young People who had been part of the process.

Workplace Decision Maker

A simple model to guide your actions at work.

If an incident arises and it is not clear how you should act, use the **Workplace Decision Maker framework** to define whether you should step forward, step sideways or step back. At every step it is important to think before you act, ensure that your choices are based on the right information, and that you are aware and accepting of the consequences, good or bad.



Reporting Unsafe Behaviours

You have observed, over a number of weeks, that the new forklift driver is not following the safety lines.

What do you do?

Favouritism in the workplace

At your café job, it seems that the boss always gives preference to some staff over others.

What do you do?

Worrying about a workmate's mental health

Over the last few weeks, one of your workmates has been showing up to work late, looking

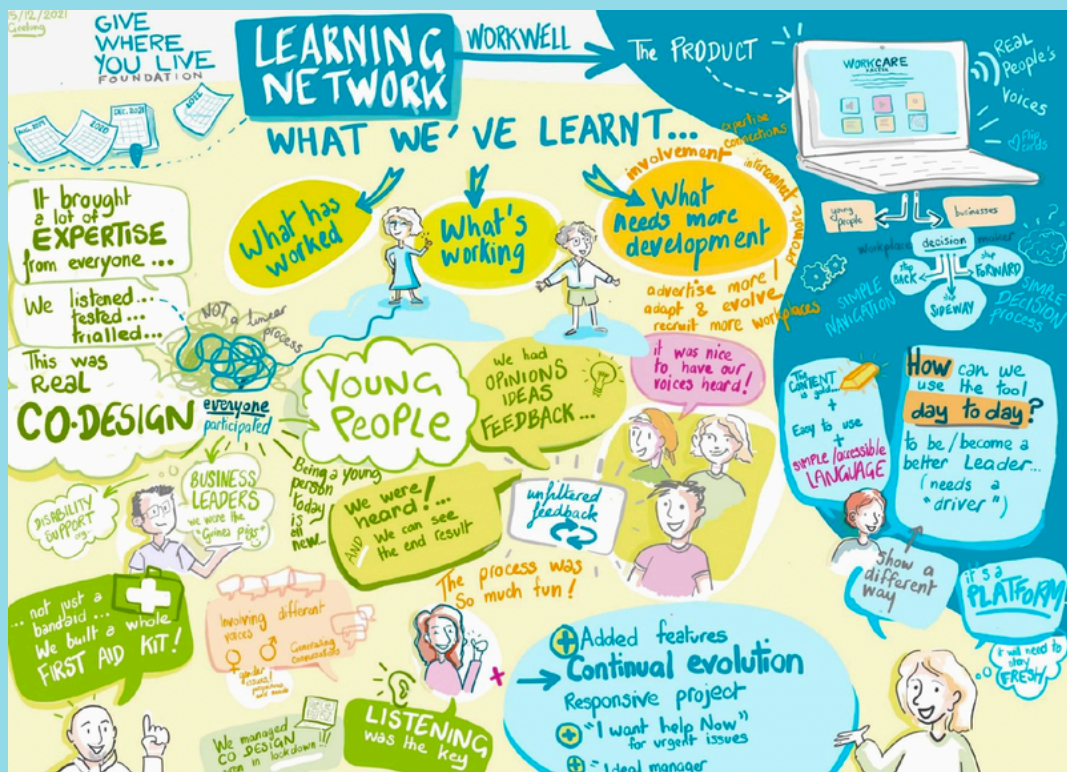
Workplace Decision Maker Tool

The **Decision Maker Tool** was developed with feedback from Young People and more recently we have had a couple of schools who wish to implement it within their wellbeing model which validates its worth. This is a great example of a tool developed and adapted across projects, it will continue to be challenged and evolve but most importantly it is being used.

