

# Bennelong Foundation Annual Report.

2022/2023





# The Bennelong Foundation and Bangarra Family Office's community – staff, clients, colleagues, friends, and family of our subsidiaries and associated businesses – is key to achieving our philanthropic vision.

This has been a core element of our DNA since inception and we intend to continue to build on this to create long-term, lasting change.

We take a holistic approach using our collective skills, assets, time, networks, and wisdom to achieve impact and influence change beyond grant making. To celebrate this, throughout this report, we have taken the opportunity to share how members of the Bennelong Foundation and Bangarra Family Office's community have connected personally with our purpose.

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The Bennelong Foundation and Bangarra Family Office are located on Wurundjeri Woi-Wurrung and Gadigal land. The Bennelong Foundation acknowledges Australia's First Nations Peoples as the custodians of the Country on which we live, learn, and work. We recognise their continuing connection to the lands and waters throughout Australia, their culture, and their communities. We pay our respects to all Aboriginal and Torres Strait Islander people, and to Elders past, present, and emerging.

Photo: SisterWorks. A Sister in the hospitality stream of the SisterWork's Pathways to Employment Program.

# Contents.

# About the Bangarra Family Office.

Bangarra Family Office is a private family business founded by Jeff Chapman AM and Carena Shankar in 2000. Its purpose is to preserve and generate wealth to further their philanthropic vision to create lasting positive change.

Today, under the mantra of 'No risk, no magic', the Bangarra Family Office sustains this by leveraging the resources – people, capital, and energy – of three global businesses committed to responsible business, and through the Bennelong Foundation.

[bangarragroup.com](http://bangarragroup.com)

## Subsidiaries of Bangarra Family Office

Bennelong Funds Management (Australia)

BennBridge (UK)

Crown Golf (UK)

## Philanthropic subsidiaries

Bennelong Foundation (Australia)

Bennelong Foundation UK

# About the Bennelong Foundation and Bennelong Foundation UK.

## Creating a healthier, more productive, and inclusive community

The philanthropic activities of the Bangarra Family Office are delivered via two foundations: the Bennelong Foundation, a private ancillary fund (PAF) established in 2002, and the Bennelong Foundation UK, a charitable incorporated organisation (CIO) established in 2020.

Core to the operations and impact of the Bennelong Foundation and Bennelong Foundation UK is our community. The Bennelong Foundation and Bangarra Family Office community consists of staff of the Family Office and its subsidiaries, their family members, clients, colleagues, friends, and grant partners.

Our community actively participates in the activities of the Foundations, enhancing the philanthropic activities and impact beyond grant making through volunteering, mentoring, learning, and using the businesses' assets.

The Bennelong Foundation provides support to organisations and community projects via several grant rounds each year. The Foundations support organisations that create opportunities for people to reach their educational and economic potential; support long-term health outcomes; and that strengthen community, cultural identity, and social cohesion.

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

[bennelongfoundation.com](http://bennelongfoundation.com)

The activities of each foundation are overseen by independent boards made up of the following individuals:

## Bennelong Foundation

Carena Shankar, Chairperson

Jeff Chapman AM, Founder Director

Sandra Jacobs, Executive Director

Christine Fleer

Kelly Chapman

The Hon. Phil Honeywood

Craig Bingham (Retired February 2023)

## Bennelong Foundation UK trustees

Carena Shankar, Chairperson

Jeff Chapman AM, Founder Director

Greg Thomas (Retired June 2023)

Maurice Wren

## Bennelong Foundation staff

Sandra Jacobs, CEO

Liem Nguyen, Grants Manager



# Chair's Report.



We have maintained our commitment to applications-based, small, grassroots projects, but have expanded our focus to include some more curated, partnership-style projects.

As we adjust to a new world post pandemic, whilst living through the devastating effects of environmental disaster, the importance of community is highlighted more than ever!

Initially, this new way of operating was forced upon us by circumstances. No one was unaffected by the situation! But with change comes opportunity.

As we ground to a standstill, we looked beyond our grant making to engage and nurture existing relationships within the Bennelong Family, and within the wider community. This allowed us to identify and focus on opportunities to continue to work and support the community in meaningful ways that went beyond the traditional methods.

The Bennelong Foundation is entering a new stage of growth. Most of the past year has been spent planning and strategising about the future.

On the granting side we have kept our core values and focus areas the same, but slightly shifted our granting style. We have kept our commitment to applications-based, small, grassroots projects, but have expanded our focus to include some more curated, partnership-style projects.

This widens the scope of our opportunities to go beyond the traditional grant making we are already so good at. We are now using every asset at our disposal to create lasting change, which has always been our main focus.

The result is Bennelong BetterWorld, an enterprise-based, impact-investment initiative that takes a new look at bringing about long-term change. It sits outside the Bennelong Foundation, allowing us to bring the expertise of the operating group in line with the long-term vision of the Family through the Bennelong Foundation.

We are also exploring opportunities to partner with specialist organisations in the not-for-profit sector under the Bennelong Foundation banner. This will give all parties the advantages of scale and reduced costs.

We have had an incredible seven years of growth under the leadership of Sandra Jacobs. Sadly, she is leaving us to follow a new path, but we are confident that we will remain partners and allies. This change comes at a critical time, as we enter a new phase of our growth.

I'll leave you with the (abridged) wise words of the poet Khalil Gibran on giving it your all:

Do not accept half a solution

Do not believe half truths

Do not dream half a dream

Do not fantasise about half hopes

Half the way will get you no where

Half an idea will bear you no results

Half a life is a life you didn't live

You are a whole that exists to live a life

Not half a life

Carena Shankar  
Chair

# CEO's Report.

I am pleased to present the Bennelong Foundation's 2022/2023 Annual Report. It has been a year of growth and exploration – a year of strategic thinking and refining what philanthropy means to us as we establish the building blocks for the next 15 to 20 years. And over the past year, the Bennelong Foundation's work reached and impacted as many as 8,500 people across Australia and the UK.

This year we welcomed our first grant manager to the Bennelong Foundation team, Liem Nguyen. Liem's appointment allows the Foundation to spend more time fostering relationships with our grant partners – creating the opportunity for further impact beyond financial support.

The Foundation's work also grew as our reach expanded into new regions across Australia and the UK. This included increasing the Foundation's funding presence in Western Australia and supporting new locations and communities in the UK, including Kent, Surrey, and Edinburgh. Migration was introduced as a focus area for the Bennelong Foundation UK's granting framework, under the guidance of our UK-based trustee Maurice Wren, aligning the UK Foundation more closely with the Australian Foundation.

We have been thinking strategically and planning for the next 20 years of the Bennelong Foundation. We've explored how we can think bigger and achieve our goals using all the assets and skills of the Bangarra Family Office.

We've also been thinking about a holistic approach to philanthropy to create a more strategic practice, one that represents the essence and philosophy of our founders' vision, and that builds on the work and culture we have developed over the past 20 years.

