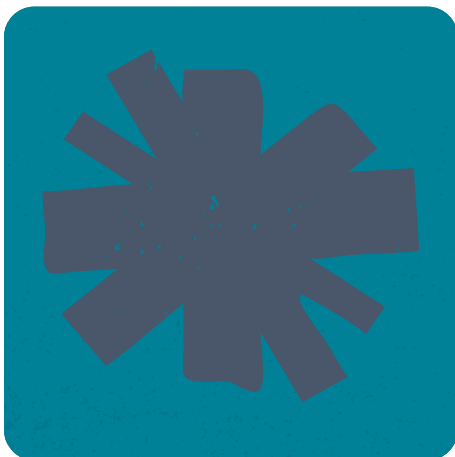


Printed February 2023



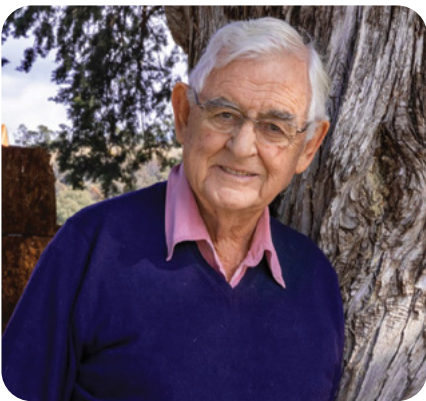
# Annual Report 2022

# Contents

CEO Report	3	<b>Board of Directors</b>
About the Foundation	4	Terry Snow AM Chair and Founder
Our 30th Anniversary	6	Georgina Byron AM CEO
Our Place	8	Ginette Snow
Our Country	16	Scarlett Gaffey
Our Sector	26	Stephen Byron AM
Our Family	28	Tom Snow
Our Financials	30	Craig Betts
Grant Summary	34	Stephen Gaffey
		Andrew Leece
		Louise Walsh
		<b>Team</b>
		Georgina Byron AM – Chief Executive Officer
		Joanne Fernance – Executive Assistant
		Carolyn Ludovici – Our Place Manager
		Lorraine Johnson – Grants Co-ordinator (retired April 2022)
		Megan Parsons – Grants Co-ordinator
		Matthew Breen – Partnerships Manager
		Alex Lagelée Kean – Impact and Engagement Manager
		Lucy McKee – Communications and Marketing Manager
		And the invaluable advice and support from the Capital Airport Group.
		<b>Advisors - thank you</b>
		Vicki Wade – Noongar woman, Aboriginal Cultural Advisor
		Geoffrey 'Jacko' Angeles – Aboriginal and Torres Strait Islander Community Engagement Officer
		Karen Iles – Aboriginal Social Justice Lawyer and Advisor, VioletCo
		Chris Wagner – Public Relations, Talkforce Media
		Kylie Charlton – Australian Impact Investments
		Michael Carman – Michael Carman Consulting
		Clayton Utz, and others in the community.

*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 and Founder



The Foundation has given me many wonderful memories from 2022, coming together with community partners and family to celebrate our delayed 30th anniversary. The Snow Foundation was founded in Canberra by my brother George and me in 1991.

The special day, spent with long-term and new partners, reflected our growth over the 30 years and the impact we've been able to make together. The Snow Foundation thrives today with hard work and committed partnerships. I appreciate the dedication of Georgie and the team, in particular their deep commitment to Aboriginal communities and rheumatic heart disease. Ginette and I hope younger members of our family continue with the Foundation and uphold its values.

I really enjoyed getting to know the Snow Entrepreneurs at the event and sharing my story and philosophies of how I approach entrepreneurship. I hear they've made great leaps in their personal development and business growth in our Fellowships for Social Change program. It's a real honour to encourage and provide mentorship for the next generation of social entrepreneurs.

The Foundation was started to support the community of my origins, so I'm very passionate about the work we do in Canberra. It's wonderful to see the progress of our work there, through the new Canberra Foundations Collaborative. There are 71 projects funded by this grant round; what an incredible impact that will have on the region.

Supporting the communities where I live and work now, is also my passion. We have excellent partnerships with the Foundation of Regional and Rural Renewal that help the Shoalhaven and Eurobodalla not-for-profit sector build capacity and connection. Also through the Country Education Foundation and Royal Agriculture Society Foundation we provide scholarships to young people living in regional NSW areas that help them further their studies.

I'm also very proud of the work we are doing with Snow Medical, led by my son Tom, particularly through our unique eight-year Snow Fellowships, to develop Australia's next generation of emerging research leaders who have big, ambitious goals. A total of nine bright young minds are changing the face of healthcare in Australia and globally.

I enjoy hearing about our partners' achievements and would like to thank them for their vision and dedication to impacting the lives of individuals and the community at large. The Foundation continues to grow each year and I look forward to providing increased support and opportunities.



Foundation  
Established  
**1991**



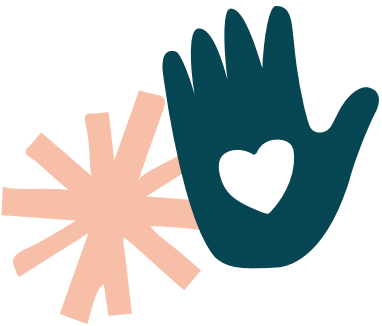
Organisations  
Funded  
**440+**



Individuals  
Assisted  
**520+**



Total Giving  
**\$68M**



Some of the Snow family at the Foundation's 30th Anniversary – Craig Betts, Jasmine Betts, Terry Snow, Scarlett Gaffey, Tom Snow, Ginette Snow, Stephen Gaffey, Georgina Byron, Stephen Byron



Royal Agricultural Society Foundation rural scholar Georgina Evans





# Georgina Byron AM Chief Executive Officer



I am thrilled about the many projects realised this year, starting with the significant joint grant round in Canberra with our friends at Hands Across Canberra and John James Foundation. This Canberra Foundations Collaborative provided vital funds at a critical time post-Covid, and new partners formed.

Support to Our Place continues to grow in our main place, Canberra, and the key regions, NSW South Coast and Sydney. Strong trusting partnerships with the Foundation for Regional and Rural Renewal and the Sydney Community Foundation/Sydney Women's Fund are vital to our impact here.

Our work, with others, on Aboriginal and Torres Strait Islander health achieved so much this year. One Disease completed its crusted scabies elimination plan; a huge thanks to Michelle and the team. Scabies is a precursor to the preventable and horrific disease, rheumatic heart disease (RHD), a major focus for us, and in March the Take Heart: Deadly Heart film premiered around the country. This awareness campaign complements the community action work we co-lead with the Deadly Heart Trek, which educates, diagnoses, and treats RHD. I had the pleasure of being on the team in the Cape and Torres region, where we were warmly welcomed and provided education and heart screenings. We thank the Federal Government for stepping up its funding and this must continue to grow to meet our commitment to the World Health Assembly in end RHD.

I loved our 30th anniversary celebration; what a highlight seeing so many of our partners all together. The warmth and community spirit in the room were tangible, and we thank everyone who joined us. My family and I are so grateful to you all, and of course to Terry for establishing and growing the Foundation, and we are committed to working hard to keep it flourishing. At the event, we spent extra time with the eight remarkable early stage Snow Entrepreneurs we selected from across the country, who are completing their 12-month fellowships for social change. They have wowed us with the speed of their development, and we have a new round opening in 2023.

As for our long-term social entrepreneurs, it's been a real privilege working with MD Alison Covington and Good360, growing it from a tiny pilot to an incredibly high-impact online operator benefiting communities all over Australia. Whilst I have resigned from the Board after seven years, I remain a firm friend. And a shout-out to Violet Initiative for forging ahead providing critical end-of-life tools for all carers, stay tuned for an important film we are supporting in 2023.

Many new partnerships were formed this year, including a collaboration to launch the Amplify Pride Fund, a ground-breaking grant initiative to increase funding and capacity of grassroots LGBTIQ+ organisations, and we also increased support to the Economic Justice and Safety area.

A lovely way to end the year was being awarded joint-winners at the Australian Impact Investment Awards with Alberts, recognised for our social impact and leadership. We have grown our commitment to social impact investments to 15% of our investment.

Our team, based in Canberra and Sydney, evolves. Our friend and colleague Lorraine retired after ten years - I look back with gratitude at what was accomplished early on, just the two of us! Jo also left us, and we thank Jo for her contribution. Megan and Matt joined Carolyn in Canberra, and our Sydney team is also set for growth in 2023, to join Alex and Lucy. I'm very grateful for every one of them, their passion and thoughtfulness; it's a great team.

To my family and Board, thank you for your support and guidance: Terry, Ginette, Stephen Byron, Scarlett, Stephen Gaffey, Tom, Craig, Louise and Andrew. And I also thank our fabulous advisors and the Canberra Airport team.

Please enjoy a few of the highlights of the work we do, together with our partners and collaborators; they all continue to inspire our work and purpose each day.

Vicki Wade - Heart Foundation, Georgina Byron, Geoffrey 'Jacko' Angeles - Aboriginal and Torres Strait Islander Community Engagement Officer. The Snow Foundation team - Megan Parsons, Carolyn Ludovici, Georgina Byron, Alex Lagelée-Kean, Lucy McKee, Matt Breen. The Deadly Heart Trek team in QLD. Mona Mahamed - Community Support Services Incorporated. Georgina Byron, Jo Westh - 4 Voices, Alannah Betts. Scarlett Gaffey, Lorraine Johnson, Georgina Byron, Ginette Snow, Stephen Byron. Paul Zahra - Australian Retailers Association and Alison Covington - Good360 at Good360 7th birthday. Carolyn Ardler - FRRR, Gemma Tribe - Nowra Community Food Store and Deb Samuels - FRRR. Georgina Byron and school children on the Deadly Heart Trek.





