

Snow
Foundation



Year in Review
2025

Published March 2026

Place Country Sector Family



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In honour of Terry Snow AM (1943-2024), Co-Founder & Previous Chair, Snow Foundation. Terry's love for his community and his everyday kindness and generosity leaves a lasting impact on so many lives, and continues to guide us. We remember his belief, "If you see someone struggling, you offer them a helping hand."

 Foundation Established
1991

 Individuals Assisted
1062+

 Organisations Funded
550+

 Total Giving
\$110M

Board of Directors

Ginette Snow – Chair
Georgina Byron AM – CEO
Scarlett Gaffey
Stephen Byron AM
David Hardie
Craig Betts
Louise Walsh
Andrew Leece
Stephen Gaffey

Team

Georgina Byron AM – CEO
Scarlett Gaffey – Executive Director - Education Reform
Brenton Um – Executive Advisor
Lucy McKee – Head of Communications and Culture
Carolyn Ludovici – Head of Partnerships – Our Place
Sally Grimsley-Ballard – Head of Partnerships – Our Country
Alex Lagelée Kean – Head of Programs and Partnerships – Our Sector
Craig Betts – Chief Investment Officer
Megan Parsons – Partnership Manager
Corinne Payne – Partnership Manager
Bhanvi Anand – Impact Investment Manager
Ashley Machuca – Partnership Associate
Meg Reckord – Communications Coordinator
Abigirl Maminimini – Administration and Grants Assistant
Yuki Yan – Accountant

And thank you for the support from Capital Airport Group.

Advisors & Consultants

Professor Maree Meredith – Bidjara woman, First Nations Strategic Advisor
Vicki Wade – Noongar woman, Aboriginal Cultural Advisor
Tom Saar – Business Advisor
Karen Iles – Dharug woman, Social Justice Lawyer
Karyn Joyner – Medical Consultant
Jessica Del Rio – Educational Outcomes Consultant
Gosia Pack – Operations Consultant
Liv Wilson – Executive Officer
Chris Wagner – Public Relations - Talkforce Media
Kylie Charlton and team – Australian Impact Investments Investment Committee – Craig Betts, Stephen Byron, Stephen Carson, Tim Samway and Georgina Byron

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.



Ginette Snow

I have really enjoyed stepping into the role as Chair and seeing the Foundation continue to evolve, taking ambitious steps to deepen our impact and extend our support.

Terry is dearly missed and would be incredibly proud of the team and advisors. It has been wonderful to see my daughter Scarlett championing better education and I want to extend my deepest thanks to each of the team, so many of you now! Your talent and dedication strengthen the Foundation enormously.

To our partners in Canberra and across the country, I am inspired by your passion and contribution. We carefully consider each commitment, because to us this is about relationships, not transactions. Thank you for the dedication you bring to your work and the difference you make every day.

I am also grateful to our Board – rigorous, thoughtful and generous with their time and wisdom. A very special thank you to my daughter Georgina who steers this ship with heart, courage and unwavering purpose.

With gratitude,
Ginette



- 1 Snow Foundation Board of Directors
- 2 Canberra team: Abigirl, Scarlett, Carolyn, Megan, Jessica
- 3 Carolyn and First Nations Strategic Advisor, Adjunct Professor Maree Meredith
- 4 Sydney Christmas party: Lucy, Georgina
- 5 Sydney team at a Christmas lunch hosted by Kabul Social and Sean Christie David from Plate It Forward. From left: Bhanvi, Meg, Ashley, Brenton, Alex, Liv, Gosia, Lucy, Sally, Georgina



1. Participant in the Boys to the Bush camp in Goulburn. 2. Future Generation Women Showcase event: Liz Lewin, Serena Grant, Elana Rubin, Carol Schwartz, Caroline Gurney, Georgina Byron, Natasha Stott Despoja. 3. Michelle Steele – Paul Ramsay Foundation and Georgina Byron Co-MC the Philanthropy Australia Leadership Summit. 4. Snow Foundation's Scarlett Gaffey and Jessica Del Rio lead regional NSW principals on a tour of high-performing schools in Melbourne. 5. On the Deadly Heart Trek - Children watching the Take Heart Songlines film about rheumatic heart disease. 6. The Snow Entrepreneurs selection panel. 7. Community Collective workshop in Western Sydney run by Sydney Women's Fund. 8. Snow Entrepreneurs, the Banksias Graduate!

Georgina Byron AM



Central to 2025 was the development of our new strategy, shaped by our family's commitment to significant growth in giving, and by our deepening interest and understanding of where and how we can have the greatest impact.

Our new strategy reflects both continuity and ambition, setting a solid foundation for growth that is values-led, grounded in meaningful outcomes for communities, and focused on improving systems where they are falling short.

Alongside this strategic shift, we experienced real momentum in how we work — with the team growing, stepping into new roles, and embracing the scale of what lies ahead with energy and shared purpose.

I am thrilled with the way the team continued to deliver strong support to our partners while also shaping our future direction.

We established an Executive Team with Carolyn, Alex, Lucy, Sally and Brenton, whose leadership, care, and collaboration with others have been central to both the strategy and the culture that underpins it.

My sister Scarlett has made an extraordinary contribution to advancing our work on education equity and standards, alongside Jess, bringing deep expertise and passion to this focus area.

This year also saw the appointment of Maree Meredith as our First Nations Strategic Advisor, Ashley and Megan stepped up into new roles, and we added Abigail and Meg into key support roles.

We also had some skilled consultants join and work alongside us, and the next generation of the family stepped forward, sharing their perspectives and helping shape what matters most for the future.

Our Board has been a true backbone through this period of transition. We were delighted to welcome David Hardie, strengthening an already deeply committed and thoughtful group.

Their support goes far beyond governance — with considered decision-making and genuine interest in people, from Snow Entrepreneurs to Snow Scholars and more.

Through this strategic review, we reaffirmed our four pillars — Our Place, Our Country, Our Sector and Our Family — and introduced five interconnected themes: Community, Youth, First Nations, Gender and LGBTIQ+, all underpinned by a strong Ecosystem approach.

These themes reflect our family's focus and where we believe we can play a meaningful role — backing people, ideas and movements that are innovative, evidence-informed and led by communities themselves.

We also took the time to articulate what makes us, us: a holistic, entrepreneurial and trust-based approach, grounded in long-term relationships and a willingness to lean in where change is possible but not always easy.

What follows in this report are just some of the moments, partnerships and learnings that shaped 2025.

Along with the development of strategy, my personal highlights included the graduation of the first cohort of Snow Entrepreneurs after three years, selecting the inaugural Snow Scholars at the University of Canberra, spending time on Country with First Nations partners and communities, and with sector peers at the Philanthropy Australia summit!

I'm incredibly grateful for the support from my family, Board, staff, sector peers and of course our partners who make this significant impact. I hope you enjoy the read!

1. Snow Foundation's Sally Grimsley-Ballard, Georgina Byron, Nic Marchesi – Goods. By A Curious Tractor
2. 15th Anniversary of HOME in Queanbeyan: Anne Pratt, Diane Bray, Georgina Byron, Fr. Peter Day



Our Strategy

Our Purpose

To create lasting social change by building strong communities and forging fair systems.

Our Approach

Entrepreneurial

We take considered risks with a long-term view, backing ambitious leaders, innovation, and movements.

Our funding is flexible, responsive and designed to catalyse impact and support long-term outcomes whether quick, multi-year, untied, pooled or staged.

Our approach spans grants, high-engagement (venture-style) philanthropy, blended finance and impact investing.

We actively learn, adapt, and help scale what works, while planning for sustainable transitions and soft exits.

Holistic

We go beyond funding, adding value through our voice, convening, networks, advocacy and research.

We consider the whole landscape, from national systems to local communities, centring lived experience.

Our work addresses gaps and spans multiple levels, so impact is both deep and broad.

Trust-Based

Relationships are at the heart of everything we do. We listen deeply and partner with communities, governments, and organisations with respect and transparency.

We collaborate through co-funding, participatory grant-making, shared advocacy and joint research — sharing knowledge, power and joining or leading coalitions to advance lasting social change.

Our Pillars

Our Place

Connect with and generously support a breadth of causes and partners, where we live and work— Canberra region, NSW Regional and South Coast and Sydney.

Our Country

Drives social justice and systems change by backing bold leaders and innovative solutions to neglected national challenges.

Our Sector

Strengthens the for-purpose ecosystem by building the capacity of changemakers, accelerating impact investing and advancing philanthropy.

Our Family

Strengthens our family's culture of giving across generations and enables thoughtful philanthropy inspired by values and passions.

Our Values

Humility

We recognise the expertise of our partners.

Social justice

We embrace equity, inclusivity and fairness.

Collaboration

We work with others respectfully and recognise the power of many.

Empathy

We seek to listen and understand.

Excellence

"We do the work and do a proper job." — Terry Snow AM.

Transparency

We are open and accountable — no surprises.

Our Themes

Five interconnected themes.

Community

Support diverse community-led solutions focused on key geographies (Canberra, Sydney, NSW South Coast and regional) that address a breadth of causes, fostering resilience and well-being.

Youth

Empower young people by improving the quality and equity in education, expanding economic opportunities, strengthening mental health support while addressing rising behavioural addictions - digital and gambling harm.

First Nations

Support First Nations-led efforts, enabling self-determination and cultural strength, and contributing to health equity (rheumatic heart disease) and systems change. Embody the Five R's of philanthropy: respect, relationships, responsibility, reciprocity and redistribution.

Gender

Across the whole Foundation, Gender is at the heart of our decision-making and processes. Specifically we aim to advance gender equity by addressing systemic inequality, ending violence against women, supporting their economic empowerment and leadership, and promoting respectful relationships and healthy masculinity.

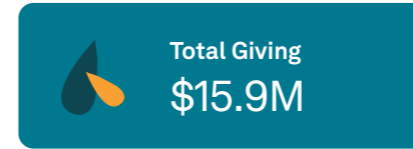
LGBTIQ+

Champion the inclusion, rights, and wellbeing of people with diverse sexual orientations, gender identities, and expressions

Themes are all underpinned by Ecosystem

Enable and grow social change leaders — with a focus on the flagship Snow Entrepreneurs program — while advancing philanthropy, accelerating impact investing, and promoting data to drive innovation, effectiveness and sustainability across the for-purpose ecosystem.

Grant Funding 2024/25



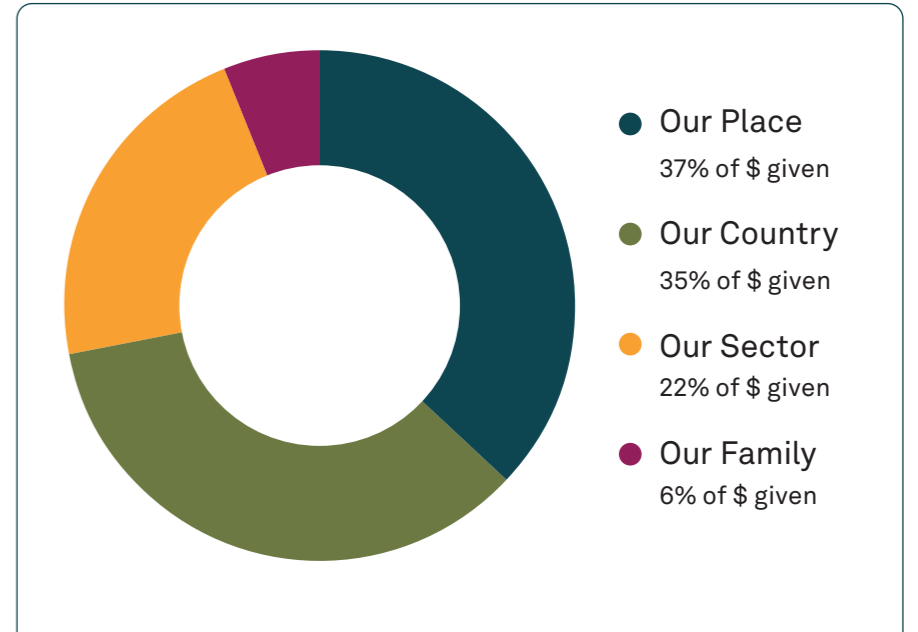
Community	\$4.5M
Youth	\$2.6M
First Nations	\$3.1M
Gender	\$2.9M
Ecosystem	\$1.9M
LGBTIQ+	\$703K

