



**ORDINARY YOUNG AUSSIES**

**ACHIEVING EXTRAORDINARY GOALS**

**EVALUATION OF THE**

**KOKODA CHALLENGE  
YOUTH PROGRAM**

**FROM 2005 to 2009**

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For the Kokoda Challenge Association Inc  
Audience, Kokoda Challenge Association Inc & corporate sponsors*

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## Executive Summary

The Kokoda Challenge Association Incorporated is a not for profit organisation that was formed and founded by Doug Henderson in January 2005 after he attended an RSL conference in July 2004. Doug was profoundly affected by what he heard and overcome by shame about the fact that so few Australians knew the real story of how significant the Kokoda military campaign was to Australia's history.

The Kokoda Challenge Association Incorporated was established to promote their mission that is the Kokoda Spirit, especially to the benefit of the youth of Australia.

The objectives of the organisation are to:

- Raise public awareness of the importance of the 1942 Kokoda campaign to the Australian people.
- Identify young Australians at a crossroads in their life and provide support to help them reach their potential.
- Support the Kokoda community and the descendants of the Fuzzy Wuzzy angels (the native Papua New Guineans who assisted the Australian soldiers whilst in battle).

The organisation is founded on six values which are endurance, courage, sacrifice, mateship, environment and youth. The organisation set about running the Gold Coast Challenge, a ninety six kilometre trek under thirty nine hours through the hinterland of the Gold Coast to raise funds to contribute to the Kokoda Challenge Youth Program (KCYP).

The KCYP has been designed for young people aged 16 to 18 years who are at a crossroad in their lives and need assistance to make positive choices in their lives to help them realise and then reach their potential. From 2005 through to 2009 the organisation has run the Gold Coast Challenge and the KCYP spanning the past five years. In this time 115 young people have participated in the KCYP.

The scope of this evaluation was to review the past five years from 2005 to 2009 that the KCYP had been operating to ascertain the outcomes for the young people whilst participating in the program and after they had completed the program.

Results were obtained by the consultant running two youth focus groups, conducting individual phone interviews and mailing out an individual youth questionnaire to a random sample of young people who have participated in the KCYP over the past five years. Further, individual questionnaires were mailed out to all volunteers who have participated in the KCYP and a Parent/Guardian Questionnaire was also mailed out to a random sample of parents whose son or daughter participated in the KCYP. The results were then analysed and key learning and recommendations were prepared. The aim of the evaluation is to use the information (feedback) provided by all stakeholders to improve the efficiency and effectiveness of the KCYP for young people who participate in the KCYP in future years.

### Key Findings

- Many young people commented on wanting to spend more time in the villages along the track and at the end of the trip to learn more about the culture.
- The young people in the two focus groups also said that the way the KCYP is structured ensured they were ready to face the Kokoda Challenge. The months of walking/training and the Gold Coast Challenge 'pushed them to the edge' but this assisted them in knowing they could push through anything and it taught them to work as a team and why they had to work as a team.
- Not surprisingly the majority of parents saw increased levels in their adolescent's self esteem and confidence in many areas of their lives. This was the most significant outcome a parent perceived their teenager had achieved followed closely by the young person making new and close bonded friendships. These findings are congruent with the outcomes the young people themselves see occurring, particularly close bonded friendships and also mirror the observations of leaders, volunteers and staff.

- The most significant outcome for the majority of young people interviewed and surveyed was the impact of completing the 12 month program had on the young people's lives from becoming fit, meeting new people who they would not normally have mixed with, learning to work as a team, pushing through and knowing they could do anything, having closer relationships with family and friends, giving back to the community, learning commitment and looking forward to a future where they could achieve anything. Over ninety five percent of young people said that the KCYP was a turning point in their lives, that they matured and this could not have occurred without the support of Doug and/or Joh and how grateful and privileged they have been to participate in the KCYP and meet them.

### Key Recommendations

- Over the next twelve months it is recommended the organisation review in detail the operational side of the KCYP over the past five years and consolidate the program to improve its efficiency particularly communication to parents and a transport system; structure of the program to incorporate other kinds of practices that would compliment the program and/or adding in more camps and social activities for the young people; ongoing professional training for the leaders and update administration systems and that these practices are consistent across the Tweed and Brisbane branches.
- Reduce the number of young people in any one group to no more than twelve participants in line with best practice for group size and optimal functioning to maintain the Kokoda spirit and to maximise the benefits of the program for the young people during and post the program.
- Consider exploring ways to work collaboratively through partnerships with other community based organisations to accept a higher ratio of 'at risk' young people with the required level of resourcing for these young people to cope with the program and face its challenges as this program could change their lives and have a profound effect on their future.
- Research other appropriate community based organisations at Tweed Heads, Gold Coast and Brisbane to ensure the young people are fulfilled and providing community service that is rewarding for all stakeholders.
- Consider hosting a reunion for all the young people and parents who have previously participated in the program over the past five years and attain informal feedback at the reunion on ways to continually improve the KCYP.

The majority of young people said that this program changes your life as you see the 'bigger picture', have more respect and empathy for others, more patience and tolerance, want to give back to others and are more grateful for what you have. It also helps you make better choices in your life, teaches you not to give up and that you can do anything you put your mind too. Many young people said they put the Kokoda values into practice every single day of their lives and gave examples of how they do this at home, school and in their places of employment. All the young people spoke highly of the staff and leaders and this message was relayed with heart felt passion. All the young people in the focus groups concluded that Kokoda Challenge Association's culture, staff and leaders makes you feel like you belong, are cared for, can make mistakes and you will be forgiven and are a member of a one big family. This was the core message the young people gave throughout the phone interviews and the focus groups. They reiterated that they did not want this to change and that if the future direction of the KCYP was one day to have ex-Kokoda Kids run the program they would need to be the right young people and would need to ensure they keep the culture of the program, the Kokoda spirit and the family feel alive as this was the most important aspect of the program for them.

In closing, the KCYP is a unique program for young people providing them with a once in a lifetime opportunity to have an experience to discover themselves in a way no other program they have participated in probably has before. It is both a preventative and interventionist program in assisting in reducing high risk taking behaviour that adolescents of this life stage often make. It is not for all young people but if those who choose to take up the challenge will undoubtedly undergo change within their own being by learning about Kokoda, how to make positive choices in their lives, become more confident, feel they belong and find where they fit. It is anticipated they will generally lead more happy positive lives where they are more fulfilled and by learning to give back to others and touching their lives in a heartfelt way they will keep the Kokoda spirit alive just like the diggers did. Overall, the organisation's Kokoda Challenge Youth Program has unequivocally succeeded in providing a program based on its principle activity which is to prevent or control behaviour that is harmful to others by working with young Australians who require encouragement and support to fulfil their potential and move in a positive direction within their communities.

# 1. Introduction

## History of the Kokoda Challenge Association Incorporated

The Kokoda Challenge Association Incorporated is a not for profit organisation that was formed and founded by Doug Henderson in January 2005.

Doug, who has been at the forefront of Veterans issues for the past decade attended an RSL conference in July 2004 when a guest speaker spoke of Australia's military history, particularly the battle of the Kokoda Track and the Pacific Campaign. Doug was profoundly affected by what he heard and overcome by shame about the fact that so few Australians knew the real story of how significant the Kokoda military campaign was to Australia's history.

Doug was compelled to be involved in promoting awareness of the Kokoda Track and believed that incorporating young Australians and developing a program was the key to raising the profile of the history of Kokoda.

## Mission

The mission of the Kokoda Challenge Association Inc. is to promote the Kokoda Spirit especially to the benefit of the youth of Australia.

## Objectives

The objectives of the Kokoda Challenge Association Inc. are to:

- raise public awareness of the importance of the 1942 Kokoda campaign to the Australian people.
- identify young Australians at a crossroads in their life and provide support to help them reach their potential.
- support the Kokoda community and the descendants of the Fuzzy Wuzzy angels (the native Papua New Guineans who assisted the Australian soldiers whilst in battle).

## Aims

The aims of the Kokoda Challenge Association Inc. are to:

- educate youth and raise general public awareness of the gallant victory by Australian soldiers in 1942 on the Kokoda Track in Papua New Guinea. A victory which undoubtedly saved Australia from Japanese occupation.
- identify young Australians who are at a crossroad and support them through a 12 month community counsel which encourages participants to develop self-awareness within the wider community and prepare them for the challenges of life. This is called the Kokoda KCYP.

## Values

### ***Endurance***

We believe that tests of endurance are a way to promote personal growth.

### ***Courage***

We support and encourage our people to stay the course even when times are tough.

### ***Sacrifice***

We are an organisation that is built on the sacrifice of volunteers and the community spirit this inspires.

### ***Mateship***

We believe in the value of teamwork and of providing support for each other.

### ***Environment***

We value the natural environment and aim for all our activities to have a minimal environmental impact.

### ***Youth***

We believe in the potential of our youth to create a positive future.

## **Fundraising for the KCYP**

### **The Gold Coast Challenge**

To enable the Kokoda Challenge Association to achieve its mission, aims and objectives funds are raised by conducting a yearly Queensland Kokoda Challenge Event held in July in the Gold Coast hinterland called the Gold Coast Challenge. Participants form a team of four and pay an entry fee of approximately \$1100. They have to walk ninety six kilometres in under thirty nine hours.

Funds raised from this event finance the cost of the twelve month KCYP.

Further, the Kokoda Challenge Association Inc. developed early ties with the Gold Coast Bushwalking Club to design the route for the Gold Coast Challenge event and gather volunteer support. The Kokoda Challenge Association Inc. support and endorse the *Bushwalkers Code of Conduct* and the protection of the environment for the enjoyment of future generations.

The Gold Coast State Emergency Services work closely with the Kokoda Challenge Association Inc and provide upwards of 100 volunteers on the weekend of the Gold Coast Kokoda Challenge.

The Gold Coast City Council, the Department of Main Roads and the State Parks and Wildlife Services all provide the vital support necessary for the success of to the Gold Coast Challenge.

### **Other Stakeholder Contributions**

The RSL's, Police Citizen Youth Clubs, high schools and a number of community based youth organisations contribute to identifying young people to be participants of the KCYP.

Wesley Mission Brisbane has also provided vital support to the KCYP and has assisted the Kokoda Challenge Association Inc. to develop best practices for managing the youth program.

Relationships Australia are so impressed with the KCYP they have advised the Kokoda Challenge Association Inc. their organisation will be providing a full time youth worker to assist with the KCYP in 2010.

Whilst the Gold Coast Challenge is currently managed entirely by volunteers and operational costs are kept to a minimum, it is acknowledged that this will not always be the case. As the Gold Coast Challenge grows so to will the KCYP. This in turn will effect the operational, organisational and salary components of the organisation. It is envisaged that like any professional organisation professional staff will need to be engaged.

The Kokoda Challenge Association Inc. however is establishing strong corporate partnerships which will eventually cover all the costs outlined above for both the Gold Coast Challenge and the KCYP.

### **Goals and Achievements of Kokoda Challenge Association in PNG**

As outlined above Kokoda Challenge Association's supports the Kokoda Community and assists the descendants of the Fuzzy Wuzzy Angels. To date the organisation has:

- provided supplies (donations) to the Kokoda Village Hospital and primary school
- funded the education of ten students at the primary school (this will be ongoing for the term of their education requirements)
- funded two trainee teachers to attend Madang teachers College for two years with the agreement that they will then return to Kokoda Village Primary School to teach for five years once they have attained their qualification
- hosted a sports day at the Primary School to which over 400 local village children attended and competed in sports such as running relays, soccer, touch football, captain ball, volley ball and tug of war. All winners were presented with individual medallions and all sporting equipment remained at the school for future use.
- installed curtains in the rooms of the Kokoda Hospital and presented the hospital with over \$1000 in first aid supplies and
- purchased two forty four gallon drums of fuel for the generator at the hospital (the only form of power at the hospital)
- assembled a maintenance team that started re-roofing the school buildings, fitting internal walls and providing general maintenance of the buildings

### **Future Commitment to Kokoda Village PNG**

- The Kokoda Challenge Association is committed to providing ongoing on the ground assistance to the Kokoda Community and has pledged to spend five percent of their annual donations in Kokoda.
- The Kokoda Village Primary school urgently needs toilets. At the moment five hundred students use two pit toilets with no running water to wash their hands. The organisation is raising funds to install a septic toilet system and introduce an education program for good sanitation.

## **Model of Service Delivery**

### **Underlying Service Delivery Framework**

The KCYP is an experiential learning program for young people who either self refer or who are referred by schools and/or community organisations. Kokoda staff speak at high schools about the program which is how young people learn first hand what the program is all about. The KCYP has been developed to help young people who are at a crossroads in their lives to realise their full potential by incorporating physical training and using the Kokoda values to assist them to make positive changes in their lives. For this transition to take place the program was designed to be completed over a twelve month period.

### **Target Group**

The KCYP is for young people aged 16 to 18 years, who live on the Gold Coast (north to Beenleigh, south to Northern NSW and west to Canungra), Brisbane (within 20km of CBD) and Northern NSW (Tweed Coast area). The young people are considered, due to their life circumstances, to be 'at risk' or young 'achievers' with the common goals of wanting the opportunity to participate in the KCYP as a way of realising their full potential. The KCYP Selection Committee identifies a minimum of six 'at risk'

participants and four 'achievers' in one group of KK. The remaining participants of the group selected are classified as 'middle ground (as per definitions below).

**'at risk'**– where circumstances in the participant's life are negative, that is the participant has suffered abuse, experienced substance misuse and poverty or family issues such as family breakdown that have resulted in the individual demonstrating problematic behaviour.

**'achievers'** – where the circumstances in the participant's life are seemingly stable and the individual has achieved academic or sporting success.

**'middle ground'** – where the participant does not appear to have a high risk issue or has achieved high academic or sporting success.

"Risk allows us to see broader dimensions and implications of each problem, while recognising that external factors influence young people's outcomes. This ensures that difficulties experienced by young people are not seen as intrinsic to them as individuals, but as linked to their social context and experiences. 'Resilience' emphasises the positive resources that individuals use to take charge in changing their lives." (Francis & Cornfoot, Multicultural Youth In Australia: Settlement and Transition, 2007,p10)

## **Criteria**

Young people applying for the KCYP must have both the desire and availability to commit to the program for twelve months. Their commitment includes the following:

- attending all Sunday training sessions for 20 weeks
- walking the Gold Coast Kokoda Challenge in July as one group
- learning about Australia's military campaigns in Kokoda and Papua New Guinea and promoting awareness of its significance. The young people are provided with a novel Kokoda by Bill James. Each week the young people are required to complete research activities related to the novel and share these learning's in group discussions.
- travelling to Papua New Guinea in September to walk the Kokoda Track using the skills they have acquired and training they have undertaken. Young people are also required to give an oral presentation at each of the significant battle sites along the track. These will either be completed individually or in groups.
- where and when appropriate undertake public speaking roles and media opportunities which promote and raise funds for the KCYP
- giving to the local community known as 'community service' by volunteering their time to not-for-profit organisations or events.

## **Program Structure**

### ***Application***

Initial application is made in writing using an official Application Form or young people can call the Kokoda Challenge Association on (07) 5539 4141 and ask for the application form to be emailed or posted out. Written applications open early in January of each year and must be submitted to the organisation early March. All written applications are considered, a short list devised based on the application and whether the applicant meets the key selection criteria and interviews conducted for suitable participants in preparation for commencement of the program. Unsuccessful applicants are advised in writing of the inability to consider their application.

## ***Initial Selection Process***

Members of the KCYP Selection Committee conduct interviews with the young person face to face over a three week period. These interviews are informal and allow the organisation to obtain relevant information through subtle questions to ensure the applicant meets the selection criteria. The young person is also given a copy of the training schedule and asked to show their parent/guardian to ensure their commitment to the KCYP. If the young person is successful through this three week period they are categorised as either 'at risk', 'achievers' or 'middle ground'. Once the KCYP selection committee is satisfied with the final 18 candidates selected they are phoned by the Committee and complete a medical history form. To finalise the process both the young person and their parent/guardian sign contractual agreements regarding involvement with KCYP before they are finalised as a 'Kokoda Kid'.

## ***Training, Gold Coast Challenge, Kokoda Track PNG***

The first twenty weeks of the program consists of training activities and an introductory camp which assist the young people to develop both their mental and physical fitness. Further, the young people are completing workbooks to learn about the history of Kokoda and World War II. Their first test is to complete the Gold Coast Challenge in July. Once this is achieved the young people then have a taste of what it will be like to walk the Kokoda Track in Papua New Guinea in September. This walk is a life changing experience for many young people as they learn about a new culture and see how other people live in a third world country. Prior to walking the Kokoda Track the young people stay at Kokoda Village which is situated in a valley surrounded by spectacular mountains. The community consists of a school, hospital, two small shops, the Kokoda airstrip and surrounding small villages. All trekkers that travel to PNG to walk the Kokoda Track must pass through Kokoda Village. In 2009 a team of people remained in Kokoda Village and completed community service which consisted of volunteering in the hospital and helping out around the village, whilst a volunteer maintenance team assisted in re-roofing buildings and completing general building maintenance. It is envisaged that community service and the provision of building maintenance will become yearly projects at Kokoda Village.

After a brief stay in the Kokoda Village the KK then commence walking the track where they are shown monuments and historical sites about Kokoda and are metaphorically taken back to that time. For many people walking the track and reliving this history and thinking about the diggers and what they endured and what they sacrificed brings many emotions to the surface allowing young people an opportunity to get in touch with their feelings and openly display their deep felt grief and loss for the diggers. Whilst walking the Kokoda Track young people really start living the Kokoda values of mateship, sacrifice, endurance and courage. This part of the program sees a 'turning point' for many young people.

## ***Community Service***

Upon their return from Papua New Guinea the young people then complete six months of community service where they regularly volunteer their time one Sunday per month to a local not for profit organisation and at community based events such as Homeless Connect. Community service can consist of cleaning, gardening, raising money for Kokoda. It is a time where young people learn the value of volunteers and how it feels to 'give back' unconditionally to others. For many young people this has a huge impact on their lives and teaches them to be grateful for what they have and to respect other people regardless of their background, their age or sexuality.

### **Ongoing Participation**

For some young people the huge impact the program has on their lives leads them to want to do more for the Kokoda Challenge organisation. It is at this point that young people either chose to become leaders for the following year's program. Or they could offer their time either participating in or organising community service, which could consist of contacting community organisations to see what assistance they require, raise funds for the organisation by organising and/or running fund raising events with the monies raised either being spent on the KCYP and/or in the Kokoda Village.