The most inspiring part of the Bennelong Foundation's work is the opportunity to support so many wonderful organisations working directly with people to encourage participation and empowerment. The organisations we work with elevate them to their potential. I am proud to share these stories in this report.

It is also time for me to say farewell as I continue on my own journey. After a truly wonderful and special seven-and-a-half years this, sadly, will be my last report as CEO of the Bennelong Foundation. It has been an incredible privilege to lead and drive the work of the Bennelong Foundation and be a part of its community, which is what makes this organisation so special. Our founders' vision and philosophy have provided me the opportunity to work, learn from and support thousands of people across Australia and the UK, and to be in a role that I am so passionate about.

Thank you to all the Bennelong Foundation community, including directors, staff of the Bangarra Family Office subsidiaries, colleagues, clients, friends, and family for the opportunity to work with and alongside you all. I am excited for the future of the Foundation and I look forward to being a part of the Bennelong Foundation community in my new capacity as a life-long friend and colleague.



Sandra Jacobs  
CEO

A year of growth and exploration – a year of strategic thinking and refining what philanthropy means to us as we establish the building blocks for the next 15 to 20 years.





Enhancing the spirit and impact of the Bangarra Family Office's philanthropy through relationships, business assets and knowledge, community, and collaboration is core to the Bangarra Family Office.

# Beyond Grant Making.

# Introducing Bennelong BetterWorld.

Contribute to a future where responsible investment practices are the norm, and sustainable, socially conscious businesses thrive.

The Bangarra Family Office has a strategic, long-term vision for its legacy and philanthropic impact. Key to this is Bennelong BetterWorld.

Bennelong BetterWorld's core purpose is to contribute to a future where responsible investment practices are the norm, and sustainable, socially conscious businesses thrive. Its goal is to become Australia's leading Environmental, Social and Governance (ESG) investment manager, using our expertise and resources to create positive change.

By mobilising capital into nature-based, sustainable and socially conscious investments throughout Australia, it can deliver superior returns for investors, driving positive social and environmental outcomes for the current generation and those that follow.

Bennelong BetterWorld aims to be a catalyst for change in the investment industry, inspiring other investors to adopt ESG principles and invest in high quality and sustainable businesses. It aims to be at the forefront of ESG research, analysis and engagement, helping shape the future of the industry.

Investment streams will be structured to support the UN Sustainable Development Goals and the highest standards of ESG compliance.

There will be a focus initially on exciting opportunities to implement a range of natural capital investment strategies over time including Land Regeneration, Regenerative Forestry, Blue Ocean Impact, Regenerative Aquaculture and Wetland Restoration. Other projects will investigate circular economy businesses underpinned by a commitment to net zero targets. The outcomes of these investments will support the philanthropy of the Bangarra Family Office for generations to come.

The Bennelong BetterWorld vision is for an Australia where economic, environmental and societal needs thrive together.





### Western Chances Pursuit Award x Bennelong Foundation 20th Anniversary Scholarships

On 6 October, the Bennelong Foundation celebrated the recipients of the Western Chances Pursuit Award x Bennelong Foundation 20th Anniversary Scholarship. Each award, valued up to \$5,000, funds a once-in-a-lifetime experience that helps accelerate learning and personal and professional development. Attendees connected with and met the young recipients and heard about their life-changing experiences.



### Pitch In Melbourne

On 10 November the Bennelong Foundation hosted the annual Pitch In event in Melbourne. The event was proudly hosted by Deloitte in their new event space. Pitch In is a signature event that creates an opportunity to bring our community together to hear our grant partners' stories and actively participate in grant making. Presenting on the night were not-for-profit organisations Little Dreamers, The Social Studio, and Kinfolk Enterprises.



### City East Community College program night

Bangarra Family Office CEO Greg Thomas and CFO Ben Walker attended a networking session for the City East Community College Mentoring program. The program matches professionally skilled migrants and refugees with volunteer mentors, who use their knowledge and experience of the Australian workplace to assist mentees in their job seeking.



### Scarf Community Dinner

The Bennelong Foundation hosted a table for our philanthropic colleagues at Liminal where Scarf Community trainees and mentors delivered front of house service. It was a great opportunity for the Bennelong Foundation community to experience the work of a grant partner. The Bennelong Foundation supported Scarf Community in 2021. They partner with hospitality venues and restaurants to run hands-on programs and Scarf Dinners which provide hospitality training, mentoring, job-readiness workshops, and paid work experience to participants.



### Year 10 Work Experience Students

The Bennelong Foundation hosted four Year 10 work experience students from the Females in Finance Program. Our CEO, Sandra Jacobs, and Grants Manager, Liem Nguyen, guided them through a presentation about philanthropy and shared the Foundation's granting framework. The students used this information to make two small grants to charity organisations of their choice. The students received an opportunity to uncover their passion areas, values and made a donation to Refugee Migrant Childrens Centre and Foundation House.



### Tan Track Challenge

The Tan Track Challenge is a crowd favourite in the Bennelong Foundation's calendar. Bennelong has hosted the challenge for over a decade. It celebrates Bennelong Foundation gifting the iconic Tan Clocks to the City of Melbourne and promotes community health and fitness. This year the heat was an extra challenge for those running. Congratulations to Scott Lillingston, who won the men's race a third year in a row with a time of 13 minutes and 34 seconds, and to Nicole Goodman, a repeat winner in the women's race, with a time of 21 minutes and 58 seconds.



### A Taste of Harmony

In March 2023, the Bennelong Foundation partnered with the Bachar Houli Foundation to host A Taste of Harmony at the Richmond Football Club. The Bennelong Foundation community toured the club's facilities and heard a keynote speech by Bachar Houli, a former AFL player. He described his journey to football as a young, practising Muslim of Lebanese decent and the work his foundation does for the community. A Lebanese lunch provided the opportunity for participants to further engage with this cross-cultural experience.



### The Beautiful Bunch

Bennelong Foundation community members participated in a floristry workshop hosted by grant partners The Beautiful Bunch. The Beautiful Bunch is a social enterprise florist providing pathways to employment for women from migrant and refugee backgrounds. Attendees saw the skill and creativity of The Beautiful Bunch's team of florists. Jane Marx, founder of The Beautiful Bunch, shared the inspiring story of how The Beautiful Bunch had not only survived but thrived during and after COVID-19 related lockdowns, creating more jobs for young women and establishing new connections with other funders.



### Pitch In Sydney

The Bennelong Foundation's annual Sydney Pitch In event was held in May, creating an opportunity for Sydney-based members of the Bennelong community to hear our grant partners' stories and actively participate in grant making. Presenting on the night were not-for-profit organisations House of Welcome, Glebe Youth Services, and The Reconnect Project.



### National Reconciliation Week

The team virtually attended the Aboriginal Melbourne, National Reconciliation Week 2023 Oration with Antoinette Braybrook, the founding CEO of Djirra. The organisation is a culturally safe place providing practical support to Aboriginal women, particularly Aboriginal people experiencing family violence.