# About Us

## 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 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 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

## Our Beneficiaries

People who: are homeless, have a disability, are suffering economic injustice/disadvantage, are experiencing domestic violence, are in end-of-life care, are carers, are living with addiction have mental health issues. Aboriginal and Torres Strait Islanders, LGBTIQ+, women and families

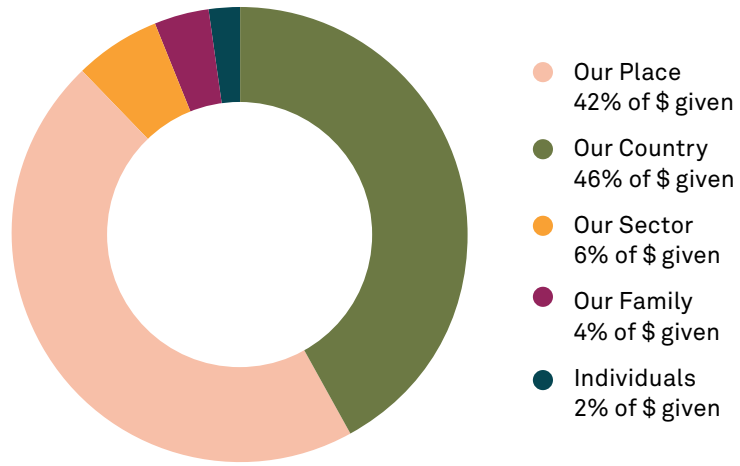
## Grant Funding 2021/22



## Number of Grants 2021/22



## Distribution of Funds



**Our Place – 75 grants**  
66 Canberra and 9 Key Regions



**Our Country – 33 grants**

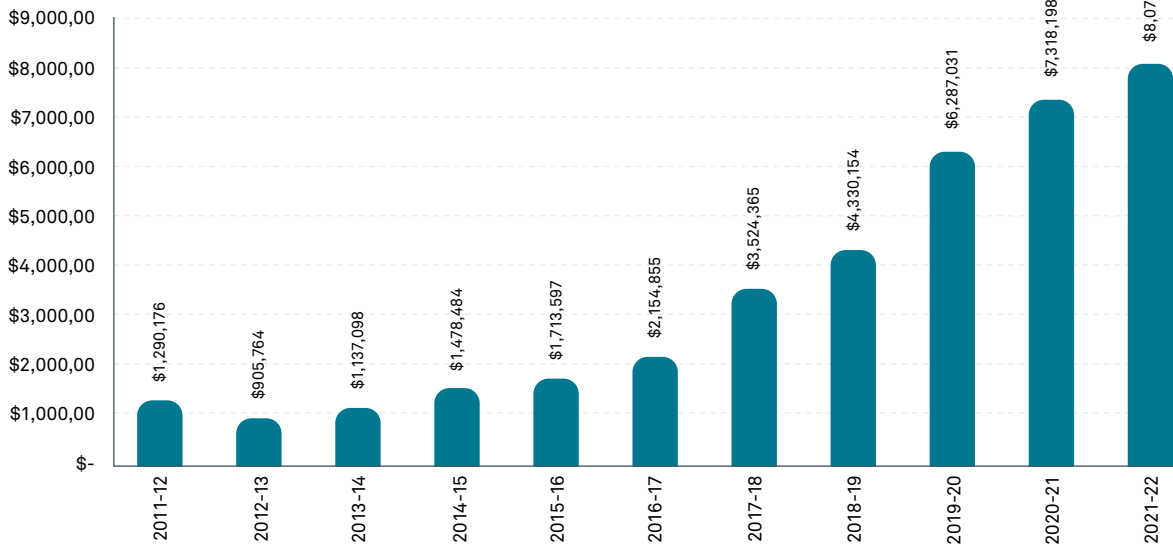


**Our Sector – 11 grants**



**Our Family – 17 grants**

## Annual Donations to Community





# 30th Anniversary of The Snow Foundation



“The Snow Foundation was founded in Canberra by my brother George and me in 1991. We started it to make a difference to people’s lives in the community of our origins. George and I had a pretty straightforward view; see someone struggling and give them a helping hand.”

Terry Snow

What a joy it was to finally come together on June 1st and celebrate the 30th anniversary of the Foundation with 150 partners, colleagues and family, on Ngunnawal land. It was a celebration for all of us – a chance to recognise the tremendous work of our partners, and an opportunity to share stories.

The energy of a room full of socially-minded people, striving for a more caring and inclusive community was incredibly special and we really enjoyed the heart-warming spirit in the room.

We honour Terry and George for taking the initiative to start the Foundation. It was a pioneering move, challenging the usual pathways at the time to establish a foundation, so we’re thankful for their vision and perseverance.



Thank you to our partners and panel speakers Cheryl O'Donnell – PCYC Canberra, Joe Kwon – Confit Pathways and Shanna Whan – Sober in the Country. They delivered powerful, emotive tales of hope, turning their lived experiences into meaningful lives dedicated to supporting others



30th Anniversary coffee table book, showcasing 30 years of partnerships



The Snow Foundation Board – Craig Betts, Andrew Leece, Louise Walsh, Scarlett Gaffey, Tom Snow, Terry Snow, Stephen Gaffey, Ginette Snow, Georgina Byron and Stephen Byron



Jack Manning Bancroft and Arthur Little from AIME



Terry Snow and Shanna Whan, Sober in the Country



Georgina Byron with Jane Jose and incoming CEO Sydney Community Foundation, Loredana Fyffe



Guests watching the legacy film



The Snow Entrepreneurs - Geoffrey Smith - Australian Spatial Analytics, Pia Clinton-Tarestad - Clean Slate Clinic, Neala Fulia - MoreGoodDays, Loki Ball - Performl, Jessica Brown - The Warrior Woman Foundation, Skye Riggs - Ripple, Joe Kwon - Confit Pathways (Summer Petrosius - Kindship, absent)



Terry Snow, Stephen Byron, Snow Entrepreneur Geoffrey Smith - Australian Spatial Analytics



Joe Kwon - Confit Pathways and Melissa Reader - Violet Initiative



Cheryl O'Donnell - PCYC, Heidi Prowse - MIEACT and Sue Webeck - Domestic Violence Crisis Service





# Our Place Canberra and Key Regions

## Our Place \$3.4M

Canberra  
\$2.2M

Key Regions  
\$1.2M

## Focus Areas – Canberra

Economic Justice  
and Safety  
\$663K

Education and  
Employment  
\$342K

Health  
\$1.2M

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 two major partners and a few others connected to local issues and organisations.

## Canberra Foundations Collaborative Community

This year we collaborated with the John James Foundation and Hands Across Canberra to form The Canberra Foundations Collaborative, to offer a centralised grant round for organisations in the ACT and greater regions, understanding that community organisations already have limited resources and time for grant writing.



Joe Roff - John James Foundation,  
Georgina Byron - The Snow Foundation and  
Peter Gordon - Hands Across Canberra



Our Place  
Canberra

The collaboration focused on addressing needs and building capacity in Canberra's community sector. Almost \$1.5M in grant funding went to 71 projects to help support people who experience economic and social disadvantages.

This funding came at a critical time for many and will have a significant impact across a range of causes such as homelessness, aged care, carers, employment and education, as well as post-prison support. Since the beginning of COVID, the number of people living in poverty has risen, as has domestic and family violence and mental health challenges.

Following the grant round, a survey sent to applicants revealed their desire for networking opportunities.

In response, we held an end-of-year celebration attended by over 100 people working in the for-purpose sector.

The Collaborative Grant Round continues in 2023, with a focus on connecting the community organisations with each other and empowering them to make a true difference to the people of our region.

Following are a few of the initiatives that received collaborative funding

Attendees at the Canberra Foundations Collaborative end-of-year event

171  
expressions of interest

100  
applications

71  
projects funded

\$1.5M  
total funding

*"This has truly been a massive and really worthwhile project. Most importantly, it has provided us with a stronger connection to our community. We have learnt so much more about the work being done to support people in need in our region, complementing the 2021 Vital Signs Canberra report, which painted a true picture of our challenges and strengths,"*  
Peter Gordon, CEO Hands Across Canberra



The panel discussion at the Collaborative event, hosted by Georgina Byron with Nic Stuart - Ability News, Dr Merri Andrews - Women's Health Matters, and Lisa Wylde - Toora Women, who each gave an insight into their organisation and an overview of the project that received funding



## Ability News Disability

Ability News was founded by Nic Stuart, a former ABC Correspondent and political commentator. It aims to connect, inform, and empower the ACT disability sector by providing relevant news stories and actionable information.

*"We are absolutely thrilled to receive this grant. It will allow us to create an accessible website that will become a vital resource as we inform, connect and empower the disability community here in Canberra."*

Nic Stuart, Editor, Ability News



## Our Place Canberra

### Women's Health Matters

*Community Research*

Women's Health Matters is an independent think tank to improve the health and wellbeing of women in the ACT. This year they developed a survey, to identify gaps in women's wellbeing and to advocate for gender-responsive services. The project will benefit all ACT women by making the state of health and wellbeing visible through high-quality data, providing a platform to influence gender-responsive policy.

### Toora – The Complexity Centre

*Domestic and Family Violence*

Toora Women has been empowering women through safety, respect and choice in the ACT and surrounding areas for over 40 years. This year, we were pleased to support a joint initiative between Toora and Everyman called 'The Complexity Centre', the first-of-its-kind in the ACT. The gender specialist services combined to address the regional gap in offerings for people with complex, severe and ongoing psychosocial presentations.

Long-term partner Music for Canberra's Mixed Abilities Program, Collaborative Grant Round recipients



Teen Clinic Nurse

### Directions Health – Teen Clinic

*Youth Mental Health*

Teen Clinic is an innovative, free service for local teenagers in Canberra to talk to a nurse in a non-judgemental environment about topics like mental health, sexual identity, gender issues, contraception, alcohol and other drugs. Teen Clinic opened in Tuggeranong in early 2022 and will be opening a second site in Queanbeyan in 2023.



## Our Place Canberra

As part of our strategy, we help introduce successful initiatives to the region.

### Tender Funerals Canberra Region

*End-of-Life Care*

Tender Funerals is a not-for-profit, mostly volunteer-run community-led funeral service offering meaningful, affordable, and culturally appropriate funerals. With operations in the Illawarra region and the Mid-North Coast, we have been working together to bring Tender Funerals to Canberra.

We are committed to helping find a home for Tender within the Canberra Airport property portfolio in 2023. In the meantime, Tender will continue to offer a choice of caskets, death doula support and host events that support the community to understand the rights, responsibilities and legal obligations of death.

**3 YEARS TO 2023**  
**\$665K**

Salary and Capital Costs



Pam Thornton, Rivkah Nissim and Jenny Briscoe-Hough - Founder of Tender Australia



### Jigsaw Australia

*Disability*

We're thrilled to help bring Jigsaw to Canberra, a social enterprise that trains and transitions people with disability into award-wage employment. Already operating in Sydney, Brisbane, Melbourne and Adelaide, they opened their fifth hub in January 2023 at Fairbairn, one of the Canberra Airport properties, with over 20 trainees already signed up.

Their program offering includes training, a 12 months+ award wage employment contract, CV, job application and interview coaching, and ongoing support once employment has been secured.

Tammie Usher, Community Engagement Lead and Trainee Max Grinsell-Jones at Jigsaw





Rentwell

Affordable Housing

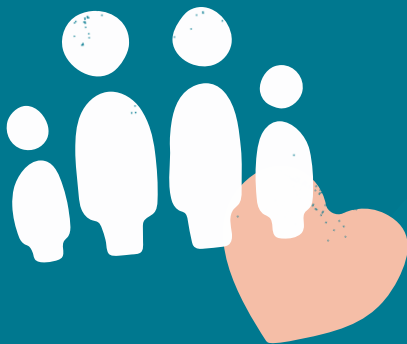
This year, we were excited to renew our funding agreement with Rentwell by YWCA. Rentwell is a charitable property management service that provides affordable housing to people in the ACT.

6  
years running

65  
privately owned investment  
properties managed and  
leased

Below 75%  
market rate

Assisting 143  
people priced out  
of rental market



Karinya House

Domestic and Family Violence

Karinya House is a well-known and loved organisation that supports women in need who are pregnant or have new babies. Karinya has been a partner of ours for 14 years, extended for a further 5 years to support the Karinya Ninja Navigator. This will provide an additional resource for administration so caseworkers can focus their time with clients.

