

THE
SNOW
FOUNDATION



ANNUAL REPORT
2017





“if you see someone struggling you offer them a helping hand”
Terry Snow, Chairman.

The Snow Foundation was established 26 years ago by brothers Terry and George Snow to support Canberran’s who may be experiencing hardship or challenges. Since commencement, the foundation has provided \$23 million to our community.

As the foundation has matured and grown, our capacity and reach has widened to beyond Canberra, to regional areas in NSW, some strategic National initiatives, the Northern Territory and Sydney.

Our Strategic Approach

- Take risks and support entrepreneurship – seed fund innovation.
- Be re-active to community need and pro-active to source new grass-root ventures or evidence-based programs to bring to Canberra.
- Be engaged with our partners and walk alongside in our commitment.
- Provide more than funding – advocacy, skills, relationships, capital, networks.
- Rally with others for impact – collaborate and convene.
- Demonstrate leadership in philanthropy and encourage convening, collaboration, transparency, sharing of intelligence.

Our Values

- Humility
- Transparency
- Commitment
- Compassion
- Collaboration

Mission

- To provide positive change to those experiencing hardship or challenges in Canberra and beyond

Goals

- To provide basic needs and relief to increase well-being and give hope
- To provide opportunities to change lives through education and employment, and
- To provide advancement and leadership in philanthropy.

Focus Areas

- **Health** – notably disabilities, mental health, indigenous health
- **Social Welfare** – basic needs and relief
- **Education and Employment** – opportunities that offer long-term change, and education to the wider community about social issues.

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It gives me great pleasure to present our 2017 Annual Report. It provides an insight into a selection of highlights across our three focus areas and collaborations with our many partners. A full list of all the programs and organisations we support is detailed on the last two pages.

This year was enormously rewarding. We continued our deep investment in the wellbeing of the Canberra community and to specific strategic national initiatives that aim for a large and positive impact in the areas of social welfare, health, education and employment.

We maintained our commitment to 56 existing initiatives, including increasing funding to new organisations and ideas that we seed funded some years ago. We believe committing for the long term is vital for social change. We also funded an additional 20 initiatives. Overall, we supported 86 for-purpose organisations and 43 individuals giving \$2.1 million to our community.

Key to meeting our mission of improving the lives of those experiencing disadvantage are our collaborative partnerships. In Canberra, we work with Hands Across Canberra, the community hubs, domestic violence services, mental health organisations and businesses. In Sydney, the Sydney Women's Fund plays an important role in connecting us to the needs in Western Sydney. Nationally, it is the courageous leaders of the for-purpose organisations and other philanthropists.

Of significance, a highlight was achieving the Yes Vote for Marriage Equality enabling LGBTIQ couples to marry. A monumental and dignified moment for Australia and philanthropy played a key role to fuel the campaign. Another was for the benefit of survivors of domestic violence in Canberra with the launch of micro credit loans enabling access to financial assistance. It was an incredible community collaboration, and we were thrilled to help catalyse further support

I am delighted to report on the growing success of two national initiatives that have potential for transformative change. Good360, in its third year, has ensured the delivery of \$11 million worth of goods to people in need from corporates with excess stock. Homes for Homes is becoming a reality with its first payment given to grow social housing off the back of our family business Capital Airport Group's commitment.

We continue our strategy of bringing good organisations to Canberra and supporting them. The Big Issue's Big Classroom launched in July in Canberra giving local school students insight into homelessness.

We brought The Funding Network event to Canberra a second time, together with corporate partners; and in November, we enjoyed celebrating the YWCA's Canberra Computer Clubhouse's third birthday at Richardson Primary.

I have thoroughly enjoyed my fourth year chairing Philanthropy Australia's Family Foundation group and bringing new topics to the table. Especially exciting was hearing from businesses flourishing due to their philanthropy! What an important message to spread.

In October, I had the pleasure of attending Philanthropy Australia's UK Study Trip. From these learnings, we made a positive shift in our investment strategy to aim for more responsible investments and increase the transparency of our investments. We continue working with Australian Impact Investments to grow our impact investments. These positive changes are significant with the growth in our corpus aiming for \$100 million by 2020.

Throughout the year, we have enjoyed attending and hosting events to help give profile to the organisations we support and the social issues we are trying to overcome. We also support them via our social media presence, website and connections.

There are so many for-purpose groups I would like to thank for their talent, tenacity and total dedication. We are thrilled to be propelling you to achieve the positive improvement needed in our communities, along with helping individuals. I also acknowledge and thank my peers within the philanthropy sector. I enjoy working together and the mutual sharing of wisdom.

A huge thank you to my team Trisha, Lorraine and Himali who are intensely passionate about our Canberra community and work with great enthusiasm and embrace our values. Thank you to my Board, Ginette, Scarlett, Stephen Byron. Stephen Gaffey, Andrew, Karen, Craig and especially Terry, our Chair and Founder for your guidance and ongoing support.

Yours sincerely

Georgina Byron
Chief Executive Officer

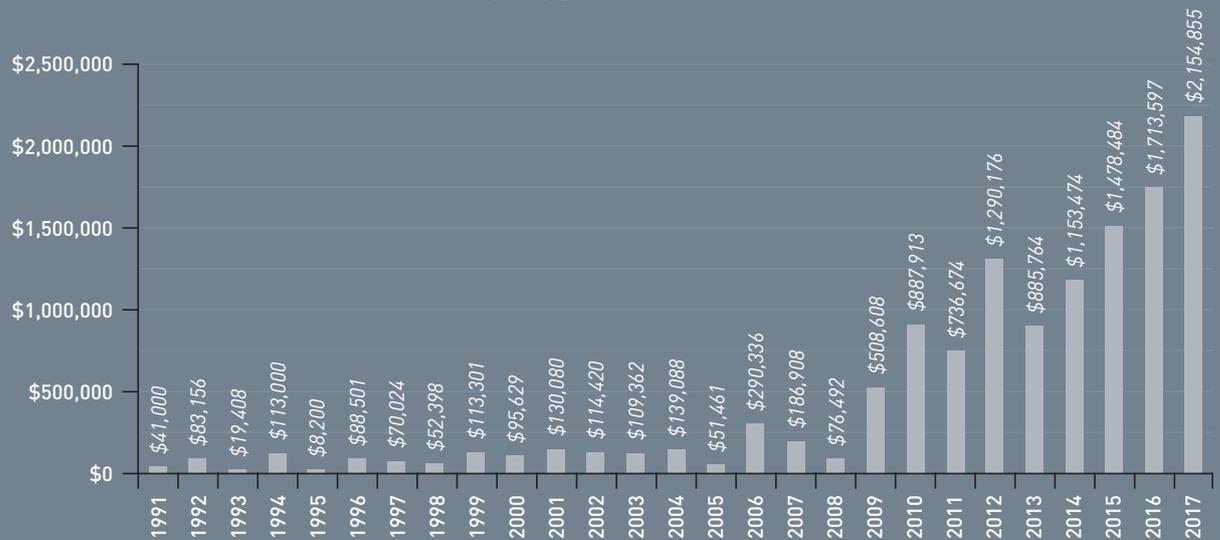
Our Giving



New Parent and Infant Network (NewPIN) mums, children, facilitators and volunteers at the Newpin Graduation in February; Gayana Wijewickrema, GG's Flowers; Launch of YWCA Canberra Clubhouse third impact report

ANNUAL DONATIONS TO ORGANISATIONS AND INDIVIDUALS

The Foundation has given \$23 million to over 280 organisations and 270 individuals since commencement in 1991. This year our giving grew to \$2.1million.



