

THE
SNOW
FOUNDATION



ANNUAL REPORT 2018

Published March 2019



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*Terry Snow AM,
Founder and Chair of The Snow Foundation*



"If you see someone
struggling you offer
them a helping hand"

Terry Snow AM

The Snow Foundation was established in 1991 by Snow brothers Terry and George to support Canberran's who may be experiencing hardship or challenge.

As the Foundation has matured and grown our capacity and reach has extended beyond Canberra and into regional NSW, Sydney, the Northern Territory and some strategic national initiatives.

Over the 28 years since it was established, the Foundation has reached out to assist more than 300 organisations and 300 individuals, giving over \$26 million to the community.

We seek to use more than our funding to make a difference, we also use our voice, skills, networks and our capital to gain a social and financial return.

About the Foundation

VISION

To help people help themselves

MISSION

To provide positive improvement to those experiencing disadvantage in Canberra and beyond

VALUES

Humility, Transparency, Commitment, Compassion, Collaboration

GOALS

- To provide basic needs and to increase well-being via food, shelter, healthcare
- To provide opportunities through education, jobs, life skills and medical research
- To provide support to grow and improve philanthropy



FOCUS AREAS

Health

Indigenous health, aging & caring, disabilities and mental health

Education and Employment

Education, job pathways and community education on social issues

Social Welfare

Homelessness and domestic violence

STRATEGIC APPROACH

- Take risks and support entrepreneurship – seed fund innovation
- Reactive to community need and proactive to source new grassroots ventures and evidence-based programs for Canberra
- Engaged with our partners and walk alongside in our commitment
- Provide more than funding – advocacy, skills, relationships, capital, networks
- Rally with others for impact – collaborate and convene
- Demonstrate leadership in philanthropy and encourage convening, collaboration, transparency and sharing of intelligence

BOARD OF DIRECTORS

Terry Snow (Chair) Georgina Byron (CEO), Ginette Snow, Stephen Byron, Craig Betts, Scarlett Gaffey, Stephen Gaffey, Brooke Horne, Andrew Leece and Louise Walsh

TEAM

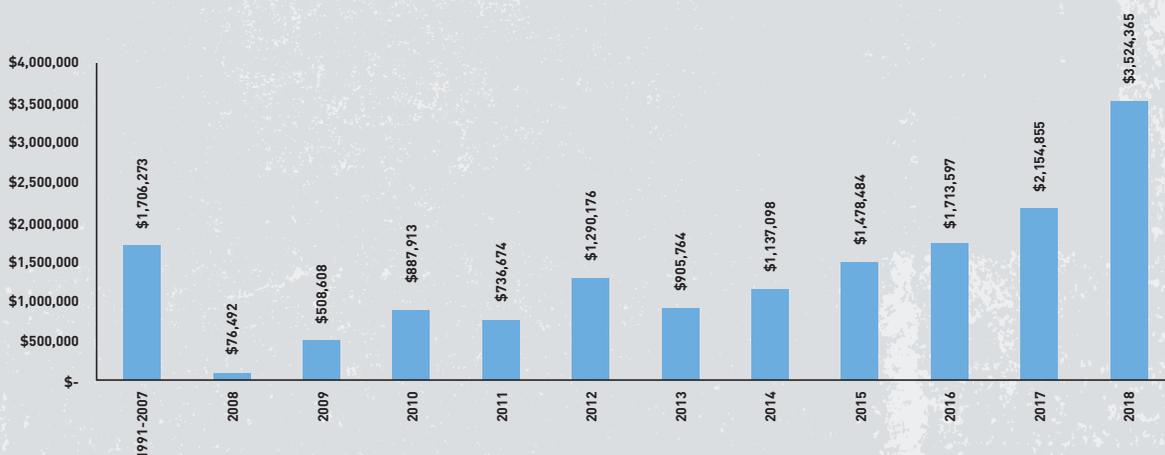
Georgina Byron - Chief Executive Officer
Carolyn Ludovici - Canberra Relationship Manager
Lorraine Johnson - Executive Assistant
and the invaluable support of the Capital Airport Group



Clockwise - Music for Canberra, Angela Laird and Emily Don at Macquarie University, Georgina Byron and Big Issue vendor Joe, Devon Brown from Maningrida, Clown Doctors, Global Sisters

Our annual giving in 2017/18 amounted to \$3.5 million incorporating over 54 ongoing grants, 18 new grants and more than 40 individuals.

Donations Growth





Opening of Muddy Puddles in Batesman Bay, Orange Sky Van out on the Canberra roads, Shannon a rural scholarship recipient. Terry Snow and Gayana Wijewickrema, Global Sisters, Darren Brady and Alex Jackson and Australian Labor Party National Conference - Georgina Byron, Joseph Diddo, Bo Remenyi and David Butt.



What a year 2018 was! Challenging, rewarding and another year of huge impact due to our strong partnerships with individuals and community, philanthropy, government and business organisations.

Our work in rheumatic heart disease (RHD) intensified this year. We supported a strong fight to raise awareness of RHD, a deadly but preventable disease, disproportionately affecting Aboriginal and Torres Strait Islander people. We were privileged to work with the Maningrida community in Arnhem Land, its doctors, traditional owners, the local school and health clinic and support their community-led campaign to educate children and give them echo heart screenings to help diagnose the disease before it becomes life-threatening.

A highlight for me was visiting Maningrida with my daughter. We were overwhelmed by the commitment to better health for local children and families. I am grateful to our partners (see page 6) who brought their stories to a Parliament House event where their speeches were followed by political leaders endorsing RHD as a priority. I particularly thank Mike and Sue, the documentary film-makers of Take Heart, our partners since 2016 whose films educate Indigenous communities and the public.

We continue our commitment to the Canberra community and this year we partnered with the ACT Government, to expand the beloved Clare Holland House palliative care facility and reinforce our commitment to carers. We also grew our support of LifeCircle to help change the culture of death and dying and give carers tools to better care for their loved ones.

It was a year of research, shining the spotlight on groups and social areas that need greater attention and providing an evidence base for community action. In October, we launched Vital Signs Canberra with Hands Across Canberra Foundation. The report tells the real story of Canberra, its strengths, challenges and priority areas for attention. It was a labour of love and it showed the power of teamwork – thank you Lesley, Peter, Antonia, Melissa and Carolyn. The Foundation also supported the Sydney Women's Fund's Portrait III Research report, the first baseline survey of women and girls aged 17-75 in any Australian city.

The Foundation received a Philanthropy Australia Award for the Assistance Beyond Crisis Micro Loans Program. It's an award for Canberrans who dug deep to fund the program and support survivors of domestic violence. Thank you to our partners Deloitte, Women's Centre for Health Matters, Domestic Violence Crisis Service, Service One and Care Inc. Congratulations to all for this critical, innovative program.

I am passionate about the continued support of philanthropy and knowledge sharing through my roles with Philanthropy Australia, Sydney Community Foundation, Sydney Women's Fund, and Good360. These important connections enhance my role as CEO and that of the Foundation.

As always, a dedicated and caring team of people support me: Thank you to the Board - Ginette, Scarlett, Stephen Byron, Stephen Gaffey, Craig, Brooke, Andrew, Louise and Terry. None of this work is possible without the generosity, guidance and love of Terry, Chair and Founder.