Domestic Violence  
Support for Individuals

Domestic and Family Violence

Applications for individual grants doubled to 120 in 2022, with most of the applications coming from refuges for women, with immediate financial needs such as relocation costs and utility and phone bills.

Responding to the increase in need, we held a roundtable with community representatives to discuss how we could add to our support. Following the success of a domestic violence brokerage funding with YWCA in 2021, we have extended this funding model to Beryl Women, Care Financial and Toora Women, each with a small grant to help meet the immediate needs of their clients.



The Men's Table is a powerful support to individual members and their community, contributing to emotional and social wellbeing

The Men's Table

Mental Health

Men's Table hit the ground running in 2022, with several new tables launched in Gungahlin, Belconnen and Erindale, with a great response and attendance by local men. Crediting the collaborative culture in Canberra for their success, there are plans for new tables in the Molonglo Valley, Tuggeranong and Queanbeyan in early 2023.

Roundabout

Vulnerable Families

Roundabout Canberra provides safe, high-quality essential baby and children's items to families in need through a network of community and not-for-profit organisations. This year, through the Canberra Foundations Collaborative, we funded their corporate volunteering program and tested it out with staff from the Canberra Airport who joined us to help clean car seats and prams, sort bags of donations, and make packs for families in need.

Staff from Canberra Airport and The Snow Foundation washing donated prams and baby capsules



Lorraine Johnson - The Snow Foundation and Robyn Martin - Beryl Women Inc



St John's Care Christmas Appeal

Vulnerable Individuals and Families

December is an especially busy time for St John's Care, preparing Christmas hampers and Christmas presents for their clients' children. Each year in the business parks, Canberra Airport sets up giving trees to help boost donations and this year staff lent a hand to deliver and sort the donations.



200  
hampers

10  
car loads of donations

16  
days of work saved

32  
volunteers

Staff from Canberra Airport packing Christmas hampers at St John's Care





Our Place  
Key Regions

We support the key regions of the NSW South Coast and Sydney, and work closely with major partners connected to local issues and organisations. On the NSW South Coast, we partner with the Foundation for Rural and Regional Renewal, and have two key scholarship partners across rural and regional areas.

In Sydney, our major partner is the Sydney Community Foundation and Sydney Women’s Fund.



Saluting Sydney Women 2022. Sophie McCarthy - Chair, Sydney Community Foundation, Wendy McCarthy - Patron, Sydney Women’s Fund, Ann Sherry - Chairman of the Board, Enero Group, Georgina Byron - Chair, Sydney Women’s Fund, Loredana Fyffe - CEO, Sydney Community Foundation

Sydney Community Foundation  
Sydney Community

Sydney Community Foundation continues its place-based work connecting donors to grassroot programs. We supported its new Be Kind Sydney campaign, which raised over \$424K for 100 Sydney charities that support people experiencing homelessness, help put food on the table, connect asylum seekers with local services, protect women and children escaping violence and help people find work.

4 Voices  
Women and Families

4 Voices offer a one-stop connection shop, providing free social and digital services to help vulnerable women. Support from Sydney Women’s Fund along with a grant from us has helped bring ‘Snowflake’, a new mobile service to Sydney. The van provides social connection - a cuppa and a conversation - plus digital and employment connections for those experiencing social or digital exclusion, domestic violence, or homelessness.

SYDNEY  
Sydney Women’s Fund  
Women and Families

We invest in the operations of Sydney Women’s Fund (SWF), a fund of Sydney Community Foundation, to advocate for gender equity and to support women and families in greatest need.

Through this deep partnership, we provide grants dedicated to employment scholarships, an empowerment program for young girls and we continue to fund the critical RISE Whitelion program that supports students who have been expelled or suspended, to learn in an alternative environment.

Significant to SWF is celebrating eminent women and the flagship Saluting Sydney Women returned this year, celebrating Ann Sherry AO, a trailblazer in business and social inclusion. The event featured a moving Q&A with Marta Artemenko, leader of the Ukrainian Helping Hand Project and SWF Chair, Georgina Byron. This project supports families who have fled the conflict in Ukraine and came to fruition through SWF’s quick response to the crisis.

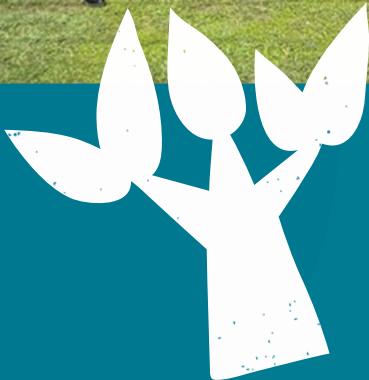
We farewelled CEO Jane Jose, after eight great years at the helm and welcome Loredana Fyffe who has settled in tremendously.

10 YEARS TO 2024  
\$1.36M

Core Funding and Local Grants



Snowflake the van launches in Sydney with Blak Douglas playing the didgeridoo



Michele Donovan - Unkya LALC, Annabel White - Vincent Fairfax Family Foundation, Georgina Byron - The Snow Foundation, Ruth Link Muurrbay - Aboriginal Language & Culture Co-operative, Danica Burridge Jiinda Biin Duguula - Sista’s Together



\$251K for 41  
scholarships in 2022

- 6 Canberra
- 21 South East and Tablelands
- 2 South West Slopes
- 12 Shoalhaven

Our Place  
Key Regions

NSW SOUTH COAST AND REGIONAL  
Foundation for Rural  
and Regional Renewal  
Community

In partnership with the Foundation for Rural and Regional Renewal \$400K was awarded in grants to support 25 not-for-profits (NFP) in the communities of Bateman’s Bay, Ulladulla and Nowra. The Investing in Rural Community Futures program is now in its third stage of a five-year plan and this funding builds and supports the capacity in areas of systems, people, strategies, and efficiencies to help grow their organisations.

At the core of the program is a community roadmap that has been developed by the community’s NFPs to articulate their goals and vision, and what support they need to get there. Investment then supports these goals through grants and ongoing evaluation with a local facilitator.

We enjoyed coming together in Nambucca Valley in September with FRRR and Vincent Fairfax Family Foundation to review the positive impact the program has had.

5 YEARS TO 2024  
\$2.5M

Core Funding and Local Grants

Scholarships

Through our two major scholarship partners, Country Education Foundation and Royal Agricultural Society Foundation, we support rural and regional youth to access education, achieve their goals and realise their dreams. Students are awarded scholarships across a range of courses, from advanced medical science to community services and the funds assist with fees and expenses such as travel, internet connection and laptops.

The scholarships for senior students at Queanbeyan High School continue and their model has been adopted by nearby Karabar High School to encourage senior students to continue their schooling and consider tertiary education. We also provide scholarships to Companion House for students from refugee backgrounds.

Royal Agricultural Society Foundation scholar Hugh Morrison







# Our Country

Our Country's focus is to support a few key social justice issues, advocate for systemic change and support inspirational social entrepreneurs to address entrenched disadvantage.

**Our Country**  
**\$3.7M**

Social Justice Issues  
**\$1.5M**

Social Entrepreneurs  
**\$2.15M**

Awareness of  
Social Issues  
**\$100K**

## Social Justice Issues

*Specifically, Indigenous health, LGBTIQ+, economic justice and safety*

## Indigenous Health

Since 2011, we have been working 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.



Dr Ben Reeves, paediatric cardiologist on the Deadly Heart Trek in the Torres Strait

## Rheumatic Heart Disease (RHD)

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

We are pleased there has been a commitment from the Albanese Government to more than double the funding for the elimination of RHD in Australia, increasing from \$6M to \$13.5M nationally, including \$1.5M for heart screening.

We continue to focus on supporting community-led solutions and bringing RHD to public attention

## RHD Medical Research

We 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.



Some of the Trek delivery team at the QLD Trek launch in Cairns. Back Row: Georgina Byron, Geoffrey 'Jacko' Angeles, Dr Rob Justo, Carl Francia. Front Row: Casey Dean, Vicki Wade, Dr Bo Reményi, Dr Erica West, Erin Ferguson, Dr Ben Reeves

## Community Action – The Deadly Heart Trek

The Deadly Heart Trek was developed in 2020 as an opportunity to listen, learn, educate, diagnose and treat Aboriginal and Torres Strait Islander communities affected by rheumatic heart disease.

The Trek is governed by a National Steering Committee of leading paediatric cardiologists, an Aboriginal cultural engagement lead, social justice Aboriginal lawyer and The Snow Foundation.

The delivery teams are a group of doctors, sonographers, health workers, nurses and Indigenous community engagement leads, many have worked in communities for decades on RHD.

Following the warm-up Trek in the Northern Territory in 2021, six communities in QLD invited the Trek team to visit in August 2022. Dr Robert Justo and Dr Ben Reeves co-led the teams alongside Dr Bo Reményi, visiting the Cape and Torres Strait regions over two weeks. A beautiful welcome launch was held under the majestic 'Knowledge Tree' in Cairns, prior to the Trek kicking off. The two Trek teams, each of seven members, were greeted enthusiastically by communities and their positive response was echoed in the post-visit follow-up. Health data was reported back to communities and consolidated findings were shared to government and stakeholders. We appreciate the Queensland Government's high engagement and look forward to it continuing. Plans are now underway to visit Central Australia and APY Lands in 2023.

## QLD Trek Data

**978**  
hearts screened

**931**  
healthy hearts

**28**  
new RHD cases detected  
+ treated

**15**  
known definite RHD

**8**  
new congenital heart disease

**2.5%**  
of children with definite RHD

## Our Country Social Justice Issues

**9 YEARS TO 2024**  
**\$2M**

Advocacy, Awareness,  
Education and Research

## Partnerships and Stakeholders

We thank our partners: Communities in the Cape and Torres Strait regions QLD, Vicki Wade, Geoffrey 'Jacko' Angeles, Dr Bo Reményi, Dr Rob Justo, Dr Ben Reeves, Dr Gavin Wheaton, Karen Iles, Erin Ferguson, Casey Dean, Mike Hill and the Take Heart team, RHD Control Programs, NACCHO, RHDAustralia, Champions4Change, NT Cardiac, One Disease, Orange Sky, Heart Foundation Australia, HeartKids, QLD Children's Hospital, Far North Queensland Hospital Foundation, local and national Aboriginal and Torres Strait Islander leaders and philanthropy: CAGES, Aspen Foundation, Oranges and Sardines Foundation.

Launch of the Deadly Heart Trek under the Knowledge Tree in Cairns



Happy boy in the Torres Strait at a Deadly Heart Trek healthy heart education session, socks donated by HeartKids



## Our Country Social Justice Issues

### Awareness and Advocacy - Take Heart: Deadly Heart

Take Heart: Deadly Heart, the sequel to Take Heart (the 2015 documentary film and advocacy project), launched on Close The Gap Day, March 17, 2022, and has since screened over 200 times across the country as part of the ongoing campaign to end RHD. The event screenings have taken place at public and private cinemas, schools, universities, workplaces, Aboriginal and Torres Strait Islander-controlled organisations and health services, government departments and remote communities.

