



# Annual Report 2020

Printed March 2021



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## Board of Directors

Terry Snow AM (Chair)  
 Georgina Byron AM (CEO)  
 Ginette Snow  
 Stephen Byron AM  
 Craig Betts  
 Scarlett Gaffey  
 Stephen Gaffey  
 Tom Snow  
 Andrew Leece  
 Louise Walsh

## Team

Georgina Byron AM — Chief Executive Officer  
 Joanne Fernance — Executive Assistant  
 Carolyn Ludovici — Canberra Relationship Manager  
 Lorraine Johnson — Co-ordinator  
 Alex Lagelee Kean — Impact and Engagement Manager  
 Lucy McKee — Communications and Marketing Advisor  
 And the invaluable advice from Capital Airport Group.

Thanks to advisors - Fiona Higgins - Australian Philanthropic Services, Clayton Utz, Kylie Charlton - Australian Impact Investments and Vicki Wade - RHDAustralia, Indigenous Cultural Advisor, and others.

*The Snow Foundation acknowledges Aboriginal and Torres Strait Islander peoples as the first inhabitants of the nation and the traditional custodians of the lands where we live, learn and work.*

# Terry Snow AM Chair

The year 2020 was a challenging year for all of us but given the extraordinary circumstances that we found ourselves in, I am extremely proud of the way everyone within the family business worked as a team to support each other, as well as the local community. In response to demands when COVID-19 struck, The Snow Foundation, Hands Across Canberra and the John James Foundation assisted over 60 Canberra organisations to maintain services or transition to other methods of support. This collaboration highlights the community spirit that is always on display in Canberra.

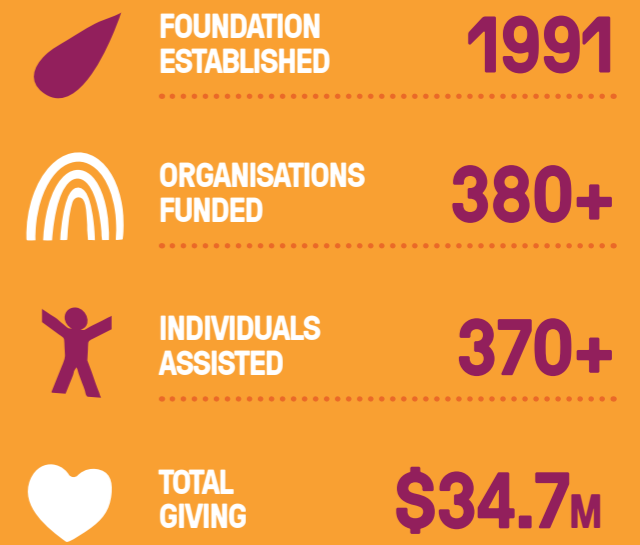
My belief has always been to support the areas where we live and work. With our family farm located at Bawley Point, I am thrilled that the Foundation is supporting the South Coast region especially Batemans Bay, Ulladulla and Nowra, through a five-year partnership with the Foundation for Rural and Regional Renewal.

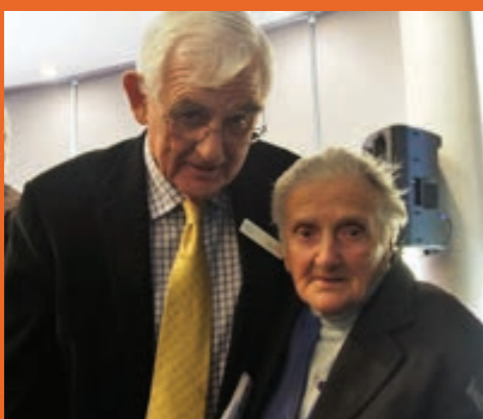
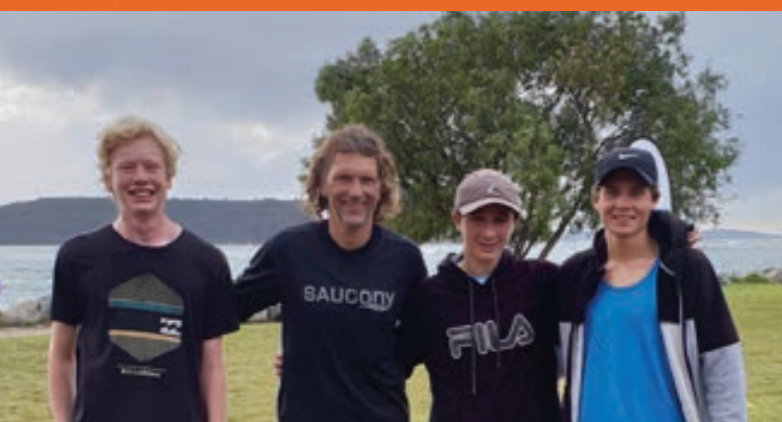
These townships are still feeling the devastating effects of bushfires, drought and COVID-19. Additionally, we are increasing our funding for scholarships to rural and regional students through the Country Education Foundation and the Royal Agricultural Society Foundation.

Supporting pathways for youth employment has been a passion of mine since the Foundation's inception. I am delighted that our support to Canberra PCYC will provide opportunities for young people to train in hospitality and barista service with the Cruisin' Café mobile training van. This new social enterprise will also be able to generate income to support the program.

Sadly, the Canberra community lost one of its champions during the year, with the passing of Stasia Dabrowski, whose Soup Kitchen we supported over many years. Stasia will be remembered for her humility and service to the community and I remember her fondly for telling me I will go to heaven, I hope she is right.

As we approach our 30th anniversary of The Snow Foundation, I am looking forward to celebrating this milestone with some of you and hearing the wonderful stories of your hard work and commitment. Some of my own stories have been recently captured in a Snow Foundation legacy film and I hope to share these reflections with you all soon.





Rachel Vogelpoel, Marandoo Yanner and Dr Boglarka Reményi, Georgina Byron at Clare Holland House, Alison Covington Good 360 and friends (NSW Women of Excellence 2021), Sydney Women's Fund International Women's Day Gifts from Business Chicks (Photo Credit: Liverpool Neighbourhood Connections), Wellbeing Officer Ice Schaaps with students from Ulladulla High School, OrangeSky in Maningrida, Big Issue Vendor Rachel and Georgina Byron, Terry Snow and and Stasia Dabrowski - the Soup Kitchen Lady, clients of the Sydney Community Foundation

## Georgina Byron AM Chief Executive Officer



“A shout-out to the for-purpose sector for stepping up with creativity and collaborations, showing compassion and kindness amongst the depths of disaster in 2020. Let these bright lights continue as we focus on recovery.”

2020 was a year of uncharted territory and I am full of gratitude for how the for-purpose sector responded to the community in ways never expected. I hope you enjoy reading some of the stories of extraordinary people and organisations who shone in this year of adversity. I'd like to thank our community partners for their agility and imagination to tackle issues from new angles.

During the intensity of the pandemic, we worked closely with partners and dug deeper to provide extra grants in Canberra and key regions, along with additional larger grants to some national partners who were emergency responders (Good360) or providing support to those more deeply affected such as women's work (Global Sisters). Critical to our response were the strong collaborations with community foundations Hands Across Canberra and Sydney Community Foundation, both of whom led fast and effective responses with us.

Significantly, we completed our strategic review in 2020 and captured the spirit of the Foundation from founder Terry, Ginette and other family members, creating an important legacy for future generations. We now have a revitalised strategy that binds our purpose and values to who and what we are passionate about. It tells the story of how we work including our commitment to advocacy, collaboration and community leadership. All of our partnerships fall into the four pillars – Our Place, Our Country, Our Sector and Our Family.

**Our Place** is about embracing our roots in Canberra and caring for the places where the family live and work. A highlight in Canberra was the turning of the sod for the Clare Holland House expansion, soon more people can receive quality end-of-life care. We are also pleased to have collaborated with community leaders to combat Youth Homelessness, a red flag identified in our Vital Signs research (page 9). In Sydney, we attended the long-awaited opening of HammondCare in Darlinghurst, a beautiful home for elderly people who are homeless.

**Our Country** focuses on key social justice issues, social entrepreneurship and raising awareness of social issues. Despite the pandemic, our partners were able

to progress the prevention of crusted scabies and rheumatic heart disease in Aboriginal and Torres Strait Islander communities prior to lockdown. Equality Australia recorded some wins advancing LGBTIQ+ rights and ACOSS's Raise the Rate for Good campaign for economic justice remains an ongoing concern. We are also thrilled to support some new social entrepreneurs, including Shanna Whan of Sober in the Country, driving the campaign 'it's ok to say no' to a drink.

Within **Our Sector**, we give great thanks to Philanthropy Australia for their clear and vocal leadership and The Funding Network who excelled at online giving. It was rewarding to partner with Social Impact Hub and provide a very successful online leadership program that enabled many community leaders across Australia to build skills and focus on innovation.

This year, our support increased within **Our Family** and we are delighted to have made a significant commitment to a new tick-borne disease clinical research program. Our family has personally experienced how debilitating this disease can be (see page 29).

I am very grateful to my team who are successfully managing the extra workload brought on by circumstances of COVID-19 and our evolving strategy. We welcomed Alex to our Sydney office and more recently Lucy. In Canberra, we farewelled Leena and the team of Carolyn, Lorraine and Joanne continue to work with the community organisations and individuals.

I would like to thank the Board and my family Terry, Ginette, Stephen Byron, Scarlett, Stephen Gaffey, Tom, Craig, Louise and Andrew who have been instrumental in their support to develop the Foundation for the long term as well as reacting to the current situation and provide guidance during this tough year. Thank you to all the people we work and collaborate with; for-purpose organisations, philanthropists, businesses and government. We all need each other to make the in-roads necessary for a more caring and inclusive community where everyone can thrive.

# About Us



## Our Purpose

We create opportunities and strengthen resilience for a more caring and inclusive community where everyone can thrive.

## Our Approach

We look for innovative and community-led initiatives that empower communities to drive solutions to the problems they're facing.

We are a catalyst for meaningful change, backing inspiring people and organisations and taking considered risks that help bold ideas become reality.

We address gaps and tackle some of the underlying causes that lead to inequality by raising awareness, meeting basic needs and contributing to systemic change.

We foster collaboration and build long-term, trusting and transparent relationships where we listen, learn and enable.

We provide tailored support, offering funding, our voice, advocacy, skills and connections to assist where needed.

## Our Values

**Humility** – we recognise the expertise of our partners and help them achieve great things

**Social justice** – we uphold principles of equity, inclusiveness and fairness

**Commitment** – we are here for the long term and understand social change takes time

**Collaboration** – we are engaged with our partners and our community and work together supportively

**Empathy** – we strive to understand and share the feelings of others

**Transparency** – we share our learnings and promote shared intelligence

## Our Pillars



**Our Place** - The Canberra region is our main place, supporting a variety of local organisations across a range of causes to help address the need, build capacity and connection. In other key regions (NSW South Coast and Sydney) we work with major partners connected to local issues and organisations.



**Our Country** - Progresses key social justice issues requiring systemic change at a national level, raising awareness of social issues and supporting social entrepreneurs to achieve long-lasting positive change.



**Our Sector** - Focuses on increasing the capacity and skills of for-purpose organisations and fostering more effective philanthropy.