A big thank you to my committed team of Carolyn and Lorraine and previously Trisha, who left in June and was a great asset for two years. With our expansion, I have appreciated the expertise of the wider Canberra Airport team.

Please enjoy reading highlights of our work supporting the community sector with and through others in Canberra and Sydney, as well as through significant national partners. Thank you again for your hard work!

Georgina Byron
Chief Executive Officer

Health Highlights

Indigenous Health



Above: Dr Bo Remenyi with Devon and Roderick Brown in Maningrida. Brooklyn

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

RHEUMATIC HEART DISEASE

Rheumatic Heart Disease (RHD) is a preventable, but deadly disease that was virtually eliminated from non-Aboriginal and Torres Strait Islander communities decades ago. Today, it is still having devastating and deadly effects on Aboriginal and Torres Strait Islander people.

While RHD is rare in developed nations, some remote Australian communities including Maningrida, in West Arnhem Land, Northern Territory, have **some of the highest rates in the world.**

This year, we played a more active role in the fight to end RHD with community and political activities designed to raise awareness, spark change and garner more government attention and funding.

Remarkable progress was made across the top end with community-led solutions. The World Health Assembly passed an international resolution requiring countries, including Australia, to prevent and eliminate RHD and the 2018 Northern Territory Australian of the Year was Dr Boglarka Remenyi, the only paediatric cardiologist in the NT.

We joined END RHD, a coalition of groups, including the National Aboriginal Community Controlled Health Organisation (NACCHO), who are working together to put this disease in the history books.

Awareness of the disease has increased considerably resulting in strong media coverage from virtually nothing and a growing, highly engaged social media following.

This advancement is a direct result of the collective efforts of our partners in the fight for prevention of this disease.

PARTNERSHIPS

Thank you to the many individuals and organisations whom we work with:

The Maningrida community, Take Heart, Dr Bo Remenyi, paediatric cardiologist and 2018 NT Australian of the Year, Dr Josh Francis, infectious disease specialist, END RHD, National Aboriginal Community Controlled Health Organisation (NACCHO), Telethon Kids Institute, David Butt, Policy consultant, Aspen Foundation, Collins Gartrell, BUPA, NT Cardiac, Vicki Wade, Cultural adviser and RHD Australia.



Left: Shannon, health worker scans child's heart with scanner Top Right: Children learning about RHD prevention credit: Fabrizio D'Esposito for www.TakeHeart.tv Bottom Right: Dr Josh Francis and Dr Bo Remyeni at Maningrida community meeting.



IT CAN START WITH A SORE THROAT

Rheumatic heart disease starts with a sore throat or skin sore, and if left untreated, it can end in permanent heart damage, emergency open-heart surgery, painful penicillin injections every 21-28 days or heart complications so severe that they cause death. Children as young as two have been diagnosed with severe heart problems from RHD.

MANINGRIDA COMMUNITY

Maningrida is an excellent example of a community-led project taking action to tackle their high rates of rheumatic heart disease.

Traditional owners, doctors, the school, the health clinic and Mala'la Health Service worked together to educate children about RHD using traditional languages and local metaphors.

Local Aboriginal health professionals were trained to use hand-held equipment to screen the hearts of 450 school children for rheumatic heart disease. A further 170 children were screened in the homelands advocated for by the community to ensure no child misses out.

This active case finding identified 32 definite RHD cases and three **children – aged 8, 12 and 12 – needing emergency open heart surgery.**

"This effort was incredibly important. We found that 5% of children in Maningrida have rheumatic heart disease, and nearly two-thirds had not been diagnosed before... It's also unique in that it has inspired other surrounding communities to request active case finding medical visits and more traditional-language education."

Dr Josh Francis, Infectious Disease Specialist

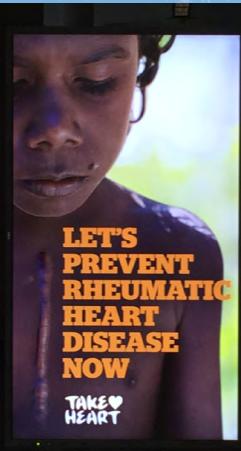
"It's been the greatest community collaboration I've ever experienced"

Joseph Diddo - Traditional Owner, Maningrida

RHEUMATIC HEART DISEASE RESEARCH VACCINE

To assist the goal of prevention, we have committed to medical research into a vaccine. Our \$300,000 funding over 3 years is an extension of our previous commitment and supports an Indigenous doctor to undertake this research headed by Professor Michael Good AO, a National Health and Medical Research Council Senior Principal Research Fellow at Griffith University.

Health Highlights Indigenous Health



L-R Digital billboard at Canberra Airport. The Brown Family from Maningrida, all three sons have RHD. Community leaders and health workers from Maningrida on stage at the Parliament House event

This year we increased our focus on raising awareness of this disease with political leaders, to help secure bi-partisan commitment and increase funding. Working with Take Heart, we launched a marketing awareness campaign with billboards, social media and a television commercial.

PARLIAMENT HOUSE EVENT

On 23 October 2018, we hosted a landmark breakfast with partners END RHD, a coalition of organisations working to address RHD. Local and national Aboriginal leaders, leading researchers and representatives from Maningrida, directly addressed our political leaders and other key stakeholders at Parliament House. At the end of the event, both political parties confirmed their commitment to eliminate RHD.

"This event signals the beginning of the end of RHD and we commit to our goal that no child born today should die of rheumatic heart disease,"

Pat Turner, CEO National Aboriginal Community Controlled Health Organisation.

WORKING WITH POLITICAL LEADERS

Throughout the year, we met with political leaders and collaborated with END RHD and others on the RHD Roadmap, led by Minister Ken Wyatt.

In December, we participated in the Australian Labor Party's National Conference Fringe event to promote our campaign to eliminate RHD with Dr Bo Remenyi, NT cardiologist and Pat Turner, CEO of NACCHO and Maningrida community members.

Following our event, a resolution committing a Federal Labor Government to prioritising ending RHD was moved by Shadow Indigenous Health Minister, Warren Snowdon, and seconded by Northern Territory Senator, Malarndirri McCarthy, was carried unanimously.

We are excited by the momentum, and the extraordinary collaboration of Aboriginal national and local leaders, health organisations, researchers, medical and health professionals, and philanthropic groups, who are focused on eliminating this deadly disease in Australia.

The Snow Foundation is committed to work with Indigenous leaders and community to seed fund on-the-ground-initiatives and to gain the political commitment and investment we need to eliminate RHD.

Digital billboard at Canberra Airport





ONE DISEASE

One Disease's mission is to eliminate Crusted Scabies as a public health concern in the Northern Territory (NT) by 2019 and Australia by 2022.

The Snow Foundation has been a partner of One Disease from the beginning, supporting operations for eight years.

Crusted Scabies is a highly-contagious, chronic form of the skin disease simple scabies. Eliminating Crusted Scabies is the first step to addressing scabies which is endemic in the NT's remote Indigenous communities.

The Independent Evaluation Report of the One Disease Crusted Scabies Elimination Project indicates a sound approach and strong progress toward eliminating Crusted Scabies in the NT. Active, ongoing detection and treatment of Crusted Scabies cases helped many Indigenous families and reduced the recurrence among previously treated people.

One Disease secured \$4.8 million in government funding over 3 years and empowered local communities with small grants to create and maintain Scabies Free Zones which are crucial to elimination. They are building strong partnerships with groups in Western Australia and Queensland such as Telethon Kids Institute and Orange Sky Australia.