### Treaty Cup

Our Grants Manager, Liem Nguyen, attended the Treaty Cup hosted by Koorie Academy and First People's Assembly of Victoria. It was great to see Koorie Academy's work in action and to bring Victoria's First Nations community together for a day of sports, music, food, and sessions on the Treaty process in Victoria.



### World Refugee Week

The Refugee Council of Australia's Face to Face speaker program trains young people with refugee backgrounds to share their lived experiences and use storytelling for advocacy. The program raises awareness of refugee experiences and seeks to change public opinions about refugees and people seeking asylum. In June, the Bennelong Foundation hosted a Face to Face session in its Sydney office. On the day Sarab Shada told the story of her teaching journey across Iraq, USA, Syria, Turkey, and Australia. Members of the Bennelong Foundation community in Sydney heard about Sarab's resilience and bravery, and of the impact she is having in Australia teaching English to newly arrived migrants.



“

It is through supporting community groups that show acts of kindness, compassion, and selfless service that the Bennelong Foundation fulfills its purpose and makes a positive difference in the lives of others.

**Michael Dwyer**  
Chair  
Bennelong Funds Management

# Impact Snapshot.

Australia and UK

## Grants

**51** Australia 42  
UK 9

## People reached

**8694** Australia 6792  
UK 1902



Australia Focus Community

### New Migrant and Refugee Communities

13 Grants  
3440 Direct Beneficiaries

**46%**

### Communities experiencing socio-economic disadvantage

19 Grants  
806 Direct Beneficiaries

**23%**

### Aboriginal and Torres Strait Islander Communities

10 Grants  
2546 Direct Beneficiaries

**31%**

% of funding distribution

### Australia Grant Locations

- 7 National
- 10 New South Wales
- 8 Victoria
- 4 Western Australia
- 1 Queensland
- 1 South Australia
- 1 Tasmania



### UK Grant Locations

- 4 London
- 3 Surrey
- 1 Edinburgh
- 1 Kent



### Australia Focus Areas

#### Education, Training and Employment

24 Grants  
1992 Direct Beneficiaries

77%

#### Cultural Inclusion

7 Grants  
4000 Direct Beneficiaries

20%

#### Community Health and Wellbeing

1 Grant  
800 Direct Beneficiaries

3%

Additional 10 Special Consideration and Small Grants

% of funding distribution

### UK Focus Areas

#### General Welfare Support

1 Grant  
212 Direct Beneficiaries

10%

#### Migration

5 Grants  
1654 Direct Beneficiaries

65%

#### Projects Addressing Child Poverty

3 Grants  
36 Direct Beneficiaries

25%

% of funding distribution

Through our grants program,  
we enhance community wellbeing  
and provide opportunities for positive,  
lasting change in our community.

# Grants.

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#### Strategic grants

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

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#### General grants

Our general grants program is an opportunity for public, application-based grants. Two public grant rounds are held over the year focusing on projects delivering equity opportunities in education and employment, and programs supporting the health and wellbeing of our target communities.

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#### Pitch In grants

Pitch In is held twice a year in Australia and once a year in the UK. It is led by the P.A.C.E. Committee, an employee voice of the Foundation(s). Three grassroots, not-for-profit organisations pitch their project live to the Bangarra Family Office 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 creates the most meaningful impact.

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#### Special consideration grants

Grants distributed to any cause in support of the personal fundraising efforts of members of the Bennelong Foundation and Bangarra Family Office community.

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#### Focus areas

**Education, Training & Employment**  
Programs providing access, equity and inclusion opportunities to Education and Training or that support and build Pathways to Sustainable Employment.

**Community Health & Wellbeing**  
To assist organisations that conduct programs with the express purpose of improving the physical health, nutrition, and wellbeing of the Australian community.

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#### 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



# First Australians Capital.

## Purpose-driven capital is helping Indigenous-led businesses to grow and thrive.

**First Australians Capital meets the unique needs of Indigenous businesses looking for finance to grow. And its relational, capacity-building approach means the whole community, not just individual business owners, benefits.**

Taking a business to its next stage of growth relies on access to capital, good advice and support. First Australians Capital (FAC) is a leader in First Nations-led business support services. It has worked with more than 700 Indigenous-led businesses giving them advisory support and access to financial capital. Bennelong Foundation has contributed to FAC's Seed Fund, which is capital that accepts disproportionate risk or concessionary return to generate positive impact, unlike most traditional forms of capital.

"We have two main philosophies at FAC: right capital and right support," says Tiarne Shutt, director of business development at FAC. The "right capital" addresses the fact that traditionally, First Nations businesses struggle to access appropriate finance from mainstream lenders – 70% of Indigenous businesses supported by FAC would not otherwise have been able to secure mainstream finance.

"Because of the cultural context Indigenous people exist in,

there is a bias, and some people view Indigenous people as inherently risky," says Tiarne. "We're not. But it comes from what we've seen in the media, how Indigenous people are represented, and the lack of Indigenous entrepreneurship."

The "right support" part of the philosophy is where FAC focuses most of its energy. When a business approaches FAC the process starts with what Tiarne calls "investment readiness". It's the advice and support that Indigenous people are often shut out of or find harder to access.

The systemic barriers that Indigenous business people face is why FAC's capacity-building model is so important.

FAC's business advisory team works one-on-one with businesses to ensure they are in the best possible position to take on finance. That might look like someone to sense-check a business's forecast or legal support. Or just having a chat with someone outside the business for advice. Another reason FAC is crucial to supporting First Nations businesses growth is that some banks won't lend to businesses that don't have a multi-year trading history.

"If you don't, you have to put your home up for security,"



We don't want our knowledge and our connection to be profited off by other people who don't have that connection.

We're trying to drive investment into industries like aquaculture, agribusiness, renewable markets, and tourism.

Tiarne Shutt  
Director of business development

“

Being a director of the Bennelong Foundation has allowed me to play a small role in an organisation that is creating an enormous impact on the community – as it has for so many people.

**Christine Fleer**  
Director Bennelong Foundation  
Partner Arnold Bloch Leibler

says Tiarne. “If we can validate the business model, if we can understand the entrepreneur, and we can say, ‘We see that this business has a high chance of succeeding’, we will provide finance and support.”

This opportunity-focused approach means the communities Indigenous entrepreneurs operate in benefit as well. The right capital accelerates a business’s growth and can have a multiplier effect. In 2023 there was a 36% increase in employment in businesses funded by FAC.

FAC likes to say it “moves at the speed of trust”, which is a novel approach for the finance and business sector. “We focus on making sure the business involved is informed,” says Tiarne. FAC believes, trust is built through action.

“It’s a shift in mindset,” says Tiarne. “We’re not trying to get our money out the door and earn. We’re trying to put the business in the best position possible, which really flips what mainstream finance does. Of course, we need to deploy our money, but not at the expense of the business.”

FAC works with a range of businesses across different industries, but it focuses on areas where First Nations people have a cultural competitive advantage, like industries that are linked to First Nations knowledge systems. “Native botanicals, native grains, native foods are directly linked to our knowledge systems,” says Tiarne. “And that’s because of our connection to land. The native foods industry is 2% Indigenous grown, which is wild, when you look at how much you see in makeup or products.

