



Annual Report

**20
19**

July—December

Welcome to the Board

Kelly Chapman & Christine Fleer



The Bennelong Foundation is pleased to announce the appointment of two new Board members in January 2020. Kelly Chapman and Christine Fleer represent the next generation of Australian community leaders.

Kelly is a non-executive director of the Bangarra Group and Sanpoint Pty Ltd, chair and founder of the Studio 64 Group, and board member of LDTOTAL. She is also currently the managing director of Western Australian property group Rpoint Properties.



Christine is a partner at commercial law firm Arnold Bloch Leibler. She is a member of the board of the National Theatre in St Kilda, the Melbourne Chamber Orchestra and the TarraWarra Museum of Art, and is a trustee of the Besen Family Foundation.

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About the Bangarra Group

WWW.BANGARRAGROUP.COM

Bangarra Group is a private family business founded by Jeff Chapman in 2000. It has global reach, with core Australian businesses operating alongside businesses in London, Europe and Asia. Bangarra was started with family funds and has built a significant and award-winning funds-management business that manages personal, partner and public funds across equities, property and private equity. Bangarra also operates as a single family office with longstanding relationships across Australian and international family offices.

Subsidiaries of Bangarra Group:

- Bennelong Funds Management (Australia and UK)
- Crown Golf (UK)

Bangarra Group exists to build a healthier, more productive and inclusive community. We do this through our commitment to responsible business and quality investment, and through the Bennelong Foundation, which invests in opportunities for enhanced community wellbeing and lasting positive change.

Information on all aspects of the Foundation, including areas of interest, grant rounds, funding, principles and exclusions, can be found on our website.



About the Bennelong Foundation

WWW.BENNELONGFOUNDATION.COM

Bennelong Foundation exists to enhance community wellbeing and provide opportunities for positive and lasting change. Established in 2002 by the Chapman family as the philanthropic arm of Bangarra Group, the Foundation enables both internal and external stakeholders – including employees, family of staff, clients and partners – to participate in the development and growth of the Foundation.

The activities of the Foundation are overseen by an independent Board made up of the following individuals:

- Jeff Chapman, Chairman
- Carena Shankar, Deputy Chairperson
- Christine Flear, Non-Executive Director
- Craig Bingham, Non-Executive Director
- Kelly Chapman, Non-Executive Director
- Malcolm Gray, Non-Executive Director
- The Hon. Phil Honeywood, Non-Executive Director

Key advisers to the Board are:

- Omar Al Kassab
- Sandra Jacobs, CEO Bennelong Foundation
- Alice Wong

Bangarra Group staff advisory committee (Bubbles):

- Jeff Phillips (Chair)
- Camelia Seric
- David Whitby
- Greg Thomas
- Jo Hardy
- Jodie Saw
- Marta Galli
- Meredith Williams
- Paul Stone
- Peter Aquilina
- Rivee Tao
- Scott Lillingston



Malpa participants. Credit: Don Palmer

Granting strategy

Since inception the Foundation has made a variety of grants over seven areas of interest: community health; crisis support; education, training and employment; international aid and assistance; medical research; migrant and Indigenous community welfare; and youth at risk.

In 2017 the granting framework was updated to reflect a more focused approach to meeting the Foundation's vision of a healthier, more productive and inclusive community.

The current granting framework of the Bennelong Foundation is set out below.

Education training and employment

Programmes providing access, equity and inclusion opportunities in education and training, or that support and build pathways to meaningful employment.

Community health and wellbeing

Programmes that improve the physical health, nutrition and wellbeing of the Australian community.

Target communities

- Aboriginal and Torres Strait Islander communities
- People with a refugee background, newly arrived migrants, and culturally and linguistically diverse communities
- Communities/groups experiencing socio-economic disadvantage



Types of grants

Maintain grant – These support established and high-impact programmes so they can continue to deliver.

Grow grant – These support the growth or sustainability of an organisation, programme or project. This may include expanding current programmes, initiating new programmes or supporting programmes that assist with a growing need for the services an organisation provides.

Strategic grant – These are large, multi-year grants for new projects, and are offered by invitation only.

Small and special consideration grants – Small grants are distributed to any cause in support of the personal fundraising efforts of members of the Bennelong Foundation and Bangarra Group community.



Free to Feed. Credit: Anne Moffat



What a year!

A year that began with internal change as the Bennelong Foundation challenged its traditional methods and practices, followed by six months or

more of seismic external change brought on by the COVID-19 pandemic and its up-ending of our lives, lifestyles and livelihoods.

A year of two halves, and so that's the way we are presenting the Annual Report for 2019/2020.

During the year the Bennelong Foundation shifted its emphasis from the traditional granting process to supporting more social enterprises. We also opted to change the focus of our strategic granting to the related areas of supporting refugee talent and continuing to build the skill, education and employment base of the wider Australian community.

We have always believed there are multiple benefits to building Australia's migrant and refugee base. And this is as true in today's digital, technological world as it was in the days of artisan traders and workers. We see it every day in our own multicultural workforce. The Bangarra Group has a policy to offer employment opportunities to refugee talent, and we encourage other employers to do likewise.

Of special significance during the first half of the year was the appointment to the Bennelong Foundation's Board of two members of the next generation of Australian community leaders: Christine Fler and Kelly Chapman. They have both already made significant contributions.

The Bennelong Foundation also made a successful start in the field of "in-kind" philanthropic assistance and support by arranging for the General Sir John Monash Foundation to share office space with us at Bennelong House in Melbourne at no cost. A win-win outcome for all.

Little did we know as we concluded the first half of the 2019/2020 year that the internal changes that we had introduced would be so overshadowed by the events of the second half.

Suddenly, half of Australia seemed to be on fire, and shocking pictures of whole communities under threat were being beamed around the world every day. The Bennelong Foundation reacted to this tragedy with direct funding and support aimed at providing immediate relief to those who had lost everything.

And just when the embers of Australia's worst fires in over a century had cooled, the COVID-19 pandemic swept across the world leaving a trail of health and economic chaos behind it.

The Board of the Bennelong Foundation chose to prioritise supporting those suffering extreme economic and social hardship brought on by COVID-19. It put together a significant package of immediate "direct action" assistance comprising:

- Employment and re-employment support for social enterprise organisations.
- Emergency food distribution in regional areas most severely hit.
- Extra counselling services to deal in particular with mental health issues.
- Case management for emergency housing for those who'd lost their accommodation.

During any crisis it's critical that objectives are clear and decision-making is swift, and I am pleased the Bennelong Foundation reacted to the effects of the pandemic quickly and decisively. It is possible that in 2020/2021 there will be a change in emphasis from community survival to community revival, and the Bennelong Foundation stands ready to participate fully in this.

In June 2020 we registered the Bennelong Foundation UK. This will allow the Foundation to work directly with its business entities and management teams in the UK, and many London- and UK-based community projects are already being briefed to work with the Foundation and with our community-based caring model.

In a year of great challenge and great change thank you to CEO Sandra Jacobs, the Board of Directors and Advisers of the Bennelong Foundation, and to the management teams of the wider Bangarra and Bennelong groups for adapting and whole heartedly supporting the aims and ambitions of our work.

Jeff Chapman AM
Chairman

We also opted to change the focus of our strategic granting to the related areas of supporting refugee talent and continuing to build the skill, education and employment base of the wider Australian community.

Chairman's Report

Jeff Chapman

CEO's Report

Sandra Jacobs

The Bennelong Foundation community has responded with the full force of our resources, innovation and community spirit. This year was on course to be one of our best yet; the results of new and innovative granting strategies and projects that came to fruition (after being in development for some time) paid many dividends during the first half of 2019/2020.

In October 2019 the Foundation began partnerships with two new long-term strategic grants. The first is a five-year partnership with Talent Beyond Boundaries, which will significantly shift refugee mobility; create employment opportunities; and increase the talent pools in Australia, the UK, and Canada. The second – part of our strategy to support social enterprise to create employment opportunities – is a continuing partnership with Free to Feed as it scales up into the corporate marketplace.

It was also rewarding to see our first intern-led grant delivered. The project – researched and co-designed with our 2018 intern and now board adviser Omar Al Kassab – addresses the challenges he identified for young people with a refugee background accessing higher education. The result is a 20-page guide that has been distributed nationally and that is accessed online more than 200 times a month.



From bushfires to a global pandemic and activism for racial justice, 2020 has challenged us all, pushing us into new experiences and forcing us to adapt.

It has been a year when, in the face of these compounding challenges, people who have never before experienced crisis have needed help, and supporting those most vulnerable has been more important than ever.

The final highlight of the first part of 2019/2020 was the gifting of office space in the Bangarra offices at Bennelong House to the General Sir John Monash Foundation (GSJM). This non-financial giving was the first of its kind for the Foundation. It has freed up resources and created stability for GSJM, and brought representation from the not-for-profit sector, and the inspiring young people GSJM supports, into our workplace.

