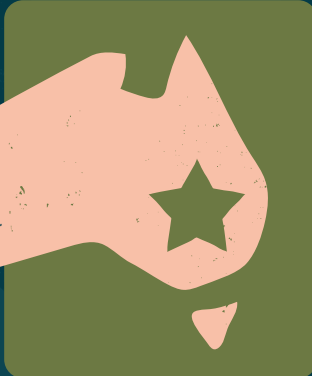


Published February 2024



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**Cover image**

Gavin McLeod, Greg McAdam, Georgina Byron on the Deadly Heart Trek Central Australia – education session

YMCA Raid Basketball program for people with a disability

Louise Walsh – Snow Foundation Director, Larissa Behrendt – filmmaker/academic/author at Sydney Women’s Fund Saluting Sydney Women event

Bridget Cama, Kara Keys and Georgina Byron at Voice to Parliament education event

Terry Snow, Joe Kwon - Confit Pathways and Ginette Snow at the Snow Entrepreneurs Retreat

Joe Roff – John James Foundation, Georgina Byron, Peter Gordon - Hands Across Canberra at the Canberra Foundations Collaborative grant announcement

**Board of Directors**

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

**Team**

Georgina Byron AM – Chief Executive Officer  
 Ashley Machuca – Executive Assistant  
 Alex Lagelée Kean – Impact and Engagement Manager  
 Lucy McKee – Communications and Marketing Manager  
 Sally Grimsley-Ballard – Partnerships Manager  
 Bhanvi Anand – Portfolio and Partnerships Manager, joined November 2023  
 Carolyn Ludovici – Our Place Manager  
 Megan Parsons – Grants Co-ordinator  
 Matthew Breen – Partnerships Manager

And thank you for the support from the Canberra Airport Group.

**Advisors - thank you**

Vicki Wade – Noongar woman, Aboriginal Cultural Advisor  
 Karen Iles – Aboriginal Social Justice Lawyer and Advisor, VioletCo  
 Chris Wagner – Public Relations, Talkforce Media  
 Craig Betts – Chief Investment Advisor  
 Investment Committee – Craig Betts, Stephen Byron, Stephen Carson, Tim Samway and Georgina Byron  
 Kylie Charlton and team – Australian Impact Investments  
 Karyn Joyner – Consultant  
 Jimyong Brenton Um – Medical Advisor, Garvin Institute

# Terry Snow AM Chair and Founder



I am deeply passionate about the meaningful work taking place in Canberra, and the growing support we're providing to the community of my roots. It is wonderful to see the collaborations between organisations to offer a helping hand, such as the John James Foundation and Hands Across Canberra - together we are the Canberra Foundations Collaborative – making it simpler for community organisations to access the support they need.

As I increasingly dedicate my time to the NSW South Coast, I remain committed to the principle of 'give where you live'. Our partnership with the Foundation for Regional and Rural Renewal has helped build capacity and connection in the not-for-profit sector in Eurobodalla and Shoalhaven. Supporting the educational aspirations of young individuals from rural and regional areas is a cause close to my heart, and our partnership with the Country Education Foundation, the Royal Agricultural Society and high schools has resulted in 48 scholarships awarded this year. Excitingly, our commitment will grow significantly in 2024, as we aim to more than double our offerings to over 100 scholarships.

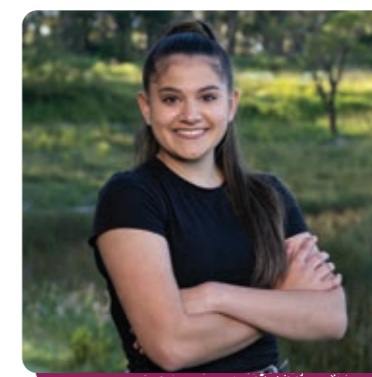
A highlight for me this year was spending time with the Snow Entrepreneurs – hosting them at my home on the South Coast. I spent the time hearing about the advancements of the first cohort, after more than 12 months in the program, and getting to know the second cohort. They're an amazing bunch of innovative and strong leaders and it was a pleasure sharing insights into my entrepreneurship history alongside my son Stephen. I will watch their journeys with much interest!

This year, I was particularly humbled and honoured to receive recognition for our efforts from Hands Across Canberra with the 2023 Canberra Philanthropy Award. I reflect with immense pride on the accomplishments achieved by The Snow Foundation, which started 33 years ago. I leave you in the capable hands of my daughter and CEO Georgina Byron, who has taken the organisation from strength to strength. Georgie has done a fantastic job. It has been wonderful to see the success she has achieved with the support of her team, as well as Ginette, Stephen, Tom and Scarlett. Between them all they have met the family's aspirations. I look forward to seeing the continued positive impact and achievements of our partners for many years to come.

-  **Foundation Established**  
1991
-  **Organisations Funded**  
470+
-  **Individuals Assisted**  
622
-  **Total Giving**  
\$80M\*



Peter Gordon - Hands Across Canberra, Cal Bruton - Bruton Basketball Foundation, Ginette Snow, Terry Snow, Georgina Byron, Scarlett Gaffey, Greg Boorer - Boorer Foundation at the presentation for Terry's Hands Across Canberra Philanthropy Award



Royal Agricultural Society Foundation scholar Kiara Harris

\*includes donations to Canberra Grammar School

*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.*

# Georgina Byron AM Chief Executive Officer



In our 33rd year, The Snow Foundation has continued to grow and create more impact through wonderful community partners and social entrepreneurs. Collaboration and trust have been the key ingredients to our impact this year. We are grateful for all our partnerships and new friendships and alliances formed across our four pillars of giving: Our Place, Our Country, Our Sector, and Our Family.

Our commitment to social entrepreneurs accelerated, both in wrap-around support and funding. We now support 17 innovative leaders within our Snow Entrepreneurs fellowships for social change and we loved spending time together at our inaugural retreat creating deep, supportive connections. Each leader is impressive, with many pursuing sustainable social enterprises. We have embarked on an impact investment for three, including Clean Slate Clinic focused on alcohol reduction, adding to our growing social impact portfolio, now 30 impact investments.

Of course, the Foundation has for years given a boost to the entrepreneurial spirit of social change leaders and we're proud of our 10+ year partnerships with Good360, Violet Initiative, and Global Sisters. I am thrilled to see the Global Sisters team making incredible inroads for women's financial independence. Progressing gender equity remains high on our agenda and is evident through our support to other organisations like Fair Agenda, Economic Justice Australia and Sydney Women's Fund. It was a relief when the single parenting payment was finally extended until the youngest child turns 14 – we began advocating for this in 2013 with ACOSS and the Council for Mothers and Children. Change takes collaborative effort and time – well done to all involved!

Despite the positives, it was an especially tough year for Aboriginal and Torres Strait Islander people with the Voice Referendum. We firmly stood up to support this huge opportunity, as part of our commitment to progressing social justice. We co-hosted educational events and provided office space to the Yes23 team, together with Canberra Airport, to educate, listen and unite. Our energy and belief behind the campaign stems from our first-hand experience with rheumatic heart disease, a devastating disease that primarily affects Indigenous communities. We've witnessed better results when Indigenous people have a voice on matters that affect them. We acknowledge the tireless efforts of many and will continue to listen to leaders and communities and increase our support for community-led programs.

Throughout the year, our network of partners working to end rheumatic heart disease in Indigenous communities grew stronger, and together we achieved a third major Deadly Heart Trek in Central Australia and APY Lands – providing education, heart screenings, and skin checks to over 800 children. And to raise further attention to this disease, we brought community voices to Canberra, co-hosting a Parliament House event with Minister Malarndirri McCarthy. The year culminated in receiving very positive feedback on Australia's community-based work and research at the World Heart Federation's RHD World Congress in Abu Dhabi.

From the origins of the Foundation in Canberra, the Canberra Foundations Collaborative second grant round funded 57 projects, and launched educational seminars off the back of partners' requests for more learning and networking opportunities. Next year we're excited to offer a Leadership Program to boost the skills of for-purpose leaders further. We are also well on the way to doubling scholarships offered across 'Our Place' and we've been working closely with Canberra PCYC to enhance our support for at-risk youth.

In other news - we're proud to publish the positive results of an independent research survey of our partners. These results speak to the dedication and diligence of our team. I'm so grateful to them all. My special thanks go to Carolyn, Megan and Matt in Canberra, and Ashley, Lucy, Alex, Sally and Bhanvi, a recent addition in Sydney. And much gratitude to our fantastic advisors, philanthropic peers and the team at the Capital Airport Group. Next year, I look forward to welcoming my sister Scarlett Gaffey, a speech pathologist, to the team, who will continue to lead the significant project to improve literacy education.

A sincere thanks to everyone we collaborate with; for-purpose partners, philanthropy, business, and government as we aim for more caring and inclusive communities together.

To my family and the Board, thank you for your support and guidance: Terry, Ginette, Louise, Scarlett, Stephen Gaffey, Tom, Stephen Byron, Andrew and Craig. It was quite an emotional and intense year.

We're so pleased to share these highlights of 2023 with you! Enjoy.



Vicki Wade, Kellie Kerin, Greg McAdam, Rose Nean, the Aboriginal Cultural Guides- on the Deadly Heart Trek Central Australia. The Snow Foundation team – Matt, Sally, Megan, Lucy, Bhanvi, Georgina, Ashley, Alex, Carolyn. Royal Agricultural Society Foundation scholar Matthew Burgess. Alannah Betts, Frankie Betts, Lara Kean, Holly Kean, Alex Lagelée Kean, Georgina Byron at the #walkforyes. Georgina Byron, Vicki Wade, Greg McAdam, Ginette Snow, Scarlett Gaffey, Gabi Betts, Jasmine Betts at the RHD breakfast at Parliament House. Global Sisters 10 years celebration and 'GRIT' book launch. St John's Care CEO Jason Haines receiving donations from Natasha Phanse - Canberra Airport and Megan Parsons – The Snow Foundation. Georgina Byron, Philippa McDermott, the Hon. Margaret Beazley, Jodie Harrison MP, Larissa Behrendt, Loredana Fyffe – Sydney Women's Fund Saluting Sydney Women event.



## Thank You

We are so grateful for the many leaders, community organisations, businesses and individuals we have worked with this past year. We especially want to recognise a few whom we have worked with more closely and played an important role in our collaborative efforts.

### Capital Airport Group

Marketing, Projects, HR, Finance and Leasing teams.

### Our Place

#### Canberra Foundations Collaborative

Hands Across Canberra team and CEO Peter Gordon. John James Foundation team and CEO Joe Roth. The many seminar speakers - thank you.

#### Sydney Community Foundation and lead sub-fund, Sydney Women's Fund

Chair Sophie McCarthy, CEO Loredana Fyffe, the team, and Sydney Women's Advisory Council - thank you for progressing more opportunity and equity for Sydney women and families.

### Our Country

#### Rheumatic Heart Disease

We thank the many people and organisations we work with to eliminate RHD:

Vicki Wade, our Aboriginal cultural advisor, Heart Foundation Australia, Telethon Kids, National Aboriginal Community Controlled Organisation (NACCHO) and Aboriginal Community Controlled Health Organisations (ACCHOs), Nganampa Health, Gidgee Healing, Take Heart Project & Moonshine Agency, RHD Control Programs, AMSANT, HeartKids, NT Cardiac, State and Federal Governments, the champions at Champions4Change, Orange Sky, and Aspen Foundation.