“We don’t want our knowledge and our connection to be profited

off by other people who don’t have that connection,” says Tiarne. “We’re trying to drive investment into industries like aquaculture, agribusiness, renewable markets, and tourism.”

This also applies to creative industries like the arts, and how art translates into fashion. “The creativity of our people is coming out in really interesting businesses,” says Tiarne. And FAC is 35% invested in women.

“What we do links back to how we are as Indigenous people: we’re a relational-growing community,” says Tiarne. “Our organisation – even though it’s providing finance and business advice – links back to that cultural connection we have as being in relationship with each other.”

# Banksia Gardens Community Services.

## A holistic, community approach to the final years of high school is helping students in Hume, Melbourne, reach their potential.

Aiming High helps VCE (Victorian certificate of education) students achieve their best. Banksia Gardens Community Services is a not-for-profit organisation that believes in the power of social and environmental impact through community engagement and sustainable business practices.

One of its many projects is Aiming High, which supports young people completing their VCE in the wider Hume City Council area in north-western Melbourne. It offers weekly study sessions to students who are serious about their studies but find it hard to express or attain that in their school environments.

The program started in 2012, and in that time has helped more than 300 students not just academically, but with a supportive community of educators and peers pushing each other to reach their potential.

“Sometimes, if you are an aspirational young person, studying in a local school environment, it’s almost something you need to hide,” says Jaime de Loma-Osorio Ricon, deputy CEO/Northern Centre for Excellence in School Engagement director.

“When our students come to our study group, it’s an opportunity for them to be recognised and feel safe to talk about some of their other interests, like music or science or engineering. And they push each other in those interests and that commitment to lifelong learning.”

In that way, Aiming High is about more than tutoring. It teaches students about university life, hosts excursions during school holidays, invites guest speakers, runs workshops and adds another protective layer for kids from a disadvantaged background during their final high school years.

“Some of our kids struggle with their organisational skills,” says Jaime. “Some of them know they want to do well, but they don’t know exactly what to study. So we can provide career support.”

Aiming High has helped more than 300 participants, and the majority have been offered places in tertiary institutions. Some former students have returned as tutors and speakers with the program.

Our mission is responding to community needs. This is probably one of the most disadvantaged pockets in the whole of Victoria.

We try to provide young people growing up in Broadmeadows with the same opportunities they would have growing up in any other suburb in Melbourne.

Jaime de Loma-Osorio Ricon  
Deputy CEO/Northern Centre for Excellence in School Engagement director

Participants find their way to Aiming High via their schools, who identify students who have potential to do well but may face barriers. “If you look at schools in our immediate vicinity, in Hume, there’s quite a lot of disadvantage,” says Jaime. “There are lots of families from overseas, and their parents don’t necessarily understand the education system. I think it requires a community approach, not just one school or one organisation helping. That is an important element of Aiming High – it’s a partnership between organisations, including the schools.

If the students are experiencing issues with housing, family violence or mental health, Aiming High can connect them to the right supports and experts. “The first thing is for us to know what what’s going on in the lives of the young people,” says Jaime. It’s why the holistic and community-building part of this more-than-tutoring program is so important. “It’s a really important part – giving them a sense they can rely on us, and they can talk to us about things. And then we can connect them with support services that might be beneficial.”

Aiming High doesn’t receive any ongoing government funding. The Hume City Council provides some, and free access to libraries in Craigieburn and Broadmeadows to host the study sessions. Support from organisations like Bennelong is critical. “It keeps us going,” says Jaime.



Photo. Banksia Gardens. Aiming High VCE Support Program students Maryam Hanani and Halima Fiqi win the 2022 Eurydice Dixon Gender Equality Champions Award.

# Tradeswomen Australia.

## Helping vulnerable girls, women and non-binary people living in vulnerable situations learn a trade – and diversifying and improving workplace culture while they're at it.

**In Australia now, only 2% of the trade sector identifies as female, a statistic that has not changed in 25 years. And over 50% of women do not complete their apprenticeships.**

Tradeswomen Australia's (TWA) Pathways to Trades – Supporting Women to Succeed program is changing that. Its job-readiness and entry program aims to increase the number of women and non-binary people working in traditionally male trades, and support them once they are there. It's changing the lives of women living in vulnerable situations, and making the industry as a whole safer and more inclusive. The program is specifically for unemployed women and girls experiencing disadvantage in Brimbank, Banyule and Dandenong in Victoria.

Tradeswomen Australia was founded by Fiona McDonald, a motor mechanic. "She was talking to and supporting a number of women tradies who kept telling her how difficult it was to open up these spaces for women and to stay there," says Janet Cribbes, CEO of the Tradeswomen Australia Group.

"They were telling her they needed support because they weren't being treated properly." At the time there were no structured support systems for women working in male-dominated trade industries. So in 2019 Fiona created one.

TWA's Remade for Trades workshops introduce women, girls and non-binary people who are experiencing hardship to the idea of a career in a trade. The program targets women from culturally and linguistically diverse backgrounds; migrant, refugee and asylum seeker women; and women who have experienced domestic violence, homelessness and mental health challenges.

"It's about building confidence and connection and telling them about the range of options there are in stable and well-paid jobs," says Janet. The workshops include working tradies coming in and talking about their journey in their careers and what that's like.

From there attendees can decide if they want to pursue formal training. TWA also offers mentoring and matches its participants with culturally appropriate and safe apprenticeships at suitable employers. This is particularly important because it sets this vulnerable cohort up for success.

Traditionally male trades attract a higher income than traditionally female ones (beauty, child care, aged care), and the current skills shortage has left employers in need of staff. A career in a trade sets you up with skills for life, the potential for flexible hours, and an opportunity to capitalise on the upcoming boom in clean energy provision. So why are there so few women and non-binary people taking up male-dominated trades, even in 2023?



"It's not something they've considered, because it's not an option that's been presented to them at school," says Janet. "And that hasn't changed for decades."

Sometimes there's a family or cultural barrier to taking up a male-dominated trade.

Even if a woman is interested, there can be a whole cultural piece with the family saying, 'What do you mean you want to go work in a boy's job?' So at every step there's some bias or some barrier that needs to be overcome.

Janet Cribbes  
CEO of the Tradeswomen Australia Group

TWA knows women and non-binary people can't flourish in workplaces that aren't ready for the shift in thinking and practice they're creating.

That's why the TWA Foundation does workplace audits and training in bystander action, unconscious bias, and mental health and wellbeing, partnering with employers to create culturally safe and inclusive workplaces. "We get an organisation ready to actually think about having a woman on site and what that means," says Janet. "And we do awareness raising, through campaigns, through going to schools, through expos, and information sessions. It's not just about reaching out to girls and telling them that this is an option for them. We have an industry-wide, umbrella approach."