Our Family	\$928K
Individuals	\$207K

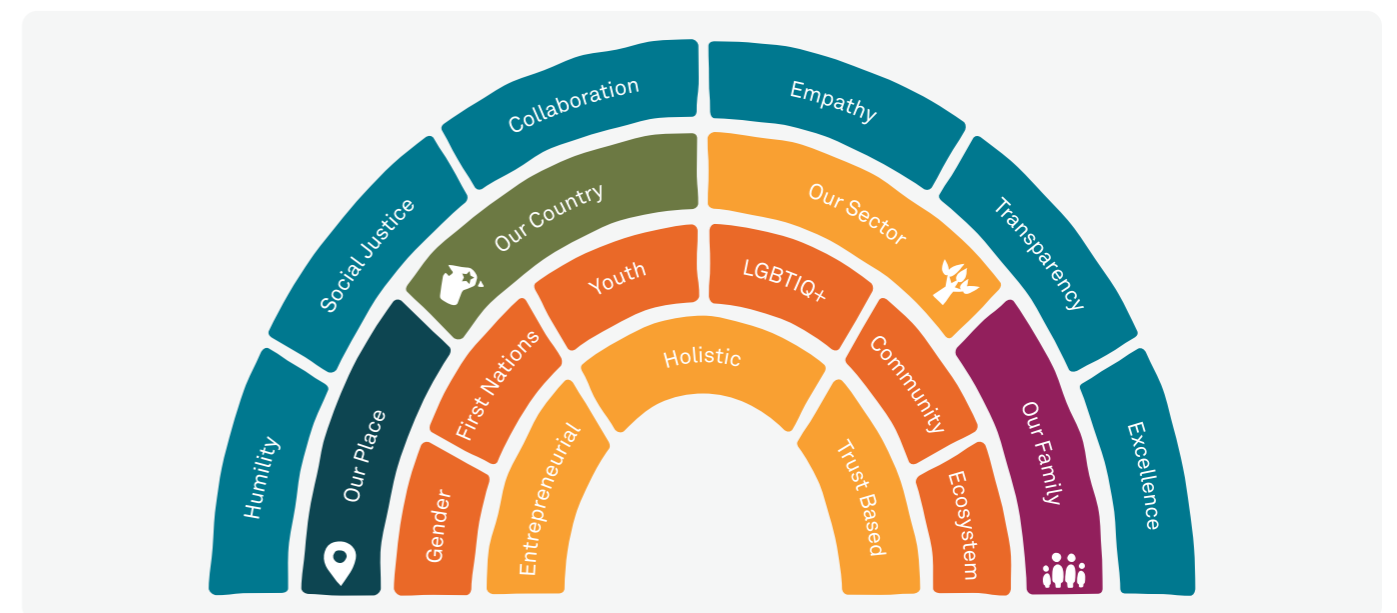
Number of Grants 2024/25



Distribution of Funds to Organisations



- Our Place – 98 grants
87 Canberra and 11 Key Regions
- Our Country – 46 grants
- Our Sector – 27 grants
- Our Family – 25 grants



THEME Community. We support diverse community-led solutions focused on key geographies (Canberra, Sydney, NSW South Coast and regional) that address a breadth of causes, fostering resilience and well-being.

Canberra: Our Origins and Main Place

Canberra Foundations Collaborative - Responsive Grants

Now in its fourth year, the Collaborative brings together three founding partners, Snow Foundation, Hands Across Canberra, and the John James Foundation, supported by Aspen Medical Foundation and this year, welcomed new partner Davencare Foundation.

Across the Canberra region, 71 community-led projects received \$1.94m in funding, helping respond to needs and support for the organisations people turn to for help, care and connection.

Beyond funding, the Collaborative invests in sector capability and connection; Governance workshops, hands-on sessions exploring AI and digital tools, and an Innovation Forum on loneliness—supporting organisations to grow stronger, more confident and better connected.

Two examples of how the Collaborative responds to Community need:

The Y Canberra Youth Parliament

Funded for the first time in the ACT, this program supported 25 young people aged 16–25 to draft, debate and present policy ideas in the ACT Legislative Assembly, building leadership, confidence and civic participation while amplifying voices often missing from public decision-making.

ACT Regional Community Service Alliance

Five local community hubs are working together to consolidate and share data on service needs, trends and gaps—strengthening coordination, advocacy and impact across the sector. Hubs include: Woden Community Service, Capital Region, Community Services, Northside Community Services, Community Services #1 and Communities at Work.



1. The Y Youth Parliament
Kobi Stray, Maddie Roberts, Patrick Knight
2. Canberra Foundations Collaborative announcement with Georgina Byron, Joe Roff – John James Foundation, Genevieve Jacobs – Hands Across Canberra
3. Ending Loneliness in Canberra Innovation Forum attendees



Canberra: Strategic and Long-Term Grants Highlights

Hotel Etico Canberra

We are delighted to continue to support the expansion of Hotel Etico's highly successful employment academy from the Blue Mountains to Canberra, extending this proven model of inclusive employment for young adults with disability.

Opening in early 2026, the academy will provide paid work, training and life skills development in a real hotel setting.

With mentoring and job coaching, participants gain the skills, confidence and independence needed for long-term employment.



1. Hotel Etico Staff participant in training
2. Canberra Airport staff at St John's Care helped collect, sort and distribute carloads of donations, stock the present room, and prepare more than 900 Christmas hampers for families across the region
3. Celebrating 15 years of HOME in Queanbeyan
4. Beryl Women provides supported crisis accommodation for women and their children who are homeless or at risk of homelessness because of domestic and/or family violence

HOME in Queanbeyan

HOME celebrated 15 years as a sanctuary of dignity, safety and love for people living with enduring mental illness. The milestone reflects what is possible when community, philanthropy, and government work together to create lasting change.

Snow Foundation has stood alongside HOME since its inception, helping turn a bold idea into a lasting model of care. Built on strong friendships and partnerships, our early support was, at the time, our largest multi-year grant and helped catalyse further funding from the community and government, enabling HOME to deliver long-term, loving accommodation and fill a critical gap in mental health care.



St John's Care and Canberra Airport

St John's Care celebrated its 34th anniversary, marking decades of support for vulnerable families across Canberra. The organisation continues to provide essential assistance alongside tailored case management for people facing complex challenges such as homelessness, mental illness and family violence. In 2025, almost 5,000 households were supported.

Twice a year, colleagues at Canberra Airport host workplace giving booths to support St John's Care winter and Christmas appeals, and volunteer at the office. We have supported St John's for 35 years, since inception!

\$207K – 198 Individuals

Support for Individuals

We directly assisted 119 individuals experiencing homelessness, disability, mental health and medical conditions, and a further 78 facing crisis through \$45,000 in brokerage funds to YWCA Canberra, Beryl Women, Care Financial and Doris Women's Refuge.

This enabled them to provide rapid practical support. These funds helped cover essentials, from utilities to urgent medical needs and household items, with most assistance directed to women and children leaving domestic and family violence.



Key Regions: We work with experts connected to local issues and organisations. Highlights from some key partners...

NSW South Coast and Regional

Foundation for Rural & Regional Renewal (FRRR)

Five years ago, we decided to deepen our impact in NSW and partnered with FRRR. It was a critical moment for the NSW South Coast, soon after the Black Summer bushfires and COVID-19. To provide immediate impact and strengthen long-term capability we committed \$2.5m for five years.

Through this program, Investing in Rural Community Futures, more than 100 not-for-profit organisations across Nowra, Ulladulla and Batemans Bay strengthened their strategy, systems and people.

An independent evaluation confirmed stronger collaboration, skills and networks—leaving organisations better equipped to respond to local priorities and work collectively.

Following this success, we have forged a new three-year, \$2.3m place-based commitment across the Shoalhaven and Eurobodalla.

This 'South Coast Futures' program supports community-led systemic change through local insight, targeted granting and capability support, with a focus on youth leadership, First Nations self-determination, climate solutions and gender equity—strengthening long-term sustainability for the region.

1. FRRR: Ulladulla community organisations at their road-mapping workshop
2. Community foundations from across Australia came together to explore how they can collaborate to advance gender equality and build momentum in the lead-up to the 2026 Women Deliver Conference

Sydney

Sydney Community Foundation

In 2025, Sydney Community Foundation opened its new headquarters in Newtown — an incredible community space housed in a beautifully reimaged former church, generously donated for the Foundation's use.

An independent, community-led foundation run by Sydneysiders for Sydneysiders, the Foundation continued to strengthen long-term giving for community impact by progressing the \$60m Permanent Fund goal by 2030 and advancement towards DGR1 status, opening new funding pathways.

Sydney Women's Fund

KEY IMPACT FUND OF SYDNEY COMMUNITY FOUNDATION

Through Sydney Women's Fund, our partner for 17 years, we advance gender equality and support women and families facing the greatest barriers to safety, stability and opportunity.

In a major commitment, we supported the Fund's expansion in Western Sydney through Doorways to the Future—a place-based initiative in Liverpool delivering community-led solutions to improve economic outcomes for women and families. Backed by a five-year commitment from the Snow Foundation and three years from Judith Neilson Foundation, the program is currently in a research and consultation phase, grounded in deep listening, evidence and lived experience.

Our funding also continued to support the Fund's core operations and initiatives addressing domestic and sexual violence, education and employment, including the Karen Iles Sexual Assault Victims Justice Fund and the Ukrainian Helping Hand Project.

The annual Saluting Sydney Women event was the Fund's largest to date, welcoming a record number of men, reinforcing that gender equality is everyone's business. The event honoured Elizabeth Broderick AO for her enduring leadership in human rights and social justice, raising a record \$1.3m.



National: Highlights from specific cause areas

Sober in the Country

ALCOHOL ADDICTION

Sober in the Country was founded by Shanna Whan AM, drawing on lived experience to support people across rural Australia to change their relationship with alcohol and reduce isolation through connection, conversation and choice. We were an early backer over 6 years ago, and have granted \$715K so far for Shanna to grow this powerful movement, making it okay to say no to a drink.

Some highlights from this year: Bush Tribe community reached 950 members, supported by 14 lived experience moderators, the inaugural #OK2SAYNO Workshop in Canberra and the introduction of non-alcoholic drinks at a rural leaders' event at the Great Hall of Parliament.



Mannifera

CIVIL SOCIETY

As Mannifera matures from a collaborative network into a national philanthropic platform, we continue to grow our support for this collective of values-aligned Australian funders working to strengthen democracy and build a fairer economy.

This year, Mannifera incorporated as a charity, expanded to 27 members, and delivered its largest-ever grants pool of \$1.46m, with a strong focus on First Nations-led advocacy and systems reform. Through collective funding, shared learning, and trusted relationships with civil society, Mannifera is helping resource the long-term advocacy needed to improve civic integrity, economic justice, and inclusive participation in Australia.



The Violet Initiative

END-OF-LIFE

For 14 years, we have supported Violet in helping people and their carers through the final stages of life. It's a difficult topic to discuss, and we're grateful to have played a role in sustaining this vital mission with \$1.99m overall, including funding this year to strengthen its operations and systems.

Violet has supported more than 30,000 families through life's final chapters, and their work has gathered significant momentum:

- New partnerships enabling Violet's Guided Support to be funded through the Australian Government's Carer Gateway, expanding access for carers nationwide
- The launch of the Care Compass, a practical tool to help people have meaningful conversations about future care
- The publication of the Care Index 2025, conducted by YouGov, revealing critical gaps in Australia's readiness for care

Importantly, Violet CEO Melissa Reader and Chair Kate Carnell have made a significant contribution to the national conversation on end-of-life care by highlighting the pressures facing the Sandwich Generation—those caring for children and ageing parents while juggling work and life.



1. Sober in the Country Team Flip Nolen, Shanna Whan, Tim Whan, Sam Simmons, Dave Woods and Paulie Eaborn
2. Mannifera Muster: Co-Chair Teya Dusseldorp with Professor Emerita Julianne Schultz, Adjunct Associate Professor Dr Mary Graham, Dr Michelle Maloney, and Mannifera CEO Harriet McCallum, bringing together diverse perspectives on leadership, ethics and systems change
3. Melissa Reader - The Violet Initiative, at the launch of the Care Compass.

THEME Youth. Empower young people by improving the quality and equity in education, expanding economic opportunities, strengthening mental health support while addressing rising behavioural addictions - digital and gambling harm.

Education Equity and Outcomes

In 2025, we significantly deepened our commitment to education equity and outcomes, shaped by a clearer understanding of the systemic gaps in how reading, numeracy and knowledge are taught — and how these gaps disproportionately affect students experiencing disadvantage.

Curriculum as a Lever for Change

Research consistently shows that high-quality curriculum is one of the most powerful drivers of student learning and equity, delivering the greatest gains for students who are struggling.

To strengthen this work nationally, we supported the establishment of EdAssure, a quality assurance curriculum body, committing to a three-year partnership to improve the quality and integrity of curriculum resources used in schools.