**Our Family** - Engages and honours the interests and passions of the family.

## Our Focus

**Education and Employment** – employment, life skills, scholarships, awareness of social issues

**Economic Justice and Safety** – homelessness, domestic violence

**Health** – Indigenous health, end-of-life care, addiction, disability, youth mental health prevention

**Philanthropy and For-Purpose Sector** – capacity building and effectiveness

## Grant Funding 2019/20



## Number of Grants 2019/20



## Geographic Distribution of Grants



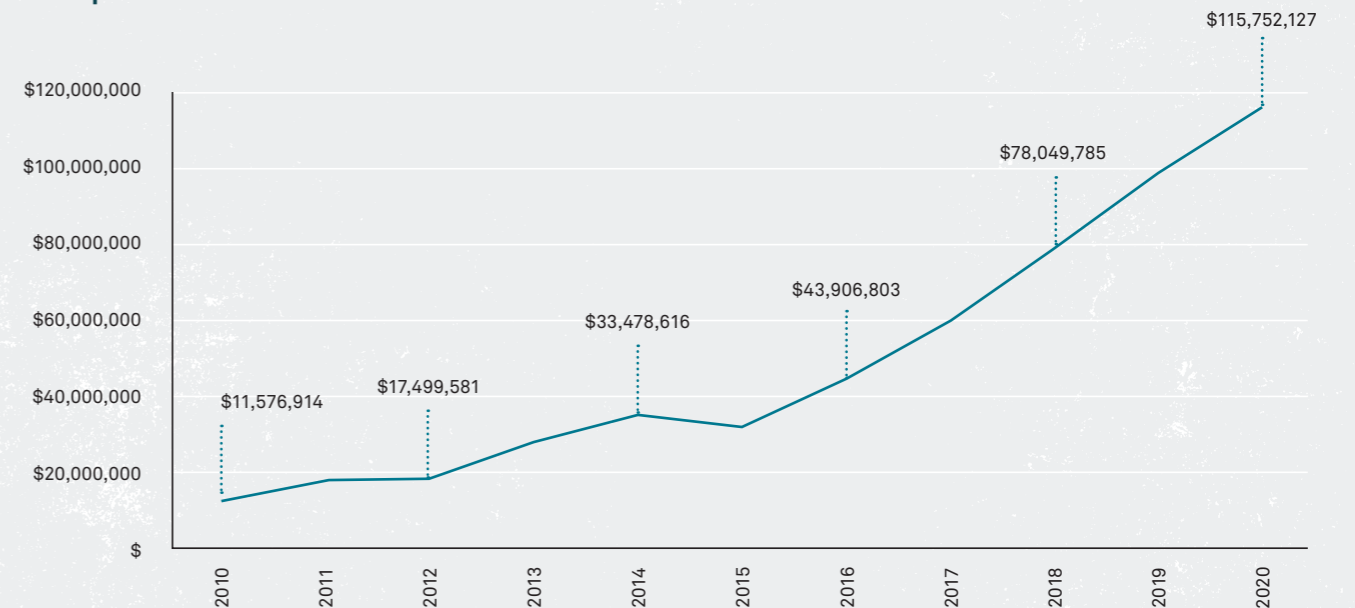
**Our Place** 68 grants which is 44% of the dollars given (57 Canberra, 11 Key Regions)

**Our Country** 19 grants which is 38% of the dollars given

**Our Sector** 7 grants which is 6% of the dollars given

**Our Family** 12 grants which is 12% of the dollars given

## Corpus Growth



# Extraordinary Efforts: In response to 2020

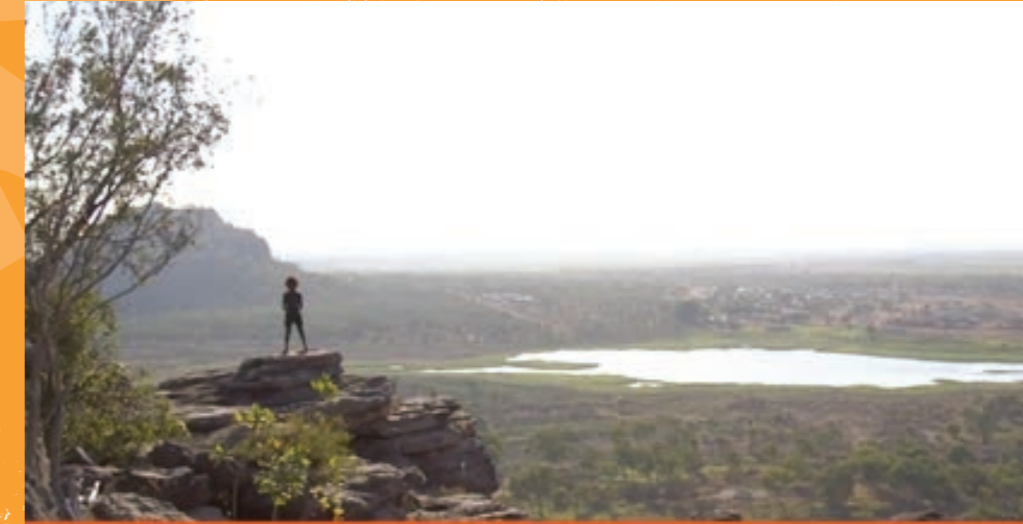
A year like no other. When the bushfires ravaged the country in early 2020, we worked closely with Good360 to support the communities most affected. Then COVID-19 struck and we responded rapidly to the partners we are deeply committed to, including many in the Canberra community and in our key regions and nationally.

The Snow Foundation team: top row L to R: Lorraine Johnson, Jo Fernance, Alex Lagelee Kean, bottom row L to R: Georgina Byron, Carolyn Ludovici



COVID-19 health message video, Gunbalanya in West Arnhem Land

Workout Wednesdays at HOME in Queanbeyan. The residents request songs and do an exercise or dance routine or sing along



COVID-19 = CORONAVIRUS



## A Call to Action - Australian Philanthropy's Response to the COVID-19 Crisis

Australia's diverse not-for-profit sector has been hit hard by the COVID-19 crisis, and the rapidly evolving situation is having major impacts on their work in the community.

As leaders in Australia's philanthropic sector, we are determined to step up and act with urgency and purpose, to stand alongside our grantees and partners, and the people and communities dealing with the deep and enduring challenges of COVID-19. The following principles are offered as a guide for grantmakers and supporters of the not-for-profit sector and equip us to respond to this unparalleled challenge so that the organisations we fund can continue their important work in our communities during and after the crisis.

We invite all members of Australia's philanthropic sector to adapt these principles to their own context and join us in their implementation by signing on to this joint statement.

### Australian Philanthropy's Pledge

- Proactively consult and listen**  
Understanding the impact COVID-19 is having on grantee and partner operations, the ability to deliver services and the increased needs to which they are responding.
- Reduce or remove restrictions on current grants**  
Converting project-specific grants to untied funding where possible.
- Make new grants as unrestricted as possible**  
Providing additional funding that can be used more flexibly.
- Adopt more flexible reporting arrangements**  
Adopting more flexible reporting requirements including adjusted reporting timetables and conditions.
- Communicate effectively and proactively**  
Being open and transparent and providing clear and timely information.
- Maintain or increase grant funding**  
Fulfilling existing grant commitments and increasing the funding available for new grants where possible.
- Offer funding loans and impact investments**  
Using assets to assist cash flow and preserve operations where possible.
- Offer support in addition to funding**  
Sharing skills, expertise and/or technology to assist with modifying business models in response to the changing environment.
- Provide support to emergency and other relief efforts**  
Working to promptly respond to initiatives seeking to address areas of immediate need.
- Amplify community voices**  
Supporting efforts to inform and influence public policy in the wake of the pandemic's impact on communities.
- Learn from this crisis**  
Using the lessons from this crisis as an opportunity to change and evolve our practices to support social change in Australia.

### Signatories

- |  |  |  |
|--|--|--|
| Atlassian Foundation                         | Equity Trustees                              | Rendero Trust                            |
| Australian Communities Foundation            | Fay Fuller Foundation                        | Sky Foundation                           |
| Australian Environmental Grantmakers Network | Genevieve Timmons                            | Spinnaker Health Research Foundation     |
| Australian Philanthropic Services            | Give Where You Live Foundation               | Telstra Foundation                       |
| Barr Family Foundation                       | Hands On Health Australia                    | The Donkey Wheel Foundation              |
| Be Kind Sydney                               | Impact Generation Partners                   | The Good Business Foundation             |
| Berg Family Foundation                       | Impact Strategist                            | The Myer Foundation and Sidney Myer Fund |
| Besen Family Foundation                      | Ingham Institute of Applied Medical Research | The Nelson Meers Foundation              |
| Betty Amsden Foundation                      | James N Kirby Foundation                     | The Paul Ramsay Foundation               |
| Beverly Jackson Foundation                   | June Canavan Foundation                      | The Ross Trust                           |
| CAGES Foundation                             | K&S Langley Fund                             | The Snow Foundation                      |
| Collier Charitable Fund                      | Lord Mayor's Charitable Foundation           | Trawalla Foundation                      |
| Community Broadcasting Association of Aust.  | Macquarie Group Foundation                   | Vasudhara Foundation                     |
| Cooper Investors Staff Fund                  | McLean Foundation                            | W&A Johnson Family Foundation            |
| Craig Winkler                                | McLeod Family Foundation                     | Wendy & Rod Brooks                       |
| Dusseldorp Forum                             | Minderoo Foundation                          | Wyatt Trust                              |
| Ecstra Foundation                            | Mutual Trust                                 | YajilarraTrust                           |
| English Family Foundation                    | PAYCE Foundation                             |  |
|  | Perpetual Ltd                                |  |

We assured partners of the flexibility with existing grants and heard their immediate needs and upcoming challenges. In response, our funding increased to some existing partners and a few new ones with 39 additional grants totalling over \$740,000. Together with leaders from the Philanthropic sector we also signed the Philanthropy Australia public pledge to adopt key principles to support partners through COVID-19.

**"Their business burnt to the ground and most of their belongings were lost. All hope was lost in getting back on their feet until Helen from Good360 took up their cases and committed to getting them all the help they needed."**

Milan Hilda Care Incorporated

## Disaster Relief

PARTNERS	39
FUNDING	\$740k
OUR PLACE	\$460k
OUR COUNTRY	\$260k
OUR SECTOR	\$20k

## Our Place

### Canberra

In partnership with Hands Across Canberra and the John James Foundation, we launched a grant round in April to help organisations respond to COVID-19. Over 100 applications were received, assessed and awarded within two weeks. The collaboration provided \$570k in grant funds to 63 projects that helped support transitioning services online, acquiring technology and mobile outreach services, relief services, housing support, virtual youth engagement, training and care packages.

**"All of our members and clients are extremely vulnerable and at high risk of COVID-19. We were running very low on PPE, especially masks, and Good360 came to the rescue with masks and sanitiser! This made us able to continue to deliver lifesaving food security services and essential social supports."**

COA Sydney Incorporated

### Key Regions

With our key partners on the South Coast, Foundation of Regional and Rural Renewal, our funding increased to grow start-up grants for three communities - see page 13. In Sydney, we collaborated with Be Kind Sydney and Sydney Women's Fund to provide immediate support to charities supporting women and families with services such as food pick-up, immediate help for those in unsafe relationships, support to young mums and connection to online learning - see page 12.

Additional funding also assisted others including Absec, Quest, Hope House, NSW Rape and Domestic Violence and Muddy Puddles, which enabled them to adapt to online and extend their reach.

## Our Country

As soon as COVID-19 hit, we engaged with our partners working with Aboriginal and Torres Strait Islander remote communities, recognising the high-risk of COVID-19. We supported Take Heart, who are known and trusted in the community, to produce a series of videos with important health messages on COVID-19 and rheumatic heart disease in English, Murrinh-patha, Ndjébbana and Kunwinjku. These films were shared extensively in person, at schools, in clinics and on social channels.

We increased support to some national partners where their initiatives were critical to the situation:

**Global Sisters** – initiating an online marketplace to support women-led businesses - see page 23.

**Good360** – giving vital new goods to those impacted severely by the bushfires and COVID - see page 25.

**Social Impact Hub** – upskilling for-purpose leaders in this challenging environment to innovate and involve the user in design thinking - see page 27.

# Our Place Canberra and Key Regions

The Canberra region is our main place. We are part of the fabric of the community and we want to see all aspects thrive. We foster long-term partnerships across a range of social causes; with a deeper focus on youth homelessness and domestic violence.

Our key regions include the NSW South Coast and Sydney where we work closely with partners connected to local issues and organisations.

## FOCUS AREAS CANBERRA

**Education and Employment**  
*scholarships, employment, life-skills*

**\$518K**

CANBERRA

**\$1.4M**

**Economic Justice and Safety**  
*homelessness, domestic violence*

**\$524K**

KEY REGIONS

**\$1.3M**

**Health**  
*end-of-life care, disability*

**\$323K**

## KEY REGIONS

All Focus Areas

**\$1.3M**

Georgina Byron and Senator Zed Seselja at the Clare Holland House sod-turning ceremony



## Clare Holland House

*End-of-Life Care*

The expansion of Clare Holland House is underway! In August, a sod-turning and unveiling ceremony was held at Clare Holland House to mark the commencement of the project which is planned for completion mid-2021.

The expansion will allow for a 30% increase in the hospice's capacity, enabling an additional 250 palliative care patients to be supported each year. It will also support the continued growth of outpatient and outreach palliative care treatment in the region. Significantly it includes eight additional ensuite bedrooms with private courtyards, beautiful views and new patient and clinical support areas, with a family lounge room and two multi-purpose spaces.