### **Mentoring**

The KCYP has the capacity to incorporate a mentoring program where each participant can be carefully matched with a trained mentor who undertakes a support role. Over the past five years there has been an informal mentoring program in place that has been implemented 'on' and 'off' over the years depending on the availability of mentors.. However, in the future it is envisaged that a more formal mentoring program will be introduced. It would be the role of the mentor to support the young person for a minimum of two-years once the young person has completed the KCYP by checking in with them on a regular basis and supporting them with decisions they are making in their lives and guiding them when they are struggling. It is a component of the program that with further development could be sustained into the future.

### **Underlying Principles and Practices**

The KCYP is about providing an opportunity for young people to learn the skills and qualities that the organisation believes matter in life. It is strengths based program that uses discipline, team work and leadership to foster tolerance and self worth with the aim of the program to assist young people to find their calling or purpose in life. The program uses the Spirit of Kokoda to teach the younger generation the value of endurance, courage, sacrifice and mateship. These values assist young people to build resiliency, that is that no matter what life throws them that after completing the program with the skills they develop and the life changing experiences they have they will believe in themselves and know they can do anything they put their mind too.

### **Code of Conduct for Kokoda Community**

KCYP Code of Conduct is based on the following:

- respect and tolerance for the Kokoda Community (young people, parents/guardians, volunteers, leaders and Kokoda Challenge staff members)
- appropriate behaviour at all times
- appropriate language at all times
- non-violent means to resolve conflict
- non-threatening behaviour verbally
- non-use or threatened use of any object to injure another
- zero tolerance towards drugs and alcohol
- cigarette smoking is not permitted whilst participating in any facet of the program
- practising sun safety by wearing a hat and applying sunscreen in all outdoor activities
- it is not permitted for young people to form intimate sexual relationships whilst participating in the program

## **Roles of KYCP coordinator, leaders and mentors**

### **KCYP Coordinator**

It is the role of the coordinator to:

- plan and facilitate activities to be delivered throughout the program at training sessions and camps
- train/inform KK and personnel on how to develop healthy group dynamics
- assist high needs participants to access services
- facilitate and lead the KK Adventure Camp
- develop the community service component with input from volunteers (could also be ex KK)

### **Leaders**

Leaders and staff work with young people to:

- engage them in weekly training regimes to develop their physical and mental capabilities
- encourage team work, cooperation and leadership
- assist them to resolve conflict, manage stress and learn time management
- encourage young people to push through the challenges they are faced with in the KCYP by using the values of endurance, courage, sacrifice and mateship that the Kokoda Challenge Association Inc. promotes
- gain a greater understanding of themselves with the view to improve self confidence, self esteem and a purpose
- assist them to be the best they can be in everything they undertake
- learn how to coordinate and organise activities for their fellow KK to partake such as community service

## **2. Program Evaluation**

### **Scope of the Evaluation**

The scope of this evaluation was to review the past five years (2005 to 2009) that the KCYP had been operating to ascertain the outcomes for the young people during the program and after they had completed the program. One hundred and fifteen young people have participated in the KCYP. With the majority of young people who commenced the program completing it.

The review has been achieved by the consultant liaising with a random sample of twenty young people who have participated in the KCYP from 2005 through to 2009 by running two youth focus groups comprising of seven young people in each group and conducting six individual phone interviews with young people. Further, individual questionnaires were mailed out to all volunteers who have participated in the KCYP and a Parent/Guardian Questionnaire was also mailed out to a random sample of thirty two parents/guardians (includes couples & single parents) whose daughter or son has participated in the KCYP over the past five years. All leaders (current & past) and staff were also provided a copy of the Questionnaire to complete.

The consultant was also provided with twenty three completed questionnaires from both young people and their parents from the 2007 Cairns Challenge and 2008 Papua New Guinea Youth Questionnaire. The consultant then analysed this information. The aim of the evaluation is for the Kokoda Challenge Association Inc to use the feedback provided by all stakeholders to improve the efficiency and effectiveness of the KCYP for young people who participate in the program in future years.

## Qualitative Methodology

### Questionnaires

The consultant liaised with Kokoda Challenge Association to determine the questions for all questionnaires. The questions were derived from the original 2007 Cairns Challenge and 2008 Papua New Guinea Youth Questionnaire. This enabled the consultant to not only use this information but compare it to the new questionnaires as they were designed with similar questions to ensure data could be compared and analysed across young people, parents, volunteers/staff. A copy of each questionnaire has been attached to this report as appendices. The youth focus group questionnaire was comprised of more questions than the other questionnaires providing more in depth and detailed answers.

#### **Individual Youth Questionnaire**

(See appendix 1)

#### **Staff and/or Volunteer Questionnaire**

(See appendix 2)

#### **Youth Focus Group Questionnaire**

(See appendix 3)

#### **Parent/Guardian Questionnaire**

(See appendix 4)

## 3. Results

### Qualitative Methodology

#### **2007 Cairns Challenge and 2008 Papua New Guinea Youth Questionnaire**

23 participants answered most or all of the following questions:

Questions & Key Findings	Key Results	No. of Young People that answered this way
<b>What did you like the most?</b>  <i>History of Kokoda, wartime memorials, culture of PNG &amp; walking the track</i>	History of Kokoda and wartime memorials Culture of Papua New Guinea Walking the track and the porters The camps along the track Challenge of the walk The environment KK bonding with each other and with the leaders	3 5 5 1 1 1 3
<b>What did you like least?</b>  <i>Not having time to explore Kokoda Village, most would</i>	Not having time to explore Kokoda village and help out Walking at a slow pace Having a curfew Leaky tents Disrespect of other KK about why they are at Kokoda Staying longer The rain	2  1 3 2 3

<i>have liked to have stayed longer</i>	Wearing wet clothes, no shower Not seeing Port Moresby People arguing The false peaks Plane trip Due to poor planning missed out seeing some sites on the track	1 1 1 1 1 1 1 1
<b>What was your biggest challenge?</b>  <i>Walking the Kokoda track, particularly the start, feeling sick all the time, being injured and having to walk, flying in a small plane</i>	Walking as a large group and respecting others The Kokoda walk was physically challenging, particularly starting the walk Missing my dad's 70 <sup>th</sup> birthday Washing and drying gear to go home Packs were too heavy Walking in the rain Not being able to walk all the track Feeling sick Not having a thick foam mattress Plane trip in a small plane Mentally challenging Getting injuries and still having to walk Cooking dinner	4 10 1 1 2 1 1 4 1 2 2 2 1
<b>What did you learn about WWII &amp; Kokoda?</b>  <i>By walking the track we saw how it was through the diggers eyes and were grateful for how prepared we were and how hard it was for them. The young people also learn a lot by visiting historical war sites &amp; through the speeches</i>	Learnt a lot about WWII and Kokoda at the war museum (memorial) Through the porters – they told us the story By walking the track we saw how it was through the diggers eyes and were grateful for how prepared we were and how hard it was for them. Understood the significance of the track for the diggers and the people of Papua New Guinea Learnt a lot about WWII and Kokoda by visiting places and by seeing them understood the history and what the names of the places meant Through the speeches	2 4 14 4 8 7
<b>Overall Experience Rating 1-10</b> <b>1 = not good</b> <b>5 = ok</b> <b>10 = great</b> <i>82% of participants who answered this</i>	Rating 1 - 4 Rating 5 Rating 6 Rating 7 Rating 8 Rating 9 Rating 10	0 1 1 2 4 10 5

question saw the overall experience rated as either an 8, 9 or 10.		
<b>What did you gain most from the trip?</b>  <i>Overwhelming response by young people was the friendships they made</i>	Friendship Being more open to others Confidence Respect for the diggers Appreciation of the small things in life Life experience Independence Courage Responsibility Maturity History of Kokoda and WWII	8 1 3 3 1 2 1 1 1 1 1 3
<b>What would you do differently to be better prepared for the trip?</b>  <i>Do more personal training to strengthen upper body to assist in carrying packs</i>	Pack differently and take different items Do more personal training to strengthen upper body to assist in carrying packs Watch movies and documentaries and look at photos of the track before going to Papua New Guinea If we were too prepared we wouldn't then be challenged Better shoes Take a book to read in the villages More rubbish bags and toilet paper Extra medication/pharmaceuticals Be better prepared mentally Perfect as it was	1 2 1  2  1 1 1 1 1 1
<b>What improvements would you make?</b>  <i>Overwhelming response by young people was that whilst walking the Kokoda track they spend more time in the villages to learn more about the culture &amp; spend more time at the end of the walk in the Kokoda village</i>	Don't change anything – perfect as it was Take plastic bags for rubbish More information about the trip Group conflict regarding the trips Use heavier packs for training to prepare us Do more personal training to strengthen upper body work On the way spend more time in the villages to learn more about the culture Spend more time at the end in the village Have lighter packs Do different training walks to lessen repetition Hear from previous KK as they are the motivators Dry clean socks More time on speeches More water, energy drinks & pharmaceuticals/medication More planning around visiting historical sites Don't take as much food	3 1 1 1 4 4 8 8 2 1 1 1 1 1 1

## 2007/2008 – Feedback from completed Parent Questionnaires on record

What the young people gained	How many parents gave this feedback
Better attitude	3
Higher commitment	4
Higher confidence & self esteem	9
More mature from the program	3
More up to a challenge	4
Influence on career	3
Development of social skills	2
Fitness incl. health, diet, nutrition	5
Increased communication skills	1
New Friendships	7
Displays more leadership qualities	3
More able to be a team member	3
Displays responsibility	1
More altruistic towards others	2
Learning about WWII	2
Learning about different cultures	3
General awareness of others	2

### Key Findings – Parents

Majority of parents observed their teenagers confidence and self esteem increase dramatically throughout their participation in the KCYP. Parents also commented on the commitment their young people made to the program, that they were more able to cope with challenges and didn't give up as easily. Most parents saw the close friendships their son or daughter made and how the young people assisted one another throughout the program both emotionally and physically to complete the Gold Coast Challenge and the Kokoda track in PNG. Many parents commented on the improved health, including diet and nutrition and physical fitness of their kids.

### Combined results for:

#### Individual Youth Questionnaire results (conducted by phone) &

Six out of nine young people contacted answered the youth questionnaire, three were male and three were female. Three young people did not return phone calls. Average duration of phone interview was twenty five minutes.

#### Youth Focus Group Questionnaire results (conducted in two groups face to face)

Fourteen young people participated in the two focus groups. There were six females and eight males. Duration of focus groups was two and a half hours each.

Eleven males and nine females totalling twenty young people participated in questionnaires out of a possible 115 that have either participated in or completed KCYP since its inception in 2005. \*NB: These numbers do not include information provided by the other twenty three participants or their parents in the Cairns 2007 and PNG 2008 Kokoda Challenge outlined above as it is not possible to determine if some of the same parents and young people have provided information as outlined in the results below.

Questions & Key Findings	Results
Did you feel prepared for the KCYP?	I felt physically prepared I felt mentally prepared I wasn't physically prepared

<p><i>Three young people were unsure or did not feel prepared either physically or mentally, but they knew they had completely committed so continued on.</i></p>	<p>I was already fit, knew a Kokoda veteran &amp; this got me interested in the KCYP.          Doug spoke at my school &amp; I chased it up. I also knew someone else who had participated in the KCYP.          I wanted to do it as I knew others that had done it.          I had a high motivation &amp; strong interest          You knew you had to get to a certain level          I had previous knowledge          I was informed that it was 96km long and would involve a lot of training &amp; I would have to get ready for it.          I didn't have a job so I had a lot of time          I didn't know what was expected          I felt a bit scared          I was unsure          The reality of the commitment hit me after I was accepted</p>
<p><b>Did you feel you knew what was expected of you for the 12 month KCYP?</b></p> <p><i>All young people knew what was expected of them particularly in relation to training, community service, working as a team and the code of conduct.</i></p>	<p>Fundraising, promote the experience, talk to people that would be doing the program in the future and inform the local community about the program          Complete commitment to the program showing up for the training sessions, doing all the required tasks and any extra things we had to do like promotional stuff.          I didn't know what the program was all about for the first few weeks, but over time it became clear          Commitment to maintain values and the aim          Discipline to abide by the rules of the program          Tolerance and Respect          Working as a team &amp; behaving because without it the program wouldn't work          You didn't muck about because you wanted it          Turning up trashed and knowing you shouldn't          Wanted to be there and know it was fun so abided by rules</p>
<p><b>What impact has the KCYP had on your life?</b></p> <p><i>Learning gratefulness &amp; appreciation for life in Australia after being to PNG – seeing the 'big picture' – not so greedy, more grateful          Finish what you start          Go on &amp; finish year 12          Plan career          More confidence          More friends          Less shy          Listen to others more</i></p>	<p>Going over to a 3<sup>rd</sup> world country makes you appreciate what you have here          I was in year 11 and doing the program prepared me for year 12 and for my future studies          Can manage time, stress and life better          I know I can do anything from completing the KCYP          I see the big picture from doing the KCYP, have more life skills &amp; it has helped me make decisions about my life direction. "A fancy car and a fancy house doesn't matter as much to me anymore."          The KCYP made me stick at it no matter how hard it gets especially after completing the track in PNG.          I listen more, it's helped with grief &amp; loss over my mum dying &amp; I've made more friends, it's helped my relationship with my dad          Doug has been there for me over the past five years, the program has kept giving to me and I am now giving back to it- it's helped me to be where I am today          Completed the challenge 2007 to 2009 with others out of the program          Achieving employment - I have the KCYP on my resume          Shaped a career of their desire          Appreciation of what we have from the PNG trip          Appreciation of future study          Motivation to push through and the opportunity to do something about it</p>

	<p>Became more interactive with other people          Became more confident towards career and talking to people          Became confident around other people from different backgrounds and cultures          Brings people out of their shells</p>
<p><b>What impact has the KCYP had on your personal relationships?</b></p> <p><i>Learning to work as a team and that you can't make individual decisions as these affect the team</i>  <i>Respect for parents, elders, people in authority</i>  <i>Learnt to walk in other people's shoes</i>  <i>I have more patience &amp; tolerance of others</i>  <i>Others respect me more because I have completed the KCYP</i></p>	<p>Can keep going and complete goals even when feel like I can't and I have applied this in all areas of my life          Learnt to work as a team work          Better communication &amp; cooperation          Supporting others          Taught me to walk in another's shoes          More respect for my family and others          I have more respect for people who are older or in authority          Others respect me more for completing the KCYP          Find connection in places that you wouldn't usually look for and friendships form from this          Parents respect the kids and visa versa          Respect for the older generations          Families and parents gain a positive personal relationship out of the program          Family problems lessened and I became accepting and a better relationship was formed          Found some common ground and worked on the family relationship          Saw mum differently and now I am more understanding &amp; can open up          Personally  <i>"I've stopped pissing my time away"</i>  <i>"I've lost 17kg since starting the program"</i>  <i>"I have more patience, tolerance &amp; understanding"</i></p>
<p><b>What impact has the KCYP had on your general attitude?</b></p> <p><i>Commitment</i>  <i>More empathy</i>  <i>Seize every opportunity</i>  <i>Listen to others</i>  <i>Do my best</i>  <i>Finish what I start</i>  <i>Sense of belonging</i>  <i>More positive attitude</i>  <i>Don't sweat the small stuff</i>  <i>Work as a team</i></p>	<p>Have more empathy for others          Seize every opportunity          Stick to things no matter how hard they get          Do my personal best          KCYP made me 'pull my head in', listen to others &amp; realise consequences of my actions &amp; decisions          I am more grateful, want to give back, not be so greedy &amp; help others who have nothing          I learnt to work as part of a team as you can't do it all by yourself          My attitude has changed after seeing how little the people have in PNG &amp; how happy they are          I now finish tasks on time, don't question authority or deadlines and just get things done          Sunday trainings equals commitment to training equals commitment to employment equals commitment to choice          Don't give up, got to push          Discipline, tolerance &amp; commitment          Self confidence, you feel good about what you are doing physically          Change in body image and better nutrition          Have a sense of belonging – you would think you wouldn't belong there with such a diverse group of people but it was positive and you find yourself clicking with people and getting a long          Breaks boundaries that you wouldn't know about          Walking the Kokoda track you see just how little the PNG people</p>

	<p>have          Changed to a positive light – see things from a bigger picture          Patience and tolerance          Drama becomes not so bad          You learn skills, put up with problems and form tolerance &amp; <i>don't sweat the small stuff</i>          The whole family has become involved</p>
<p><b>Do you believe the KCYP has had an impact on how you make decisions?</b></p> <p><i>Taught me the process of making decisions          Can now make a decision          Can make a sound informed decision          I know that I have more than one option          Accelerates goals once a firm decision is made          Make mature decisions          Think about consequences          Seek advice before make a decision</i></p>	<p>The KCYP taught me the process around making decisions, not the decision its self          I would avoid the hard stuff, but after doing the KCYP I know I can accomplish anything – you reap what you sow          I think about decisions more, especially life changing decisions, I can make a firm decision &amp; not keep changing my mind          I know that I have more than one option          I want to give back more to the community          I plan ahead more, think of the team, not just myself          I was going to quit school, but now I'm going to do year 12          Couldn't make decisions. I would always ask others and get their opinions but I don't need to do that anymore          Think about choices and consequences – mindful of the outcome of my choices          Look at the long term and think about them (decisions) and actually make the decisions - what's best for me          Seek advice before making decisions &amp; from my experience          Decided to hang with different people          Parents realising what's best for their kids from making decisions and understanding their dreams          Because I've become more confident I am now more assertive with my family and more definite with my decisions. It has caused some family conflict, but in a positive kind of 'rebellious' way'          Leap in maturity          Decisions that used to take a lot of time now don't take as long to make          Accelerates decisions, can focus once I set a goal the whole experience of KCYP had an effect          Transferred learning how to make a decision in the KCYP to other areas of my life where I have to make decisions.          I make more sensible &amp; mature decisions</p>
<p><b>Do you believe the KCYP has had an impact on your mental and physical well being?</b></p> <p><i>Mentally          Manage emotions – less angry, more patient, , builds confidence, trust develops between group, can openly show emotions such as sadness, can cope with emotional</i></p>	<p>Physically – the fittest I ever was in my life          Mentally – can push through &amp; am more flexible, can endure more &amp; sacrifice more          More patient and less angry          Physically - I lost 17kg          Mentally – Due to seeing a third world country I have different values now          Physically – still do some training, jogging &amp; walking today          Mentally – more positive today          Physically – play sport and eat a more healthy diet          Mentally – able to deal with emotional situations such as my mum dying and dad being in hospital          Mentally – can show emotions especially sadness (grief) &amp; let them out without being afraid, be more myself          Before program I wasn't setting goals and now setting the bar to achieve goals</p>