The Snow Foundation has given \$675,000 to One Disease since commencement and is increasing funding to \$500,000 next year enabling the expansion to other areas.

"The work of One Disease helped set the foundation for daily healthy hygiene in our community, for prevention and treatment of scabies and acute rheumatic fever"

Roz Baartz, school nurse in Maningrida



- ▶ **Up to 30% of Indigenous children are infected with scabies at some time.**
- ▶ **Scabies can lead to secondary infections such as rheumatic heart disease and kidney disease.**
- ▶ **By eliminating crusted scabies, health outcomes for Indigenous peoples will improve on many levels.**

Above: Crusted scabies infestation. Below: Roz Baartz, school nurse in Maningrida



Health Highlights Palliative Care



Media announcement at Clare Holland House, Top image Senator Zed Seselja, Georgina Byron, Minister Meegan Fitzharris, below Stephen Byron, Meegan Fitzharris, Dr Suharsha Kanathigoda, Zed Seselja and Georgina Byron, September 2018.

CLARE HOLLAND HOUSE, ACT

In one of our largest donations ever, The Snow Foundation gave \$2 million to further the Australian Government's pledge of \$4 million for quality, palliative care in Canberra.

Clare Holland House is a facility that has touched the lives of many Canberrans. This donation will increase the number of specialist, in-patient, palliative-care beds and create facilities for families to stay with patients on site and for the development of administration and clinical space. Significantly, it will provide more in-home, palliative care for people who wish to stay in their own home.

We are proud to support Clare Holland House as they offer more patients the best palliative care, in their facility and out, with less time in the hospital and more time with loved ones. It is our hope this expansion will allow more Canberrans to live with dignity, with their families nearby, through their final days.

LIFECIRCLE

'We know that many Australians don't experience the last stages of life in the way that they would wish. People need more choice and control over the experience'.

Melissa Reader, CEO LifeCircle

LifeCircle provides practical and emotional support to people caring for someone who is dying, so they are better informed, supported and prepared.

Through this model, LifeCircle is building the capacity of both the community and industry, to change the way people experience the last stages of life.

The Snow Foundation has been a long-time supporter of LifeCircle, funding the development of the organisation and the launch of *lifecircle.org.au*. Through this website, people can access information and resources about the last stages of life and with a LifeCircle Guide for video-conference support sessions. LifeCircle Guides have all had the experience of caring for someone who has died; they help families and friends better support their loved one and make the most of their time together. Since launching in April 2018 LifeCircle Guides have supported more than 100 cases, with the goal to support thousands.

LifeCircle also works closely with partners such as BUPA, Opal Aged Care and Westpac, to deliver scaled solutions to reach more people caring for a person who is dying and those in formal caring roles whose work intersects with the last stages of life.

The next few years are significant periods of growth as LifeCircle scales its work through new partners and embeds the solutions across the ACT community and nationally.

"It's hard to care for someone who is dying if no-one is caring for you."

LifeCircle guide Rose cared for her mother, father and sister at the end of their lives.





Disability

PROJECT INDEPENDENCE, ACT

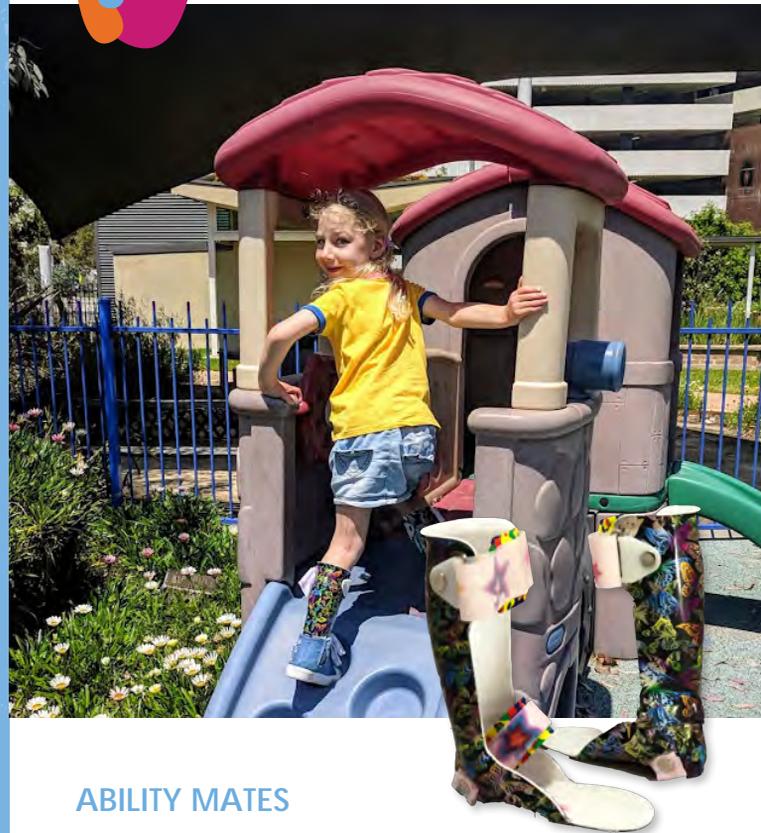
Project Independence is an innovative, social-housing model with a focus on housing for people with an intellectual disability. Residents have the opportunity to become socially and financially independent and importantly, own their own home.

Two Project Independence homes of 20 units have been operating in the ACT since mid-2016. Both are at capacity with 10 residents in each who are successfully growing their independence and acquiring equity in their property, with the support of a live-in resident coordinator.

Due to the demand, the building of a third home will commence in March 2019 thanks to a partnership between The Snow Foundation, Social Ventures Australia, Icon, the ACT Government and Project Independence. This partnership announcement coincided with the launch of Project Independence's Social Impact Report. This report demonstrates that they are fulfilling the vision of providing a safe place for residents to grow their independence financially and socially with support whilst living within a sustainable, safe and caring community.

This model is now being considered for other groups facing disadvantage that prevents them from owning a home. The Snow Foundation congratulates Project Independence and is keen to see it expand its reach.

Margaret, Georgina, Isabella and Glenn Keyes at the Project Independence Social Impact event, November 2018



ABILITY MATES

We are always interested in innovative and inspiring projects that harness the power of technology. Ability Mates uses 3D printing to custom-design orthoses for people with disabilities.

The Snow Foundation has provided a grant and impact investment, while partnering with other philanthropists to enable health professionals to design and test these high-quality orthoses without the hassle of plaster-casting and at a lower cost.

Ability Mates are now working with 3 orthotics clinics and received further investment and government funding to roll-out to 10 more orthotic clinics which will soon benefit hundreds of children.

'These are custom-made, a perfect fit, cheaper and quicker to make – I just love them'

Parent of a child using the new orthoses



Education and Employment Highlights Supporting Women



"There are 1 million women in Australia who have high or severe financial vulnerability or stress"

ABS

Top Left: Global Sisters National Business Pitch, November 2018.
Bottom Left: ACT Sisters. Above: Strong and Kind Tote bag made by Women's Refugee Sewing Circle

GLOBAL SISTERS

Global Sisters supports women who are unable to access mainstream employment – refugees, migrants, Indigenous women, single mothers and others – to become financially independent. They provide them with the tools, networks and resources to establish or grow a business nationally and locally in the ACT.