Bringing the Sector Together

Throughout 2025, we brought together funders, educators and leading thinkers through a series of workshops, school visits, and roundtables. These focused on how high quality teaching and knowledge-rich curriculum can raise standards and close equity gaps.

We also funded the report *Closing the Education Equity Gap*, exploring philanthropy’s strategic role.

Early Identification and Intervention

Snow Foundation supported the Centre for Independent Studies’ development of a Kindergarten and Year 1 Numeracy Check. Designed to sit alongside the well-established Year 1 Phonics Check, this initiative aims to identify students who need additional support with foundational maths skills, enabling earlier and more effective intervention.



1



2

1. Philanthropy and Education Equity Workshop in Canberra during the Philanthropy Australia Leadership Summit, uniting leaders across philanthropy, education, and research to explore how philanthropic investment can help close the education equity gap

2. Jessica Del Rio - Education Consultant Snow Foundation, Megan Parsons - Snow Foundation, Dr Lorraine Hammond, Scarlett Gaffey - Snow Foundation at the Teaching Reading Explicitly Workshop in Canberra

Strengthening the Teaching Workforce

We continued to invest directly in schools and communities: supporting professional development for teachers, backing early intervention and speech pathology in schools, organising tours for school leaders to learn from high-performing schools and working alongside educators committed to evidence-based practice.

Building the Evidence Base

To strengthen the evidence base for reform, we started funding a series of papers on Initial Teacher Education under Dr Zid Mancenido. This will examine what aspiring teachers are taught at university, to gain clarity on how philanthropy can contribute to meaningful, evidence-informed reform in teacher education.

Looking Ahead

Our education strategy continues to balance system change with community-level action — combining advocacy, research, innovation and place-based investment. We are focused on how philanthropy can act boldly and collaboratively to strengthen curriculum quality, support educators, and ultimately improve outcomes for all students, particularly those most at risk of being left behind.

1. We support Evatt Primary School and their Imagination Library. Pictured is Nebby Perry, one of Evatt’s Early Years educators



1



Other Grant Highlights

Mental Illness Education ACT (MIEACT) MENTAL HEALTH

MIEACT continues to strengthen mental health literacy across the ACT. Our grant supported an independent Australian National University evaluation of Mental Health and Me, MIEACT’S school program for Year 7-9, to assess its impact on student mental health literacy, stigma and help-seeking.

They also launched DoNOHarm Communication Training, equipping schools and workplaces with practical, evidence-informed skills to talk about mental health safely.

In a previous grant, we funded an external evaluation of DoNOHarm, contributing to the strong evidence base supporting the program.



Sian Keys – Aspen Medical Foundation, Prue Slaughterhouse – MIEACT, Corinne Payne, Nathalie Maconachie – John James Foundation and Melissa Broers – Aspen Medical Foundation attending the DoNOHarm launch

Other Grant Highlights continued...

PCYC Turner Redevelopment YOUTH OPPORTUNITIES AND HOUSING

The redevelopment of PCYC Turner reached major milestones this year, building on a partnership that began in 2021 with PCYC Canberra to explore long-term youth housing and community-led solutions for the site. We have contributed \$1.25m in funding to date.

The project is transforming the former PCYC building into 55 social and affordable homes — including 45 affordable rentals for essential workers and 10 social housing units for young people aged 16–24. A social enterprise café, due to open in early 2027, will provide young people with skills, confidence and real work experience.

From early feasibility to construction, our role has focused on bringing the right partners together — working alongside PCYC Canberra, Community Housing Canberra, the ACT Government and Housing Australia to maintain momentum and strengthen collaboration.

With demolition complete and construction underway, the project demonstrates what sustained partnership can achieve: safe, affordable housing, greater stability, and genuine pathways to independence for young people.



1



2

1. Carolyn Ludovici – Snow Foundation, Kate Wisbey – CHC Australia, Cheryl O'Donnell, Ricky Lloyd and Haley Mackinnon – PCYC Canberra
2. The demolition begins!

Together 4 Youth MENTAL HEALTH

Across 2025, Together 4 Youth strengthened coordinated support for young people in and around high schools, streamlining access to a connected suite of wellbeing, engagement and transition-to-work programs. By bringing more than 25 providers together, schools offered tailored, sequenced support without needing to manage multiple unconnected services.

An independent evaluation found the model saved hundreds of hours of administrative time, freeing staff to focus on teaching and student care. The collaboration deepened sector relationships, with its community of practice doubling in size. In August, Andrew Turvey stepped down as CEO. We thank him for his four years of leadership and contribution to the organisation's growth and impact.

Scholarships

At the heart of our commitment to Scholarships is a belief that runs deep in our family — that education has the power to transform lives.

Our aim is to remove financial barriers and surround students with the support they need to thrive — particularly those navigating structural disadvantage, rural isolation or complex life circumstances.

Snow Scholarships - University of Canberra

2025 marked a pivotal year for the Snow Scholarships — a landmark, long-term partnership with the University of Canberra that has taken years to design and bring to life.

The program has been built as a fully supported model — combining financial assistance with mentoring, wellbeing support, career development and a strong Scholar community. This year, our focus was on getting the foundations right: refining eligibility and selection criteria, co-designing wraparound supports, developing governance structures and shaping a Scholar experience that reflects our values of care, connection and excellence.

Applications exceeded expectations with 246 expressions of interest. A rigorous, multi-stage selection process — including written submissions, video responses and interviews jointly conducted by the University and Snow Foundation revealed powerful stories of resilience, ambition and potential.

The first cohort was selected in late 2025, with public announcement and commencement in early 2026. The University of Canberra's Celebration of Giving provided a special moment to share the vision behind the program and the transformative potential of what this partnership will make possible.



\$20M over 10 years



1



2



3

Scholarships - more partners

We continued to invest in established partners supporting students at key transition points. These include:

Tertiary

- Country Education Foundation – rural and regional students
- Royal Agricultural Society Foundation – rural and regional students, additional funding in 2025 to help cover the cost of mandatory university placements
- Companion House – students from refugee backgrounds
- Sisters of Charity Foundation – young people with experience of out-of-home care

School Years

- Queanbeyan High School – Years 10 and 12
- Karabar High School – Year 12
- Harding Miller Education Foundation – Years 9–12
- Australian Business Community Network – Years 11–12 and first year post-school

\$622k for 107 scholarships in 2025

- 19 Canberra
- 44 Southern Tablelands
- 11 South West Slopes
- 5 Snowy Monaro
- 28 South Coast

1. Rachel Heng-Walters - University of Canberra, Carolyn Ludovici – Snow Foundation, Professor The Hon. Bill Shorten Vice-Chancellor and President University of Canberra, Clare Toepfer - University of Canberra and at the Open Day
2. Country Education Foundation student Grace Hodgkinson
3. Harding Miller Scholarship Recipients from NSW and ACT

THEME First Nations. Support First Nations-led efforts, enabling self-determination and cultural strength, and contributing to health equity (rheumatic heart disease) and systems change.

Our Strategic Approach

Our First Nations portfolio takes a long-term, listening and entrepreneurial approach — backing First Nations leadership and self-determination to drive systemic change and empower communities. Since 2011, we have invested over \$13 million across this portfolio, and for this year, partnered with 27 organisations.

Within this, our major national long-term focus on eliminating Rheumatic Heart Disease (RHD) has sought to stop the disease, investing approximately \$7m to date. Together with partners, we are strengthening community-controlled health services, building a skilled RHD workforce, supporting culturally grounded education and awareness, advancing early detection, improving housing and environmental conditions, and contributing to clinical innovation — from AI-assisted echocardiograms to penicillin reformulation.

RHD - Social and Environmental Determinants

In April 2025, CEO Georgina Byron and Sally Grimsley-Ballard travelled to Alice Springs and Tennant Creek to meet with community leaders, health services and partners advancing RHD prevention including Wilya Janta, the Goods. team, Central Australian Aboriginal Congress, Orange Sky and Children’s Ground and attend the NT Healthy Housing forum.

Through deep listening and time on Country, the visit strengthened relationships and informed our ongoing investments in community-led health education, healthy homes, access to beds, sustainable laundry solutions, and workforce capability.

Wilya Janta

Wilya Janta is an Aboriginal-led organisation developing a community-led solution to the complex remote housing challenge in the Northern Territory.

Wilya Janta’s pilot project delivers culturally safe, thermally efficient, off-grid homes that honour culture, support wellbeing and strengthen local leadership.

The first modular home, co-designed by Warumungu people, includes mud bricks made from termite mounds, demonstrating local ingenuity and climate responsive design.

Goods. by A Curious Tractor

Goods. is reimagining everyday essentials for remote communities through deep Aboriginal co-design with Elders and community partners. The project develops durable, practical products that respond to extreme climates, bed bugs, and overcrowding. Its flagship innovation—lightweight, washable beds—can be packed away, repaired locally, and reassembled in minutes, supporting healthier living and reducing skin infections linked to rheumatic heart disease.



1. Wilya Janta’s first home is delivered to Tennant Creek
2. Goods. By A Curious Tractor founders Ben Knight and Nic Marchesi

Rheumatic Heart Disease (RHD)

RHD is a preventable disease and yet Australia has amongst the highest recorded rates in the world. RHD often begins with a Strep A throat or skin infection and is influenced by environmental conditions particularly housing, sanitation and access to primary care - highlighting the need for structural and clinical responses.



1. Warumungu Elder Dianne Stokes in Jurnkkurakurr (Tennant Creek)
2. Georgina Byron, Simon Quilty - Wilya Janta, Sally Grimsley-Ballard - Snow Foundation, Nic Marchesi - Goods. by A Curious Tractor with the mud bricks for the Wilya Janta home
3. Northern Territory stakeholders at the Healthy Housing forum, including Snow team Georgina Byron and Sally Grimsley-Ballard
4. In Mparntwe (Alice Springs), we enjoyed visiting a joint initiative between Children’s Ground and Orange Sky—a remote mobile laundry service that brings practical, high-impact support to communities. These services are about more than clean clothes and blankets; they’re about health, connection, and restoring a sense of care and dignity

Rheumatic Heart Disease – Community Action

National Aboriginal Community Controlled Health Organisation

NACCHO continued to lead Australia’s community-driven response to RHD, providing additional resources to 29 Aboriginal Community Controlled Health Organisations in areas at highest risk. The Acute Rheumatic Fever and RHD Program now supports about 100 staff nationally, with around 60% of the workforce identifying as Aboriginal and Torres Strait Islander.

Snow Foundation’s \$1m contribution has helped employ local staff and strengthen prevention and continuity of care in communities that need it most.

At the national level, NACCHO co-chairs the Rheumatic Fever Strategy Joint Advisory Committee with the Australian Government, shaping policy and coordinating action to end RHD.

Deadly Heart Trek to end RHD - by community invitation

Working alongside First Nations community leaders and partners, Snow Foundation has funded and coordinated the five Deadly Heart Treks - overseeing logistics, community engagement and governance. The Deadly Heart Trek strengthens Aboriginal leadership and calls for sustained political commitment to end RHD.

This year’s Deadly Heart Trek, the 5th to date, travelled through Katherine and the Big Rivers region, was guided by local Elders and supported by a strong network of health, education and community partners. Over two weeks, the Trek team visited 12 communities and 16 schools, creating culturally safe spaces to yarn with families, build trust, and strengthen understanding of rheumatic heart disease. The team conducted heart echocardiogram and skin infection screenings for children and young people, ensuring early detection and immediate care where needed.

Partnerships are absolutely key for The Trek’s success. Sunrise Health Service, Katherine West Health Board, Wurli Wurlinjang Health Service, NT Health, the NT RHD Control Program, Strong Hearts, local schools, and the

Department of Education NT, played vital roles on the ground. National partners—including HeartKids, Heart Foundation Australia, Deadly Science, RHD Champions4Change, GE Healthcare, and Goods. by A Curious Tractor—strengthened education, diagnostics and community engagement.

Anchored in cultural leadership, governed by the dedicated Deadly Hearts directors and made possible by the generous volunteers, the Trek highlighted what is achievable when communities and partners walk together to protect children’s hearts and health and drive the movement to end RHD.