From July to December 2019, the Bennelong Foundation community continued to engage with events, volunteering and grant-making, however the start of 2020 required an abrupt re-routing of our momentum.

Like billions of others around the world, I have been working from home, doing my part to reduce the spread of COVID-19. Bennelong Foundation has adapted the way it works. We have transitioned to a virtual workplace, are hosting meetings and events online, and are drawing on our creativity to effectively deliver our work remotely. You will notice this reflected in the report as the photos from events and activities transition from live events to images of virtual meetings.

Many communities are contending with the effects of bushfires, social distancing regulations and lockdown – all in succession. The long-term impacts of the loss of employment opportunities (particularly for young people) and educational gaps as a result of remote schooling and lack of access to technology all loom. As does the effect bushfires and COVID-19 will have on the health and wellbeing of the communities Bennelong supports. These will no doubt shape our future funding priorities and our work. Because unfortunately, it's communities experiencing disadvantage that are impacted the most during times of crisis. They experience a widening of the socio-economic gap, and many new groups and, in this instance, many new members of the community are falling behind too.

The end of 2019/2020 saw activism for racial justice taking place around the world. It's a movement that cannot and must not be ignored; it urges us to acknowledge, reflect, learn and grow in our practice.

Despite the challenges 2020 has brought, I am incredibly proud of how we have continued to support the community and the foundations we have laid for our philanthropic work into the future.

An example of this is the generosity the Bennelong Foundation community has shown with its donations to bushfire appeals. I am also grateful to the Bennelong Foundation directors for responding rapidly and reallocating significant assets from our granting programme to support emergency and rapid response projects for communities most affected by the COVID-19 lockdowns.

At the start of June 2020 we saw the official registration, under the Bangarra Group, of a sister foundation: Bennelong Foundation UK. This charitable incorporated organisation (CIO) in the UK expands the Group's philanthropic work internationally, and offers broader representation and more opportunities for staff engagement. It also further supports communities where the subsidiaries of Bangarra Group operate.

The long-term impacts of the loss of employment opportunities (particularly for young people) and educational gaps as a result of remote schooling and lack of access to technology all loom.

As always, I would like to acknowledge the support and contribution of the Bennelong Foundation's trustees, the staff of the Bangarra Group family office, and the Bennelong Foundation community. Together they create a healthier, more productive and inclusive community. 2020 will be marked in history as a challenging time and I am grateful to be part of an organisation that can contribute and respond to the needs of the community in such a meaningful way.

Sandra Jacobs

Impact Snapshot

Creating a healthier, more productive and inclusive community

Total people reached

55,450

People reached by focus area

6,630	Community Health & Wellbeing
48,820	Education, Training & Employment

Total grants

50

Small grants

16

Strategic grants

2

Scholarships

4

Projects supported through Pitch In events

6

Special grants

2

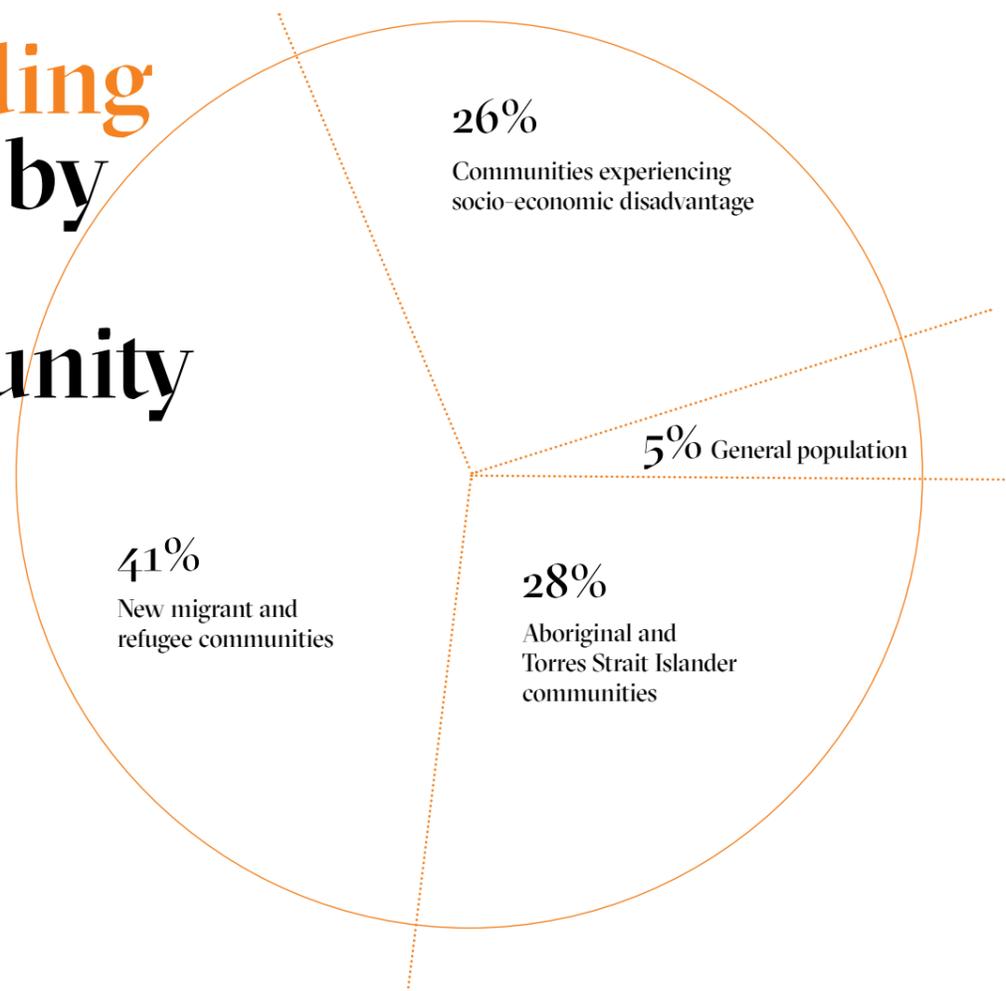
General grants

14

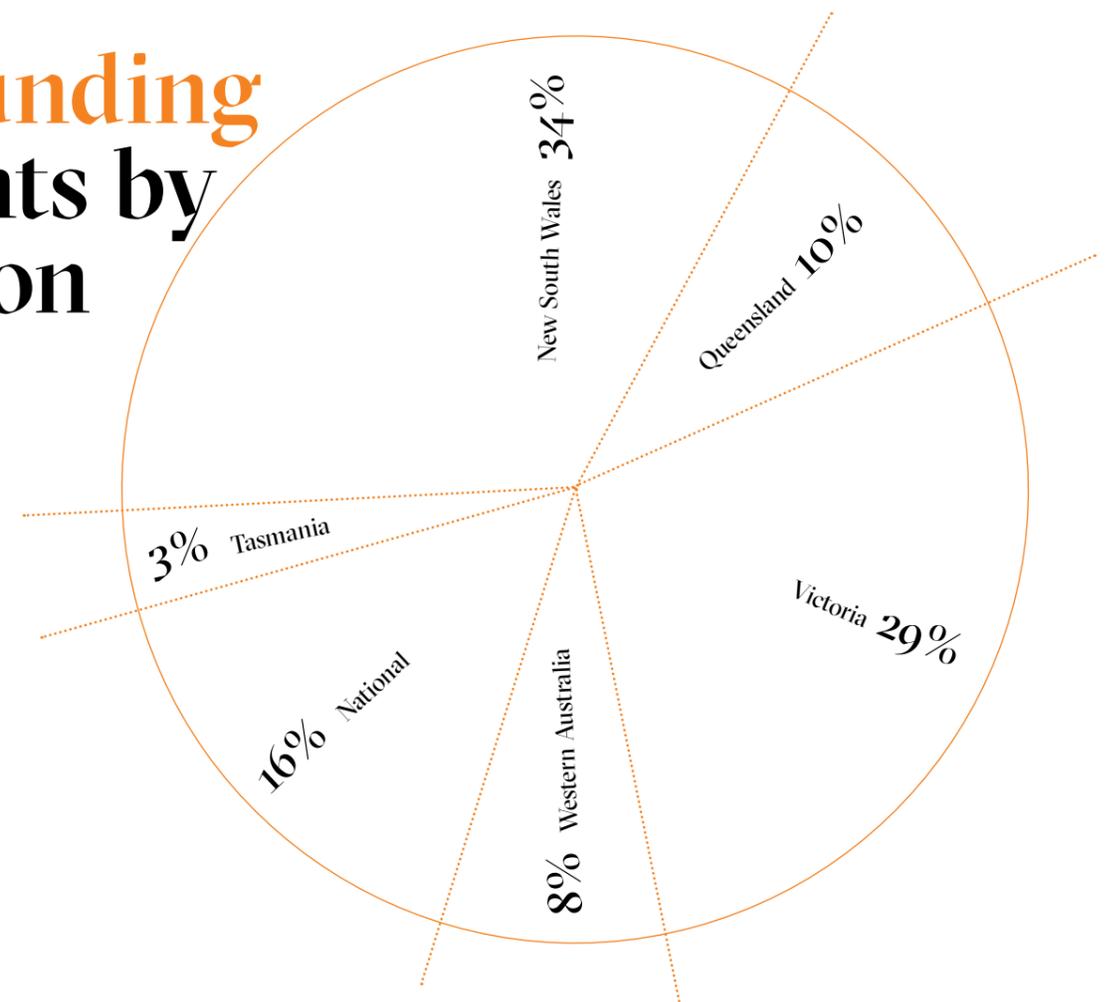
COVID rapid response grants

6

% funding grants by target community



% funding grants by region



Highlights & Events



Gifting office space to the General Sir John Monash Foundation

At the start of 2019/2020 the Bennelong Foundation commenced a partnership with the General Sir John Monash Foundation. As part of our annual granting programme, we have gifted the General Sir John Monash Foundation office space at Bennelong House. This brings another not-for-profit into the space and allows the General Sir John Monash Foundation to focus on investing in the future leaders of Australia.