Many people in the region have a strong emotional connection to Clare Holland House, so it is vital that the community is welcomed to take part in this new journey. A community fundraiser will operate through Hands Across Canberra to provide the extra touches: the furniture, fittings and landscaping, creating a very special home for patients and their friends and family.

The Snow Foundation enjoys being a significant funder and a member within the Steering Committee and Project Control teams and we look forward to the completion in 2021.

**2 YEARS  
TO 2021  
\$2M  
CORE FUNDING**

Diane Kargas Bray AM, Barb Reid, Dr Suharsha Kanathigoda, Scarlett Gaffey and Senator Zed Seselja



Hackathon participants

## Youth Homelessness

Following Canberra's Vital Signs research in 2018, which revealed the needs, trends and issues of the Canberra Community, we took a deeper dive into supporting Youth Homelessness. The Snow Foundation, Hands Across Canberra, Canberra Innovation Network and The Mill House Ventures developed a pragmatic design to encourage greater collaboration and innovation within the youth homelessness sector. A Pathways Challenge delivered in hackathon-style encouraged members of the community to work together to generate ideas with the opportunity to receive funding from a \$200,000 grant round.

Four teams have been invited to move to the next stage to refine their ideas and apply for funding to kick-start their initiatives. We look forward to seeing these ideas develop through 2021.

"The hackathon is a great way to meet others interested in solving the problem and see how participants from different backgrounds and experiences generate a wide range of ideas and solutions."

Hackathon participant

**48 HOURS  
40 PARTICIPANTS  
11 TEAMS  
8 PITCHES**

**LOADS OF IDEAS AND  
CONNECTIONS CREATED  
\$200K GRANT POOL**

### Rentwell Housing

In May we celebrated the first anniversary of YWCA's charitable property management service, Rentwell. The program manages and leases privately-owned investment properties at a below 75% market rate, providing property owners in the ACT with an opportunity to change lives tangibly and powerfully. This innovative initiative has been hugely successful, in the first year 25 properties were secured, helping 49 people into affordable homes. Tenants include women and children experiencing domestic and family violence, older women, refugee families and people on moderate incomes priced out of the mainstream private rental market. We are thrilled that the ACT Government has decided to extend the land tax scheme that makes this possible. Rentwell is an excellent example of innovation and collaboration between a for-purpose organisation, corporate and philanthropic partners to create change.

"I've done it tough in the past. I've experienced domestic violence and lived in poverty, especially when I was a single parent. I'm fortunate enough now to be able to give back by engaging YWCA Canberra to manage my investment property through Rentwell."

Krishna Sadana, the first to sign her investment property to YWCA

3 YEARS  
TO 2022  
\$300K  
OPERATIONS

### Raw Potential New Pathways

Raw Potential is a highly regarded youth support service that provides an opportunity for at-risk youth to positively change their lives by connecting them with specialist services.

We have funded an outreach worker for 22 years and have recently extended this partnership for a further 5 years.

27 YEARS  
TO 2025  
\$739K  
SALARY

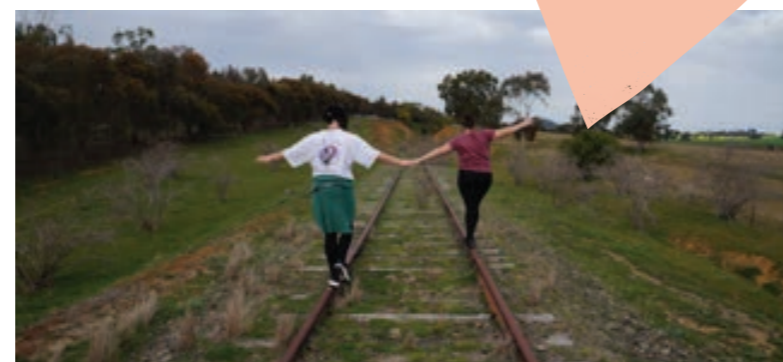
### The Farm Addiction

The Farm in Galong is a post-rehab facility for women leaving drug and alcohol rehabilitation services. Our funding has enabled the restoration and renovation of the building and the construction of four family pods. Welcoming their first client at the end of 2019, they have successfully assisted 16 women, and 3 children have been reunited with their mother. The Farm continues to grow and nurture, with the women working together to plant an orchard, vegetable gardens and welcoming a flock of chickens.

"The journey hasn't been easy but being at The Farm made it a lot more comfortable with their program - case management, and ongoing daily counselling. Being with other girls who have experienced the same sort of struggles as me made it a lot easier to heal and grow a stronger support network. With a clearer mind I can self-regulate and adopt new positive routines for a healthier lifestyle. I was able to gain new employment for my return home."

Testimony from a recent graduate

3 YEARS  
TO 2021  
\$256K  
RENOVATIONS



Clients at The Farm in Galong

Vegetable garden at The Farm in Galong



### Small Grants Highlights

Each year we offer a grant round responding to the needs of the Canberra region. Here are a few of the initiatives from this year's grant round.



The official unveiling of the PCYC van by Stephen Byron AM, Her Excellency Mrs Linda Hurley, His Excellency General the Honourable David Hurley AC DSC (Retd), Cheryl O'Donnell and ACT Minister for Health Rachel Stephen-Smith at Brindabella Business Park

### PCYC Van

Employment Pathways

Canberra PCYC and The Snow Foundation unveiled a new Youth Mobile Training Van, the 'Cruisin Café', which provides vocational training for vulnerable young people. It is linked to an employment service that works alongside Canberra PCYC to facilitate work experience and paid employment for young people, helping to break the welfare cycle.



Powerchair football participants

### Rotary Club of Aurora Gungahlin

Disability

Powerchair football is a modified version of soccer for electric wheelchair users, including persons with quadriplegia, multiple sclerosis, muscular dystrophy, cerebral palsy, hand trauma, stroke and spinal cord injuries. To help the team reach their full potential, The Snow Foundation contributed \$15k of the \$120k raised by Rotary Club of Aurora Gungahlin to purchase nine new Powerchairs from the United States.

"These new chairs are designed for competition with safety barriers, harnesses, headrests and faster speeds, and will see the team reach new heights."

Kelly Stirton, Capital Football's Game Development Manager

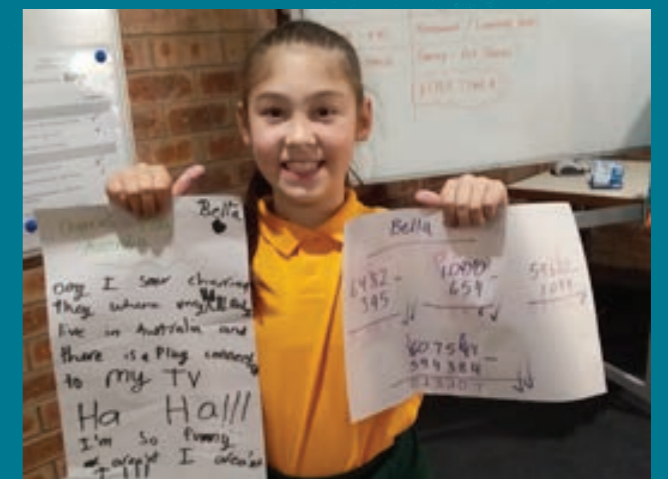


Zonta Club representatives

### Zonta

Domestic Violence

One hundred kitchen packs were given to domestic violence survivors by the Zonta Club of Canberra Breakfast, assisted by a \$6k grant from The Snow Foundation. Zonta delivers kitchen packs to female domestic violence survivors and their families when they leave refuges and move to ACT public housing. The women are often in refuges for up to 18 months before moving into housing.



Student participant at Barnardos Queanbeyan gatherings

### Barnardos

Indigenous Education

Queanbeyan Gatherings provides an Aboriginal after-school care program with a focus on education, cultural learning, health and wellbeing. The program predominantly supports vulnerable Aboriginal children aged 5-12 from four Queanbeyan primary schools. Staff provide a safe, nurturing environment and work with families to ensure children are happy and supported to reach their full potential.

# Our Place Key Regions

Our key regions include the NSW South Coast and Sydney. We work closely with major partners connected to local issues and organisations, along with supporting a few others that are significantly advancing the social issues we care about.

On the NSW South Coast, we partner with the Foundation for Rural and Regional Renewal, and in Sydney with the Sydney Community Foundation and Sydney Women's Fund.

## SYDNEY

### Sydney Women's Fund *Women and Families*

Sydney Women's Fund is a significant partner for The Snow Foundation, leading the support we give to the Sydney area. The Fund advocates for gender equity, women's empowerment and no discrimination. It also raises funds and co-designs projects providing opportunities for women and families in areas of acute need.

As COVID took hold, in collaboration with other philanthropists The Snow Foundation responded quickly and supported the Be Kind Sydney \$1 million emergency appeal. In the early stages of lock down, the demand for food skyrocketed and at one south-western Sydney relief centre they were distributing over 1000 kilograms of donated food to families every week.

For the annual Saluting Sydney Women's event, Georgina Byron and Nicky Verco hosted one of many events held at home. Instead of honouring one remarkable woman, we saluted all the strong women working in women's health services, emergency shelters and food banks during this tough time. Generous women attended, adding their voice and funds to domestic violence services.

The Snow Foundation offered a matched funding opportunity where all monies raised were given to four services assisting women in Sydney who have experienced domestic violence - Strong Mothers, Orana Women's Health, Women's and Girl's Emergency Centre and Bonnie Support Services.

Other programs we supported during 2020 included Liverpool Neighbourhood Connections Employment Scholarships for women run by community champion Pat Hall, White Lion RISE in Claymore that offers an alternative learning opportunity when students are expelled from school and Save the Children Junior Rise.

In 2021 Sydney Women's Fund is excited to be launching a unique new community education campaign, Women's Work, to assist women to avoid financial vulnerability.

**9 YEARS  
TO 2021  
\$762K  
CORE +  
LOCAL GRANTS**

Guests at the at the Saluting Sydney Women 'lunch at home' for Sydney Women's Fund to support four services assisting women in Sydney who have experienced domestic violence



# Our Place Key Regions



Beautifully appointed apartment-style accommodation

## SYDNEY

### HammondCare Opening *Homelessness*

We attended the beautiful HammondCare Darlinghurst opening in March 2020, which helps fill a gap in existing services where they are needed most – inner Sydney. This beautiful home offers a safe haven for 42 residents who are homeless, or at risk of homelessness and with complex high care needs. With individual apartment - style accommodation for every resident, this unique home also provides the nursing and specialised attention they need.

We contributed to this special residence along with The City of Sydney and The Ian Potter Foundation and others, with kitchen and homewares supplied by Good360.

“There's no difference between the people who work here and the people who are staying here. It's brilliant. They really do care. It's not pretend, it's real.”

Gordon, resident



The courtyard for residents on display at the opening of HammondCare Darlinghurst



Independence Ulladulla celebrating announcement of FRRR grant

## NSW SOUTH COAST

### Foundation for Rural & Regional Renewal

*Sector Capacity*

We are delighted to have made progress with our five-year partnership with The Foundation for Rural & Regional Renewal (FRRR) which aims to boost the confidence, ability and skills of for-purpose organisations in Batemans Bay, Nowra and Ulladulla following unprecedented challenges in the Eurobodalla and Shoalhaven regions.

This year, FRRR appointed a local Program Coordinator and spent time listening to the needs of local organisations and encouraging funding applications. In August more than \$490,000 in start-up grants were awarded to 18 projects (six in each community Batemans Bay, Ulladulla and Nowra). The start-up grants are the first stage of a five-year plan to help strengthen organisations and ultimately enable them to thrive. It is a grassroots approach aimed at building and supporting the capacity of organisations in each community, recognising it will have a collective impact on everyone's wellbeing. The Investing in Rural Community Futures Program is currently being offered to Batemans Bay, Nowra, and Ulladulla through The Snow Foundation, and through the Vincent Fairfax Family Foundation it is also embedded in a further three NSW regional communities.

**5 YEARS  
TO 2024  
\$2.5M  
SECTOR  
CAPACITY**

**2020  
\$584K  
3 COMMUNITIES  
18 PROJECTS  
START-UP GRANTS**



NSW SOUTH COAST & REGIONAL

### Country Education Foundation and Royal Agricultural Society Foundation

Scholarships

The Snow Foundation has been supporting both the Country Education Foundation and Royal Agricultural Society Foundation for many years with funding for scholarships that assist rural and regional youth access further education. This year we increased our support to provide \$100k to each Foundation per year for the next five years. Scholarships are awarded to young people living in the regions of Yass, Snowy Monaro, Braidwood, Goulburn and surrounding areas, with extended support in the Shoalhaven region.