1. Paediatric Cardiologist Dr Bo Remenyi in community, powering her Echo scan machine by car



2. School education session on healthy skin and hearts with Noongar woman and Trek leader Vicki Wade and Yuin Nation and Badu Islands man and Trek leader Rique Thomas



3. NACCHO Staff Training

Health Results - five Deadly Heart Treks	NT	QLD	Central & APY	Alice Springs	Big Rivers & Katherine	TOTAL
Communities/Sites visited	9	5	22	1	12	49*
Children’s hearts screened	873	978	851	1205	801	4708
Normal hearts	811	922	795	1157	740	4425
New RHD cases	26	29	33	19	27	134
Known RHD Cases	14	19	14	12	15	74
Total RHD cases	40	48	47	31	42	208
% of children with RHD	4.6%	4.9%	5.5%	2.6%	5.1%	4.4%*

NB. Screening predominantly consisted of Indigenous children/youth, noting that in NT, non-Indigenous children made up approx. 20%; for Alice Springs 29%, and Big Rivers and Katherine 7.5%

* Global burden - The World Heart Federation considers a community where more than 0.1% of children have RHD to be a high burden, 4.4% is extremely high.



1. Dr Bo Remenyi, Deadly Hearts Co-Chair Vicki Wade, Hon. Jo Hersey - NT Minister for Education and Training, Deadly Hearts Co-Chair and CEO Snow Foundation Georgina Byron, and Dr Gavin Wheaton at the Katherine community event and Take Heart Songlines film screening

2. Learning about echos with Dr Ben Reeves and Dr Gavin Wheaton, and Gina Majid - RHD Control NT

3. School girl wearing Heart Kids socks, following her echo scan from the Deadly Heart Trek team

Participation in RHD/Skin Education (estimated)

NT
3000

QLD
1500

Central & APY
1200

Alice Springs
3000

Big Rivers & Katherine
1000

TOTAL
9000+

Rheumatic Heart Disease - Clinical Innovation

We support clinical research focused on improving diagnosis and treatment, utilising AI and other solutions that strengthen prevention and care in First Nations communities.

The Kids Research Institute

Cultural Governance and Subcutaneous Penicillin (SCIP) Trials

The Kids is strengthening First Nations-led and governed research across its RHD portfolio through the END RHD Indigenous Cultural Governance Framework, led by Associate Professor Glenn Pearson. This framework has been vital in engaging communities in the SCIP trials, testing less painful and less frequent penicillin via subcutaneous infusion. Its success has enabled the creation of the RHD and Strep A (RASA) Research Alliance, expanding First Nations governance and embedding community voices across Australia's RHD research landscape.

Commonwealth Scientific and Industrial Research Organisation (CSIRO)

Skin Diagnostic Platform

CSIRO's Indigenous Health Research Team collaborated with four First Nations communities to co-design and co-implement culturally appropriate protocols for surveillance of Strep A. This work will establish the first comprehensive platform that detects both throat and skin Strep A (which can progress to RHD), supporting First Nations communities to lead locally informed prevention and care strategies.

Baker Heart and Diabetes Institute

AI-Guided Echocardiography

The diagnosis of RHD relies on echocardiography of heart valve damage resulting from repeat episodes of untreated Strep A infection. The Baker Institute secured key partnerships with high-prevalence communities across Northern Queensland to implement AI-guided handheld devices. By supporting local healthcare workers throughout the echocardiography process, these tools improve image quality, enhancing the accuracy of diagnoses while training AI models to triage scans for rapid clinical decision-making at the point of care.

Intermediary Granting - Self Determination

Snow Foundation leverages First Nations expertise and intermediary granting to support community-led initiatives, strengthening local employment and amplifying impact across self-determination, advocacy and youth focused initiatives.

Common Threads

Common Threads is a First Nations-led organisation driving advocacy, leadership, and systemic change. In 2025 it became independently operated with a majority First Nations team and Board and mobilised the 'Together for Treaty' campaign supported by over 100 organisations. Snow Foundation contributed to resourcing and the new Cubawee Fund - grants to help strengthen First Nations-led initiatives will launch soon.

First Nations Futures

First Nations Futures is a First Nations-led intermediary advancing economic empowerment by enabling direct, unrestricted funding for community-led initiatives, strongly focused on youth. In 2025, the organisation grew to ten partners, strengthened internal capacity, and deepened its influence across the philanthropic sector.



1. Yawardani Jan-Ga program recipients through First Nations Futures
2. Common Threads co-founders Amelia Telford, Dr Jackie Huggins, Larissa Baldwin-Roberts



First Nations Support in Our Place

We've deepened our engagement with First Nations organisations in the ACT, backing community-led work that strengthens culture, healing, and opportunity.

Sisters in Spirit Aboriginal Corporation

An Aboriginal-women-led organisation creating culturally safe spaces for healing, mentoring and legal support for Aboriginal women and girls. Our support is helping stabilise operations and strengthen their capacity to deliver services shaped directly by what women in the community say they need.

Worldview Foundation

Worldview creates culturally grounded pathways into training and employment for First Nations youth. Through programs such as Breakthrough and Holistic Employment Pathways, participants build confidence, skills and connections. Our funding is strengthening program delivery and training facilitators with lived-experience who provide wrap-around support, including mentoring, and community connection.

Ngarigo Waligada Aboriginal Corporation

Guided by Elders, whose knowledge, care and generosity sit at the heart of the Waligada Program, two camps were held on Country in October and December, bringing children, young people and families together. These gatherings offer rich opportunities to learn language, art, dance and cultural lore, strengthening identity, belonging and connection to Country. Interest from schools across the region continues to grow, with several preparing to welcome Waligada programs in the coming year.

Gugan Gulwan Youth Aboriginal Corporation

Our support for Gugan Gulwan Youth Aboriginal Corporation is strengthening cultural identity and youth engagement across the ACT. This year, Gugan's team completed a full day Yulunga Traditional Indigenous Games workshop, the first step in bringing these culturally significant games into their youth programs. Guided by cultural knowledge, staff gained a deeper understanding and confidence to deliver the activities in ways that are safe, inclusive and grounded in connection to Country. The training was described as energising and deeply meaningful, offering a practical and joyful way for young people to experience culture through movement, play and shared learning.



1. Ngarigo Waligada
2. Gugan Gulwan participants playing sport
3. Hands Across Canberra and Snow Foundation visit Worldview Foundation

THEME Gender. Advance gender equity by addressing systemic inequality, ending violence against women, supporting their economic empowerment and leadership, and promoting respectful relationships and healthy masculinity.

Our Strategic Approach

Gender is central to our decision-making and informs our work across all portfolios. We invest across prevention and response to advance safety, dignity and justice. We strengthen frontline and justice systems, support reform, and centre survivor-led, trauma-informed practice to improve accountability and reduce harm.

Significant National Research In Action

No to Violence

No to Violence strengthened its leadership this year as Australia's national peak body for organisations and practitioners working with men who use family and domestic violence. With Snow Foundation support, the organisation launched Pathways out of using violence, engaging more than 60 practitioners across 30 organisations to map the continuum of responses for men who use violence.

Early findings point to the need for more contextual, place-based and culturally responsive approaches; sustainable funding for First Nations-led responses; and stronger links between perpetrator interventions and victim-survivor advocacy.

We also assisted with an advocacy event with Ministers Tanya Plibersek, Ged Kearney, and sector leaders, calling for a national perpetrator strategy, a knowledge hub, expanded innovative responses, and sustainable frontline funding.

No to Violence advocacy and policy achievements included:

- Contributing to key federal reforms, including the National Minimum Standards for Men's Behaviour Change
- Coordinating sector input through joint letters, endorsed by hundreds of organisations, calling on Federal and NSW Governments to strengthen whole-of-government responses to domestic and family violence
- Supporting the development of the National Services Directory for people using violence



1. Assistant Minister for the Prevention of Family Violence Ged Kearney, Minister for Social Services Tanya Plibersek, Delia Donovan - DV NSW, Sally Grimsley-Ballard – Snow Foundation and Phillip Ripper - No to Violence at the No to Violence advocacy forum

Dr Anne Summers and the University of Technology Sydney

Throughout 2025 Dr Anne Summers AO and the UTS Business School team have worked with a dedicated advisory to scope and develop a landmark Longitudinal Study on Intimate Partner Violence. The project's diverse advisory includes Indigenous experts, academic advisors, government representatives, and frontline organisations. Key milestones included extensive stakeholder consultation, the endorsement of a separate, Indigenous-led survey, and the refinement of methodology to ensure safety, cultural relevance, and collection of data not previously captured.

With the final report to be delivered to government in early 2026, the study represents an essential investment in Australia's future. By establishing a robust, safe and culturally informed national evidence base, the project will provide unprecedented insight to guide governments, service systems, and funders — informing effective prevention, strengthening intervention, and enabling lasting systemic change.



The Continuum Project - in Schools

The Continuum Project advanced its mission to address harmful sexual behaviour and promote respectful relationships in Australian schools. The project completed its initial research phase, confirming that schools remain stretched and often inadequately equipped to respond to increasing reports of peer perpetrated harmful sexual behaviour. Key findings highlighted that most policies focus on adults as perpetrators, leaving significant gaps in whole-of-school approaches and teacher training.

The Continuum Project is working on a comprehensive, multi-stage initiative with three core streams:

- facilitated respectful relationships conversations with students and school communities
- a co-designed Rights, Obligations & Accountability Framework
- a co-designed restorative justice model developed in partnership with RMIT

The Continuum Project is laying the foundations for safer schools, healthier masculinities, and stronger communities across Australia.

1. Dr Anne Summers meeting with Minister for Social Services Tanya Plibersek at UTS Business School
2. Continuum Project's Melinda Tankard Reist talking with students about respectful relationships

Support in Our Place

The Farm in Galong

This year, we extended our longstanding partnership with The Farm in Galong, supporting their work with women recovering from domestic violence and substance abuse. Our multi-year funding helps deliver practical, everyday supports, including domestic violence awareness programs, culturally safe case management for First Nations women, counselling, financial coaching, job readiness training, and careful re-entry planning. These supports help women find safe housing, reconnect with their children, gain work or study pathways, and manage their money with confidence.



1

Women's Health Matters ACT Survey of Women's Health

This Survey is a comprehensive study of women's health, safety, and wellbeing in the ACT.

Funding from Snow Foundation enabled them to reach a broad and diverse group of women and produce robust, independent data grounded in lived experience.

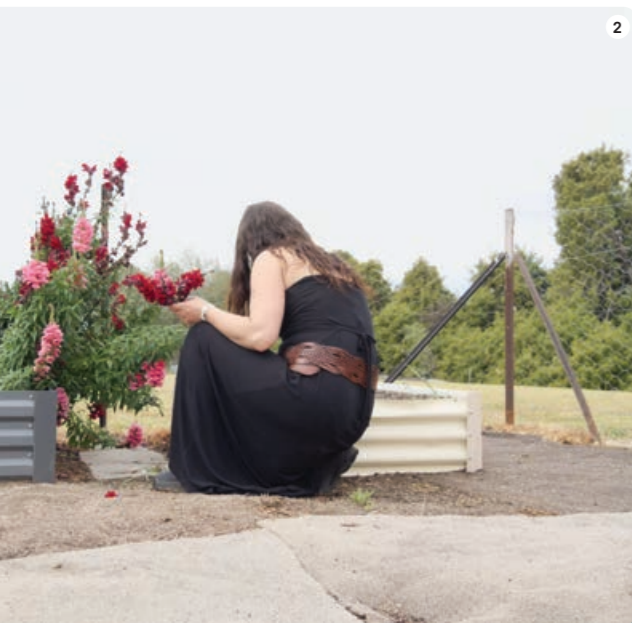
Outcomes:

- increased public and media attention on coercive control, endometriosis, menopause, and barriers women face when seeking care.
- strengthening advocacy, guiding service design, and supporting policy reform. It ensures that women in the ACT, including migrant, refugee, transgender, and gender diverse women have their experiences recognised and their needs reflected in the systems designed to support them.

Council of the Ageing (COTA)

We partnered with Council of the Ageing and Community Housing Canberra to deliver six purpose-built homes in Taylor for older women at risk of homelessness. Our funding enabled women to benefit from secure housing and a small, connected community—many facing homelessness due to lower lifetime earnings, limited superannuation, caring responsibilities and relationship breakdown.

Launched in September, the project prioritised safety, connection and belonging, with a strong focus on building relationships, reducing isolation and ensuring the homes function as a community, not simply a housing allocation.



2



3

1. Liz Richter - COTA with resident Joanna Szczudlowska
2. The Farm in Galong patron
3. Amber Hutchinson - WHM Board, Abigirl Maminimini - Snow Foundation, Dr Merri Andrews - WHM, Carolyn Ludovici - Snow Foundation, Mirijana Wilson WHM outgoing Chair at the Women's Health Matters report launch



Men's Table

Men's Table continued to grow across Canberra and the NSW South Coast, with new Tables established and stronger connections fostered through training and development opportunities for local men, including Mental Health First Aid. There are now 23 Tables across the region, with Canberra holding the highest concentration of Tables in Australia.