The film has also been broadcast on NITV, SBS and Qantas Entertainment.

Congratulations Moonshine Films and the core creative team Sue Collins, Mike Hill, Lorraine Kabbindi White and Vicki Wade. We're thrilled to be an executive producer and major sponsor on this project.

We continue to work with the Take Heart team and others, to advocate for the end of RHD - to meet the obligation to the World Health Assembly, of elimination by 2030. It's pleasing to see the recent increase in Government funding.



A scene from Take Heart: Deadly Heart, Dr Bo Reményi with child



Craig Betts, Judith Meiklejohn and Dani Williams - Orange Sky and Frankie Betts at the Sydney launch of Take Heart: Deadly Heart



Film Directors Mike Hill and Lorraine Kabbindi White at the Melbourne launch



Georgina Byron - The Snow Foundation, Vicki Wade - film producer and cultural advisor, Skout Kirk, Michael O'Loughlin co-founder of Go Foundation, Hayley S Kirk, Brett Kirk at the fundraiser screening hosted by the Kirk family

### Champions4Change

Champions4Change supports people and communities across Australia with lived experience of RHD to advocate for change, raise awareness in their communities and inform resource and program development. We are pleased to support this program, led by our long-time advisor and proud Noongar woman Vicki Wade, now under the helm of the Heart Foundation.

2 YEARS TO 2024  
\$350K

### Crusted Scabies – One Disease

The mission of One Disease since its initiation in 2010 was to work towards the elimination of Crusted Scabies as a public health concern in Australia by 2022. They have made an important and significant impact in that time and will voluntarily wind down in early 2023 – their program empowering communities and individuals to continue managing the fight.

*"Success for One Disease is that the Crusted Scabies recurrence rate has been below 5 percent over many consecutive quarters. Success is also knowing that our endless promotion of Scabies Free Zones, reinforcing two doses of Lyclear, and being part of an effective group negotiating for Ivermectin first-line use to be on the Pharmaceutical Benefits Scheme has created a buzz that sometimes sees people scratching around to find out more about scabies!"*

Michelle Dowden, CEO of One Disease

Legacy resources including the SCAN app for skin checks, and the Scabies and Crusted Scabies Storytelling Tool, with information in 22 community languages, will be transferred over to the Telethon Kids Institute.

11 YEARS TO 2024  
\$2.25M

Scabies Elimination Program



## Our Country Social Justice Issues

We supported Founder Dr Sam Prince from the beginning; it was the first time for giving outside the Canberra Region, the start of a dedicated journey in Indigenous health. We extend a huge congratulations and thank you to Sam and One Disease CEO Michelle Dowden and the team for their achievements.

One Disease healthy skin education, Palumpa NT



## Indigenous Rights

### Uluru Statement from the Heart

In 2022, we made a \$1M commitment to support the Uluru Statement from the Heart and the campaign for a First Nations Voice protected in the Australian Constitution. The first \$500K was distributed to two significant partners, the Indigenous Law Centre at UNSW (Megan Davis and her team) and From the Heart (Dean Parkin and his team), with the remainder pledged and to be allocated once the "Yes" campaign launches.

The announcement from Prime Minister Anthony Albanese that a referendum on a Voice to Parliament will be held in 2023 has kicked off education and engagement across the country along with a much-needed National conversation. From the Heart built a field team to engage and educate communities at the grassroots level and collaborated with the UNSW Indigenous Law Centre to develop an educational resource for schools. UNSW released a powerful 'History is Calling' ad campaign, generating significant media attention.



Stacey Ketchell and the DIYDG youth drive from Cairns to Gurindji Festival to support the From the Heart Campaign

5 YEARS TO 2023  
\$1.155M

Uluru Statement from the Heart

### Human Rights Law Centre

We are pleased to continue to partner with The Human Rights Law Centre, specifically their Aboriginal and Torres Strait Islander People's Rights Unit, which aims to uphold the principles of dignity, equality, and Aboriginal and Torres Strait Islander peoples' right to self-determination.



## Our Country Social Justice Issues



8 YEARS  
TO 2026  
\$2.4M

Core Funding

Equality Australia launching Alex Greenwich MP's 'Equality Act' with community organisations and advocates

## LGBTIQ+ Rights

### Equality Australia

We have made another major commitment to Equality Australia to support its core costs with \$200K a year for four years, as the organisation continues its vital advocacy for LGBTIQ+ rights across the country.

Key achievements in 2022:

- Federal Religious Discrimination Bill was defeated.
- Government has committed to removing carve-outs in the Sex Discrimination Act that allow discrimination by religious schools.
- Launched #CountUsIn campaign to ensure that LGBTIQ+ Australians are properly counted in the Census.

### Amplify Pride Fund

In 2022, we joined The Aurora Group and GiveOUT to launch the Amplify Pride Fund - a national grant-giving initiative to increase funding for and capacity of grassroots LGBTIQ+ organisations.

The inaugural grants were announced in October 2022. Community organisations supported with The Snow Foundation funding are:

**A Gender Agenda (ACT)** - support for trans, gender diverse, and intersex young people

**New City Church** - shaping safe and inclusive communities of faith

**Reset Australia** - tackling anti-trans hate speech and disinformation

**Inclusive Rainbow Voices** - creating a voice for LGBTIQ+ people with disability

PILOT  
1 YEAR TO 2023  
\$110K

Amplify Pride Fund

amplify  
pride  
fund

A Gender Agenda members enjoying a BBQ picnic at AGA house



## Our Country Social Justice Issues

## Documentaries

Live the Life You Please is a film-led social campaign produced by Moonshine Films to change the narrative around palliative care. Told by medical professionals, patients and their families, it is an intimate portrait of the end-of-life experience and makes profound observations about life, death, and what happens in between.

The film highlights those campaigning tirelessly to make palliative care available to every Australian in aged care, a hospital setting or at home.

The campaign comprises a series of short films, a website and a feature film released around the country during National Palliative Care Week, in May 2023. [livethelifeyouplease.com](http://livethelifeyouplease.com)

During filming of Live the Life You Please - Peter Shorthouse with his daughter Emily and partner Victoria



*"It is with sadness we bid farewell to our friend and colleague Peter Shorthouse who passed away far too early from brain cancer.*

*We acknowledge his valuable contribution to the for-purpose sector (Good360, Violet Initiative, and others) and we will miss his smart mind, curious questions, his kindness and friendship."*

Georgina Byron,  
The Snow Foundation



Fair Agenda campaign messages at the March 4 Justice

## Economic Justice & Safety

### Fair Agenda

1 YEAR  
TO 2023  
\$50K

Fair Agenda campaigns for a fair and gender-equal future, combining the power of community (43,000+ people) with experts, survivors and other advocates to achieve better outcomes for women. Our commitment will focus on two of their campaigns:

- Advocacy to strengthen women's safety; and
- Prevention of rape on campus, a continuation of the work we supported with The Hunting Ground Australia documentary.

### Economic Justice Australia

Economic Justice Australia is the peak organisation for community legal centres; their vision is for a fair social security system.

Our funding will assist their work to improve the support for women experiencing family and domestic violence, including preventing the social security system from being used as a weapon of violence and control by perpetrators.

2 YEARS  
TO 2024  
\$200K

1 YEAR  
TO 2022  
\$50K

### Transforming Justice Australia

With our support and that of the Westpac Foundation, Transforming Justice Australia has recruited six practitioners across Australia who will provide a survivor-led restorative justice process for people who have experienced sexual abuse.



Our Country  
Social Entrepreneurs

Snow Entrepreneurs –  
fellowships for social change

In celebration of our 30th anniversary, we launched the *Snow Entrepreneurs fellowships for social change*, honouring our entrepreneurial beginnings and those of our founder Terry Snow AM.

In April 2022, we announced the inaugural eight Snow Entrepreneurs. In addition to funding, each entrepreneur was matched with a knowledgeable, supportive mentor from the Social Impact Hub’s Professional Impact Network and given a diagnostic report and advisory services. Venture capital fund Antler also created a bespoke 12-week education program for the cohort.

All entrepreneurs and their teams have grown in leaps and bounds. Most notably, two of the eight (MoreGoodDays and Kindship) have already successfully raised significant impact investment – a great endorsement of their model and a giant step towards sustainability.

We look forward to making the Snow Entrepreneur fellowships a core offering of the Foundation, with a new intake in 2023.

*“Building a business is often lonely and always hard. The Snow Entrepreneur program has taught me to embrace the struggle and find joy in the process. Your support has caused a chain reaction of extraordinary results. We feel better prepared than ever to give the impossible a go.”*

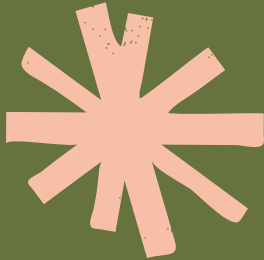
Loki Ball, Performl

*“An absolutely amazing experience – just the right balance of hands-on support and recognising the time constraints of the cohort, and a truly wonderful cohort to have been a part of. Thank you, thank you, thank you!”*

Pia Clinton-Tarestad,  
Clean Slate Clinic

FIRST-YEAR  
COMMITMENT  
\$1.3M

Group photo from the Foundation’s 30th Anniversary celebration. Georgina Byron, Neala Fulia - MoreGoodDays, Geoff Smith - Australian Spatial Analytics, Pia Clinton-Tarestad - Clean Slate Clinic, Terry Snow, Loki Ball - Performl, Skye Riggs - Ripple, Jessica Brown - The Warrior Woman Foundation and Joe Kwon - Confit Pathways



Australian Spatial Analytics  
Geoff Smith

*Training and employment of people with autism in high-end data jobs*

Opened two new locations in Melbourne and Cairns, employing more than 100 people, and increased monthly commercial income by 120%.

Clean Slate Clinic  
Pia Clinton-Tarestad

*Telehealth alcohol rehab program in your own home*

Secured partnerships with two additional primary health networks and Bupa, piloted program in Indigenous communities and grew patients from 60 to more than 200. An independent evaluation has shown the service to be highly adoptable, safe and effective, and service data to date indicates that relapse rates are significantly lower than comparable face-to-face programs at 6 months post completion.

Confit Pathways  
Joe Kwon

*Lived experience mentoring and fitness for young people in juvenile justice*

Delivering youth mentoring in all NSW youth justice centres, Joe is now being called upon by the government and others for advice and input into youth justice reform. In 2023, he is planning to open the first Confit social enterprise gym.

Confit Pathways at Cobham Youth Justice Centre running a 9-week in-custody mentoring program



The Warrior Woman Foundation mentor cohort 2022, raring to go and meet their mentees for the first time

Kindship  
Summer Petrosius

*Social networking and peer support app for parents of children with a disability*

Supports 5,000+ parents and Kindfolk volunteers, relaunched the app and welcomed three new co-founders with lived experience. In October 2022, Kindship successfully raised over \$1M in crowd equity funding, including from many Kindship users – a resounding endorsement of the value the program provides. In 2023, the organisation will launch the Kindship Wallet, an NDIS plan management tool for parents.