Education & Employment Highlights

Marriage Equality

The Snow Foundation believes in humanity and equality and that all couples should have the right to marry.

These values run deeply within the Snow family, The Snow Foundation and the family business, Capital Airport Group led by CEO Stephen Byron. This is why both The Snow Foundation and Canberra Airport backed the Marriage Equality campaign from the very beginning.

Canberra Airport demonstrated its support in August 2015 by lighting up the airport in rainbow colours accompanied by a banner, 'Together We Can Do This'. It helped bring the deep, positive and strong feelings of the community to the attention of politicians.

The Snow Foundation became one of the Cornerstone supporters of the Equality Campaign and advocated with a coalition of philanthropist including The Myer Foundation, The Reichstein Foundation and Ian Darling from The Caledonia Foundation to ensure the movement had the capacity to deliver reform.

Significantly, Georgina and Stephen's brother Tom Snow and his husband, Brooke Horne, co-founded the Equality Campaign with Australian Marriage Equality Co-Chairs Alex Greenwich and Janine Middleton. Beginning humbly as a small team of three, the Equality Campaign grew to a staff of 88 and was supported by an incredible group of 15,000 full time volunteers.

Tom Snow, Brooke Horne, Georgina Byron and Stephen Byron, were among thousands of others at Sydney's Prince Alfred Park on 15 November, to celebrate the YES verdict of the postal vote on same sex marriage.



Terry Snow, Janine Middleton, Tiernan Brady and Ginette Snow at a National Press Club Address on 6 September

On 15 November 2017, we heard loud and clear that fairness and equality are at the heart of our Australian society.

The YES campaign received 61.6% of the national vote, with Canberra delivering the highest YES vote of 75%.

In December Parliament said YES to Marriage Equality.



Education & Employment Highlights

Documentary Films



Happy Sad Man, Take Heart, Gayby Baby, Beautiful, Kids, 2040

Since 2011, The Snow Foundation have contributed to several documentaries and outreach impact campaigns to raise the awareness of particular social issues within our community.

We congratulate everyone involved and acknowledge the amazing film makers and organisations that have supported and advocated for them especially Documentary Australia Foundation, Good Pitch Australia, Bus Stop Films, Moonshine Agency and Film Stretch.

Highlights this year saw the film-makers of *Gayby Baby* advocate strongly for Marriage Equality and promote a short film called *Vote for Love* as well as offer the *Gayby Baby* film for 99 cents through Netflix.

The Hunting Ground made headway with its engagement on sexual violence and harassment across Australian Universities, facilitating over 70 screenings across 33 of Australia's 39 universities. It was also the catalyst for the Australian Human Rights Commission to conduct a national, independent survey of university students to gain insight into the nature, prevalence and reporting of sexual harassment at Australian universities. New Sex, Safety and Respect program and training materials have also been developed.

Conversations at the End of Life, a three-part series on death and dying, was launched in Canberra in March.

Big Bad Love was aired on ABC/ABC iview November to January 2017. *Ghosthunter* has been shown privately but has not officially been released.



SAME-SEX FAMILIES

Gayby Baby, 2013 - follows the personal stories of four children living with same-sex parents.

SEXUAL HARASSMENT, ABUSE, DOMESTIC VIOLENCE

The Hunting Ground Australia Project, 2015 - the Hunting Ground documentary follows personal stories of students who have been sexually assaulted on American university campuses.

Ghosthunter, 2016 - explores the complex stories of adult survivors of childhood trauma and their journey towards justice and healing.

Big Bad Love, 2016 - shines the light on young women 18-24 years in abusive relationships.

INDIGENOUS HEALTH

Take Heart, 2015 - The Quest to rid Australasia of Rheumatic Heart Disease. A provocative documentary that lifts the lid on this largely invisible disease, see page 9.

DISABILITY

Beautiful, 2011 - an inclusive film about love starring people with a disability.

20 Years: 20 Stories, 2012 - a series of short films to celebrate the Disability Discrimination Act.

SINGLE MOTHERS

10 Stories of Single Mothers, 2014 - gives a voice to single mothers and illustrates the financial hardships since being shifted onto a lower payment known as Newstart in January 2013.

CARERS

Conversations at the End of Life, 2017 - a three-part series on death and dying.

YET TO BE RELEASED

Mental Health - Happy Sad Man

Indigenous education - Kids

Education, Our future - 2 films: Beautiful Minds, 2040

Abuse Domestic violence - 2 films: Ghosthunter, Silence Kills

Education & Employment Highlights

CAREERTRACKERS

CareerTrackers is a national organisation that creates internship opportunities for indigenous university students. It currently supports 1,354 Indigenous university students and 485 Alumni across Australia.

Students complete their internship with sponsoring companies with the goal of converting into full-time employment. As intern numbers grow, they inspire more Indigenous people to graduate from university, and secure full-time employment.

The Snow Foundation supported the expansion of the CareerTrackers program into Canberra and continued funding enabled interns to grow from 15 to 25 students.

CareerTrackers have strong long-term partners with 19 reputable companies who offer internship and employment to indigenous students across 10 universities Australia wide.

Many CareerTrackers interns are the first in their family to attend university and many are the first to secure a professional career. For these students an internship helps them dream beyond what they may have imagined. It allows them to explore new possibilities of a future career by working alongside industry professionals.

"CareerTrackers interns are completing university at higher rates than all Australians. Their internship is helping them apply their classroom knowledge and perform better in their studies. Upon graduation they have the skills, tools, networks and confidence to pursue the career of their dreams".

Michael Combs, Founder and CEO, CareerTrackers

A CareerTrackers Intern Group



Lin Shao at a St Vincent de Paul Society Store

INCLUSIVE VOLUNTEERING PROGRAM - CANBERRA

The Inclusive Volunteering Program supports people who may have barriers in their lives such as being socially isolated or are on a mental health recovery journey.

The program links them with rewarding and appropriate volunteering roles within the community resulting in increased confidence and opportunity to secure more permanent roles. Organisations are also assisted to ensure appropriate skills, training and infrastructure are in place to support the volunteers.

Launched by Volunteering and Contact ACT in 2012, more than 100 participants have since secured a placement. In some instances, this has led to paid work.

The Snow Foundation has been supporting the initiative since 2013.

One young man who has benefited is a 17 year-old with autism who expressed an interest in working at the St Vincent de Paul Society. He was given a special folder with specific instructions. This resulted in him learning the skills needed to work in a retail environment. His parents and colleagues have noticed his improved confidence, and he is now applying for paid retail work.