Deadly Heart Trek directors and organisers: Aboriginal lead Vicki Wade, paediatric cardiologists: Dr Bo Reményi, Dr Gavin Wheaton, Dr Rob Justo, Dr Ben Reeves, Aboriginal lawyer Karen Iles.

Deadly Heart Trek Aboriginal cultural advisors: Greg McAdam, Rose Nean, Kellie Kerin and the Deadly Heart Trek volunteers - too many to name, thank you!

The communities in Central Australia and APY Lands who invited us to visit and work together to end RHD.

Dr Bo Reményi giving an echo heart scan on the Deadly Heart Trek Central Australia

### Constitutional recognition through Voice to Parliament

Thank you to all the incredible Indigenous leaders and lawyers who worked tirelessly and to those who shared panels with us, a particular acknowledgement to just a few who we worked with: Professor Megan Davis, Rachel Perkins, Aunty Pat Anderson AO, Noel Pearson, Dean Parkin, Bridget Cama, Kara Keys, Kenny Bedford, Sean Gordon AM, Professor Kim Rubenstein, Professor Anne Twomey, Kerry Weste, James Blackwell, Jade Appo Ritchie, Geoff Scott, Professor Maree Meredith, Marcus Stewart, Jaynaya Winmar, and many more.

Philanthropy sector - amazing collaborative efforts, noting a few: CEO Kristy Muir and the team at Paul Ramsay Foundation and the foundations: Myer, Cages, Nelson Meers, Perpetual, Mannifera, Oranges and Sardines, Australian Communities Foundation and many others who stepped up, plus Philanthropy Australia, and CEO Jack Heath.

### Snow Entrepreneurs

Delivery partners Social Impact Hub - Jessica Mendoza-Roth, Geoff Briggs; Gary Samowitz, May Miller-Dawkins.

Snow Entrepreneur selection panel: Anthony Millet, Hichame Assi, Rod Johnson, Jessica Mendoza-Roth.

The 34 sector experts who provided input into selecting the 2023 Snow Entrepreneurs cohort.

## Learning from Our Partners - survey results

We are always interested in improving how we work and listening to our partners' priorities. In September 2022, we asked our partners for feedback by participating in our third independent philanthropic research study, run by Pollinate.

This research measures the performance of our foundation against an industry benchmark, comprised of scores from 11 foundations.

We are thrilled to receive ratings above the benchmark in all areas and continue to see scores improve in almost all areas since 2019.

#### Positive feedback:

- Partners feel they are in a 'complete partnership' with us
- Creating a genuine partnership built on trust
- Meeting partners' needs
- Timeliness of receiving funding
- Engagement
- Collaborating with other benefactors

#### Areas to improve:

- More opportunities for collaboration and networking with each other, and with other philanthropic organisations (we hope the launch of several events in Canberra has helped address this)
- Progress reporting - feedback on reports
- More feedback on why funding is not successful
- Grants portal experience



Wednesday is music day at HOME in Queanbeyan

"The key difference The Snow Foundation brings is the added value and support - they are much more than just funders, they feel like an extended member of the team, who are working towards our goals with us."

"Snow Foundation is an extraordinarily valuable organisation to the Canberra community that partners with organisations and groups in a respectful and meaningful way to achieve positive change. Thank you!"

"The Snow Foundation believe in developing successful collaborative partnerships. They are 100% committed to the cause, the project, the partners and the community. Together with partners, they build a successful collaborative fundraising regime, they research thoroughly, know the donor base, reach out, and just know how much they can offer for a niche market that need support, a hand and a voice (that others will turn a blind eye to). The Snow Foundation is sincere and empathetic, approachable, always ready to listen, evaluate, provide resources in need for successful delivery of outcomes."

"Providing support to grassroots initiatives and keeping the partnership for the long haul. I like their capacity to see change through, and where partnership grants are lasting, sustainable and with focused support that does make irreversible change."

# 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, fostering more effective philanthropy and growing impact investing.

**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 values-aligned people and organisations and taking considered risks that help bold ideas become a reality.

We address gaps and tackle some of the underlying causes that lead to inequality by raising awareness, meeting basic needs, listening to and empowering those affected 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, suffering economic injustice/disadvantage, in end-of-life care, carers, living with an addiction, experiencing domestic violence and mental health issues. Aboriginal and Torres Strait Islanders, LGBTIQ+, women and families.

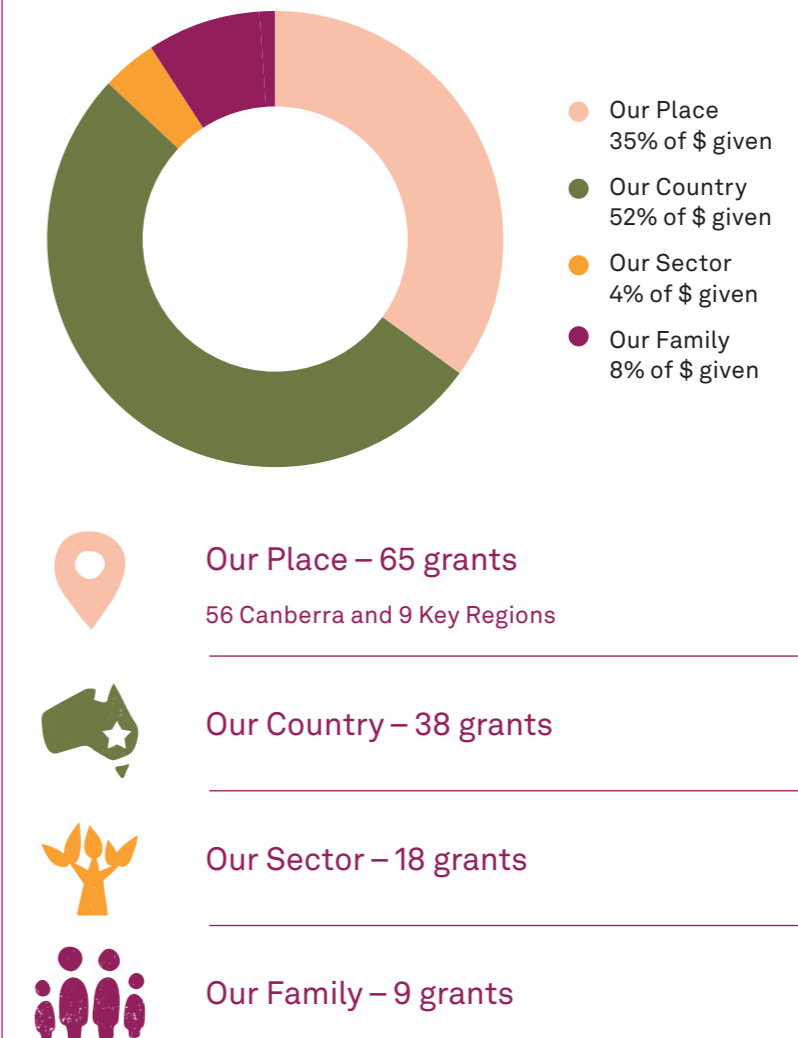
## Grant Funding 2022/23



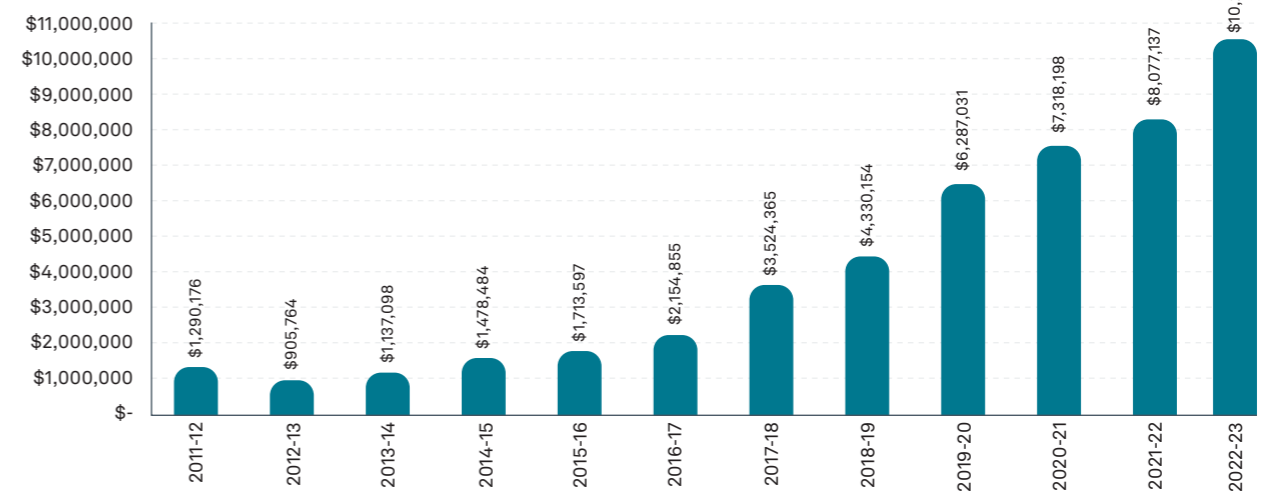
## Number of Grants 2022/23



## Distribution of Funds to Organisations



## Annual Donations to Community - recent years



\*Excludes donation to Canberra Grammar School

 **Our Country**  
**\$5.3M**

Social Entrepreneurs  
**\$2.5M**

Social Justice Issues  
**\$2.8M**

**Snow Entrepreneurs receive**

- Funding \$100-200k p.a.
- Mentor
- Diagnostic assessment + targeted advisory
- Antler Founders Academy tailored masterclass program
- Peer cohort learning and connections

Thank you Social Impact Hub and Antler Australia for partnering with us to provide comprehensive, tailored wrap-around support to the 'Snowies'.

Our Country's focus is to support inspirational social entrepreneurs to achieve long-lasting positive change and contribute to key social justice issues at a national level, advocating for systemic change.

## Social Entrepreneurs

### Snow Entrepreneurs - fellowships for social change

This year we welcomed the second cohort of Snow Entrepreneurs, adding another nine passionate leaders to the first cohort of eight, who have gone from strength to strength. The Snow Entrepreneurs - fellowships for social change launched in 2022 on the 30th anniversary of The Snow Foundation in honour of our founder Terry Snow, elevating our long-standing support to innovative social change leaders. Selection criteria includes passionate, inspiring leaders with an early stage initiative that addresses a gap.

In November, we hosted the inaugural Snow Entrepreneurs Leadership Retreat at Willinga Park on the NSW South Coast, home to Terry Snow, co-facilitated by Jessica Mendoza-Roth from Social Impact Hub.



Snow Entrepreneurs with Snow Foundation Directors and staff at the Leadership Retreat

It was a remarkable four days full of connection, inspiration, peer learning and reflection. There were many emotional moments shared, new perspectives gained on challenges we faced, and strengths-based leadership learnings. Terry Snow and Stephen Byron, who have built Canberra Airport and its associated businesses over the past 25 years, shared very useful insights into entrepreneurship.