The Royal Agricultural Society Foundation focuses on individuals who demonstrate a passion for rural life and their desire to give back to rural and regional Australia with scholarships offered to students across a diverse range of pursuits such as veterinary science, agricultural mechanical technology and medicine. Our support to the Country Education Foundation provides scholarships to students of any background or ability to ensure they can access the resources they need to undertake any post-school education and training, such as university, traineeships or apprenticeships.

**5 YEARS**  
**\$1M**  
**NEW AGREEMENTS**

Callum Furner from Goulburn NSW, apprentice bricklayer



“Finances are always a struggle for young rural regional students taking on study and heading into the workforce, and even more so on an apprentice’s wage. Callum regularly needs to travel almost two and a half hours to Bathurst NSW, the closest TAFE offering bricklaying for block study, and he needs to purchase his own set of bricklaying tools, which don’t come cheap. But, he loves his apprenticeship and wouldn’t be doing anything else.”

Country Education Foundation

### Other Scholarships

We also provide scholarships to Queanbeyan High School for year 12 students leaving for further study, Companion House for migrants and Pinnacle Foundation for LGBTIQ+ students.

“I would like to thank the Snow family for their generous support in championing LGBTIQ+ students. Receiving this scholarship has genuinely changed my life and given me the opportunity to pursue my ambitions.”

Pinnacle Foundation Scholarship recipient

### \$185K FOR 50 SCHOLARSHIPS IN 2020



- 8 CANBERRA
- 15 SOUTHERN TABLELANDS
- 12 SNOWY-MONARO
- 4 SHOALHAVEN
- 11 SOUTH WEST SLOPES

### Small Grants Highlights

NSW SOUTH COAST & REGIONAL

### Ulladulla High School, Wellbeing Officer

Mental Health

The Student Wellbeing Officer, funded by The Snow Foundation, addresses the need to engage students and improve participation in learning through targeted research-based programs, in the school and in the local bushland and coastal environment.

“2020 has been particularly challenging with unprecedented bushfires, COVID-19 and the tragic accident outside the school, where a student was killed. There were 15 families who lost their homes and many students dislocated from their homes over the bushfire season. The financial strain on families and the tragic accident have led to increased cases of student anxiety, depression and general impact on student wellbeing. These circumstances have created ongoing heightened levels of attendance concerns, school avoidance and referrals through our wellbeing system to our Student Wellbeing Officer.”

Denise Lofts, Principal Ulladulla High School

Right: Ulladulla High School students with Ice Schaaps, Wellbeing Officer

### Community Life Batemans Bay, Hope House

Support Programs

Hope House supports the wellbeing and recovery of disadvantaged people to become independent contributors to society. As the facility entered lock-down, programs were put on hold. However, with government intervention, support from us and the devotion of volunteers to administrative and operational roles, Hope House continued to function as an essential service to the homeless within the communities of the South Coast.

During COVID-19 extra grants from The Snow Foundation and Future Generation (one of our fund managers, page 32) allowed Community Life to initiate planning for the renovation of a derelict gymnasium and a former storage unit providing two additional bedrooms.



### Muddy Puddles

Disability

Muddy Puddles provides therapy services, development programs and individual support to children and young people with a disability in the Eurobodalla region. Recent funding assisted purchasing assessment and diagnostic tools for their occupational and speech therapists, staff training to support speech and language development and social skills. Funding also assisted the employment of a Program Coordinator to develop and evaluate small group programs that are highly beneficial for the children that utilise their service. Muddy Puddles also participated in the Social Impact Hub – Reimagine Impact program (see page 27).

Muddy Puddles music therapy program



# Our Country

Through Our Country we support a few key social justice issues requiring systemic change, use our voice as advocates, help raise awareness of social causes and support inspirational social entrepreneurs and community innovators to achieve long-lasting positive change.

## FOCUS AREAS

**Education and Employment**  
awareness of social issues, employment, education

**\$709k**

**Economic Justice and Safety**  
homelessness, domestic violence, support programs

**\$286k**

**Health**  
Indigenous health, addiction, end-of-life care, disability, youth mental health prevention

**\$1.3M**

## OUR COUNTRY

**\$2.3M**

SOCIAL JUSTICE ISSUES

**\$1.2M**

AWARENESS OF SOCIAL ISSUES

**\$74k**

SOCIAL ENTREPRENEURS/COMMUNITY INNOVATORS

**\$1M**

## Social Justice Issues

### Indigenous Health

Since 2011, The Snow Foundation has been working in partnership with Aboriginal and Torres Strait Islander communities and other significant stakeholders and partners on rheumatic heart disease and crusted scabies to help bring an end to these preventable diseases that can lead to death.

RHD check up  
Photo credit: Take Heart



Community education session  
Photo credit: Take Heart

### Rheumatic Heart Disease (RHD)

Our focus continues to be on supporting community-led solutions and raising awareness of RHD. Australia has some of the highest rates of RHD in the world and rates are increasing. Yet RHD is preventable and has virtually been eliminated from non-Indigenous communities.

**6 YEARS TO 2021**  
**\$1.4M**  
ADVOCACY, AWARENESS, EDUCATION AND RESEARCH

### Community Action

Fortunately a number of communities took action in quarter one of 2020, prior to the lockdowns from COVID-19. Led by the community, our partners worked to respond to their RHD needs in remote areas of NT and QLD including Maningrida, Wadeye, Milingimbi, Mornington Island and Doomadgee. Within these communities, hundreds of children had their hearts screened and RHD cases were identified and treated. Community education sessions were held and training of health practitioners was provided. We thank our partners - leading doctors including Dr Bo Reményi and Dr Josh Francis, NT Cardiac, the Take Heart documentary and education team and RHD Australia.

The Wadeye community requested the Take Heart team to develop tailored RHD education and work with Maringarr man William Parmbuk. William, an RHD Champions4change, knows all about RHD from his eight year old grandson Jeremy who had to fly to Melbourne for his second open heart surgery.

“This was Jeremy’s first time on the big plane – an eye opener. Jeremy understood the situation. He was very brave. He had surgery in early December after being in hospital for a couple of months. After the experience I saw, I will continue working with my families in Wadeye and mums and dads and kids who have heart disease to help them out and get their heart checked out.”

Maringarr man William Parmbuk

RHD starts with a sore throat or skin sore, caused by Strep A bacteria and if untreated can lead to heart failure, disability or death. Treatment requires penicillin injections taken every month on time, every time for about 10+ years, and in severe cases emergency open heart-surgery is needed.



Patient receiving echo heart scan  
Photo Credit: Take Heart

### Awareness and Advocacy

We remain active in advocating to Government for further commitment to on the ground community-led action. During the 2020 state elections in QLD and NT, together with others, we raised the severity of this disease with all political parties and submitted requests. We will continue to advocate for further commitments and remain optimistic for the future.

Remarkably, late last year, the RHD Endgame Strategy was released: the blueprint to eliminate rheumatic heart disease in Australia by 2031, which was launched by The Hon. Greg Hunt, MP, Minister for Health, along with END RHD Co-Chairs, Ms Pat Turner and Professor Jonathan Carapetis. This blueprint was a huge task, and has the answers to eliminate RHD for the next generation and ensures those already living with this disease enjoy the longest and best quality of life possible. Congratulations to all involved.

Looking to next year, the Take Heart team will be releasing a documentary showcasing some of the action taken by communities, giving hope for others. We are funding this with other philanthropists and we welcome any others who wish to join us on this journey!

### Partnerships and Stakeholders

Thank you to the many individuals and organisations we work with: the communities of Maningrida, Gunbalanya, Doomadgee. Take Heart, Dr Bo Reményi, Paediatric Cardiologist, Dr Josh Francis, Infectious Disease Specialist, NT Cardiac, END RHD, National Aboriginal Community Controlled Health Organisation (NACCHO), RHD Telethon Kids, BUPA, RHD Australia, Vicki Wade, Cultural Advisor at RHD Australia, RHD Control Programs, Queensland Paediatric Cardiac Services, One Disease, Mala'la Health Service, Gidgee, Philanthropists - CAGES, Oranges and Sardines and Aspen Foundation.

### RHD Medical Research

We are committed to a long-term prevention plan and have a three-year commitment to fund the development of a Streptococcal A vaccine to prevent RHD with Professor Michael Good AO, a National Health and Medical Research Council Senior Principal Fellow at Griffith University.



Michelle Dowden, One Disease CEO

### Crusted Scabies - One Disease

The mission of One Disease is to eliminate crusted scabies, as a public health concern from Australia by 2022. Crusted scabies mainly affects Aboriginal and Torres Strait Islander people living in remote communities.

This extremely infectious and debilitating but preventable disease develops from untreated scabies in people whose immune system is not working properly due to other chronic illnesses. In remote communities of the Northern Territory, scabies is endemic, with reports of up to 50% of children and 25% of adults affected. Scabies and crusted scabies arise from poverty and overcrowding; both are preventable diseases.

In 2020, One Disease's focus was on curbing the scabies rate through the creation of Scabies Free Zones within remote communities. Creating scabies-free households primarily involves scabies treatment for the entire household whenever it is detected. Community-based workers joined the team to inform their own community about the identification of common skin conditions, treatments and ways to keep households free of scabies. To increase the reach of its messages about identifying and treating scabies and scabies-free households, One Disease launched an intensive public media campaign.

The Snow Foundation has supported One Disease from the beginning and will see it through to elimination with \$2.25m committed over 11 years. Pleasingly, this year the Federal Government provided an additional \$1.5m to match more of our funding, they had already given \$4.8m.

**11 YEARS TO 2022**  
**\$2.25M**  
**SCABIES ELIMINATION PROGRAM**

### Healthy Hygiene - Orange Sky

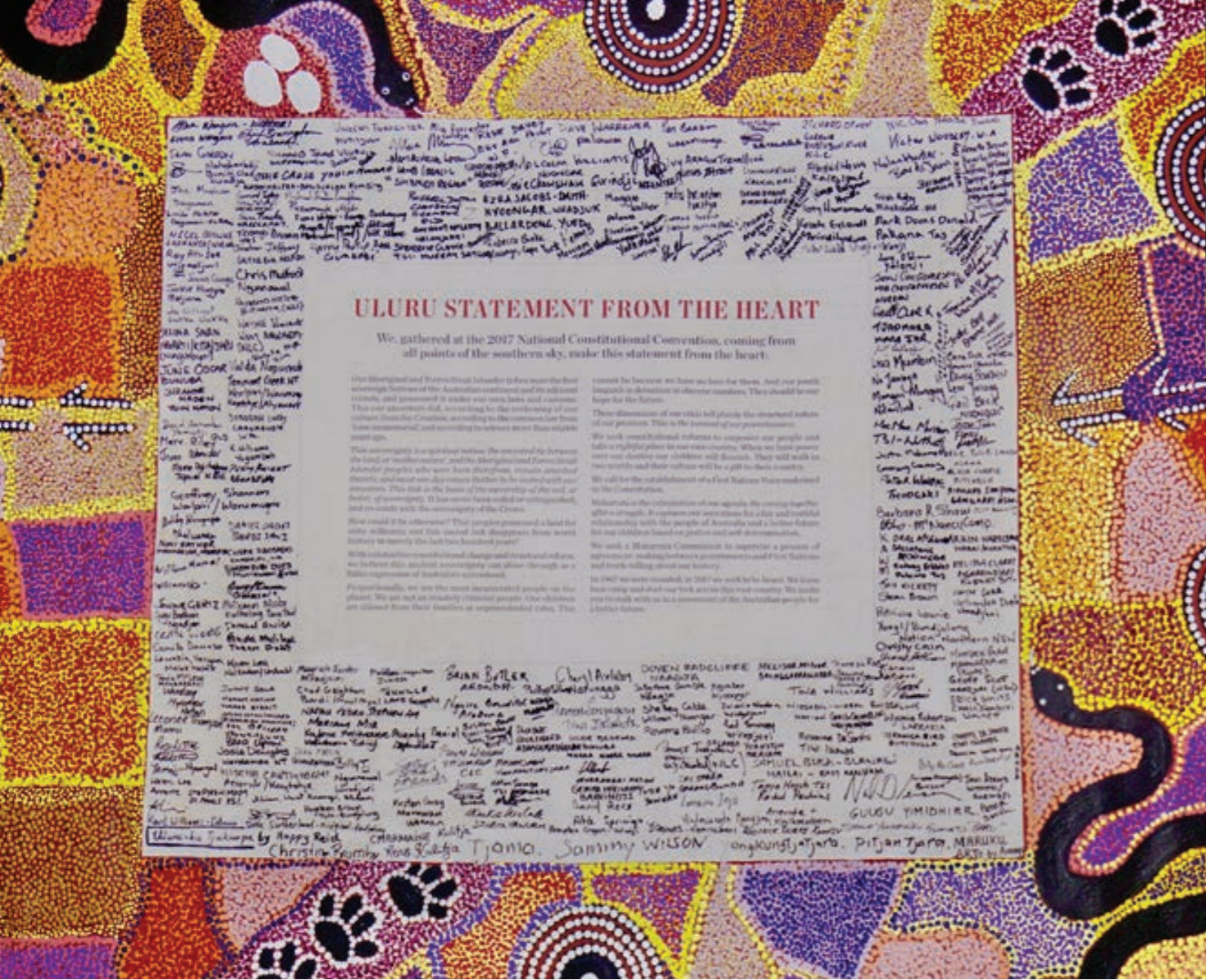
Orange Sky successfully launched last year in Maningrida offering free mobile laundry cleaning, conversations and connection around sore throats, skin sores and the early signs of rheumatic heart disease and crusted scabies.