Having women and non-binary people in male-dominated trades is good for the new tradies themselves, but TWA's efforts to make workplaces safer through education also benefits all employees, employers and society as a whole.

"It breaks down biases and gender stereotypes and allows for more equitable and safe workplaces. In construction, male suicide is the highest in any industry. So there are problems there – these workplaces need to change. And what we're doing is trying to lead that change."

# Koorie Academy.

## Bringing pride in culture to young Indigenous people via basketball.



The school system isn't set up to handle kids with trauma. So the kids get labelled. And I was one of these kids.

That's why it resonates with me.

I want to help educate about the oldest living culture in the world. To help people, open people's eyes up and teach them culture. It's something that I'm very passionate about.

Rick Baldwin  
Community leader and director of Koorie Academy

As a coach and mentor, Rick Baldwin knows how to inspire young people and help them reach their potential. For him, it starts with taking pride in their culture and connecting them with a community.

Rick Baldwin is a Gunai Kurnai man, community leader and director of Koorie Academy, a not-for-profit based in Naarm (Melbourne) that engages and empowers young Aboriginal and Torres Strait Islanders through basketball and cultural activities.

For more than 20 years he has been an advocate for young Indigenous people, working to ensure they have opportunities to participate in sport, learn about their cultural heritage and connections to Country, and build the knowledge, skills and resources they need to successfully engage in education and employment.

Once a bright basketball star himself, Rick has also had success as a head coach of the National Indigenous Women's Basketball team. It's his experience as a coach that makes him uniquely suited to his role of mentor and leader, and his traumatic past as a young person himself.

Rick's personal story of abuse and intergenerational trauma as a child of members of the Stolen Generation have shaped him. But so too has the opportunity and community he found in sport. It's central to why he started Koorie Academy.

"There was disconnection from family and disconnection from culture," says Rick. "My family has had to live with that, and I've lived with and experienced it. I was lucky to have basketball with good mentors."

There are currently 23,000 Australian Indigenous children in out-of-home care. Indigenous children aged 10 to 17 are about 24 times more likely to be in detention than other young people.

"The school system isn't set up to handle kids with trauma," says Rick. "So the kids get labelled. And I was one of these kids. That's why it resonates with me."

For Rick and Koorie Academy, helping young Indigenous kids reach their potential relies on connecting them to their culture and community.

"I want to help educate about the oldest living culture in the world," says Rick. "To help people, open people's eyes up and teach them culture. It's something that I'm very passionate about."

The basketball clinics run by Koorie Academy offer a healthy lunch and cultural workshops. "In my community, there are a lot of broken families with single mums. Trying to pay rent, put food on the table. So sports get shelved," says Rick. By bringing basketball to Indigenous children Koorie Academy is also bringing the benefits that come with sport, like physical and mental health benefits, connection to community, and mentorship.

To promote Koorie Academy's work, and to tell Rick's inspiring personal story, Bennelong Foundation has funded a partnership between the program and Youthworks, a youth media social enterprise teaching creative and commercial media production to marginalised young people who are homeless or at risk of homelessness, and offering them ways into employment and paid internships.

Youthworks will create three videos to raise awareness of Koorie Academy's work to attract more funding and support from the community. And to get more children to the basketball clinics. "I think it's important that they capture what Koorie Academy is about. It's about grassroots level. It's about inclusion. It's coming together in a safe space," says Rick.



# New migrant and refugee communities.

## Arise Foundation

### “Rise Up” – scaling the Employment Ready program

Focus: Education, training & employment  
 Sub-focus: Building interpersonal, employability, and life skills for adolescents and adults

Arise Foundation runs programs for survivors of family violence. It breaks cycles of homelessness and reduces the risk of returning to abusive relationships by giving women the skills and confidence to find work and create financial security. The grant funds a part-time senior human resources consultant to provide six months of employment coaching and job placement.

## Banksia Gardens Community Services

### Aiming High VCE support program

Focus: Education, training & employment  
 Sub-focus: Build numeracy and literacy skills for preschool, primary school, and secondary school students

The Aiming High VCE Support Program provides enriching learning experiences for aspirational students in the Broadmeadows and Craigieburn areas of Melbourne. It supports students to stay in school, which reduces the risk of long-term unemployment and ongoing dependency on welfare.

## City East Community College

### City East Mentor Program

Focus: Education, training & employment  
 Sub-focus: Building interpersonal, employability, and life skills for adolescents and adults

The Mentor Program helps professionally skilled migrants, refugees, and asylum seekers to reach their employment potential and maximise their contribution to society. Participants are connected with volunteer mentors for support with job-seeking. They also help them build confidence and ease their transition into life and professional work in Australia.

## Hills Community Aid

### WISE Women

Focus: Education, training & employment  
 Sub-focus: Building interpersonal, employability, and life skills for adolescents and adults

The WISE Women's three-month program helps women over 45 with a refugee, migrant, or culturally and linguistically diverse background into the workforce. It connects participants with resources and training to build their confidence, which leads them to employment opportunities and financial independence. The program supports women in the Western Sydney suburbs of Blacktown, Parramatta, Hawkesbury, and The Hills District.

## Media Diversity Australia Limited

### Media industry pathways for diverse Australians; refugee and asylum seeker job-readiness and employment

Focus: Education, training & employment  
 Sub-focus: Building interpersonal, employability, and life skills for adolescents and adults

Media Diversity Australia's bespoke media job-readiness and employment program for refugees and asylum seekers in Greater Western Sydney is co-designed to teach about Australia's norms and culture. The program includes paid internships for students, and it partners with industry stakeholders and networks to drive systemic change.

## Mercy Community Romero Centre

### Employment Partners

Focus: Education, training & employment  
 Sub-focus: Building interpersonal, employability, and life skills for adolescents and adults

Mercy Community's Romero Centre is a specialist facility for refugees and people seeking asylum. The Employment Partners project will expand its base of four employment partners to eight, enabling more employment support sessions and increasing the number of people accessing them.

## Reclink Australia

### The Game Changer – soccer for refugee youth

Focus: Community health & wellbeing  
Sub-focus: Programs promoting participation in physical activity and sport

This is a Perth-based Reclink and Football Futures Foundation (FFF) collaboration supporting FFF's weekly drop-in soccer program for youth at risk, United Soccer Program (USP). Reclink is engaging the neighbourhood of Mirrabooka's refugee youth community for this program.

## Refugee Council of Australia

### Face to Face: schools and community program

Focus: Cultural inclusion  
Sub-focus: Programs promoting cultural identity

This is a series of facilitated, interactive sessions where refugee ambassadors share their personal journeys to safety. The program teaches school and community audiences about refugees, their experiences, and their contributions to Australia while creating work experience for the presenter.

## SisterWorks Inc.

### Employment Pathways Program for migrant and refugee women

Focus: Education, training & employment  
Sub-focus: Building interpersonal, employability, and life skills for adolescents and adults

This program supports migrant, refugee, and asylum-seeker women (Sisters) to achieve economic empowerment. It provides specialised and tailored industry training (hospitality, customer service), education, and employment support so Sisters can get work experience in Australia.