MoreGoodDays  
Neala Fulia

*Online program to manage chronic pain using neuroscience and psychology*

Ran a successful pilot with 50 referring doctors and very positive feedback from patients. Following this, MoreGoodDays secured \$3.5M in venture capital investments and recruited a solid team who will refine and expand the program in 2023.

Performl  
Loki Ball

*Empowering everyone with the data to end disadvantage and improve people’s lives*

Connected millions of data points and co-designed its data platform with ten of Australia’s leading human services organisations to help expand disability support, deliver housing where it’s needed and provide new responses for vulnerable children.

Ripple  
Skye Riggs

*Meaningful careers and civic engagement for young people*

Serving 5,000+ users with skills development and engagement opportunities through the redeveloped platform ripple.gl. Also facilitated youth engagement for organisations such as the City of Sydney and Vincent Fairfax Family Foundation.

The Warrior Woman Foundation  
Jessica Brown

*Mentoring for young women leaving out-of-home care*

Ran a highly successful 6-month program in Sydney with 25 young women and their mentors and raised a total of \$750K to enable the launch of further programs in Sydney, Western Sydney, Newcastle and Brisbane in 2023.



Our Country  
Social Entrepreneurs

Global Sisters

Global Sisters supports women to achieve financial independence by establishing and growing their own micro business. They have worked with over 5500 women across Australia and in 2022 showed evidence that Sisters are progressing towards long-term security by generating their own income (72%) and exiting welfare (43%).

This year also brought new partnerships with MECCA and Google and a \$3M grant from the Prime Minister and Cabinet’s Office for Women.

10 YEARS  
TO 2024  
\$1.1M

Women & Work  
.....

Global Sister Cyana Duong, Founder of Camie Fleur, has progressed from facing homelessness to generating annual sales close to \$300K and employing three other young migrant women



The Violet Initiative

The Violet Initiative works to transform our attitudes to the last stage of life, ensuring that our experience of it is normalised, organised and the best it can be, for everyone involved – the person dying, their family and caregivers.

To date, Violet has supported over 11,300 people through online information, 1:1 support and training for employees in health, aged care, community and financial services.

We have been long-term supporters of Violet and are pleased to have made an additional commitment of \$500k over two years to support their vital work.

12 YEARS  
TO 2024  
\$1.7M

End-of-Life Care  
.....

*“The suggestions offered by Violet were brilliant, I felt a lot better and more equipped to move forward with plans for Mum’s care and how to navigate conversations with family.”*

Carer under the guidance of a Violet Guide



Alison Covington, Good360 Founder and Managing Director at Wyralla Hub Lismore lending a hand to distribute essential goods to people affected by devastating floods

Good360

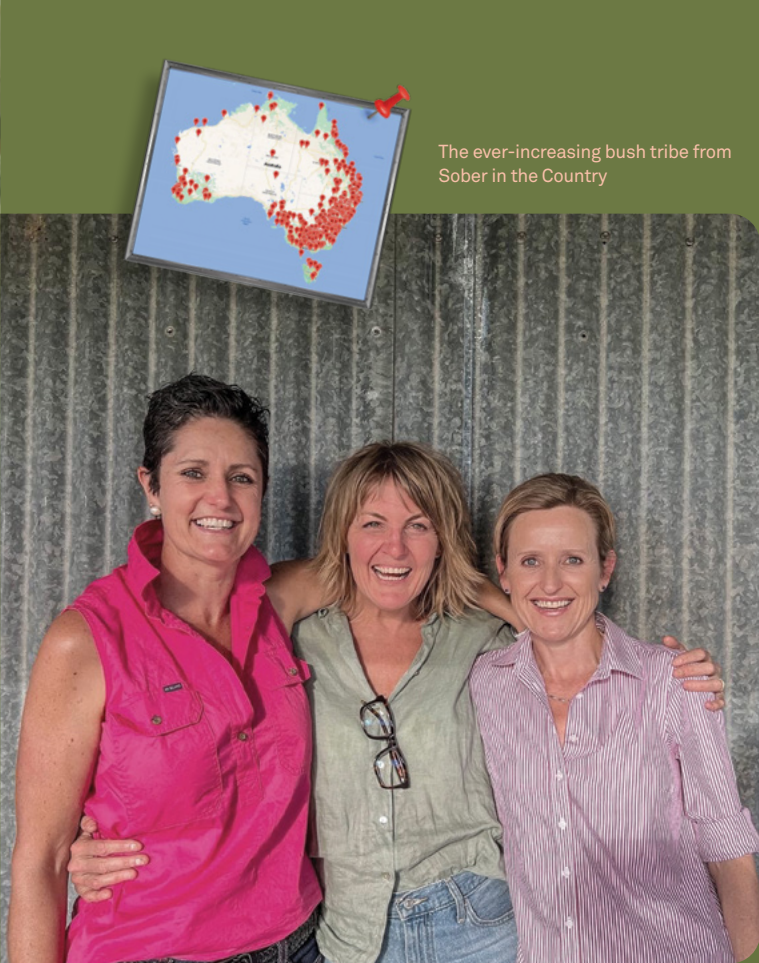
Good360 continues to play a critical connecting role in our country’s disaster recovery and community capacity. In response to the 2022 devastating floods across Australia, Good360 serviced more than 1300 for-purpose organisations and schools in flood-affected areas, delivering over 790,000 goods valued at over \$10M RRP.

*“After many years of conversations with government, Good360 secured their first Federal Government grant in 2022. While small, it means that the organisation is now officially recognised as a disaster recovery partner, opening the doors to further funding in the future.”*

Alison Covington, CEO Good360

10 YEARS  
TO 2024  
\$1.43M

Economic Justice  
.....



Sober in the Country’s Shanna Whan (middle) with Bush Tribers Dee Clonan and Ally Brennan

The ever-increasing bush tribe from Sober in the Country

Our Country  
Social Entrepreneurs

Sober in the Country

Sober in the Country works to change the narrative around booze in the bush through straight talk, lived-experience advocacy, peer support and spreading the message that it is #OK2SAYNO to a drink.

In 2022, Shanna was selected as Australian of the Year Local Hero and Marie Claire’s Woman of the Year (Advocate of the Year), in recognition of her relentless bravery, leadership and life-saving advocacy in rural health.

Now with a growing social media network reach of close to 1 million, Sober in the Country also works closely with Clean Slate Clinic to ensure people in the bush have access to safe alcohol detox from home.

4 YEARS  
TO 2023  
\$415K

Addiction  
.....

Head Start Homes

Head Start Homes supports vulnerable people on a path to home ownership through financial literacy education and access to loan guarantees and other financial products, empowering tenants to exit social and affordable housing.

We are pleased to support the expansion of their empowerment services, which have so far assisted 70 people to start saving and put into action a plan towards home ownership.

3 YEARS  
TO 2024  
\$250K

Housing Affordability  
.....



Head Start Homes client Hope, a proud single mum and nurse, on the day she received the keys to her home

Homes for Homes

We’ve made an additional 4-year commitment totalling \$1.25M to Homes for Homes to help tackle Australia’s social and affordable housing crisis.

This unique model works with individuals and property developers to include a caveat on the property title, which prompts

a tax-deductible donation of 0.1% of the sale price to be donated to Homes for Homes at the time of sale.

We’re thrilled that Denman Prospect, built by Canberra Airport Group, is Australia’s first Homes for Homes suburb, with almost all properties registered.

10 YEARS  
TO 2026  
\$1.8M

Housing Affordability  
.....



# Our Sector

Our Sector focuses on strengthening the philanthropic and for-purpose sectors. We are committed to fostering more effective philanthropy, expanding community giving and increasing the capacity and skills of for-purpose organisations, including work to make impact investing more accessible. We take part in collaborative initiatives and fund key research that will benefit us all.

## Effective Philanthropy



Giving Heroes launch campaign

## Philanthropy Australia

We are pleased to support Philanthropy Australia's role as an advocate, connector and educator for the philanthropic sector. In 2022, we increased our support as a strategic partner to help enable their vision to double structured philanthropic giving in Australia by 2030.

Amanda Miller and Georgina Byron at the Philanthropy Australia National Conference September 2022



## The Funding Network

Giving Heroes is a new initiative by The Funding Network (TFN), engaging 8-14 year-olds in fundraising for causes they care about, building a strong culture of giving in the next generations.

The first Giving Heroes event in June 2022 had nearly 100 Heroes registered and together they raised \$42,046 for Eat Up, The Pyjama Foundation and Stella Bella Foundation. Doing chores, running laps, baking cakes and donating their pocket money, Giving Heroes proved that young people can get passionate and take action to change the world.

We also supported TFN's social enterprise event in November 2021, raising funds for Hotel Etico, Green Fox Studio and Women CAN.

## Mannifera

We continue to be an active member of Mannifera, a collective of 20 philanthropic funders who support stronger democracy and a fairer economy. Mannifera has become known for its leading practice in grant making – such as First Nations-led philanthropy and power sharing partnerships.



## For-Purpose Capacity & Community Giving

### Community Foundations

We continue our deep partnerships with Hands Across Canberra, Sydney Community Foundation / Sydney Women's Fund and the Foundation for Rural and Regional Renewal, providing funds and working closely to strengthen the communities and grassroots organisations in the places where we live and work: Canberra, Sydney and the NSW South Coast.

### Documentary Australia Foundation

We support the work to drive social change through documentaries by providing ongoing core funding as well as seed funding for the new impact producer program in 2023.

### LendForGood

We provided seed funding to launch this online crowdlending platform, which connects people who wish to lend capital to for-purpose organisations. Loans are repaid with interest or pooled for investment in the next for-purpose organisation. The goal is to grow the pool of capital available for social enterprises beyond existing impact investors.

Tom Dawkins, Co-Founder LendForGood, at the Australian Impact Investment Awards, winner of the Impact Market Builder category



### Social Impact Hub

In 2022, we commenced a major partnership with Social Impact Hub to provide wrap-around support to our Snow Entrepreneurs (see page 23).

*"Having a mentor for me has been so helpful. I previously didn't have anyone to speak to about how to navigate the rollercoaster of growing a social enterprise and how this intersects with life. So instead of becoming overwhelmed, I'm able to grow more, be a better leader for our community and create more impact through our work."*

Skye Riggs, Snow Entrepreneur, Ripple

In addition, we are supporting the redevelopment of the Impact Investing Hub to make impact investing more accessible via stakeholder engagement, masterclasses and a new website.

### The Mill House Ventures

We extended our support for The Mill House Ventures, the Canberra-based social enterprise intermediary, to assist with a social entrepreneur-in-residence to lead the design, pilot, and ongoing delivery of the social enterprise growth programs.