"It's really good, especially when people don't have a washing machine, and we park close. It's good to keep the countrymen busy while they're washing and we keep an eye on things like sores and scabies, we encourage Mum and Dad to bring the kids to the clinic. It's good working together, Mala'la with Orange Sky. Looking forward to more help so we can see the future, more kids growing healthy and strong, for their life."

Local Health Worker, Mala'la Health Service



Maningrida support crew - Linton Nabegeyo and Sasha Pearce



### ULURU STATEMENT FROM THE HEART

We, gathered at the 2017 National Constitutional Convention, coming from all points of the southern sky, make this statement from the heart.

Our Aboriginal and Torres Strait Islander peoples were the first sovereign nations of the Australian continent and its adjacent islands and government is under our laws and customs. This our ancestors did, according to the tradition of our custom from the Creation, according to the common law from time immemorial, and according to justice more than rights from law.

This sovereignty is spiritual nation. We are united by the land of our ancestors, and the Aboriginal and Torres Strait Islander peoples who were born there, in their ancestral lands and who are the custodians of the land and its waters. This land is the basis of the sovereignty of the land, or better, spirituality. It has never been ceded or extinguished, and it stands with the sovereignty of the Crown.

How could it be otherwise? The people gathered here had the only willpower and the sacred law that binds us to our ancestors. This land is the basis of the sovereignty of the land, or better, spirituality. It has never been ceded or extinguished, and it stands with the sovereignty of the Crown.

With our hearts and minds, we believe this ancient sovereignty can shine through as a future expression of Australia's constitution.

Therefore, we are the most disadvantaged people on the planet. We are not an ordinary citizens people. Our children are ceded from their families as unincorporated lands. This cannot be because we have no law for them, but our people language is different to others' languages. There should be our laws for the future.

These dimensions of our life tell about the structural nature of our present. This is the history of our people.

We seek constitutional reform to empower our people and take a rightful place in our own country. When we have power we can defend our children and families. They will work in our country and their culture will be a gift to this country.

We call for the establishment of a First Nations Parliament in the Constitution.

Militarism is the continuation of war against the wrong people after the war. It continues our separation from a fair and peaceful relationship with the people of Australia and a better future for our children based on justice and self-determination.

We seek a Reconciliation Commission to support a process of agreement making between governments and First Nations and to help build a better future.

In 2007 we were promised, in 2007 we were left behind. We have been using and using our land since that time and country. We have not been with us as a commitment of the Australian people for a better future.

The Uluru Statement from the Heart, an invitation from First Nations to "walk with us for a better future"

## Indigenous Rights

### Uluru Statement from the Heart

We remain committed to working with and standing by the Indigenous people of Australia to achieve the aims articulated in the Uluru Statement from the Heart: A Voice to Parliament protected in the Australian Constitution is the first important step to ensure that Indigenous people have a say in the policies and projects that impact their lives.

The Snow Foundation has been active in Indigenous health, contributing to eliminate crusted scabies and improving diagnosis and treatment of rheumatic heart disease. Supporting the Uluru Statement is a natural extension of our involvement, as it provides the basis for Indigenous people to take ownership of the challenges they face and the solutions that will improve their lives.

We support a Voice to Parliament to be enshrined in the Constitution to ensure success and achieve the wider objectives of Constitutional recognition of First Nations in Australia. Support for the Voice is building, with more than 81% of Australians saying they support constitutional enshrinement (Reconciliation Barometer 2020). We hope that governments, businesses, organisations and individuals will support these reforms for a more inclusive and democratic Australia.



Equality Australia rally

## LGBTIQ+ Rights

### Equality Australia

Despite the progress on marriage equality, LGBTIQ+ people remain extremely vulnerable and disadvantaged members of society. Hence Equality Australia continues to work towards LGBTIQ+ people being treated equally. In 2020, they advocated for the needs of LGBTIQ+ people in the government's COVID response and campaigned against the Federal Religious Discrimination Bill which has been put on hold. They also advocated for gender choices on birth certificates that reflect trans and gender diverse people (Victoria has implemented this), for the rights of young trans people to access medical treatment without requiring consent of both parents (this has unfortunately been set back by a Family Court decision) and for a removal of the so-called 'gay panic' defence to murder (South Australia was the last state to remove this).

In 2021, the fight against the NSW Religion Bill (which elevates religious expression above other human rights) and the NSW Ignorance in Education Bill (which prohibits teachers from acknowledging and supporting trans and gender diverse people) will continue, as well as the campaign against so-called 'conversion therapy'.

**4 YEARS TO 2022**  
**\$1.6M CORE FUNDING**

Raise the Rate campaign in Wonthaggi



## Economic Justice

### Raise the Rate for Good

The Snow Foundation supports the 'Raise the Rate for Good' campaign and believes it is key to reducing poverty and inequality in Australia. The Australian Council of Social Service (ACOSS) has been advocating to raise the income support rate from \$40 a day, which before COVID-19 had not increased in real terms since 1994. When COVID-19 hit, the government was quick to respond with a temporary supplement of \$550 per fortnight, which has alleviated poverty for many overnight. Since then, the supplement has been cut back and is expected to cease in March 2021.

Raise The Rate For Good calls for a minimum increase of \$25 per day to enable people to cover basic needs - rent, fresh food and medicine.

"Since the Coronavirus Supplement, I feel I have some dignity again. I am extremely anxious about the future when the supplement stops."

Survey respondent receiving the Coronavirus Supplement

A Deloitte Access Economics study in 2019, funded by The Snow Foundation and others, found that eliminating the supplement is unfavourable for communities and the economy. It is estimated that it will reduce the economy by \$31.3 billion and cost 145,000 full-time equivalent jobs over the next two years. Those who have little tend to spend everything they receive, thereby putting it straight back into the economy.

We hope that the Federal Government's May 2021 Budget will recognise the benefits of raising the rate with a respectable increase for good.

Current philanthropic supporters: The Wyatt Trust (group lead), Australian Community Foundation Impact Fund, Fay Fuller Foundation, Give Where You Live, Lord Mayor's Charitable Foundation, Mannifera, Sidney Myer Fund, The Broadley Trust, The Ross Trust and others.

**3 YEARS TO 2021**  
**\$200K**

## Raising Awareness of Social Issues

### Documentaries

Documentaries are a powerful tool to raise awareness, engage audiences and achieve social change. We supported these documentaries that continued to be screened in 2020, some of which have catalysed national conversations and policy reform.

**The Final Quarter** – powerful film about Adam Goodes’ experience of racism in sport, seen by over one million people, and counting. Lesson plans and resources have reached 500,000 students.

**In My Blood It Runs** – tells the story from the eyes of a 10-year-old Arrernte Aboriginal boy growing up in Alice Springs. It highlights how young people get caught up in the criminal justice system and the importance of truth-telling of our history. Dujan (12) addressed the UN Human Rights Council in 2019 and in August 2020, the ACT committed to raise the age of criminality from 10 to 14 years. 50+ policy influencer screenings, 40+ international film festivals, 485,000 viewers on ABC broadcast and iview.

**The Hunting Ground** – deals with sexual assault incidences on university campuses and the failure to deal with them adequately. This 2015 film continues to be a catalyst for Australian universities to take action and prevent campus sexual violence. In 2020, TEQSA, the national tertiary education regulator produced a Good Practice Note: guidelines on sexual assault and harassment. The Australian Human Rights Commission produced its fourth report tracking responses against recommendations issued in the 2017 Change the Course report. An ‘End Rape on Campus Australia’ body has been established to support survivors, education and policy reform.

**Firestarter** - the story of Bangarra Dance Company over its 30 year history. Screened at Film Festivals around the country, won 2020 Australian Academy for Cinema and Television Arts (AACTA) award for Best Documentary and the Adelaide Film Festival Change and Audience Award. Opened in cinemas February 2021.

In 2020, we supported the production of two new documentaries still in development:

- **Incarceration Nation** – about the overrepresentation of Indigenous people in Australian prisons
- **Unbreakable** – about Jelena Dokic and the issue of abuse in sport

**5 YEARS TO 2021**  
**\$360K**  
TOTAL  
DOCUMENTARIES



End Rape on Campus #letherspeak Campaign



## Social Entrepreneurs

### Sober in the Country

Addiction

This grassroots charity was founded by Shanna Whan, whose own story of surviving end-stage alcohol addiction led her to raise awareness around alcohol misuse in rural, regional, and remote Australia. The organisation’s goal is to positively shift the traditional hard-drinking culture into a socially inclusive discussion where it’s “ok to say no” to a drink. They also support their online ‘Bush Tribe’ of over 400 members across Australia, offering encouragement, support and information about getting further help.

“I was a functioning business woman by day and a raging alcoholic by night. After a near-death experience, Sober in the Country is my way, as a garden-variety recovered alcoholic, to encourage and connect those who want help and change.”

Shanna Whan, CEO Sober in the Country

Sober In The Country: It's Ok To Say No Campaign



**3 YEARS TO 2022**  
**\$215K**

### Global Sisters

Women & Work

Global Sisters exists to enable women to make a living by running their own businesses. They offer education, training, mentoring, credit loans, marketing and the opportunity to sell their products or services online.

“Starting a business has had its ups and downs. It’s been a challenging journey, lonely at times and that’s where I’ve leant on my mentors. Global Sisters helped me to believe in myself.”

Lila Bate, bVitra

The pandemic has disproportionately affected women in what has been dubbed a ‘pink recession’, not just because they are losing jobs in industries such as hospitality, but they are also taking on additional care and home-schooling responsibilities. At the same time, economic recovery plans are favouring male-dominated industries, such as construction.

In addition to our regular partnership support, The Snow Foundation provided an additional \$100k COVID rapid response grant to enable Global Sisters to develop a new online marketplace to increase exposure, reach and sales for women-owned businesses. Women can create a free listing on the platform and access Global Sisters’ vibrant and supportive community and services, such as business education, expert business coaching, professional pro bono business services, microfinance and microinsurance.

**9 YEARS TO 2021**  
**\$1.17M**

**5 YEARS ON...**

**3,975 WOMEN SUPPORTED**  
**609 BUSINESSES SUPPORTED**  
**140 BUSINESSES ON GLOBAL SISTERS MARKETPLACE**

Global Sisters business owners





End-of-life support through the Violet Initiative

## The Violet Initiative

End-of-Life Care

The Violet Initiative, formerly known as LifeCircle, helps Australians to be better prepared for the difficult end-of-life stage. Supporting a friend or family member who is dying is a highly challenging, deeply vulnerable and pervasive experience. However, with acceptance, communication and planning, we can reduce the regrets caused by it.

Violet empowers caregivers to make decisions, communicate clearly and make the most of the time they have with their loved ones. It also works with partners in aged care, financial and insurance institutions to provide better support to people caring for someone in the last stage of life by training staff to have challenging conversations and providing a referral route for caregivers.

The Snow Foundation has supported Violet since 2010, really ramping up our support since 2018 as a seed funder to enable a new strategy and business model as a social enterprise.

**9 YEARS TO 2022**  
**\$1M**

**1129 PEOPLE SUPPORTED IN 2020**

## Bus Stop Films

Disability

Bus Stop Films offers people with a disability the opportunity to learn filmmaking skills through an accessible film studies program.