Education & Employment Highlights

SYDNEY WOMEN'S FUND SEWING GROUP

Sydney Women's Fund works with local leaders, government, donors and community organisations across Sydney with a particular emphasis in the communities of Western Sydney where they have deep long-term commitments and are making a big difference.

The Women's Friendship Sewing Circle is one of the social enterprises The Snow Foundation has been supporting since inception in 2012.

Located in the multi-cultural area in Fairfield, the program aims to empower refugee and migrant women and improve their settlement journey by using or developing their skills to design and make marketable clothing and homewares.

It provides opportunities for friendships and improves their language skills. This increases their sense of belonging and develops their sewing skills that can lead to paid work and personal enterprise.

This year, four sewing group circles have been run in collaboration with the Parents Cafe in Fairfield and The Social Outfit in Newtown. Over 150 women have attended the seven to ten week programs and many of the women still sew together weekly.

The Snow Foundation has enjoyed working with and contributing to the Sydney Women's Fund for 8 years and recently made a significant funding commitment for 3 years

Women's Friendship Sewing Circle, Fairfield



GLOBAL SISTERS

Global Sisters exists to enable women to be financially independent. They provide education and alternative self-employment pathways for women who are unable to access mainstream employment.

Since launching nationally two years ago almost 400 women have attended education programs on how to start and run a social enterprise and Global Sisters have conducted 11 sister school programs with 148 participants. Currently, Global Sisters are supporting 100 women with active businesses.

In Canberra 24 sisters enrolled in Canberra's Sister School November-December 2017, up from 13 in their first sister school. The Sister School is being run in partnership with the Canberra Institute of Teaching, English as a Second Language Department.

At the Edge of Leadership event in Canberra we told the story of how The Snow Foundation was the founding funder of Global Sisters in 2012 and continues to support its growth. Proceeds from the inaugural The Funding Network event in Canberra enabled Global Sisters to expand to Canberra.

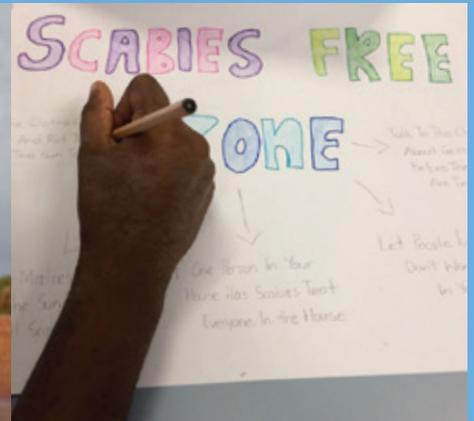
Global Sisters are regular stall holders at Canberra Airport's Brindabella Business Park Markets and Global Sisters have an online shop.

Trisha Wong, The Snow Foundation; Pranjali Palnitkar, Canberra Accelerator Lead, Global Sisters; Pakao Sorn, one of the first Global Sisters in Canberra



Health Highlights

Indigenous Health



Family in Birritjimi; team photo L- R: Geneveive Dodds, Michelle Dowden (Program Director), Hannah Woerle, Irene O'Meara, Meg Scolyer

ONE DISEASE

The Snow Foundation has supported One Disease since it was founded in 2011 and has seen significant progress towards its vision to eliminate crusted scabies in the Northern Territory by 2019 and Australia by 2022.

Eliminating crusted scabies is well underway in the Northern Territory through partnerships with 98 services across the Northern Territory Department of Health and Aboriginal Community Controlled Health Services. Crusted scabies health care plans have now been successfully incorporated into the NT Health's clinical information systems. This has contributed to a 37% increase in the number of people identified with crusted scabies across the Northern Territory. 115 cases have now been identified and the recurrence rate with these people has been reduced to 3.85% thanks to the work of One Disease.

Significantly, One Disease has also commenced expansion into Central Australia further supporting the goal of elimination in Australia by 2022.

Key to improving the detection and diagnosis of Crusted Scabies has been the development of a high-magnification video-dermatoscope to detect scabies mites. This is currently in a pilot program, which aims to confirm that this new non-invasive approach, is faster in detecting scabies mites. The pilot study and use of video microscopy will be an enhancement of regular clinical processes.

Up until now, One Disease has relied on philanthropy from families and corporates to realise its vision, however a strong injection of funds will be required to achieve the 2022 goal. To this end, One Disease has put forward a proposal to the Australian Government to fund part of the Crusted Scabies Elimination Plan.

The elimination of this disease, particularly one that affects our most disadvantaged group of Australians, is everyone's responsibility. The Snow Foundation welcomes the Australian Government's serious consideration of this excellent proposal.



Dr Bo Remenyi and Trenton Cunningham from Tiwi Islands. Penny Yibaruk, Parliament House, Canberra

RHEUMATIC HEART DISEASE

A sore throat or skin sores (often scabies) in a child isn't normally a big cause for concern. But for parents of Indigenous children in the top end of Australia, it could lead to heart disease, stroke, permanent disability, or even death.

That's because Indigenous children in remote communities are at a higher risk of developing rheumatic fever than children in other parts of Australia. In fact, the Northern Territory has the highest rates of this preventable disease in the world. It often starts with a simple throat infection or skin sore. If left untreated, the infection can progress to the relatively unknown condition, rheumatic heart disease (RHD) which can lead to open heart surgery.

Passionately supported by The Snow Foundation together with Aspen Foundation and other partners, *Take Heart* is a documentary film and advocacy project created by Moonshine Agency to shine a light on the condition. It includes important messages from indigenous voices and health experts urging those experiencing symptoms, to visit a clinic immediately. Stopping rheumatic fever from progressing to life-threatening RHD is simple.

This advocacy project will continue on in 2018 with the goals of: 1) increasing awareness and prevention of RHD by distributing another 1,000 action toolkits to community leaders, teachers and health workers; 2) ensuring RHD prevention is a policy priority ahead of the next federal election by continuing to work with politicians.

At the Close the Gap Parliamentary Friends Group meeting in March 2017, The Snow Foundation enjoyed hearing expert Dr Bo Remenyi, a paediatric cardiologist at Northern Territory Cardiac address the audience.

"We are currently offering a surgical solution to a social problem. We need to double the number of health workers on the ground as a minimum to have any chance of prevention".

Dr Remenyi is also the lead character in the 'Take Heart' documentary which aired on SBS, NITV and ABC and it continues to publish new advocacy films on RHD prevention.

Penny Yibaruk, a young sufferer of RHD from Onepeli in the Northern Territory also attended. She spoke about living with RHD from the age of 11. "***I just want to be free from this disease***", she says. Penny relies on regular doses of penicillin to stay alive. For someone so young she offers a lot of hope.

The Snow Foundation looks forward to continuing working with Moonshine Agency, Dr Remenyi, Penny, BUPA, Aspen Foundation and others to prevent RHD.

Health Highlights

Mental Health

The Snow Foundation supports several youth mental health programs across a number of organisations including Lifeline, Mental Illness Education ACT, Menslink, IRespect, Uplifting Australia, YouthCare, Melba Copeland College.