CareerSeekers New Australian Internship Programme Leadership Development Institute Conference

Members of the Bennelong Foundation and Bennelong Funds Management team volunteered as table moderators at the CareerSeekers New Australian Internship Programme Leadership Development Institute Conference in July. The two-day event is a national gathering of CareerSeekers participants involving professional development and community-building activities. CareerSeekers supports newly arrived university students and mid-career professionals with access to the corporate sector via paid internships.



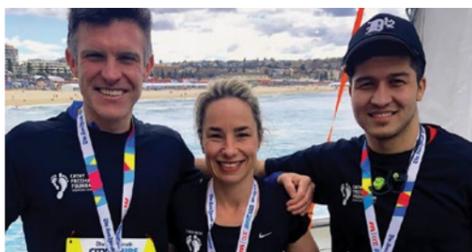
Run Melbourne

Five members of the Bennelong Foundation community participated in the annual Run Melbourne event as part of Team Bennelong. They raced either 5km or 10km and raised funds for the Mirabel Foundation.



Packing bags for National Aboriginal and Torres Strait Islander Children's Day

In July members of Bennelong Funds Management, General Sir John Monash Foundation and Bourne Digital packed 500 bags for SNAICC-National Voice for our Children. The bags were distributed to children for National Aboriginal and Torres Strait Islander Children's Day in August. The day is a time for Aboriginal and Torres Strait Island communities to celebrate children, and in 2019 focused on early years education.



City2Surf – Sydney

Fifteen members of the Bennelong Community participated in City2Surf – a 14km fun run in Sydney – to raise money for the Cathy Freeman Foundation, which hosted Team Bennelong after the run at Bondi Icebergs Club for an afternoon of live music and food. The event was an opportunity to demonstrate the Foundation's philosophy of "enhancing community wellbeing" by motivating the community to get active, and to support the not-for-profit sector.

Propagating plants for the Collingwood Children's Farm Indigenous Food Garden

In August members of the Bennelong Foundation community helped horticulturists from Collingwood Children's Farm to propagate the first plants for its Indigenous food garden. Community groups will build the garden with guidance from the Wurundjeri Woi-Wurrung Cultural Heritage Aboriginal Corporation. Educational tours will share knowledge about the plants with the 10,000 visitors to the farm each year. The garden will also be available to the Wurundjeri and Woi-Wurrung community as a resource and source of native Australian foods and plants.



Pitch In Melbourne

This year the annual Pitch In Melbourne event had a new format. In partnership with Inner North Community Foundation, three not-for-profits were invited to tell their stories and share their projects in-conversation with the Inner North Community Foundation's CEO, Ben Rodgers. On the night the Bennelong community voted to distribute a \$50,000 grant to Operation Newstart Northern, Refugee Migrant Children Centre (RMCC) and Society Melbourne. The funds will support the organisations to deliver their projects – offering educational and employment opportunities to young people experiencing disadvantage – in 2020.



Presenting at the F&P Magazine Big 4 Conference in Melbourne

In October Bennelong Foundation's chairman and founder Jeff Chapman and CEO Sandra Jacobs presented at the F&P Magazine Big 4 conference in Melbourne. The presentation, called "A unique blend of business and philanthropy", was an opportunity to share the Bennelong Foundation story and spirit of philanthropy and caring.



Meet the grantees Sydney

In October Bennelong welcomed Carolyn Bruce from ABCN (Australian Business and Community Network) to our Sydney office for a meet-the-grantees lunch. The morning tea was catered by Parliament on King, a social enterprise supporting refugees by providing work, training and a sense of community. Our meet-the-grantees lunches share the work of the organisations being supported by the Bennelong Foundation with the greater Bennelong community. ABCN provides bursaries and a corporate mentoring programme for aspirational high school students experiencing disadvantage. Following the session, two of our fund managers from Bennelong Funds Management volunteered to participate as mentors in 2020.



“A unique blend of business and philanthropy”, was an opportunity to share the Bennelong Foundation story and spirit of philanthropy and caring.

Governance

The Bennelong Foundation is a Private Ancillary Fund and is subject to the Private Ancillary Fund Guidelines 2019.

The Board of Trustees has ultimate responsibility for the governance of the Bennelong Foundation and meets at least twice a year to consider Foundation matters including:

- Administration: to ensure it is meeting its compliance obligations;
- Investment: to ensure its assets are achieving its investment aims and objectives; and
- Distribution/grant-making: to facilitate the distribution of funds to eligible entities.

Financial reports

The Bennelong Foundation is not a reporting entity. Accordingly, the Trustees prepared a special purpose financial report for the year ended June 30, 2020 to satisfy its reporting requirements under the Trust Deed and compliance within the Private Ancillary Fund Guidelines. The special purpose financial report is audited by Deloitte Touche Tohmatsu.

Investment aims and objectives

The Bennelong Foundation operates under a formal investment policy statement. The policy statement sets out the Foundation's investment aims and objectives, approved investments, asset allocation profile approved to meet the Foundation's objectives, and details of the rules governing the management of the Foundation's investments.

The investment aim of the Foundation is to generate income and capital returns sufficient to fund and maintain the funding of the Foundation's philanthropic activities both now and into perpetuity.

The investment objectives of the Foundation are:

- Generate a current year's income consistent with its portfolio asset allocation; and
- Maintain the inflation-adjusted earnings base and therefore grant-making capacity of the fund.



Grants

Strategic Grants
General Grants
Pitch In
Special Grants
Scholarships
Small Grants

Strategic Grants

This year the Bennelong Foundation offered two new strategic grants.

Our strategic grants are three to five-year partnerships with organisations that develop and deliver innovative solutions to create a more productive and inclusive community.



Free to Feed. Credit: Lauren Bamford

Our grant with Talent Beyond Boundaries hopes to challenge current refugee mobility pathways, and increase the talent pool in our community. The partnership is also an opportunity for the Bangarra Group’s subsidiary’s offices in Australia and the United Kingdom to participate in the employment programme.

A new partnership with Free to Feed means the Bennelong Foundation can expand our footprint in the social enterprise sector. The new partnership offers a grant as an investment in growing its corporate enterprise.

FREE TO FEED LTD.
Corporate Catering Expansion

PARTICIPANTS **90 OVER THREE YEARS**
FOCUS AREA **EDUCATION TRAINING & EMPLOYMENT**
TARGET COMMUNITY **REFUGEES & NEW MIGRANTS**

The Bennelong Foundation has partnered with Free to Feed Ltd. since 2017. It supports new migrants and refugees with a background in hospitality into the workforce and creates a more inclusive Australia through cooking classes and catering. In 2019 Free to Feed entered into a new partnership with the Bennelong Foundation to expand its work and strategic direction into the corporate catering market.

A three-year partnership will support the employment of a chef/trainer so Free to Feed can give participants dedicated training and mentoring to scale up and expand into this market. Free to Feed aims to increase employment and training opportunities by an additional 200 hours per week, which will be divided between 90 new participants over three years.

After a successful start into the corporate catering market in 2019, Free to Feed, under the leadership of their new chef/trainer, successfully pivoted the business to provide a weekly offering of take-home meals – called Brave Meals – during the COVID-19 pandemic in 2020. This programme enabled Free to Feed to continue engaging and employing new migrants and refugees during a period when corporate catering was not viable.