"We are so thrilled to see that in three years, over 900 women have attended our education programs and 200 now receive an income and are in active businesses. These businesses allow women to be financially independent and create a ripple effect of positive change in their family and community."

Mandy Richards, CEO Global Sisters

The Snow Foundation was the founding funder to Global Sisters providing core funding, and a recent further three year commitment of \$150,000 per annum.

SYDNEY WOMEN'S FUND

The Snow Foundation is a long-term supporter of Sydney Women's Fund, which was established under the Sydney Community Foundation. The Sydney Women's Fund seeks equality for women, and co-designs local, community-led programs to improve women's safety and independence and end disadvantage and discrimination.

This year, The Snow Foundation funded a range of place-based programs in Western Sydney with a significant three year commitment. These programs help women and girls gain education and skills, encourage women who have experienced trauma find friendship through sewing groups and teach resilience to children who have experienced violence. These small programs have big impacts on families: confidence, belonging, resilience, life skills and job readiness.

For the third year one of the programs, the RISE program, aimed at helping high school students re-engage after a school suspension or expulsion, saw 80% of young people go back to school. Due to its significant impact, another RISE program for junior students is being trialled.



Scholarships

We fund a variety of scholarship programs with a focus on assisting approximately 20 young people each year in Canberra and the surrounding region. The funding covers a wide variety of recipients, including refugees, Aboriginal and Torres Strait Islanders and the LGBTIQ community. The Snow Foundation commits \$115,000 per year and has been supporting these organisations for a number of years.

The Pinnacle Foundation provides scholarships for 17-26 year old LGBT+ students who study full-time education at a public institution of higher education. Our \$15,000 in funding went to two students studying in the Canberra region.

Companion House is a program that helps refugees in Australia who have higher education goals, after suffering trauma or torture in their home countries. Our annual \$10,000 assists six students with course fees and other expenses associated with studying at the University of Canberra.

Country Education Foundation fosters the education, career and personal development opportunities of rural and regional youth, through community-based encouragement and financial assistance. We have a three year commitment of \$25,000 per annum to support four students from Yass, Goulburn, Braidwood and Cooma.

Royal Agriculture Society Foundation funds scholarships for students to study and return to rural NSW once they graduate. We have committed \$25,000 per annum over three years to support four students from the Canberra region.

Queanbeyan High School offer scholarships from our grant of \$10,000 a year to five students across Year 10 and 12 who would otherwise be limited in opportunity due to economic constraints, enabling a successful pathway to continue their education at either University or TAFE.



Participants from the 2018 AIME program with Carolyn and Lorraine from The Snow Foundation

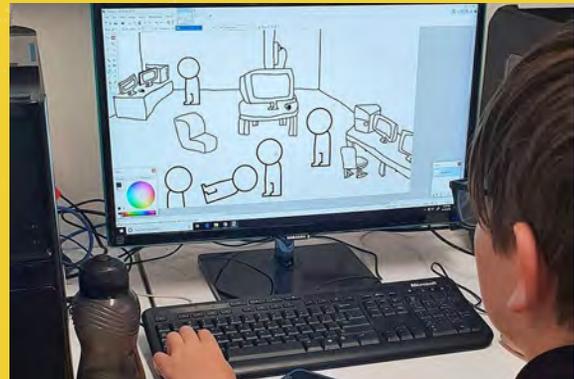
AIME - AUSTRALIAN INDIGENOUS MENTORING EXPERIENCE

Nationally AIME reaches more than 6,000 Indigenous students and recruits 2,000 students from universities as mentors. Our funding helped bring AIME to Canberra and supports 17 secondary schools across Canberra, Goulburn, Queanbeyan and Young. Four years on it works with more than 280 Indigenous students from age 12-18 to inspire them to continue their study by building a mentor bridge between university and high school.



Alumni from Country Education Foundation of Australia

Education and Employment Highlights



L-R Shane shares his personal account of homelessness and disadvantage to primary school students. Student creating a GIF from scratch. Amy, youth worker with Hub participant

THE BIG ISSUE CLASSROOM

An initiative of The Big Issue Australia, The Big Issue Classroom employs people who have been homeless to share their story with school students, breaking down stereotypes about homelessness.

This year the ACT program reached 897 students from 28 workshops, held across primary and secondary schools. The workshops are mapped to the Australian curriculum in the Civics and Citizenship area. The program has been running very successfully in Melbourne and Sydney for a number of years. The Snow Foundation saw the benefits of bringing this program to Canberra to help make students more aware of how people can become homeless, and also pathways out of homelessness.

CANBERRA COMPUTER CLUB, ACT

Now in its third year, the YWCA Canberra Clubhouse has evolved significantly and continues to provide STEM education to many young people. They now have 300 members aged between 10-18 years based in Tuggeranong, who have access to cutting edge technology, industry mentors and an environment that fosters their creativity and independent learning. The program operates almost every week of the year. Our current three year commitment supports the operational costs of running the Clubhouse.

BELCONNEN COMMUNITY SERVICE, ACT

The Belconnen Community Service Youth Employment Hub engages with a variety of young people who struggle with a range of barriers to education and employment. With the assistance of our grant, a program has been developed to help overcome these barriers and work with more than 90 young adults with tips and techniques for job opportunities, interviews, training and work experience.



Mental Health Education



Around 1 in 4 young men suffer from depression and anxiety, yet too many are suffering in silence.



Left: Josh (Menslink mentor) and Lachy Photo by Danielle Nohra CityNews. Above: Kaleen Primary School

MENSLINK, ACT

This funding supports the expansion of the successful Silence is Deadly program to primary schools and provides counselling and mentoring services to boys aged 10-12 years, which now makes up 18% of their client base. The response to coping strategies in these younger age groups has been very positive and reflected in this quote from a primary school teacher.

"A hugely powerful presentation to our Years 4, 5 and 6 boys today by Menslink on Silence is Deadly. One of the Year 6 boys commented afterwards that he thought he was the only boy who got angry and didn't know what to do about it. He is now reassured it happens to everyone and it's the strategies you have that make the difference. Telling boys that all emotions are OK and giving them strategies to deal with them and normalising mental health is such a powerful message."

UPLIFTING AUSTRALIA

Uplifting Australia has a vision to prevent poor mental health outcomes for a whole generation of young Australians. Their programs bring children, parents and teachers together to learn strategies to increase parent child connections and establish healthy emotional systems. They have established a collaboration with the University of Melbourne School of Positive Psychology, and through research, have determined a strong evidence base for the programs that have now been run with 30,000 people. The Snow Foundation has helped bring this national program to seven schools in Canberra with a view to increasing it further in 2019. Uplifting Australia aims to build a digital solution to make their proven system available to every family in Australia.

"We believe that emotional well being is as important as teaching children how to read and write" Garry Thomson CEO Uplifting Australia.

Social Welfare Highlights

Homelessness



Left: Stephen Persson - The Big Issue, with Nick McDonald- Crowley Denman Prospect
 Right: Orange Sky Australia laundry and shower van launch, February 2018

HOMES FOR HOMES

Homes for Homes is an independent, not for profit organisation established by the successful social enterprise The Big Issue. We have been involved since 2012 providing seed funding totalling more than \$500,000. Homes for Homes goal is to increase the supply of social and affordable housing for people. It does this by encouraging a pool of donations to be provided by homeowners and property stakeholders who make a tax deductible voluntary donation of 0.1% of the property price at the time of sale.