<p><i>situations, can concentrate, learnt to listen</i></p> <p><b>Physically</b>  <i>Weight loss</i>  <i>Physically fit</i>  <i>Can push through</i>  <i>Help others when they were struggling</i></p>	<p>Feeling good being fit and better about yourself          Opens up people who wouldn't talk nor speak – built trust when they became open with the group          People who were shy become extraverted after walking the rack          Control emotions and thinking          Concentrate          Don't get as angry as I used to          Built up anger but now can control it. I can be the bigger person          Learnt to listen          Was really shy and now can talk to others and connect to others confidently          Physically what you expected so wasn't as full on          Easy helping others when times were tough for them          Everyone helping          Understanding of others when they were struggling          Have strength when you need to</p>
<p><b>Do you believe that you developed the Kokoda values of Courage, Mateship, Sacrifice &amp; Endurance?</b></p> <p><b>Courage</b>  <i>Never give in</i>  <i>It's hard</i>  <i>Stand up for what you believe in</i>  <i>Get out of your comfort zone.</i></p> <p><b>Mateship</b>  <i>Bonding</i>  <i>Being there for them</i>  <i>Can't do the KCYP without your mates</i>  <i>Be there for the good &amp; tough times</i>  <i>Teamwork</i></p> <p><b>Sacrifice</b>  <i>Sacrifice: going out on Saturday nights, your decision for the groups', playing sport, what's in your pack, helping the last person in the group</i></p> <p><b>Endurance</b>  <i>Push through not matter what – never give up</i></p>	<p><b>Courage</b>          Willing to try things          Stand up for what's right          Learning to open up and share with others          No matter how much it hurts just keep going          Help others in pain          The program teaches you to be more courageous in your life          Hard, but going to do it anyway          Never give in          Getting out of your comfort zone          Takes courage to sign up          Stand up for your beliefs          Don't give into peer pressure</p> <p><b>Mateship</b>          Tightly knit group          Being there for your mates          Sticking by them          We formed such a bond          Couldn't do the KCYP without my mates          Friendship and family means the world to me          Without your mates you couldn't do the other 3 values          Helping somebody out when they need it          Being able to talk about anything to friends          Be happy sitting there without even talking          Being there for the good times and the tough times          As long as you've got mates life's easy          Someone being there for you and show they care without speaking (holding my hand when I'm down)          Appreciate others          Not being competitive, team work          Bond with KK's still 5 years later</p> <p><b>Sacrifice</b>          Assisting the person last in the group          Sacrificing something to better yourself, Saturday nights for Sunday training, not socialising with friends on weekends and partying, but staying committed to the program          Sometimes you might not like it, but you have to sacrifice what</p>

	<p>you think or your decision and go with the group even if you think it's not the best decision Sacrifice what's in their packs the whole way Being able to balance all commitments</p> <p><b>Endurance</b> Push through mentally and physically You have to get there even if the kids are really annoying you, you just have to endure it Just being able to get up every day and go to uni as I suffer from anaemia. Exhausted, tired, just keep going, even if you are falling asleep and in pain and numb – Gold Coast Kokoda Challenge. Never give up <i>“Before I went to PNG I was in the office of the Deputy Principal at school and who had a poster that said ‘endurance’. I did not understand what this word meant. I had to do the Rock Eisteddfod the day after I flew in from PNG and then I had exams and he said I would be surprised as to what I could endure. I got what he meant when I came back from PNG.”</i></p>
<p><b>Why are the Kokoda values important to you?</b></p> <p><i>They are not just words anymore Live &amp; breathe them on a daily basis Use these four values every day in some way</i></p>	<p>Very important They are core values that you need to do well in life. It is essential to me as these things come up on a daily basis. A lot things that I do reflect back on the four values. They are always in the back of my mind and I always look back at the photos of PNG that are on my wall at home and what I've accomplished. I did army cadets and heard these words, but they meant nothing to me, after doing the KCYP they mean the world to me, I live &amp; breathe the four values. Pretty important to me today – The values have been around so long, but they are just not words, we lived them. In having to train and balance between school and training and once you mature and do this it gets easy. <i>‘Very, because everything you do, you use those values, you need friends along the way, courage to do things, you have to sacrifice and endure things’</i> I use them every day, for example I sacrifice my tea break at work. Every couple of days I think about Kokoda. Even if they don't realise it people use these words every day. They are just a part of our lives. Live them on a daily basis</p>
<p><b>What impact, if any, did the Gold Coast Challenge have on you?</b> <i>*NB Youth Focus Group Question only</i></p> <p><i>Pushed to the edge but found out we could push through anything Very physically challenging – tired, sore, exhausted,</i></p>	<p>Didn't finish it so felt left out &amp; isolated Felt pushed to the edge individually and as a team Others pull each other through Feeling good once achieved it as all the training paid off Appreciation of the group that you are a part of Forming bonds and making friendships on the challenge – devastation of not being able to go together to PNG – Kokoda kid friend dropped out because he/she didn't get the chance to go to PNG First mental challenge is the Gold Coast Challenge when you have to walk through the night and for around twenty four hours A Kokoda Kid ran a head because he didn't want to walk when some one was struggling. This caused problems and for some of</p>

<p><i>blisters</i> <i>Taught us why we had to work as a team</i></p>	<p>us to continuously problem solve. Took a lot of energy We were in a team of four and it rained the whole challenge, had a low point and cried but then once had the time to think I got past that barrier and now can beat anything It sucked, got blisters, had a laughing fit but after the laughing fit, no one talked but after that laughing fit it got me going Very physically challenging. Small groups versus large group Some people preferred small groups as there was no stopping and starting, can bond with all the people in a small group, less frustrating Some people preferred big groups because they came from big families and it feels comfortable with big groups, as you get more people across the line and there's more motivation with more people</p>
<p><b>Did it prepare you for the up coming Kokoda Challenge in Papua New Guinea?</b> <i>*NB Youth Focus Group Question only</i></p> <p><i>Yes and No</i></p> <p><i>Yes – physically &amp; mentally prepared but there were some factors the young people were unable to contend for such as the weather (rain), terrain and not knowing what to expect particularly feeling sick a lot of the time &amp; carrying heavy packs &amp; not knowing what to discard or what to pack.</i></p> <p><i>Yes – Homework on the history of Kokoda prepared us for Kokoda Track in PNG</i></p>	<p>Some said they were mentally and physically ready for Kokoda because of the length they have walked on the challenge. I felt over prepared for PNG. The Gold Coast Challenge was a bit harder than Kokoda The Gold Coast Challenge is all about endurance and the Kokoda track is all about dealing with the terrain as it is a lot steeper. The Gold Coast Challenge affects you mentally knowing you can't sleep whereas Kokoda you know that you have to prepare yourself mentally as you have to do it over eleven days and take the weather conditions into account (it rains a lot) You can pull out of the Gold Coast Challenge but you can't pull out of the PNG track Culturally its exciting in PNG Knowing the terrain on the Gold Coast is a downer because you get used to it after training in it, however on the positive side you know that you are nearly there Walking the Kokoda track you have to take it as it comes With the Gold Coast Challenge you know what to expect You can't prepare for conditions , weather, food, clothes and sickness (nausea) in PNG Enjoyed walking in PNG In 2007 I had a different experience as I walked along side PNG school kids. Their cultural had a big impact on me The Gold Coast Challenge was harder PNG was hard but had a buzz and so much fun Lead up to the walking the Kokoda track changes your attitude toward the track Had to have knowledge of the Kokoda track before you go I realised when I was there just how real it all was Doing homework and the research about the history really helps KK can relate to the track more as they know about it Some young people put Kokoda study before school study and homework as they found it was more interesting Can read better from doing the homework around Kokoda There are consequences if the study doesn't get done</p>
<p><b>How does the Kokoda Challenge Association Inc. deal</b></p>	<p>There's a process and procedure if there is a problem There's an executive board that make the decision as a result If there was a problem we could talk to the leaders and it feels</p>

<p><b>with conflict in your experience of the KCYP if you or others experienced any conflict?</b></p> <p><i>*NB Youth Focus Group Question only</i></p> <p><i>Talk to leaders There's a process in place Resolve conflict within the group</i></p>	<p>good to do this Self empowerment Could speak to Doug but unaware of the process but sure it was sorted correctly See your leaders if conflict occurs If someone didn't like a decision or understand it the decision making process was explained and the young people consulted. When conflict arises it's resolved within the group</p>
<p><b>What improvements would you make if any to the KCYP?</b></p> <p><i>See Recommendations</i></p>	<p>A reunion with our year (2005)</p> <p>Competiveness for PNG and Cairns caused conflict and those who didn't get to go to PNG were gutted. It would be best to avoid this happening again. Too much competition Suggestion more bonding needs to take place</p> <p>Learning how to pack your pack and then learn how to carry them. Suggestion - Start carrying packs earlier on in training before the Gold Coast Challenge which gives you gives you more time to get used to it. Suggestion - Take a small pack with you that you can use in the villages</p> <p>Show everyone what's in a ration pack which consists of jerky, noodles, fruit, tuna, cheese, biscuits. I took too much food because I didn't think we would get as much in the ration packs. Suggestion - Provide more information about food.</p> <p>Had good leaders, but confidentiality was broken by leaders. For example if you told one leader one thing they 'gossiped' and it got to all the leaders. I think this is because they were such a tight knit group. Suggestion - more professional training for leaders.</p> <p>It would be great to set up a KCYP in Townsville for Indigenous children who are smoking &amp; drinking at such a young age.</p> <p>Information about the walks needs to get to families and the KK earlier. Suggestion - A day before might be a bit of short notice. Texting works, but just needs to get to get there earlier. Up to date information to be provided to leaders at all times &amp; better communication to everyone who needs to know.</p> <p>It's getting too big. Suggestion - make the groups smaller again. With ten young people in my group and with three branches Joh and Doug don't get to know all the kids as well personally. The groups are getting to big and people don't know each other. Optimal group size up to 12 which will assist in people getting to know each other and makes transport manageable.</p> <p>Suggestion - Give every one a second uniform in case they lose something.</p>

	<p>From a leader's perspective I believe the KCYP could be more structured.</p> <p>When the KK come into the Kokoda Village from walking the track they are on a massive high, they have done it with ease, they are so happy with themselves and they want to talk about their experience and then they hit a low. Suggestion - A major change could be to have the kids in the Kokoda Village go over at a separate time than the kids walking the Kokoda Track. Those that don't walk the track could do community service in the Kokoda Village as some kids want to do the village - paint the hospital, build the school, learn about the culture, etc. But when you put two different groups of young people are having two different experiences in the one area it ends up with a battle and the KK have had enough of being around the other kids that had the Kokoda village experience.</p> <p>More social get togethers throughout the twelve months More camps. Suggestion: another camp after the Gold Coast Challenge before PNG and for these to include more outdoor activities such as camp fires, orienteering, paintball, rock climbing, recreation days, bungee jumping and even a magical dinner, more team building activities</p> <p>Bonding needs to occur for the young people that didn't finish the Gold Coast Challenge so they can integrate into the group and get ready for PNG. Suggestion: not sure</p> <p>More marketing of the KCYP so more people know about it.</p> <p>Help parents who can't afford to pay all associated costs 'at risk' kids could be offered some sort of scholarship if their family is in hardship and then 'give back' later on in the program so they don't feel like they got the program financially free or feel embarrassed by what others may think – could be discussed in the selection process or looked at as part of the selection criteria.</p> <p>Financial costs need to be made clear from the beginning as some families struggle with the financial costs. Suggestion – ascertain at the assessment if any families are struggling to cover financial costs associated with the program.</p> <p>Transport needs to be clear from the beginning as some families may only have one vehicle or no transport at all. Suggestion – ask families if they have the capacity to provide transport either on a weekly, fortnightly or monthly basis.</p> <p>It's an amazing program I wouldn't change anything.</p>
<p><b>Do you think the KCYP encourages you to start to reach your potential in life?</b></p>	<p>I matured, my self esteem increased, I have no self doubt, I see the big picture, I don't sweat the small stuff The KCYP helped me to realise that there are more ways than one to get to your goal. I want to complete higher education in welfare/community work, but travel first to get even more of a bigger picture</p>

<p><i>Young people now see 'the big picture', have enhanced self esteem, know they have options &amp; can do anything they set their minds too. This includes getting out of your comfort zone, not giving in to peer pressure and being prepared for work &amp; job interviews.</i></p>	<p>In teaching you the four main values that's got a lot to do with it. I don't think anyone could complete the program and be negative, it just helps so much with everything.          The follow up support (mentoring) helps keep the KCYP alive and to assist in reaching your potential. Doug kept in contact with me every month or so for two years. This helped me make the changes.          Sets you up for job interviews          Confidence          Not going along with peer pressure          Easier to get out of your comfort zone          Made you altruistic</p>
<p><b>Do you think that the KCYP provides a program that supports and encourages you to move in a positive direction in your life?</b></p> <p><i>Key finding - Young people have learnt to sacrifice what they want now to make better decisions for their future</i></p>	<p>Because I learnt to sacrifice my weekends for training and my friends saw my achievements and now I can set goals and have direction, whereas my friends are still doing the same jobs and still drinking on weekends and wasting time being hung over.          Seize every opportunity          I am now more confident and will talk to others I wouldn't normally &amp; have a sense of achievement.          Teaching the KK about the Kokoda Values and the War opens their eyes, so they can change and make decisions for their future.          Want money now but made right choices for the future          Why waste the opportunity that you have been given          Helps you stay clear of bad peer pressure</p>
<p><b>Do you think the KCYP encourages you to treating others in a caring and respectful way?</b></p> <p><i>Young people are more objective, empathetic, less judgemental, want to give back and have respect for everyone, particularly senior citizens and those in authority roles including their family</i></p>	<p>Respect for elders – realise how important everything about the war was and how people have scarified things for us.          Have more empathy for people          More objective and non judgemental          Want to give back to the community          You learn this by looking after your team and respecting what people have done for you in the past          It just teaches you so much respect for everyone and it teaches you that you can't go through life not respecting others around you or others won't respect you. The KCYP drums this into you.          More respect for authority / leader. If you don't listen there are consequences          You are with people that you wouldn't normally look at twice. The KCYP encourages you to treat others with respect          Place yourself in others shoes and understand that people have problems that might not be obvious          Appreciate your family and don't take advantage of them          Yes, you become patient and want to get to know others          Respect for the elderly          You realise how much your family supports and does for you          Family in PNG are so close its a realisation about your own family          Don't take advantage of the relationships you have</p>
<p><b>Do you think that there should be more kids who are 'at risk' to take part in the program? If so, what</b></p>	<p>Yes because they are placed with kids doing quite well and they can get motivated from being around these kids and that will help them          Extra good will – community service to give back for helping them out in tough situation</p>

<p><b>changes need to be made to the program for them to complete it?</b>  <i>*NB Youth Focus Group Question only</i></p> <p><i>Yes, there needs to be 'at risk' kids for diversity, but it has to be the right ratio so they can learn from the other KK, they have to want it and there needs to be the right support for them.</i></p>	<p>Kids would feel horrible if they can't afford or get what others have, if they get support then it would be better for them to give back and they would feel better  No more at risk kids for the program at the moment – good ratio  But yes there does need to be a good range (spread of young people)  There needs to be a diversity of young people for it to be able to work  The 'at risk' kids have to want to do the KCYP</p>
<p><b>How beneficial or important do you think undertaking the Duke of Edinburgh Award component of the KCYP was to you?</b>  <i>*NB Youth Focus Group Question only</i></p> <p><i>Most of the young people see the Duke of Edinburgh award as a bonus of the KCYP, but most did not realise its significance in relation to the QCE.</i></p>	<p>The program does all the requirements for the qualification  Keep it , it's good for our future on our resumes  Got a choice to do this or not  Two points of the Duke of Edinburgh go towards the QCE score</p>
<p><b>Volunteers/leaders/mentors who work on the KCYP need suitable training/ qualifications to equip them to work with the Kokoda Kids. What are your comments about this?</b>  <i>*NB Youth Focus Group Question only</i></p> <p><i>Many young people thought that the leaders were the right people to work with the KK, but that they could do with training in a variety of areas to be able to further assist the young people.</i>  <i>*NB: Some of the</i></p>	<p>Mentors could all be ex-KK as they relate to the kids more so on their level as they are closer to their age, have completed the program and understand first hand all the stuff the KK are going through  Qualifications could include Basic First Aid, undertaking some training in ethics, professional boundaries, confidentiality &amp; consent which includes mandatory reporting requirements (or a process to report internally at Kokoda Challenge Association), communication skills &amp; case management. Professional speakers could also be organised to talk to leaders at camps on a range of topics such as mental health issues, substance misuse, grief &amp; loss. A speaker could also be arranged to explain to leaders where to refer young people if they are experiencing any of the above issues.  Rather than leaders counselling KK, leaders could refer young people to professional counsellors in the areas where there could be problems for example substance misuse, family breakdown, grief &amp; loss.  Leaders need to have access to and a briefing on each young person's profile (as part of case management) so they have up to date information on young people's issues, strengths, challenges etc.</p>

<p><i>young people who commented on this question were also leaders and believed they could do with more training in youth work, communication skills, working with kids with problematic behaviour, substance misuse, dealing with kids family break down issues..</i></p>	<p>Leaders are there for the kids to have a good time Got a long with them KK need to respect leaders There needs to be a good mix of leaders</p>
<p><b>Do you think that the Kokoda Challenge Association Inc. achieves its principle activity which is to promote the prevention or the control of behaviour that is harmful to others?</b> <i>*NB Youth Focus Group Question only</i></p>	<p>The KCYP raises your awareness around harmful behaviour towards yourself and others and that if you do this behaviour there will be consequences Yes, young people change their behaviour during and after completion of the program. It is an early intervention program.</p>
<p><b>Can you describe in your own words what the 'culture' of the Kokoda Challenge Ass. Inc. is?</b> <i>*NB Youth Focus Group Question only</i></p> <p><i>Overwhelming response by young people was that they saw Kokoda Challenge as 'one big family' where people belonged, felt welcome, people forgave one another and what you do makes a difference, is noticed and appreciated.</i></p>	<p>One big family – it's a family setting/feeling– you face challenges together and overcome them by being respectful and you might not want to do something but you do it for the group Forgiveness as a part of a culture Understanding You are aware of the boundaries and work within them because they benefit you and each other and the program KCYP is a quality program Kids learn to work as a team as one See volunteers, and others that have become involved Belonging to something that's making a difference Doug's vibe rubs off on other people – you get excited! Prepares you for the future It's just how Doug brings everything together You are always welcome back</p>
<p><b>Do you think it would be possible for KCYP to be run by ex KK in the future whilst mainlining the current program structure and the culture of the Ass.?</b> <i>*NB Youth Focus Group Question only</i></p>	<p>Yes but the ex –KK would need to know the vision, philosophy and goals of the program &amp; have had some past experience as a leader and/or have volunteered in another capacity for example organising community service etc. No, if you threw a KK in at the deep end they wouldn't know the structure of the program or how to run it. (*NB: They would have to have training) Identify and only select young people who understand the culture and who want to run the organisation in the future. These young</p>

<p><i>All the young people in the focus groups thought this was a great idea but would require ex-KK's to be trained and to understand the vision, philosophy and goals of the program so it could be delivered just the way 'Doug' &amp; 'Joh' deliver the program.</i></p>	<p>people would probably self-select if there was a process put in place.</p>
<p><b>Any other comments?</b></p> <p>See comments</p>	<p><i>"I think it's an excellent program and that it's improving and reaching more people and Doug's done an excellent job."</i></p> <p><i>"It's a brilliant program and I'll keep recommending it for a long time because I think a lot of other people could really benefit from it. Generally people who are on the wrong side of the track who go out drinking every week and who aren't living their life to the full potential that they have. It would help them open their eyes and make something of themselves. I would like to stay in touch with the program and help out if I can in the future."</i></p> <p><i>"I volunteer every year for the Challenge. So many people put so much into the year I did it that I want to give some back."</i></p>

**Staff, Volunteer & Parent/Support Person Questionnaire results (mail out questionnaire) (Includes Doug & Joh's responses)**

Of the forty two questionnaires posted, twenty three questionnaires were returned with only one Questionnaire posted back unanswered.