Completing the To-Do-List Challenge



*"I cannot thank you all enough for this retreat and all of the support you have given me. My foundation would not be where it is today without your constant encouragement, backing and the continuous education I am being provided."*

Jessica Brown, Warrior Woman Foundation

*"This was the best leadership event I have ever been to, I liked how it was more focused on having deep conversations rather than just listening to lectures and talking about frameworks."*

Joel Anderson, Foremind

*"The demonstration of courage and vulnerability from others – the feeling of connection and support which really matters at this early (often lonely) stage."*

Loki Ball, Performl



The Snow Entrepreneurs having a laugh, "Prison Murder Mystery" fitness session on the beach with Joe Kwon, Welcome to Country with Aunty Loretta Ethel Parsley, a Walbunja Yuin Elder and custodian of country, Small group work, Jason-Urranndulla Davis – Hold Access and Georgia Weir – Deadly Runners, on the Snow Entrepreneurs Retreat

## 2023 Snow Entrepreneurs - The Gidgees

Nine new Snow Entrepreneurs joined us in September 2023. We look forward to getting to know them over the coming years.

Thank you to Jason-Urranndulla Davis, who offered the name Gidgees to the group: The Gidgee is a native tree belonging to the Kalkadoon nation. The tree is as strong as steel! It's where a mob of kangaroos rest in its shade from the harsh desert sun and where mob use the wood for making weapons and cooking to feed the community.

### Foremind - Joel Anderson

Foremind is on a mission towards zero suicide by making mental health and wellbeing support affordable for businesses of every size.

### Hold Access (WUNA)- Jason-Urranndulla Davis

Developing vital digital identification and self-determination for First Nations and other under-documented people.

### Future Anything- Nicole Dyson

Creating enterprising students, empowered educators and future-ready schools.

### ReLove - Ren Fernando

Furnishing the homes of women and children impacted by domestic violence and homelessness to enable them to restart their lives.

### Scribbed - Melanie Greblo

Helping women rebuild their lives after abuse by training and employing them in the digital economy.

### RoboFit - Maryanne Harris

Helping mobility-impaired patients explore what is possible by harnessing new and emerging technologies like neuro-controlled exoskeletons.

### SpendAble - Reece Miller

SpendAble aims to give every person the opportunity to control their own money safely and independently, regardless of age or disability.

### Youngster.co - Tony Rothacker

Creating intergenerational connections, job opportunities and life skills through young people teaching older adults tech skills.

### Deadly Runners- Georgia Weir

Improving the mental and physical health of First Nations people through grassroots running clubs.



The Gidgees and Georgina Byron completing challenges during the Scavenger Hunt at the Snow Entrepreneurs Retreat

The 'Gidgees'. Back row – Joel Anderson, Reece Miller, Jason-Urranndulla Davis, Tony Rothacker, Ren Fernando. Front row – Melanie Greblo, Maryanne Harris, Georgia Weir, Nicole Dyson



## 2022 Snow Entrepreneurs - The Banksias

Eight inaugural Snow Entrepreneurs joined us in May 2022. We are so proud of the progress they've made!

Thank you to Ginette Snow, who inspired the name "Banksias", and to Aunty Vicki Wade, who offered this story to the group: The Banksia is a very special tree for Noongar people. It is important for maintaining the cycle of life, and the flowers are used to light the campfires (kaarla), which can also mean warmth and heart of country.

### Performl - Loki Ball

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

Now with 24 organisational clients (from four in May 2022), Performl has connected millions of data points in the disability space to provide better insights, enabling service providers to better target their services and improve quality of life for participants.

### The Warrior Woman Foundation - Jessica Brown

*Mentoring and life skills for young women leaving out-of-home care.*

Expanded services to four locations (from one in May 2022) – Sydney, Western Sydney, Newcastle and Brisbane, supporting 60 young women with practical skills and a supportive community as they leave out-of-home care.

### Clean Slate Clinic - Pia Clinton-Tarestad

*Safe detox from alcohol and other substances via telehealth in your own home.*

Provided support to 380 patients (from 70 in May 2022), with excellent success rates. With a growing clinical team of 16 and an equity investment of \$1.2m (including from The Snow Foundation), Clean Slate is ready to detox many more patients in the year ahead.

### MoreGoodDays - Neala Fulia

*Digital program using neuroscience and psychology to manage chronic pain.*

Secured \$3.5m in equity funding from Blackbird Ventures and a small group of other investors (including The Snow Foundation), which enabled them to hire a team, refine their product offering and soft launch in the US market.

### Kindship - Summer Petrosius

*Social networking, peer support and NDIS plan management for parents of children with a disability.*

Secured \$1m in crowd-equity funding from over 600 investors, including many from the Kindship parent community (and The Snow Foundation), and launched Kindship Premium, an NDIS plan management service to help parents get the most out of their child's NDIS plan.

### Confit Pathways - Joe Kwon

*Mentoring and fitness for young people, with a focus on reducing recidivism.*

Through fitness, mentors with lived experience of incarceration have supported 535 young people (from 145 in May 2022) in youth justice centres to develop a positive attitude to employment and education. In 2024, Confit Pathways will open its first social enterprise gym in Parramatta.

### Ripple Opportunities - Skye Riggs

*Meaningful careers and civic engagement for young people.*

Supported 5000+ young people to access impact opportunities, including a new digital platform that connects the next generation with social innovators seeking to hire and engage their talent. It also provides education to accelerate paths to meaningful careers and community impact.

### Australian Spatial Analytics - Geoff Smith

*Training and employment of neurodiverse people in high-end data jobs.*

They now have 4 offices across Australia (from one in May 2022) and has employed 89 people with neurodiversity, including 10 who have successfully transitioned into mainstream employment.



The Banksias. Back row: Loki Ball, Neala Fulia; Middle row: Bhanvi Anand, Pia Clinton-Tarestad, Joe Kwon, Skye Riggs; Front: Jessica Brown; Inserts: Geoffrey Smith, Summer Petrosius



## A Selection of Other Long-Term Social Entrepreneurs



Sisters at the Global Sisters GRIT book launch

### Global Sisters

We're thrilled for our long-term partners of 10 years, CEO Mandy Richards and Global Sisters, who have supported 6,000 women to gain independence, overcome gender inequality and make a livelihood from their own micro businesses.

This year they started a pilot program focused on supporting single mothers who face a multitude of barriers to employment. They also released GRIT – a book of 23 powerful Sister stories of courage, perseverance, passion and resilience that promote gender equality to enable a greater contribution from Australian women and improved economic security and safety.

12 Years to 2024  
\$1.2M

### The Violet Initiative

The Violet Initiative provides support to people caring for someone at the end of their life, or when grieving. Online resources as well as trained, lived-experience volunteer guides have helped 15,000 people navigate end-of-life care. Training for staff working in insurance, finance and aged care is aimed at increasing awareness and empathy and providing referrals to further support those in need. In 2023, Violet was selected into the NSW TechStars Accelerator, fast-tracking the development of a minimum viable product that will make support even more accessible to those who need it.

12 Years to 2024  
\$1.7M



Global Sisters GRIT book - 23 remarkable stories of resilience and determination



Bus Stop Employment participant Rhys Ballis on the set of Neighbours

### Bus Stop Films

We provided seed funding for Bus Stop Employment, a new service that provides training, job placements and support for people with a wide range of disabilities in the screen industry. Since October 2022, Bus Stop has supported 106 employment placements, as well as providing consulting to organisations and advocating for legislative change to create more inclusive work environments.

8 Years to 2025  
\$270k



Yes23 volunteer office launch in Fairbairn, ACT. Stephen Byron, Georgina Byron, local Yes23 Campaign coordinator Rob Baillieu and local volunteers are joined by a group from the Ngaanyatjarra Pitjantjatjara Yankunytjatjara (NPY) Emerging Leaders Program (Central Western Desert area)



## Social Justice Issues

Specifically: Indigenous recognition, Indigenous health, LGBTIQ+, Economic Justice and safety

### Indigenous Recognition

*"We will continue to listen and support First Nation leaders and communities for First Nations justice and increase investment in First Nations communities and programs with a focus on self-determination and sustainability. This commitment is echoed by the philanthropy sector."*

Georgina Byron, CEO The Snow Foundation

In our work on rheumatic heart disease and crusted scabies, we have seen first-hand how better outcomes are achieved when Aboriginal and Torres Strait Islander people have a voice in the matters that affect them.

We increased our commitment to Indigenous recognition through a constitutionally enshrined voice with partners Uluru Dialogues/the Indigenous Law Centre UNSW (Megan Davis, Aunty Pat Anderson AO and team) and Yes23 (CEO Dean Parkin and his team). We also supported educational grassroots activities through Empowered Communities, Turbans4Australia and the Australian Communities Foundation. We are so grateful for the tireless efforts of so many.

5 Years to 2024  
\$2.6M

The referendum result on 14 October 2023 was a devastating lost opportunity. Indigenous communities voted yes, reminding the nation of their desired outcome.

We are so proud to have campaigned alongside First Nations leaders. Some of our activities included:

- Facilitated many education events with Indigenous leaders and constitutional law experts, supported many other education events and held many conversations.
- Together with the Capital Airport Group, provided office space in Fairbairn for the local Yes23 campaign team to coordinate volunteers and run an education program for Canberraans.
- Actively contributed to the Philanthropy Alliance pledging 'Yes' with funds that helped bring together over 30 supporting organisations from the sector.

Importantly, the Nation had a much-needed conversation, there was an understanding of challenges faced by Indigenous people (e.g. RHD), and many First Nations leaders were rightfully spotlighted.

Philanthropists say Yes with support to Voice campaign - Left to right: Julie Kantor, Annamila First Nations Foundation; Tabitha Lovett, Besen Family Foundation; Leonard Vary, The Myer Foundation; Kristy Muir, Paul Ramsay Foundation; Georgina Byron, The Snow Foundation; Kate Kennedy, Barlow Impact Group; Jill Reichstein, Reichstein Foundation; Sarah Hardy, The Ross Trust; Caitriona Fay, Perpetual; Catherine Brown, Lord Mayor's Charitable Foundation; Maree Sidey, Australian Communities Foundation. Photography - Eamon Gallagher for the AFR



Georgina Byron, Kenny Bedford - First Nations Leader, Kerry Weste - Australian Lawyers for Human Rights, Sean Gordon - Gidgee Group





## 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 (RHD) and crusted scabies to help bring an end to these preventable diseases that can lead to death.

### 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 administered every month on time, usually for about 10 years. In severe cases, open heart surgery is needed.

We continue to focus on supporting community-led solutions and bringing RHD to the attention of decision-makers and others to encourage greater awareness and commitment. We continued facilitating an 'RHD Alliance' with many - enabling knowledge sharing, events and meetings with Government.

### Champions4Change

Champions4Change prioritises Indigenous voices and leadership in RHD health responses and develops community capacity. This year, the 30 Champions continued to advocate for change, raise awareness in their communities and inform resource and program development.

2 Years to 2024  
\$350k

Georgina Byron and Ginette Snow together with Derek Van Dyk – Snow Medical visit Professor Michael Good and team at the Institute for Glycomics at Griffith University for an update on the RHD vaccine program



On the Deadly Heart Trek, echo heart scans at a house visit, Sheena Foskett, cardiac sonographer, Greg McAdam, Aboriginal Guide

### RHD Medical Research

We have a three-year commitment to 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, with our funding dedicated to Aboriginal lead doctor, Dr Simone Reynolds. They continue to make advances with vaccine development and Professor Good spoke at the World Heart Federation's RHD World Congress.

In May, we hosted an RHD Vaccine Forum, bringing together researchers, First Nations representatives, and specialists from Flinders University and the Heart Foundation. Thank you to all attendees, the forum provided significant input to our strategy and for further discussions at the RHD World Congress.