Welcoming committee at Melbourne Airport welcoming Ibrahim Awad, mechanical engineer who secured a job at John Holland. L to R: Andrew Keast from Refugee Talent; Anna Robson from Refugee Talent; Steph Cousins, Co-CEO of TBB; John Cameron, co-founder of TBB; Leigh Hardingham from John Holland; Ibrahim; Nirary Dacho, CTO of Refugee Talent; Rachel Lawrie from TBB in Washington DC (visiting Australia); and Tarek Mulla, TBB candidate who secured a job through TBB with Iress as a software developer, also based in Melbourne. Credit: Teagan Glenane



Transforming lives with a skills-based approach to migration

TALENT BEYOND BOUNDARIES SKILLED REFUGEE EMPLOYMENT PATHWAYS

PARTICIPANTS **150 OVER FIVE YEARS**
FOCUS AREA **EDUCATION TRAINING & EMPLOYMENT**
TARGET COMMUNITY **REFUGEES & STATELESS PEOPLE**

Talent Beyond Boundaries envisions a world where forcibly displaced people can use their skills and talents to move to secure futures.

Talent Beyond Boundaries (TBB) brings refugees to Australia on skilled migration visas. Its programme addresses Australia’s talent gap in industries such as software development, engineering, healthcare and construction, and provides safe passage to Australia for skilled people above and beyond Australia’s existing humanitarian visa allocation. But perhaps its biggest achievement, outside of changing lives, is rewriting a narrative: it treats refugees as assets to businesses and communities, rather than a problem to be solved. In TBB’s eyes, displaced people with skills are a solution.

For refugees, accessing skilled migration is often impossible. Fadi Chalouhy, originally from Lebanon, started life stateless. He had no nationality, no ID and no date of birth on any official documents. Just getting a bank account or a driver’s licence was impossible for him. Against the odds he was educated, by Catholic nuns, in Lebanon, and despite his lack of papers and ID (usually crucial to meeting even the most basic visa requirements) TBB helped with his recruitment to multinational firm Accenture, which hired him as a management consultant in Sydney.

“For me, and many other displaced people ... we want a chance to start a new chapter in our lives; a chance to keep our dignity, be productive and have a wholesome life. Something only TBB could offer me,” says Chalouhy.

“Overcoming the barriers of access to a visa to Australia was huge for Fadi,” says Stephanie Cousins, TBB’s global co-CEO. “He’s thriving now. For the first time he has ID, and can have a bank account and save money. He talks about the level of stress that’s been removed from his life. A total transformation.”

Without legal ways to flee danger, many refugees resort to people smugglers and dangerous journeys. “Right when there is more displacement than at any time since the end of World War Two there are the fewest solutions,” says Cousins. “And refugees I’ve worked with have had really impressive professions before being uprooted by conflict.”

TBB works with a social enterprise called Refugee Talent to match refugees in Lebanon and Jordan with jobs in Australia. Refugee Talent already places refugees currently in Australia in jobs. So its existing infrastructure made it a perfect partner. “We proposed adding international candidates into that programme,” says Cousins. But matching international refugee candidates with Australian businesses isn’t that simple. Securing visas has been a big part of TBB’s pilot programme.

“Overcoming the barriers of access to a visa to Australia was huge for Fadi,” says Stephanie Cousins, TBB’s global co-CEO. “He’s thriving now. For the first time he has ID, and can have a bank account and save money. He talks about the level of stress that’s been removed from his life. A total transformation.”



And this year the Australian government agreed to a skilled-refugee pilot that will bring 100 skilled refugees and their family members to Australia over the next two years.

It has worked with the Australian government to create a bespoke visa pathway to Australia for skilled refugees. It's something entirely new. "Before, the only ways into Australia through skilled migration were the normal skilled visas," says Cousins. "You either need to be sponsored by a business or meet a skills test requirement, a points test, that allows you to come independently."

The problem with those options for refugees is the administrative barriers. And costs. People who are displaced have exhausted their savings, and often don't have access to finance or bank accounts. Sometimes, like Fadi Chalouhy, they don't have passports, ID or other necessary papers. Also, to qualify for a job in Australia you often need to be assessed by industry groups, such as the Australian Computer Society, or Engineers Australia, which don't operate in Jordan and Lebanon. "The system wasn't designed with refugees in mind," says Cousins, "so we're working with the government on flexible administrative concessions." This will make the barriers easier to clear for refugees without lowering the skills threshold, making it easier but still requiring them to be the best candidates for the job.

Refugees who come to Australia with jobs via these visas avoid unsafe journeys out of danger. They contribute to the economy and society and feel a sense of purpose, and they set up the next generation for success. Employers gain loyal and experienced workers, add the benefits of diversity to their workplaces, and plug skills gaps that can hold them back. The programme contributes to Australia's economic growth, diversity and skills pool.

To date Australian companies have selected 16 of Talent Beyond Boundaries' candidates for jobs in Australia, and a number of recruitments are still ongoing. Seven employed refugees have arrived in Australia with their families on an average starting salary of \$75,262.43 per annum. A total of 20 people have arrived in Australia through the programme, and 54 people are in various stages of the visa process to come to Australia.

COVID-19 has slowed the programme down, but its fundamentals are solid, and Cousins is optimistic. "Because the partnership with Bennelong is over five years, we will still hit our objectives in terms of moving people. We might just move more people next year than this year," she says.



Photo Credits: Samer with Nicki from Maurice Blackburn. Samer is a lawyer but has started work initially as a legal assistant until he gets his accreditation to practise as a lawyer in Victoria. Credit: Teagan Glenane. Samer, Esraa, Gourey and Nadia on an outing to Melbourne Zoo. Credit: Stephanie Cousins. Fadi Chalouhy. Credit: Talent Beyond Boundaries

General Grants

Our general grants programme provides the opportunity for open and unsolicited grant applications

We are always inspired by the calibre of applications and value the opportunity to see the work our community sector is delivering. The Foundation prioritises projects delivering equity opportunities in education and employment, and programmes supporting the health and wellbeing of our target communities.

BE CENTRE FOUNDATION

Improving long-term outcomes for Aboriginal children by addressing trauma early

This project continues a current Bennelong-funded Indigenous play therapy programme at Glebe Public School. Be Centre runs a culturally appropriate programme for urban Aboriginal children designed to help them maximise their learning potential, improve school attendance, build resilience, and improve the emotional wellbeing of children and their families.

COOL AUSTRALIA

Cool Burning education project

This programme updates, extends and disseminates lesson plans and professional development courses for Australian educators on the environmental, social and economic impact of traditional Indigenous burning practices. The lessons address core curriculum outcomes, including literacy, and teach Indigenous history and perspectives while understanding fire mitigation strategies.

EAT UP AUSTRALIA

Eat Up New South Wales

Eat Up began supporting schools in NSW at the end of 2018. Since then it has grown and currently provides lunch to students at 140 schools. Bennelong's support has provided a part-time staff member and lunch ingredients to reach another 120 schools, mainly in regional areas.

GUDJAGANG NGARA LI-DHI ABORIGINAL CORPORATION

Aboriginal cultural pathways of purpose

This mentoring programme is delivered to young Aboriginal people to help them gain employment and stronger social outcomes, such as new pathways to training or study. It is delivered over two 13-week blocks by Uncle Ricky Powell, an Aboriginal facilitator.

HAPPY BRAIN EDUCATION

Mentoring and Tutoring Programme

In 2020 Happy Brain Education focused on two projects: a tutoring programme providing high quality, low cost tutoring to students from low socio-economic and disadvantaged backgrounds, and a programme of free one-on-one mentoring for students from refugee backgrounds.

ROLE MODELS AND LEADERS AUSTRALIA – GIRLS ACADEMY

Post school options programme

The Girls Academy is further investing in its Indigenous girls by extending support for another two years after school. Students' individual post-school plans, devised with staff and family, assist with the difficult transition from high school to employment, education or training. New staff will be employed to oversee this expansion.



Left. RMCC. Credit: Alice Wojcik
Above. Credit: Happy Brain Education

SHARINGSTORIES FOUNDATION

Community-directed, culturally relevant learning for Nyikina young people

Alongside Nyikina Senior Custodians, SharingStories will provide community-produced, culturally relevant learning materials and resources to schools on Nyikina Country, East Kimberley. This project helps build culturally safe schools where Indigenous young people can have a more meaningful education, leading to increased pride in their cultural identity and a deeper engagement in learning.

STEPPING STONE HOUSE INC

SSH career and employment programme

This project, which builds on SSH’s successful model of holistic care, will develop a best practice careers and employment programme for an additional 40 “at risk” NSW youth (16–25). The aim is to secure employment in an area they are passionate about to break the cycle of homelessness.

TARRAWARRA

TarraWarra Museum of Art education programme

TarraWarra Museum of Art is developing and delivering a new education programme to be delivered over five years. The hands-on programme will explore the natural environment through arts-based workshops.

TASTE CULTURAL FOOD TOURS INC

Taste Cultural ambassadors – tour guide training programme

This programme provides training and employment to help newly arrived migrants, refugees and young people to secure employment. The training includes a TAFE course and on-the-job training in Taste Cultural Food Tours’ food tour programme. Selected candidates will be offered casual work as tour guides.

THE MALPA PROJECT

Young Doctors project

Young Doctors is a health-education project training Aboriginal and non-Aboriginal children (aged 9–11) to be health ambassadors. It is co-designed and run by local elders and respected community members and is supported by local health staff. It targets health literacy, hygiene and nutrition; environmental health; leadership; and wellbeing.