BATForce is now the lead agency of an amazing consortia which includes Encompass, Northern Futures, Management Governance Australia, Barwon Health, the Geelong LLEN who have all agreed to take carriage of the project moving forward. This resource is incredibly important in the current environment.
<https://batforce.org.au/workcare-factor/>

With the website completed (phase 1) we secured funding through DFFH for a project that came out of the CO+CHATs which was building a resource to support people to have difficult conversations re COVID. We were cognisant that this resource may date quickly so ensured its longevity by framing it around having difficult conversations, which never goes out of fashion.
<https://workcarefactor.com.au/articles/illustrated-guide-to-covid-conversations/>

We are excited to continue working with key agencies who see the importance of the resource and the opportunities to grow the resource moving forward.



A pictorial summary of our soft launch where Young People and small businesses came together.

COMMUNITY & SCHOOL EDUCATION

In 2021/22 we moved to a clustered approach for delivering education sessions in schools to enable us to better balance our workplan. This has meant a 2-3 week block of presenting in March, June, September and November with a small number of online workshops in between.

Everyone remembers their firsts. For me my list of firsts will now include my first workshop back in schools post COVID.



Whilst our online workshops continued, nothing will replace the buzz and interaction you have when you are face to face.

The last 12 months has been busy with both online and face to face workshops. Links to the suite of training workshops can be found online <https://batforce.org.au/batforce-education-information-workshops/>

We have delivered **47** sessions across schools and communities as well as professional development sessions. Our priority remains where possible spending time in the community and working with the whole community rather than simply running workshops with students. Whilst parent and carer engagement remain a challenge in some schools we continue to work with local communities to see what will work best for them, offering up differing times and formats.

A review of all our education workshops in early 2021 and consultation with schools has led us to streamline what we offer.

Digital Tattoo workshops have remained the most requested for primary, secondary and Parent Carer groups.

Ready to Launch has been sequenced from K through to yr 12 and includes Parent and Carer sessions, our sessions which focus on transition remain in demand .

BIG THANK YOU TO THE FOLLOWING SCHOOL COMMUNITIES FOR INVITING US IN

Apollo Bay P-12
Lorne P-12
St Joseph's EREA
Clifton Springs PS
Colac West PS
Surfcoast SC
Nelson Park School

Manifold Heights PS
St Ignatius College
Iona College
Sacred Heart PS -
Colac
Northern Bay College
Barwon Valley School

AND THEY SAID ...

'Loved the fact that you covered the stuff you can't google'

'WOW! So engaging!'

'Loved the humour. It was very engaging'

'Really enjoyed the presentation'

'It was great, very engaging. Funny, practical/honest presenter'

'Brilliant honest insightful presentation'

'Fantastic presenter, so knowledgeable and engaging'

CO+DESIGN

Co+design is the art of developing timely solutions using a methodology which takes time. It also means that you are asking open ended questions and taking guidance from the communities you work alongside as to what is important to them. This means looking for innovative funding rounds to support the amazing ideas the communities identify.

IN 2021/22 WE WORKED WITH SEVERAL COMMUNITIES:

- CO+Chat participants
- CALD Communities
- Neighbourhood Houses
- Mental Health Practitioners
- Young People from Golden Plains Shire, Surf Coast Shire, City of Greater Geelong & Metro Melbourne
- Encompass
- 4GR
- The Gordon