Men's Table and Snow Foundation played a pivotal role in convening and co-hosting more than 30 organisations for the ACT's first Men and Boys' Wellbeing Summit, bringing together government, community, philanthropy and frontline services. The summit fostered an open and constructive dialogue — acknowledging challenges such as social isolation, harmful online influences and high suicide rates, while also emphasising the power of positive role models, community connection and celebrating "everyday good blokes."

1. Men and Boy's Wellbeing Summit, Michael Batternally – Menslink
2. Men and Boys' Wellbeing Summit attendees including PCYC Canberra, Menslink, Relationships Australia, ACT Police, Hands Across Canberra and Snow Foundation, hosted by The Men's Table

Canberra Rape Crisis Centre

Through the Canberra Foundations Collaborative grant round, Canberra Rape Crisis Centre received support for a vital IT upgrade to replace outdated systems and introduce a new client management database. These improvements will ensure crisis and counselling services are reliable, secure, and accessible, strengthening service delivery for survivors and those seeking support across the ACT.



1



2

THEME **Ecosystem.** Enable and grow social change leaders — with a focus on the flagship Snow Entrepreneurs program — while advancing philanthropy, accelerating impact investing, and promoting data to drive innovation, effectiveness and sustainability across the for-purpose ecosystem.

Snow Entrepreneurs - Fellowships for Social Change

Snow Entrepreneurs is a three year program providing funding and wrap-around support including a mentor, assessment, advisory, masterclasses and peer cohort connections and support.

Banksias, Cohort One 2022-2025

In August the first cohort of Snow Entrepreneurs, the Banksias, graduated after three years in the program. Each was at an early stage when they joined, often working solo or unpaid with limited or no revenue, but driven by a strong vision and steely determination to challenge the status quo.

We have walked alongside them through the realities of testing, adapting and growing their enterprises. As alumni, they remain part of the 'Snowies' network, contributing to ongoing peer learning and support.

It was a tremendous joy and privilege to work with this inaugural cohort, and we look forward to seeing where their journeys lead next.

Our support contributed to the following shifts in key metric indicators:

Beneficiaries
916 → 14,184

Annual Revenue
\$415K → \$16.5M

**People Employed
or Contracted***
24 → 158

*including neurodivergent people, parents of children with disabilities and formerly incarcerated people.

Snow Investment over three years for Banksias

\$3.2M
In grants

\$300K
In capacity-building

\$1.6M
In investments



Evaluation Highlights

An external evaluation conducted by Clear Horizon in 2025 highlights key aspects of the program that contributed to the success of the Snowies:

Cohort connection was highly valued by program participants.

"The peer support network ... provided both practical learning from other founders' experiences and a sense of connection that helped combat the loneliness that can come with leading a startup."

Participants valued the different roles the Snow Foundation played.

- Critical friend
- Strategic weaver
- Pattern spotter
- Anchor point

Flexible funding increased participants' capacity to go 'all-in' and accelerated prototyping and learning.

100% of participants experienced positive shifts in their confidence, skills, and supportive networks.

- Confidence in leading social enterprise vision
- Skills and knowledge
- Mindset and attitudes



1. Pia Clinton-Tarestad and Skye Riggs with Alex Lagelee Kean and Bhanvi Anand - Snow Foundation at the graduation dinner
2. The Banksias Cohort graduated after three years in the program. Loki Ball, Summer Petrosius, Pia Clinton-Tarestad, Jessica Brown, Neala Fulia, Skye Riggs, Joe Kwon, Geoff Smith



Snapshot of Banksias' amazing growth and impact over three years

Australian Spatial Analytics Geoff Smith

Big data careers for young autistic adults

- employs neurodivergent people, growing from 20 in 2022 to 150+
- supported 16 people to transition to mainstream employment
- delivered neurodiversity awareness training to employers, reaching 180+ people
- recognised with multiple awards
- Geoff Smith is the QLD Australian of the Year 2025 - well done Geoff!

Clean Slate Clinic Pia Clinton-Tarestad

Safely withdraw from alcohol, from the comfort of your home

- from five part-time staff (including Pia unpaid) to 50+ staff, 80 patients detoxed to almost 3000, \$90,000 revenue to \$5m
- raised \$3.5m in investments and established an independent board
- endorsed by patients, Clean Slate won Outstanding Digital Health Service in the Patients Australia Awards

Quotes from Banksias

"I felt like I was working with both an investor and a supporter."

"The capital can unlock the ability to try things you've never tried before, so my learning trajectory has just accelerated so rapidly."

Confit Pathways Joe Kwon

Empowering young lives through fitness and mentoring

- from mentoring 145 young people in NSW to almost 900 across youth justice centres in four states
- expanded the program to include a digital offering for remote participation
- program evaluations indicate positive shifts in mindset, self-belief and helpseeking among participants

Kindship Summer Petrosius

Community, service navigation and NDIS plan management for parents of children with a disability

- grew from no revenue or customers to 600+ NDIS plan management clients and nearly \$700,000 revenue
- raised over \$1m in investments
- established independent board
- built an AI engine that has supported 850 families

MoreGoodDays Neala Fulia

Science-based digital program for people who live with chronic pain

- grew from 60 users to 1,400
- nil revenue to \$270,000
- raised \$3.5m capital within 6 months of launching
- secured pilots with insurance companies
- used funds strategically to refine business model

Performl Loki Ball

Solving painful gaps in care data

- scaled from four pilot customers to one billion data cells connected
- nil revenue to \$1.2m
- single unpaid founder to team of eight
- platform has now been used by over 350 decision-makers to answer 12,000 data questions

Ripple Opportunities Skye Riggs

Changing how impact careers start – and how impact teams grow

- from early stage idea with no pay, no team to three contractors
- revenue grown rapidly, already way surpassed last year's figures
- built the platform herself and has become trusted recruiter for Snowies, Snow Foundation and a growing number of impact organisations

Warrior Woman Foundation Jessica Brown

Mentoring to support the safety of young Australian women

- from mentoring 25 young women in Sydney to 200 across Sydney, Newcastle and Brisbane
- launched a corporate mentoring platform for young women in rural and regional Australia
- generated new revenue streams



1. Stephen Byron - Snow Foundation Director, Geoff Smith, Neala Fulia at the graduation dinner
2. Banksias with Bhanvi Anand - Snow Foundation at the Retreat



Gidgees, Cohort Two 2023

Deadly Runners Georgia Weir

Running to create change - by mob, for mob.

Foremind Joel Anderson

Workplace mental health and psychosocial safety platform putting workers at the centre.

Future Anything Nicole Dyson

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

Hold Access (WUNA) Jason-Urrandulla Davis

Digital identification and self-determination for First Nations and other under-documented people.

ReLove Ren Fernando

Furnishing homes with dignity and choice to help break cycles of violence and homelessness.

RoboFit Maryanne Harris

Using wearable technologies to unlock neuroplasticity and transform physical rehabilitation.

Humans of Purpose Melanie Greblo

Backing survivors of family and domestic violence for careers in the digital economy and a thriving future.

SpendAble Reece Miller

Preventing financial vulnerability for people of all ages, abilities and backgrounds.

Youngster.co Tony Rothacker

Creating jobs for youth, supporting seniors with tech, strengthening communities.



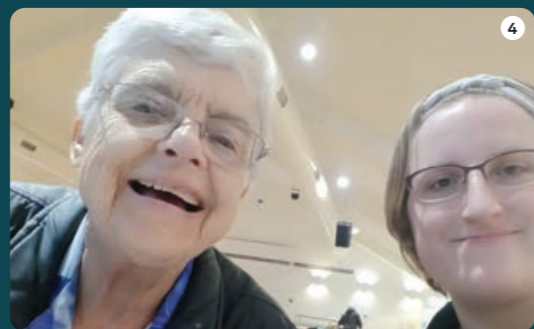
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1. SpendAble participant and support person showcasing their SpendAble card
2. Deadly Runners at the Wallaga Lake Fun Run
3. RoboFit client with wearable devices and their physio
4. Youngster and learner enjoying a tech help session

Snow Entrepreneurs

Fellowships for Social Change

Bunyas, Cohort Three 2025

Snow Entrepreneurs

Fellowships for Social Change



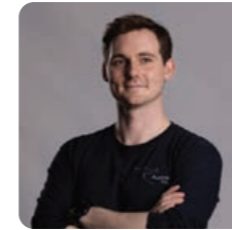
Focus Bear Jeremy Nagel

Empowering young people – especially those with ADHD and autism – to overcome digital addiction and reclaim focus.



Nansen Andrew Collins

Detecting and preventing technology-facilitated abuse through innovation, collaboration and empowerment.



Capyble Dr Cameron Cliff

Turning workplaces into frontlines for domestic and family violence prevention.



FORE Australia Lucy Skelton

Equipping young people with research and civics skills while building Australia's go-to resource for policy solutions.



She Shapes History Sita Sargeant

Building respect for women's contributions through tours, content and partnerships that make history accessible, engaging and relevant.



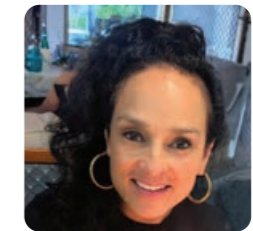
Coolamon Community Evie Wood

Supporting Aboriginal newborns to have the best possible start in life and promoting empowering narratives of Aboriginal motherhood.



I Am Mindful Stephanie Silver

The evidence-based mental health first-aid toolkit and accompanying program delivered in schools and health clinics.



Think Forward Educators Jeanette Breen

Supporting teachers to implement evidence-based practice for equity and excellence in classrooms across Australia.



Dadfit Ryan Carters

Equipping dads to become healthy, confident caregivers.



Left Write Hook Donna Lyon

Survivor-led trauma-informed recovery program for childhood sexual abuse survivors using writing and boxing to support healing.



Marco Polo Portal Amy Connelly

A housemate-matching platform that empowers people with disabilities to choose who they live with and who supports them.

Snow Entrepreneurs

Fellowships for Social Change

Sector Partners

Highlights from a few of our 12 sector partnerships

Philanthropy Australia

Philanthropy Australia marked its 50th anniversary in 2025 — a milestone year for the sector. Key achievements included the introduction of a new DGR category for community foundations and the Philanthropy Australia Leadership Summit, which brought together more than 450 leaders from across the country. CEO Georgina Byron was thrilled to co-MC with First Nations leader Michelle Steele. The Summit reinforced a clear call to action: for philanthropy to be bold, accountable and long-term, to take bigger bets, and to invest in capacity building, collaboration and community-led solutions in an increasingly complex world.



Social Impact Leadership Australia (SILA)

We joined Paul Ramsay Foundation, Vincent Fairfax Foundation, and Myer Foundation / Sidney Myer Fund in supporting this exceptional leadership development program for established social change leaders, delivered by the Centre for Social Impact at UNSW. Participants from ACT and NSW — including six Snow partner organisations — took part in retreats, coaching and a three-month sabbatical with support for the step-up-leaders. Our five-year commitment will support 120 CEOs and their emerging leaders.

Documentary Australia Impact Producer Program

In 2025, the three-year pilot Impact Producer Program concluded, supported by screen industry and philanthropic funders including Snow. Eight emerging impact producers took part, gaining hands-on experience across impact campaigns for documentaries such as Trailblazers, Undercover and Left Write Hook. Five participants will continue this work into 2026.

Looking ahead, Documentary Australia will share the program's resources and insights more widely through public masterclasses and other channels, strengthening the role of impact campaigns in ensuring documentary films reach audiences and drive meaningful change.

she gives.



1. She Gives Canberra roundtable lunch as part of the Philanthropy Australia Summit. She Gives is a national initiative advancing recognition of women's giving in Australia through storytelling, convening and collective action. A key focus has been the delivery of Australia's most significant research study into women's giving
2. "Leading through the Polycrisis" brought together two extraordinary leaders shaping systems for the better at the Philanthropy Australia Leadership Summit: Hugh de Kretser, President of the Australian Human Rights Commission and Carol Schwartz AO
3. Lisa Kanani (Documentary Australia Impact Producer Program lead), Stephanie King (Documentary Australia Impact Director), Aprille Asfoura (2024 participant), and AJ Linke (2024 participant)
4. Social Impact Leadership Australia cohort five participants on the retreat in Wagga Wagga

THEME **LGBTIQ+**. Champion the inclusion, rights, and wellbeing of people with diverse sexual orientations, gender identities, and expressions.

Strategic Approach

Our LGBTIQ+ portfolio invests in trusted expert partners with deep community connection and national influence. They promote safety, visibility and belonging while progressing needed structural change. Our two major partners include Rainbow Giving Australia, investing in community-led initiatives, and Equality Australia to advance reform.