## Western Sydney University

### Transitions Drama

Focus: Education, training & employment  
Sub-focus: Building learning skills through art or music programs

Transitions Drama enables newly arrived young people to grow their English language confidence through creative arts. Supported by Western Sydney University research, Transitions works with Intensive English Centres and high schools to help young people learn applied language and culture, and to build a more welcoming high school environment.

Photo: Western Sydney University. Sketches from Georgia Freebody drawing the students in the Transitions Drama program.



“

We are thrilled with the opportunities provided to our organisation and communities through becoming a 2023 grant recipient of the Bennelong Foundation. The partnership has given us a new platform to raise awareness of our work. This relationship is so much more than a financial transaction.

**Georgie McGrillen**  
Partnership and relationship manager  
Refugee Council of Australia

# Aboriginal and Torres Strait Islander communities.

## CareWays Community

### Cultural art program

Focus: Cultural inclusion  
Sub-focus: Programs promoting cultural identity

This educational program is delivered to local primary or high school students by Aboriginal youth workers. The eight-week program covers the core principles that make up Australian Aboriginal culture and ends with a community NAIDOC week celebration.

## Enrise

### Educational support for Indigenous youth at Koordak Community Centre

Focus: Education, training & employment  
Sub-focus: Build numeracy and literacy skills for preschool, primary school, and secondary school students

Enrise provides free online tutoring for up to 25 school-aged Indigenous youth a week. It's based at the newly established Koordak Community Centre in Ellenbrook, Western Australia.

## Mudyala Aboriginal Corporation

### Keeping Culture Alive

Focus: Cultural inclusion  
Sub-focus: Programs promoting cultural identity

Mudyala Aboriginal Corporation grows and deepens Aboriginal cultural identity in the Lower Clarence Valley in the Northern Rivers region of NSW. It teaches culturally immersive activities such as weaving, jewellery making, art, storytelling, and hunting and gathering after school hours and during school holidays.

## Nature Foundation

### Kids on Country

Focus: Cultural inclusion  
Sub-focus: Programs promoting cultural identity

Kids on Country is an Aboriginal youth engagement program and camp inspiring future careers in conservation and land management. The program also strengthens cultural learning and wellbeing and supports ongoing engagement in broader education systems. The program includes a five-day on-Country camp, pre-camp workshops, and access and support via Kids on Country online programs.

## The Cultural Intelligence Project

### Cultural IQ training development project

Focus: Cultural inclusion  
Sub-focus: Programs promoting cultural identity

This program's culturally clever platforms (including CIQ) build the cultural intelligence of the nation for the advancement of Australia's First Peoples. Cultural IQ (CIQ) increases the cultural intelligence of all working Australians via engaging self-navigational tools for all employees.

## University of Newcastle

### Healing the next generations – fostering Indigenous youth and community wellbeing

Focus: Cultural inclusion  
Sub-focus: Programs promoting cultural identity

This project improves the mental and physical wellbeing of Aboriginal youth by strengthening their connections to culture. It does this by consolidating current cultural events into a bi-weekly program and with a Garpul Gathang language program. It will document these programs and their impact as a shareable resource.



## Worthwhile Ventures (WV)

### Scaling up – WV Business Development Manager

Focus: Education, training & employment  
Sub-focus: Programs providing access to entrepreneurial and business foundations

WV assists early-stage Aboriginal-owned businesses and has built the capacity and capability to support more Aboriginal businesses to thrive. Funding from Bennelong Foundation employs a manager to start coordinating the organisation's growth strategy.

## Youth Development Australia Ltd trading as Youthworx

### Koorie Academy

Focus: Cultural inclusion  
Sub-focus: Programs promoting cultural identity

Youthworx is a youth-media social enterprise. It's partnering with the Koorie Academy, a sports and cultural education not-for-profit, to develop videos and social media content to help Koorie Academy reach more First Nations children and young people. This video content will also engage potential funders and supporters of the Academy.



# Communities experiencing socio-economic disadvantage.

## Australian Spatial Analytics

### ASA's Victorian social impact function

Focus: Education, training & employment  
 Sub-focus: Build numeracy and literacy skills for preschool, primary school, and secondary school students

Australian Spatial Analytics employs neurodiverse adults to conduct high-demand professional data services for corporations and governments. The professional mentoring program, individual goal planning, and social workshops run by the social impact function of this program are tailored to each employee to allow each person to create their own work journey at their own pace.

## Dress for Success Perth

### Empowering vulnerable women with job readiness education, clothing, and support

Focus: Education, training & employment  
 Sub-focus: Building interpersonal, employability, and life skills for adolescents and adults

This program will support 120 vulnerable women in Western Australia on their journey to employment and financial independence. The job readiness program comprises career support education, job application and interview coaching, plus professional styling and clothing, empowering these financially disadvantaged women to experience the benefits of employment and independence.

## TarraWarra Museum of Art

### TarraWarra Museum of Art learning & engagement program

Focus: Education, training & employment  
 Sub-focus: Building learning skills through art or music programs

Support for TarraWarra Museum to deliver educational programs and access to the arts for schools experiencing socio-economic disadvantage. The hands-on, participatory education program explores the natural environment through arts-based workshops.

## Tradeswomen Australia Community Foundation

### Pathways to Trades – Supporting women to succeed

Focus: Education, training & employment  
 Sub-area: Building interpersonal, employability, and life skills for adolescents and adults

The Pathways to Trades program is for girls, women, and non-binary people aged 15 to 35 experiencing challenges such as family violence. It offers them a chance to learn about potential careers in trades, and if they are interested, helps them into training and then secure, well-paid jobs as skilled tradeswomen.

“

My affiliation with the Bennelong Foundation for over 10 years now has allowed me the privilege of witnessing the significant and vital social impact the work of the Foundation has had on our community. It fills me with great hope for a more equitable and just Australia.

**Geoff Cowen**  
Senior tax adviser  
Deloitte Tax and Legal



# Strategic Grants.

## First Australians Capital

### Catalytic Capital Fund

Target community: Aboriginal and Torres Strait Islander communities

Focus: Education, training & employment

Sub-focus: Programs providing access to entrepreneurial and business foundations

The Catalytic Capital Fund supports First Nations-led early-stage enterprises with high potential to reach the next stage by providing capital that the companies would not otherwise be able to access or service. Ideally, the loan or part of the loan is returned to the fund after three years and recycled back to other enterprises.

## Talent Beyond Boundaries

**A new solution for refugees: based on skills, backed by business and enabled by technology**

Target community: New migrant and refugee communities

Focus: Education, training & employment

Sub-focus: Access to vocational training opportunities for adolescents and adults

Talent Beyond Boundaries brings skilled migrants and their families to Australia to fill jobs. It's using job-matching technology and has a scalable model that can fill gaps in Australia's labour market.