Need help navigating **difficult conversations?**

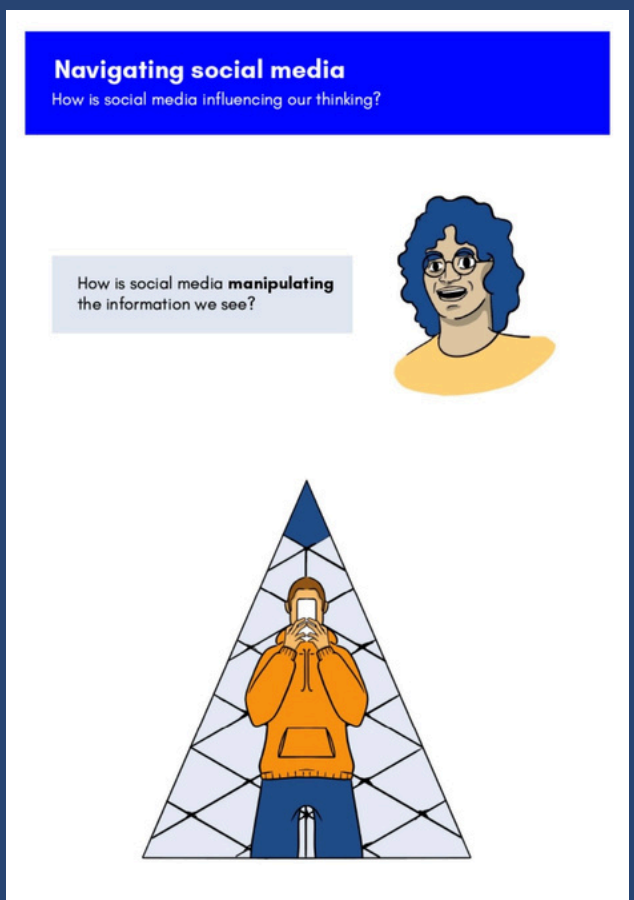


The voice of Young People and those who support them is critical in the work we do. We build feedback mechanisms into all our work to ensure we stay relevant, and our work remains 'on point'.

The feedback we capture is taken back to small practice groups for exploration and we look at ways of addressing the gaps.

This year saw us include co+design principles into a number of projects including:

- Difficult Conversations (DFFH funded)
- Inclusive Pathways project (in partnership with CO+Chatters)
- Youth Voice (DJCS in partnership with MGA)



All three projects were very different and required hugely different approaches, with the biggest investment always being time.

CO+VOICE

With over 30 years in the Youth Sector I have lost count of the number of times Young People have stated they are tired of doing surveys and feel like nothing ever gets done with the information.

This year we have focused on ensuring that our co+design model has a co+voice attached to it.

This begins with asking the Young People who have been part of the process what they want to do next with their voice.

This year we were excited to partner with one of the Young People who had participated in the Workcare Factor co+design who has been eager to explore developing some presentations based on her own area of interest.

This gave us a great opportunity to have Mikaylah represent BATForce at the Villawood launch of the consent signage. Mikaylah had an opportunity to speak and be part of the event which has now created further opportunities for her.

One such opportunity was to put together a presentation to be delivered at a school. We worked with Mikaylah to develop a partnered presentation which was exciting for all of us.



'Having the support and mentoring from BATForce has really built my confidence to be able to develop my own work to present'
- Mikaylah