Rainbow Giving Australia Equality Australia

We are pleased to support Rainbow Giving as the expert intermediary funder, helping catalyse community-led initiatives and build a more inclusive, resilient, and empowered LGBTIQIA+ sector.

In their inaugural grant round, they delivered \$622,000 to 17 organisations nationwide, including Amplify Pride grantees Rainbow Families Australia, Trans Justice Project, Pride Cup, Inclusive Rainbow Voices, Inner City Legal Centre, InterAction for Health and Human Rights, Northern Territory AIDS and Hepatitis Council, Forcibly Displaced People Network and Beyond Bricks and Bars.

Grantees expanded programs, strengthened leadership, and achieved tangible wins, including Rainbow Families Australia running 62 playgroups and the Trans Justice Project mobilising national campaigns.

Beyond funding, Rainbow Giving has strengthened collaboration, advocacy, and sustainability across the sector, fostering knowledge sharing and connection.

In 2025, Equality Australia continued to lead national advocacy for LGBTIQ+ rights. Key achievements included:

- Securing major legal advances, including NSW identification law reforms, contributing to strengthened vilification protections in Victoria, achieving equal access to parenthood reforms in WA
- Coordinating a national coalition of 28 peak LGBTIQ+ organisations, amplifying a unified voice to advance trans rights in response to Queensland's ban on gender-affirming care
- Releasing The Missing Voice — a landmark, three-year national report detailing ongoing non-consensual deferrable medical interventions on intersex children, driving national attention and supporting legislative reform in Victoria and beyond
- Strengthening LGBTIQ+ civic participation ahead of the federal election through the Rainbow Votes campaign

Diversity ACT

Diversity ACT is strengthening support for Canberra's LGBTIQIA+ community through its welcoming hub in Kambah, a space that fosters connection, inclusion, and belonging. Through the Collaborative Grant Round, we are helping fund their Project Officer role, a cornerstone position driving community engagement, volunteer pathways, and family support, including new programs for parents and carers of gender-diverse children.



1. Rainbow Giving Australia launch celebration with Leonard Vary - The Myer Foundation, Georgina Byron, Jackie Turner - Trans Justice Project, Emily (Em) Scott - Rainbow Giving, Caitriona (Cat) Fay - Perpetual
2. Luciel, volunteer coordinator at Diversity Hub
3. Equality Australia rally for trans youth with CEO Anna Brown (front middle)

PILLAR **Our Family.** Strengthens our family’s culture of giving across generations and enables thoughtful philanthropy inspired by values and passions.

Tick-Borne Disease

Our commitment to tick-borne disease research is deeply personal. Shaped by lived experience within our own family, this work is driven by a determination to change outcomes for people who have too often been left without answers.

At the centre of our commitment is Australia’s first longitudinal, patient-centred tick-borne disease research program. The study focuses on improving diagnosis, informing treatment pathways and strengthening practical support, while building the evidence base needed for validated testing and clear clinical guidelines. In 2025, many participants completed two years in the program, continuing to report improvements in quality of life. The majority of participants are women, highlighting both the gendered impact of the disease and longstanding gaps in research and diagnosis.

In 2025, we were honoured to be recognised as Philanthropic Partner of the Year by North Foundation and Northern Sydney Local Health District, an acknowledgement we share with the patients, families and clinicians driving this work forward. With the next phase of support set to commence in 2026, our commitment remains clear: to listen, collaborate and continue building the evidence needed to improve care and outcomes.

1. Together with NORTH Foundation and Northern Sydney Local Health District, we held an event convening patients, clinicians, researchers and advocates to confront one of Australia’s most under-recognised health challenges. Dr Richard Schloeffel, Dr Bernie Hudson, Ginette Snow and Georgina Byron at the tick-borne disease panel event with the NORTH Foundation

Alliance for Gambling Reform

Online gambling is emerging as one of Australia’s most significant and growing public health challenges. The Alliance for Gambling Reform is a national advocacy organisation working to reduce gambling harm in Australia through evidence-based public health reform.

In partnership with other organisations and local councils, they advocate for changes to laws and regulations to curb harmful practices in the gambling industry and to give voice to those affected by gambling harm.

We are jointly funding a major project that is seeking to equip young people to avoid gambling harm. Research conducted for the Alliance shows that 600,000 underage teenagers (aged 12-17) gamble \$18m a year.

The Alliance has already conducted key research and held several youth workshops to create online resources exposing the tactics of the gambling industry and providing tools to resist gambling ads.



130, 000+ Australians took action



75% support a gambling ban



Alliance engaged 50+ partner organisations and hundreds of councils nationwide



Two states banned gambling ads on public assets



Australians Investing in Women

Australians Investing in Women (AIW) is a leading for-purpose organisation championing increased philanthropic funding and investment directed to women and girls. Through evidence, practical tools, and deep sector collaboration, AIW works to accelerate progress toward gender equality.

This year marked a significant period of momentum and heightened visibility for AIW. They celebrated 15 years of impact at Admiralty House in Sydney, coinciding with the launch of the Amplify Kit and the announcement of inaugural Ambassadors - Georgina Byron AM, Natasha Stott Despoja AO, John Dyson, and Dr Angela Jackson.

The strategy launch was a standout milestone, signalling growing momentum and a deepening collective commitment to gender-wise investment.

Canberra Hospital Foundation – Big Wig Challenge

Canberra’s boldest leaders took on a one-of-a-kind zipline across Town Square in Brindabella Business Park as part of the Canberra Hospital Foundation Big Wig Challenge. The event raised vital funds to provide equipment, enhance patient care and offer to give comfort when it’s needed most.

Canberra Airport executive team members - Melissa Evans, Lachlan Fitzpatrick, Andrew Singer and Richard Snow – bravely stepped up for the challenge and collectively raised more than \$50,000 in support.

Keeping Watch

Keeping Watch provides practical, compassionate assistance to Royal Australian Navy personnel and their families during times of financial hardship. Our support assists them to continue offering immediate relief for those experiencing unexpected stress, ensuring serving members have somewhere to turn when circumstances become difficult.

Snow Family - Next Generation Engagement

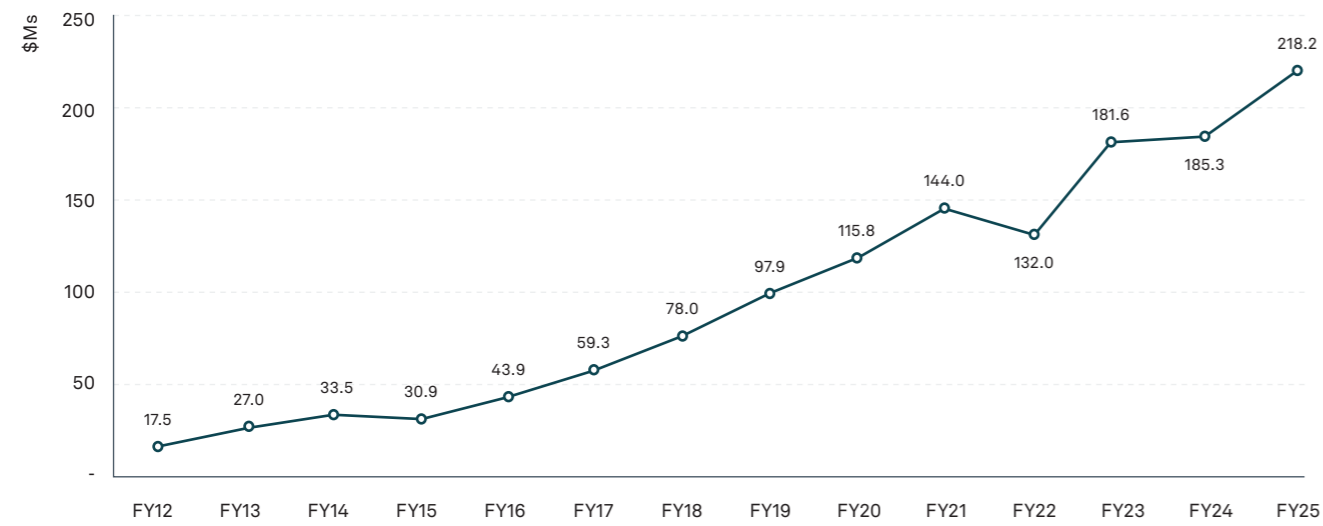
The family’s next generation continues to bring fresh perspectives to our work, contributing thoughtful insights and youth lenses to the Snow Entrepreneurs shortlisting process and the Rainbow Giving grants review. They also rolled up their sleeves at St John’s Care in Canberra, helping prepare food hampers and sort donations in the lead-up to Christmas, deepening their connection to community and to the values that guide our giving.

1. Snow grandkids Jimmy and Vivienne Gaffey helping out at St John’s Care
2. Australians Investing in Women Celebrating their 15th Anniversary at Admiralty House
3. Canberra Airport executive team joined by Superwoman (Ally Jordon) and Superman (Gary Buckley) preparing to take the leap for a great cause

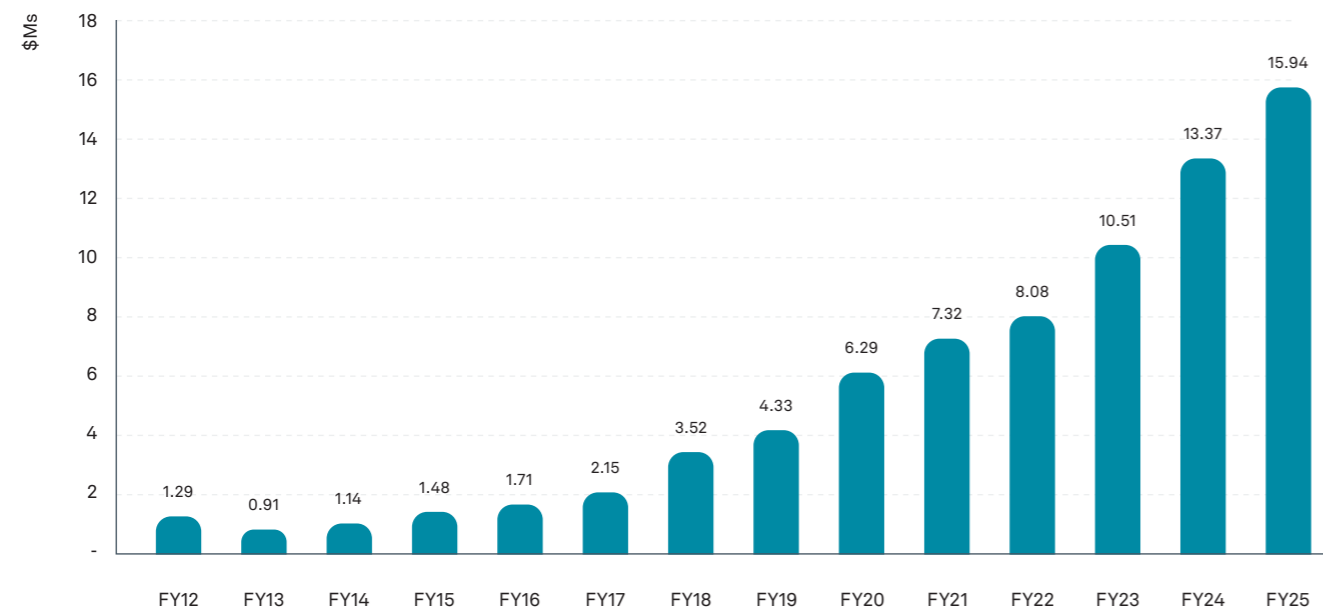


Our Financials. The Foundation’s corpus finished June 2025 at \$218.2M and donations grew significantly to \$15.94M. Following last year’s steady growth, the corpus rose substantially from \$185.3M to \$218.2M, while donations increased from \$13.37M to \$15.94M. Looking ahead, both the corpus and donation income are expected to continue growing.

Asset Corpus



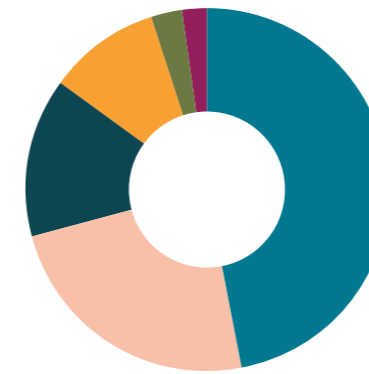
Donations to Community



Investment Strategy

Our investment strategy is to ensure a strong rate of return to fund the Foundation’s grant-making programs over the long term. A balanced asset portfolio with a mild skew towards Australian shares with fully franked dividends 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 PRI. After FY25 and a portfolio review, we also signed on to the UN PRI as a signatory.