The Snow family's Capital Airport Group is behind the development of Canberra's Denman Prospect, the first entire suburb to commit to Homes for Homes. Already nearly \$250,000 has been donated by property stakeholders. A corporate partnership between Denman Prospect and the Canberra Raiders has helped generate a further \$90,000.

In October, Homes for Homes announced its first grant funding of \$300,000 to Victoria and \$200,000 to ACT to the Homes with Heart program, an initiative with Havelock Housing Association to offer long-term accommodation to older women.

ORANGE SKY AUSTRALIA

Offering a helping hand can be as simple as giving another person back some of their dignity, clean clothes and a good conversation. This funding enables all three, by providing Orange Sky's third laundry/shower van in Australia, to the Canberra community. Their fleet of 26 vans across Australia generally offers only mobile laundry cleaning. We are proud to partner with The Independent Property Group Foundation and Icon Water to co-fund this van that also offers mobile showering.

HAMMONDCARE – DARLINGHURST SYDNEY

HammondCare is building a residential, aged-care home for homeless people or those at risk of homelessness in inner city Darlinghurst – the first of its kind in Sydney. The home will provide 42 beds in private rooms for both men and women who are homeless or at risk of homelessness. A women-only floor will be considered as part of the home, to help cater for the significant rise in the number of older homeless women. Older women are the fastest growing group of homeless people in Australia. It will also incorporate specialist services for people with high care needs and be operational in 2019.



Homelessness



"With 50% of our annual operating costs funded by the community, this form of pro bono support is a vital component, freeing up financial resources to fund staff and critical infrastructure."

Marie-Louise Corkhill, Executive Director, Karinya House

Left: Darren from BIG W Majura Park and Luisa from Karinya House
Right: Perth Children's Hospital - recipient of BIG W Local Store Program

GOOD360 AND KARINYA HOUSE

The Snow Foundation continues to support Good360's growth following our essential seed funding in partnership with seven other family foundations in 2015 to kick start Good360.

Since that time \$40 million worth of brand new goods have been repurposed to Australian's who need them most. This includes 5.8 million individual items.

Good360 is the matchmaker for large retailers including BIG W, L'Oreal, LEGO, Woolworths, LUSH, Linen House and 3M. It matches their brand new goods to 1,000 non-profits nationwide, spanning a range of sizes and causes.

During the Christmas period, Good360 pioneered a local store pick-up program with BIG W who gifted 1.5 million brand new items to non-profits and eligible schools.

Karinya House in Canberra was one of the lucky non-profits to receive toys, baby items and household items for families for Christmas. The Snow Foundation provides vital funding to assist Good360 reach more Australian local communities using non-profits like Karinya House.

Karinya House offers a safe and secure environment to women in the ACT before and after the birth of their child, 24/7, together with the Southern Cross Club our current grant funds a caseworker position for women in residence and their outreach program.

We were happy to bring together these two powerhouse not-for-profits who helped many families have a brighter Christmas.

"Partnering with Good360 is a perfect match with what BIG W has to offer. We want to help Australian families across the country and at the same time be responsible for how we manage our excess inventory."

BIG W Managing Director, David Walker

Social Welfare Highlights

Homelessness



Left: St John's Care Program Manager Jason Haines with volunteers from the pantry. Right: Catherine Murnane, Social worker. Bottom Right: Nicolle Applewhite Youth Outreach Worker

ST JOHN'S CARE, ACT

St John's Care helps provide emergency relief to those experiencing disadvantage, isolation and economic hardship in the form of food, clothing, bus fares and blankets. Our funding contributes to the food care costs that help keep the pantry filled with essential items and with a school breakfast program at Ainslie Primary School.

This year the Snow family's Capital Airport Group also showed their support with St John's Care being the recipient of a Donation Day at Brindabella Business Park encouraging all employees to donate non-perishable food items and money. Throughout December the Giving Tree at Majura Park Shopping Centre collected gifts, non-perishable food items and toiletries for the St John's Care Christmas Present Room which provides gifts and hampers to families and individuals experiencing hardship around the Christmas period.

CANBERRA COMMUNITY LAW, ACT

This funding supports operational costs for the Socio-Legal Practic Clinic. It's a specialist clinic that provides a holistic service by allocating a lawyer and social worker to each case, to work together with the client to address the legal and social issues affecting the resolution of their matters. The Clinic has a focus on preventing homelessness for women and children affected by family violence and has assisted 33 clients over the past 12 months.

YOUTHCARE, ACT

We have supported the YouthCare program for more than 30 years. It provides outreach services to at-risk and vulnerable youth aged between 12-25 years old, who are not interested in or able to access services. Outreach workers engage with them over time, to reconnect them to mainstream society. Our grant helps to fund an outreach worker position.



Domestic violence and sexual abuse

THE HUNTING GROUND

In 2015 we contributed funding to help bring the Hunting Ground social impact documentary to Australia which proved to be a terrific catalyst for Australian universities to take action to understand the prevalence of campus sexual violence and prevent it.

70 documentary film screenings have been held in 33 of Australia's 39 universities. The Hunting Ground Australia Project have ignited revised Policies, Protocols and Procedures Guide for universities, an action toolkit for student sexual assault victims, a sex and ethics education module for students, media fact sheets for student representatives, and increased leadership to address campus sexual violence.

The Hunting Ground team helped to set up a first-ever, baseline survey of campus sexual assault and sexual harassment. It became the Change The Course report which is a powerful tool in the call for a federal-government-backed, independent, expert-led taskforce to track, assess and improve responses to sexual violence. The Snow Foundation continues to support this work.

The Hunting Ground Australia Project Panel with The Guardian



One-year anniversary event - Lynne Perzello, Marcia Williams, Mirjana Williams, Carmel Franklin, Alex Sloan and Georgina Byron November 2018

ASSISTANCE BEYOND CRISIS MICRO LOANS, ACT

This year we celebrated the one year anniversary of the Assistance Beyond Crisis finance facility which provides no interest loans to women and men in Canberra who have escaped from abusive partners and domestic violence.

Since July 2017, it has helped 23 women and their 57 children, assisting women facing eviction stay in their home with their children or move to more stable housing and keep their children in school.

It's filling a gap for working women who are often called the "missing middle" - they earn too much to qualify for traditional financial assistance but have trouble getting financial help to re-establish their lives. They may also be in a situation where they have no access to money (sometimes even their own wage) or have tremendous debt accumulated by a financially-abusive partner.

'After years of torment, I woke to find my bank accounts emptied, mounting debt from my abusive partner and was not being able to qualify for financial help due to my income. The interest-free loan helped take away some of the pain'

Loan Recipient

Our sincere thanks to the team behind this: The Women's Centre for Health Matters, the Domestic Violence Crisis Service ACT, Deloitte, Service One and Care inc. Thank you to the 15 business and individuals who contributed \$275,000 to start the program.

Supporting Philanthropy



Vital Signs launch October 2018, Antonia Kaucz, Diane Kargas, ACT Chief Minister Andrew Barr, Peter Gordon, Lesley Daw, Georgina Byron, Melissa Foreman, Carolyn Ludovici

The Snow Foundation has a community-wide goal of strengthening the philanthropic sector.

We work with others, to help expand community giving and encourage more effective philanthropy. We do this by developing partnerships, and support their focus on effective philanthropy or important social change, or research, we share stories and learnings at events and on social media.