THINK+DO TANK FOUNDATION

Multilingual volunteer programme

This programme provides recently arrived and second-generation migrants in south-western Sydney with opportunities, skills, employment, social cohesion and wellbeing. A dedicated part-time volunteer skills and capacities lead will increase the sustainability and impact of the multilingual volunteer programme.

WILDCARE INC

Get Outside Get Connected

Tasmanian-based Get Outside Get Connected delivers walks and nature-based experiences while instigating and building funding partnerships with local government, community organisations and the corporate sector.

WOMEN AND MENTORING (WAM)

Keeping women out of prison, keeping families together

WAM is an early intervention community-based programme that supports women charged with a criminal offence, or at risk of offending. It matches women with a supportive volunteer mentor who can help her to navigate the complex and often overwhelming criminal justice system. Its aim is to avoid a prison sentence and reoffending. The mentor also helps their mentee to work through the underlying issues that have led to the alleged offending.

Helping vulnerable young people take steps towards independence

STEPPING STONE HOUSE INC SSH CAREER AND EMPLOYMENT PROGRAMME

PARTICIPANTS 40

FOCUS AREA EDUCATION TRAINING & EMPLOYMENT

TARGET COMMUNITY COMMUNITIES EXPERIENCING SOCIO-ECONOMIC DISADVANTAGE (YOUNG PEOPLE IN RESIDENTIAL CARE)

When one in three people experiencing homelessness is under 25, a long-term care model is the best hope they have. Stepping Stone House knows that teaching practical skills, instilling confidence and prioritising wellbeing is the best way to inspire young people to break the cycle of homelessness.

Stepping Stone House (SSH), based in Sydney, provides accommodation and personal development for homeless and at-risk youth from the ages of 12 to 25. The organisation’s goal is to help homeless young people go from surviving to thriving and become the best they can be.

“They can be supported by Stepping Stone House for life, which is really unusual,” says Jason Juretic, Stepping Stone House’s CEO. “Most refugees, especially in this special homelessness space, only provide support for three months. After that, young people are expected to go into care or into another refuge. But we say to them, ‘Stay as long as you like to build up your skills and capability to become independent.’” Even after they graduate, SSH kids are always part of the organisation’s after-care programme.

SSH instills independence in the young people it works with by not only giving them a safe place to live but by concentrating on their wellbeing, helping them to complete education and providing ways into employment. Crucially, the model involves steps that prepare the young person for the next stage in the programme.

SSH calls these the “five stepping stones to independence”. They are: residential care, semi-independent living, independent living, after care and then alumni. Fifty-five per cent of SSH’s young people complete Year 12, compared to 42% in foster care. And 30% complete tertiary education, compared with 2% in foster care.

For kids who age out of care at 18, 60% are homeless, or have experienced homelessness, by the time they are 19.



Photo courtesy of Stepping Stone House

“That’s why we take kids from ages 12 to 25, so they can complete their tertiary education. They gain education and employment and confidence to take on a compelling future for themselves.”

For kids who age out of care at 18, 60% are homeless, or have experienced homelessness, by the time they are 19. “That’s why we take kids from ages 12 to 25, so they can complete their tertiary education. They gain education and employment and confidence to take on a compelling future for themselves,” says Juretic.

“We also have courses that take them out into the wilderness and away from technology. Five-day hikes carrying their own gear. Abseiling. Stuff that scares them and challenges them and gives them confidence,” he says.

Funding from Bennelong Foundation has made possible the Careers Pathways Programme. Its aim is to get homeless and disadvantaged youth into secure, long-lasting employment in an area they are passionate about. “The programme milestones and timeline are designed to address the fundamental drivers of intergenerational homelessness, which all too often prevents traumatised/low socio-economic youth from prospering,” says James Pryor, SSH’s grant writer.

The programme begins with psychometric testing and analysing each young person’s strengths. Young people are then paired with mentors, career advisors and cultural ambassadors to help them work out what career they want to pursue. “Inspiration is a core value of Stepping Stone House and is at the heart of the Careers Pathways Programme,” says Pryor.

“Many of our homeless and disadvantaged young people have extremely low self-esteem. We have found that young people who complete this process are far more likely to retain their casual employment because they see it as the first step on their path to a meaningful career.”

The key is the confidence and the self-esteem employment brings, a sense of purpose and worth. “Our success is in getting youngsters to know they can break the cycle of homelessness,” says Juretic. “Our service focuses on inspiring the young person to believe in themselves.”

In early 2019 SSH created a five-year strategic plan to increase the number of young people it supports. “At that time we had 36 young people we were supporting. We’re now supporting 64, and our plan is to support 200 by 2024.” Bennelong’s funding supports this scaling and fulfilling the five-year plan. Which, because of COVID-19, is more important than ever.

“It has absolutely walloped us, as it has many other charities,” says Juretic. “And in particular it’s affected children and young people. A big focus for us is getting young people into employment. But most of our young people are in the casual workforce or they are part-time. So they didn’t qualify for Jobkeeper.

All but two of SSH’s young people lost their jobs because of the health crisis. “Our focus is to get our kids back into the workforce, ideally before Jobkeeper is wound back. Because if we don’t get them into employment now some of them could be unemployed for two or three years the way the job market is at the moment and how competitive it will be.”

But despite COVID-19 SSH is sticking to its growth mentality and five-year strategic plan. Over the past five years, for those who have stuck with the Stepping Stone House programme and graduated, 100% of them have left with a job.

“The key is the confidence and the self-esteem employment brings, a sense of purpose and worth. “Our success is in getting youngsters to know they can break the cycle of homelessness,” says Juretic. “Our service focuses on inspiring the young person to believe in themselves.”

“Many of our homeless and disadvantaged young people have extremely low self-esteem.

We have found that young people who complete this process are far more likely to retain their casual employment because they see it as the first step on their path to a meaningful career.”

Pitch In Grants

Pitch In is a Bennelong Foundation signature event held twice a year, in Sydney and Melbourne.

It is led by the staff representative council, the Bubbles committee, which provides a voice to the Foundation for the employees of the subsidiaries of Bangarra Group.

Three grassroots not-for-profit organisations are invited to pitch their project live to the Bangarra Group and the Bennelong Foundation community.

Each person at the event can then shape the direction of the Foundation by voting to allocate a portion of the available funds to the organisation they feel created the most meaningful impact.

This year we were thrilled to partner with the Inner North Community Foundation to invite projects supported by their employment pathways programme for our Melbourne October event. For our May event we once again partnered with Sydney Community Foundation under its Be Kind Sydney platform.



Photo Credit: Operation Newstart Northern

Pitch In May 2020 via Zoom

3BRIDGES COMMUNITY LTD

Aunty Programme

This project will deliver mentor support to Aboriginal and Torres Strait Islander young women, empowering them to become role models for other girls who have traumatic backgrounds. Aboriginal and Torres Strait Islander women, who will also provide the mentoring, will facilitate it.

NSW SERVICE FOR THE TREATMENT AND REHABILITATION OF TORTURE AND TRAUMA SURVIVORS (STARTTS)

#Headstartt

This project, delivered by STARTTS from the Fairfield Youth Centre, will offer newly arrived refugee young people (largely from Iraqi and Syrian backgrounds) a weekly programme covering homework assistance, Job Club and psychosocial support. It will engage local volunteers, including those from Iraqi and Syrian communities themselves, who were either born in Australia or arrived when they were very young. This gives the programme participants linguistically and culturally appropriate assistance and role models.

WHOLE HEART COMMUNITIES LTD

Our Community Pantry Bargo

The Wattle Creek Bushfire Relief project is a six-month project helping families who have been displaced from their homes or home businesses by direct fire, smoke or water damage. These families can collect a weekly family hamper of food from OCP worth around \$200. It gives families a dignified way to collect their groceries and household items without being targeted or made to feel that they are accepting charity.

Pitch In Melbourne October 2019

OPERATION NEWSTART

Re-engagement of a youth worker to assist in the delivery of Operation Newstart Northern in 2020

Victorian State Secondary Colleges intervenes to assist students experiencing special difficulties. Operation Newstart focuses on students who refuse to attend school.

REFUGEE MIGRANT CHILDREN CENTRE (RMCC)

Sidekick Senior

Sidekick Senior (SK) will engage 30 recently resettled refugee/asylum seeker youth (aged 13–17) commencing at St Albans College, along with their parents/guardians. It addresses the reasons resettled youth have trouble participating in the school community, their classrooms and in learning, and it tackles the barriers teachers and schools face engaging them and their parents/guardians. Youth are paired with mentors with similar backgrounds/interests/stories. The individual needs of each participant is considered and tailored throughout the programme.

SOCIETY MELBOURNE

Tackling Youth Homelessness

This hospitality training programme is delivered across three training cafes in Melbourne, where trainees hone their hospitality skills while also learning general employability skills. Graduates transition into further employment or education in their chosen fields with the support from Society Melbourne’s industry partners.