<p><b>Questions &amp; Key Findings</b></p>	<p><b>Results</b></p>
<p><b>Did you find the Volunteer induction/training or Parent Information Evening you received prepared you as a volunteer to work with young people in the Kokoda Challenge Youth Program?</b></p> <p><i>Most participants, parents, leaders &amp; volunteers found the training to be adequate, but others felt they learnt more 'on the job' as they</i></p>	<p><b>Parents/Volunteers/Leaders</b></p> <p>Most of the Parents/Volunteers/Leaders understood the commitment, time, discipline, training demands, expectations and responsibilities that they were undertaking and overall thought the training night was outlined well.</p> <p>Volunteer training has improved for the leaders/volunteers over the years</p> <p>Others thought the First Aid training was great</p> <p>Some respondents replied that they got 'their training on the job'.</p> <p>Another leader said that the best training they received was during the three walks they completed in 2008 with the KK as a guest. By watching what when on and how the day was carried out was very helpful and gave the leader a good insight into how the program was delivered.</p> <p><b>Staff</b></p> <p>Obviously, for me there was no formal training, but over the last couple of years (2008 and 2009) training has been initiated for our Leaders. However, this needs to be broadened and</p>

<p><i>became leaders. Staff recognise that the training for the leaders/volunteers needs to be further developed to prepare leaders for their role.</i></p>	<p>enhanced in its overall ability to prepare leaders for the role they are going to fill. Kokoda Challenge recognise that training for leaders needs to be more structured, and formalised, and in view of this are conducting a debriefing of all of the leaders. Their feedback is vital in assisting us to design a pertinent and appropriate training module for our leaders.</p> <p>I didn't have formal training as such, but I had intimate knowledge of the operations of the KCYP as I had been volunteering in the administration since 2006. I have been privy to being part of the volunteer/leader training since then and could say that some of the training probably hasn't been able to prepare leaders for the enormous emotional and physical challenges they face in the role.</p>
<p><b>What impact do you think the KCYP has had on the young person's life during and after the KCYP program?</b></p> <p><i>Overwhelming response from all stakeholders that young people's confidence, self-esteem, self-belief, drive and determination &amp; listening, respecting and tolerating others – raised awareness School work improved &amp; more focused was enhanced.</i></p>	<p><b>Parents/Volunteers/Leaders</b></p> <p>Impact on young peoples' lives:      More tolerance &amp; patience and less angry      Bonding occurred between young people from diverse backgrounds      Shy people 'came out their shell'      Higher Self esteem and confidence and self belief – more able to give of themselves and contribute with the realisation that they have plenty to offer and as a result become more involved in the group.      Value and appreciate the important things in life      Community spirit and getting involved      Character building      Improved fitness, health and lifestyle      Enhanced leadership skills      Communication improved between home and school      Settled down and became more focused on school work      Raised awareness around what the diggers endured &amp; around others      Assisted in making career choices – pathway      Drive and determination to succeed in all areas of their lives      Learn respect for everyone      Learn to listen to others      Learn humility      Material items not so important      Manage emotions more appropriately      Became more mature      Improved relationship with family, particularly step parents      Sense of self purpose through understanding history of Kokoda and high level interest in the physical aspect of the program      Canberra kids have since gained either full time or part time employment.  <i>"Any program that challenges people to get real about their life choices, about being your word; about choices &amp; 'cause &amp; effect' – help our lives."</i></p> <p><b>Staff</b></p> <p>The anecdotal evidence would suggest that the young people completing the KCYP walk away with a number of positives benefits that is a belief in themselves and a far greater level of confidence in their ability to achieve realistic goals. They are</p>

	<p>prepared to take on the challenges of life including finding a job , taking on a trade or entering university. The fundamental principles of the KCYP program allow them to make better informed choices which will result in more positive outcomes. I really believe that the “core” values of the KCYP program gives them the strength to make the hard decisions.</p> <p>The examples you have provided above are all accurate (in relation to the question and examples given) These things are witnessed in varying degrees in the participants of the program. I am yet to identify a young person that has not had a positive overall outcome. However, I am aware that some young people may have had experiences that were not positive to them throughout their time in the program but this has helped shape the learning they receive from the program.</p>
<p><b>Do you believe the KCYP has had an impact on the young person’s personal relationships?</b></p> <p><i>Overwhelming response from all stakeholders that young people’s relationship with parents improved, particularly step parents and that young people were more settled within themselves, their social circles broadened and emotionally they developed by having more empathy, patience, tolerance &amp; understanding of others</i></p>	<p><b>Parents/Volunteers/Leaders</b></p> <p>Improved relationship with parents, particularly step parents  Parents trust their teenagers will made the right decisions in difficult situations  Closer relationships were formed with other KK  Family conflict has been reduced  Young person seems more settled in her day to day life  Young person listens to others and considers their feelings and opinions  Improved self esteem  Interact and spend more time with people they normally would not have spent time with  Can make decisions and increased level of assertiveness  Positive change around household with daily chores  Social networks increased as they found acceptance within the KCYP  KK relationship with self = wants to achieve more in all aspects of his life  Has more empathy for others  Has developed patience, tolerance and acceptance of difference due to group developing over the 12 month program  Improved relationships with teachers &amp; leaders  Young person has a better understanding that he can’t always get what he wants.  Dramatic improvement for ‘at risk’ kids with their parents.  Improved relationship with friends, but has not time for people who don’t want to do something with their life.  <i>“One year a mother thanked me for giving her son back.”</i></p> <p><b>Staff</b></p> <p>One of the things the KCYP tries to encourage in the young people is “tolerance”. And understanding that it is ok to be different, whether that be how others dress, their speech, colour of their skin or their religion. Whilst they are not always going to agree with their parents, teachers and others in the community they acknowledge their experience in life and respect their point of view. They learn to listen.</p> <p>Again this impact varies for participants depending on their capacity for social interaction. Some advance a lot and have</p>

	<p>strong confident relationships with peers, leaders and parents as a result of their participation in the program. Others have minimal improvements in relationships with others, but all have improvements. I believe this is because the confidence they gain as they achieve small milestones in the program is due to what they learn about Kokoda and the PNG culture. The more they learn the more appreciative and grateful they become.</p>
<p><b>Do you believe the KCYP has had an impact on the young person's general attitude?</b></p> <p><i>Yes, it's all about the team, can't do it alone; attitude shift regarding parents, school and support people and the development of tolerance, greater acceptance of others and more focused able to make decisions.</i></p>	<p><b>Parents/Volunteers/Leaders</b></p> <p>It's all about the team  Part of a team and not an individual journey because what they do effects others  Learn to support others by reaching out  Learnt group think instead of I think  Kokoda values assist in raising young people's general attitude towards their school, parents &amp; support people, this in turn boosts their self esteem which assists them to set higher goals  Learnt to complete what she started  Conversation content improved  More patience as his mind was occupied  Greater acceptance of situations that aren't necessarily what he expected  Assisted with career choice  Become solution focused, always looks for the 'silver lining'  KK influence other KK to make better choices  KK develop and enhance attitude towards own lives and can set goals and plan for the future. They know what they have and how to relate to others.  Biggest change is towards life and others  Respect, motivation and understanding of others.  More appreciation for family, life and what we have rather than not have  Don't take material items and stuff they have for granted  From little contribution to giving lots  Volunteering for NGO's as now understand the value that volunteers play in community (ACT kids)  <i>'I can do anything!'</i>  <i>"I watched a young man learn how to be tolerate of others and to channel and focus his anger in a positive way to benefit himself and those around him."</i></p> <p><b>Staff</b></p> <p>Of course, the KCYP has an impact on their general attitude in many ways and hopefully this is really shown by their consideration for the history of our country, the environment, other people's property and the community in general.</p> <p>Most of the participants' general attitude improves. This is evident form the overwhelming positive feedback received from parents who are thankful that their son or daughter is now helping out more at home or not being as cheeky as they had been. I have also noticed how the young person's general attitude improves as they build rapport with their peers and the leaders. They become more helpful and tolerant of each other as they don't want too disappoint or let the team down.</p>

**Do you believe the KCYP has had an impact on the young person's decisions making skills?**

*Learnt about boundaries; learnt to make different decisions by watching others (more sensible ones), understand that decisions have consequences; more able to make a decision for themselves, whereas others said the KCYP taught them the process of how to make a decision, not so much influenced the decisions they were making. For example they could make a decision, consult others, think over their options and then make a decision they were happy with.*

**Parents/Volunteers/Leaders**

Actions have consequences so learnt to make different decisions for different outcomes, particularly the 'at risk' kids.  
Learn boundaries by decisions they make.  
Towards the end of the program I saw KK making more deliberate considered choices.  
Can consider all options before making a decision and with new found confidence can move forward at a faster pace.  
Doesn't give up, thinks about issues and the options before making a final decision.  
Uses common sense and thinks about consequences  
Listen to others and take their opinions on board before making a decision.  
The youth get opportunities to make decisions in a supported environment even though they are out of their comfort zone.  
Some of the 'at risk' kids also showed remorse for some of the poor behaviour they had displayed.  
Talks to me now more before making a decision.  
Can accept decisions and that things aren't always how we want them to be.  
Assisted in making a career choice and heading a positive future.  
Learnt to sacrifice not going out on Saturday nights for a year to be ready for training on Sundays  
Discuss decisions with family  
If the young person decides to put in more effort with training they find they can overcome challenges  
Before KCYP young person was offered a chance to work/train in a field she was interested in and she didn't follow through, she now regrets it.  
Make more sensible decisions in life and talk these over with others that could be affected by the decision.  
Young person made a decision to believe in herself, drove herself up the hills she hated and by PNG was helping others up the hills.  
The Canberra kids have all matured in their decision making skills and this is reflected by the greater level of trust that their parents now show in them.  
Our teenager hasn't really changed in this area. She is still waiting for the next best offer before making any decision for herself.

**Staff**

Clearly, part of the learning process of the KCYP teaches young people not to have a knee jerk reaction to situations that is they learn to stand back and assess the situation, outcomes and ramifications related to possible decisions. This all relates to the consequences of choice which is really emphasised in all of the training sessions.

I believe the KCYP does help young people better understand about choices and consequences for decisions. It doesn't mean they are always going to make the right decisions – it just makes them more responsible to face the consequences of the wrong decision. I also think their understanding of consequences is evident in their increased commitment to training as the program

	<p>progresses. They start to realise that is they don't put the effort into training they will face dire consequences on the track, etc. In general I believe the program doesn't just teach about consequences – it helps them to understand what is acceptable and not acceptable in the community. Quite often young people make wrong choices because they think it is okay because they've never had anyone tell them it's not cool or acceptable to speak to someone in a disrespectful way.</p>
<p><b>Do you believe the KCYP has had an impact on the young person's mental and physical well being?</b></p> <p><i>Overwhelming response about the physical benefits of the program including increased fitness, reduction in substance intake, weight loss, better nutrition with food choices, more motivated to train and exercise in their daily lives after the KCYP has finished, no longer gives up as easily. Mental benefits included having an attitude that they can do whatever they put their mind to, can push through anything, can focus &amp; concentrate more on school work.</i></p>	<p><b>Parents/Volunteers/Leaders</b></p> <p><i>Physically</i></p> <p>I noticed that the dramatic turnaround for the 'at risk' kids came for them near the end of the walk on the Kokoda Track. Toughened up, fitness has improved and to some extent they still do a level of fitness training today. One young person lost over 25kg on the program and has maintained that weight today. Understanding her physical needs Fitter and still plays sport For those of a lower starting fitness, the changes were quite significant. Enjoyed the fitness level and the challenge, but had to be pushed – now she gets out and trains on her own because she knows she can do it. I have continued bush walking and stay physically fit and it's improved my surfing skills. I've seen kids making healthier choices, giving up smoking &amp; reducing alcohol, making healthier food choices and concerned about fitness level The program gave him an extra outlet for his huge amount of physical energy. Doesn't give up as easily now Whilst on the KCYP he was very physically active and pleasant, but now and then he slips backward. The more active the kids were it stimulated their minds and assisted with their school work and confidence. Take one step at a time to get up the mountain and push themselves beyond what they think they could do at all given times. "When you have kids coming up to you and saying they miss Sunday training and still want to do it, you know then that what they were doing each Sunday they really enjoyed, the training and their time together."</p> <p><i>Mentally</i></p> <p>More mentally motivated to physically endure more. Capable of coping better when situations are not favourable and have developed a greater social group of friends that they can go to for support. Thinks when working as part of a team. People skills have improved They all demonstrated a belief that they could achieve whatever they set out to achieve. "I can do it" is the way she thinks. She will give things a go and if it doesn't work out she doesn't feel like a failure and moves on. Some young people have a more positive outlook and are less depressed and have a better general attitude.</p>

	<p>I have seen an increase in motivation and enthusiasm  I have witnessed improvement in mood &amp; a decrease in symptoms of depression and anxiety.  Higher self esteem &amp; a sense of belonging.  The fitter they got the more relaxed and calm they were when approaching situations that they found challenging.  <i>“As for having an effect on their mental well being, it doesn't get any tougher than being out in the Gold Coast hinterland for nearly 39 hours straight. I put that down to having mental vigour and guts. This experience will hold them in great stead for any future mental challenges in life.”</i></p> <p><b>Staff</b>  I believe it has been well documented that a body that is physically well maintained operates optimally from a mental point of view. And clearly this applies to KK in many ways as it enhances their confidence in everyday life. It certainly seems to be the case with the young people in the program. As they become fitter, they are more alert, have more energy and have more motivation for school, work and participation generally.</p> <p>In 2008 I noticed all the young people improve physically – the fitness levels were outstanding by the end of the program – even for the bigger boys. The difference between day 1 and even the Kokoda Challenge was significant. Mentally, I believe they improved as they became more mentally resilient to handle tough situations and to not give up.</p>
<p><b>The KCYP is based around young people developing the ‘Kokoda Values’ of Courage, Mateship, Sacrifice and Endurance? Do you believe the young person developed the Kokoda Values’?</b></p> <p><i>Yes, this is evident as the young people learnt to tackle situations they would have normally avoided, their self esteem improved (shy people opened up), they learnt to never give up (finish what you start), they made lifelong friendships from sharing an incredible journey with other KK, they learnt to ‘give things up’ either for themselves or others</i></p>	<p><b>Parents/Volunteers/Leaders</b>  <b>Courage</b>  Tackling situations they would have avoided or been fearful of for example heights, public speaking  Helped her to grow up by taking responsibility  Higher self esteem  Joined the army and served his country in East Timor</p> <p><b>Endurance</b>  Came out the other side  Times get hard, they have to face them and come out the other side  With the physical aspect of the program  Never give up  Completing Gold Coast Challenge &amp; Kokoda Challenge twice.  Going back to school and finishing year 12.</p> <p><b>Mateship</b>  Shy people opened up and shared deeply of themselves, became confident and formed new friendships  The joy they experienced supporting others when that person was down and struggling.  Made lifelong friends  Become more social  Sharing an incredible journey with their fellow KK's that they will remember for life.  Picking each other up when they were down  Respecting others and thinking about them before herself.  Belongingness – <i>“Sorry there isn't much for them after Kokoda as they helped each other a lot”- reunion might be a solution”</i></p>

*and they learnt to help others unconditionally. Overwhelming response from young people was that when you first start the Kokoda values are just words. When you finish you know what they mean because you live them and when you move out of the program you live them in your every day life.*

### **Sacrifice**

Learning how others around them give of their own free time so that they can be having this experience.  
Can help others who fall behind  
Gives generously  
Put Saturday night socialising on hold so he could walk on Sundays  
Giving up their water for others  
Helping people across the creeks  
Carrying a mate's pack who was struggling  
Giving up her lunch money for fund raising  
Not wanting things for herself if the household finances are low and not putting a strain on me.

### **Kokoda Spirit**

Appreciated the natural world  
More Patriotic  
They just did the Kokoda values with each other – lived them without being asked to do so.