Funding from The Snow Foundation and The Funding Network enabled the roll-out of the program in Canberra, creating local employment opportunities for classroom staff, cast and crew working alongside industry professionals on the city's first inclusively-made film.

Following the success of the Canberra program, Bus Stop Films will establish similar programs in Brisbane, Melbourne and Adelaide over the next two years. Bus Stop Films also conduct Screen Industry Disability Awareness Training – due to COVID-19, this has moved online and now includes participants from NSW, QLD, ACT, VIC, SA and WA.

**4 YEARS TO 2021**  
**\$110K**

**90 STUDENTS IN 4 LOCATIONS – SYDNEY, PARRAMATTA, WOLLONGONG, CANBERRA**

**8 FILMS MADE – SCREENED AT VIVID AND SYDNEY FILM FESTIVAL 2021**

Ellen Maher, a Bus Stop Films student at the Bus Stop Films Showcase event



Umbo's online therapy

## Umbo

Disability

Umbo is a social enterprise that provides online speech and occupational therapy to children in rural and regional Australia. Some children are on waitlists for up to 12 months or have to travel far distances to see a therapist. Umbo is reducing the wait time to as little as a week, providing access to therapy in the family's home.

COVID-19 accelerated Umbo's development and expansion, with telehealth pushed into the mainstream and now even eligible for a Medicare rebate. Umbo was able to adapt quickly, increasing the number of therapists and providing training to other providers to assist with the pivot to online.

Umbo was selected to participate in the Social Impact Hub's Scaling Impact Accelerator, which assists social enterprises to become impact ready.

**\$50K**  
**SEED FUNDING**

## Uplifting Australia

Youth Mental Health Prevention

Uplifting Australia is all about improving children's emotional wellbeing and resilience. It provides practical tools for families to create stronger family connections, which are proven to increase children's ability to bounce back from challenges and adversity – be it friendship issues, bullying, grief or anxiety. Resilience is a critical skill in a world that is marked by uncertainty. Increasing resilience early on in life will help prevent mental health difficulties down the track.

In 2021, the FamilyConnect.com.au program will be adopted by Relationships Australia in their work with more than 200,000 families nationally every year, as well as being freely shared with other organisations. We are proud to have supported this initiative from its early beginnings in primary schools in 2016 to becoming a national program at scale.

## Good360

Economic Justice

2020 was an extraordinary year for Good360 who match brand new goods to Australians who need them. They responded to a level of demand never experienced before, partnering with retailers and businesses to manage and coordinate the nation-wide delivery of donated non-perishable items to people affected by the bushfire crisis and COVID-19.

During the COVID-19 pandemic, we gave critical funding to Good360, together with a number of nimble corporates and philanthropists, to employ 14 more staff. This enabled them to meet the surge in demand and provide free shipping to charities. During the pandemic 139,853 items were being delivered on average per week, and during March to October 2020, \$49 million worth of free essential goods were delivered for free to for-purpose organisations, schools and community groups – nappies, PPE equipment, toilet paper, hygiene items, home schooling kits, care kits and more.

"We had grins as big as bananas when the bus pulled up with clothes and shoes – now I have a pair of shoes, brand new and the right size!"

Coomealla Aboriginal Health Corporation

Good360 has been supported by the community, businesses and philanthropists, and we look forward to Government becoming a partner as well and recognising Good360 as a key emergency provider as are rescue charities. Good360 is providing social and environmental benefits and requires greater support.

**7 YEARS TO 2020**  
**\$1.17M**

**6.9M ITEMS MATCHED TO PEOPLE IN NEED**  
**40% INCREASE FROM 2019**

**\$63M GOODS RECEIVED FROM BUSINESSES**  
**56% INCREASE FROM 2019**

**1,241 CHARITIES/SCHOOL MEMBERS**  
**56% INCREASE FROM 2019**

Good360 supporting families during Covid-19



# Our Sector

Our Sector embodies our commitment to strengthening the philanthropic and for-purpose sectors. We are focused on fostering more effective philanthropy, expanding community giving and increasing the capacity and skills of for-purpose organisations. We take part in collaborative initiatives and fund key research that will benefit us all.

## Effective Philanthropy

### Philanthropy Australia

Core funding to support Philanthropy Australia's role as a convenor, advocate and policy reformer for the philanthropic and for-purpose sectors within its Champion Program. In response to COVID-19, Philanthropy Australia played a key role in advocating for policy reforms to support the sector through this crisis, and displayed bold leadership in encouraging philanthropy to adopt more flexible grant making practices to support grantees.

### Mannifera

Core and grant funding to develop a stronger democracy and more inclusive economy. Mannifera leverages the power of collective giving to support organisations that build public trust, transparency and fairness. Core and rapid response grants have supported ACOSS's Raise the Rate, Equality Australia, Australian Associated Press 2.0 and the Centre for Public Integrity, among others.



Refugee protest

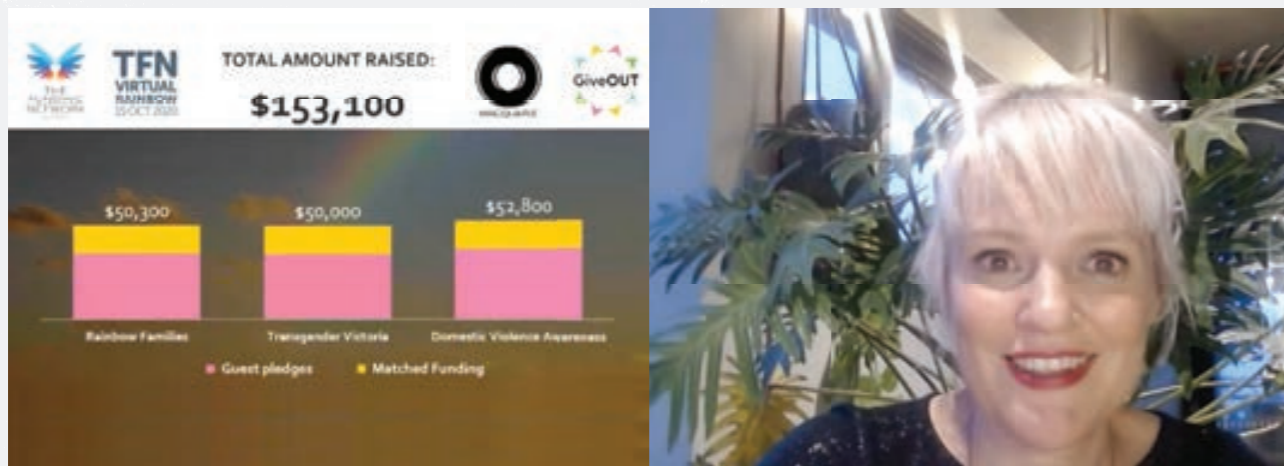
### Mannifera's collective giving pool

Reichstein Foundation with Australian Communities Foundation (co-leads), CAGES Foundation, The Caledonia Foundation, Annabel Dulhunty & Nick J. Fairfax, Fay Fuller Foundation, Karen Loblay AM, Oranges & Sardines Foundation, Ruffin Falkiner Foundation, Skrzynski Family Sky Foundation, The Snow Foundation, The WeirAnderson Foundation, Perpetual Centenary Foundation Trustees Endowment

## The Funding Network

Funding and advice to develop a new program fostering philanthropic values and experiences among children. We were also involved in the selection panel for The Funding Network Virtual Rainbow event - \$153,100 was raised for: Rainbow Families, Transgender Victoria and LGBT Domestic Violence Awareness Foundation.

The Funding Network Virtual Rainbow event with Jacinta Parsons, MC



## For-Purpose Capacity & Community Giving

### Community Foundations

We provide core funding to strengthen the places we care deeply about, in addition to grant funding for specific programs and projects.

#### Hands Across Canberra

To strengthen the Canberra community and embed a culture of giving (see pages 7 and 9).

#### Sydney Community Foundation

To support their role in connecting philanthropy with Sydney's communities in need (see page 12).

#### Foundation for Rural and Regional Renewal

To support their work in strengthening communities as part of the grant program we fund for the NSW South Coast (see page 13).

### Documentary Australia Foundation

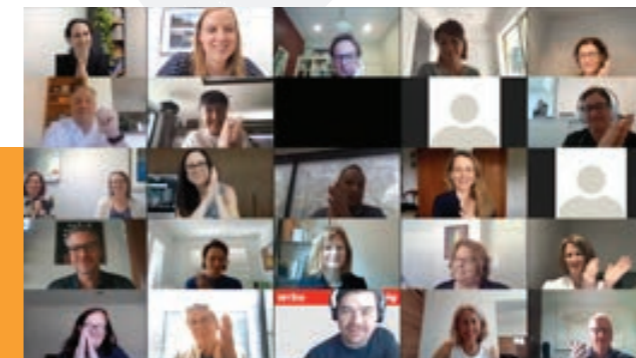
Core funding to Documentary Australia Foundation's mission to use powerful stories for positive social change.

### Griffith University

Funding to develop a national Social Enterprise Strategy, coordinated by the English Family Foundation and in collaboration with government and other stakeholders, to strengthen the social enterprise sector and maximise its potential in the COVID recovery.

### Palliative Care Research

A grant to Palliative Care Australia for KPMG to conduct research into Australia's palliative care system. The report, published in May 2020, identified that an investment of \$350 million into the system would lead to an annual saving of over \$450 million across the broader health care system.



Reimagine Impact online program session

**10 WEEKS**  
**39 PARTICIPANTS**  
**21 ORGANISATIONS**  
**5 GRANTEES**

### Social Impact Hub

Funding and advisory role for the Reimagine Impact online program enabled community leaders across Australia, including rural and regional areas, to build innovation skills for the challenging 2020 environment and beyond.

Global experts and mentors from ThinkPlace and KornFerry delivered the program. Five Snow Foundation grantees took part: Mental Illness Education ACT (MIEACT), Carers ACT, Muddy Puddles, Treading Lightly and The Funding Network.

Human-centred design thinking takes the users' perspective when defining a problem and designing a solution. It emphasises talking directly to the users and listening to their stories.

USING PRINCIPLES OF HUMAN-CENTRED DESIGN THINKING AND APPLYING TO A REAL-LIFE PROBLEM

"Being part of the REIMAGINE IMPACT program gave us the space to think big and the time to challenge our ideas. We were inspired and excited throughout our journey and that feeling spread out to our workforce and across to our board."

Carisse Flanagan, Business Development Manager at MIEACT

## Our Family

The Our Family pillar supports family-led and inspired giving, with a goal of engaging multiple generations, honouring individual passions and fostering philanthropic values. Here we share some of the grants supported by family members. We also devoted time in 2020 to capture the spirit of the foundation, taking video footage of founder Terry, wife Ginette and other family members.

### Code Read – Dyslexia Network

Code Read aims to raise awareness of dyslexia and for all people with dyslexia to be understood, acknowledged, empowered and to have equal access to opportunity. With multiple online resources, Code Read provides essential assistance to families and educators to support dyslexics achieve their potential.

In August 2020 the Read my Frustration multi-media awareness campaign launched, outlining the prevalence of dyslexia in Australia and the unnecessary pain and frustration caused by unrecognised dyslexia. The campaign featured on the Canberra Airport Billboard and other media outlets throughout the country.



“My son has dyslexia and I’ve seen first-hand the struggles he faces. I’ve also seen that with the right research-based support his reading and writing improves and so does his confidence. Code Read is an essential resource for people with dyslexia and their families. It provides information on evidence-based literacy instruction: the key to learning to read and write. All kids have the right to read!”

Scarlett Gaffey



Georgina Byron, Stephen Byron, Terry Snow, Scarlett Gaffey, Ginette Snow and Tom Snow

### Motor Neuron Disease (MND)

We are delighted to support Dr Angela Laird and Dr Marco Morsch and their teams at the Macquarie University Centre of Motor Neuron Disease Research, who are leading the quest to beat MND. Their research uses zebrafish to understand how MND occurs and to test potential therapeutics that may ultimately treat the disease. We are highly committed to this research and by 2021, our eleven year funding commitment will reach \$2M.

### The Human Rights Law Centre

The small team at the Human Rights Law Centre, with significant support from pro bono lawyers and barristers, work for a fair legal system through strategic litigation, advocacy and research. The Aboriginal and Torres Strait Islander People’s Rights Unit specifically focuses on ending mass imprisonment and deaths in custody, establishing a fair and compassionate youth legal system, stopping inhumane treatment in prison and establishing a fair social safety net.