### Together4Youth Collective

We are part of a funders' collective that supports a pilot of 13+ youth mental health organisations who collaborate to deliver seamless mental health programs in high schools to provide continuous support to young people and make engagement easier for schools.

In 2022, Together4Youth successfully worked with six schools, and 18 schools have signed up for 2023, including six in Queanbeyan.

## Our Sector



## Social Ventures Australia

We supported the fifth *Partners in Recovery* report by Social Ventures Australia and the Centre for Social Impact, highlighting the ongoing impact of COVID-19 on the for-purpose sector and outlining ways to strengthen the sector to help Australia's economic recovery.

## Social Enterprise Australia

Social Enterprise Australia is the new peak body to lead a national strategy and foster shared learning and collaboration. It came out of the work we supported through Griffith University's Yunus Centre, along with other funders.



The Social Enterprise Australia strategy day at The Snow Foundation's Sydney HQ. David Brookes, Tara Anderson, Jess Moore, Alex Hannant, Alexie Seller, Belinda Morrissey and Matt Pfahlert



# Our Family

The Our Family pillar supports family-led and inspired giving. In 2022, we were finally able to come together with community partners, family and friends to celebrate 30 years of the Foundation, where we shared the legacy film and the coffee table book filled with many fabulous community stories. Here we share some of the grants supported by family members.

## Tick-Borne Disease Research Program

As a family, we have been directly impacted by tick-borne disease and this unique study in partnership with the NORTH and leading doctors aims to build crucial evidence of how to diagnose and tailor treatment for those that suffer from chronic tick-borne illnesses. We are thankful to everyone who came along to hear an update on the Tick-Borne Disease Research Program in October. Patients, families and clinicians gathered to discuss activity and outcomes of the program to date. ABC journalist Sophie Scott moderated a panel discussion where two patients shared their experiences with tick-borne disease illnesses and how the disease has impacted every aspect of their lives for many years, including at times becoming bedridden.

The multi-disciplinary team has already selected 46 patients and is now seeing 23 of them, so they are well on their way with the study! It's a long journey and the clinicians are pleased with the progress of the patients. An additional major legacy from this project will be a biobank of samples that will be made available to other researchers once the program is complete.

In the long term, we hope tick-borne disease is better understood and recognised in Australia, and that the Government prioritises funds for patient-related research. We welcome any others that want to join us in supporting this incredible research project.

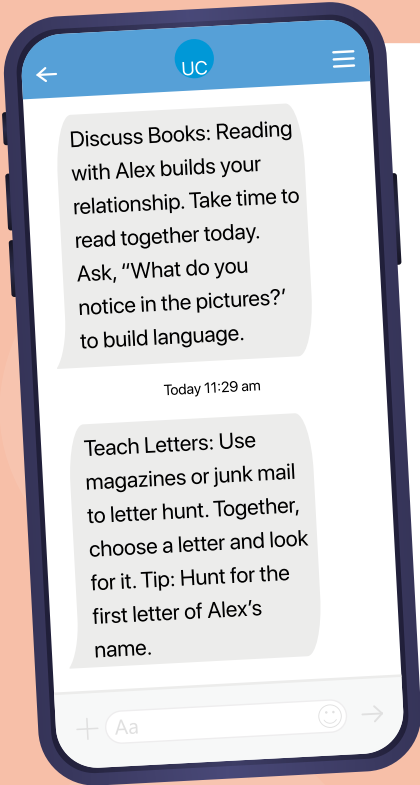
Ginette Snow and Georgina Byron at the Tick-Borne Research Program update



Michael Ellies - NORTH Foundation, Gilbert Lorquet - NORTH Foundation, Lee Bollom - patient, Janet Caddick - patient, Sophie Scott - ABC journalist and panel moderator, Dr Bernie Hudson, Dr Richard Schloeffel, Ginette Snow and Georgina Byron



# Our Family



## University of Canberra 'Ready for School' Research

The importance of children's early language skills cannot be overstated. Families are often children's first and most important teachers, however, families vary in their ability and capacity to support children's language learning at home. Interventions aimed at increasing parents' skills are labour-intensive and expensive. In contrast, text messages are low-cost and scalable. In this pilot study, 70 ACT preschool families received three text messages (one fact and two tips) a week, for 18 weeks. Whilst language skills were not able to be measured due to Covid, 90% of parents who completed the post-survey reported that the text messages were useful and would recommend the program.

## Top Blokes Foundation

The Top Blokes Foundation works with young men to support their health and well-being to increase resilience, empathy, and respect for themselves and others. In doing so, they work to reduce the rates of suicide, mental health issues, and antisocial and risk-taking behaviours.

Top Blokes at Cronulla High School



- 3097 young men mentored
- 235 programs delivered
- 145 school partners
- 9870 hours spent mentoring
- 26 mentors

## Australians Investing in Women

Australians Investing in Women is a leading national advocate for gender-wise philanthropy. Building on progress towards gender equity, they take an evidence-based approach and work in partnership with philanthropic, corporate and community leaders to strengthen society by catalysing investing in women and girls.

## Human Rights Watch

Human Rights Watch investigates and reports on abuses happening in all corners of the world. In Australia, serious human rights issues persist, including the significant overrepresentation of First Nations people in the criminal justice system, the incarceration of Indigenous children and the impact of Covid-19 on people living in aged care facilities.



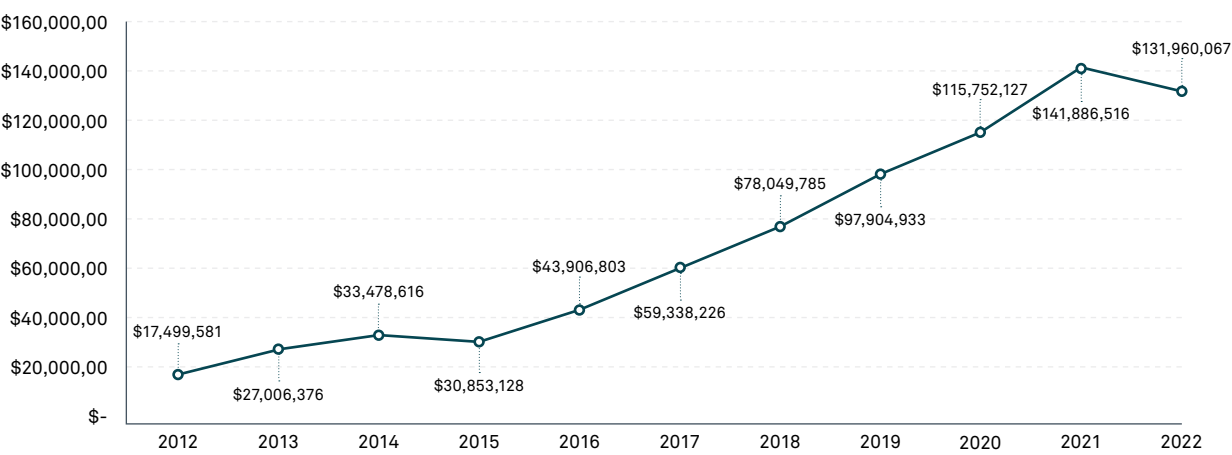
# Our Financials

The Foundation’s corpus finished June 2022 at \$132 million with the asset corpus decreasing from the previous financial year, despite additional top-ups.

This was driven by the investment returns and external factors which directly affected the global economy, including Australia.

The Foundation continued its commitment to grow donations to the community year on year - from \$7.3M in FY20/21 to \$8.1M in FY21/22. \$14M was also given to Canberra Grammar School. This increase in giving enabled the Foundation to assist 41 more organisations and 102 more individuals during the financial year. The corpus and annual donations are forecast to continue to grow in 2023, due to investment returns and additional contributions.

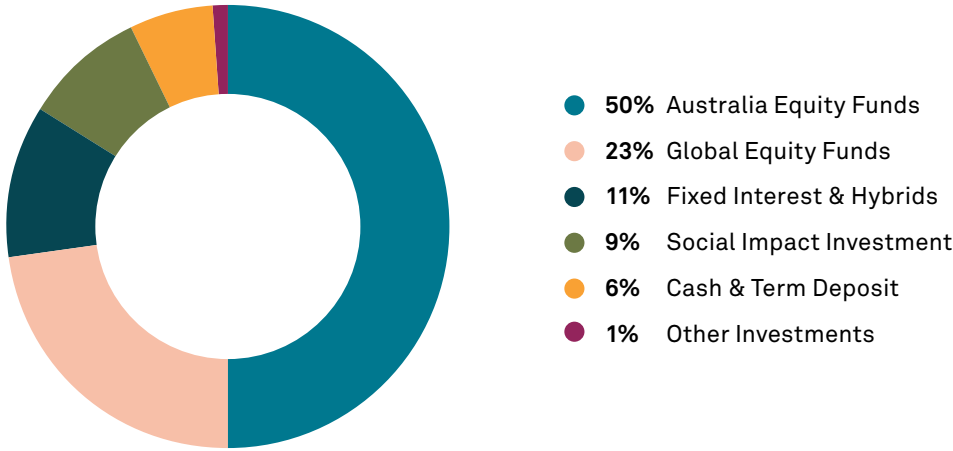
## Asset Corpus



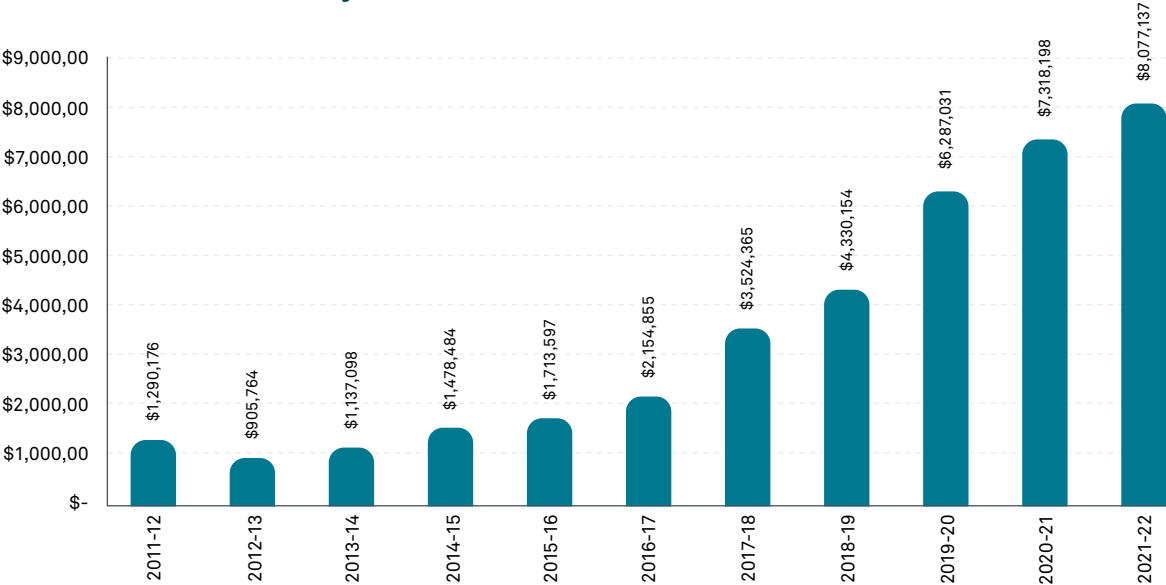
## Investment Strategy

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 returns without risk. We invest responsibly in corporations who reflect our mission, with preference given to members of ESG Research Australia and signatories to the United Nations PR.