### **Outcomes**

More understanding, less judgemental of people & world issues  
Has set goals in life & is working towards achieving them  
Believes that anything would be possible by working hard and believing in herself.  
Work together as a team and encourage and support one another  
The KK appreciation has increased and some have developed humility.  
More motivated and willing to help others.  
Joined a surf club and does a lot of volunteer work, is fitter, doing better at school and is completing his bronze medallion and is surfing now.  
These values appear to resonate for the kids, they really embrace them.

### **Staff**

KCYP has continued to evolve to be one of the key programs that engages young people through a personal journey that both challenges and inspires. The point of difference between this program and other experiential youth programs is its absolute commitment to its core values which remain unshaken and truly define it as unique. The program goes beyond the mere rhetoric of – Endurance, Courage, Sacrifice, Mateship, Environment and Youth and engages young people, families and their communities simultaneously in a process that continues to be an inspiration to all those involved. The integrity of the KCYP is the KCYP.

Yes, some of the values are more evident and applicable to be seen on a regular basis. Like mateship, this is demonstrated a lot by the young people. Courage can only be seen when they are tested with tough situations and some of the young people faced tough situations through the program so it was evident as well. I saw almost all of the young people willing to sacrifice personal possessions to give to locals in PNG. I also think the development of the value of endurance is evident in all the young

	<p>people who stick out the full twelve month program to graduate. It is a long time for them to be committed to a program and that they stick it out is true endurance.</p>
<p><b>What suggestions, if any would you make to improve the KCYP?</b></p> <p>See Recommendations</p>	<p><b>Parents/Volunteers/Leaders</b> <i>Induction Evening</i></p> <p>Reintroduce the Youth Advisory Committee whose role is to review the current processes of the KCYP and provide recommendations which may improve the effectiveness of the KCYP. (Appendix 5)</p> <p><i>Review DGR status in line with objects of constitution specifically around quota of young people in the program who are 'at risk' to ensure DGR status is legitimate. (discuss this with Doug and Joh)</i></p> <p>Implement a compliment/improvement pamphlet to encourage feedback from parents and participants to ensure ongoing quality improvement.</p> <p>More ongoing training for staff, but particularly volunteers/leaders including cultural awareness for indigenous and culturally and linguistically diverse (CALD) clients and regarding issues such as substance misuse, and mental health issues.</p> <p>Some thought that there was too much of a focus on the legal side and not enough on the practical side of the program when they attended the information evening.</p> <p>A couple of leaders thought that more training could be provided around confidentiality and safe practice principles in working with young people and how to deal with young people with problematic behaviour or in difficult situations.</p> <p>Communication regarding forward planning and timing to be improved. A suggestion was that this could be solved by implementing administration systems.</p> <p>Communication to the parents could be improved/adjusted by ensuring the parents also get the same information as the kids in plenty of time to be able to be more flexible at the last minute. (overwhelming response)</p> <p>Information is needed to be provided to the parents regarding the night walk, up coming Gold Coast Challenge and what this entails. It may assist if parents who feel they could offer a leadership role to other parents step forward at the beginning of the KCYP and help out and get to know other parents and support them.</p> <p>Debrief the young people upon their return from PNG to be prepared from the culture shock and reintegration back into Australia within a week of them returning from PNG. This could be done as a collective group or one to one face to face or over the phone.</p> <p>Organise more interaction between branches for example social get togethers so that people get to know each other and can work alongside each other as the program progresses through the year.</p> <p>Invite a professional from the youth sector into the assessment/referral process to ensure consistency with selection of young people.</p> <p>Don't get young people to try on the Kokoda uniform and then decline them. They should only try on the uniform when they have been accepted.</p> <p>More follow up with the family unit after the program has</p>

	<p>completed.  Offer referrals to counselling for family unit early on if the young person has issues arising.  Source more relevant community service agencies/organisations for Brisbane area and more of them. For example serving in soup kitchens of street people.  Case plan to be developed on each individual young person listing their strengths and challenges and any issues they have so that all leaders and staff are aware of what's happening for an individual young person from the start of the KCYP.  Develop a leadership program that supports ongoing role modelling and the importance of mentoring – the giving to others  Incorporate life discussion topics into the KCYP such as mental health issues including youth suicide, depression, anxiety, substance misuse, homelessness, communication skills etc.  It is vital that all young people know the history of the Kokoda Track well before going to PNG.  Less kids in the group so bonding can occur.  An updated register be kept on the whereabouts of all kids so friendships can continue once the young people finish each KCYP.  Name tag/badge to be provided to young people to enable them to wear these whilst doing community service and at public speaking events so they can easily be identified by name.  Take more kids in the 'at risk' category as they get such a huge benefit from the KCYP.</p> <p><b>Staff</b>  We recognise that we learn every day, and the KCYP program is enhanced every day by the KK, the Leaders and our experiences. And what is really important is that we acknowledge that every day is an opportunity to learn.</p> <p>For example, one of the lessons that we have identified this year (2009) is that we need to keep our group numbers down to 12 or 13. Apart from the simple logistics of getting the kids around to various venues, what this does is allow our Leaders to engage in a mentoring role with three or four kids in their group. Who better to be a mentor on an ongoing basis than our leaders. This is just one example of the development of the program. Obviously every year, every month, and every week, we identify areas that can be enhanced and improved. I guess our program, like life, is enhanced by the experiences along the way.</p> <p>More leaders training to make it consistent through all the branches of the KCYP.</p>
<p><b>Do you think the KCYP encourages young people to start to reach their potential in life?</b></p> <p><i>More mature  Change in values  Believe in themselves</i></p>	<p><b>Parents/Volunteers/Leaders</b>  I can look back and see the positive changes in the lives of the Canberra kids – these changes will have long-lasting effects and will assist participants to approach life as they grow older in a way they wouldn't have without the program.  My daughter has grown up, has a strong belief in the program and its values and her self worth is much more positive.  Improved confidence, more friends and better at school, interest in life saving and martial arts.</p>

<p><i>because the KCYP believed in them &amp; they now know more who they are &amp; what they want – the KCYP gives them a sense of self, their purpose and direction.</i></p>	<p>It encourages them to try for things they once thought impossible. Respect, confidence, happy within herself and not trying to be anyone else</p> <p>Because the people in the program believe in them they believe in themselves. They have a sparkle in their eye. Once they get back from Kokoda they're on fire – all their senses are switched on. They appreciate everything about their lives. They are super confident, have respect for their families, communities, schools and themselves. I believe all kids should have this sort of experience as they enter into high school. Then we'd have 'real teenagers'.</p> <p>Family and KK have developed strong friendships with other KK and their families</p> <p>Help others less fortunate than him.</p> <p>They get to know the stuff they are made of</p> <p>Respect others</p> <p>Become better Australian citizens</p> <p>KCYP gives young people a sense of self and purpose and direction when they are lost.</p> <p>Kids finish what they started and go back to school, get into work, talk in front of strangers about the program</p> <p>Overwhelming response from parents of gratitude to the KCYP and particularly Doug and Joh for the life changing experience their KCYP has provided to their children.</p> <p><b>Staff</b></p> <p>I know it because I have seen young people develop confidence and ambition to achieve more in their future. I am also in regular contact with a number of the young people who participated in 2008 – they tell me quite often how thankful they are for having the opportunity of the KCYP, that they miss being part of the weekly program and that they feel they can do anything now.</p>
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#### 4. Key Findings

- The young people wanted more time in the villages to absorb the culture
- The porters imparted a lot of information and stories to the young people about Kokoda and WWII
- Friendship and confidence are what the young people gained most from the trip to PNG. They also commented on how they respected the diggers and what they learnt about the history of Kokoda and WWII.
- The young people learnt the most about Kokoda and WWII by walking the track and seeing it 'through the diggers' eyes, visiting the memorial sites, the war museum and through the stories the porters told them and through the speeches
- The young people said they would improve the PNG trip by changing the following: do more upper body work (weight training) to strengthen their upper body to assist them to carry their packs, train with heavy packs leading up to the PNG trip or pack lighter packs by taking different items for example some young people said they would not take so many clothes. Others commented on taking different footwear, more water, less food, books to read, more plastic bags to collect rubbish in and more medical/pharmaceutical supplies.
- Many young people commented on wanting to spend more time in the villages along the track and at the end of the trip to learn more about the culture.

- The young people in the two focus groups also said that the way the KCYP is structured ensured they were ready to face the Kokoda Challenge. The months of walking/training and the Gold Coast Challenge 'pushed them to the edge' but this assisted them in knowing they could push through anything and it taught them to work as a team and why they had to work as a team.
- Not surprisingly the majority of parents saw increased levels in their adolescent's self esteem and confidence in many areas of their lives. This was the most significant outcome a parent perceived their teenager had achieved followed closely by the young person making new and close bonded friendships. These findings are congruent with the outcomes the young people themselves see occurring, particularly close bonded friendships and also mirror the observations of leaders, volunteers and staff.
- The most significant outcome for the majority of young people interviewed and surveyed was the impact of completing the 12 month program had on the young people's lives from becoming fit, meeting new people who they would not normally have mixed with, learning to work as a team, pushing through and knowing they could do anything, having closer relationships with family and friends, giving back to the community, learning commitment and looking forward to a future where they could achieve anything. Over ninety five percent of young people said that the KCYP was a turning point in their lives, that they matured and this could not have occurred without the support of Doug and/or Joh and how grateful and privileged they have been to participate in the KCYP and meet them.

## **5. Key Learning Challenges**

### **For young people**

- The biggest challenge for the young people was walking the Kokoda track in PNG, particularly starting the walk at the beginning of the track, walking as a large group, overcoming and managing nausea, learning to deal with rain, being wet, carrying heavy packs and overcoming fear of flying in small planes.

### **For Parents/Guardians**

- Some parents' particularly single parents struggled with cost of the KCYP.
- The organisation may need to be more upfront with the actual overall cost of the Papua New Guinea trip as some parents estimated to cost them approximately \$1,000 per young person.

### **For Volunteers/Leaders**

- It was difficult at times not always knowing how to work with a young person with problematic behaviour or how to support them or what to do when the young person was facing issues in their lives.
- Learning not to sweat 'the small stuff' with the young people particularly when on the track in PNG and remaining patient with them even when you've had enough and are tired and exhausted yourself.

## **Highlights**

### **For young people**

- Forming close bonded long lasting friendships
- Increased motivation, self esteem and confidence due to completing the KCYP
- Knowing they can take on anything and have the courage to not only give it a go, but to never give up and can finish what they start
- Learning about the history of Kokoda, wartime memorials, culture of PNG and walking the track

### **For Parents/Guardians**

- Watching how their teenager grows as person as they undertake the KCYP into mature young adults who have more respect, patience and tolerance for others
- Having their teenager who they feel has been 'lost' to them come back to them
- Seeing vast improvements in relationships their teenager has with step-parents

### **For Volunteers/Leaders**

- Observing young people who commence the KCYP as shy and introverted and then seeing how they become more social and mix with others as they feel safe and trust the leaders and the other Kokoda Kids. It's great to see their self esteem improve.
- Even though working with the 'at risk' kids can be very challenging often you see the most changes in these young people especially when they start to respect others, work as a team and their relationships with family improve.

## **6. Recommendations for Kokoda Challenge Association Inc.**

### **Recommendations for Young People on the program**

- As already noted and discussed with Doug Henderson reduce the number of young people in each individual group in line with optimum group size of no more than 12 young people so they can learn to work as a team and really get to know each other keeping the Kokoda spirit and culture of the KCYP at the forefront of the program.
- Young people suggested more interaction with the other Kokoda Challenge Association Inc. Kokoda Kids via more social gatherings and/or training (if this is possible) to get to know them before they embark on the PNG Trip.
- Young people also suggested more camps leading up to the Gold Coast Challenge and one in between the Challenge and the PNG trip if this was possible. These camps could include more outdoor activities such as camp fires, orienteering, paintball, rock climbing, recreation days, bungee jumping and more team building activities.
- Consider presenting motivational speakers who have been high achievers for the KK to talk about teamwork, mateship, courage & sacrifice to the KK early on in the KCYP and/or other professionals to discuss motivation, commitment, substance misuse, physical & mental health, nutrition, personal training etc.
- Consider making the packs lighter for the Kokoda Challenge if this is possible
- Assist the young people to organise and pack all gear in advance at least two weeks, for example consider providing them with a demonstration of how to pack what they need.
- There was mixed feedback by the young people about whether to make the PNG trip longer. However many young people said they would have liked more time in the villages and more time in the last village before going home as they wanted to spend more time with the Papua New Guineans.
- Consider mapping out and planning in advance more historical sites so that they young people can fit in as many as possible whilst on the Kokoda Track.
- Consider debriefing the young people upon their return from PNG so they are prepared for the culture shock and can reintegrate back into Australia within a week of them returning from PNG. This could be done as a collective group or one to one face to face or over the phone by either a Kokoda Challenge staff member or by an external professional and/or consider following up with each young person one month after returning from PNG via an individual phone call to see how they are going.
- It is suggested to invite a professional from the youth sector into the assessment/referral process to ensure consistency and probity with selection of young people.

- It is suggested that young people only be provided with the KCYP uniform once they are accepted into the program and that a second uniform can be purchased or provided in case an item is lost.
- Consider implementing some of the following practices mindfulness, guided imagery (learning visualisation), meditation, yoga, drama, music therapy and/or mindfulness to further enhance the KCYP, particularly to assist the young people when they are struggling with aspects of the program. For example if they are struggling with the physical training, team work, commitment, community service and/or managing their behaviour (anger, stress, impulsivity & anxiety). The philosophy behind these Eastern based practices is to teach young people to manifest what they want by surrendering, finding peace within which will assist them to focus, remain calm and will naturally raise their self esteem (spiritually) as these practices will assist them to already see themselves in a future preferred situation with positive outcomes. Implementing these practices in a 'mainstream way' would compliment the KCYP 12 month program as they take time to learn and become familiar with. It would be important to source professionals in these fields to explore some of these practices and if they could be included in the KCYP.
- To further work with young people who are experiencing problematic or exhibiting difficult behaviour work with the local Gold Coast indigenous communities to see how they re-balance young people via 'tribal traditions'. For example in some Native Indian tribes in America if a tribal member breaks a tribal law the men or the women meet as a group with the offender. Rather than reprimand him/her each tribal member takes a turn in telling a story sitting in a circle of when they did something similar and how they changed their future behaviour. They do not speak directly to the person who has broken the tribal law or reprimand them as it is hoped the person hears the group's stories of their challenges and solutions that will assist them in changing their future behaviour. It is anticipated through this process the person will realign with the tribal values and traditions and become rebalanced.
- The young people believed that ex-Kokoda Kids could run the program in the future but they agreed they would need to be a certain type of young person, probably have been a leader and would probably self select for the role. With the right kind of training they could take it over, but they would need to understand the culture and keep the Kokoda values and the Kokoda spirit alive.

## **Recommendations for Parents/Guardians**

### ***Gold Coast Challenge***

- Consider devising a system that provides up to date ongoing parent communication and coordination in relation to transport for example to and from training and for the Gold Coast Challenge. This could be arranged with a parent who stands out as a leader at the beginning of the KCYP.
- Consider providing more lighting for the night section of the trek for the Gold Coast Challenge
- Consider devising a list for parents of what is required if they are volunteering in different roles for the Gold Coast Challenge. For example Parents to have more cooking utensils for preparation of hot food for the Gold Coast Kokoda Challenge.
- Parents to be more prepared for the cold weather in July for the Gold Coast Challenge.
- It is recommended that the Kokoda Challenge Association Inc. follow up with family 6 and 12 months post the KCYP particularly those families where from lower socioeconomic backgrounds.

## **Overall KCYP**

- Some parents thought that there was too much of a focus on the legal side of the KCYP and not enough on the practical side of the program when they attended the information evening. Consider revising the content of the information evening.
- Parents to confirm with the Kokoda Challenge Association Inc. the actual costs they may need to cover on an ongoing basis so they can budget for these, particularly parents from a lower socio economic background. If parents are struggling with the costs, particularly transport, consider innovative ways these costs could be supplemented or waived.
- Explore innovative ways parents can be provided regularly with updates on the KCYP and any significant changes to reduce issues in relation to transport regarding drop off and pick points and/or to improve car pooling options for parents throughout the 12 month program.
- Bring in guest speakers who specialise in different professions relevant to the 12 month KCYP for example nutritionalists , personal trainers, motivational speakers, directors or managers of non government organisations to discuss the benefits/outcomes for clients and KCYP regarding community service

## **Recommendations for Volunteers/Leaders**

- Ensure all volunteers (staff, mentors, Leaders) receive ongoing supervision (either internal or external) and relevant ongoing training (in adventure based/experiential and youth work practices) to ensure 'best practice' which will assist in ensuring professional indemnity insurance is valid and remains up to date.
- Consider ongoing professional training for staff, but particularly volunteers/leaders including cultural awareness for indigenous and culturally and linguistically diverse (CALD) clients; and in other areas including substance misuse and mental health issues.
- A couple of leaders thought that more training could be provided around confidentiality and safe practice principles in working with young people and how to deal with young people with problematic behaviour or in difficult situations.

## **Overall Recommendations**

- Consider reintroducing the Youth Advisory Committee (with a mixed membership, that is staff/leaders from the KCYP & youth workers/support workers from the community sector) whose role is to review the current processes of the KCYP and provide recommendations which would ensure ongoing quality improvement of the KCYP. (Appendix 5)
- Explore the possibility of incorporating more 'at risk' young people into the KCYP by involving other government & non government youth agencies (NGO's) to determine what type of program would suit this target group and/or how the current KCYP could be modified to ensure the most 'at risk' young people achieve outcomes and finish the program. For example their support worker accompanies the young person throughout the program to support them one on one.
- Further, explore the possibility of non government organisations' who utilise brokerage for young people so they could access the program to cover program fees, uniforms, required items for the Gold Coast Challenge and PNG, bus tickets or taxi fares to get to and from training and community service particularly if the young people do not have stable home lives.
- Consider introducing a recognised pre and post self esteem inventory designed specifically for young people for example the Rosenberg Self Esteem Inventory to measure improvement in the young people's self esteem and/or a depression inventory to measure changes in young people's moods and emotional well being throughout the program. These results could be incorporated into a future evaluation of the KCYP.