We support organisations like **Philanthropy Australia**, through their Champions Program and chair their Family Foundations network. Likewise, we support **The Funding Network**, which offers an innovative model of giving and we've hosted their fundraising events with Canberra Airport and others to encourage this innovative approach to philanthropy. We have given funding to **The Social Impact Hub** to spread important messages about long-term core funding, funding in people, innovation and marketing amplification. We provide core funding to **Documentary Australia**, who support community storytelling and inspire action on important social issues.

We are heavily involved with **Hands Across Canberra** and **The Sydney Community Foundation**, together with **Sydney Women's Fund** to keep the spotlight on marginalised groups and individuals. This year, we embarked on two research programs designed to provide data that highlights issues in various communities and helps catalyse community action around the most important issues.

VITAL SIGNS CANBERRA

Hands Across Canberra and The Snow Foundation teamed up to support Canberra's first Vital Signs, a community-led research initiative to identify trends, priorities and opportunities in the ACT. Vital Signs is designed to provide a snapshot of strengths and challenges in **health, education and employment, housing and belonging**.

As a foundation that works with many community organisations across Canberra, we want to ignite conversation and collaboration to help address the challenges we face as a community. This report increases awareness about needs and strengths so that ultimately, we create targeted, community action and pave the way for future activities.



Lucy Turnbull, Jane Jose, Lucy Brogden, Georgina Byron, Sydney Women's Fund Portrait III launch event, November 2018

Vital Signs confirmed Canberra's **amazing strengths**. We have the highest average education, highest wages, and low unemployment. Participation in social, cultural and sporting events is high and there's a strong sense of belonging. We give the most time and money in Australia and for the majority, it's a great place to live. But Vital Signs also highlights the challenges many Canberrans face. 9% of Canberrans live in poverty and a quarter of these are children.

A few key challenges

- **Health** - Men are three times more likely to commit suicide, but more women are hospitalised for self-harm. 16% of Canberrans live with a disability and a quarter of these are in the bottom 40% of income earners.
- **Housing** - The average house price is a record high \$740,000 and prices are rising. Rent is high and there is a shortage - less than 1% of houses are available to rent.
- **Homelessness** - We have 1,600 homeless people and an 18% increase for older women seeking assistance. Rough sleepers have also increased significantly.
- **Education** - The impact of a student's socio-economic background significantly impacts their achievement.

PORTRAIT III RESEARCH HOPES, DREAMS AND FEARS OF SYDNEY WOMEN

The Sydney Women's Fund launched their third Portrait Research highlighting the strengths and challenges facing Sydney women. It uncovers an emerging crisis and shows we are missing out on the full contribution women can make.

Some key take outs were

- 82% of Sydney women find it harder to live in City of Sydney than a decade ago
- Almost half (48%) earn less than \$34,000, yet a third want to work more
- Discrimination is also an issue with 44% having experienced discrimination in the last 12 months - sexism, ageism, racism.

The Snow Foundation supports the Sydney Women's Fund and supported this research together with Vasundhara Foundation.

New Grants 2017/18

Whilst this year we concentrated our efforts on increasing our support to our existing long-term partners to help organisations grow their capacity, we also added some new grants. Below are the new grants paid in the 2017/18, many of which were pledged in the year prior.

Health

ABILITY MATES

See Highlights, page 11

ST VINCENT'S CURRAN FOUNDATION, SYDNEY

This donation to the HIV Future Fund helps HIV-positive patients lead long and healthier lives.

It enables clinicians to provide anti-retro-viral treatments to patients who do not have access to Medicare. It also provides respite care for homeless HIV patients and funds medical research about the effects of the disease as it progresses.



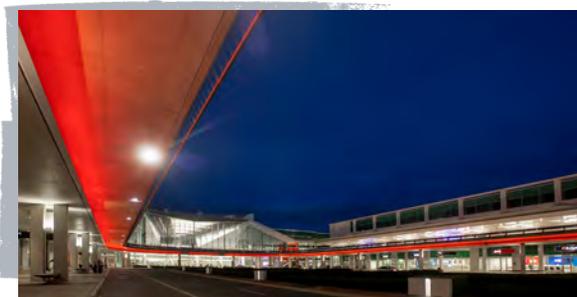
Shane Kennedy with resident at St Vincent's Hospital Stanford House

BRIGHTER DAYS FOUNDATION

Brighter Days Foundation is the creator of the Brighter Days Festival, which raises funds to support families living with EB (Epidermolysis Bullosa) and helping to find a cure. EB is a rare debilitating disease whereby the skin blisters and peels at the slightest touch. Living with EB has been likened to living with third-degree burns. There are approximately 1,000 children and adults in Australia who have some form of EB.



Child with EB



CODE READ

Approximately 15% of Australians have Dyslexia and struggle to read, write and spell. Code Read raises awareness about Dyslexia, they support families and individuals and help enhance their everyday experience. Across Australia in October, Canberra Airport joins other significant landmarks and lights up in the colour red to create awareness in our community about Dyslexia.



Education

PHILANTHROPY CHAMPIONS

In December 2017, Philanthropy Australia launched Philanthropy Champions program designed to invest in leadership, advocacy and policy support for the Australian philanthropic sector and to help advance opportunities with government to grow philanthropy.

ULLADULLA HIGH SCHOOL, NSW

This Snow Foundation funding enables Ulladulla High School to increase the hours of their student wellbeing officer. The officer is now available more often to meet with and provide counselling to students, teach students self-awareness and empathy, and assist students in crisis situations, especially when students have sick family members or parents with mental health issues.



Ice Schaap, Wellbeing Officer



Brooke Horne, Tom Snow, Anna Brown, Ann Sherry receiving the Philanthropy Australia Award

SOCIAL IMPACT HUB

Charitable giving is critical to many communities in Australia. The 'Funding for Impact Project,' aims to transform the way Australians think about charities and how they approach giving. The project involves a campaign to shift public dialogue and change how Australians think about helping charities to achieve their impact.



Funding for Impact Masterclass with Dan Pallotta – American Thoughtleader

AUSTRALIAN MARRIAGE EQUALITY

Few projects have had the impact that the Equality Campaign had on Australia.

Our \$1 million donation, pledged early in the campaign as a Cornerstone supporter, was one of many that resulted in an overwhelming majority of Australians voting YES to marriage equality and the government passing it in law in December 2017. Since then there have been more than 5000 same sex marriages in Australia. The Snow Foundation and the Snow family are deeply committed to the Equality Campaign and it was an honour for Tom Snow and Brooke Horne to be awarded the Best Large Grant at the 2018 Philanthropy Australia Awards for leading the Campaign with Australian Marriage Equality co-Chairs Alex Greenwich and Janine Middleton.

New Grants 2017/18

Social Welfare

BE KIND, SYDNEY WOMENS FUND

Part of the Sydney Women's Fund, see page 12.

"The Snow Foundation are practical and inspired philanthropists. It was such an exciting moment to have a commitment from the Snow Foundation of significant multi- year funding to Be Kind Sydney, our new DGR1 Charity to grow giving to Sydney women and families in a tax effective way".

Jane Jose Chief Executive Sydney Community Foundation

CREATE FOUNDATION, ACT

This contribution helps CREATE reunite a large number of children and young people in out-of- home care in the ACT with their separated siblings. It funds a series of six events that brings together siblings and their carers to share a day filled with activities and gives separated families time to reconnect with each other.