“I’ve seen HRLC’s work from the inside when we partnered with them to change the law to make marriage equality a reality in Australia. They are unique in being able to campaign as well as deal with politicians, and they do this via long-term partnerships with affected communities.”

Tom Snow



Tick-Borne Research: Dr Bernard Hudson, Karyn Joyner, Georgina Byron, Ginette Snow, Dr Richard Schloeffel

### Tick-Borne Disease

A growing number of patients around Australia are suffering from the symptoms of a chronic debilitating illness of which the initial cause remains unknown. However, many associate these symptoms with a prior tick bite. Ticks are parasites that feed on animal and human blood and approximately 16 of the 70 species found in Australia feed on humans.

In Australia our knowledge about tick-borne or vector-borne disease is limited, and we are excited to support a significant clinical research program where patients are placed at the centre of the study. Led by expert clinicians, the study will focus on investigating a suitable diagnosis by consulting with patients to conduct a clinical consultation, capture patient history and collect a range of samples for testing. This information will be captured centrally, and the samples made available for other tick-borne disease research in the future, creating a significant research resource in the process.

“Support of research into the cause and symptoms associated with tick-borne disease is overdue and our family, through lived experience of this debilitating disease, are delighted to be funding this important program. We hope it will lead to improved education and awareness of tick-borne illnesses.”

Ginette Snow

### Women for Election

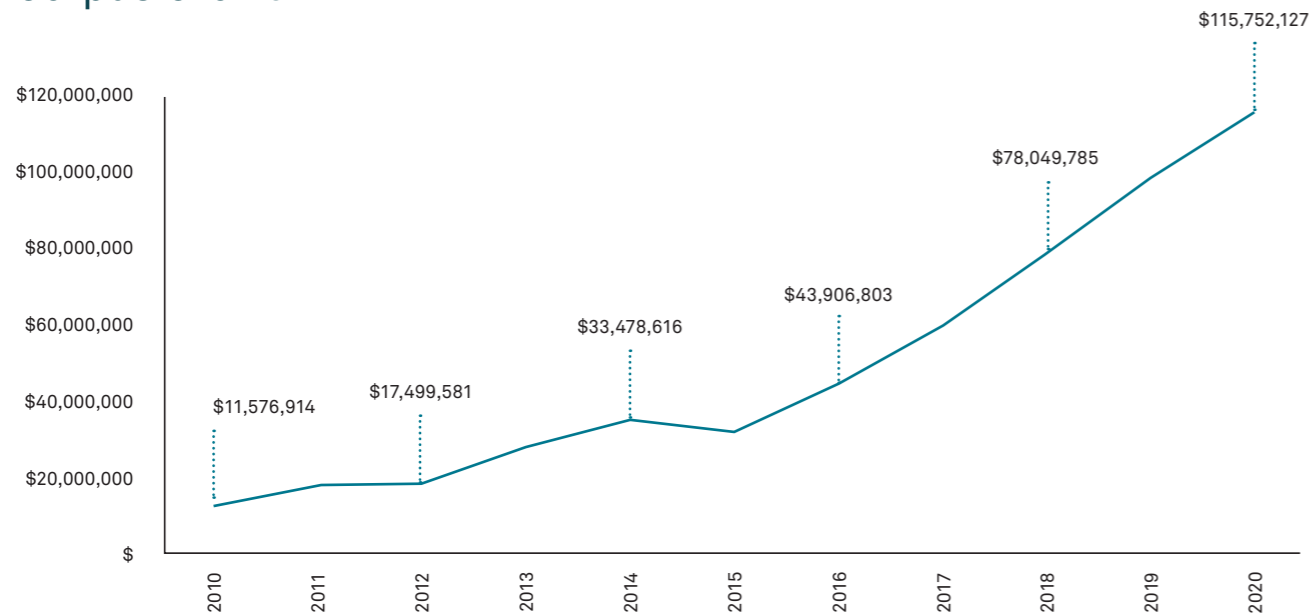
Women for Election empowers all women, especially those from culturally and linguistically diverse or economically disadvantaged backgrounds, to step up and take an active part in our democracy. Their vision is for strong, diverse and gender-balanced governments that are truly reflective of the people they service. Their mission is more urgent than ever, with Australia’s ranking in the World Economic Forum’s Gender Index for women’s political empowerment falling from 15th in 2006 to 49th in 2020. In addition, the COVID-19 pandemic has significantly affected women’s financial progress and the targeted time-frame to equality.



# Our Financials

The Foundation's corpus finished June 2020 at \$115 million with annual donations at \$6.2 million. This marks the highest amount achieved in the corpus and was very timely, enabling us to respond to the huge challenges faced this past year. Both the corpus and annual donations are forecast to continue to grow in 2021.

## Corpus Growth

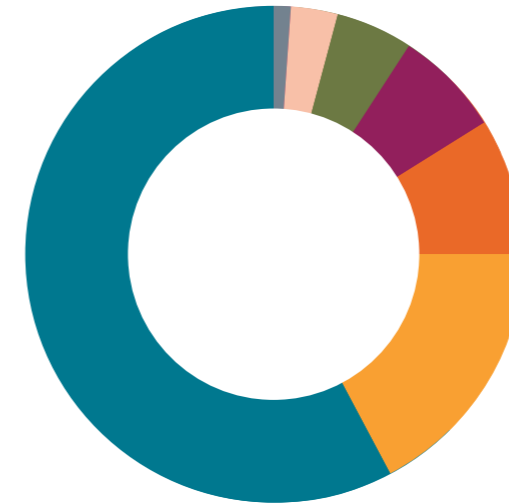


## Donations to Community



# Investment Strategy

Our 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 skewed towards Australian shares with fully franked yields offering additional return without risk. We invest responsibly in corporations which ideally seek to realise our mission, with preference given to members of ESG Research Australia and signatories to the United Nations PRI, and avoid those whose activities conflict.



## Asset Allocation – June 2020

- 58% Australian Equity Funds
- 7% Social Impact Investments
- 5% Cash and Term Deposits
- 9% Hybrids
- 3% Fixed Interest
- 17% Global Equity Funds
- 1% Other Investments

### Note

**Australian Equity Fund Managers** Maple-Brown Abbott, Warakirri Equities Trust, Warakirri Cash Trust, Australian Foundation Investment Company, BKI Investment Company, Russell Investments Australia Responsible Investments, Milton Corporation, Future Generation Investment Company, Third Link Growth Fund and Hyperion Australian Growth Companies Fund.

**Social Impact investments** SEFA Loan, Social Ventures Australia – Aspire SIB Notes, Social Ventures Australia – Resolve SBB notes, Social Ventures Australia – Diversified Investment Fund, Project Independence, Giant Leap Fund, AbilityMade, Compass SIB, Sticking Together SIB, Patamar II, Cochlear Ltd, CSL Limited, ResMed Inc, CSIRO Fund, Murray-Darling Balanced Water Fund, Xceptional BOLD, Loop+, Seer Data & Analytics, Melior Australian Impact Investment, Vanguard Laundry Services, Australian Unity Specialist Accommodation, Synergis Fund, Art Park Loan, Lady Torpedo Productions Loan, Universal Village International Loan, Centre for Participation Loan and GPS Rowing Club Loan.

**Global Equity Fund Managers** Hyperion Global Growth Companies Fund, Platinum International, Future Generation Global Fund

Georgina Byron with the AbilityMade team at the Investing For Good Conference



## Social Impact Investments

We are committed to driving social impact by giving to great organisations and by investing our corpus responsibly and growing our Social Impact Investment portfolio. We continue to aim for 10% invested in pure Social Impact Investments. Currently, the foundation has 25 Social Impact Investments committed to the amount of \$7.5M (\$6.3M drawn down at 30 June 2020).

Additionally, we selected the Fund Managers Third Link, Future Generation Investment Company (FGX) and Future Generation Global Fund (FGG) due to their charitable nature. If these Fund Managers were included within our impact investments, the percentage share of impact investments would increase to 30% in the Asset Allocation June 2020 graph.

Due to our large investment in Future Generation's FGG and FGX, The Snow Foundation was given the opportunity to nominate the charities to donate our earned investment income this year. We selected the following partners, totalling \$142,386 in donations; Pegasus Riding for the Disabled, Bus Stop Films, Uluru Statement from the Heart, RHD Australia, Uplifting Australia, The Farm, Roundabout, Absec, Community Life Batemans Bay - Hope House, Women's and Girls' Emergency Services and Whitelion Youth Agency.

### New Impact Investments Committed in 2019/20

**Australian Unity Disability Housing \$1M** - Provides people living with disabilities with accommodation that suits their needs.

**Melior \$500k** - Invests in AUS & NZ companies with core businesses creating net positive impact in alignment with the UN Sustainable Development Goals.

**Synergis Fund \$500k** - Provides people living with disabilities with accommodation that suits their needs.

**Seer Data Analytics \$50k** - A data platform designed for the community sector that allows people to find, blend and share data to solve problems to make better decisions, save money and improve lives.

**Vanguard Laundry Services \$25k** - A social enterprise commercial laundry service focused on creating jobs and career development for people who have experienced mental illness.

**Loop + \$235k** - A technology company developing solutions for the care management of pressure injuries in wheelchair users with the mission to increase their independence and quality of life.

**Xceptional BOLD \$100k** - Provides tech services for businesses creating employment opportunities for 1092 people with Autism Spectrum Disorder (ASD).

**Community Loans totalling \$35k** - Including Art Park, Lady Torpedo Productions, Universal Village International, Centre for Participation and GPS Rowing Club.

### Existing Impact Investments from 2015-2019

**AbilityMade \$350k** - Creates custom-made 3D printed ankle-foot orthoses for children.

**Patamar II \$750k, partially drawn** - An international fund improving the livelihoods of low-income communities, primarily investing in companies across agriculture, e-commerce, health care and finance.

**CSIRO \$500k, partially drawn** - Invests in technology and science ventures that have the potential to disrupt the status quo, generating large social and environmental impact for national benefit.

**CSL Limited \$200k** - A global specialty biotechnology company that researches, develops, manufactures, and markets products to treat and prevent human medical conditions.

**ResMed Inc \$100k** - A medical equipment company specialising in the treatment of sleep-related breathing disorders.

**Cochlear \$200k** - A medical device company that designs, manufactures, and supplies the Nucleus cochlear implant, the Hybrid electro-acoustic implant and the Baha bone conduction implant.

**Murray Darling Basin Balanced Water Fund \$1M** - Involved in environmental watering in wetlands of spiritual and cultural significance to First Nations People.

**SEFA Loan Fund \$300k** - Offers finance for affordable housing, Indigenous training and employment and refugee services.

**Project Independence \$100k undrawn** - Provides a social housing model for people with a disability to acquire homeownership from their pension.

**Social Ventures Australia Fund \$950k partially drawn** - Invests in impact organisations and housing projects, focusing on education, employment, housing, First Australians, disability and health.

**Giant Leap Fund \$250k partially drawn** - Invests in companies whose mission is to create a more sustainable society.

**Compass SIB \$300k** - Delivers a housing-first solution and additional support to young people exiting out of home care.

**Sticking Together \$150k** - A research-driven, youth employment solution pairing young job seekers with a coach to increase the chance of employment.

## Case Studies From Our Social Impact Investments

### AbilityMade

Eve Darcy has cerebral palsy making everyday activities like walking independently near impossible, until she discovered AbilityMade.

AbilityMade is a social enterprise that promotes accessibility and inclusivity through the creation of custom-made 3D printed orthoses. They have designed a compact, mobile scanner that utilises 20 cameras to create a digital leg scan in less than a second, eliminating the traditional long wait periods of plaster-casting. This world-first 3D scanning and printing process significantly cuts down the time it takes for an ankle-foot orthosis (AFO) to be produced. It will eventually enable children in rural and regional areas to be fitted locally with an orthosis, reducing travel of sometimes more than 700km.

“She was in day-care on Wednesday with her frame, she didn't go Thursday, and then on Friday, she walked in - on her own! It happened so fast. And since 2016, Eve has received 6 pairs of orthoses, and she can play like a normal child.”

Eve's parents, Joe Darcy and Hiam Sakakini



Sarah Hopkins, Chair of Just Reinvest NSW and Tyra Kelly, Data Analyst at Maranguka

### Seer Data and Analytics

Seer Data and Analytics is a tech start-up working with communities and policy makers to help people use data and machine learning for social good.

The Maranguka Initiative in Bourke NSW is a fine example of Seer's work.