Special Grants

In 2019/2020 the Bennelong Foundation supported two special grants outside of our general open granting round. These funding opportunities were established and presented to directly address a community need through existing partnerships.

COLLINGWOOD CHILDREN'S FARM IN PARTNERSHIP WITH WURUNDJERI WOI-WURRUNG CULTURAL HERITAGE ABORIGINAL CORPORATION

Narrap and Collingwood Children's Farm nursery training programme

This is a training workshop exploring native plant propagation for the Wurundjeri Woi-wurrung Narrap Team and community, and staff from the Collingwood Children's Farm (CCF). It will strengthen the working relationship between the Narrap Team and CCF staff, and provide knowledge and opportunities for resource sharing. This training will support the establishment of a commercial nursery run by the Narrap team as part of the development of the Nunganala community centre in Healesville.

DEAKIN CREATE INTERN-LED GRANT

Educational Guide for Students from a Refugee Background on How to Access Tertiary Education (TAFE, VET and Universities across Australia)

This is a written guide to help students from refugee backgrounds access education. Its aim is to help students navigate the often-confusing world of tertiary education and it covers topics such as different visa categories, information on how to go about getting study already completed in their home countries/qualifications recognised, and information on how to apply for scholarships.



Narrap Rangers planting indigenous bushfoods with Collingwood Children's Farm staff. Credit: Narrap Unit

Deakin Create is helping refugee and asylum-seeker students succeed at university in Australia

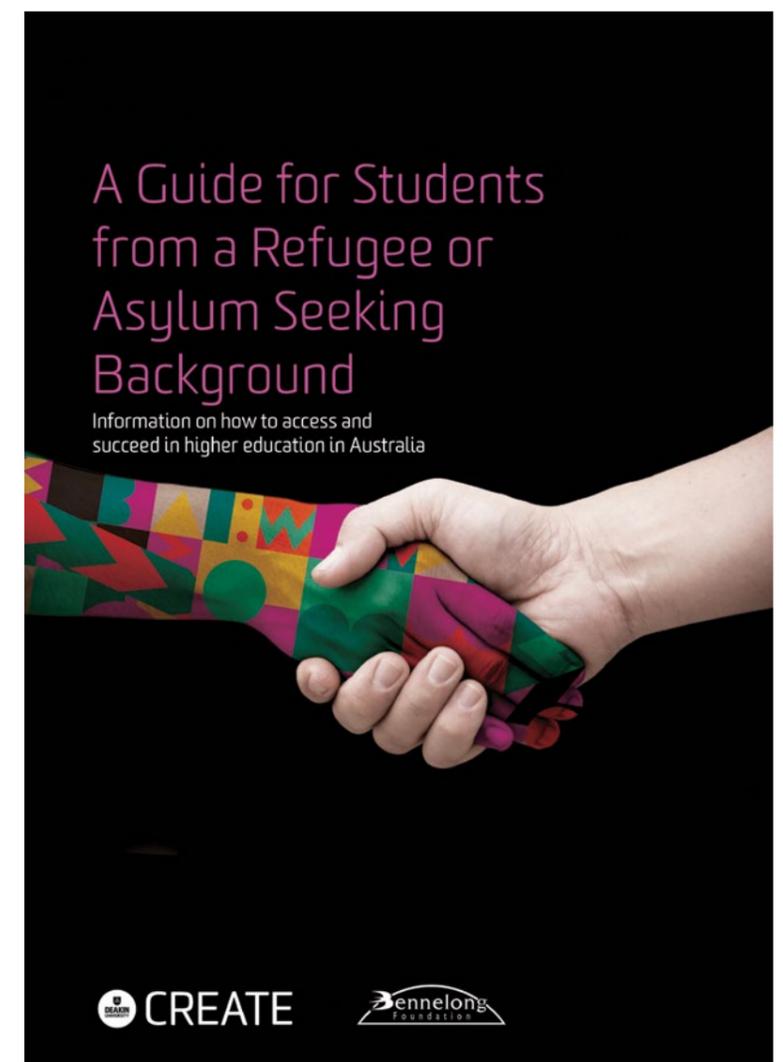
DEAKIN CREATE INTERN-LED GRANT EDUCATIONAL GUIDE FOR STUDENTS FROM A REFUGEE BACKGROUND ON HOW TO ACCESS TERTIARY EDUCATION (TAFE, VET AND UNIVERSITIES ACROSS AUSTRALIA) PROGRAMME

FOCUS AREA **EDUCATION TRAINING & EMPLOYMENT**
TARGET COMMUNITY **NEW MIGRANTS & REFUGEES**

Deakin's Centre for Refugee Employment, Advocacy, Training and Education (Create)'s easy-to-understand guide to tertiary education is having a tangible impact on students' success, but its simplicity belies the bigger issues it also tackles.

In 2018 Omar Al Kassab, a student at RMIT in Melbourne with a Syrian refugee background, was interning at the Bennelong Foundation. His experience navigating the tertiary education system in Australia exposed him to how ill-equipped universities and TAFEs are for managing the unique circumstances of potential students with a refugee background. Because he had completed high school and two years of university before arriving in Australia, Al Kassab did not fit neatly into the usual pathways into tertiary education in Australia; he wasn't an international student, and he wasn't a domestic student in the strictest sense either, and university bureaucracy struggled with his unique situation. It took Al Kassab more than a year to navigate entry to university and to have his high school certificate acknowledged.

As a result Omar Al Kassab and the Bennelong Foundation embarked on an intern-led grant to create the resource Al Kassab wished he'd had access to. Bennelong partnered with Deakin Create, the Centre for Refugee Employment Advocacy, Training and Education and Pomegranate Global to create the "Guide for Students from a Refugee or Asylum Seeking Background: Information on how to access and succeed in higher education in Australia".



“When young people come to Australia from a refugee background the first and most important goal is to study. Because that is what most of us are lacking in our home countries; we didn’t have the right, we didn’t have the opportunity, so that’s a very important part of our new lives.

Create’s research and consultation based approach made it the perfect partner for the project. The guide is a free resource that outlines how to apply for university, scholarship options, options for support once at university and much more. “When you have a refugee background you may be the first in your family to go to university,” says Karen Dunwoodie, a research fellow at Deakin and co-founder of Deakin Create. “Or you may have only recently arrived in Australia so you’re not familiar with the tertiary education system. A lot of universities treat these students like domestic students and don’t think they have any special needs. That can make it hard for students to perform well in their first year.”

Taybeh Ahmadi was employed by Deakin Create as a research assistant to work on the student guide. She is originally from Afghanistan but was raised in Iran and came to Australia in 2015. Within six months of arriving she started Year 12, at 21. She is currently in her third year of a bachelor of psychology at Monash University in Melbourne. But she says her transition into university was difficult; she failed her first semester and believes she wouldn’t have if she’d had a guide like the one she helped to devise.

“This is what all the refugee students need when they come to Australia and I wish I had this guide when I started at university three years ago,” Ahmadi says. “When young people come to Australia from a refugee background the first and most important goal is to study. Because that is what most of us are lacking in our home countries; we didn’t have the right, we didn’t have the opportunity, so that’s a very important part of our new lives.



Karen Dunwoodie and Tayebah Ahmadi present at the launch of the guide in Melbourne. Credit: Simon Fox

“I had anxiety issues when I started university,” she says. “I didn’t know there was support available for me about assignments, how do they work, courses. In my home country we don’t use computers at university. Here everything is on computers and online – you have to do it yourself.”

“A lot of universities assume people know this information,” says Dunwoodie. “Universities are big machines and most people don’t understand what it means to have a temporary visa. So unless you work in the sector it is hard to keep up to date because policies change so quickly.”

To make the guide Deakin Create consulted widely. It interviewed students across Australia and worked with universities to get all the information on each one correct. The guide’s “What If?” section covers what to do if you are sick and can’t sit an exam, what to do if you have done some university in the past, visas, and more. Other sections cover English language requirements, how to apply for higher education and choosing the right course.

The guide launched at an event in Melbourne in March 2020, right before that city’s first lockdown, and nationwide online on July 14. It’s available free online and in hardcopy and it’s been given to key refugee agencies and universities. It will also be distributed at information sessions, which are currently being held online due to the COVID-19 restrictions. “We hope it goes into every school and every government agency,” says Dunwoodie. “And we’ve committed to keeping it updated.” It’s currently being downloaded 200 times a month.

Deakin Create has also produced other guides: one for universities and one for employers on how to best support their refugee and asylum seeker students and employees. It’s also currently working on a guide covering employment law, and a job-seekers guide.

Omar Al Kassab now has a bachelor of business from RMIT, and is a strategy consultant at Right Lane Consulting and an advisor to the Bennelong Foundation’s board. His story is in the guide for university students. “It adds life to it and a sense of realism, so that when people read it they can see there are people in a similar situation,” says Dunwoodie.