Since 2015 The Snow Foundation has held roundtable discussions with youth mental health providers, the police, and government in the ACT. Discussions have led to a greater understanding and increased collaborations. It has also helped identify some of the gaps and opportunities and assisted The Snow Foundation know where best to channel support. Mental Illness Education ACT and Uplifting Australia are two organisations that have received funding from The Snow Foundation due to the agreed need identified during these roundtables.



MENTAL ILLNESS EDUCATION ACT (MIEACT) STRESS BETTER PROGRAM - CANBERRA

Stress Better is a mental health program to support year 11 and 12 students at schools and tertiary institutions across the ACT and in Yass, NSW. Stress Better is designed to deepen young people's understanding of stress, anxiety and worry and how to recognise stress in peers. It provides tools to know how to deal with stress before it develops into a mental illness, and how to get help.

All sessions are delivered by volunteer educators with lived experience. Students are taught that they are in charge, that it is best to seek help early, and who to go to for help. Care has been taken to ensure any stories told are shared in such a way that the story teller and those listening are safe using Mental Illness Education ACT's Do NO Harm framework.

The Snow Foundation contributed \$80,000 over three years, commencing in 2015, and are thrilled that MIEACT collaborated with Lifeline ACT and others.

"This course has changed the way I approach stress – rather than being some singular isolated concern triggered and manifested in mind alone, it is a physical and communal experience".

Student, Australian National University Uni Lodge

UPLIFTING AUSTRALIA

Uplifting Australia provides support and training to improve the emotional health and wellbeing of children and families across Australia.

Their goal is to engage 200,000 families by 2025, with the assistance of their digital strategy. They have formed a collaborative relationship with the University of Melbourne, Professor Lyndsey Oades and his team from the school of Positive Psychology to help build Australia's first family emotional wellbeing index.

In 2017, this evidenced based 12-month program took place in Canberra at Charnwood-Dunlop primary school and at six other schools across NSW and Sydney's west. Participation was excellent, and the feedback from schools and parents was very positive.

In 2018, the program will be rolled out at three new Canberra schools – Kaleen Primary, Macgregor Primary and Gordon Primary. Four schools in Western Sydney have also been invited to take part.

The Snow Foundation is funding the initiative over a four-year period.

Teacher Training at Kaleen Primary School.



Social Welfare Highlights

HOMES FOR HOMES

Homes for Homes was set up by the social enterprise, The Big Issue, to address a shortage of affordable homes around Australia for people who are homeless or at risk of becoming homeless.

It involves a simple addition to the property title, whereby homeowners and other property stakeholders can make a tax-deductible donation of 0.1 per cent of the property price at the time of sale.

In 2012 The Snow Foundation provided seed funding of \$300,000 over three years to further develop the initiative. In 2016 a further \$240,000 over three years was committed to support the roll out in Canberra.

The Snow Family's Capital Airport Group is behind the development of Canberra's suburb Denman Prospect. When blocks went on sale in 2015, it was the first entire suburb in Australia to commit to Homes for Homes.

On 5 December, following the sale of 275 blocks of land, The Snow Foundation and Capital Airport Group presented the first payment of \$126,103 to Homes for Homes.

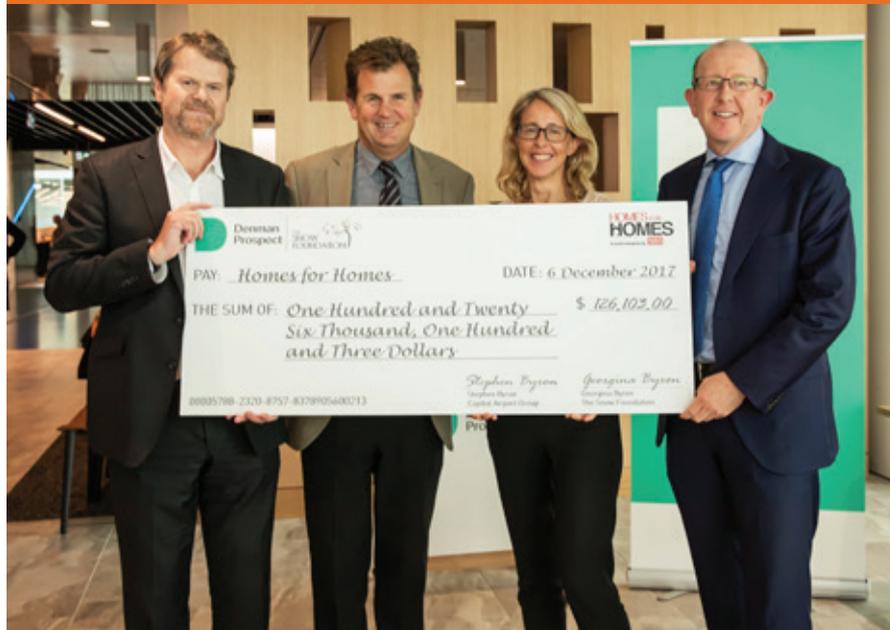
This donation will be followed with others totaling an anticipated \$1.5 million over the next three years.

A corporate partnership between Denman Prospect and the Canberra Raiders is ensuring further support for the Homes for Homes initiative.

At the end of the season, the Canberra Raiders gave almost \$30,000 to Homes for Homes.

Homes for Homes have used Denman Prospect as a case study to encourage other developers to adopt the initiative.

Denman Prospect Display Village



Steven Persson, The Big Issue; Nick McDonald Crowley, Capital Airport Group; Georgina Byron, The Snow Foundation; Stephen Byron, Capital Airport Group

“We're incredibly grateful for the generosity of Capital Airport Group – not only will their upfront donation support the development of social and affordable housing in the ACT, but an entire community can be part of Australia's long-term housing solution”.

Steven Persson, CEO of The Big Issue

“The Homes for Homes initiative is an effective way for Canberrans to work together and help resolve the housing shortage. The commitment to help Homes for Homes remains with the house for its future owners and is generated at a time of minimal impact. Home owners are the lucky ones and this is just a simple way of sharing a small part of that success with others that are not so fortunate. Sutton and Horsley is very happy to be a part of this scheme”.

Don Horsley, Director, Sutton and Horsley Pty Ltd

Social Welfare Highlights



Antony Castaldi, General Manager Logistics / IT, BIG W and Alison Covington, Founder and Managing Director, Good360 on hand for the first delivery of BIG W donated goods to the Good360 warehouse; The Good360 inaugural 'profit for purpose' high-vis lunch at the Smithfield warehouse, all packed with Christmas goodies

GOOD360

In less than 3 years, Good360 has established itself as the go-to organisation for providing product to people in need. Retailers generously provide their unsold new goods to Good360 which are made accessible to charities to distribute to the community. Retail partners include BIG W, Woolworths, LUSH, Linen House, 3M, L'Oreal, LEGO and many more.

So far, Good360 has provided almost \$18 million worth of goods ranging from toys, clothing, stationery needs to beauty products, which in turn have been distributed to over 500 charities.