## Asset Allocation – June 2022



## Donations to Community\*



\*excludes donations to Canberra Grammar School

## Note

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

**Social Impact investments:** More than thirty social impact investments, as detailed over the page.

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



## Social Impact Investments

We are committed to increasing our social impact by investing our corpus responsibly and growing our social impact investment portfolio. We now aim for 15% invested in social impact investments (up from 10%), and currently have 30 totalling \$11.8M (9% of the portfolio).

Additionally, the fund managers Third Link, Future Generation Investment Company (FGX) and Future Generation Global Fund (FGG) have been selected due to their philanthropic and charitable nature. If these managers were included within our impact investments, the percentage share of impact investments would increase to **32%** of our portfolio (refer to June 2022 graph).

Due to our large investment in Future Generation's FGG and FGX, The Snow Foundation was given the opportunity to nominate charities to donate our earned investment income this year. We selected the following (\$239,106 total in donations): The Violet Initiative, UNSW – Uluru Statement, Canberra PCYC, Refugees Advice and Casework Service, Project Youth, St John's Care, Good360, The Social Outfit, National Heart Foundation of Australia - RHD activities for Deadly Heart Trek, NSW Service for the Treatment and Rehabilitation of Torture and Trauma Survivors (STARTTS) - Ukrainian Project, Eurobodalla Therapy Services, South Coast Health & Sustainability Alliance, The Men's Table, The Farm in Galong, Fearless Women, National Foundation for Australian Women - Fair Agenda, Re-Love.

### New Impact Investments 2021/22

**Giant Leap Fund II \$500k** - empowers people, health, well-being and sustainable living.

**AbilityMade II \$200k** - creates custom-made 3D printed ankle-foot orthoses for children.

**Palisade Impact Fund \$500k** - next-generation infrastructure solutions that contribute to the goals of net-zero carbon emissions, zero waste and zero inequality.

**CIM Social Housing Fund I \$500k** - social housing covering both public housing and long-term rental properties for those on low incomes.

**For Purpose Investment Fund I \$1M** - specialist disability accommodation, affordable housing, mental health, skills education and training.

**CSIRO Fund II \$250k** - technology and science ventures, generating large social and environmental impact for national benefit.

### Existing Impact Investments 2015-2021

**Australian Unity Disability Housing \$2M** - disability accommodation.

**Melior \$1.5M** - invests in companies with core businesses creating net positive impact in line with UN Sustainable Development Goals.

**Synergis Fund \$500k** - disability accommodation.

**Seer Data Analytics \$50k** - data platform designed for the community sector.

**Loop + \$235k** - solutions for the care management of pressure injuries in wheelchair users.

**Xceptional BOLD \$100k** - employment opportunities for people with Autism Spectrum Disorder.

**Two community loans totalling \$18k** - Universal Village International and GPS Rowing Club.

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

**Patamar II** - partially drawn, international fund: low-income communities, companies in agriculture, e-commerce, health care and financial.

**CSIRO \$500k** - partially drawn, invests in technology and science ventures with potential to disrupt generating social and environmental impact.

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

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

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

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

**SEFA Loan Fund \$300k** - affordable housing, Indigenous training/employment, refugee services.

**Project Independence \$250k** - undrawn –disability housing model for home ownership.

**Social Ventures Australia Fund \$350k** - partially drawn, invests in impact: housing projects, education, employment, housing, First Nations, disability, health.

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

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

**The Conscious Investment Management Impact Fund \$180k** - renewable energy, specialist disability accommodation, seniors housing, affordable housing.

**Jigsaw \$250k** - disability training and employment.

**The Impact Fund \$500** - specialist disability accommodation, affordable housing, renewable energy.

**Aspire Social Impact Bond \$250k** - accommodation, job readiness training, pathways to employment and life skills development.

## The Australian Impact Investment Awards

We were thrilled to be recognised as co-winners of the Impact Asset Owner category with Albert's at the Australian Impact Investment Awards.

Congratulations to our partners LendForGood (winner in the Impact Market Builder category) and AbilityMade (finalist in the Impact Enterprise category. Thank you to Social Impact Hub, who managed the Awards, and our impact advisor Kylie Charlton at Australian Impact Investments.



Winners at the Australian Impact Investment Awards

## Case Studies From Our Social Impact Investments

### Aspire Social Impact Bond

The Aspire Social Impact Bond supports a three-year 'housing-first' program providing people in Adelaide experiencing homelessness with wrap-around support services to build independence and permanently end their homelessness.

In 2017, we provided an impact investment of \$250k as one of the first investors, to help establish the program and prove an innovative financing mechanism.

The results:

- 32% reduction in hospital bed days against a target of 15%
- 28% reduction in convictions against a target of 15%
- 68% reduction in short-term accommodation stays against a target of 50%

An independent valuation also found that the Aspire Program has been a highly effective homelessness intervention, especially for people with complex needs and/or experiencing chronic homelessness.

Aspire is considered so successful by the South Australian government that it has agreed to follow-on funding for Hutt St Centre to support further enrolments.



### Giant Leap Fund II

The Giant Leap Fund II ('GLF II') is the second fund from Giant Leap dedicated to investing equity in a portfolio of Australian high-growth impact businesses that deliver positive change across three themes: empowering people, sustainable living and health and wellbeing.

We have been a long-time supporter of Giant Leap, having supported its first fund in 2016 and continuing this support via a follow-on commitment to GLF II in 2021. This was an important signal of support to incoming investors in the fund.

Some examples of portfolio companies include: Who Gives a Crap, a sustainable toilet paper and paper towel company that donates 50% of profits to building toilets in developing countries; Change Foods, an alternative food company making animal-free dairy products; and HEX, an education technology helping students develop innovation and start-up careers.



# Grant Summary 2021/22

## Our Place – Canberra Region

	Who benefits	What funding is for	FY22	Years#
Economic Justice and Safety				
Barnardos	Families in hardship	Kids in sport, registration fees	\$5,000	21
Beryl Women	Domestic violence/abuse	Renovations	\$40,000	5
Canberra Community Law	People on low income	Legal assistance	\$40,000	11
Canberra High School	Students	Breakfast program	\$1,800	13
Canberra PCYC	Youth at risk	Core funding	\$10,000	3
Care Incorporated	People on low income	No interest loan program	\$35,000	6
Common Ground Dickson	Homeless	Furniture and equipment	\$15,000	
Create Foundation	Youth at risk	Life skills workshops for young people in out-of-home care	\$35,000	5
Doris Women's Refuge	Domestic violence/abuse	Assistance for women and children from CALD backgrounds	\$10,000	2
HOME in Queanbeyan	Mental health	Core funding	\$24,000	18
Karinya House	Single parents	Case worker support for pregnant and parenting mothers	\$45,000	20
My Coaching My Future	Domestic violence/abuse	Support program for women returning to work	\$4,000	6
OzHarvest	At risk/disadvantaged	Food program	\$10,000	7
Quest for Life	Domestic violence/abuse	Trauma workshops	\$15,000	7
Raw Potential Canberra	Youth at risk	Youth worker	\$50,000	27
Rotary Club of Canberra	Homeless	Ruby's Place	\$50,000	3
Roundabout Canberra	Families in hardship	Essential items for families experiencing hardship	\$15,000	6
Salvation Army	At risk/disadvantaged	Dental program	\$15,000	23
St John's Care	At risk/disadvantaged	Food program	\$40,000	28
Stasia Dabrowski - Soup Kitchen	At risk/disadvantaged	Soup kitchen	\$13,000	18
The Justice Map	Indigenous	Research project	\$17,200	1
The One Box Group	Families in hardship	Food boxes for families experiencing hardship	\$20,000	1
Toora Women	Domestic violence/abuse	The Complexity Centre	\$25,000	4
YWCA Brokerage	Domestic violence/abuse	Brokerage for immediate needs and essential items	\$25,000	4
YWCA Rentwell	People on low income	Affordable rentals	\$100,000	6
Zonta Club	Domestic violence/abuse	Kitchen packs for women leaving refuges	\$3,000	3
Total Economic Justice & Safety			\$663,000	
Education/ Employment				
Australian Indigenous Mentoring Experience	Indigenous students	Student mentoring program	\$50,000	10
Barnardos Australia - Queanbeyan	Indigenous students	After school program in Queanbeyan	\$30,000	5
Black Mountain School	Disability	Equipment	\$15,000	5
Canberra PCYC	At risk/disadvantaged	Social Enterprise - Southside Mower Shed	\$25,000	2
Capital Region Community Services	Young people	Employment skills	\$20,000	14
Companion House	Refugees	Scholarships	\$14,000	7
Kulture Break	Youth at risk	Employment skills	\$10,000	4
Mental Illness Education ACT	Community	Equipment	\$9,300	7
MoneyBites Pty Ltd	Young people	Financial literacy youth workshops	\$16,000	3
Parentline ACT	Community	Volunteer training	\$15,000	8
Queanbeyan High School	Students	Scholarships	\$13,000	16
The Pinnacle Foundation	LGBTIQ+	Scholarships	\$10,000	8
The Smith Family	At risk/disadvantaged	Reading program	\$10,000	31
Woden Community Service	Refugees	Learning to speak English program	\$3,000	7
Yerrabi Yurwang Child and Family Aboriginal Corporation	Indigenous	Women and children	\$25,000	1
Youth Coalition of the ACT	Young people	Evaluation of the ACT Youth Worker Practice Network	\$10,000	1
YWCA Computer Clubhouse	Students	Computer clubhouse co-ordinator	\$20,000	9
YWCA Bus	Community	Community bus	\$46,465	1
Total Education & Employment			\$341,765	