Deadly Heart Trek Central Australia delivery team

### The Deadly Heart Trek

The Deadly Heart Trek is an opportunity to listen and learn from Aboriginal and Torres Strait Islander communities, and work together to provide education, early diagnosis and treatment for Indigenous people affected by rheumatic heart disease.

This year, the Trek became a charitable entity and is led by the Board: paediatric cardiologists Dr Bo Reményi, Dr Gavin Wheaton and Dr Rob Justo, Aboriginal cultural engagement lead Vicki Wade, Aboriginal lawyer Karen Iles and Georgina Byron.

Communities, RHD Control programs, local Aboriginal Community Control Organisations, Land Councils and Departments of Education contribute significantly to the project.

The Foundation provides project management, logistics, community engagement, funding and communications.

In March, a third Trek took place to Central Australia (NT) and the Anangu Pitjantjatjara Yankunytjatjara (APY) Lands (SA).

Dr Gavin Wheaton and Dr Bo Reményi, together with four Aboriginal Guides, led two teams of eight and visited twenty-two communities in Central Australia and APY Lands. Health data findings were reported back to communities and high-level overviews given to stakeholders.

Plans are underway to do a further visit to Central Australia in February 2024.

9 Years to 2024  
\$2M

### Deadly Heart Trek Results

Health Results	NT	QLD	Central & APY	TOTAL
Communities visited	9	5	22	36
Children's hearts screened	873	978	851	2,702
Healthy hearts	811	922	795	2,528
New RHD cases diagnosed and treated	26	29	33	88
<b>Total RHD* cases</b>	<b>40</b>	<b>48</b>	<b>47</b>	<b>135</b>
New congenital heart disease	14	8	6	28
<b>% of children with RHD</b>	<b>4.6%</b>	<b>4.9%</b>	<b>5.5%</b>	<b>5.0%</b>

\* The World Heart Federation considers a community where more than 0.1% of children have RHD, to be a high burden.



School children with Georgina Byron learning about healthy hearts and healthy skin on the Deadly Heart Trek

### Post-Trek Survey Results:

100% would welcome the team back  
100% would recommend the Trek team to other communities

Education:  
Around 6000 participated in RHD/heart/skin awareness activities

### RHD Event at Parliament House

In August, we co-hosted a remarkable RHD event at Parliament House with Assistant Minister for Indigenous Affairs, Senator Malarndirri McCarthy.

Politicians, heads of departments and RHD advocates listened to four community experts from remote Australia, who shared personal insights and the stark reality of living with RHD.

Thank you – Alec Doomadgee, Greg McAdam, Kara Rudken and Kenya McAdam. Successful community-led initiatives including the Deadly Heart Trek were highlighted and opportunities for improvement were shared.

There is strong momentum to end RHD, however, more attention, investment and action is needed to stop this growing devastating disease.



Vicki Wade, Kara Rudken, Skout Kirk, Senator Malarndirri McCarthy, Kenya McAdam, Greg McAdam, Georgina Byron

### RHD World Congress Abu Dhabi

In November, we attended and presented at the RHD World Congress, hosted by the World Heart Federation in Abu Dhabi, with 450+ delegates from 52 countries. We received encouraging feedback and validation from global leaders about the important community-focused work we are contributing to with key partners to end RHD.

RHD exists mostly in low-income countries where poverty is widespread, yet in our high-income Nation, Australia's Indigenous communities have some of the highest rates. Globally 30 million people are affected by RHD.

In the 'Snow' symposium, we presented our collaborative community-focused support over the past decade and facilitated panel discussions. It was exciting to see so many Australians showcasing world-class work being done to #endRHD.

It was evident that Australia is highly regarded for its work with world-known leading doctors, Indigenous leaders, researchers, and scientists.

In August, we were proud to co-host and present at the Australian (pre-World) RHD Congress in Adelaide with Heart Foundation and Telethon Kids, attended by 70+ delegates.



Dr Dawn Casey - NACCHO with Australian delegates at the RHD World Congress Abu Dhabi

## LGBTIQ+ Rights

### Equality Australia

Equality Australia continue their crucial advocacy for LGBTIQ+ rights across the country.

Key achievements in 2023:

- Partnering with Sydney World Pride to deliver the world's largest Human Rights Conference.
- Ensuring LGBTIQ+ people are properly counted in the national Census - the ABS published a historic statement of regret and made a series of commitments towards properly counting LGBTIQ+ people in the next Census.

And after years of advocacy:

- Queensland parliament passed birth certificate reforms allowing trans and gender-diverse people the dignity of recognition as who they are without invasive surgery.
- ACT passed Australia's first laws protecting intersex people in medical settings.

8 Years to 2026  
\$2.4M



Celebrating the QLD Parliament birth certificate reforms for trans and gender-diverse people

### Amplify Pride Fund

The Aurora Group and GiveOUT have continued to grow the Amplify Pride Fund - a national grant-giving initiative to increase funding for and capacity of grassroots LGBTIQ+ organisations.

Nine fantastic LGBTIQ+ organisations received grants this year. Community organisations supported with The Snow Foundation funding are: Trans Justice Project, Inclusive Rainbow Voices; BlaQ Aboriginal Corporation, Intersex Peer Network, New City Church; Rural Pride & Forcibly Displaced People's Network.

2 years to 2023  
\$310k



Inclusive Rainbow Voices, a human rights organisation of and for LGBTIQ+ people with disability has been awarded a second Amplify Pride Fund grant

## Economic Justice and Safety

### Fair Agenda

We're proud to support Fair Agenda's campaigns for women's health and wellbeing, delivered in partnership with the Australian Women's Health Network.

Advocacy has included:

- Improving student safety in universities to ensure action on sexual violence in universities is a priority.
- Increasing investment to address gender-based violence and improve women's safety.
- Improving abortion access – by securing and then leveraging a Senate Inquiry into reproductive healthcare access.

### Economic Justice Australia

Economic Justice Australia, the peak advocacy organisation for legal centres, contributed to several impactful policy changes including:

- Social security included in the National Plan to End Violence Against Women.
- Social Security Guide changes for victim-survivors of domestic violence.
- Parenting Payment restored until youngest child turns 14 years. (We began advocating for this policy change with others in 2013 - it's a great relief for single parents.)

# Our Place Canberra and Key Regions

**Our Place**  
**\$3.5M**

Canberra  
**\$2.1M**

Key Regions  
**\$1.4M**

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**Canberra - Focus Areas**

Education and Employment  
**\$472K**

Economic Justice and Safety  
**\$630K**

Health  
**\$1M**

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 domestic and family violence and youth at-risk.

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*

### 2023 Grant Round

For the second year we collaborated with the John James Foundation and Hands Across Canberra (with some extra support from the Aspen Foundation) to offer for-purpose organisations a centralised grant round.

A significant portion of the funding was allocated to projects supporting disability, mental health and wellbeing, healthcare, and emergency relief organisations, assisting an increased number of people struggling with the cost of living.

In response to feedback from the inaugural collaborative grant round, we increased the number of multi-year projects to give longer-term security.



Carolyn Ludovici - The Snow Foundation, Craig Fitzgerald - Aspen Medical, Georgina Byron - The Snow Foundation, Rob Oakley - Capital Region Muscular Dystrophy, Branden Stroud - Canberra United Powerchair Representative, Andrew Turvey - Together 4 Youth and The One Box, Peter Gordon - Hands Across Canberra, Ivan Slavic - Capital Region Muscular Dystrophy, Kristen Franks - Mental Health for Mob, Joe Roff - John James Foundation

142  
expressions of interest

71  
applications

57  
projects funded

21  
multi-year projects

\$1.3M  
total funding

## Capacity-Building Seminars

In addition to funding, the Collaboration is committed to supporting the for-purpose sector through capacity-building initiatives. This year we held three seminars on Grant Writing, Marketing, and Leadership, attended by more than 150 people overall. These provided more options for the sector to learn and network, opportunities they have highlighted as key to their progress.



Attendees and panellists at the Leadership Seminar

*"Food insecurity is a complex problem and needs the collaborative focus of many to have real impact. The funding received from the Canberra Foundations Collaborative is a great example of bringing together and aligning multiple parties for the same cause. Hands Across Canberra, The Snow Foundation, Together 4 Youth, seven Queanbeyan schools, together with The One Box, just shows what it takes. We are excited and confident that this program in the Queanbeyan area will not just support vulnerable families but also demonstrate the powerful impact that can be achieved when different groups work together."*

Martin Halphen, The One Box



Panel discussion at the Leadership Seminar: facilitated by Matthew Breen - The Snow Foundation, with Andrew Turvey - Together 4 Youth, Lavinia Tyrrel - Karinya House, Glenda Stevens - Fearless Women, Cal Bruton - Bruton Basketball Foundation

Following are a few of the initiatives that received collaborative funding



## Mental Health for Mob

*Mental Health/Indigenous*

Kristen Franks started Mental Health for Mob after observing a lack of accessible, trauma informed and culturally safe mental health services for First Nations people. As a nurse and with over 10 years of mental health experience, Kristen leads a team of volunteers who provide free advice, advocacy navigating mental health systems and therapy tools for Aboriginal and Torres Strait Islander people in Queanbeyan, Canberra, Bungendore, Braidwood, Yass and surrounding regions.

Walgalu-Ngambri and Dharawal woman Kristen Franks (centre) - Mental Health for Mob Founder

Collaborative funding recipients continued...



Evatt Primary School students  
Photo courtesy of ACT Public Schools

**Evatt Primary School**  
*Education*

Evatt Primary School launched the Imagination Library pilot project, the first in the ACT of the global initiative that delivers registered families an age-appropriate book every month, from birth to age five. Resources are also provided to parents/carers to help engage with the book in ways that drive language development. Interest has been strong, with 153 local community families signed up.

**The One Box**  
*Vulnerable families*

The One Box program is an initiative that provides families experiencing hardship and adversity with a free weekly box full of fresh fruit, vegetables, and bread. In collaboration with The Snow Foundation, Together 4 Youth and seven local Queanbeyan schools, they will provide 83 families with boxes for two years. Nationally, The One Box is on track to deliver 150,000 boxes across Australia in 2023!

Emily Wild - The One Box - holding a weekly family box



**Right To Work**  
*Disability*

Right to Work's vision is for young adults of all abilities to be valued and empowered to experience employment success and genuine inclusion.

The Employ E-Library project aims to develop a library of 37 short videos that explain employability skills needed for every workplace in relatable, engaging and entertaining ways for young adults with disabilities and complex learning needs. The project involves a local youth theatre group working with young people on video design, scriptwriting, acting and production.

Right to Work client working with Lieder Youth Theatre on employment training videos



**St John's Care and Big Issue**

*Workplace volunteering*

Twice a year our colleagues at Canberra Airport set up giving booths in the business parks for St John's Care winter and Christmas appeals to help boost donations. Together, we lent a hand to sort, deliver and unpack carloads of donations, stock pantry shelves, and make over 250 Christmas hampers.

Additionally, colleagues got involved with the Big Issue vendors, taking part in vendor launches, the Inflatable Street Soccer Tournament and Community Street Soccer training sessions.



Canberra Airport team lend a hand to St John's Care to sort, deliver and unpack donations.

**Zonta**

*Domestic Violence*

Over the year, 90 kitchen packs were given to domestic violence survivors by the Zonta Club of Canberra Breakfast. Zonta delivers the packs to women and their families when they leave refuges and move into ACT public housing, providing an essential service to rebuilding their lives.