BUILDING OUR ONLINE BAT CAVE

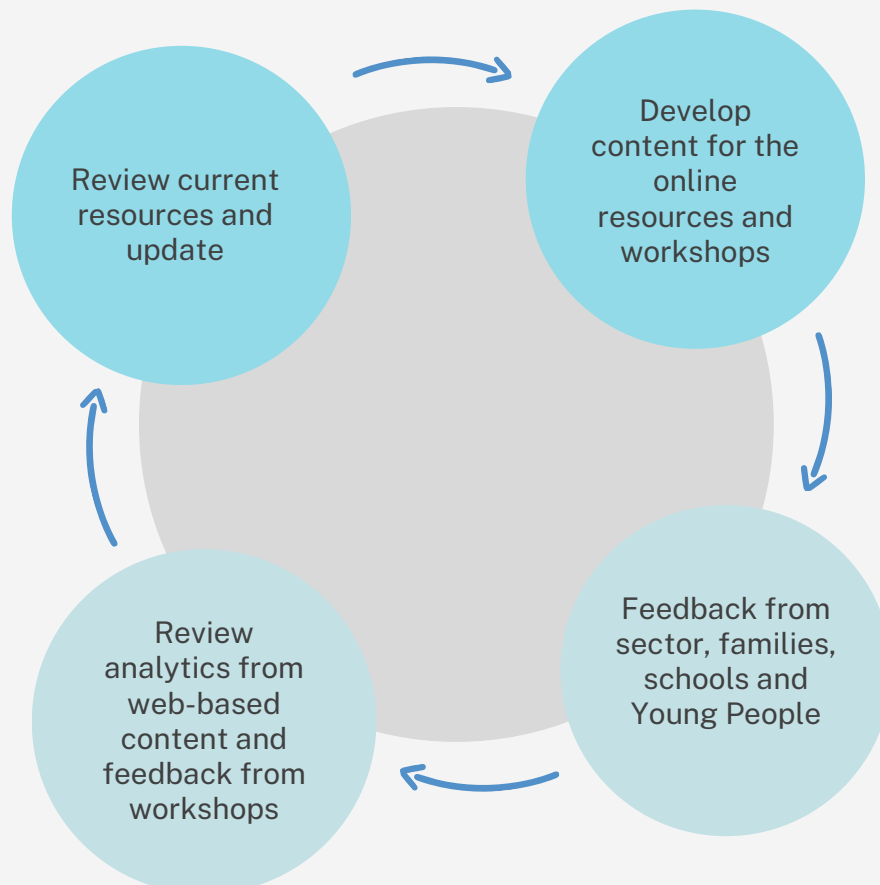
Building our web based resources has been an incredible journey. A huge shout out to Stephen Keane for getting us started and to Kylie Fox for the amazing work she has taken on with our web based resources moving forward.

Reviewing your online presence is a great way to look critically at the work you do and to include a community of services, parents and carers and most importantly Young People in the process reminded us who exactly we do this work for.

Working with the CO+Chat group to develop resources and taking the time to test the content with school communities has been a great adventure.

The online resources really took structure in 2021/22. The suite of support boards and the social media campaigns that developed from a one off grant from GWYLF for the Holiday Help Campaign is something we are very proud of.

The online resources have been built to be agile and quick to update so they maintain their relevance. Analytics from the support boards helps us ensure they are well targeted.



BATFORCE ANALYTICS

2021/22 has been the start of building a more consistent BATForce brand and online presence. Engagement in our website is at an all time high, with a significant jump in new users (↑ 66%) and over 10,000 page views.

Our Facebook presence has grown and we are moving towards themed campaigns in 2022/23 on the back of the success of the Holiday Help Campaign.

Our Support Boards have continued to grow, now numbering six, and together have been viewed nearly 4,700 times.

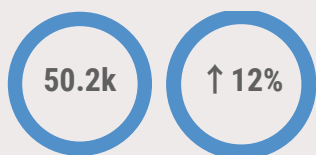
The CO+Chat network have been instrumental in the creation and review of the boards.

The use of CO+Design has allowed Young People's voices to be heard and gaps identified.



BATFORCE (BARWON ADOLESCENT TASK FORCE)

Reach



Most engaged age group



Audience is predominately females



WWW.BATFORCE.ORG.AU

Users

5k
(↑ 68%)

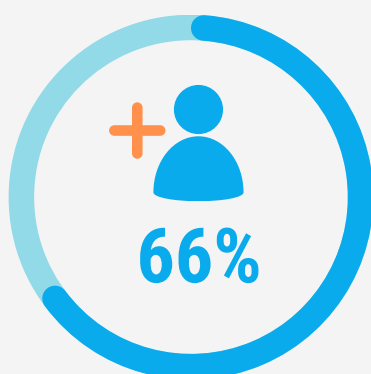
Page Views

10.1k
(↑ 40%)

Sessions

6.2k
(↑ 71%)