- Consider hosting a reunion at the end of 2010 inviting all past and present KK and/or their parents. Many of the young people said they would like to catch up with other young people in their year and were curious about meeting other KK from other years. To determine what kind of reunion to have (something fun or something with a bigger agenda) seek input from the leaders, past and current KK and then assist them to organise this reunion. Feedback could be sought from the reunion in the form of a blank material banner being hung where everyone answers only one question about the KCYP by writing a comment on the banner in permanent marker. This information could also be utilised in a future evaluation of the KCYP.
- Consider choosing one community based organisation each year to receive some sort of donation from the Kokoda Challenge Association that the KK have had input into as part of their community service.
- Implement a non identifying compliment/improvement and compliment pamphlet (in the one pamphlet) to encourage feedback from parents and participants to ensure ongoing quality improvement. These could either be provided at the beginning of the KCYP or towards the end or accessed through the Kokoda Challenge Association Inc. website. These interim feedback mechanisms and the information provided could be utilised in future Kokoda Challenge Association Inc. evaluations of the KCYP.
- Ensure that the Kokoda Challenge Association Inc. regularly reviews its criteria for recruiting and accepting different types of young people, particularly 'those at risk' to ensure it complies with Australian Taxation Office guidelines regarding its Deductible Gift Recipient status.
- It was suggested to source more relevant community organisations for the Brisbane areas for the Brisbane KK.
- It was also suggested that an individual case plan be developed on each individual young person listing their strengths and challenges and any significant issues so that all staff and leaders are aware of what is happening for young people and this can be accessed electronically to maintain confidentiality. This would reduce the young person's story being told to all the leaders.
- Consider providing a name badge for each young person whilst at community service and at public engagements so they can be easily identified by the public.
- It was suggested that the two groups of young people go to PNG at separate times, one group walks the track first and comes back whilst the other group assist in the village to paint the hospital, build the school and generally do community service and then they swap roles.
- If considering setting up the KCYP in other States the organisation may need to review recruitment and selection of staff and leaders for these programs, how they will be monitored and supervised into the future to ensure their success and that they feel linked to the Queensland head office.
- It is recommended that the organisation develop and display a the Kokoda Challenge Association Inc. charter of rights for leaders/staff/parents and young people, develop a privacy and confidentiality policy and educate the parents and young people about the organisation's complaint/dispute processes if this has not been developed.

## **7. Conclusion**

The Kokoda Challenge Youth program works with a diverse group of young people aged 16 up to 18 years of age who come to the program from different cultural and socio economic backgrounds and are considered to be at varying levels of 'at risk'. All young people accepted into the program are motivated to be in the program and it is voluntary. The program was founded to assist young people to recognise and

commence the journey in reaching their potential. It is hoped in the future with the learning from the program they will lead happy, positive fulfilled adult lives.

The Kokoda Challenge Youth program is a unique twelve month program designed to educate young people about the Kokoda veterans and their immense sacrifice for Australians and in doing so teach the young people the Kokoda values of mateship, courage, sacrifice and endurance thereby keeping the Kokoda spirit alive. There are no other youth programs of its kind operating on the Gold Coast, Tweed and/or in Brisbane. The strengths of the program are that it is twelve months in duration enabling significant change to occur for individual young people which can be sustained post the program and is observed by other individuals, family, friends, teachers and the wider community. It is also based on rigorous weekly training that has been developed around an experiential adventure based model with a military regime twist which fosters discipline and routine, making it a safe environment for young people to bond, learn to work as a team, enhance their self esteem and grow into mature young adults. The program is almost like a rite of passage from adolescence into adulthood. Young people learn the Kokoda values not by studying them as words but by putting them into action over twelve months.

The majority of young people said that this program changes your life as you see the 'bigger picture', have more respect and empathy for others, more patience and tolerance, want to give back to others and are more grateful for what you have. It also helps you make better choices in your life, teaches you not to give up and that you can do anything you put your mind too. Many young people said they put the Kokoda values into practice every single day of their lives and gave examples of how they do this at home, school and in their places of employment. All the young people spoke highly of the staff and leaders and this message was relayed with heart felt passion. All the young people in the focus groups concluded that Kokoda Challenge Association's culture, staff and leaders makes you feel like you belong, are cared for, can make mistakes and you will be forgiven and are a member of a one big family. This was the core message the young people gave throughout the phone interviews and the focus groups. They reiterated that they did not want this to change and that if the future direction of the KCYP was one day to have ex-Kokoda Kids run the program they would need to be the right young people and would need to ensure they keep the culture of the program, the Kokoda spirit and the family feel alive as this was the most important aspect of the program for them.

The results and key findings of the KCYP are unique in that feedback from all stakeholders surveyed and interviewed was consistent and congruent. Majority of people provided positive feedback and gave positive suggestions and some innovative ways to address issues with the KCYP. However, overall most people had a similar view of the program, what it was about, what it set out to achieve, its benefits and outcomes. The areas of the KCYP that could be reviewed include ongoing professional training for staff and volunteers including supervision and/or debriefing and development of an internal leadership course for the Kokoda Kid leaders which may assist in identifying future Kokoda Kids who could potentially run the program in the future.

It is however recommended that further exploration regarding engaging and working with the most 'at risk' and vulnerable young people be considered as this program has the potential to turn the lives of some of these young people completely around and change their view of the world and the choices they make so they do not want to misuse substances and/or continue offending behaviour so they choose a more positive live path. It is recommended to continue building relationships with the Department of Communities Child Safety and Youth Justice Services and other community based

youth organisations such as Youth At Risk Alliance (YARA) through their complex needs assessment panels (CNAP) and the Youth Support Coordinator program (YSC) as sharing of or collaboration of joint resources, skills and knowledge could take place and young people at risk could be referred from these agencies. It is acknowledged that Kokoda Challenge Association Inc. has already partnered with Wesley Mission Brisbane and Relationships Australia and other non government organisations, but that that these relationships could be explored further.

It is also recommended that over the next twelve months the organisation review the past five years operation of each facet of the program (design, length, administration, training for leaders, communication with parents and between branches etc.) and consolidate the program, rather than consider expanding it either interstate or intrastate in line with results, key findings and recommendations from this evaluation. In particular, reducing the number of young people per group to fewer than twelve in line with best practice for group size and optimum functioning with the right ratio of staff/leaders to young people. Thus enabling the young people and leaders to really get to know each other and the opportunity for the most significant change that could possibly occur for each individual to take place. It is recommended that this be consistent across all branches of the organisation.

The future direction of the KCYP is limitless as the organisation relies on sponsorship and donations and is not restricted by any state or commonwealth funding agreement in service delivery and outcomes. Interestingly enough because the program is not restricted in any way except financially in sourcing ongoing funds to sustain it, the outcomes and benefits of the KCYP are remarkable as outlined above in the evaluation. The strengths of the program far outweigh the challenges therefore concluding that the program needs to be 'tweaked' and continuously improved with input from all stakeholders ranging from the young people themselves, leaders, volunteers, staff, the Board and interested community members to make it more efficient rather than receiving a complete overhaul. It is already highly effective.

In closing, the KCYP is a unique program for young people providing them with a once in a lifetime opportunity to have an experience to discover themselves in a way no other program they have participated in probably has before. It is both a preventative and interventionist program in assisting in reducing high risk taking behaviour that adolescents of this life stage often make. It is not for all young people but if those who choose to take up the challenge will undoubtedly undergo change within their own being by learning about Kokoda, how to make positive choices in their lives, become more confident, feel they belong and find where they fit. It is anticipated they will generally lead more happy positive lives where they are more fulfilled and by learning to give back to others and touching their lives in a heartfelt way they will keep the Kokoda spirit alive just like the diggers did. Overall, the organisation's Kokoda Challenge Youth Program has unequivocally succeeded in providing a program based on its principle activity which is to prevent or control behaviour that is harmful to others by working with young Australians who require encouragement and support to fulfil their potential and move in a positive direction within their communities.

## **Appendix 1**

### **Kokoda Challenge Association Inc Constitution**

#### **Kokoda Challenge Association Inc.**

#### **WORDS AND EXPRESSIONS TO HAVE MEANING IN THE ACT**

1. A word or expression that is not defined in these model rules, but is defined in the Associations Incorporation Act 1981 has, if the context permits, the meaning given by the Act.

#### **NAME**

2. The name of the incorporated association is the Kokoda Challenge Association Inc.

#### **OBJECTS**

3. The principle activity of the association is the promotion of the prevention or the control of behaviour that is harmful to others.

The objects of the association are –

To identify young Australians (male and female) who require encouragement and support to fulfil their potential and desire to move in a positive direction within their communities and support them through a community counsel - The Kokoda Youth Leadership Programme.

#### **NON-PROFIT ASSOCIATION**

4. The income and property of the association whencesoever derived shall be used and applied solely in promotion of its objects and in the exercise of its powers as outlined in this constitution, and no portion thereof shall be distributed, paid or transferred, directly or indirectly, by way of dividend, bonus or otherwise by way of profit or amongst the members of the association.

#### **POWERS**

5. (1) the association has the powers of an individual.

(2) The association may, for example -

(a) Enter into contracts; and

- (b) Acquire, hold, deal with and dispose of property; and
  - (c) Make charges for services and facilities it supplies; and
  - (d) Do other things necessary or convenient to be done in carrying out its affairs.
- (3) The association may take over the funds and other assets and liabilities of the present unincorporated association known as the ' '.
- (4) The association may also issue secured and unsecured notes, debentures and debenture stock for the association.

### **CLASSES OF MEMBERS**

6. (1) The membership of the association shall consist of ordinary members
- (2) The number of ordinary members is unlimited.

### **MEMBERSHIP**

7. (1) A person who, on the day the association is incorporated, was a member of the unincorporated association and who, on or before a day fixed by the management committee, agrees in writing to become a member of the incorporated association, must be admitted by the management committee to the same class of membership of the association as the member held in the unincorporated association.
- (2) A member of the incorporated association who, before becoming a member, has paid the member's annual subscription for membership of the unincorporated association on or before a day fixed by the management committee, is not liable to pay a further amount of annual subscription for the period before the day fixed by the management committee as the day on which the next annual subscription is payable.
- (3) An applicant for membership of the association, other than the members of the unincorporated association mentioned in subsection (1), must be proposed by 1 member of the association (the proposer) and seconded by another member (the seconder).
- (4) An application for membership must be-

- (a) In writing; and
- (b) Signed by the applicant and the applicant's proposer and seconder; and
- (c) In the form decided by the management committee.

### **MEMBERSHIP FEES**

- 8. (1) The membership fee for each class of membership-
  - (a) Is the amount decided by the members from time to time at a general meeting; and
  - (b) Is payable when, and in the way, the management committee decides.

### **ADMISSION AND REJECTION OF MEMBERS**

- 9. (1) The management committee must consider an application for membership at the next meeting of the committee held after it receives-
  - (a) The application; and
  - (b) The appropriate membership fee for the application.
- (2) The management committee must decide at the meeting whether to accept or reject the application.
- (3) If a majority of the management committee members present at the meeting vote to accept the applicant as a member, the applicant must be accepted as a member to the class of membership applied for.
- (4) The secretary of the association must, as soon as practicable after the management committee decides to accept or reject an application, give the applicant a written notice of the decision.

### **WHEN MEMBERSHIP ENDS**

- 10. (1) A member may resign from the association by giving a written notice of resignation to the secretary.

- (2) The resignation takes effect on-
  - (a) The day and at the time the notice is received by the secretary; or
  - (b) If a later day is stated in the notice - the later day.
  
- (3) The management committee may terminate a member's membership if the member -
  - (a) Is convicted of an indictable offence; or
  - (b) Does not comply with any of the provisions of these rules; or
  - (c) Has membership fees in arrears for at least 2 months; or
  - (d) Conducts himself or herself in a way considered to be injurious or prejudicial to the character or interests of the association.
  
- (4) Before the management committee terminates a member's membership, the committee must give the member a full and fair opportunity to show why the membership should not be terminated.
  
- (5) If, after considering all representations made by the member, the management committee decides to terminate the membership, the secretary of the committee must give the member a written notice of the decision.

#### **APPEAL AGAINST REJECTION OR TERMINATION OF MEMBERSHIP**

11. (1) A person whose application for membership has been rejected, or whose membership has been terminated, may give the secretary written notice of the person's intention to appeal against the decision.
  
- (2) A notice of intention to appeal must be given to the secretary within 1 month after the person receives written notice of the decision.
  
- (3) If the secretary receives a notice of intention to appeal, the secretary must, within 3 months after the day of receipt, call a general meeting to decide the appeal.

- (4) At the meeting, the applicant must be given a full and fair opportunity to show why the application should not be rejected or the membership should not be terminated.
- (5) Also, the management committee and the committee members who rejected the application or terminated the membership must be given an opportunity to show why the application should be rejected or the membership should be terminated.
- (6) An appeal must be decided by a vote of the members present at the meeting.
- (7) If a person whose application has been rejected does not appeal against the decision within 1 month after receiving written notice of the decision, or the person appeals but the appeal is unsuccessful, the secretary must, as soon as practicable, refund the application fee paid by the person.

### **REGISTER OF MEMBERS**

12. (1) The management committee must keep a register of members.
- (2) The register of members must include the following particulars for each member-
  - (a) The full name and residential address of the member;
  - (b) The date of admission as a member;
  - (c) The date of death or resignation of the member;
  - (d) Details about the termination or reinstatement of membership;
  - (e) Any other particulars the management committee or the members at a general meeting decide.
- (3) The register must be open for inspection at all reasonable times.
- (4) However, before the member may inspect the register, the member must apply to the secretary to inspect it.

### **SECRETARY**

13. (1) If the association has not elected an interim officer as secretary for the association before its incorporation, the members of the management committee must ensure a secretary is appointed or elected for the association within 1 month after incorporation.

- (2) If a vacancy happens in the office of secretary, the members of the management committee must ensure a secretary is appointed or elected for the association within 1 month after the vacancy happens.
- (3) The secretary must be an individual residing in Queensland, or in another State but not more than 65 km from the Queensland border, who is -
  - (a) A member of the association elected by the association as secretary; or
  - (b) Any of the following persons appointed by the management committee-
    - (i) A member of the association's management committee;
    - (ii) A member of the association;
    - (iii) Another person.
- (4) The management committee may appoint and remove the association's secretary at any time.

#### **MEMBERSHIP OF MANAGEMENT COMMITTEE**

14. (1) The management committee of the association consists of a president, vice-president, treasurer, secretary and any other members the association members elect or appoint at a general meeting.
- (2) A member of the management committee, other than the secretary, must be a member of the association.
- (3) At alternate general meetings of the association, the members as specified in s17, of the management committee must retire from office, but are eligible, on nomination, for re-election.

#### **ELECTING THE MANAGEMENT COMMITTEE**

15. (1) A member of the management committee may only be elected as follows-

- (a) Any 2 members of the association may nominate another member (the candidate) to serve as a member of the management committee;
  - (b) The nomination must be-
    - (i) In writing; and
    - (ii) Signed by the candidate and the members who nominated him or her;
- and
- (iii) Given to the secretary at least 14 days before the annual general meeting at which the election is to be held;
  - (c) Each member present at the annual general meeting may vote for any number of candidates not more than the number of vacancies;
  - (d) If, at the start of the meeting, there are not enough candidates nominated, nominations may be taken from the floor of the meeting.

- (2) A list of the candidates' names in alphabetical order, with the names of the members who nominated each candidate, must be posted in a conspicuous place in the office or usual place of meeting of the association for at least 7 days immediately preceding the annual general meeting.
- (3) If required by the management committee, balloting lists must be prepared containing the names of the candidates in alphabetical order.

### **POSITION OF PRESIDENT**

- 16. The position of the President of the Committee is to be filled by a person who has served on the Committee for the previous twelve months.

### **THE BIENNIAL RULE**

- 17. (1) The members elected to the Committee shall be divided into two groups.
- (2) The groups –
  - (a) Shall be determined by drawing lots; and
  - (b) Shall be equal in number; and
  - (c) Shall be designated as either group 1 or group 2.

- (3) Unless otherwise disqualified, the members of the governing body, commencing at the general meeting in 2006, shall:
  - (a) Re-elect group 1 in odd calendar years; and
  - (b) Re-elect group 2 in even calendar years

### **RESIGNATION OR REMOVAL FROM OFFICE OF MANAGEMENT COMMITTEE MEMBER**

- 18. (1) A management committee member may resign from the committee by giving written notice of resignation to the secretary.
- (2) The resignation takes effect on-
  - (a) The day and at the time the notice is received by the secretary; or
  - (b) If a later day is stated in the notice - the later day.
- (3) A member may be removed from office at a general meeting of the association if a majority of the members present at the meeting vote in favour of removing the member.
- (4) Before a vote of members is taken about removing the member from office, the member must be given a full and fair opportunity to show cause why he or she should not be removed from office.
- (5) A member has no right of appeal against the member's removal from office under this section.

### **VACANCIES ON MANAGEMENT COMMITTEE**

- 19. (1) If a casual vacancy happens on the management committee, the continuing members of the committee may appoint another member of the association to fill the vacancy until the next annual general meeting.
- (2) The continuing members of the management committee may act despite a casual vacancy on the management committee.
- (3) However, if the number of committee members is less than the number fixed under these rules as a quorum of the management committee,<sup>[8]</sup> the continuing members may act only to-
  - (a) Increase the number of management committee members to the number required for a quorum; or

- (b) Call a general meeting of the association.

### **FUNCTIONS OF MANAGEMENT COMMITTEE**

- 20. (1) Subject to these rules or a resolution of the association members carried at a general meeting, the management committee -
  - (a) Has the general control and management of the administration of the affairs, property and funds of the association; and
  - (b) Has authority to interpret the meaning of these rules and any matter relating to the association on which the rules are silent.
- (2) The management committee may exercise the powers of the association -
  - (a) To borrow, raise or secure the payment of amounts in a way the association members decide; and
  - (b) To secure the amounts mentioned in paragraph (a) or the payment or performance of any debt, liability, contract, guarantee or other engagement incurred or to be entered into by the association in any way, including by the issue of debentures (perpetual or otherwise) charged upon the whole or part of the association's property, both present and future; and
  - (c) To purchase, redeem or pay off any securities issued; and
  - (d) To borrow amounts from members and pay interest on the amounts borrowed; and
  - (e) To mortgage or charge the whole or part of its property; and
  - (f) To issue debentures and other securities, whether outright or as security for any debt, liability or obligation of the association; and
  - (g) To provide and pay off any securities issued; and
  - (h) To invest in a way the members of the association may from time to time decide.