Canberra Airport staff who participated in the Big Issue Inflatable Soccer Tournament



Homeable CFO and Co-founder Luke Ray with some of the smart technology going into homes around Australia

**Homeable**  
*Disability*

Everyday tasks like turning on the lights and unlocking the front door can create pain points for people with disabilities. Homeable's goal is to address this through smart home technology, tailoring each solution to the person it's helping. Homeable launched into Canberra at the Independent Living Expo in November 2023, and will be fully established by early 2024.

**Individuals**



**Support for Individuals**

This year, we directly supported 95 individuals, predominately those experiencing domestic violence, assisting immediate financial needs such as household items, vehicle costs, storage and medical services.

We also provide brokerage funds to 30 clients through YWCA, Beryl Women, Care Financial and Toora Women allowing them to meet their urgent needs.

The Toora and Parentline teams out and about in the Canberra community, providing information on support services available

Collaborative funding recipients continued...

Women's Health Survey  
- headline result

- 32% of respondents had experienced discrimination in the last 12 months
- Factors most commonly reported for discrimination:

  - 63% Gender
  - 40% Age
  - 30% Appearance
  - 23% Disability

Women's Health Matters

Community Research

The launch of the inaugural survey of women's health and wellbeing in the ACT was held in July.

Supported by our funding, the survey provided insights into women's experiences with health and health services. These findings will be used to make the state of women's health and wellbeing in the ACT more visible through high-quality data, enabling Women's Health Matters and our community partners to advocate for gender-responsive health and wellbeing services for all ACT women.

Palliative Care Goulburn NSW

End-of-Life Care

Following the success of the Queanbeyan program, we provided funding to Palliative Care NSW to pilot a Volunteer Service Program in Goulburn. Additionally, Palliative Care NSW were able to use the funds and repeat their success by securing a long-term funding arrangement with the NSW Health Ministerial Office for a part-time volunteer co-ordinator in the Goulburn Region.

Project Independence - large grant

Disability

In August 2023, Project Independence officially opened its doors to its third housing complex, offering a home to eight neurodiverse residents. After major hurdles including soaring building costs and COVID-19, the official opening marked a significant occasion for Project Independence and the people they serve. We are delighted to be long-term supporters of all three housing projects in Canberra and celebrate their expansion into Melbourne and Sydney.

We are also excited to see Martin Fisk appointed as their new CEO, who we worked with for many years at Menslink.

Project Independence resident Campbell, in his new home



Large Grants

As part of our strategy, we offer larger grants of over \$100k and help introduce successful initiatives to the region.

Tender Funerals Canberra Region

End-of-Life Care

We are delighted to continue supporting the establishment of Tender Funerals in the Canberra region to provide meaningful, personalised, and affordable funerals to our community. In partnership with Capital Airport Group, we helped secure a home for Tender Funerals at Fairbairn. Construction commences on the site in early 2024 and is expected to be operational mid-year.

Tender Funerals also works with the community to provide opportunities for education and engagement in death literacy. Their staff and volunteers attend community markets and visit professional groups and social clubs to help the public ask questions and have conversations about death, dying, grief, funeral homes and more. We are enjoying working with Tender to increase choices and positive experiences with funerals in the Canberra region.



Tender Funerals at Brindabella Business Park Christmas markets



Young Mothers Pathway team Alison Coster, Anne Hodge, Alesha Tu'akoi, Anita Macartney

Campbell Page Young Mothers Pathway Project

Women and Families

Campbell Page's Young Mothers Pathways Project aims to empower young mothers aged 15+ by breaking the cycle of intergenerational welfare dependence through education, employment, and financial independence. Following success in Queensland, we're piloting the program in Queanbeyan, supporting staff recruitment, training, and community partnerships. Already, five young mothers have signed up for the program. This project underscores our commitment to fostering opportunities for single mothers to pursue their capabilities and aspirations.

Together 4 Youth

Youth Mental Health

Together 4 Youth is a large-scale collaboration of for-purpose organisations working to improve the lives of young people in schools across Australia. This knowledge-sharing initiative improves practice in the sector.

Focused on secondary schools in the Queanbeyan and NSW South Coast region, the project offers a cohesive strategy for wellbeing and work-transition programs. Uniform messaging and support for students in years 7-12 aims to cultivate positive behaviour in both school and community environments.



Representing the key funders of Together 4 Youth: Kate Stone – Australian Philanthropic Services, Michelle Zahra – Origin Energy Foundation, Lauren O'Shaughnessy – Macquarie Foundation, Andrew Turvey - Together 4 Youth, Carolyn Ludovici - The Snow Foundation at Together 4 Youth Summit

We support the key regions of the NSW South Coast and Sydney, working closely with major partners connected to local issues and organisations.

## NSW South Coast and Regional



South Coast not-for-profits attending the Art of Hosting training

## Foundation for Rural and Regional Renewal

Community

In partnership with the Foundation for Rural and Regional Renewal, \$286k was awarded in grants to support 20 projects involving 29 not-for-profits working collaboratively in the South Coast communities of Batemans Bay, Ulladulla and Nowra. The Investing in Rural Community Futures program builds and supports the capacity through systems, people, strategies and efficiencies.

Individual community roadmaps are developed by the local charities to articulate their goals and what support they need to get there. Investment then supports these goals through grants and ongoing evaluation.

5 Years to 2024  
\$2.5M

Sector Capacity

## Sir David Martin Foundation - Walawaani

Addiction

Sir David Martin Foundation opened their Triple Care Farm 'Walawaani' near Batemans Bay, providing drug and alcohol rehabilitation for young people. We're thrilled to support an aftercare worker for clients transitioning back into the community, who may help with accommodation, employment, study options and building relationships.

## Scholarships

### Tertiary

Our support has grown for rural and regional youth to access education and achieve their goals. Through Country Education Foundation and Royal Agricultural Society Foundation, students are awarded scholarships across a range of courses, from nursing to agricultural business management, and funds assist with expenses such as textbooks, placement clothing, and general cost of living.

### School

We also provide scholarships to senior students at Queanbeyan and Karabar High Schools rewarding effort and excellence, and at Companion House for students from refugee backgrounds for their tertiary studies.



\$279K for  
48 scholarships in 2023

19 Canberra

10 Southern Tablelands

2 South West Slopes

2 Snowy Monaro

15 South Coast



Royal Agricultural Society Foundation Rural Scholar Jessica Sharman

## Sydney

### Sydney Community Foundation

Sydney Community

Sydney Community Foundation continues its high impact place-based work connecting donors to grassroots programs. Our support is channelled through their leading sub-fund, Sydney Women's Fund.

### Sydney Women's Fund

Women and Families

Sydney Women's Fund advocates for gender equity and supports women and families in greatest need, through partnerships with grassroots charities.

We have seen firsthand the life-changing impact Sydney Women's makes, and increased our core operations and community funding.

The community organisations we supported through Sydney Women's Fund included: Liverpool Neighbourhood Connections employment scholarships and Strive for girls, the Ukrainian Helping Hand Project, Community Support Services Bankstown's sewing circles, Whitelion's RISE program for at-risk youth in Western Sydney, Weave domestic violence program and Laptops for learning.

In May, the Sydney Women's hosted a day of charity site visits for donors committed to gender equity. Thank you to the fabulous organisations 4 Voices, Re-Love, Plate It Forward and Whitelion.



Georgina Byron - Sydney Women's Fund Chair, at Re-Love with Founder Renuka Fernando with Sydney Women's Fund guests

The annual Saluting Sydney Women event celebrates eminent women who are trailblazers. This year accomplished Eualayai/Gamillaroi woman Professor Larissa Behrendt AO was honoured. Larissa is the Laureate Fellow at the Jumbunna Institute and an award-winning filmmaker, author, academic, lawyer, and fierce activist across Indigenous rights, the arts and culture in Australia.

Following are two examples of organisations we support through Sydney Women's Fund

### Ukrainian Helping Hand Project

The purpose of the Helping Hand Project is to advocate for, support and integrate displaced Ukrainians into the Sydney community and help them build capacity and resilience.

The extensive project provides services such as accommodation, mental health and wellbeing programs, employment partnerships, Visa issues assistance, advocacy, education and children's sport partnerships.



Ukrainian Women Support Program - trips into nature for experiencing positive emotions and healing trauma

### Liverpool Neighbourhood Connections

Social Enterprise Employment Scholarships

The employment scholarships have benefitted 14 women this year and provided approximately 5,400 hours of employment through the social enterprises.



Two of the scholarship recipients working in the social enterprise café Pepper's Place

Sydney Women's Fund  
16 Years to 2024  
\$2M

Core + Local Grants

Our Sector focuses on strengthening the philanthropic and for-purpose sectors. We are committed to fostering more effective philanthropy, growing impact investing and increasing the capacity and skills of for-purpose organisations.

## Effective Philanthropy

### Philanthropy Australia

We are pleased to be strategic partners in Philanthropy Australia's mission to inspire more and better philanthropy, and delighted they took a leadership role in and supported the Voice to Parliament Referendum.

A major focus this year has been on building a national strategy to double giving by 2030.

There has been significant government engagement, including the Philanthropy Meets Parliament Summit in October. An important session was the post-Referendum panel, hearing from Indigenous leaders Adrian Appo and Rona Glynn-McDonald, along with Georgina Byron, discussing philanthropy's positive involvement in the referendum and how it can continue to support First Nations communities.



In one of the Summit highlights, attendees heard from MPs and Senators across the political spectrum on their thoughts about the double giving agenda. Panel - Virginia Haussegger, Jack Heath - Philanthropy Australia, The Hon Dr Andrew Leigh MP, Senator Dean Smith, Senator Peter Whish-Wilson. Allegra Spender MP (on screen)

### Mannifera

We continue to be an active member of Mannifera, a collective of 21 philanthropic funders who support stronger democracy and a fairer economy.

This year \$1.2M was allocated to 25 organisations, including \$175,000 to 8 First Nations-led organisations and \$203,000 towards the Yes campaign. Mannifera allocates a minimum of 20% of funding to First Nations-led work in its focus areas.



Mannifera Muster on the Mornington Peninsula. Mannifera members come together to meet with and learn from civil society and First Nations leaders, collective award grants and make strategic decisions for the year ahead

## Impact Investing

### Social Impact Hub

We provided funding to redevelop the Impact Investing Hub website, with the mission of growing the Australian impact investing ecosystem.

Relunched in March, the website features educational content, a deals library, investing templates and field guides to help investors, financial advisors and impact organisations navigate this space. In addition, in-person and online education events have been held, and an accredited Impact Investing Module accredited by CPD (Continuing Professional Development) has been launched with Kaplan Professional Ontrack.



## For-Purpose Capacity & Community Giving



First cohort from the Impact Producers Program - Rowena Potts, Natasha Akib, Andrea Foxworthy, Mel Harwin

### Documentary Australia Foundation

We proudly support the Documentary Australia Foundation, the leading force in social impact documentaries, and their core costs to help raise awareness and change behaviours on important social issues through film and education events.

This year, we also provided seed funding for the new Impact Producer Program. The cohort were given the opportunity to learn about impact producing and gain practical experience on the campaigns for several documentaries. They will continue to be supported throughout 2024, and we are pleased to have committed further funding for the next two years for a new cohort to grow their skills.