“What other communities can learn from what's happening in Bourke is that data informs meaningful conversations that lead to better decision making.”

Sarah Hopkins from Just Reinvest NSW

The volume of data collected in Bourke tells many stories about the community's education, employment, housing, health, child safety and crime. The data paired with community feedback continues to inform the development of goals and strategies for Maranguka.



Koray Kilic, Head of Production AbilityMade, Aleisha Smith and Georgina Byron, The Snow Foundation and Johan du Plessis, Co-Founder, AbilityMade, with their prototype world-first instantaneous 3D scanner

# Grant Summary 2019/20

## Our Place – Canberra Region

	Who benefits	What funding is for	\$ (PA)	Years#
<b>Economic Justice and Safety</b>				
Argyle Community Housing *	Homeless	COVID Grant	\$15,000	1
Barnardos - Sport	Young people	Participation in sport	\$4,545	21
Beryl's Refuge *	Domestic abuse survivors	COVID Grant	\$15,000	3
Canberra Community Law *	People on low income	Legal and social work	\$30,000	7
Canberra High School Breakfast Club Program	Students	Breakfast club	\$1,636	9
Care Financial Services - Queanbeyan	People on low income	Low interest loans	\$20,000	3
Charles Conder Community Hub	Students and parents	Furniture and fixtures	\$5,000	1
Create Foundation *	Children in out-of-home care	Connection program for siblings in out-of-home care	\$25,000	4
Domestic Violence Crisis Service Inc *	Domestic abuse survivors	COVID Grant	\$10,000	1
Havelock Housing Association *	Homeless	COVID Grant	\$10,000	1
HOME in Queanbeyan *	People with a mental illness	Core funding	\$20,000	14
Karinya House Home for Mothers & Babies *	Single mothers	Case worker to support pregnant and parenting mothers	\$55,000	14
My Coaching My Future	Domestic abuse survivors	Support for women leaving violent relationships	\$8,000	3
OzHarvest	Community	Food program	\$10,000	5
Quest for Life *	Domestic abuse survivors	Trauma workshops	\$35,000	3
Raw Potential (formerly Youthcare) *	Disengaged youth	Youth worker	\$45,000	27
Roundabout Canberra *	Families	Essential items for families experiencing hardship	\$20,000	3
Salvation Army	Disadvantage	Dental program	\$15,000	20
Sleepbus - National Council of Women	Homeless	Bus for homeless women	\$15,000	1
St John's Care	At risk/disadvantaged	Food program	\$15,000	29
Stasia Dabrowski - Soup Kitchen	At risk/disadvantaged	Soup kitchen	\$10,190	14
Toora Women *	Domestic abuse survivors	COVID Grant	\$10,000	2
VOCAL ACT *	Community	Support for victims of crime	\$10,000	6
Yedding Mura (Good Pathways) Aboriginal Corporation *	Indigenous families	COVID Grant	\$10,000	1
YWCA Canberra - Rentwell *	People on low income	Affordable housing	\$110,000	3
<b>Total</b>			<b>\$524,372</b>	
<b>Education and Employment</b>				
A Gender Agenda *	LGBTIQ+	COVID grant	\$10,000	1
AIDS Action Council of the ACT *	LGBTIQ+	Building renovations	\$45,000	3
Australian Indigenous Mentoring Experience *	Indigenous students	Student mentoring	\$75,000	10
Barnardos Australia - Queanbeyan	Indigenous students	After school care	\$30,000	3
Beacon Foundation	Students	Employment skills	\$20,000	3
Capital Region Community Service *	Young people	Employment skills	\$30,000	10
CareerTrackers	Indigenous students	Private sector internship program	\$20,000	4
CC Cares at Canberra College	Young people	Employment skills program for young parents	\$50,000	3
Companion House	Refugees	Scholarships	\$10,000	8
Parentline ACT *	Community	Training for volunteer counsellors	\$5,000	3
PCYC Canberra *	Disengaged youth	Social enterprise - employment	\$75,000	3
Queanbeyan High School	Students	Scholarships for tertiary education	\$10,000	14
The Pinnacle Foundation	LGBTIQ+	Scholarships	\$15,000	6
The Smith Family	Families	Early literacy program	\$5,000	30
UnitingCare Kippax - Mower Shed	At risk/disadvantaged	Social enterprise - employment	\$20,000	3
UnitingCare Kippax - Newpin *	Disadvantaged parents	Parenting program	\$60,000	11
Woden Community Service Inc	Refugees	English classes	\$3,000	3
Women Get It Done	Disadvantaged women	Employment pathways for women	\$15,000	1
YWCA Computer Club - Richardson Primary School	Students	Program Co-ordinator	\$20,000	6
<b>Total</b>			<b>\$518,000</b>	

	Who benefits	What funding is for	\$ (PA)	Years#
<b>Health</b>				
Brite Notes	Aging/elderly	Music performances at aged care facilities	\$2,000	4
Cancer Council ACT - Wigs	People with cancer	Wig service for people with cancer	\$5,000	19
Clown Doctors *	Sick children in hospital	Relief for sick children in hospital	\$15,000	7
Kookaburra Kids *	Young people	Support for children with a parent suffering from mental health issues	\$25,000	3
Menslink	At risk male youth	Silence is Deadly - mental health awareness for young men	\$30,000	8
Mental Illness Education ACT - MIEACT *	Community	Mental health awareness	\$35,000	5
Music For Canberra	People with a disability	Group music activities	\$10,000	12
Perinatal Wellbeing Centre (formerly PANDSI) *	Families	COVID Grant	\$10,000	1
Project Independence	People with a disability	Core funding	\$36,510	5
Technical Aid to the Disabled ACT (TADACT) *	People with a disability	Equipment	\$25,000	7
The Farm In Galong *	Women with addictions	Facilities, renovations	\$100,200	3
Volunteering ACT - Connections Program	People with a mental illness	Mentoring and support	\$25,000	2
YMCA Canberra - RAID	People with a disability	Basketball program	\$4,545	19
<b>Total</b>			<b>\$323,255</b>	
<b>Sub Total Canberra</b>			<b>\$1,365,627</b>	

## Key Regions - Sydney, NSW South Coast, Rural and Regional

	Who benefits	What funding is for	\$ (PA)	Years#
<b>Sydney</b>				
HammondCare Foundation	Homeless	Construction of new home for homeless people with high care needs	\$250,000	3
Sydney Community Foundation / Sydney Women's Fund	Women/girls	Core funding and grants for women in Sydney	\$200,000	9
<b>Total</b>			<b>\$450,000</b>	
<b>NSW Rural and Regional (incl South Coast)</b>				
Absec - NSW Child, Family and Community Peak Aboriginal Corp *	Indigenous families	COVID Grant	\$20,000	2
Community Life at Batemans Bay *	Disadvantage men	Case worker to support men at risk	\$45,000	7
Country Education Foundation of Australia	Young people	Scholarships for rural and regional students	\$75,000	15
Eurobodalla Education & Therapy Services (Muddy Puddles) *	People with a disability	Core funding	\$39,750	5
Foundation for Rural & Regional Renewal (Shoalhaven) *	Community	Investing in Rural Communities Futures program - NSW South Coast	\$584,000	9
Jindelara Disability Service	People with a disability	Core funding	\$15,000	3
Rape & Domestic Violence Services Australia *	Domestic abuse survivors	Training courses for support workers	\$27,065	2
Royal Agricultural Society (NSW) Foundation	Young people	Scholarships	\$75,000	13
Ulladulla High School	Young people	Wellbeing Officer	\$30,000	6
<b>Total</b>			<b>\$910,81</b>	
<b>Sub Total Key Regions</b>			<b>\$1,360,815</b>	
<b>Total Our Place</b>			<b>\$2,726,442</b>	

#Number of years of support, includes future agreements

\* includes additional COVID support

## Our Country

	Who benefits	What funding is for	\$ (PA)	Years#
<b>Social Justice Issues</b>				
ACOSS (Raise the Rate)	At risk/disadvantaged	Advocacy to increase welfare payments	\$50,000	3
Equality Australia	LGBTIQ+	Advocacy for LGBTIQ+ rights	\$300,000	4
One Disease	Indigenous communities	Elimination of crusted scabies	\$500,000	11
Orange Sky Australia - NT	Indigenous communities	Seed funding for hygiene services, Maningrida, NT	\$125,000	3
Rheumatic Heart Disease - Early intervention and treatment	Indigenous communities	ECHO screening, diagnosis of RHD in communities	\$60,000	1
Rheumatic Heart Disease - Research	Indigenous communities	Research into Strep A vaccine	\$100,000	4
Rheumatic Heart Disease - Take Heart: advocacy, education*	Indigenous communities	Advocacy and community education resources	\$64,895	6
Uluru Statement from the Heart	Indigenous communities	Uluru Statement from the Heart reforms, engagement of First Nations	\$45,000	2
<b>Total</b>			<b>\$1,244,895</b>	
<b>Awareness of social issues</b>				
Better Renting *	Renters	Awareness and advocacy for renters rights	\$11,000	4
Documentary Australia - The Hunting Ground	Community	Documentary about sexual abuse on university campuses	\$38,000	3
Pride Cup	LGBTIQ+	Merchandise	\$25,000	2
<b>Total</b>			<b>\$74,000</b>	
<b>Social Entrepreneurs and Innovation</b>				
Bus Stop Films	People with a disability	Social inclusion, training and employment	\$33,333	4
Getaboutable *	People with a disability	Website for accessible travel	\$25,000	4
Global Sisters *	Marginalised women groups	Pathways to self-employment for women; website development	\$251,000	10
Good360 *	At risk/disadvantaged	Core funding to distribute new goods to community organisations	\$275,000	7
Sober in the Country	People with alcohol addictions	Core funding to provide peer support in rural and regional areas	\$65,000	3
UMBO	People with a disability	Seed funding for online therapy training and services	\$30,000	1
Uplifting Australia	Community	Mental health prevention program for families	\$50,000	5
Violet (LifeCircle)	Carers and Elderly	Core funding to improve end-of-life experiences	\$300,000	9
<b>Total</b>			<b>\$1,029,333</b>	
<b>Total Our Country</b>			<b>\$2,348,228</b>	

## Our Sector

	Who benefits	What funding is for	\$ (PA)	Years#
Documentary Australia Foundation	Community	Core funding	\$25,000	6
Hands Across Canberra	Canberra Community	Core funding	\$51,040	8
Mannifera	Community	Core funding and collective grant pool	\$75,000	1
Palliative Care Australia	Carers and Elderly	Research	\$72,500	2
Philanthropy Australia Champions	Community	Core funding	\$50,000	3
Social Impact Hub *	For-purpose organisations	Reimagine Impact - training for for-purpose leaders	\$45,000	4
The Funding Network	Community	Seed funding to engage young people in philanthropy and funding for Canberra organisations	\$54,800	4
<b>Total Our Sector</b>			<b>\$373,340</b>	

## Our Family

	Who benefits	What funding is for	\$ (PA)	Years#
Bronte Surf Lifesaving Club	Community	Towards new club house facilities	\$25,000	1
Human Rights Law Centre	Indigenous	Aboriginal and Torres Strait Islander rights unit	\$20,000	2
Igniting Change	Community	Core funding	\$30,000	1
La Trobe University - literacy	Community	Research into best-practice phonics teaching	\$25,000	1
Maggie Beer Foundation	Elderly	Cooking classes for aged care facility staff on the NSW South Coast	\$25,000	1
MND Medical Research	Motor Neuron Disease	Medical research	\$235,000	12
RPA Transplant Institute	Sick	Medical equipment	\$50,000	1
St Vincent's Curran Foundation	Sick	Assistance for children with heart and lung conditions	\$12,000	3
Tick-Borne Disease Project	Sick	Research at Royal North Shore Hospital	\$270,000	1
Top Blokes Foundation	Young men	Mentoring for young men	\$25,000	2
Women for Election	Women/girls	Core funding	\$10,000	1
Other	Disadvantaged	Donations	\$18,000	1
<b>Total Our Family</b>			<b>\$745,000</b>	

## Individuals

**Total Individuals 46** **\$94,021**

## Total Donations

**\$6,287,031**

#Number of years of support, includes future agreements

\* includes additional COVID support

# Values

## Humility

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

## Social Justice

We uphold principles of equity, inclusiveness and fairness

## Commitment

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

## Collaboration

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

## Empathy


We strive to understand and share the feelings of others

## Transparency

We share our learnings and promote shared intelligence



## The Snow Foundation

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