This year, Good360 again promoted their special Christmas offer of free shipping and handling for charities, and partnering with Big W and others provided \$8 million of goods. One organisation to benefit was The Girls and Boys Brigade, a charity supporting children and youth. Their order of Lego packs and Shopkins for the children, and goodie packs for their youth members was a huge addition to many Christmas celebrations. For some families with limited income this was the ONLY present under the tree.

Prior to the special Christmas campaign, Good360 held a "high-vis" lunch and viewing at their new 10,000m warehouse (provided pro-bono by Goodmans) packed with much needed items for Christmas and beyond. Guests included retail product donors, pro bono corporates, charities, philanthropists, and the Good360 team and board. Good360 is such a wonderful example of collaboration across so many different groups.

'People need these sheets, clothes, nappies, toys, cutlery and the human reaction is priceless, their smiles are blinding' says Lieutenant Brad McIver of the Salvos.

Philanthropy operationalised Good360 from the very beginning with substantial seed funding for the first 3 years, and funding is continuing into 2018. The Snow Foundation has enjoyed working with 8 family foundations to help Good360 become established and scale.

Just as people need food to live, they need goods to thrive enabling positive improvement for so many people.

Social Welfare Highlights

CANBERRA CITY CARE - CANBERRA

Canberra City Care provides low cost food sourced from its own Harvest Garden and seven local supermarkets, for 340 households each week.

It also relies on good quality donations for its Re-Runs Op Shop.

The Snow Foundation was one of several Canberra groups that together contributed \$100,000 towards a commercial kitchen for the Belconnen based charity. It will be used by social enterprises, community groups and organisations to conduct training programs.

Canberra City Care also plan on offering certificate course in hospitality, opportunities for people to make bulk meals together to swap and freeze, and information sessions on budgeting and achieving a balanced diet.

The Snow Foundation and Capital Airport Group held a clothing collection for the charity in August and November, to collect items that could be sold in the Re-Runs Op Shop.

The Op Shop generates income that can be then be used to support programs in the West Belconnen community.

“We are so grateful for The Snow Foundation who see the potential of Canberra City Care and make practical and financial contributions to help make our big ideas become a reality. We are very excited to see the kitchen build process underway”.

Danielle Bate, Canberra City Care

Mel Foreman, Capital Airport Group; Sandra McDonald; Canberra City Care; Trisha Wong, The Snow Foundation



A Common Ground apartment

COMMON GROUND - CANBERRA

Common Ground provides supportive and permanent housing for people who have experienced chronic homelessness and for people on low incomes.

These include people who have been homeless continuously for six months or more, or who have experienced multiple episodes of primary homelessness over a 12-month period. They often have substantial barriers to housing stability such as a disability, mental illness or substance misuse disorder. Common Ground Canberra also accommodates low-income earners who are unable to access other affordable housing options.

The initiative was a collaborative project involving the government, private sector and wider community all working together. Common Ground aims to create a community with good role models for all residents, rather than a concentrated pocket of disadvantage.

The Snow Foundation was involved at the start when it provided \$10,000 for a feasibility study in 2010. This was followed up with a \$500,000 commitment over five years which helped catalyse Government critical funding.

“I’ve lived everywhere: in refuges, share houses, two-bedroom apartments with 13 people and their dog. I’ve seen the worst of the worst and now I’m living in the best of the best”.

Tenant, Common Ground



Events



Amelda Keys, The Aspen Foundation; Trisha Wong, The Snow Foundation; Lynne Pezzullo, Melissa Cabban, Deloitte; Mirjana Wilson, Domestic Violence Crisis Service; Georgina Byron, The Snow Foundation; Marcia Williams, Women's Centre for Health Matters; Peter Gordon, Hands Across Canberra

LAUNCH OF THE ASSISTANCE BEYOND CRISIS MICROFINANCE PROGRAM - CANBERRA

Canberra research shows 25 per cent of local women who leave a relationship because of domestic violence are saddled with a debt accrued by the abuser partner. More than half become homeless within the first year of leaving the relationship.

Assistance Beyond Crisis offers a loan program for local women (and men) who have escaped from violent situations and need urgent financial assistance, but are ineligible for low-income government support.

Launched on 20 June, the program provides interest free loans up to \$5,000 for such things as rental bonds, car registrations, legal fees, white goods etc.

The Snow Foundation was one of several local organisations that pooled together \$250,000 to help launch the initiative, which won an ACT Violence Prevention Award in November.

"We didn't want for this to be just an idea," The Snow Foundation's CEO Georgina Byron said.

"We really wanted it to happen. We put \$25,000 on the table. And a collaboration of others across the whole community also got on board. It is fantastic to see such generosity of spirit and care in Canberra".

The other generous supporters included Deloitte, KPMG, PWC, Ernst and Young, BeyondBank, Service Once, Independent Property Group Foundation, Hands Across Canberra, Aspen Medical, Communities@work, Quest Training, Protiviti, Capital Giving, Deborah and Richard Rolfe, Dr Tony Tonks and Stephen Byron.



Carers Brendan Moran, Pat Dart, Ann Anderson, Peter Dawson who appear in the 'Conversations' short films

LIFECIRCLE SCREENING OF SHORT FILMS 'CONVERSATIONS AT THE END OF LIFE' - CANBERRA

Life Circle provides support for those caring for someone who is dying and believes dying should be discussed openly. Most people do not die where and how they would choose. 80 percent of people in Australia say they would rather die peacefully at home, yet only 20 percent actually do.

As a longtime supporter of the initiative, since 2009, The Snow Foundation provided funding for the production of Life Circle's, 'Conversations at the End of Life'. The three-part documentary series was launched at Brindabella Business Park on 23 March with a panel discussion of industry experts providing practical advice for carers.

"The documentary series features stories from local Canberrans who have been open and honest about their experiences of caring for someone who is dying, with the intention of helping others who find themselves in a similar situation," The Snow Foundation's CEO Georgina Byron said.

These documentaries have since been used by Opal Aged Care, BUPA, Calvary Palliative Care, Clare Holland House, Goodwin House Ainslie, ICU Canberra Hospital, Capital Health Network, ACT Cancer Council, Community Centres in Canberra, some Palliative Care physicians and some GP rooms in Canberra. They have also been seen by almost 30,000 people through social media.

The Snow Foundation has committed to supporting Life Circle for a further three years.



Jason Handel, Deloitte; Georgina Byron, The Snow Foundation; Marcia Williams, Women's Centre for Health Matters; Sam Davidson Fuller, Mental Illness Education ACT; Nipuni Wijewickrema, GG's Flowers; Craig Fitzgerald, The Aspen Foundation; Danielle Mildren, Clayton Utz

THE FUNDING NETWORK'S SECOND CANBERRA EVENT - A HUGE SUCCESS

Global live crowdfunding group, The Funding Network, returned to Canberra on 21 September for a second time.

As a partner organisation, The Snow Foundation was delighted by the spirit of those who attended the event at Canberra Airport's Vibe Hotel.

All up around 140 guests collectively raised \$79,200 for GG's Flowers, for a new delivery van; Mental Illness Education ACT, for a new Bullying Program that focuses on the perpetrator; and Women's Centre for Health Matters, to contribute towards the Assistance Beyond Crisis Finance Facility for domestic violence survivors.