New Users



Top 3 Performing Pages

- 1 BATForce Home Page
- 2 Quick Help Guide
- 3 Support Boards

READY TO LAUNCH SUPPORT BOARDS



Adulting 101

 Views - 1195



Top 3
Cards
Viewed

1. Feel like sending a dick pic or nude
2. To vape or not to vape
3. Need to Talk? Looking for help for you or a friend

Pathways from the School Gate

 Views - 1359



Top 3
Cards
Viewed

1. What age do I have to be to leave secondary school
2. Transition to Work program
3. Who are our local Workforce Australia providers

Inclusive Pathways

 Views - 1264



Top 3
Cards
Viewed

1. SLES vs DES
2. What do I have to disclose to my employer
3. Who are our local DES providers

CALD Youth Programs & Support

 Views - 313



Top 3
Cards
Viewed

1. Transition to Work program
2. You Can Ask That - YouTube series
3. Employability Checklist - a guide to getting the basics right when starting out

SUPPORT BOARDS

BATForce Community Support Guide - Geelong

 Views - 392



Top 3
Cards
Viewed

1. Mental health crisis & referral team - Barwon
2. The Orange Door (Barwon)
3. Feed Geelong

Small & Snotty to Tall & Spotty

 Views - 148



Top 3
Cards
Viewed

1. Digital Tattoo resources
2. Illustrated Guide to Covid Conversations
3. TED Talks

SCHOOL FOCUSED YOUTH SERVICES

The School Focused Youth Service (SFYS) program is funded by the Department of Education and Training.

Through SFYS, schools and community organisations work together to support young people aged 10 -18 years who are attending school but are vulnerable to or showing signs of disengagement from school, to remain connected to education.

SFYS 2021

The second half of 2021 continued to be problematic for SFYS programs. As hard as facilitators, schools and BATForce tried some programs just weren't able to be completed within the 2021 timeframe. With COVID still providing us with interruptions, the stop/start nature of schooling and schools being unable or unwilling to provide access to their school grounds it meant that we had to make the decision to 'roll-over' a number of programs into the following year.

Even before 2022 began, we had the following schools committed to deliver their stalled 2021 programs, adding to the workload of programs for 2022.

- Clonard College
- Colac Primary School
- Colac Specialist School
- Grovedale College
- Matthew Flinders Girls Secondary College
- Newcomb Secondary College
- St Francis Xavier Primary School
- St Joseph's College
- St Thomas Aquinos Primary School
- Surf Coast Secondary School
- Wangala Primary School

SFYS 2022

2022 started full of optimism with the health restrictions starting to fade and the excitement of schools aiming for a relatively "normal" school year. Not knowing how students would present after the two years of home schooling and uncertainty, we prepared to be there and support wherever we could.

For SFYS, a late contract extension from DET, meant that the usual forward thinking at the end of the previous year was not possible. The guidelines were adjusted, changing our way of working and the way schools could access our programs and a strong emphasis was put on school absenteeism. With a 2 year contract extension it meant that programs could be extended for longer than one school year (ie can continue or expand into 2023) allowing us to look at the bigger picture of what support school's might need.

The schools were as busy as ever. Many students were presenting with issues not seen before, including higher numbers of school refusal, anxiety, lack of peer connections and issues where the students were physically present, but not actively engaging in learning.

Anecdotally, staff reported students with low age appropriate emotional and social skills. We can only wonder whether there has been a correlation between the social isolation and home schooling and the lack of opportunity to develop these skills they would normally be able to in a group setting.

SCHOOL FOCUSED YOUTH SERVICES

With this in mind, our 2022 schools and programs addressed a number of themes:

- lowering absenteeism
- improve student's self esteem
- managing anxiety
- developing skills in students transitioning into year 7
- re-engaging students back into the classroom
- building resilience
- improving social skills

In 2022 we developed 21 programs on top of the 8 roll-over programs, effectively managing 29 programs for the year.

Realising that little change happens in isolation, BATForce decided with each program to embed additional supports in the eco-system that surrounds each student, namely parents/carers and school staff.