SNOWY'S PLACE, COOMA

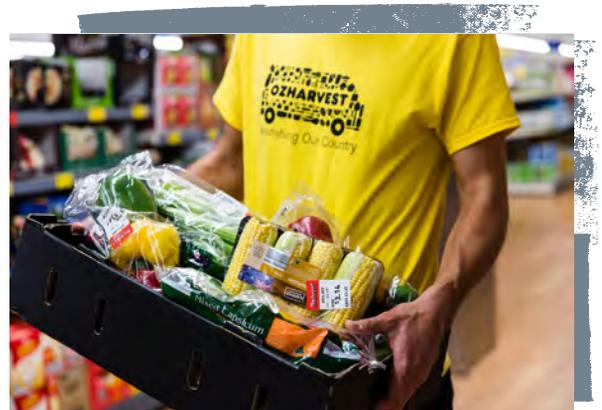
We are proud to help open Snowy's Place, a social café in Cooma that provides meals, good conversation and a sense of belonging for many people in the community. Reaching Out Foundation is the driving force behind this new cafe, and we are proud to assist with funding for the kitchen fit out.

ORANGE SKY AUSTRALIA

See Highlights, page 16

OZ HARVEST

Food waste is a massive issue brought to light in a new and powerful way in 2018. This contribution helped to create the documentary that follows Oz Harvest's CEO Ronni Kahn's crusade to fight international food waste. This documentary was screened in cinemas across Australia.



HAMMONDCARE, SYDNEY

See Highlights, page 16

CANBERRA CITY CARE, ACT

Canberra welcomed a new community kitchen, known as the 'Community Harvest Kitchen' to Belconnen in August 2018. The grant contributed to the new kitchen to complement the previously existing harvest garden. Together, they provide an opportunity for local community members to learn how to grow and cook affordable and nourishing meals in a quality cooking facility.

BETTER RENTING, ACT

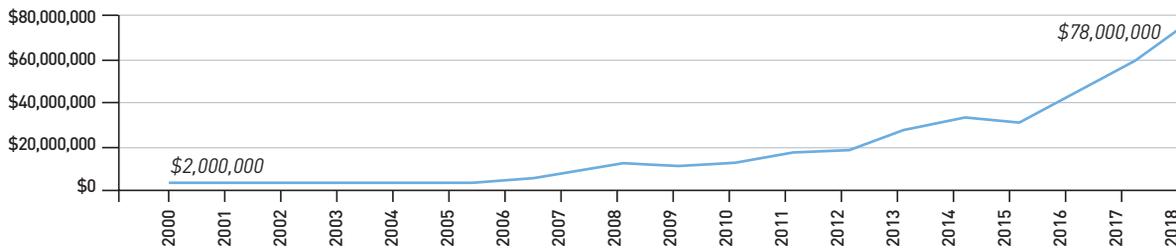
With more Australians locked out of homeownership, more of us are renting, which can be a genuine alternative to homeownership. Better Renting is a community of renters working together for stable, affordable, and liveable homes and exists to build the political power of people who rent.



Financials

The Foundation is on track to meeting its goal of a \$100 million corpus by 2020. In 2018, an additional \$12 million was added. This means annual donations will continue to grow and 2018 was the highest annual amount donated of \$3.5m.

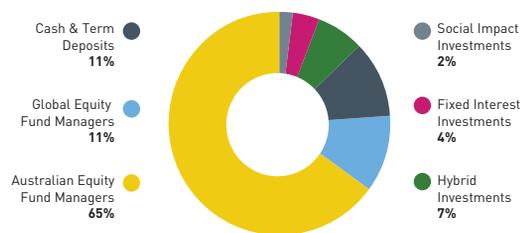
Corpus Growth



INVESTMENT STRATEGY

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

Asset Allocation - June 18



Note

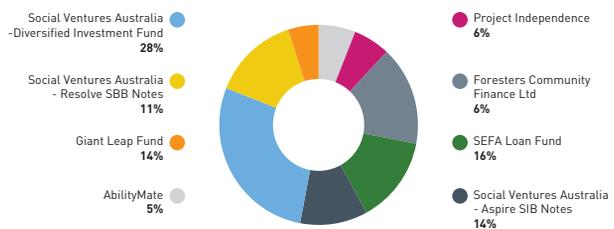
- Australian Equity Fund Managers: Maple-Brown Abbott, Warakirri Equities Trust, Warakirri Cash Trust, Australian Foundation Investment Company, BKI Investment Company, Russell Investments Australia Responsible Investments, Milton Corporation, Future Generation Investment Company, Third Link Growth Fund.
- Social Impact investments: Project Independence, Foresters Community Finance, SEFA Loan Fund, Social Ventures Australia – Aspire SIB Notes, Social Ventures Australia – SBB notes, Social Ventures Australia – Diversified Investment Fund, Giant Leap Fund and AbilityMate.
- Global Equity Fund Managers: Hyperion Global Growth Companies Fund, Platinum International, Future Generation Global Fund.

SOCIAL IMPACT INVESTMENTS

The Snow Foundation is committed to embracing impact investments and growing our commitments in this area. Currently the foundation has eight pure Social Impact Investments committed as at 30 June 2018 to the amount of \$1.8M with \$1.2M invested.

New Impact investments committed this year were **AbilityMate** (custom made 3D printed ankle foot orthoses for children, refer page 11), **Giant Leap** (fund invests in companies whose mission is to create a more sustainable society, targeting sustainable living, empowering people, health and wellbeing) and **Social Ventures Australia – Diversified Investment Fund** (fund invests in impact organisations and housing projects, focusing on education, employment, housing, first Australians, disability and health). We continue to aim for 10% invested in pure Social Impact Investments. Third Link, Future Generation Investment Company and Future Generation Global Fund have been selected due to their philanthropic nature and if classed within the impact investments, the percentage share of impact investments would increase to 26% in the Asset Allocation - June 2018 graph.

Pure Impact Investments Committed - June 18



Grant Summary Financial Year 2017/18

New funding initiatives for 2017/18 have been highlighted.

	Organisation Name	Who funding assists	What funding is for	Years*	\$(PA)
HEALTH 3 new, 16 ongoing					
1	AbilityMates - Orthotic Project	Children with a disability	3D orthoses	1	\$50,000
2	Brighter Days Foundation	People with EB disease	Awareness of Epidermolysis Bullosa disease	1	\$25,000
3	St Vincent's Curran Foundation - HIV	People with HIV	Counselling services	1	\$30,000
4	Brite Notes	Elderly	Core funding	2	\$5,000
5	Cancer Council ACT	People with Cancer	Wig service	13	\$10,000
6	Cerebral Palsy Alliance	People with a disability	Equipment	2	\$25,000
7	Clown Doctors	Sick children in hospital	Clown Doctors	4	\$10,000
8	Eurobodalla Education & Therapy Services	Children with a disability	Part-time health professional	3	\$15,000
9	Friends of the Brain Injured Children	Children with a brain injury	Therapy and operational costs	21	\$7,500
10	LifeCircle	Carers	Core funding - death & dying better	6	\$50,000
11	Motor Neuron Disease Medical Research	Motor Neurone Disease	Medical research	8	\$40,000
12	Music For Canberra	Adults with a disability	Music program	9	\$5,000
13	One Disease	Indigenous communities	Scabies elimination program	7	\$75,000
14	Project Independence	Young adults with a disability	Independent housing	3	\$35,000
15	Rheumatic Heart Disease - Advocacy, Education	Indigenous communities	Awareness, education and political advocacy	4	\$134,911
16	Rheumatic Heart Disease - Maningrida	Indigenous communities	Echo screening, diagnosis of rheumatic heart disease	1	\$30,000
17	Rheumatic Heart Disease - Research	Indigenous communities	Research	5	\$50,000
18	Technical Aid to the Disabled ACT (TADACT)	People with a disability	Equipment	4	\$11,500
19	YMCA Canberra	People with a disability	RAID Basketball program	12	\$5,000
	Individuals:	People with a disability or a hardship			\$86,359
Sub Total					\$700,269