Credit: Happy Brain Education

Scholarships

The Bennelong Foundation’s scholarships programme provides an opportunity for exceptional young people to access and receive the opportunities they need to thrive.

GRIFFITH UNIVERSITY SCHOLARSHIP PROGRAMME FOR HDR CANDIDATES AT GRIDD

Three top-up scholarships supporting higher-degree research candidates doing research projects at the Griffith Institute for Drug Discovery (GRIDD) have been funded. Recipients also participate in STEM outreach programmes at schools.

MACQUARIE UNIVERSITY BENNELONG FOUNDATION SCHOLARSHIP AND INTERNSHIP

This is an equity scholarship and internship opportunity with Bennelong Funds Management boutique Bennelong Absolute Equity Fund for a business, finance or economics student experiencing disadvantage. Awarded to Abbey Bertrams.

RMIT BENNELONG FOUNDATION SCHOLARSHIP AND INTERNSHIP

An equity scholarship and a one-year internship opportunity with Bennelong Funds Management for a business, finance or economics student experiencing disadvantage. Awarded to Saniya Reza.

YALARI ROSEMARY BISHOP SCHOLARSHIP

This scholarship is a commitment to an Aboriginal student from a regional community to attend as a boarder at Methodist Ladies’ College in Perth from Year 7 through to Year 12. Mareeya Pigram from Broome is our current recipient and is completing Year 11.

Small Grants

The Bennelong Foundation's small grants are distributed to any cause to match the personal fundraising efforts of members of the Bennelong Foundation and Bangarra Group community.

In 2019/2020, the Foundation saw a significant increase in staff fundraising as the group responded to the bushfire crisis of January and February 2020, in which 29 donations from 24 staff members and associates across the group were matched.

Over the year, small grants were distributed to the following organisations:

AUSTRALIAN RED CROSS

www.redcross.org.au

BLAZE AID INC

www.blazeaid.com.au

CATHY FREEMAN FOUNDATION

www.cathyfreemanfoundation.org.au

FOODBANK NSW & ACT LIMITED

www.foodbank.org.au

FOODBANK VICTORIA

www.foodbank.org.au

FOUNDATION FOR RURAL & REGIONAL RENEWAL

www.frrr.org.au

JODI LEE FOUNDATION

jodileefoundation.org.au

LANDCARE AUSTRALIA LIMITED

landcareaustralia.org.au

NSW RURAL FIRE SERVICE & BRIGADES DONATIONS FUND

www.rfs.nsw.gov.au

NSW WILDLIFE INFORMATION RESCUE & EDUCATION SERVICE INC

www.wires.org.au

ST VINCENT DE PAUL SOCIETY VIC

www.vinnies.org.au

THE MIRABEL FOUNDATION INC

mirabelfoundation.org.au

THE SALVATION ARMY

www.salvationarmy.org.au

WILDLIFE VICTORIA INC

www.wildlifevictoria.org.au

WWF AUSTRALIA

www.wwf.org.au

ZOOLOGICAL PARKS & GARDENS BOARD

www.zoo.org.au



View of St Mellion village and church, from St Mellion Estate, Cornwall. Credit: Howard Jones

Launch Bennelong Foundation UK

An event years in the making was almost thwarted by COVID-19. But despite the regulatory hurdles and the tyranny of distance, Bennelong Foundation UK has launched.

In June 2020 the Bangarra Group established Bennelong Foundation UK – a project five years in the making with a turbulent finale; the official registration was finalised from Australia because COVID-19 meant travel to the UK wasn't possible. Despite this we managed to launch within the planned time frame.

Bennelong Foundation UK, a charitable incorporated association (CIO), is a significant step forward in expanding the Group's philanthropic reach and realising the long-term philanthropic vision of the Group. It also expands our model of caring, creating real-world opportunities for our UK-based subsidiaries to be able to provide philanthropic support across the communities we work in.

The Bennelong Foundation UK will partner with UK-based subsidiaries BennBridge and Crown Golf's St Mellion Estate – a 400-acre resort just outside of Plymouth in Cornwall, which is also a cornerstone of Bennelong's sustainability plan – to deliver programmes that use the business's assets to support local communities in London and Cornwall.

Bennelong | **UK**
Foundation

Being mindful of sustainability and community in all our endeavours is another way the Foundation and Bangarra Group can come together to align business practices with philanthropy.

Together the Bangarra Group (and its subsidiaries) and the Bennelong Foundation exist to build a community that is healthier, more productive, socially inclusive and engaged with the environment, and it has always considered sustainability an important part of its work. Now we are taking steps to bring sustainability more formally into our business and philanthropic endeavours through a dedicated Sustainability and Community platform.

Our plan into the future is to consolidate our efforts in progressing sustainability and community and to measure their effects across the whole group. To guide us in how we do this we have created our building blocks of capital (how we plan to deliver on our sustainability vision), and our reporting principals (how we will report and demonstrate genuine evidence of progression and what we achieve). This is how we plan to be more proactive about building sustainability into our work. And it's another step on the way to incorporating community and sustainability into all aspects of our business.

"The benefit of our experience and our evolution over these past 20 years ensures that this move is more than just business; these are family values that inform the way we live and work," says Bennelong's co-founder and chairman, Jeff Chapman.

An example of this blending of business and sustainability is St Mellion Estate, a property investment in Cornwall, UK. The Group has plans to make it a family-friendly attraction that embeds our building blocks of capital across the whole business – from ethical procurement and supply chains, environmental sustainability frameworks, leveraging the resources of the property to create opportunities in social enterprise and programmes supporting the local community.

Bennelong already undertakes a number of sustainability-focused activities a year. The plan now is to more strategically plan for them and measure their impacts.

We plan to be generous with what we know and what we have learned, sharing with others to effect real change and to multiply our impacts. Together with an annual sustainability report, a complementary set of sustainability accounts will be produced. This sustainability balance sheet will show the return on investment, in monetary terms, our sustainability efforts generate. This will reflect not only environmental sustainability but the impact on the health of the community too, and will, as we develop the reporting approach in future years, allow us to demonstrate the value we create across a balance of all capitals.

"The benefit of our experience and our evolution over these past 20 years ensures that this move is more than just business; these are family values that inform the way we live and work."

"It is only necessary to look at the huge interest in, and support for, addressing climate change to understand that tomorrow's investors have a passion for achieving impacts that are reflected in the quality of human life and a positive return for the earth," says Chapman. "For other businesses in the Group, our drive to do good through good business can take more shape, gain greater meaning and have wider impact by absorbing this approach, then reporting on it."



- Climate Action
- Energy & Carbon
- Economic Performance
- Fair Practice & Procurement
- Health & Wellbeing
- Exclusivity, Equality & Diversity
- Community Involvement
- Training & Education
- Materials & Waste
- Clean Water & Sanitation
- Travel & Transport
- Biodiversity
- Ideas & Innovation
- Communication & Effecting Change

Bringing philanthropy & sustainability together

January—June

20
20



Annual Report

“During any crisis it’s critical that objectives are clear and decision-making swift, and I am pleased the Bennelong Foundation reacted to the effects of the pandemic quickly and decisively.”

JEFF CHAPMAN, CHAIRMAN

“From bushfires to a global pandemic and activism for racial justice, 2020 has challenged us all, pushing us into new experiences and forcing us to adapt.

It has been a year when, in the face of these compounding challenges, people who have never before experienced crisis have needed help, and supporting those most vulnerable has been more important than ever.”

SANDRA JACOBS, CEO

A year of two halves

In 2020 the Bennelong Foundation quickly responded to the bushfires and the COVID-19 pandemic by adapting its granting frameworks so it could better respond to and support the new specific needs of current and prospective granting partnerships.

To reflect the way our work changed as 2019 transitioned into 2020 – and the stark contrast between the two halves of this financial year – in response we are presenting the activities and events that took place during the last six months of 2019/2020 as a separate section in our annual report.

To respond to the recent environmental, health and economic crises the Bennelong Foundation has:

- Provided all current grant partners the option to extend project delivery timeframes or flexibility to adapt programmes to meet the immediate changed needs of their beneficiaries.
- Reallocated funding from the general granting round to support rapid response and crisis support projects. This includes supporting projects outside our usual focus areas.
- Moved all events and community engagement activities online.
- Transitioned to working remotely.



Tan Track Challenge

In February members of the Bennelong Foundation community participated in the ninth annual Tan Track Challenge at the Royal Melbourne Botanic Gardens. Members of the group, staff, colleagues, family, friends and pets celebrated the installation of the Tan Track clocks and promoted physical activity by doing this annual lap around the Tan Track. Society Melbourne's Crepes for Change food truck – which supports youth at risk by offering them pathways to employment – catered the event. Participants also raised \$500 for Blaze Aid.