- (3) For sub-section (2)(d), the rate of interest must not be more than the current rate being charged for overdrawn accounts on money lent (regardless of the term of the loan) by -
  - (a) The financial institution for the association; or
  - (b) If there is more than 1 financial institution for the association - the financial institution nominated by the association.

### **MEETINGS OF MANAGEMENT COMMITTEE**

21. (1) Subject to subsections (2) to (16), the management committee may meet and conduct its proceedings as it considers appropriate.
- (2) The management committee must meet at least once every 4 months to exercise its functions.
- (3) The committee must decide how a meeting is to be called.
- (4) Notice of a meeting is to be given in the way decided by the committee.
- (5) If the secretary receives a written request signed by at least 33% of the management committee members, the secretary must call a special meeting of the committee.
- (6) A request for a special meeting must state-
  - (a) Why the special meeting is being called; and
  - (b) The business to be conducted at the meeting.
- (7) At a management committee meeting, more than 50% of the members elected or appointed to the committee as at the close of the last general meeting of the members form a quorum.
- (8) A question arising at a committee meeting is to be decided by a majority vote of committee members present at the meeting and, if the votes are equal, the question is decided in the negative.
- (9) A management committee member must not vote on a question about a contract or proposed contract with the association if the member has an interest in the contract or

proposed contract, and if the member does vote the member's vote must not be counted.

- (10) The secretary must give each management committee member at least 14 days notice of a special meeting of the committee.
- (11) A notice of a special meeting must state-
  - (a) The day, time and place of the meeting; and
  - (b) The business to be conducted at the meeting.
- (12) The president or, if there is no president or if the president is not present within 10 minutes after the time fixed for a management committee meeting, the vice-president is to preside as chairperson at the meeting.
- (13) If the president and the vice-president are absent from a management committee meeting, the members may choose 1 of their number to preside as chairperson at the meeting.
- (14) If a quorum is not present within 30 minutes after the time fixed for a management committee meeting called on the request of committee members, the meeting lapses.
- (15) If a quorum is not present within 30 minutes after the time fixed for a management committee meeting called other than on the request of committee members, the meeting is to be adjourned to-
  - (a) The same day, time and place in the next week; or
  - (b) A day, time and place decided by the committee.
- (16) If, at the adjourned meeting mentioned in subsection (15), a quorum is not present within 30 minutes after the time fixed for the meeting, the meeting lapses.

#### **DELEGATION OF MANAGEMENT COMMITTEE POWERS**

22. (1) The management committee may delegate the whole or part of its powers to a subcommittee consisting of the association members considered appropriate by the committee.

- (2) A subcommittee may only exercise delegated powers in the way the management committee decides.
- (3) A subcommittee may elect a chairperson of its meetings.
- (4) If a chairperson is not elected, or if the chairperson is not present within 10 minutes after the time fixed for a meeting, the members present may choose 1 of their number to be chairperson of the meeting.
- (5) A subcommittee may meet and adjourn as it considers appropriate.
- (6) A question arising at a subcommittee meeting is to be decided by a majority vote of the members present at the meeting and, if the votes are equal, the question is decided in the negative.

### **ACTS NOT AFFECTED BY DEFECTS OR DISQUALIFICATIONS**

23. (1) An act performed by the management committee, a subcommittee or a person acting as a member of the management committee is taken to have been validly performed.
- (2) Subsection (1) applies even if the act was performed when-
  - (a) There was a defect in the appointment of a member of the management committee, subcommittee or person acting as a member of the management committee; or
  - (b) A management committee member, subcommittee member or person acting as a member of the management committee was disqualified from being a member.

### **RESOLUTIONS OF MANAGEMENT COMMITTEE WITHOUT MEETING**

24. (1) A written resolution signed by each member of the management committee for the time being entitled to receive notice of a committee meeting is as valid and effectual as if it had been passed at a committee meeting that was properly called and held.
- (2) A resolution mentioned in subsection (1) may consist of several documents in like form, each signed by 1 or more members of the committee.

### **FIRST GENERAL MEETING**

25. (1) The first general meeting must be held not less than 1 month, and not more than 3 months, after the day the association is incorporated.
- (2) The management committee must decide where the meeting is to be held.
- (3) The business to be conducted at the first general meeting must include the appointment of an auditor.

### **FIRST ANNUAL GENERAL MEETING**

26. The first annual general meeting must be held within 18 months after the day the association is incorporated.

### **SUBSEQUENT ANNUAL GENERAL MEETINGS**

27. Each subsequent annual general meeting must be held -
- (a) At least once each year; and
- (b) Within 6 months after the end of the association's previous financial year.

### **BUSINESS TO BE CONDUCTED AT ANNUAL GENERAL MEETING**

28. The following business must be conducted at each annual general meeting -
- (a) Receiving the statement of income and expenditure, assets, liabilities and mortgages, charges and securities affecting the property of the association for the last financial year;<sup>[9]</sup>
- (b) Receiving the auditor's report on the financial affairs of the association for the last financial year;
- (c) Presenting the audited statement to the meeting for adoption;
- (d) Electing members of the management committee;
- (e) Appointing an auditor.

### **SPECIAL GENERAL MEETING**

29. (1) The secretary may only call a special general meeting by giving each member notice of the meeting within 14 days after-
- (a) Being directed to call the meeting by the management committee; or
  - (b) Being given a written request signed by-
    - (i) At least 33% of the members of the association presently on the management committee; or
    - (ii) At least the number of ordinary members of the association equal to double the number of members of the association presently on the management committee plus 1; or
  - (c) Being given a written notice of an intention to appeal against the decision of the management committee-
    - (i) To reject an application for membership; or
    - (ii) To terminate a person's membership.
- (2) A request mentioned in subsection (1) (b) must state-
- (a) Why the special general meeting is being called; and
  - (b) The business to be conducted at the meeting.

### **NOTICE OF GENERAL MEETING**

30. (1) The secretary may call a general meeting of the association.
- (2) The secretary must give at least 14 days notice of the meeting to each association member.
- (3) The management committee may decide the way in which the notice must be given.
- (4) However, notice of the following meetings must be given in writing-

(a) A meeting called to hear and decide the appeal of a member against the rejection or termination of the member's membership by the management committee; or

(b) A meeting called to hear and decide a proposed special resolution of the association.

(5) A notice of a general meeting must state the business to be conducted at the meeting.

#### **QUORUM FOR, AND ADJOURNMENT OF, GENERAL MEETING**

31. (1) Subject to subsection (5), at a general meeting the number of members equal to double the number of members of the association presently on the management committee plus 1 form a quorum.

(2) No business may be conducted at a general meeting unless a quorum of members is present when the meeting proceeds to business.

(3) If a quorum is not present within 30 minutes after the time fixed for a general meeting called on the request of members of the management committee or the association, the meeting lapses.

(4) If a quorum is not present within 30 minutes after the time fixed for a general meeting called other than on the request of members of the management committee or the association, the meeting is to be adjourned to-

(a) The same day, time and place in the next week; or

(b) A day, time and place decided by the management committee.

(5) If at an adjourned meeting, a quorum under subsection (1) is not present within 30 minutes after the time fixed for the meeting, the members present form a quorum.

(6) The chairperson may, with the consent of any meeting at which a quorum is present, and must if directed by the meeting, adjourn the meeting from time to time and from place to place.

(7) If a meeting is adjourned under subsection (6), only the business left unfinished at the meeting from which the adjournment took place may be conducted at the adjourned meeting.

- (8) The secretary is not required to give the members notice of an adjournment or of the business to be conducted at an adjourned meeting unless a meeting is adjourned for at least 30 days.
- (9) If a meeting is adjourned for at least 30 days, notice of the adjourned meeting must be given in the same way notice is given for an original meeting.
- (10) In this rule -

"member" includes a person attending as a proxy or representing a corporation that is a member.

### **PROCEDURE AT GENERAL MEETING**

- 32. (1) Subject to these rules, at each general meeting -
  - (a) The president or, if there is no president or if the president is not present within 15 minutes after the time fixed for the meeting or is unwilling to act, the vice-president is to preside as chairperson; and
  - (b) If the vice-president is absent or unwilling to act as chairperson, the members present must elect 1 of their number to be chairperson of the meeting; and
  - (c) The chairperson must conduct the meeting in a proper and orderly way; and
  - (d) Each question, matter or resolution must be decided by a majority of votes of the members present; and
  - (e) Each member present and entitled to vote is entitled to 1 vote only and, if the votes are equal, the chairperson has a casting vote as well as a primary vote; and
  - (f) A member is not entitled to vote at a general meeting if the member's annual subscription is in arrears at the date of the meeting; and
  - (g) Voting may be by a show of hands or a division of members, unless at least 20% of the members present demand a secret ballot; and
  - (h) If a secret ballot is held, the chairperson must appoint 2 members to conduct the secret ballot in the way the chairperson decides; and

- (i) The result of a secret ballot as declared by the chairperson is taken to be a resolution of the meeting at which the ballot was held; and
- (j) A member may vote in person or by proxy or by attorney and-
  - (i) On a show of hands, each person present who is a member or a representative of a member has 1 vote; and
  - (ii) In a secret ballot, each member present in person or by proxy or by attorney or other properly authorised representative has 1 vote; and
- (k) An instrument appointing a proxy must be in writing; and-
  - (i) If the appointor is an individual - signed by the appointor or the appointor's attorney properly authorised in writing; or
  - (ii) If the appointor is a corporation - either under seal or signed by a properly authorised officer or attorney of the corporation; and
- (l) A proxy may be a member of the association or another person; and
- (m) The instrument appointing a proxy is taken to confer authority to demand or join in demanding a secret ballot; and
- (n) If someone wants to give a member an opportunity to vote for or against a resolution,
- (o) the instrument appointing a proxy must be in the following or like form- And;

<b>ASSOCIATION</b>			
I,	of	being a member of the association, appoint	
		Of	
As my proxy to vote for me on my behalf at the (annual) general meeting of the association, to be held			
On the	day of	200-	
And any adjournment of the meeting.			
Signed this	day of	200-	
Signature			
This form is to be used		of the resolution	
		In favour	Against
<small>Strike out whichever is not wanted. (Unless otherwise instructed, the proxy may vote as the proxy considers appropriate.</small>			

- (o) Each instrument appointing a proxy must be given to the secretary before the start of the meeting or adjourned meeting at which the person named in the instrument proposes to vote; and

- (p) The secretary must ensure full and accurate minutes of all questions, matters, resolutions and other proceedings of each management committee meeting and general meeting are entered in a minute book; and
  - (q) The secretary must ensure the minute book for each general meeting is open for inspection at all reasonable times by any financial member who previously applies to the secretary for the inspection.
- (2) To ensure the accuracy of the minutes recorded under subsection (1)(p)-
- (a) The minutes of each management committee meeting must be signed by the chairperson of the meeting, or the chairperson of the next management committee meeting, verifying their accuracy; and
  - (b) The minutes of each general meeting must be signed by the chairperson of the meeting, or the chairperson of the next general meeting, verifying their accuracy; and
  - (c) The minutes of each annual general meeting must be signed by the chairperson of the meeting, or the chairperson of the next meeting of the association that is a general meeting or annual general meeting, verifying their accuracy.

### **BY-LAWS**

33. (1) The management committee may make, amend or repeal by-laws, not inconsistent with these rules, for the internal management of the association.
- (2) A by-law may be set aside by a vote of members at a general meeting of the association.

### **ALTERATION OF RULES**

34. (1) Subject to the Associations Incorporation Act 1981, these rules may be amended, repealed or added to by a special resolution carried at a general meeting.
- (2) However an amendment, repeal or addition is valid only if it is registered by the chief executive.

### **COMMON SEAL**

35. (1) The management committee must ensure the association has a common seal.

- (2) The common seal must be-
  - (a) Kept securely by the management committee; and
  - (b) Used only under the authority of the management committee.
- (3) Each instrument to which the seal is attached must be signed by a member of the management committee and countersigned by-
  - (a) The secretary; or
  - (b) Another member of the management committee; or
  - (c) Someone appointed by the management committee.

### **FUNDS AND ACCOUNTS INCLUDING THE KOKODA CHALLENGE PUBLIC FUNDS**

36. (1) All funds of the association must be kept in an account in the name of the association in a financial institution decided by the management committee.
- (2) Records and accounts must be kept in the English language showing full and accurate particulars of the financial affairs of the association.
- (3) All amounts must be deposited in the financial institution account as soon as practicable after receipt.
- (4) If an amount of \$100 or more is paid by cheque, the cheque must be signed by any 2 of the following-
  - (a) The president;
  - (b) The secretary;
  - (c) The treasurer;
  - (d) Another member authorised by the management committee for the purpose.
- (5) Cheques, other than cheques for wages, allowances or petty cash recoupment, must be crossed `not negotiable`.

- (6) A petty cash account must be kept on the imprest system, and the management committee must decide the amount of petty cash to be kept in the account.
- (7) All expenditure must be approved or ratified at a management committee meeting.
- (8) The treasurer must, as soon as practicable after the end of each financial year, ensure a statement containing the following particulars is prepared -
  - (a) The income and expenditure for the financial year just ended;
  - (b) The association's assets and liabilities at the close of the year;
  - (c) The mortgages, charges and securities affecting the property of the association at the close of the year.
- (9) If the association is incorporated within 3 months before the end of the association's financial year, subsection (8) does not apply for the financial year in which the association is incorporated.
- (10) The auditor must examine the statement prepared under subsection (8) and present a report about it to the secretary before the next annual general meeting following the financial year for which the audit was made.
- (11) The income and property of the association must be used solely in promoting the association's objects and exercising the association's powers.

## **DOCUMENTS**

37. The management committee must ensure the safe custody of books, documents, instruments of title and securities of the association.

## **FINANCIAL YEAR**

38. The financial year of the association closes on the 30<sup>th</sup> September in each year.

## **DISTRIBUTION OF SURPLUS ASSETS TO ANOTHER ENTITY**

39. (1) This section applies if the association-

- (a) Is wound-up under part 10 of the Act;<sup>[10]</sup> and
  - (b) It has surplus assets.
- (2) The surplus assets must not be distributed among the association members.
- (3) The surplus assets must be given to another entity -
- (a) Having objects similar to the association's objects; and
  - (b) The rules of which prohibit the distribution of the entity's income and assets to its members.
- (4) In this section -

"surplus assets" has the meaning given by section 92(3)<sup>[11]</sup> of the Act.

<sup>[8]</sup> For the number of members to form a quorum, see section 18(Meetings of management committee)

<sup>[9]</sup> This statement is required to be prepared under the Associations Incorporation Act 1981, section 59 (Audit and statement).

<sup>[10]</sup> Part 10 (Winding-up) of the Act

<sup>[11]</sup> Section 92 (Distribution of surplus assets) of the Act.

## **KOKODA CHALLENGE ASSOCIATION PUBLIC FUND OPERATION**

### 40.1. Rules for the operation of the Public Fund

- 40.1.1. The objective of the fund is to promote the prevention or the control of behaviour that is harmful or abusive to human beings.
- 40.1.2. Members of the public are invited to make gifts of money or property to the fund for the promotion of the prevention or the control of behaviour that is harmful or abusive to human beings.
- 40.1.3. Money from interest on donations, income derived from donated property, and money from the realisation of such property is to be deposited into the funds.
- 40.1.4. A separate bank account is to be opened to deposit money donated to the fund, including interest accruing thereon, and gifts to it are to be kept separate from other funds of the institution.

- 40.1.5. Receipts are to be issued in the name of the fund and proper accounting records and procedures are to be kept and used for the fund.
- 40.1.6. The Association will comply with any rules that the Treasurer and/or the Minister for the Department of Families, Community Services and Indigenous Affairs make to ensure gifts made to the fund are used only for its principal activity.
- 40.1.7. The fund will be operated on a not-for-profit basis
- 40.1.8. A committee of management of no fewer than three persons will administer the fund. The committee will be appointed by the institution. A majority of the members of the committee are required to be 'responsible persons' as defined by the Guidelines to the Register of Harm Prevention.
- 40.1.9. The committee will ensure:
- That all funds donated to the public trust fund will only be used for the purpose of which the fund has been established.
  - No funds or property of the trust will be transferred to another charity, registered body or person.
  - Will not act as a collection agency for tax deductible donations intended by a donor to be passed on to another institution or person
  - In the event the Public fund is wound up, any surplus assets of the fund will be transferred to another fund that is on the register.
- 40.1.10. The fund is subject to the provisions of the Associations Incorporation Act 1981 and the resolutions of the management committee of the Association. All expenses incurred pertaining to the fund will be approved or ratified by a management committee meeting of the Association as provided in Schedule 5 Section 5 of the Associations Incorporation Regulation 1999.
- 40.1.11. The Kokoda Challenge Incorporation agrees to give the Secretary of the Department of Families, Community Services and Indigenous Affairs within a reasonable period after the end of each income year, statistical information about gifts made to the public fund during that income year.

**Appendix 2**  
Individual Youth Questionnaire

**KOKODA CHALLENGE YOUTH PROGRAM  
YOUNG PEOPLES' QUESTIONNAIRE  
FIVE YEAR REVIEW  
2005-2009**

The Kokoda Challenge Youth Program (KCYP) has now been operating for the past five years from 2005 to 2009. With each coming year the KCYP is growing. The Kokoda Challenge Association Inc. has decided to conduct a review of KCYP.

An independent consultant has been contracted to review the KCYP. Her name is Tanya Scott. ***If you have any questions regarding this questionnaire you can contact Tanya on her mobile on 0411 552600 outside business hours Monday to Saturday.***

The aim of the review is to determine what improvements, if any, could be made to the KCYP which would in turn then enhance the outcomes for the young people who will participate in the program in future years. This is the sole focus of this review.

In order to review the KCYP it is essential that feedback is derived from a variety of sources including young people who have participated in the KCYP such as yourselves, Kokoda Challenge volunteers and parents/guardians of young people who have participated in the KCYP program over the past five years.

You have been randomly selected to complete this questionnaire from all the young people who have participated in the KCYP over the past five years.