Each program would have three elements:

1. Student Program

2. Parent/Carer Presentation (to strengthen school and family partnerships and connection after so much time without family access to schools)

3. School Staff PD (ensuring staff understood the core values and principles of the program and allowing the opportunity for staff to use similar language, strategies and frameworks with the program group and wider student cohort)

“Very important voices coming out in our parent community that will assist us to support the students and their families better.” - Simon O’Brien, Winchelsea PS

As we know, 2022 wasn't quite like the rainbow after the storm, we thought it was going to be. In the first half of the year the high level of absences among students, staff and program facilitators has been a new challenge for SFYS. In some instances, external providers were asked to refrain from entering schools in an effort to reduce illness. Any program which had cross school contact or in some cases cross classroom or year level contact, was paused on and off. Often sessions were cancelled at the last minute due to staff unable to cover the program. When illness was contained, schools had the pressure of “fitting in” all the extra-curricular activities that students had missed out on. Programs were needing to timetable around catch up excursions, camps, sports programs, testing, wellbeing days etc.

This roller coaster ride has been managed superbly by our amazing facilitators and our support school staff working diligently to ensure sessions were re-scheduled. By mid 2022 we look to be on track to deliver 100% of all our programs.

A BIG THANKS to our 2022 participating schools:

- Bellarine Secondary College
- Belmont High School
- Clonard College
- Colac Primary School
- Colac Secondary College
- Colac South West Primary School
- Colac West Primary School
- Drysdale Primary School
- Geelong High School
- Hamlyn Views Primary School
- Iona College
- Mandama Primary School
- Newcomb Primary School
- Surf Coast Secondary School
- Torquay College
- Wangala Primary School
- Whittington Primary School
- Winchelsea Primary School

SCHOOL FOCUSED YOUTH SERVICES

We must acknowledge the participating schools and the staff that work with us to ensure the programs are available to support the identified students. As we know, schools are demanding places to work and the last three years have highlighted the amount of work these staff do on a daily basis.

OUR PROVIDERS

We must also thank and acknowledge the providers and facilitators of our programs. The care, flexibility and professionalism they have shown has been outstanding.

- Sports Support Australia (Michelle Hemley)
- TESSA Inc - MAT Program
- move, with Fiona (Fiona Luca)
- Dogs Connect
- Hope Carmody
- Jett Flexman
- The Social Learning Studio
- Libby Brockman

These providers are delivering a wide variety of programs including:

- Yoga & mindfulness to assist with emotional regulation
- Nutrition, wellness and the right choices for your body
- Hands on Learning & other activity based group work
- Life skills programs that combine the principles of physical and mental wellbeing with those of therapeutic martial arts training
- Exploring life shaping social skills to build better connectedness

-Physical activity based programs aimed at increasing students' resilience, confidence and create positive and healthy relationships with others

-Supporting the introduction of the Dogs Connect program

MOVING FORWARD

Building on the foundations of our website and online resources that were developed during 2020/2021, we have continued to research and develop more ways to engage with young people and their families.

Using social media and supports boards (trello), we continue to seek out ways to support our schools, young people and families so they all have the tools they need to be their best selves.

“The Trello looks amazing. It would be great to have something like this available for priority cohorts (target resources for secondary school young people) ... I think the regional young people will benefit from something like this. Is this something that we can work on together, please? ‘

-Sam De Silva, Career Education Advisor Lookout Centre DET

SCHOOL FOCUSED YOUTH SERVICES

PROVIDER INSIGHT

Fiona Luca (move, with Fiona) is a lifelong creative, both as a practitioner and consultant. She is a movement, mindset and business coach, qualified Dance educator, Yoga and Pilates instructor and a mother of two beautiful girls with a zest for life and a deep desire to make an impact wherever she goes.