"It is exciting to be part of this powerful social movement," CEO Georgina Byron said.

"You could feel the warmth, kindness and love in the room for the Canberra community".

Other partners included Canberra Airport, Deloitte, Clayton Utz and Aspen Foundation. In addition to the \$79,200 raised, hundreds of thousands of dollars of pro bono work was also pledged.

Sam Davidson Fuller, CEO of Mental Illness Education ACT, pitched for a bullying program for ACT schools and successfully secured over \$20,000.

"I can hardly speak; this amount is how much it costs for a program for a whole year. The generosity and the belief in us is incredible," she said.

Teenagers were encouraged to attend the 2017 event, and organisers were thrilled that around a dozen attended.

A 14-year-old boy contributed 'a whole week's pay' and told his mum he wanted to attend again.

Our Financials

Our corpus continues to grow at a rapid pace with \$16 million being added over the past 12 months. This will result in increased amounts being granted over the coming years. The Foundation is aiming for a corpus of \$100 million by 2020.

Corpus Growth



INVESTMENT STRATEGY

The Snow Foundation's investment strategy is to ensure a strong rate of return to fund the Foundation's grant making programs over the long term, with a target balanced asset portfolio structure, investing responsibly in corporations which ideally seek to realise our mission, and avoid those whose activities conflict.

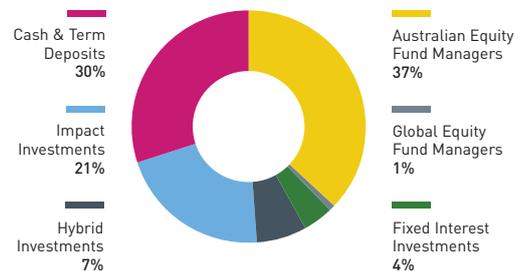
SOCIAL IMPACT INVESTMENTS

The Snow Foundation is committed to embracing impact investments and growing our commitments in this area. Currently the foundation has seven pure Social Impact Investments committed as at 30 June 2017 to the amount of \$1.4M with \$1M invested. We continue to aim for 10% invested in pure Social Impact Investments.

Third Link and Future Generation Global Investment Company have been classed as Impact Investments in the Asset Allocation due to their philanthropic nature, but they are not pure impact investments. Third Link donates their management fee to charities and Future Generation Global doesn't charge management or performance fees, allowing companies to donate 1% of assets to the supported charities each year.

To help grow the impact investment pipeline, The Snow Foundation supported Philanthropy Australia/ National Australia Bank Discovery Grant Impact Investment Ready program with a \$40,000 grant. It provided grants to non-profits who are keen to grow their capacity, and become impact investment ready. One grant was given to the Mill House Social Enterprise Accelerator in Canberra.

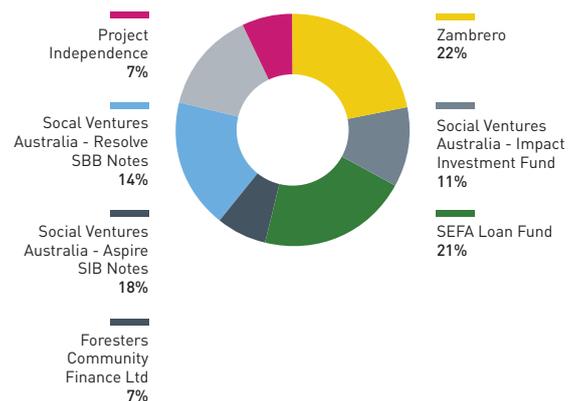
Asset Allocation Jun-17



NOTE:

- Australian Equity Fund Managers: Maple-Brown Abbott, Warakirri Equities Trust, Australian Foundation Investment Company, BKI Investment Company, IOZ ishares, Milton Corporation.
- Social Impact investments: SEFA loan fund, Zambrero, Social Ventures Australia - Impact Investment Fund, Foresters Community Finance Ltd, Social Ventures Australia - Aspire SIB Notes, Social Ventures Australia - Resolve SBB Notes, Project Independence, Third Link Growth Fund, Future Generation Global Equities.
- Global Equity Fund Managers: Hyperion Global Growth Companies Fund

Pure Impact Investments Committed - June 2017



New Grants 2016/17

EMPLOYMENT & EDUCATION

AUSTRALIAN BURSARY FUND, AUSTRALIA \$5,000

A contribution towards supporting 63 Australian social enterprises to attend the 2017 Social Enterprise World Forum in New Zealand. The Forum was an opportunity for social enterprises from around the world to come together, share wisdom, build networks and discuss how to create a more socially inclusive future. Funding partners included the English Family Foundation and many other foundations.

DISTRICT 9710 INTERACT COMMITTEE, ACT \$8,000

Interact clubs are the high school version of Rotary Clubs. Their aim is to encourage high schoolers to become involved in their local community and give locally and internationally. Funding was provided to train students to become stronger leaders and volunteers in the community.

DOCUMENTARY AUSTRALIA FOUNDATION, DOCUMENTARY FILMS, AUSTRALIA \$63,000

Documentary Australia Foundation brings compelling stories and important issues to cinemas, schools, community centres and the corporate world. These stories inspire and educate to drive social change with long-lasting effects. The Snow Foundation has worked with Documentary Australia since 2013 with support to the Gayby Baby film and this year provided support towards films 2040 (\$10,000), Beautiful Minds (\$30,000), Kids (\$10,000), Ghosthunter (\$10,000) and Big Bad Love (\$3,000).

I RESPECT, ACT \$15,000

Seed funding was provided to support a national launch of two violence prevention programs in Canberra: Coaching Boys into Men and Athletes as Leaders. Three Coaching into Boys sessions were delivered to 50 coaches representing peak sporting bodies and one Athletes as Leaders session with 15 coaches. In 2018, I Respect will roll out these programs at the Australian National University and aim to build a strong evidence base in Canberra to then deliver across Australia.

THE MILL HOUSE SOCIAL ENTERPRISE ACCELERATOR, ACT \$3,000

The inaugural Mill House Social Enterprise Accelerator included the GRIST Program. The Mill House provided information and assistance to assist GRIST applicants on their social enterprise venture idea. The Snow Foundation supported four GRIST social entrepreneurs to participate in the Mill House.

FOR THE LOVE OF BIKES, ACT \$25,000

Start-up funding was provided to For the Love of Bikes to participate in Season 1 of the Mill House Social Enterprise Accelerator. Using bicycles as a vehicle for change, the vision is to create opportunities for marginalised and disadvantaged members of the ACT community. They aim to provide learn-to-ride courses, cycle events, training and employment opportunities for those in need via their bike workshop in Manuka.

THE BIG ISSUE – CLASSROOM, ACT \$150,000 OVER 3 YEARS

A social enterprise that provides school groups with 'real life' lessons about homelessness, marginalisation and disadvantage. This program launched in Canberra in July 2017 following the great success Victoria has had providing workshops for students since 2009. It also provides valuable employment opportunity for people who have experienced homelessness as guest speakers.



Big Issue Classroom facilitator Julianne Gardiner with a group of secondary students.