### 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.

### The Mill House Ventures

The Mill House Ventures is dedicated to enhancing the capabilities of social enterprises in Canberra and the surrounding region through tailored programs, services and connections. They offer accelerator and incubator programs for start-up social entrepreneurs, growth programs and business support activities.

This year their flagship accelerator GRIST provided eight social entrepreneurs with the opportunity to test and validate the commercial sustainability and impact of their business models. The REFINE program plays a crucial role by enabling three social entrepreneurs-in-residence to provide business advice and connections for established social enterprises in the region.

Excitingly, The Mill House will be delivering a pilot social enterprise grant program on behalf of the ACT Government, to support emerging social enterprises.



The Mill House Ventures GRIST Graduation event

### Social Enterprise Australia

Social Enterprise Australia grew out of early strategy development funding. Since then, the team has engaged stakeholders and created a national strategy for Australia's social enterprise sector.

The Department of Social Services has contracted them to support the development of the federal Social Enterprise Development Initiative.

### Documentaries



We contributed to the film Rose Gold by Wooden Horse - it charts the story of Canberra-bred, Indigenous basketball star, Patty Mills and his captaincy of the Australian Boomers, alongside Joe Ingles. Together, Mills and Ingles redefined the national basketball team's culture to end a 65-year international medal drought by winning bronze at the Tokyo Olympics

The Our Family pillar supports family-led and inspired giving. Its purpose is to engage all generations, honour individual passions and foster philanthropic values. Here we share some of the grants supported by family members.

## Literacy

We're passionate about improving literacy education and this year we funded a report by Equity Economics, inspired by Scarlett Gaffey, Speech Therapist, Snow Foundation Director and mum of three. The report revealed that a significant number of students in the ACT are struggling to meet literacy benchmarks. It also indicates that one in three 15-year-old students in the ACT falls below the national proficient standard for reading, and calls upon the ACT Government to implement evidence-based strategies to improve literacy outcomes for all students.

Following the report, a National School Reform Open Letter was sent to the Ministers of Education.

Significantly, soon after, the ACT Liberals brought forward a motion for an independent inquiry

into literacy in ACT schools and the Federal Education Minister announced that the next National School Reform Agreement will have binding targets for states' literacy and numeracy results as a condition of federal funding – one of the core recommendations of the open letter.

The report and open letter resulted in extensive media coverage. A panel discussion workshop was held in Canberra with education experts who have implemented processes informed by evidence, which have led to a dramatic improvement in school performance and outcomes.

Thanks to Jessica Del Rio – Equity Economics, Jen Cross – Code REaD Dyslexia Network and Scarlett Gaffey for their leadership on this initiative.



*“Every child deserves a solid foundation in literacy. The research and Australian Curriculum say schools should be teaching kids to sound out words, yet in Canberra that is often not the case. Implementing evidence-based strategies, such as a high-quality curriculum and providing training for teachers, can make a significant difference. Investing in our children’s education is an investment in their future.”*

Scarlett Gaffey, Speech Pathologist and Snow Foundation Director

## Tick-Borne Disease Research Program

Our family has been directly impacted by tick-borne disease and this unique research aims to build crucial evidence about how to diagnose and tailor treatment for those who suffer from chronic tick-borne illnesses.

The first cohort of 20 patients enrolled in the program are showing promising improvement. The multidisciplinary research team await the release of their first scientific publication with new evidence of diagnosis process improvement.



Improving Student Outcomes event, moderated by Scarlett Gaffey - Speech Pathologist and Snow Foundation Director, Lachlan Yeates - Principal at Cranbourne Primary School, Sean Rutledge – Principal at St Francis of Assisi Primary School, Jessica Colleu Terradas – A Churchill Fellow and an expert in supporting older struggling students, Manisha Gazula - Principal at Marsden Road Public School, Monique Egan – Assistant Principal at St Vincent Primary School

## Next Generation Engagement

It was lovely to have some engagement from the family’s next generation. They expressed their strong interest in the Indigenous constitutional recognition and in the Snow Entrepreneurs.



Freddie Gaffey (next generation) at the Snow Entrepreneurs Retreat at Willinga Park



Georgina Byron and daughters Jasmine, Gabi and Alannah Betts, with Kenny Bedford – First Nations Leader at ‘Understanding the Voice to Parliament’ local community event at Bronte Surf Club

## Bridge of Hope

Bridge of Hope helps young people overcome disadvantage, exclusion, and oppression by addressing social justice issues and breaking down the barriers they face. We specifically support the Innocence Initiative, an award-winning program in partnership with RMIT that investigates claims of wrongful conviction and campaigns for reform.

## Top Blokes

The Top Blokes Foundation improves the mental health, emotional resilience and community engagement of young males aged 10-24.

Over 3,500 young males have graduated from the Top Blokes Mentoring Programs. In 2023 the Graduate Club launched, giving young males access to additional personal development opportunities and social events.

Top Blokes Foundation’s Young Men’s Health Lunch at KPMG Sydney, Grace Mathew -We Think, Zac Seidler - Movember, Craig Betts – The Snow Foundation, Angus Bowling - Top Blokes Foundation



Rainbow Families community members celebrating Mardi Gras

## Rainbow Families

Rainbow Families stands as the primary support for LGBTQ+ parents and their children, dedicated to reducing discrimination and creating an environment where children of LGBTQ+ parents can thrive.

Key achievements this year: national charity status progress and the All Kids are Equal campaign launch, aimed at removing legal barriers formed through surrogacy.



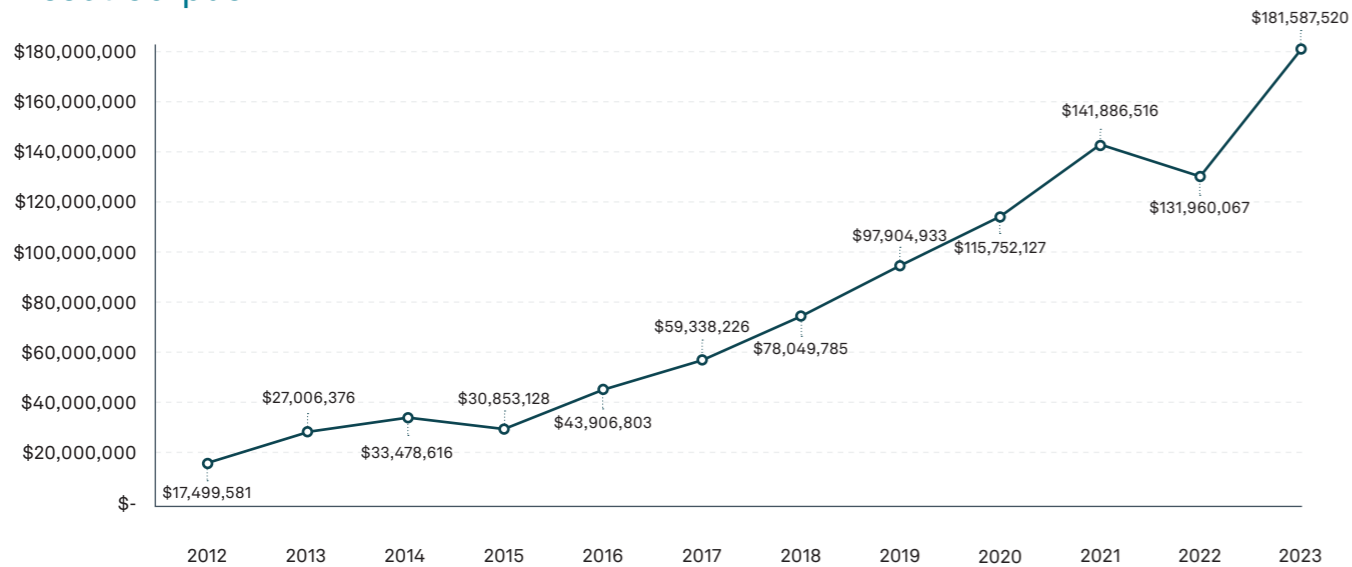
# Our Financials

The Foundation's corpus finished June 2023 at \$181.6 million, year-on-year increase of \$49.6 million.

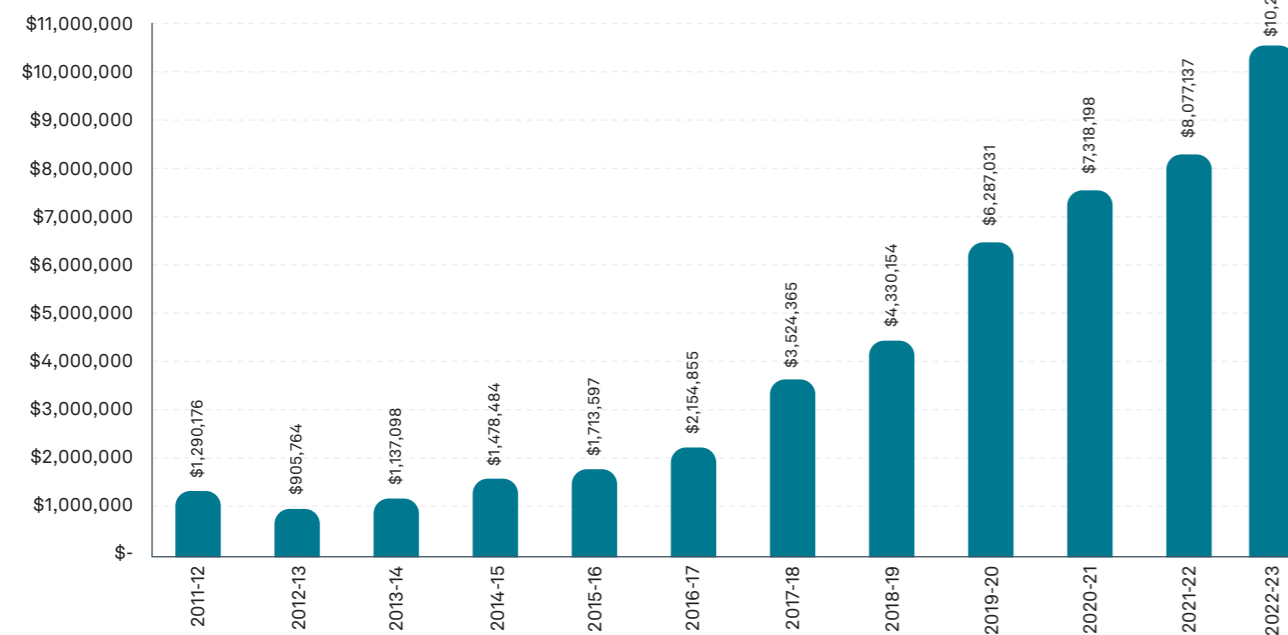
The Foundation's corpus growth was driven by new investments and recovery of investment returns which had been affected by the global economy in the prior year.

The Foundation continued its commitment to grow donations to the community year on year - from \$8.1M in FY21/22 to \$10.2M in FY22/23, with an additional \$1.2m given to Canberra Grammar School. The corpus and annual donations are forecast to continue to grow in FY23/24, due to investment returns and additional contributions.