***This questionnaire has been posted to you in anticipation that you will be able to provide valuable detailed feedback around the outcomes the KCYP had for you when you participated in the 12 month program. You may have participated in the program in either 2005, 2006, 2007, 2008 or 2009. You may also document any other outcomes you feel you have achieved due to your participation and/or completion of the KCYP. Please take your time (as much as you need) to fill out the report.***

Your completed questionnaire will be given to the Tanya Scott (consultant) in the sealed enveloped you return it in so she can analyse the feedback you have provided. The completed questionnaire will then be retained by the Kokoda Challenge Association Inc. and secured on their premises at Arundel. Some, or all of the information you provide may be used in the final report compiled by the consultant for the Kokoda Challenge Association Inc. If you wish to remain anonymous please just post the completed questionnaire back to us in the self addressed stamped envelope. You do not have to provide your name, this is optional.



*day when you knew you had been accepted before you actually started the program in answering this question.)*

2. Overall, do you believe the KCYP has had an impact on *your life*?

YES            NO            NOT SURE

Overall, do you believe the KCYP has had a 'positive' or 'negative' impact on you whilst you were participating in KCYP program and after you completed the program?

POSITIVE    NEGATIVE    NOT SURE

If you answered 'yes' or 'no' could you please explain in what ways the 12 month KCYP did or did not impact on your life and if this has had an impact on your life since completing the program?

3. Overall, do you believe the KCYP has had an impact on you *personal relationships*?

YES            NO            NOT SURE

Overall, do you believe the KCYP has had a 'positive' or 'negative' impact on the personal relationships you had with family (mum, dad, sibling, extended family member), friends, work colleagues and/or the general community during the 12 month program and after the program was completed?

POSITIVE    NEGATIVE    NOT SURE

If you answered 'yes' or 'no' could you please explain in what ways the KCYP did or did not impact on the personal relationships you had or have with your family (mum, dad, sibling, extended family member), friends, work colleagues, teachers and/or the general community during the 12 month program and after you completed the program?

For example:

*Mother – I argue less with mum nowadays when asked to do chores around the house*

*Father – I spend more time at home with dad and offer to help him out more*

*Teacher or employer – I am able to talk to my teacher/employer and express how I feel without worrying about what they will think. If I don't understand what is being asked of me I am not fearful of asking for help or further instruction.*

4. Overall, do you believe the KCYP has had an impact on your *general attitude*?

YES            NO            NOT SURE

Overall, do you believe the KCYP has had a 'positive' or 'negative' impact on your general attitude whilst you were doing the program and after you completed the program?

POSITIVE    NEGATIVE    NOT SURE

If you answered 'yes' or 'no' could you please explain how the KCYP did or did not impact on your general attitude? Think about how your general attitude (to every area of your life) may have changed or not changed. If it did change, why?

For example:

*By hanging out with positive people, the Group Leader, the Coordinators and other young people I became more positive generally and view life differently.*

5. Do you believe the KCYP has had an impact on how you *make decisions*?

YES            NO            NOT SURE

Do you believe the KCYP has had a 'positive' or 'negative' impact on how you *made decisions* during and after the program was completed?

POSITIVE    NEGATIVE    NOT SURE

If you answered 'yes' could you please explain the changes in how you made decisions during the program and after you completed the KCYP?

For example:

*Whilst on the KCYP I was shown many different ways to view a problem and many different ways to solve them. I no longer make hasty decisions about important things in my life. I talk things over with my family and friends and think about the consequences of my decisions before I make a final decision.*

6. Do you believe the KCYP has had an impact on your *mental and physical well being*?

YES            NO            NOT SURE

Do you believe the KCYP has had a 'positive' or 'negative' impact on your *mental and physical well being* whilst you were doing the 12 month program and after the program was completed?

POSITIVE    NEGATIVE    NOT SURE

If you answered 'yes' or 'no' could you please explain how the KCYP did or did not impact on your *mental and physical well being*?

For example:

*I wasn't very fit when I started the KCYP but because there is 20 weeks training leading up to the Papua New Guinea trip I got really fit and found I was sleeping better. I also felt better about myself and happier in my life in general.*

7. The KCYP is based around young people developing the 'Kokoda Values' of Courage, Mateship, Sacrifice and Endurance? Do you believe you developed the 'Kokoda Values'?

YES            NO            NOT SURE

If you answered 'yes' could you please explain in your own words what the Kokoda Values mean to you:

Courage, Mateship, Sacrifice, Endurance

How important are these values in your life today?

Why are the Kokoda Values so important to you?

8. What suggestions, if any, would you make to improve the KCYP?

9. Overall, do you think that the KCYP provides a program that supports and encourages you as young people to realise and start reaching your potential as you grow into adulthood? That is does the KCYP support you to become the best you can be in all areas of your life? If so, could you please explain.

YES            NO            NOT SURE

10. Overall, do you think that the KCYP provides a program that supports and encourages you to move in a positive direction in your life? If so, could you please explain.

YES            NO            NOT SURE

11. Overall, do you think that the KCYP provides a program that supports and encourages you to treat others in the community (family, friends, teachers, people you meet in the street) with respect and in a caring way? If so, could you please explain.

YES            NO            NOT SURE

Length of time it took you to complete this questionnaire: ..... minutes

**THANK YOU FOR TAKING THE TIME TO COMPLETE THIS QUESTIONNAIRE  
WE APPRECIATE YOUR FEEDBACK AS IT IS VERY IMPORTANT TO US**

Appendix 3  
**Youth Focus Group Questions**

Name (optional) .....

Year You participated in KCYP:

(please circle)

2005

2006

2007

2008

2009

### Youth Focus Group Questions

12. What year did you participate in the KCYP?

2005 2006 2007 2008 2009

13. Did you find that the *recruitment and selection process* and the *meet'n'greet day at North Burleigh* prepared you for your actual commitment, level of participation and what would be expected of you for the 12 month Kokoda Challenge Youth Program (KCYP)?

YES NO NOT SURE

If you answered 'yes' or 'no' to the above question could you please answer the following:

- c. How did you know or not know you felt prepared for the KCYP? (*Try and think back to that first day when you knew you had been accepted before you actually started the program in answering this question.*)
- d. Could you explain in your own words what you thought was expected of you for the 12 month Kokoda Challenge Youth Program? (*Try and think back to that first day when you knew you had been accepted before you actually started the program in answering this question.*)

14. Overall, do you believe the KCYP has had an impact on *your life*?

YES NO NOT SURE

Overall, do you believe the KCYP has had a 'positive' or 'negative' impact on you whilst you were participating in KCYP program and after you completed the program?

POSITIVE NEGATIVE NOT SURE

If you answered 'yes' or 'no' could you please explain in what ways the 12 month KCYP did or did not impact on your life and if this has had an impact on your life since completing the program?

15. Overall, do you believe the KCYP has had an impact on you *personal relationships*?

YES NO NOT SURE

Overall, do you believe the KCYP has had a 'positive' or 'negative' impact on the personal relationships you had with family (mum, dad, sibling, extended family member), friends, work colleagues and/or the general community during the 12 month program and after the program was completed?

POSITIVE    NEGATIVE    NOT SURE

If you answered 'yes' or 'no' could you please explain in what ways the KCYP did or did not impact on the personal relationships you had or have with your family (mum, dad, sibling, extended family member), friends, work colleagues, teachers and/or the general community during the 12 month program and after you completed the program?

For example:

*Mother – I argue less with mum nowadays when asked to do chores around the house*

*Father – I spend more time at home with dad and offer to help him out more*

*Teacher or employer – I am able to talk to my teacher/employer and express how I feel without worrying about what they will think. If I don't understand what is being asked of me I am not fearful of asking for help or further instruction.*

16. Overall, do you believe the KCYP has had an impact on your *general attitude*?

YES            NO            NOT SURE

Overall, do you believe the KCYP has had a 'positive' or 'negative' impact on your general attitude whilst you were doing the program and after you completed the program?

POSITIVE    NEGATIVE    NOT SURE

If you answered 'yes' or 'no' could you please explain how the KCYP did or did not impact on your general attitude? Think about how your general attitude (to every area of your life) may have changed or not changed. If it did change, why?

For example:

*By hanging out with positive people, the Group Leader, the Coordinators and other young people I became more positive generally and view life differently.*

17. Do you believe the KCYP has had an impact on how you *make decisions*?

YES            NO            NOT SURE

Do you believe the KCYP has had a 'positive' or 'negative' impact on how you *made decisions* during and after the program was completed?

POSITIVE    NEGATIVE    NOT SURE

If you answered 'yes' could you please explain the changes in how you made decisions during the program and after you completed the KCYP?

For example:

*Whilst on the KCYP I was shown many different ways to view a problem and many different ways to solve them. I no longer make hasty decisions about important things in my life. I talk things over with my family and friends and think about the consequences of my decisions before I make a final decision.*

18. Do you believe the KCYP has had an impact on your *mental and physical well being*?

YES            NO            NOT SURE

Do you believe the KCYP has had a 'positive' or 'negative' impact on your *mental and physical well being* whilst you were doing the 12 month program and after the program was completed?

POSITIVE    NEGATIVE    NOT SURE

If you answered 'yes' or 'no' could you please explain how the KCYP did or did not impact on your *mental and physical well being*?

For example:

*I wasn't very fit when I started the KCYP but because there is 20 weeks training leading up to the Papua New Guinea trip I got really fit and found I was sleeping better. I also felt better about myself and happier in my life in general.*

19. What impact, if any, did the Gold Coast Challenge have on you?

20. Did it prepare you for the up coming Kokoda Challenge in Papua New Guinea?

21. What impact, if any, did the Kokoda Challenge in Papua New Guinea have on you?

22. How does the Kokoda Challenge Association Inc. deal with conflict in your experience of the KCYP? *eg between volunteers and young people, between young people themselves etc.*

23. The KCYP is based around young people developing the 'Kokoda Values' of Courage, Mateship, Sacrifice and Endurance? Do you believe you developed the 'Kokoda Values'?

YES            NO            NOT SURE

If you answered 'yes' could you please explain in your own words what the Kokoda Values mean to you:

Courage, Mateship, Sacrifice, Endurance

7 a How important are these values in your life today?

7 b Why are the Kokoda Values so important to you?

24. Overall, do you think that the KCYP provides a program that supports and encourages you as young people to realise and start reaching your potential as you grow into adulthood? That is does the KCYP support you to become the best you can be in all areas of your life? If so, could you please explain.

YES            NO            NOT SURE

25. Overall, do you think that the KCYP provides a program that supports and encourages you to move in a positive direction in your life? If so, could you please explain.

YES            NO            NOT SURE

26. Overall, do you think that the KCYP provides a program that supports and encourages you to treat others in the community (family, friends, teachers, people you meet in the street) with respect and in a caring way? If so, could you please explain.

YES                      NO                      NOT SURE

27. Do you think there should be more kids who are at risk – that is who have dropped out of school or who have been in trouble with the law or who have had issues with alcohol or drugs to take part in the program. If so, do you think any changes would need to be made to the KCYP to help these kids want to do the program and complete it? What changes do you think would need to be made?

28. Something about the Duke of Edinburgh Award and the criteria and if this helped them achieve the outcomes they achieved or was it only the training and the KCYP itself that gave you the outcomes? (After Papua New Guinea?) 12 months Community Service – after one per month every month, your skill that you choose to do eg leadership (extra work for HC, YW, physical activity eg walking (record when you do your walks, adventure – PNG)

29. What suggestions, if any, would you make to improve the KCYP for kids who will do the KCYP in future years? Pretend the organisation has as much money as it needs, so money is no issue.

30. Volunteers/leaders/mentors who work on the KCYP need suitable training (and/or qualifications) to equip them to work with the KK. What are your comments about this?

31. The Kokoda Challenge Association Inc.'s principle activity is based on promoting the prevention or the control of behaviour that is harmful to others. Do you think that the Kokoda Challenge Association Incorporated achieves its principle activity? *\*NB: This is about the organisation overall, not specifically about the KCYP.*

32. Can you describe in your own words what the 'culture' of the Kokoda Challenge Association Inc. is?

33. Do you think that it would be possible for the KCYP to be run by ex Kokoda Kids in the future whilst maintaining the current program structure and more importantly the culture of the Kokoda Challenge Association Inc.?

Length of time it took you to complete the Youth Focus Group: .....  
minutes

**THANK YOU FOR TAKING THE TIME TO PARTICIPATE IN THIS  
YOUTH FORCUS GROUP  
KOKODA CHALLENGE APPRECIATES YOUR FEEDBACK  
AS IT IS VERY IMPORTANT TO  
IMPROVING THE KCYP FOR YOUNG PEOPLE WHO WILL UNDERTAKE  
THE PROGRAM IN FUTURE YEARS**

Appendix 4  
**Parent/Guardian & Volunteer/Leader/Staff Questionnaire**

Name (optional) .....

**Year Young Person  
participated in KCYP:**  
(please circle)

**2005    2006    2007    2008    2009**

### **Guardian/Parent Questionnaire**

1. Did you find that the *Parent Information Evening* answered all your questions about your son/daughter's 12 month commitment and level of participation in the Kokoda Challenge Youth Program (KCYP)?

YES            NO            NOT SURE

If you answered 'yes' or 'no' Could you please explain why?

2. Do you believe the KCYP has had an impact on the young person's life?

YES            NO            NOT SURE

Do you believe the KCYP has had a 'positive' or 'negative' impact on the young person's life during and after the KCYP program was completed?

POSITIVE    NEGATIVE    NOT SURE

If you answered 'yes' or 'no' could you please explain how the KCYP did or did not impact on the young person's life during and after the KCYP was completed?

3. Do you believe the KCYP has had an impact on the young person's *personal relationships*?

YES            NO            NOT SURE

Do you believe the KCYP has had a 'positive' or 'negative' impact on the young person's personal relationships during and after the program was completed?

POSITIVE    NEGATIVE    NOT SURE

If you answered 'yes' or 'no' could you please explain how the KCYP did or did not impact on the personal relationships the young person has and with whom?

For example:

*Mother – Johnny argues less when asked to do chores around the house*

*Father – Johnny now spends more time with him*

*Teacher – Johnny now shows more respect and is less disruptive in class*

4. Do you believe the KCYP has had an impact on the young person's *general attitude*?

YES            NO            NOT SURE

Do you believe the KCYP has had a 'positive' or 'negative' impact on the young person's general attitude during and after the program was completed?

POSITIVE    NEGATIVE    NOT SURE

If you answered 'yes' or 'no' could you please explain how the KCYP did or did not impact on the general attitude of the young person?

For example:

*Johnny no longer gets angry or frustrated as easily*

5. Do you believe the KCYP has had an impact on the young person's *decision making skills*?

YES            NO            NOT SURE

Do you believe the KCYP has had a 'positive' or 'negative' impact on the young person's decision making skills during and after the program was completed?

POSITIVE    NEGATIVE    NOT SURE

If you answered 'yes' or 'no' could you please explain how the KCYP did or did not impact on the young person's decision making skills?

For example:

*Johnny no longer makes hasty decisions. He talks things over with us and thinks about all the options before making a final decision.*

6. Do you believe the KCYP has had an impact on the young person's *mental and physical well being*?

YES            NO            NOT SURE

Do you believe the KCYP has had a 'positive' or 'negative' impact on the young person's *mental and physical well being* during and after the program was completed?

POSITIVE    NEGATIVE    NOT SURE

If you answered 'yes' or 'no' could you please explain how the KCYP did or did not impact on the young person's *mental and physical well being*?

For example:

*I noticed that Johnny became more active whilst do the KCYP and no longer slept in during the week. I didn't have to wake him up for school. He started getting up by himself. I also noticed he was brighter and happy within himself and he even started*

*making healthier eating choices. These changes appear to be permanent. He's become much more social since doing the KCYP.*

7. The KCYP is based around young people developing the 'Kokoda Values' of Courage, Mateship, Sacrifice and Endurance? Do you believe the young person developed the 'Kokoda Values'?

YES            NO            NOT SURE

If you answered 'yes' could you please explain how you know that the young person has or has developed the 'Kokoda Values'?

For example:

*Johnny was a fairly shy person before starting the KCYP, but now he has a lot more friends and makes friends more easily. (Mateship). Johnny used to find it difficult to finish tasks, but now he is much better at doing this (Endurance). Johnny gives a lot more of himself to others. He doesn't just see the world through his own eyes (Sacrifice). Johnny is willing to try things he never would have before. He's now been abseiling and conquered his fear of heights (Courage).*

8. What suggestions, if any, would you make to improve the KCYP?
9. Overall, do you think that the KCYP provides a program that supports and encourages young people to realise and start reaching their potential (become the best they can be in all areas of their lives); and assist them to move in a positive direction within their communities (family, work, school, general community, sporting community etc.) as they grow into adulthood?

YES            NO            NOT SURE

If you answered 'yes' or 'no' could you please explain how you know that the KCYP does or does not support and encourage young people realise and start reaching their potential and assist them to move in a positive direction within their communities as they grow into adulthood?

For example:

*All I can say is that he began the year as a 'kid' and after he completed Kokoda a 'man'. This program is a rite of passage and changes how young people think, act and feel about themselves, their family, friends and the community within which they live.*

Length of time it took you to complete this questionnaire: ..... minutes

**THANK YOU FOR TAKING THE TIME TO COMPLETE THIS QUESTIONNAIRE  
WE APPRECIATE YOUR FEEDBACK AS IT IS VERY IMPORTANT TO US**

## Appendix 5

### Role of the Youth Advisory Committee

The Youth Advisory Committee is a newly established committee of the Kokoda Challenge Association. It consists of 4 members who have a professional background and experience working with young people.

Their role is to review the current processes of the Kokoda Challenge Youth Program (KCYP) and provide recommendations, which may improve the effectiveness of the KCYP.

The Youth Advisory Committee will meet on a bi-monthly basis, at which time members of the Kokoda Challenge Association Executive may be included.

The main objectives that the Youth Advisory Committee must consider in reviewing the KCYP are:

- That the practises in place do not inadvertently cause harm to youth participants
- That the KCYP provides equal opportunities for the participants involved in the program
- The KCYP program does not operate in a way which may cause negative publicity for the Kokoda Challenge Association and it's affiliate organisations (RSL's, Youth Organisations, major sponsors, etc)

Recommendations should be made on any aspect of the KCYP that could be improved to provide a more positive outcome for the young people involved.

All recommendations made by the Youth Advisory Committee will be referred to the Kokoda Challenge Association Executive for consideration and adoption as required.

Further to the review the operation of the KCYP, the Youth Advisory Committee will also be sounding board for the Kokoda Challenge Association Executive and provide professional advise and input if difficult situations occur with youth participants.



Annexure 1  
**Kokoda Challenge Youth Program  
Promotional DVD Presentation**



KCYP promo vid\_0003.wmv