THE FUNDING NETWORK, AUSTRALIA \$95,000 OVER 3 YEARS

The Funding Network is bringing a white-label service to the community. This new service will teach grassroots organisations how to run crowd-funding style events. This will enable non-profit organisations to secure resources, and attract more funding for social innovation. It will also provide an efficient additional revenue stream at a lower time/cost investment.

New Grants 2016/17

HEALTH

AIDS ACTION COUNCIL OF THE ACT \$10,000

A contribution towards the AIDS Garden of Reflection, a permanent memorial at the National Arboretum. The garden provides a permanent memorial to those who have died of AIDS, providing a private place of peace and reflection within the Arboretum's Gallery of Gardens.



Canberra Gay and Lesbian Qwire performing at the opening, 2 April

RICKY STUART FOUNDATION, ACT \$25,000

The building of the first respite house in Cook dedicated to teenagers from 12 to 18 with autism and disabilities. The donation allowed the Ricky Stuart Foundation to design and build one of the worlds best autistic sensory rooms within the respite house.

"We truly value the community support we have here in Canberra, particularly from The Snow Foundation. The money donated by The Snow Foundation goes a long way in building our latest respite house, Emma Ruby House. This house is the first of its kind dedicated to teenagers with a disability in the ACT".

Ricky Stuart



Emma Ruby House

CLARE HOLLAND HOUSE, ACT \$48,500

Funding to purchase equipment to support the home based palliative care service delivered by Clare Holland House and a shade sail for the children's playground at Clare Holland House.

DAVID MARTIN PLACE, NSW \$10,000

Co-funding with seven other foundations was provided to support David Martin Place at Triple Care Farm. The facility will support teenagers with chronic drug issues to escape the cycle of addiction.

RHEUMATIC HEART DISEASE VACCINE PROJECT, AUSTRALIA \$50,000

Rheumatic Heart Disease (RHD) often commences with a scabies infection of the skin causing severe itching and damages the skin allowing the streptococcal germ to infect the skin. Using a vaccine to prevent streptococcal infections will prevent RHD. The Snow Foundation supports this project as it gives strength to our other projects such as the scabies elimination program run by One Disease and the "Take Heart" RHD documentary awareness campaign.

THE BRITE NOTES \$5,000

For over 20 years a group of seven volunteers visit nearly 50 aged care facilities at least twice a year and present a show for the residents. All shows are complimentary, and the grant supported the volunteer's expenses. In 2017 The Brite Notes expanded their activities to include new aged care facilities.



Brite Notes performers engage with audiences who are encouraged to participate. The songs trigger positive emotional responses and happy memories.

New Grants 2016/17

SOCIAL WELFARE

ABLE AUSTRALIA, ACT \$12,280

Able Australia deliver high quality, person-centred services to people living with disabilities and are socially isolated. The high demand on electricity due to equipment needs and other factors results in large bills for the residents living in shared accommodation service. The Snow Foundation paid for the installation of solar panels on one of the shared accommodation properties which will significantly reduce electricity bills.

"We are so grateful to The Snow Foundation for funding the installation of solar panels to one of our residential homes. By having solar panels tenants can save several hundreds of dollars each year on electricity bills and instead use that money to fund other activities that will improve their physical and mental health and wellbeing".

Able Australia

CAPITAL GIVING (FORMERLY KNOWN AS ACT OF WOMEN GIVING), ACT \$7,000

Capital Giving is a fundraising initiative developed to increase a culture of philanthropy and community connection in the ACT and surrounds. They employ the concept of collective giving, like the IMPACT100 initiatives that are contributing hundreds of thousands of dollars to community initiatives. Funding was provided to support the development of a new website and rebranding to allow greater capacity to increase their profile.



Capital Giving Donors celebrate awarding their first grant to Country to Canberra

ASSISTANCE BEYOND CRISIS (ABC) MICRO FINANCE FACILITY, ACT \$25,000

See page 14.

BRUMBIES RUGBY SCHOLARSHIP FUND, ACT \$15,000 OVER 2 YEARS

Funding to support young Canberran's to play Rugby Union. The funding is distributed evenly across Canberra's seven junior rugby clubs has assisted with the costs of player registrations, rugby boots and travel for financially vulnerable families.

PRISONERS AID, ACT, \$2,500

The organisation was formed to support prisoners, released prisoners and others in the criminal justice system. Volunteers meet with prisoners and their families at the Alexander Maconochie Centre to offer relevant support to help prisoners get the most useful advice. The Participate Program supports activities for children who have a parent in prison or recently released from prison. Prisoners Aid fundraising efforts matched The Snow Foundation's \$2,500.

TABLE – TABLE AND TWO GOOD SOCIAL ENTERPRISE – START THE DAY WELL PROGRAM, SYDNEY \$10,000

Funding to support a pilot cooking program at a domestic violence safe house for 20 women. The program runs a small cooking class, providing enough to fill their fridges and breakfast for the the local disadvantaged school. The process of providing for themselves and others is incredibly empowering.



Women at domestic violence safe house re-establish their self-worth cooking a healthy breakfast for local disadvantaged children.

Grant Summary Financial Year 2016/17

New funding initiatives for 2016/17 have been highlighted

Organisation Name	Who funding assists	What funding is for	Years*	\$ (PA)
EDUCATION & EMPLOYMENT 12 new, 23 ongoing				
1 Australian Bursary Fund	Social enterprises	Social Enterprise World Forum	1	5,000
2 District 9710 Interact Committee	High school students	Leadership training	1	8,000
3 Documentary Australia - Beautiful Minds	Female scientists	Documentary, women in Science	1	30,000
4 Documentary Australia - Kids	Indigenous communities	Documentary, indigenous culture	1	10,000
5 Documentary Australia - 2040	Community	Documentary, our future	1	10,000
6 Documentary Australia - Ghosthunter	Adult survivors of childhood trauma	Documentary, childhood trauma	1	10,000
7 Documentary Australia - Big Bad Love	Young adults	Documentary, domestic violence	1	3,000
8 I Respect	Teenagers	Seed funding	1	15,000
9 For The Love of Bikes	Marginalised and disadvantaged	Start-up funding	1	25,000
10 The Big Issue - Classroom	School students	Life lessons on homelessness	1	50,000
11 The Funding Network	Grass-roots organisations	Training for crowd funding	1	15,000
12 The Mill House Accelerator Program, ACT	Emerging social enterprises	GRIST Program participation	1	2,727
13 AIME Indigenous Mentoring Program	Indigenous students	Student mentoring	8	60,000
14 Australian Futures - My Big Idea	Community	Ideas for social change	2	10,000
15 Barnardos	Children	Participation in sport	20	5,000
16 Career Trackers Indigenous Internship Program	Indigenous university students	Private sector internship opportunities	3	20,000
17 Companion House	Assylum seekers	University scholarships	3	12,000
18 Country Education of Australia	Rural school leavers	Tertiary education	9	25,000
19 Documentary Australia - Gayby Baby	Same sex families	Education resources	5	10,000
20 Everyman Australia	Men	Violence prevention pilot program	2	22,500
21 Global Sisters	Migrant and refugee women and families	Operations	6	50,000
22 Philanthropy Australia	For purpose organisations	Discovery grants for impact investment	2	40,000
23 Queanbeyan High School	Year 12 leavers	Tertiary education	11	7,000
24 Royal Agricultural Society Foundation	Rural school leavers	University scholarships	5	25,000
25 Silence Kills	Families	National domestic violence campaign	2	2,000
26 Sydney Women's Fund: African Sewing Circle	Refugees and migrants	Sewing circle social enterprise	3	23,000
27 The Pinnacle Foundation	LGBTIQ	Scholarships	5	15,000
28 The Smith Family	Children	Early literacy program	21	5,000
29 Tjillari Justice Aboriginal Corp.	Families in criminal justice system	Operations	2	7,000
30 UnitingCare Kippax: NewPin	At risk families with young children	Newpin Program and Coordinator	8	50,000
31 UnitingCare Kippax: Social Enterprises	Social enterprises	Program Manager	1	25,000
32 Volunteering ACT	Marginalised and disadvantaged	Inclusive Volunteering Program	6	20,000
33 Wanniasa High School	High school students	Design program	2	1,530
34 Whitelion - Claymore Learning Centre	At risk students, Years 10-12	Alternative learning centre co-ordinator	3	20,000
35 YWCA Computer Club - Richardson Primary School	Students in Tuggeranong	Clubhouse Co-ordinator	4	15,000
Refunded grant from 2015/16				-16,000
Sub Total				\$635,757