## Asset Corpus



## Donations to Community\*

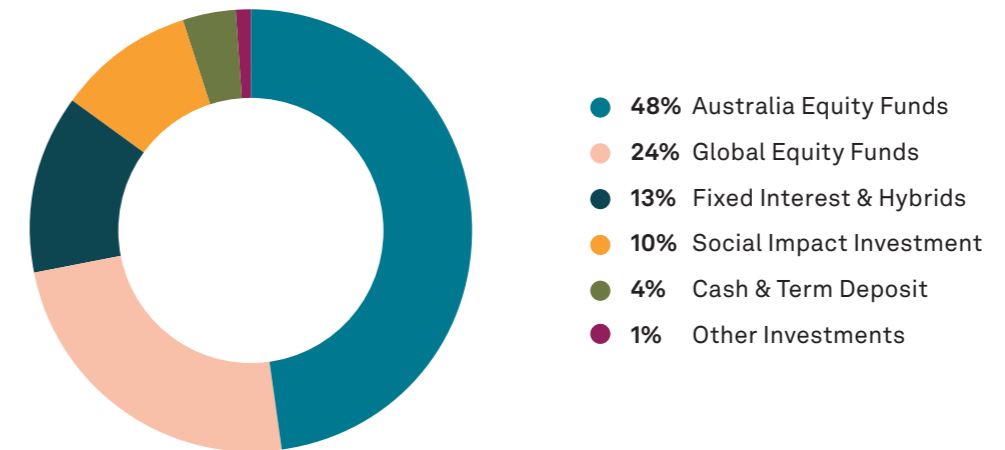


\*Excludes donation to Canberra Grammar School

## 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 that reflect our mission, with preference given to members of ESG Research Australia and signatories to the United Nations PR.

## Asset Allocation – June 2023



## Investment Managers

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

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

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

## 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 20% invested in social impact investments (up from 15%), and currently have 30 totalling \$14.8M (10% of the portfolio).

Fund managers Third Link, Future Generation Investment Company (FGX) and Future Generation Global Fund (FGG) have also been selected due to their philanthropic and charitable nature. If these investments were included within our impact investments, the percentage share of impact investments would increase to 30% of our portfolio (refer to June 2023 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 (\$227,770 total in donations): St John's Care, PCYC Canberra, Australians Investing in Women, Clean Slate Clinic, SMART Recovery, Bonnie Support Services, The Social Outfit, 4 Voices, Project Youth, The Farm in Galong, Toora - Zonta Club of Canberra Breakfast, AbilityMade, Global Sisters, Good360 Australia, Project Youth, Orana.

## Social Impact Investments

### New Impact Investments 2022/23

For Purpose Investment Partners Impact Fund \$500k	disability accommodation, affordable housing, mental health, skills education and training.
Enabler \$250k	workforce training for disability and aged care support workers.
Kindship \$250k	social networking app for parents raising children with delays, neurodivergence and disabilities.
Verve \$200k	Australia's first ethical super fund for women, by women.
MoreGoodDays 200k	evidence-based online program for fibromyalgia pain management.
Top-up Investments - Seer Data (\$150k), For Purpose Investment Partners Impact Fund (\$500k), Melior (\$1.75m), Palisade (\$125k) amounts included below.	

### Existing Impact Investments 2015-2022

Australian Unity Disability Housing \$2.2M	disability accommodation.
Melior \$3.2M	invests in companies with core businesses creating net positive impact in line with UN Sustainable Development Goals.
Synergis Fund \$500k	data platform designed for the community sector.
Seer Data Analytics 200k	evidence-based online program for fibromyalgia pain management.
Xceptional BOLD \$100k	employment opportunities for people with Autism Spectrum Disorder
AbilityMade \$550k	custom made 3D printed ankle-foot orthoses for children.
Patamar II \$514k partially drawn	international fund: low-income communities, companies in agriculture, e-commerce, health care and financial.
CSIRO \$780k partially drawn	invests in technology and science ventures with potential to disrupt.

CSL Limited \$279k	global biotechnology company - products to treat/prevent human medical conditions.
ResMed Inc \$220k	medical equipment company specialising in treatment of sleep-related breathing disorders.
Cochlear \$263k	designs, manufactures and supplies the Nucleus cochlear implant, the Hybrid electro-acoustic implant and the Baha bone conduction implant.
Murray Darling Basin Balanced Water Fund \$1.2M	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 I, II, III \$464k partially drawn	invests in impact: housing projects, education, employment, housing, First Nations, disability, health.
Giant Leap Fund \$250k	invests in companies whose mission is to create a sustainable society.
Giant Leap Fund II \$500k partially drawn	empowers people, health, well-being and sustainable living.
Compass SIB \$300k	housing and support to young people exiting out-of-home care.
The Conscious Investment Management Impact Fund \$500k	renewable energy, specialist disability accommodation, seniors housing, affordable housing.
Jigsaw \$250k	disability training and employment.
The Impact Fund \$500k	specialist disability accommodation, affordable housing, renewable energy.
Palisade Impact Fund \$288k	next-generation infrastructure solutions that contribute to the goals of NetZero carbon emissions, zero waste and zero inequality.
Loop+ \$200k	solutions for the care management of pressure injuries in wheelchair users.

## Case Studies From Our Social Impact Investments

### MoreGoodDays

*Transforming Fibromyalgia pain management with evidence-based, accessible online care*

MoreGoodDays offers an evidence-based online program for fibromyalgia (chronic musculoskeletal pain) pain management, accessible from home. Their psychology-based approach helps participants understand and reduce fibromyalgia symptoms at their own pace through 10-minute daily sessions on the MoreGoodDays mobile app. The program provides information on navigating medication, psychology, physical conditioning, diet, and lifestyle for comprehensive care. A dedicated Support Coach, who has successfully managed fibromyalgia, guides patients, while trained pain psychologists offer deeper insights. Founded by a team of experts, MoreGoodDays aims to redefine chronic pain care, making it accessible to all.

In October 2022, the Foundation invested \$200k as part of a \$3.5m venture capital raise, enabling them to hire a team, refine their product offering, and soft launch in the US market. This is in addition to the \$150k grant as part of the Snow Entrepreneurs fellowship initiative in 2022.

MoreGoodDays remains a part of the Snow Entrepreneurs cohort, receiving capacity-building support including mentor, advisory services and peer cohort connections.



The MoreGoodDays Team, led by Founder and Snow Entrepreneur Neala Fulia (front, centre)

*"With MoreGoodDays, learning precisely what the condition is was very helpful. There is so much misinformation about the condition out there; I just found it overwhelming. Learning that the pain does not actually mean there is damage within my body; it's a warning sign, was a revelation! I am now back on my kayak and back on my mountain bike!"*

Ellie C

### For Purpose Investment Partners Impact Fund (FPIP)

FPIP is a not-for-profit social impact investment fund manager with a mission to channel private sector capital into substantial businesses and projects, creating significant social impact.

They specialise in five key social sub-sectors facing significant gaps in service provision that require large-scale mobilisation of private capital. These sectors include skills education, aged care, mental health, disability, and social and affordable housing.

Some examples of impactful portfolio companies include AbleFoods, a leading meal delivery service for NDIS participants; BlueCHP Housing, a specialist disability accommodation provider; and Catalyst Education, a leading provider of vocational education and training focusing on early childhood and aged care.

# Grant Summary 2022/23

## Our Country

	Who benefits	What funding is for	FY22-23	Years#
<b>Social Entrepreneurs &amp; Innovation</b>				
Australian Spatial Analytics	Disability	Core Funding: Training and employment for neurodiverse people	\$175,000	3
Bus Stop Films	Disability	Seed funding for Bus Stop Employment - supporting people with disability into employment in the screen industry	\$75,000	8
Clean Slate Clinic	Addictions	Core Funding: Telehealth alcohol detox and rehabilitation	\$300,000	2
Confit Pathways	At risk/disadvantaged	Core Funding: Fitness education, employment and mentoring to reduce recidivism	\$95,000	3
Getaboutable	Disability	Core Funding: Website for accessible travel	\$14,000	6
Global Sisters	At risk/disadvantaged	Core Funding: Support for women to start and grow their business	\$160,000	12
Good360	At risk/disadvantaged	Core Funding: Distributing free goods to communities in need	\$75,000	10
Head Start Homes	At risk/disadvantaged	Core Funding: Supporting families to purchase their own home	\$100,000	3
Homes for Homes	At risk/disadvantaged	Core Funding: Generating funds for social housing through property caveats	\$312,500	10
Jigsaw	Disability	Seed funding for Jigsaw Connect: ensuring people with disability are fully included in the Australian workforce	\$50,000	3
Kindship	Disability	Core Funding: Social networking and peer-support for parents of children with a disability	\$120,000	2
Performl	Community	Core Funding: Online data/analytics platform for for-purpose organisations	\$230,000	3
Ripple Opportunities	Young people	Core Funding: Meaningful careers and civic engagement for young people	\$100,000	3
Sober in the Country	Addictions	Core Funding: Changing the narrative around alcohol in the bush and providing peer support	\$100,000	4
The Violet Initiative	Carers	Core Funding: Supporting people to navigate the last stages of life	\$350,000	12
Warrior Woman Foundation	Women/girls	Core Funding: Mentoring and life skills for young women leaving out-of-home care	\$100,000	3
External Reviewers - Snow Entrepreneurs	Community	Donations on behalf of sector experts who volunteered their time for the selection of the Snow Entrepreneurs	\$3,332	1
Wrap-around support - Snow Entrepreneurs	Community	Mentoring, diagnostics, tailored advisory and action-learning via Social Impact Hub and May Miller-Dawkins	\$153,675	2
<b>Total</b>			<b>\$2,513,507</b>	
<b>Social Justice Issues</b>				
Amplify Pride Fund	LGBTIQ+	Grant Funding: second LGBTIQ+ grassroots funding grant round (Aurora & GiveOut collaboration)	\$200,000	2
Australian Communities Foundation	LGBTIQ+	LGBTIQ+ breakfast	\$409	2
Australians for Indigenous Constitutional Recognition (AICR)	Indigenous	Constitutional Recognition - Referendum Yes Campaign	\$750,000	2
Cape York Institute	Indigenous	Constitutional Recognition - From the Heart & Empowered Communities grass roots advocacy	\$200,000	3
89 Degrees East	Indigenous	Constitutional Recognition - Voice to Parliament Working Group Support Hub funding	\$140,000	1
Deadly Heart Trek	Indigenous	RHD: Diagnosing, treating, educating and raising awareness of rheumatic heart disease in communities	\$164,402	4
Economic Justice Australia	Domestic violence/abuse	Core funding: economic justice reform and DV advocacy	\$166,000	2
Equality Australia	LGBTIQ+	Core funding: Advocacy for LGBTIQ+ rights	\$200,000	9
Fair Agenda	Women/girls	Advocacy for gendered sexual violence prevention	\$50,000	4
Heart Foundation-Champions4Change	Indigenous	Supporting the RHD Champions4Change Program	\$200,000	2
Human Rights Law Centre	Indigenous	Support for the Aboriginal and Torres Strait Islander People's Rights team	\$50,000	7
Institute for Glycomics, Griffith University	Indigenous	RHD: vaccine research	\$150,221	8
Orange Sky Australia	Indigenous	RHD: Mobile laundry service in Maningrida, NT	\$125,000	7
Pride Cup	LGBTIQ+	Pride Cup Partnerships Role funding	\$25,000	3
Take Heart	Indigenous	RHD: Educational, short films in language (APY Lands)	\$37,125	8
Turbans 4 Australia	Indigenous	Constitutional Recognition - engagement with multicultural communities	\$25,000	2
UNSW - Indigenous Law Centre	Indigenous	Constitutional Recognition - Uluru Dialogue - Voice to Parliament Campaign	\$125,000	5
<b>Total</b>			<b>\$2,608,157</b>	