	Who benefits	What funding is for	FY22	Years#
Health				
Australian Kookaburra Kids Foundation	Young people	Support for children with a parent living with a mental illness	\$10,000	4
Cancer Council ACT	Sick/terminally ill	Wig service	\$5,250	19
Carers ACT	Carers	Keeping Carers Connected program	\$20,000	2
Clare Holland House, Calvary Healthcare	Sick/terminally ill	Clare Holland House extension	\$500,000	3
Directions Health Services	Young people	Directions Teen Clinic - Lanyon	\$50,000	1
Fearless Women	Women/girls	Core funding: Counselling, mentor and education programs	\$50,000	3
Menslink	Young men	Core funding: Counselling, mentor and education programs	\$51,000	8
Meridian ACT	LGBTIQ+	CALD Aged Care Support	\$25,000	3
Music For Canberra	Disability	Group music activities	\$5,000	18
Palliative Care ACT	Ageing/elderly	Life Stories program	\$10,000	2
Palliative Care NSW	Ageing/elderly	Volunteer services for the Queanbeyan region	\$40,000	1
Project Independence	Disability	Phillip build	\$196,000	7
Respite QBN	Sick/terminally ill	Respite Care for QBN	\$15,000	1
Soldier On	Mental health	Veteran Wellness Program	\$25,000	1
The Brite Notes Inc.	Ageing/elderly	Entertainment for aged care residents	\$3,700	7
The Farm In Galong	Women with addiction	Renovations /facilities	\$64,000	4
The Humour Foundation	Sick/terminally ill	Clown Doctors at Centenary Hospital for Women and Children	\$10,000	8
The Men's Table			\$7,500	3
The Neighbourhood Canberra	Ageing/elderly	Admin support and research program	\$25,000	2
Women With Disabilities ACT	Disability	Preventing violence against women with disabilities campaign	\$16,667	2
Women's Health Matters			\$25,000	1
YMCA RAID Basketball	Disability	RAID basketball program	\$5,000	21
Total Health			\$1,159,117	
Canberra Total			\$2,185,597	

## Our Place – Key Regions

	Who benefits	What funding is for	FY22	Years#
NSW Rural and Regional				
Country Education Foundation of Australia	Young people	Scholarships	\$100,000	14
Royal Agricultural Society (NSW) Foundation	Young people	Scholarships	\$100,000	13
NSW Rural and Regional Total			\$200,000	
NSW South Coast				
Foundation for Rural & Regional Renewal (FRRR)*	Communities	Investing in Rural Community Futures Shoalhaven	\$574,000	9
Community Life at Bateman's Bay	Homeless	Hope House: Drug and alcohol worker; case manager	\$30,000	8
Ulladulla High School	Students	Student Wellbeing Officer	\$45,000	6
Muddy Puddles	People living with a disability	Core funding	\$20,000	6
NSW South Coast Total			\$669,000	
Sydney				
Sydney Women's Fund**	Women/girls	Grant program	\$200,000	13
4 Voices	Women/girls	SnowFlake - mobile digital and social support service	\$50,000	2
Deadly Connections	Indigenous	Deadly Connections	\$75,000	3
Sydney Total			\$325,000	
Key Regions Total			\$119,400	
Grand Total Our Place			\$3,357,882	



Our Country

	Who benefits	What funding is for	FY22 Years#	
Social entrepreneurs & innovation				
Australian Spatial Analytics	Disability	Core funding: Training and employment for people with autism	\$150,000	1
Better Renting	Community	Core funding: Renters' rights	\$37,500	5
Clean Slate Clinic	Those with addictions	Core funding: Telehealth alcohol rehabilitation	\$150,000	1
Confit Pathways	Youth at risk	Core funding: Fitness education and mentoring to reduce recidivism	\$150,000	1
Getaboutable	Disability	Core funding: Website for accessible travel	\$10,300	4
Global Sisters	Women, low income	Core funding: Support for women to start and grow their business	\$150,000	12
Good360	At risk/disadvantaged	Core funding: Distributing free new goods to communities in need	\$135,000	10
Head Start Homes	Homeless/housing affordability	Core funding: Supporting families to purchase their own home	\$50,000	1
Jigsaw	Disability	Seed funding: placing people with disability into employment	\$50,000	3
Kindship	Carers	Core funding: Support for parents of children with a disability	\$100,000	1
MoreGoodDays	Disability	Core funding: Online pain management program	\$150,000	1
Performl	Community	Core funding: Online data/analytics platform for for-purpose organisations	\$200,000	1
Ripple	Young people	Core funding: Meaningful careers and civic engagement	\$150,000	1
Sameview	Carers	Core funding: Coordinating disability care made easy	\$25,000	1
Sober in the Country	Those with addictions	Core funding: Support to people in the bush with alcohol struggles	\$175,000	4
Snow Entrepreneurs wrap-around support	Community	Wrap-around support for Snow Entrepreneurs, delivered by Social Impact Hub	\$123,000	1
The Violet Initiative	Carers/end of life	Core funding: Support to navigate end-of-life of a loved one	\$175,000	12
Uplifting Australia	Community	Handover of FamilyConnect to Relationships Australia	\$70,000	7
Warrior Woman Foundation	Young women	Core funding: Mentoring/life skills for women leaving out-of-home care	\$100,000	1
Social entrepreneurs & innovation			\$2,150,800	
Social justice issues				
ACOSS	Community	Advocacy, coordination to include at-risk groups in COVID-19 vaccination strategy	\$50,000	1
Deadly Heart Trek	Indigenous	Diagnosing, treating, raising awareness on rheumatic heart disease	\$60,185	3
Cape York Institute - From the Heart	Indigenous	Core funding: Uluru Statement from the Heart / Indigenous Voice to Parliament	\$125,000	3
UNSW - Indigenous Law Centre	Indigenous	Core funding: Uluru Statement from the Heart / Indigenous Voice to Parliament	\$125,000	5
Human Rights Law Centre	Indigenous	Aboriginal and Torres Strait Islander People's Rights Unit	\$50,000	6
Institute for Glycomics, Griffith University	Indigenous	RHD vaccine research	\$158,226	8
One Disease	Indigenous	Core funding: Elimination of crusted scabies in the NT	\$500,000	11
Orange Sky Australia	Indigenous	Mobile laundry service in Maningrida	\$100,000	6
Take Heart	Indigenous	Take Heart: Deadly Heart documentary and campaign	\$10,777	7
Aurora Group / GiveOut	LGBTIQ+	Seed funding: Amplify Pride Fund set-up and grants for grassroots LGBTIQ+ orgs	\$110,000	1
Equality Australia	LGBTIQ+	Core funding: Advocacy for LGBTIQ+ rights	\$100,000	8
Pride Foundation	LGBTIQ+	Core funding: support for LGBTIQ+ people	\$10,000	3
Transforming Justice Australia	Domestic violence/abuse	Core funding: Restorative justice for sexual harm	\$50,000	1
Total social justice issues			\$1,449,188	
Awareness of social issues				
Moonshine Agency		Live the Life You Please' documentary: end-of-life and palliative care	\$100,000	1
Grand Total Our Country			\$3,699,988	

Our Sector

	Who benefits	What funding is for	FY22 Years#	
Documentary Australia Foundation	Community	Core funding and seed funding: Impact Producer Fellowship	\$75,000	11
Griffith University - Yunus Centre	Community	Social Enterprise National Strategy Phase 2: Activation; launch of Social Enterprise Australia	\$25,000	3
Hands Across Canberra	Community	Core funding	\$50,000	12
LendForGood	Community	Seed funding: online crowdlending platform	\$50,000	1
Mannifera	Community	Core funding and contribution to funders' pool	\$75,000	6
Philanthropy Australia	Community	Champions' Program and core funding for strategy to double giving	\$75,000	9
Raise Foundation	At risk/disadvantaged	Together4Youth: pilot, youth mental health organisations delivering programs into schools	\$50,000	3
Social Impact Hub/Scaling Impact	Community	Impact Investing Champion: redevelopment of Impact Investing Hub and program	\$25,000	3
Social Ventures Australia	Community	Partners in Recovery #5 research report	\$31,500	1
The Funding Network	Community	Social Enterprise event 18 November 2021	\$18,000	8
The Mill House Ventures	Community	Social Entrepreneur in residence program	\$25,000	7
Grand Total Our Sector			\$499,500	

Our Family

	Who benefits	What funding is for	FY22 Years#	
Australians Investing In Women	Women/girls	Advocacy for gender-wise philanthropy	\$5,000	1
Bawinanga Aboriginal Corporation	Indigenous	Maningrida Community Patrol - healthy eating program	\$5,000	1
Community Support Services Incorporated	Women/girls	Community Support Services - Mona Mahamed	\$10,000	1
GiveOut	LGBTIQ+	Core funding	\$15,000	1
Hartley Lifecare	Disability	Donation	\$261	1
Human Rights Watch	Community	Program support	\$35,000	1
Igniting Change	Community	Core funding to support grassroots organisations	\$25,000	3
Individual support	At risk/disadvantaged	Donation	\$17,500	1
Legacy Australia	Community	100 year anniversary	\$34,000	3
St Vincent's Curran Foundation	Sick/terminally ill	Assistance to children with heart and lung conditions	\$12,000	5
The Sydney Children's Hospitals Network	Sick/terminally ill	Donation	\$200	1
Tick-Borne Disease Project	Sick/terminally ill	Program management of tick-born disease project	\$27,500	2
Top Blokes Foundation	At risk/disadvantaged	Young men's mental health	\$25,000	4
University of Canberra	Families	Literacy research project	\$53,616	1
Warrigal Shell Cove	Ageing/elderly	Pilot music program in aged care	\$25,490	1
Women for Election	Women/girls	Helping women stand for public office	\$25,000	3
WorldSkills Australia	At risk/disadvantaged	Social enterprise promoting skills development for young people	\$30,000	1
Grant Total Our Family			\$345,567	

Individuals

Individuals Total	\$175,000
-------------------	-----------

Total Donations

\$8,077,937

#Number of years of support. Includes future agreements.

Notes from page 31

**\*FRRR recipients** - Nowra: The Shoalhaven Women's Resource Group, Cullunghutti Aboriginal Child and Family Centre Aboriginal Corporation, Shoalhaven Community Preschool Inc, Nowra Community Food Store Inc., Noahs Ark Centre, Pathways Foundation, Nowra Local Aboriginal Land Council, Kangaroo Valley Voice Inc., Bomaderry Community Inc., Shoalhaven Business Chamber Inc. Ulladulla: Milton Ulladulla Business Chamber Inc., Independence Ulladulla Inc, Treading Lightly, Noahs Ark Centre of Shoalhaven Inc, Safe Waters Community Care Inc, Ulladulla and District Community Resources Centre Inc., StoryFest Inc., The Dunn & Lewis Youth Development Foundation Limited, South Coast Bookclubs Inc. Bateman's Bay: The Family Place, Eurobodalla Education and Therapy Services, SEARMS Aboriginal Corporation, Southcoast Health & Sustainability Alliance, The Circle Foundation Cooperative Ltd, Rotary Club of Batemans Bay Inc.

**\*\* Sydney Women's Fund recipients:** Social Enterprise Employment Scholarships (Liverpool Neighbourhood Connections), Strive for Girls (Liverpool Neighbourhood Connections), RISE Whitelion, Alternative Learning School (Claymore), Headstart - STARTTS, Sydney Women's Fund Research, Young Warrior Woman Foundation, Giving Day Appeal, COVID Appeal (Be Kind Sydney) Quick Response Small Grants



# 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



02 6175 3333



[enquiries@snowfoundation.org.au](mailto:enquiries@snowfoundation.org.au)



[facebook.com/thesnowfoundation](https://facebook.com/thesnowfoundation)



[twitter.com/georgina\\_byron](https://twitter.com/georgina_byron)



[linkedin.com/company/the-snow-foundation](https://linkedin.com/company/the-snow-foundation)

[snowfoundation.org.au](https://snowfoundation.org.au)