Organisation Name	Who funding assists	What funding is for	Years*	\$ (PA)
HEALTH 6 new, 17 ongoing				
1 AIDS Action Council of the ACT	LGBTIQ community	AIDS Reflection Garden	1	10,000
2 Brite Notes	Elderly	Operations	1	5,000
3 Clare Holland House	Elderly	Equipment	1	48,500
4 Ricky Stuart Foundation	Teenagers 12-18 years with autism	First respite house in Canberra	1	25,000
5 Rheumatic Heart Disease Medical Research	Indigenous health	Medical research	1	50,000
6 The Spine Tingling Ride	People with a disability	Spinal cord repair research	1	10,000

Organisation Name	Who funding assists	What funding is for	Years*	\$ (PA)	
HEALTH CONTINUED					
7	Cancer Council ACT	People with cancer	Wig service	12	5,000
8	Clown Doctors	Sick children in hospital	Clown Doctors	5	10,000
9	Eurobodalla Education and Therapy Services	Children with a disability	Part time health professional	3	20,000
10	Friends of Brain Injured Children	Children with brain injuries	Therapy and operational costs	20	46,305
11	Hartley LifeCare	People with a disability	Operations	7	20,000
12	Hear for You	Teenagers with hearing loss	Hearing and mentoring program	3	10,000
13	Lara Jean Association	Disadvantaged families	Movie day	2	1,000
14	Mental Illness Education ACT	Students in Years 11/12	Wellbeing education program	4	26,667
15	Monaro Early Intervention Service	Young children with a disability	Language program	7	5,286
16	Motor Neuron Disease Research Centre, Macquarie University	Motor neurone disease	Medical research	9	40,000
17	Music for Canberra	Adults with a disability	Music program	9	5,000
18	One Disease	Indigenous communities	Scabies elimination program	9	150,000
19	Project Independence	Young adults with a disability	Independent housing	4	150,000
20	Take Heart, Rheumatic Heart Disease awareness	Indigenous communities	Rheumatic Heart Disease prevention	4	20,000
21	The Shepherd Centre	Children with hearing loss	Audio booth	3	24,000
22	Uplifting Australia	Primary students, families, school teachers	Emotional well-being program	4	50,000
23	YMCA	People with a disability	RAID Basketball Program	10	5,000
	Individuals: 43	People with a disability or a hardship	Equipment and medical expenses		68,454
Sub Total					\$805,212

Organisation Name	Who funding assists	What funding is for	Years*	\$ (PA)	
SOCIAL WELFARE 8 new, 16 existing					
1	Act of Women Giving (now known as Collective Giving)	Canberra community	Website development	1	7,000
2	Assistance Beyond Crisis Micro Finance Facility	People affected by domestic violence	Micro credit loans	1	25,000
3	Brumbies Rugby Scholarship Fund	Children in hardship	Sport scholarships	2	7,500
4	David Martin Place	Youth with addictions	Operations	1	10,000
5	Early Morning Centre in the City	People who are homeless	Computer access and literacy	1	4,150
6	Prisoners Aid	Children with a parent in prison or recently released	Prisoners Aid Participate Program	1	2,500
7	Beryl Refuge	Women fleeing domestic violence	Computer upgrades	1	4,996
8	Table - Start the Day Well	Women and children affected by domestic violence	Food program	1	10,000
9	Canberra Community Law Centre	Vulnerable individuals and families	Social worker	4	20,000
10	Canberra High School	Disadvantaged youth	Breakfast program	6	1,800
11	Common Ground ACT	People who are homeless or on a low income	Security staff member	7	100,000
12	Community Life at Bateman's Bay	Men who are homeless	Case worker	3	25,000
13	Connections ACT: Dad's Place	Homeless fathers/children	A place to call home	3	15,000
14	Good360	People in need	Operations	5	202,000
15	Hands Across Canberra Foundation	Canberra community	Operations	6	25,000
16	HOME in Queanbeyan	Individuals with a mental illness and are homeless	Providing a loving home	12	15,000
17	Karinya House	Mothers and their children	Case worker	11	60,000
18	Salvation Army	Disadvantaged	Dental program	17	10,000
19	Stacia Soup Kitchen	Marginalised or homeless	Food program	12	25,575
20	St Johns Care	Disadvantaged	Fresh food and school breakfast	23	15,000
21	The Big Issue: Homes for Homes	People who are homeless	Increasing affordable housing supply	6	80,000
22	Vocal ACT	Victims of crime	Volunteer support, counselling and services	3	5,000
23	Women's Community Shelters	Women and children	Great Lakes Women's Shelter in Forster	3	10,000
24	YouthCare Canberra	Disadvantaged youth	Street outreach worker	19	28,000
	Other: St Vincent De Paul's, OzHarvest, Leukaemia Foundation, Malpa Project				5,365
Sub Total					\$713,886
Grand Total 2016/2017					\$2,154,855

* Years = Years committed, including into the future.

Values

HUMILITY

We recognise the expertise of our partners and help them achieve great things

OPENNESS AND TRANSPARENCY

We share our learnings and promote shared intelligence

COMMITMENT

We are here for the long-term and understand social change takes time

COMPASSION

We are open-minded and accepting of others

COLLABORATION

We are engaged with our partners and our community and work together supportively

BOARD OF DIRECTORS

Terry Snow (Chairman) · Georgina Byron (CEO) · Ginette Snow · Stephen Byron
Craig Betts · Scarlett Gaffey · Stephen Gaffey · Andrew Leece

TEAM

Georgina Byron · Trisha Wong · Lorraine Johnson · Himali Pullaperuma

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