## Our Country Continued

	Who benefits	What funding is for	FY22-23	Years#
<b>Awareness of Social Issues</b>				
Australian Associated Press	Indigenous	AAP First Nations Desk	\$125,000	1
Australian Wars Documentary	Indigenous	Documentary film funding: exploring the history of the establishment of Australia	\$25,000	1
Moonshine - Live the Life You Please	Sick/terminally ill	Documentary film funding: end-of-life documentary launch event	\$3,092	2
Rose Gold Documentary	Indigenous	Documentary film funding: Indigenous basketball star Patty Mills	\$25,000	1
Violet Co	Women/girls	Core funding: Advocacy for police accountability in sexual assault cases	\$10,000	1
<b>Total</b>			<b>\$188,092</b>	
<b>Grand Total</b>			<b>\$5,309,757.86</b>	

## Our Place – Canberra Region

	Who benefits	What funding is for	FY22-23	Years#
<b>Economic Justice and Safety</b>				
Barnardos	Families in hardship	Kids in sport, registration fees	\$5,000	28
Beryl Women	Domestic violence/abuse	Training course, carport	\$35,000	5
Canberra Community Law	People on low income	Legal assistance, Indigenous cadetship	\$56,300	12
Canberra High School	Students	Breakfast program	\$2,000	15
Care Incorporated	People on low income	No interest loan program	\$30,000	6
Create Foundation	Youth at risk	Life skills workshops for young people in out-of-home care	\$35,000	9
Doris Women's Refuge	Domestic violence/abuse	Assistance for women and children from CALD backgrounds	\$10,000	2
Every Man	Domestic violence/abuse	The Complexity Centre	\$22,727	2
HOME in Queanbeyan	Mental health	Core funding, renovations	\$35,000	20
Karinya House	Single parents	Case worker support for pregnant and parenting mothers	\$50,000	20
My Coaching My Future	Domestic violence/abuse	Support program for women returning to work	\$4,000	6
Oz Harvest	At risk/disadvantaged	Food program	\$10,000	9
Quest for Life	Domestic violence/abuse	Trauma workshops	\$20,000	7
Raw Potential Canberra	Youth at risk	Youth worker	\$50,000	27
Rotary Club of Canberra	Homeless	Ruby's Place	\$20,000	3
Roundabout Canberra	Families in hardship	Essential items for families experiencing hardship	\$10,000	6
Salvation Army	At risk/disadvantaged	Dental and speech therapy	\$20,000	23
St John's Care	At risk/disadvantaged	Food and wellbeing programs	\$40,000	28
Stasia Dabrowski - Soup Kitchen	At risk/disadvantaged	Food program	\$12,250	19
The One Box	Families in hardship	Food boxes for families experiencing hardship	\$25,000	4
The Stop Campaign	Domestic violence/abuse	Website upgrade	\$20,000	1
University of Canberra	Domestic violence/abuse	Community-based strength training program	\$20,000	2
YWCA Brokerage	Domestic violence/abuse	Brokerage for immediate needs and essential items	\$25,000	3
YWCA Rentwell	People on low income	Affordable rentals	\$70,000	6
Zonta Club	Domestic violence/abuse	Kitchen packs for women leaving refuges	\$3,000	3
<b>Total</b>			<b>\$630,277</b>	
<b>Education/ Employment</b>				
Barnardos Australia - Queanbeyan	Indigenous students	After school program in Queanbeyan	\$15,000	5
Campbell Page	Single parents	Young Mothers Pathways Program in Queanbeyan	\$110,000	1
Capital Region Community Services	Young people	Equipment and assessment tools	\$37,800	14
Companion House	Refugees	Scholarships	\$14,000	12
Karabar High School	Students	Scholarships	\$25,000	2
Kulture Break	At risk/disadvantaged	Empowering young people through performing arts and leadership development	\$10,000	3
Mental Illness Education ACT	Community	Thriving Minds: Empowered Futures program	\$12,500	8
Parentline ACT	Community	Core funding	\$25,000	8
Queanbeyan High School	Students	Scholarships	\$13,000	21
The Smith Family	At risk/disadvantaged	Reading program	\$10,000	31
Together4Youth	Youth Mental Health	Coordinated wellbeing programs for secondary schools in Queanbeyan	\$150,000	3
Woden Community Service	At risk/disadvantaged	Learning to Speak English program and driving lessons	\$27,409	7
YWCA Bus	Community	Community bus	\$2,687	4
YWCA Computer Clubhouse	Students	Computer Clubhouse Co-ordinator	\$20,000	6
<b>Total</b>			<b>\$472,396</b>	

## Our Place – Canberra Region Continued

	Who benefits	What funding is for	FY22-23	Years#
<b>Health</b>				
Ability.news	Disability	Website	\$15,000	2
Cancer Council ACT	Sick/terminally ill	Wig service	\$10,000	26
Directions Health Services	Young people	Directions Teen Clinic - Queanbeyan	\$66,200	3
Fearless Women	Women/girls	Core funding: Counselling, mentor and education programs	\$50,000	3
Hawker Men's Shed	Community	Infrastructure	\$50,000	1
Jigsaw	Disability	Temporary office space	\$19,667	1
Menslink	Young men	Core funding: Counselling, mentor and education programs	\$40,000	11
Mental Health for Mob Aboriginal Corporation	Mental health/Indigenous	Indigenous mental health service	\$16,000	1
Music For Canberra	Disability	Group music activities	\$10,000	18
Project Independence	Disability	Operations	\$46,000	6
Rainbow Club Australia	Disability	Swimming lessons for children	\$25,000	1
Tender Funerals	At risk/disadvantaged	Office fitout	\$500,000	3
The Brite Notes	Ageing/elderly	Entertainment for aged care residents	\$3,250	7
The Farm In Galong	Addicted	Financial Counselling program	\$20,000	5
The Men's Table	Mental health	Core funding: support groups	\$114,900	4
WheelEasy	Disability	Web app development	\$25,000	1
YMCA RAID basketball	Disability	RAID basketball program	\$5,000	8
<b>Total</b>			<b>\$1,016,017</b>	
<b>Canberra Total</b>			<b>\$2,118,690</b>	

## Individuals

<b>Grand Total</b>	<b>\$152,000</b>
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## Our Place – Key Regions

	Who benefits	What funding is for	FY22	Years#
<b>NSW Rural and Regional</b>				
Country Education Foundation of Australia	Young people	Scholarships	\$127,500	18
Royal Agricultural Society (NSW) Foundation	Young people	Scholarships	\$100,000	16
<b>Total</b>			<b>\$227,500</b>	
<b>NSW South Coast</b>				
Ulladulla High School	Students	Student Wellbeing Officer	\$45,000	8
Sir David Martin Foundation	Youth with addiction	Aftercare worker	\$75,000	3
Foundation for Rural & Regional Renewal*	Communities	Investing in Rural Community Futures Shoalhaven	\$574,000	9
Community Life at Batemans Bay	Homeless	Hope House: Drug and alcohol worker; case manager	\$35,000	10
<b>Total</b>			<b>\$729,000</b>	
<b>Sydney</b>				
Sydney Women's Fund**	Women/girls	Core operations and grant funding	\$250,000	8
4 Voices	Women/girls	SnowFlake - mobile digital and social support service	\$150,000	3
Hailo	Disability	Improving public transport	\$50,000	1
<b>Sydney Total</b>			<b>\$450,000</b>	
<b>Key Regions Total</b>			<b>\$1,406,500</b>	
<b>Grand Total Our Place</b>			<b>\$3,525,190</b>	

\*FRRR recipients - Nowra: The Shoalhaven Women's Resource Group, South Coast Beef Producers Association, Nowra Community Food Store Incorporated, South Coast Women's Health & Welfare Aboriginal Corporation, Noahs Ark Centre, Shoalhaven Neighbourhood Services, Nowra Local Aboriginal Land Council, Kangaroo Valley Voice Incorporated, Shoalhaven Business Chamber Incorporated, Beyond Empathy Limited  
 \*\* Sydney Women's Fund recipients: Social enterprise employment scholarships and Strive for Girls - Liverpool Neighbourhood Connections, RISE - Whitelion, Giving Day Appeal, Bayside Women's Shelter, Laptops for learning - Reconnect, Weave domestic violence program, Re-Love, Ukraine Helping Hand Project, Community Support Services - Sewing Circles

## Our Sector

	Who benefits	What funding is for	FY22-23	Years#
Documentary Australia Foundation	Community	Core funding	\$25,000	12
Griffith University - Yunus Centre	Community	Social Enterprise National Strategy Phase 2: Activation	\$25,000	3
Hands Across Canberra	Community	Core and Grant Funding	\$50,000	12
LendforGood	Community	Seed funding for online crowdlending platform	\$50,000	2
Mannifera	Community	Funders' pool to advance democracy and fairness in Australia	\$75,000	6
Philanthropy Australia	Community	Strategic partner and core funding	\$75,000	9
Scaling Impact/Social Impact Hub	Community	Redevelopment of the Impact Investing Hub	\$25,000	7
The Funding Network	Community	Core funding and pledges at TFN events	\$32,545	11
The Mill House Ventures	Community	Social Entrepreneur in residence program	\$60,000	7
<b>Grand Total</b>			<b>\$417,545</b>	

## Our Family

	Who benefits	What funding is for	FY22-23	Years#
Australians Investing In Women	Women/girls	Advocacy for gender-wise philanthropy	\$10,000	2
Bridge of Hope	At risk/disadvantaged	Advocacy and support to overcome disadvantage	\$25,000	1
Classic Ladies Foundation	Women/girls	Donation	\$3,000	1
Cuppacumbalong Foundation	At risk/disadvantaged	Outreach Program	\$15,000	2
Equity Economics	Families	School Literacy Campaign	\$150,594	2
Human Rights Watch	Community	Human Rights Watch's Voices for Justice	\$20,000	2
Igniting Change	Community	Core funding to support and amplify grassroots organisations	\$25,000	4
Legacy Australia	Community	Supporting veterans and their families	\$33,000	3
Lifeline	Mental health	Suicide prevention	\$35,000	9
Penthos Inc	Families	Supporting parents suffering from unresolved grief	\$25,000	1
Rainbow Families	LGBTIQ+	Supporting LGBTIQ+ families	\$30,000	2
Individual Support	Community	Donations to marginalised people	\$50,133	1
St Vincent's Curran Foundation	Sick/terminally ill	Donations	\$22,000	8
Tick-Borne Disease Project – Karyn Joyner	Sick/terminally ill	Project management of Tick-Borne Disease Project	\$13,000	5
Tick-Borne Disease Project – North Foundation	Sick/terminally ill	Tick-Borne Disease Project research and clinical trials	\$300,000	4
Top Blokes Foundation	At risk/disadvantaged	Improving young male health and wellbeing	\$25,000	5
Vinnies CEO Sleepout	Homeless	Donation	\$11,364	1
Women for Election	Women/girls	Supporting to women to run for public office	\$10,000	4
<b>Grand Total</b>			<b>\$803,091</b>	

## Total Donations

**\$10,207,206**

Total donations excludes donation to Canberra Grammar School

# Values

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## Humility

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

## Social Justice

We uphold principles of equity, inclusiveness and fairness

## Commitment

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

## Collaboration

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






## Empathy

We strive to understand and share the feelings of others

## Transparency

We share our learnings and promote shared intelligence

### The Snow Foundation

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