# Small Grants.

## Australia for UNCHR

Emergency Appeal for Türkiye-Syria earthquake

## Centre for Multicultural Youth

Keon Park Soccer Club

## Foundation House

Grants made on behalf of Year 10 work experience students

## Kids Under Cover

Grant Matching for Annemarie Rolls Fundraising Effort

## Rare Cancers Australia

Grant Matching for Greg Thomas Fundraising Effort (Kosi Challenge)

## Refugee Migrant Children Centre

Grants made on behalf of Year 10 work experience students

## Starlight Foundation

Grant Matching for Liem Nguyen Fundraising Effort (Super Swim)

## Western Chances

Grant Matching for Lyla Alperstein Fundraising Effort

# Scholarships.

## ABCN Foundation

ABCN x Bennelong Foundation 20th Anniversary Scholarships

Target community: Communities experiencing socio-economic disadvantage

Focus: Education, training & employment

Sub-focus: Scholarship, internship, or bursary program

Accelerate is a three-year leadership program for exceptional students whose background or circumstances create a barrier to them achieving their full potential. The program covers Years 11, 12 and the first year of further education/training.

Students are assessed on merit, level of disadvantage, and need. Funding from Bennelong Foundation is currently supporting five students, and this second year of funding will support these students to continue into 2023 for their second year of the scholarship.

## Altitude Scholarships

Altitude x Bennelong Foundation 20th Anniversary Scholarships

Target community: Aboriginal and Torres Strait Islander communities

Focus: Education, training & employment

Sub-focus: Scholarship, internship, or bursary program

Altitude helps motivated and talented young people across Australia to realise their potential via education scholarships and ongoing support. This funding will support education scholarships of \$1,500 each for five students in Tasmania who are talented and experiencing financial disadvantage.





Being part of the Committee and attending events allows staff to immerse themselves in the Bennelong Foundation's work and philosophy in a meaningful and fulfilling way.

# P.A.C.E. Committee.



While we are busy with our daily lives, being exposed to more vulnerable people has been a true eye opener that has made me appreciate even more what I have.

It's also been a great way to establish more connections in my workplace as we have a truly great team at P.A.C.E.!

**Marta Galli**

Senior product manager  
Bennelong Funds Management  
P.A.C.E. Committee member

## P.A.C.E. Committee members Australia

Jeff Phillips (Chair)

David Whitby

Jodie Saw

Marta Galli

Peter Aquilina

Scott Lillingston

Stuart Fechner

## P.A.C.E. Committee Update

Our Philanthropy and Community Engagement Committee (P.A.C.E. Committee), provides an opportunity for the employees of the subsidiaries of Bangarra Family Office to participate in grant making and delivering Foundation events, including Pitch In. Being part of the Committee and attending these events allows staff to immerse themselves in the Bennelong Foundation's work and philosophy in a meaningful and fulfilling way.

Over the past 12 months, the P.A.C.E. Committee ran two successful Pitch In events. The first was in November 2022 at the Deloitte offices in Melbourne. The second was in April 2023 at View by Sydney in Walsh Bay. A record number of people attended both events, which were run by members of the Committee.

The three charities at each event were selected by the P.A.C.E. Committee from a longer list of mostly grassroots organisations. Committee members either visited or had video calls with all the potential grantees to conduct due diligence, which also meant the Committee formed meaningful relationships with them and could act as their champions at the short-list meeting and the event.

Jeff Phillips, Australian P.A.C.E. Committee Chair



# Pitch In.

## Melbourne. Sydney.

### The Social Studio

#### Designing Our Futures

Target community: New migrant and refugee communities  
Focus: Education, training & employment  
Sub-focus: Building interpersonal, employability and life skills for adolescents and adults

Designing Our Futures supports refugees' transition into employment and/or further education. It provides holistic, wraparound support to address common barriers to successful workforce participation.

### Kinfolk Enterprise

#### Improved volunteer relationship management

Target community: Communities experiencing socio-economic disadvantage  
Focus: Education, training & employment  
Sub-focus: Building interpersonal, employability, and life skills for adolescents and adults

Kinfolk has partnered with Lancaster Consulting to develop training resources and methodologies for support staff. This will help the community that uses Sibling Cafe as a safe space to develop confidence, employability skills and overcome challenges to achieve their goals. Lancaster is an NDIS-compliant consultancy specialising in person-centred solutions and has diagnosed inefficiencies in the program and provided valuable frameworks for complex stakeholder relationship management and training.

### Little Dreamers Australia

#### Young Carers tutoring program

Target community: Communities experiencing socio-economic disadvantage  
Focus: Education, training & employment  
Sub-focus: Build numeracy and literacy skills for preschool, primary school, and secondary school students

Many young carers fall behind and disengage from education because of their caring role, which can start a cycle of disadvantage. Little Dreamers' online tutoring provides young carers with extra support in their education, keeping them engaged in schoolwork and studies with regular one-on-one online sessions with a dedicated tutor.

### The Reconnect Project

#### Giving pre-owned mobiles to those in need

Target community: Communities experiencing socio-economic disadvantage  
Focus: Education, training & employment  
Sub-focus: Building interpersonal, employability, and life skills for adolescents and adults

The Reconnect Project gives pre-owned mobile devices a new life by giving them to people in need. There are around 23 million unused mobile phones in Australia. As well as tablets and laptops that are broken or unused. With a simple repair, secure erasure of data, and an overall clean, these devices can (re)connect people to family, friends, and essential services, and help close the digital divide in Australia.

### Glebe Youth Services (GYS)

#### Police, court, and educational support program

Target community: Aboriginal and Torres Strait Islander communities  
Focus: Education, training & employment  
Sub-focus: Supporting student wellbeing and fostering school engagement

GYS helps young people reach their potential and engage in a thriving Glebe community. This program supports young people who interact with police, courts, and the justice system to reengage with education.

### House of Welcome trading as St Francis Social Services

#### Catering social enterprise

Target community: New migrant and refugee communities  
Focus: Education, training & employment  
Sub-focus: Building interpersonal, employability and life skills for adolescents and adults

The House of Welcome shelters and empowers refugees and people seeking asylum regardless of their age, gender, sexuality, nationality, or religion. It provides client-centred holistic support that nurtures hope and promotes self-reliance, such as case work, housing support, and other settlement services.





We are so delighted with the funding award and the freedom it gives us to shape our much needed services going forward with our Living Well project.

**Mags Mercer**

CEO, The Hope Hub Surrey Heath

Pitch In UK participant

# Bennelong Foundation UK.

In its third year, the Bennelong Foundation UK built on its existing base and relationships in the Bangarra Family Office community and the broader UK community.

It also introduced migration as a new area of support and expanded its regional presence. Migration, specifically children migrating to the UK, was added to the current focus areas – general welfare and addressing challenges for young people – which more closely aligns it with the Australian Foundation. The focus on child migration and refugees in the UK was guided by trustee Maurice Wren.

To ensure the UK Foundation is supporting the communities and organisations that need it most and that are local to Bangarra Family Office subsidiaries, the UK Foundation expanded into Surrey, Kent, and Edinburgh.