Asset Allocation – June 2025



- 47% Australia Equity Funds
- 24% Global Equity Funds
- 14% Fixed Interest & Hybrids
- 10% Social Impact Investment
- 3% Cash & Term Deposit
- 2% Other Investments

Investment Managers

Australian Equity Fund Managers: BKI Investment Company Ltd, Fair Betashares Australian Sustainability ETF, Future Generation Investment Company, Hyperion Australian Growth Companies Fund, Plato Australian Shares Income Fund, Quest X20 Fund, Russell Inv Australian Responsible Investment, Third Link Growth Fund, Warakirri Equities Trust.

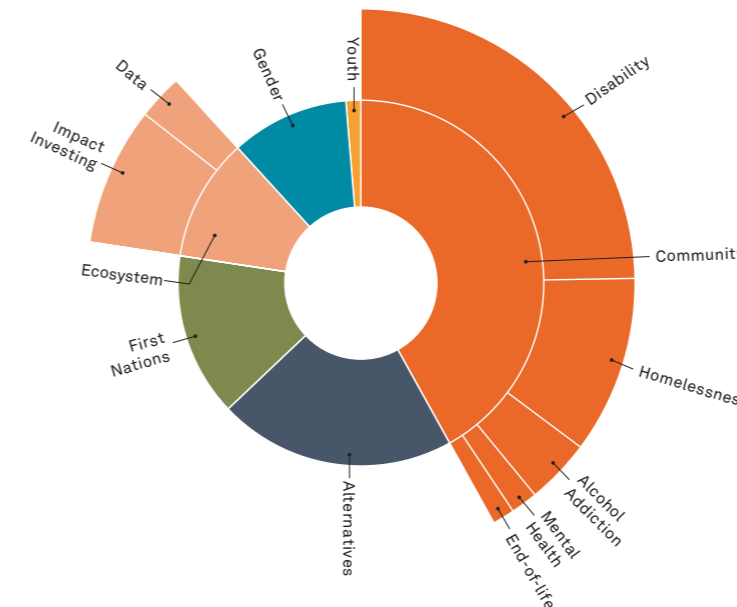
Global Equity Fund Managers: Future Generation Global Fund (FGG), Hyperion Global Growth Companies Fund (WHT8435AU), SPDR S&P 500 ETF Trust, Vanguard Ethically Conscious Int Shares Index Fund.

Social Impact investments: The Snow Foundation continues to drive positive change through a growing and diversified impact investment portfolio. As of December 2025, the Foundation committed \$26.2m across 38 impact investments (representing 12% of corpus), with a target to grow the allocation to 20% of the corpus. This is up from \$19.2m at the end of FY24. Catalytic capital (higher-risk, high-impact investments focussed on early-stage ventures) now represents 32% of active commitments, reflecting our ambition to support innovation and address complex social challenges. Our strategy is to blend financial returns with measurable social outcomes. The portfolio spans private debt, venture capital, social impact bonds, real assets, and public equity. The portfolio’s 5-Year return is 5% p.a.

Impact Investment allocation by Strategic Theme

Additionally, within our investment portfolio, we have chosen fund managers such as Third Link, Future Generation Investment Company (FGX) and Future Generation Global Fund (FGG) for their philanthropic and charitable nature.

Our earned investment income from these investments totalled \$261,398 and was distributed to: Australian Women Donor Network, Beryl Women Incorporated, Bus Stop Films, Children’s Ground, Community Restorative Centre, Confit Pathways, Council On The Aging, DeadlyScience, Directions Health Services Ltd, First Steps Pregnancy Support, OzHarvest, Roundabout Canberra, Sisters In Spirit, Sober In The Country, Social Impact Hub Foundation, Sydney Community Foundation, The Social Outfit Incorporated, The Trustee For Hands Across Canberra Trust, The Violet Initiative Limited, The Warrior Woman Foundation Ltd, Toora Women Incorporated, Top Blokes Foundation, Ulladulla & Districts Community Resources Centre Inc., Wagec (Women’s And Girls Emergency Centre Incorporated), Waminda, With You We Can.



Social Impact Investments — \$26.2m | 38 investments

Gender	
Scale Venture Fund	\$2,000,000
Patamar Fund II	\$750,000
First Nations	
First Australians Capital Ltd	\$500,000
Ngutu College Ltd	\$350,000
Ochre Ventures Fund	\$2,000,000
Murray-Darling Basin Balanced Water Fund	\$1,000,000
Youth	
Compass Leaving Care Social Impact Bond	\$300,000
Community	
Disability	
Australian Unity Specialist Disability Accommodation Fund	\$3,000,000
AbilityMade Pty Ltd	\$550,000
Enabler Interactive	\$250,000
For Purpose Social Impact Fund I	\$1,000,000
Jigsaw	\$250,000
Kindship	\$400,000
More Good Days	\$200,000
Synergis Fund	\$500,000
Cochlear	\$331,513
Homelessness	
Arc Social Impact Bond	\$250,000
CIM Impact Fund	\$500,000
CIM Social Housing Fund 1	\$500,000
CIM Social Housing Fund 2	\$1,500,000

Community Continued	
Mental Health	
Foremind	\$400,000
End-of-life	
Tender Funerals	\$250,000
Violet Social Enterprise	\$100,000
Alcohol Addiction	
Clean Slate Clinic	\$1,000,000
Ecosystem	
Data	
Covidence Growth Capital	\$250,000
Seer Data & Analytics	\$305,000
Impact Investing	
Giant Leap Fund	\$250,000
Giant Leap Fund 2	\$500,000
SEFA - Social Enterprise Finance Australia Loan Fund	\$300,000
SVA Diversified Impact Fund	\$500,000
NorthStar Impact Fund	\$750,000
Alternatives	
CSL Limited	\$305,826
ResMed Inc	\$238,608
Melior Australian Impact Fund	\$3,200,000
Palisade Impact Fund	\$500,000
CSIRO Funds I (\$500,000), II (\$250,000) and III (\$500,000)	\$1,250,000

Impact investments that have been completed in the last year

Verve Super	\$200,000
Aspire Social Impact Bond	\$250,000

Case Studies From Our Social Impact Investments

NorthStar Impact Fund

NorthStar Impact Fund invests in listed companies delivering measurable social outcomes in areas that align with the Snow Foundation's priorities, including affordable housing, education, healthcare and community wellbeing. The fund backs businesses improving early detection and personalised care, expanding access to essential services, strengthening digital health and supporting child digital safety.

In FY25, NorthStar's portfolio contributed to outcomes such as protecting millions of children online, supporting parents with digital welfare tools, expanding childcare access and advancing healthcare innovation through significant investment in diagnostics, medical devices and services.

We value NorthStar's strong focus on Australian companies, its responsible investment approach and its active engagement with portfolio businesses to help them scale their impact. This includes work in women's health diagnostics, digital health, agtech and other community serving sectors.



Covidence

Covidence is a global non-profit technology platform that accelerates the production of high-quality evidence used to inform critical health and social policy decisions. By streamlining the systematic review process through intuitive screening, data extraction and collaboration tools, Covidence enables researchers, clinicians and policymakers to generate trusted evidence faster and with greater accuracy. This is particularly important in areas where evidence-based decisions save lives and improve equity.

Covidence's platform has strengthened guideline development for organisations such as the Australian Stroke Foundation, helping to rapidly roll out best practice treatments in rural and remote communities. Internationally, Covidence supported research has informed programs adopted in more than eighty countries, contributing to reductions in maternal mortality and improving access to culturally safe care. These examples demonstrate Covidence's unique role at the centre of global evidence production, turning research into real world impact at scale.

"Covidence enables Stroke Foundation's Living Guidelines to do what static guidelines never could—keep pace with the science. The result is a resource clinicians trust and use, translating directly into better, more consistent stroke care across Australia – and ultimately better outcomes."

- Dr Lisa Murphy, CEO of Stroke Foundation Australia



1. North Star Portfolio Manager, Claudia Kwan and Head Scientist of the Bob Brown Foundation holding a Huon Pine, estimated to be 1500 years old in the Tarkine Forest in Tasmania. The fund continues to engage with Critica Ltd, a fund holding, relating to the preservation of the forest, home to Huon Pine trees and many other endangered flora and fauna.

2. Stroke Foundation Australia Executive team, led by CEO Dr Lisa Murphy (centre)

Grant Summary 2024/25

Community

Our Country		
Organisation	What Funding is for	
Australian Council of Social Services	Training and mentoring Lived Experience experts	30,000
Bus Stop Films	Bus Stop Employment: Supporting employment of people with disabilities in the screen industry	25,000
Bus Stop Films - Boss Cat	Filming and impact campaign for feature film Boss Cat	50,000
Disability Employment Investments	Collective focused on disability employment	250,000
Good360	Core funding: Distributing donated new goods where they are most needed	100,000
Head Start Homes	National Empowerment Service: Supporting people in social housing to buy their own homes	100,000
Homes for Homes	Scheme to have 1% of the sale of each home donated to build homes for those in need	312,500
Orange Sky Australia	Canberra mobile laundry services	10,000
Sober in the Country	Core funding: Advocacy and peer support for people in the bush to be able to say no to alcohol	150,000
The Violet Initiative	Investment in systems and operations	65,000
UMBO	Access Fund to reduce financial barriers to treatment and assessments	75,000
Our Country Total		\$1,167,500
Our Place		
Abilities Unlimited Australia	Assist disadvantaged families	15,000
ACT Regional Community Services Alliance	Collaborative data project	12,500
Australian National University	Community research - homeless people in ACT	25,000
Cancer Council ACT	Wig service	10,000
Capital Region Community Services	Program support - wellbeing and transport	50,000
Care Incorporated	Community loans program for family and domestic violence	40,000
Communities@Work	Multi-purpose outdoor recreation space at Galilee School	50,000
Community Services 1	Program support	40,000
Foundation for Rural & Regional Renewal*	Investing in Rural Community and South Coast Futures	238,796
GetAboutAble	Supporting sport and recreation groups to become more inclusive	35,000
Hartley Lifecare	Staff capacity building - for supporting people with disabilities	25,000
Head Start Homes	Canberra Affordable Home Ownership program	100,000
HOME in Queanbeyan	Core funding: a home for people with chronic mental illness	20,000
Homeable	Smart home solutions for people with disabilities	25,000
Hotel Etico	Establishing the Canberra Academy	250,000
Music For Canberra	Group music activities	10,000
OzHarvest	Food rescue	15,000
Parentline ACT	Qualified counsellor	15,000
Project Independence	Infrastructure and staffing	50,000
Right to Work	Employment training for students with a disability	126,600
Rotary Club of Aurora Gungahlin	Contribution towards PCYC vehicle - support for at-risk youth	15,000
Salvation Army	Dental and speech therapy	20,000
Sir David Martin Foundation	Aftercare worker - support for youth post rehab	75,000
St John's Care	Food and wellbeing programs	30,000
St Vincent's Hospital Sydney	Nursing Excellence program	5,000
Stasia Dabrowski - Soup Kitchen	Food program	13,000
Sydney Women's Fund**	Core operations and grant funding to support women and families in Sydney	510,000
Tender Funerals	Equipment	40,000
The One Box	Food boxes for families experiencing hardship	25,000
WheelEasy	Online program development	30,000
Woden Community Service	Program support	55,000
YMCA RAID Basketball	RAID basketball program for people with a disability	15,000
YWCA Bus	Community bus	3,517
YWCA Canberra	Bridge to Better Days program	30,000
YWCA Rentwell	Affordable rentals	70,000
Our Place Total		\$2,089,413

Our Sector		
Organisation	What Funding is for	
Foremind - Snowie	Core funding: Supporting the mental health and wellbeing of employees	150,000
Hands Across Canberra	Core and Grant Funding for the Canberra Region	50,000
Mannifera	Core and Grant Funding: a collective supporting a fairer democracy and economy	80,000
RoboFit - Snowie	Core funding: Wearable technologies to transform neuroplasticity and physical rehabilitation	125,000
SpendAble - Snowie	Core funding: Preventing financial vulnerability for people of all ages, abilities and backgrounds	100,000
Our Sector Total		\$505,000
Our Family		
Alliance for Gambling Reform	Donation - project to equip young people to avoid gambling harm	100,000
Australian Brain Cancer Foundation	Donation	15,000
Bronte Surf Life Saving Club	Donation	10,000
Canberra Hospital Foundation	Donation	5,040
Cerebral Palsy Alliance	Donation	520
Human Rights Watch	Donation	22,000
Keeping Watch	Donation	25,000
National Art School	Donation	10,000
Penthos Inc	Supporting parents suffering from unresolved grief	25,000
St Vincent de Paul Society	Donation for CEO Sleepout	7,000
St Vincent's Curran Foundation	Donation	12,000
Tick-Borne Disease Project - Karyn Joyner	Project management of Tick-Borne Disease Project	27,000
Tick-Borne Disease Project - North Foundation	Tick-Borne Disease Project research and clinical trials	500,000
Treehouse Queanbeyan	Donation	455
Our Family Total		\$759,015
Community Total		\$4,520,928