	Organisation Name	Who funding assists	What funding is for	Years*	\$(PA)
EDUCATION & EMPLOYMENT 7 new, 21 ongoing					
1	Australian Marriage Equality	Community	2017 Marriage Equality campaign	1	\$1,000,000
2	Documentary Australia Foundation	Community	Core funding	3	\$25,000
3	GG's Flowers	Disability	Website redesign	1	\$17,000
4	Philanthropy Australia	Community	Champions Leadership program	3	\$25,000
5	Aftermath Documentary	Indigenous	Documentary, domestic violence	1	\$5,000
6	Social Impact Hub	Non-profit and philanthropy sector	Education program	1	\$25,000
7	Ulladulla High School	Students	Wellbeing officer	3	\$50,000
8	UnitingCare Kippax - Mower Shed	Mental health, disability	Social enterprise - employment	3	\$20,000
9	AIME Australian Indigenous Mentoring Experience	Indigenous	Student mentoring	8	\$60,000
10	Barnardos	Children	Participation in sport	21	\$5,000
11	Belconnen Community Service	Youth	Employment skills	3	\$20,000
12	Bus Stop Films	Disability	Social inclusion, training and employment	2	\$10,000
13	Canberra Men's Centre (Everyman Australia)	Men and families	Violence prevention counsellor	3	\$30,000
14	CareerTrackers Indigenous Internship Program	Indigenous university students	Private sector internship program	3	\$30,000
15	Companion House - Scholarship program	Refugees	University scholarships	3	\$16,000
16	YMCA Computer Club - Richardson Primary School	Youth	Program co-ordinator	4	\$20,000



Organisation Name	Who funding assists	What funding is for	Years*	\$ (PA)	
EDUCATION & EMPLOYMENT CONTINUED					
17	Country Education Foundation of Australia	Rural students	University scholarships	9	\$35,275
18	Global Sisters	Marginalised women groups	Core funding	9	\$50,000
19	I Respect	Men and boys	Training - Respectful relationships	2	\$2,750
20	Menslink	At risk male youth	Silence is Deadly program	3	\$30,000
21	Queanbeyan High School	Year 12 leavers	Scholarships	11	\$10,000
22	Royal Agricultural Society (NSW) Foundation	Rural school leavers	Scholarships	6	\$25,000
23	The Millhouse Accelerator Program	Social entrepreneurs	Evaluation framework	1	\$28,000
24	The Big Issue - Classroom	Students	Program support - homelessness education	3	\$50,000
25	The Funding Network	Community	Fund-raising and education	3	\$55,000
26	The Pinnacle Foundation	LGBTIQ students	Scholarships	6	\$15,000
27	The Smith Family	Children	Early literacy program	24	\$5,000
28	Uplifting Australia	Children and families	School & family social emotional prevention program	4	\$50,000
Sub Total					\$1,714,025

Organisation Name	Who funding assists	What funding is for	Years*	\$ (PA)	
SOCIAL WELFARE 8 new, 16 existing					
1	Be Kind Sydney, Sydney Community Foundation	Women who are marginalised	Programs focused on education, job pathways, mental health	3	\$100,000
2	Better Renting	Renters	Education, Policy and Advocacy	1	\$15,000
3	Canberra City Care Inc	Disadvantaged	Capital - Commercial kitchen	1	\$20,000
4	Create Foundation	Foster Care youth	Connection events	2	\$12,000
5	HammondCare	Homeless	Providing shelter for elderly people	2	\$50,000
6	Orange Sky Australia	Homeless	New shower/laundry van	1	\$75,000
7	OzHarvest documentary	Community	Food Fighter Documentary	1	\$10,000
8	Snowy's Place - Cooma, Reaching Out Foundation	Disadvantaged	Equipment - social enterprise café	1	\$7,600
9	Able Australia Services	People with a disability	Solar panels	2	\$14,781
10	Canberra Community Law Centre	Vulnerable individuals & families	Social worker	4	\$20,000
11	Canberra High School	Disadvantaged youth	Breakfast program	6	\$1,800
12	Common Ground ACT	Homeless	Core funding	6	\$100,000
13	Community Life at Bateman's Bay	Men at risk	Case worker	4	\$30,000
14	Good360	People in need	Core funding	5	\$225,250
15	Hands Across Canberra	Canberra community	Operations and research project	6	\$80,000
16	HOME in Queanbeyan	Individuals with a mental illness	A loving home	12	\$15,000
17	Karinya House Home for Mothers & Babies	Single mums	Case workers	11	\$40,000
18	Ozharvest	Disadvantaged	Operations	2	\$5,000
19	Salvation Army	Disadvantaged	Dental program	10	\$10,000
20	St John's Care	Disadvantaged	Fresh food and school breakfast program	23	\$15,000
21	Stasia Soup Kitchen	Homeless	Food program	12	\$23,575
22	The Big Issue - Homes for Homes	Homeless	Increasing affordable housing supply	6	\$80,000
23	Vocal ACT	Victims of crime	Volunteer support, counselling and services	3	\$5,000
24	Youthcare	Disadvantaged youth	Street outreach worker	4	\$40,000
Sub Total					\$995,006

Grant Summary Financial Year 2017/18

Continued

	Organisation Name	Who funding assists	What funding is for	Years*	\$ (PA)
DIRECTOR'S DISCRETIONARY					
1	Women's Community Shelters	Single mums	Great Lakes Women's Shelter in Forster NSW	4	\$10,000
2	Sydney Womens Fund - Domestic abuse	Domestic abuse	Building Resilience in Children of DV program	1	\$10,000
3	Sydney Womens Fund - African Women's Sewing Circle	Women refugees, migrants	Program support - social enterprises	4	\$20,000
4	The Canberra Hospital Foundation	Community	Donation	1	\$10,000
5	Code Read - Dyslexia Awareness	People with a disability	People living with dyslexia	1	\$10,000
6	St Vincent's Curran Foundation	Children	Assist children with heart & lung conditions	1	\$7,000
7	Brumbies Rugby Scholarship Fund	Disadvantaged	Participation in sport	2	\$9,500
8	Documentary Australia Foundation - Gayby Baby	Community	Documentary, LGBTI	5	\$10,000
9	For The Love of Bikes	At risk	Seed funding - employment and training	2	\$20,000
10	Other		Donation	1	\$8,564
Sub Total					\$115,065
Grand Total 2017/2018					\$3,524,365

* Years = Years committed, including into the future.

Values

HUMILITY

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

OPENNESS AND TRANSPARENCY

We share our learnings and promote shared intelligence

COMMITMENT

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

COMPASSION

We are open-minded and accepting of others

COLLABORATION

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



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