## BennBridge P.A.C.E. Committee members

Patrick Matthews, Co-chair

Samantha Usher, Co-chair

Betina Yordanova

Devan Holc

Michael Dowding

## BennBridge P.A.C.E. Committee grants

The Bennelong Foundation UK connects with the BennBridge arm of the Bangarra Family Office through a staff grant-making program. Members of the BennBridge team participate by joining the UK-based P.A.C.E. Committee (Philanthropy and Community Engagement Committee).

Participation on the committee involves a six-month program working alongside the Bennelong Foundation UK to facilitate a grant round and select three organisations to recommend to the trustees for grant support.

Members of the committee identify areas of need, and research and identify organisations that deliver programs that address those needs. They then conduct due diligence assessments, including meetings and site visits. Through this process, the committee learns about the social issues in the community and how to conduct a philanthropic grant round. They also build meaningful relationships with the organisations that are recommended for support.

The focus of the grant round was addressing child poverty with the theme of helping young people achieve their best.

# P.A.C.E. Committee Grants.

## Hope for the Young

### Grants and advocacy program

Hope for the Young is a small London-based charity with a big vision: a world where all young refugees and asylum seekers in the UK can access education and reach their full potential.

It provides mentoring, advocacy, and financial support to young refugees and asylum seekers so they can access education and wellbeing. Its grants and advocacy program supports young asylum seekers aged 16 to 28 to access and complete further and higher education.

## MAC-UK

### Youth Employment Project

MAC-UK works towards a society where excluded young people inspire and lead the solutions to inequality. It believes good mental health is fundamental, is affected by our environment, and is best achieved outside clinics.

The Youth Employment Project creates employment opportunities for young people to work as youth consultants, using their experiences and knowledge of inequality to improve outcomes for their communities and peers. All while accessing personal and professional development, which makes possible more positive futures for themselves.

## The Kilbrandon Fund Edinburgh

### Small grants program

The children who are currently in the Children's Hearing System are some of the most disadvantaged in Edinburgh. The Kilbrandon Fund was set up in 1971 "to relieve hardship and distress ... [and] to purchase essential items to benefit a child's development and welfare".

The Kilbrandon Fund is administered in Edinburgh by a group of Children's Panel members. It gives small grants, currently up to £300 (AU\$580), to improve the lives of children and young people supervised by the local authority because of home and family circumstances.

# Trustee Grants.

Trustee grants focus on a particular area identified as a priority by the trustees. This year it was migration, specifically projects supporting separated children/young people seeking asylum in the UK.

## Kent Refugee Action Network (KRAN)

### Evidence and impact coordinator and an additional youth ambassador

KRAN supports separated young refugees and asylum seekers, aged 16 to 24, who have arrived in Kent alone and are claiming asylum. KRAN provides them with a safe, positive space and supports them to succeed through mentoring, support with transition to mainstream education, advocacy, and support work, casework, and wellbeing activities. It also gives them a voice through the Youth Ambassador Scheme and Youth Forum.

## Young Roots

### Advice & Support Hubs

Young Roots offers young refugees intensive one-to-one casework, youth, and sporting activities, English-language mentoring, youth leadership, and access to specialist therapeutic and legal advice. Weekly Advice and Support Hubs in Croydon and Brent bring these services to established youth and sporting activities via partners.

## Performance Plus Sport (PPS)

### Support through sport

PPS works with local boxing clubs to support a selection of the most deserving and in-need young people to continue their training in a positive environment. It also connects them with young coaches who have the qualifications they need. PPS also provides targeted and essential support to young people to help them on their career paths through access to qualifications, paid work experience, and mentoring.



It's rewarding to be part of the grant giving decision making and seeing first-hand the difference the grants make, especially to these 'smaller' charities who are continually struggling with funding and ever greater demands.

**Patrick Matthews**  
BennBridge  
PACE Committee UK

# Pitch In. Crown Golf.

The Bennelong Foundation partners with the Crown Golf subsidiary of the Bangarra Family Office through the Foundation's signature Pitch In events.

The 2023 event was held at Pine Ridge Estate in Surrey (one of the eight golf courses in the Crown Golf portfolio). It was an opportunity for the Foundation to expand its reach and build new connections with the Surrey community generally and the philanthropic community. It also allowed Crown Golf's staff and their circles to participate in the Foundation's grant making.

This year the event partnered with the Community Foundation for Surrey, which supported the selection, due diligence, and preparation for the three participating charities. Three inspiring leaders addressing challenges experienced by people in Surrey shared their stories and projects. And more than 80 members of the Bennelong Foundation UK community attended to distribute £30,000 (AU\$58,200) between the three charities.

## Big Leaf Foundation

### Helping displaced young people grow

Big Leaf Foundation is an award-winning charity working with displaced young people aged 16 to 25 in Surrey. It provides a nurturing program of activities, projects, and events that focus on combating social isolation and improving wellbeing for the young people it supports.

Through weekly English language classes, Big Leaf supports young people still waiting for school places, including those living in temporary hotel accommodation experiencing barriers to settling into the UK. The English sessions allow young people to meet with teachers to work on their English language skills, discuss life in the UK, socialise and make connections in their new communities.

## The Hope Hub

### Living Well Project

The Hope Hub addresses homelessness in Surrey Heath Borough and surrounding areas through crisis services, empowerment services, and emergency accommodation services.

The Living Well workshops provide holistic support for service users who are ready to look for work. Workshops cover basic budgeting, understanding tenancies, wellbeing, creative art, walking for health, and IT. The workshops empower service users to learn, interact well with others, and improve their lifestyles and choices.

## Home Start Surrey Heath

### Home Support Program

Home Start is a local community network of trained volunteers and expert support workers helping families with young children. It works with families experiencing post-natal depression, isolation, physical health problems, bereavement, low self-esteem, and many other issues. Its approach is individual, confidential, compassionate and judgement-free. Home Start volunteers work alongside families, in their own homes, to help them cope with the stresses and strains of life and make sure they have the skills, confidence, and strength they need to nurture their children.



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 three times 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 30 June, 2023, to satisfy its reporting requirements under the Trust Deed and compliance with the Private Ancillary Fund Guidelines.

The Special Purpose Financial Report is audited by Deloitte Australia.

#### 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;
- Maintain the inflation-adjusted earnings base and therefore grant making capacity of the fund; and
- Where possible align the investments with the focus of the Foundation's impact areas.

#### Bennelong Foundation UK

The Bennelong Foundation UK is a Charitable Incorporated Organisation reporting to the Charity Commission for England and Wales.

The Trustees Report and Financial Statements for the period ended 30 June, 2023, is audited by Blick Rothenberg Audit LLP.



Involvement in the P.A.C.E. Committee has provided learnings and enjoyment on many different fronts. It is quite inspirational. It has provided a wonderful opportunity to interact on a non-work basis with a broad range of Bennelong and Bennelong Foundation staff.

**Stuart Fechner**  
Director research relationships  
P.A.C.E. Committee member