***FRRR Recipients** - The Dunn & Lewis Youth Development Foundation, Milton Ulladulla Business Chamber, Southcoast Health and Sustainability Alliance, Anglican Diocese of Canberra and Goulburn Parish of Moruya, Clyde River & Batemans Bay Historical Society, Shoathaven Walking Together Alliance - Milton Ulladulla, Safe Waters Community Care Inc

****Sydney Women's Fund Recipients** - The Karen Iles Sexual Assault Victims Justice Fund, Ukrainian Helping Hand Project

Youth

Our Country		
Organisation	What Funding is for	
Centre for Independent Studies	Development of Kindergarten and Year 1 Numeracy Check	100,000
Insight ED	Research paper on philanthropy in education	125,800
Philanthropy Australia Education Funders Network	Education Workshop	11,709
Schools Tour to Melbourne	Principals visit high performing schools	18,307
Workshops	Canberra workshops for teachers - Think Forward Educators and Dr Lorraine Hammond	26,563
Our Country Total		\$282,379

Our Place		
Australian Business and Community Network	Scholarships for Year 11, 12 and first year out of school	35,000
Barnardos	Sporting program	5,000
Canberra High School	Breakfast program	3,000
Canberra PCYC	Parenting program	35,000
Canberra PCYC - Turner Build	PCYC Turner Build	500,000
Capital Region Community Services	Youth Space	22,500
Companion House	Tertiary scholarships for refugees	13,000
Connections High School	Equipment, professional development	75,000
Country Education Foundation of Australia	Tertiary and vocational scholarships for rural and regional students	180,000
CREATE Foundation	Life skills workshops for young people in out-of-home care	50,000
Directions Health Services	Directions Teen Clinic - Lanyon	36,000
Directions Health Services	Directions Teen Clinic - Queanbeyan	38,000
Evatt Primary School	Family Connect Expansion and Speech Pathology	106,600
Harding Miller Education Foundation	Scholarships for Year 9-12 girls from public high schools	100,000
Lions Youth Haven	Here2Help capital works	50,000
Little Luxton	Employment Training Program	10,000
Mental Illness Education ACT	Program evaluation	35,000
Monaro Family Support Service	Youth mental health program	50,000
Money Bites	Financial literacy youth workshops	16,000
Queanbeyan High School	Scholarships for Year 10 and Year 12 students	13,800
Raw Potential Canberra	Youth worker	50,000
Regional Education Support Network	Online weekly tutoring for rural and regional students in year 11 and 12	50,000
Royal Agricultural Society (NSW) Foundation	Tertiary and vocational scholarships for rural and regional students, including placement support	180,000
Sisters of Charity Foundation	Tertiary and vocational scholarships for young people from out-of-home care	100,000
The Smith Family	Reading program	10,000
Together4Youth	Coordinated wellbeing programs for secondary schools in Queanbeyan	100,000
Ulladulla High School	Student Wellbeing Officer	35,000
University of Canberra Snow Scholarships	Scholarship program	105,179
Youth Coalition of the ACT	Staff capacity building	12,000
YWCA Computer Clubhouse	Computer Clubhouse Co-ordinator	20,000
Our Place Total		\$2,036,079

Our Sector		
Future Anything - Snowie	Core funding: Creating enterprising students, empowered educators and future-ready schools	170,000
Youngster.co - Snowie	Core funding: Creating jobs for youth, supporting seniors with tech, strengthening communities	150,000
Our Sector Total		\$320,000

Youth Total		\$2,638,458
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First Nations

Our Country		
Organisation	What Funding is for	
A Curious Tractor	Goods: Durable, practical products that respond to extreme climates in rural and remote environments	175,000
Australian Associated Press	Core funding: AAP First Nations Desk	150,000
Baker Institute - AI Echo	RHD: AI-guided acquisition and ML-enabled interpretation of echocardiographic images for the diagnosis of ARF/RHD	178,320
Bawinanga Homelands Aboriginal Corporation	RHD: Maningrida Free Community Laundry renovation	15,091
Children's Ground	RHD: Alice Springs mobile laundry with Orange Sky Australia and prevention efforts	30,000
Common Threads	Resourcing and establishing the Cubawee Fund grants round (intermediary granting)	125,000
CSIRO - Skin Diagnostic	RHD: Development of throat and skin strep A diagnostic platform	150,000
Deadly Heart Trek	RHD: Two way education, diagnosing, treating and raising awareness of rheumatic heart disease in remote communities	100,000
Deadly Science	RHD: Deadly Labs Bush Soap Kit project for remote community schools	50,000
First Nations Futures	First Nations-led economic empowerment and intergenerational leadership through intermediary granting	125,000
Heart Foundation-Champions4Change	RHD: Lived experience experts Champions4Change program support	200,000
Human Rights Law Centre	Support for the Aboriginal and Torres Strait Islander People's Rights team	50,000
Menzies School of Health Research	NEARER First Nations workshop	35,000
NACCHO	RHD: Peak National Aboriginal Community Controlled Health Organisation - Acute Rheumatic Fever and Rheumatic Heart Disease program	500,000
No Coincidence Media	RHD: Documentary series highlighting Indigenous design innovations and raising awareness of Rheumatic Heart Disease	75,000
Orange Sky Australia	RHD: Remote mobile laundry services in Maningrida and Alice Springs	230,000
The Kids Research Institute - Subcutaneous Trials	RHD: Clinical trial of subcutaneous infusion of penicillin within remote communities & Indigenous Governance contribution	148,045
Wilya Janta	RHD: Designing and building culturally appropriate and climate-ready houses -contribution to the first 'display house' in Tennant Creek	150,000
Our Country Total		\$2,486,456

Our Place		
Gugan Gulwan Youth Aboriginal Corporation	Support programs for Aboriginal and Torres Strait Islander youth in the ACT	30,000
Ngarigo Waligada Aboriginal Corporation	On Country camps	35,000
See Your Change	Keynote speaker travel	2,000
Sisters In Spirit	Community-led support for Aboriginal women and girls	30,000
Worldview Foundation	Employment pathways for Aboriginal and Torres Strait Islander youth in the ACT	30,000
Our Place Total		\$127,000

Our Sector		
Deadly Runners - Snowie	Core funding: Running to create change – by mob, for mob	125,000
Hold Access - Snowie	Core funding: Digital identification and self-determination for First Nations people	300,000
Our Sector Total		\$425,000

Our Family		
Kincoppal Rose Bay School	Scholarships for First Nations Students	50,000
Welcome to Country	Donation	10,000
Our Family Total		\$60,000

First Nations Total		\$3,098,456
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Gender

Our Country		
Organisation	What Funding is for	
Fair Agenda	Advocacy for gendered sexual violence prevention	150,000
In Films - Unbreakable	Impact campaign for documentary Unbreakable - the Jelena Dokic Story	25,000
Life Could be a Dream - Social Change Film	Feature film exploring coercive control	50,000
No to Violence	Research: Understanding pathways for specialists working with men using family violence	175,536
Orange Guarantee Australia	Research funding to test a mechanism that helps women-led and climate-aligned small businesses access appropriate debt finance	50,000
The Continuum Project	Research and Response framework development for School communities responding to harmful sexual behaviours	300,000
Transforming Justice Australia	Restorative justice for sexual harm - practice and advocacy	50,000
University of Technology Sydney	Dr Anne Summers - Longitudinal Study on Intimate Partner Violence	200,000
Violet Co	Advocacy for police accountability in sexual violence cases	25,000
Our Country Total		\$1,025,536
Our Place		
4 Voices	Mobile crisis, digital and social support for girls and women - Snowflake & Snowdrop vans	120,000
Beryl Women	Trauma recovery programs, 50th anniversary celebration	25,000
Boys to the Bush	Program delivery in surrounding ACT region	84,000
Campbell Page	Young Mothers Pathways Program in Queanbeyan	110,000
Canberra Community Law	Legal assistance, Indigenous cadetship	60,000
Canberra Rape Crisis Centre	Information Technology upgrade assistance	50,000
Consent Labs	Respectful Relationships Education	25,000
Council on the Ageing ACT	Support and advocacy for older women in housing stress	30,000
Doris Women's Refuge	Assistance for women and children from CALD backgrounds	10,000
Dress for Success NSW & ACT	ACT scoping for Dress for Success programs	30,000
Fearless Women	Core funding: Counselling, mentor and education programs	25,000
Karinya House for Mothers and Babies	Program support for mothers in need	52,000
Marymead Catholiccare	Furniture for transistional housing	25,000
Menslink	Core funding: Counselling, mentor and education programs & donation	51,000
Quest for Life	Trauma workshops	20,000
Roundabout Canberra	Essential items for families experiencing hardship	20,000
Stepping Stone	Yarn and Re-Thread program	10,000
The Farm In Galong	Restoration and reunification for women and children affected by substance abuse	125,000
The Men's Table	Core funding: support groups	100,000
University of Canberra	Community-based strength training program	40,000
Warrior Woman Foundation - Snowie	Core funding: Mentoring and life skills for young women leaving out-of-home care	100,000
Women's Health Matters	Community research and brochure support	188,000
Our Place Total		\$1,300,000
Our Sector		
Humans of Purpose - Snowie	Core funding: Support and employment for survivors of family and domestic violence	400,000
ReLove - Snowie	Core funding: Furnishing homes to help break cycles of violence and homelessness	150,000
Our Sector Total		\$550,000
Our Family		
Australians Investing in Women	Advocacy for gender-wise philanthropy	15,000
Top Blokes Foundation	Improving young male health and wellbeing	20,000
Women for Election	Supporting women to run for public office	15,000
Our Family Total		\$50,000
Gender Total		\$2,925,536

Ecosystem

Our Place		
Organisation	What Funding is for	
ACTCOSS	Research	62,500
Lead the Way Leadership Program	Leadership program for Snow Foundation partners - Canberra and Sydney	59,791
The Funding Network	Match funding for Canberra event	13,000
Our Place Total		\$135,291
Our Sector		
10x10 Philanthropy	Core funding	25,000
Centre for Social Impact - SILA	Core funding: Leadership program	600,000
Documentary Australia Foundation	Core funding and Impact Producer program	100,000
Performl - Snowie	Core funding: Data and analytics for for-purpose organisations	334,000
Philanthropy Australia	Core funding	85,000
Philanthropy Australia	Core funding - Foundations Group for Impact Investing	10,000
Philanthropy Australia	Core funding: NEXUS Australia Summit	20,000
She Gives Campaign - Philanthropy Australia	Core funding	26,250
Snowies wrap-around support	Wrap-around support for Snow Entrepreneurs: Social Impact Hub, May Miller-Dawkins	275,770
Social Enterprise Australia	Core funding	75,000
The Funding Network	Core funding	65,000
The Harvard Club of Australia	Scholarship for start-up entrepreneurs to attend Harvard Business School course	20,000
The Mill House Ventures	Core funding	50,000
Our Sector Total		\$1,686,020
Our Family		
Igniting Change	Core funding: Support to amplify grassroots organisations	30,000
Our Family Total		\$30,000
Ecosystem Total		\$1,851,311
LGBTIQ+		
Organisation	What Funding is for	
Our Country		
Equality Australia	Core funding: Advocacy for LGBTIQ+ rights and reform	200,000
Rainbow Giving	Grant funding: LGBTIQ+ grass roots grant round (intermediary granting)	450,000
Our Country Total		\$650,000
Our Place		
Diversity ACT	Strengthening support for Canberra's LGBTQIA+ community through Kambah 'Welcome Hub'	25,000
Our Place Total		\$25,000
Our Family		
Joy Melbourne	Donation: Matched funding	7,638
Rainbow Families	Donation: Supporting LGBTIQ+ families	20,000
Our Family Total		\$27,638
LGBTIQ+ Total		\$702,638
Individuals		
Our Place		
Individuals - 198		207,207
Individuals Total		\$207,207

Grand Total

\$15,944,533

Snow Foundation



Our Values

Humility

We recognise the expertise
of our partners

Social justice

We embrace equity, inclusivity
and fairness

Collaboration

We work with others respectfully
and recognise the power of many

Empathy

We seek to listen and understand

Excellence

"We do the work and do a proper job."


— Terry Snow AM


Transparency

We are open and accountable

— no surprises

The Snow Foundation

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