Fiona is providing five programs to SYFS in 2022. She uses a variety of mediums to engage the students including movement, yoga, mindfulness, nutrition, journaling and discussion. Fiona's programs are geared toward young people who have experienced challenges and/or adversity and are used to living within the stress response.

'What drives me, above all else is the joy of guiding and inspiring others to dig deep and reach their fullest potential' - Fiona

Fiona has worked closely with SFYS to ensure her programs are 'tuned into' the cohort of students that she is working with, as she knows that one program size does not fit all cohorts.

She has delivered to both primary and secondary year levels in 2022, adapting and adjusting her responses (sometimes on a weekly basis!) to ensure she can connect with students.

Fiona believes the programs that are the most successful are those where she has 'support from the school in the way of an advocate and support person, who encourages the students who may start off reluctant to attend or to ensure timetabling doesn't become an issue'.

On a practical note, an appropriate space to work in which is ready to move into, as well as the right mix of students for the program are also high on the list for success.

We thank Fiona for her dedication to SFYS and the outcomes she produces with the students. We look forward to working with Fiona in 2023 and seeing what other amazing journeys she comes up with!



www.movewithfiona.com.au

2021 / 2022 FINANCIALS

Profit and Loss Barwon Adolescent Task Force 1 July 2021 to 30 June 2022

	30 Jun 22	
Income		
Interest Income	628.29	
Local Community Access Grant	20,000.00	
Recurrent Grant- DEECD	318,765.92	
Total Income		339,394.21
Gross Profit	339,394.21	
Plus Other Income		
ATO Cashflow Boost	20,000.00	
Community Education	11,840.91	
Geelong Community Workshop	27,272.73	
Give Where You Live Donation	30,931.82	
Room Hire	2,663.63	
Total Other Income		92,709.09
Less Operating Expenses		
Advertising	68.18	
AGM/BATForce Meetings	48.18	
Annual Leave	11,034.49	
Bank Charges	129.40	
CALD 2021 Project	9,090.91	
Cleaning	1,854.02	
Community Education Expense	734.82	
Computer Service	9,636.38	
Depreciation	7,536.00	
Electricity	1,074.67	
Equipment Repair/Replace	147.37	
Fares & Parking	4,104.82	
FBT	(946.75)	
Flexible Funding	110,592.00	
Gifts & Presentations	41.79	
Insurance	1,354.55	
Legal & Accounting	5,100.00	
Local Community Access Expense	10,579.80	
Long Service Leave	(15,081.33)	
Loss on disposal of assets	3,975.00	
Memberships	1,799.91	
Motor Vehicle Expenses	3,087.14	
Photocopier	23.07	
Postage	130.91	
Printing & Stationery	399.06	
Professional Development	1,713.25	
Rent/Storage	12,596.06	
SFYS Expenses	242.45	
Staff Amenities	505.81	
Subscriptions	1,004.47	
Sundry Expenses	66.37	
Superannuation	45,570.11	
Telephone & Internet	5,367.77	
Travel /Train	1,347.15	
Wages and Salaries	280,068.12	
Workcover	7,786.98	
Total Operating Expenses		522,782.93
Net Profit	(90,679.63)	

THE BATFORCE TEAM ...

THE EXECUTIVE (2021/2022)

Cass Langdon	The Gordon (co-chair)
Malcolm Scott	ERMA (co-chair)
Jan Farrell	Treasurer
Chris Lougheed	Youth Plus, Edmond Rice
Frances McAloon	Drummond St Family Services
Liz Everist	GROW / GWYL
Annette Campbell	Bethany
Blake Edwards	City of Greater Geelong

THE BAT TEAM (2021/2022)

Leigh Bartlett	Executive Officer
Lynn Longworth	Administration / Finance
Kylie Fox	SFYS Co-ordinator / Communications
Naomi Madigan	SFYS Co-ordinator
Stephen Keane	Marketing Manager



**WE THANK YOU
FOR YOUR CONTINUED SUPPORT IN
OUR PROGRAMS**