Credit: Simon Fox

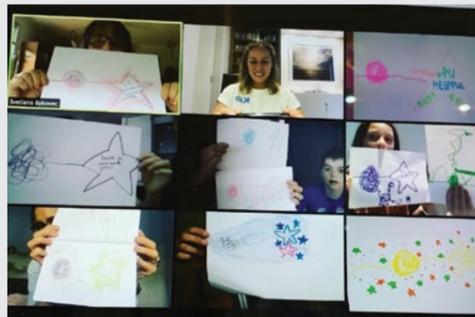
Launch for the guide on how to access and succeed in higher education for students from a refugee background

During his time as an intern with the Foundation, Omar Al Kassab saw the challenges faced by young people with a refugee background arriving in Australia in accessing higher education if they had completed high school or university in their home country. As a result, an intern-led grant was established to address the issue. Deakin CREATE, together with Pomegranate Global, was engaged in 2019 to develop a guide for potential and current students with a refugee or asylum-seeking background that would help them navigate the tertiary education system. The guide was launched at an event at Deakin University's CBD campus in Melbourne in March and will be distributed to universities and settlement services right across Australia.



Fundraising for communities and environments affected by the Australian bushfires

In response to the devastation of the bushfires across Australia during January 2020, the Bennelong Foundation initiated a grant-matching programme for funds raised by Bennelong Foundation and Bangarra Group's staff and community members. During January and February the Foundation matched 29 donations from 24 staff members and associates across the group to the value of \$8,000. Grants were distributed to 13 organisations supporting bushfire relief programmes that support people, community, infrastructure, wildlife and the environment.



Credit: Romy Katz

KiP online holiday programme

During the April school holidays, the Bennelong Foundation partnered with KiP (Kids in Philanthropy) to run a three-part school holiday programme for families in the Bennelong Foundation community. The workshops covered learning about what philanthropy is, exploring family values and acts of kindness, and hearing from members of the social sector about their work. Kids developed their own kindness projects and wrote letters of support to young people experiencing disadvantage. Due to the COVID-19 social distancing measures the workshops were held online. They were a great way to engage with our community and share the Bennelong Foundation's philosophy of the spirit of caring.

Highlights & Events

JANUARY - JUNE 2020

During January and February 2020 the Foundation matched 29 donations from 24 staff members and associates across the group

Pitch In via webinar

The Bennelong Foundation's annual May Pitch In event was held via webinar for the first time, to adapt to the social distancing measures in place due to COVID-19.

Even though the Bennelong Foundation community couldn't experience the event in person, or in Sydney, hosting the event via webinar meant that for the first time members of the community right across Australia and the UK could all participate at the same time. More than 60 members and their families joined, from Melbourne, Sydney, Brisbane, London, Cornwall and Edinburgh.



We were thrilled to once again partner with Sydney Community Foundation under its Be Kind Sydney platform to hear from and support three grass-roots projects supporting communities experiencing disadvantage. The organisations presenting at the event were 3Bridges Community Ltd with its Aunty Programme, NSW Service for the Treatment and Rehabilitation of Torture and Trauma Survivors (STARTTS) with Project HEADSTART, and Our Community Pantry – Bargo. The Bennelong Foundation community granted \$60,000 on the night, allocated across the three projects as decided by a live vote.



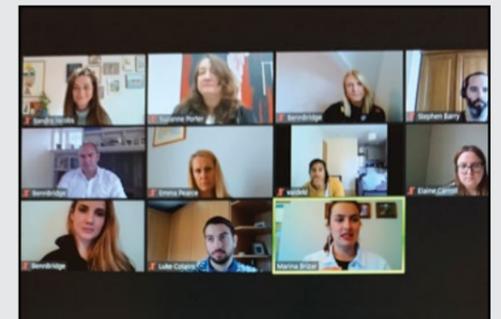
Credit: Paula Zrilic

Launch of the Bennelong Foundation UK

In June 2020, Bennelong Foundation UK was officially registered as a charitable foundation in the UK. The Bennelong Foundation UK is an exciting milestone for the Group and marks the international expansion of our philanthropic work.

Meet the grantees UK

As part of World Refugee Week in June, a meet-the-grantees session was held via Zoom for the London staff at BennBridge, a subsidiary of Bangarra Group. Marina Brizar, from Talent Beyond Boundaries, the Foundation's new strategic grant partner, shared her story of relocating to Australia as a Bosnian refugee, and about her work as the newly appointed UK director in supporting refugee mobility to the UK through skilled visas.



The trustees of the Bennelong Foundation redirected a significant portion of the general granting funding for rapid response projects that specifically address the immediate needs of communities most impacted by the state of emergency and associated social distancing measures put in place as a result of the COVID-19 global pandemic.

COVID-19 Rapid Response Grants

June, NSW Australia, January 05 2020. Smoke from nearby bushfires reduces visibility as it envelops the main Melbourne to Sydney rail link.



Emergency food box delivery. Credit: Eat Up Australia

The rapid response grants seek to support gaps not covered by the support of federal and state governments and expanded beyond the Foundation's primary focus areas to address the greatest needs.

3BRIDGES COMMUNITY ABORIGINAL SERVICES

Wrap around support for Aboriginal people experiencing homelessness

This provides 12 months of culturally appropriate case-management support and transition to permanent housing for homeless Aboriginal people who have been displaced due to COVID-19.

AUSTRALIAN NEIGHBOURHOOD HOUSES AND CENTRES ASSOCIATION (ANHCA)

Emergency relief grants programme

Partnering with ANCHA, this is a small grants programme to support Neighbourhood Houses across Victoria in managing the increased demand for emergency relief programmes. Four \$10,000 grants will be distributed to Neighbourhood Houses experiencing increased welfare support demand, particularly from CALD communities and international students.

BRIDGE DAREBIN

Darebin Neighbourhood Houses food relief response for COVID-19

These funds provide project management to meet the demand for food distribution to communities in need in the inner-northern suburbs of Melbourne.

DONCARE

Emergency relief and case work programme

Funds to support the most vulnerable in our community by enhancing the emergency relief and case work programme in the inner-eastern suburbs of Melbourne.

EAT UP AUSTRALIA

Emergency food boxes

Providing 1,000 families with a weekly food box of staples, distributed via schools.

WHITE BOX ENTERPRISES

COVID-19 rapid relief jobs vehicle

This is a contribution to a fund that loans money to social enterprises. The funds will assist with capacity building to adapt to the opportunities presented by COVID-19, and with creating employment opportunities.

Housing support for people experiencing homelessness during COVID-19

3BRIDGES COMMUNITY ABORIGINAL SERVICES

WRAP AROUND SUPPORT FOR ABORIGINAL PEOPLE EXPERIENCING HOMELESSNESS

PARTICIPANTS 20
FOCUS AREA COVID-19 RESPONSE SUPPORT
TARGET COMMUNITY ABORIGINAL & TORRES STRAIT ISLANDER

A partnership between Evolve Housing and 3Bridges Aboriginal Services – with help from Bennelong Foundation – provides a safe place to live for homeless Aboriginal people. But it also proves that with the right support and culturally appropriate wrap-around services the programme’s beneficiaries can maintain it.

With funding from Bennelong Foundation, 3Bridges Aboriginal Services in Sydney has been supporting vulnerable community members experiencing homelessness and transitioning from correctional facilities during COVID-19.

Homeless Aboriginal people make up more than 40% of Australia’s rough sleeping population, and because they often have multiple and complex health issues are particularly vulnerable to contracting the virus and suffering devastating consequences.

Thanks to a partnership with Evolve Housing, 10 social housing properties have been allocated to support this group. With funding from Bennelong Foundation, a coordinator has been employed to identify potential tenants and to establish a framework of support for them. This is helping residents to sustain their tenancies, end the cycle of vulnerability in their lives, and give them a safe place to live during the COVID-19 pandemic.

Mitchell, a young Aboriginal man who has an intellectual disability and who has been diagnosed with dwarfism, came through the foster system and has been in and out of incarceration since his teens. The longest he has stayed out of the system in the past eight years has been two weeks.



Sharlene McKenzie, director of Aboriginal services and her team at 3Bridges Community Aboriginal Services - Chris Lane, St George & Sutherland Shire Leader

“This is helping residents to sustain their tenancies, end the cycle of vulnerability in their lives, and give them a safe place to live during the COVID-19 pandemic.”

He has never had a place to call home before and has become homeless each time he’s left prison. But through the coordinated supports provided by 3Bridges, Mitchell now has a place to live and daily support that connects him to culture and makes sure he attends the appointments that will end his cycle of reoffending.

He has been out of prison now for six months, is in an environment where he can live safely during this time of the COVID-19, has reconnected to the community and is looking forward to having a pet in his home. He attends regular medical appointments, has a fitness programme, and with help from the 3Bridges coordinator is exploring avenues of education and employment.

“The support that the Bennelong Foundation has given to 3Bridges Aboriginal services, has been truly empowering and life changing for the participants of this programme,” says Sharlene McKenzie, director of Aboriginal services.

