

Pause.

Listen.

Learn.

Bennelong
Foundation
Annual Report
2020/21

Vale Dr Bruce Reid



It is with great sadness that we acknowledge the loss of one of Bennelong Foundation's early advisers, Dr Bruce Reid, who passed away on October 27, 2020 after a two-year battle with cancer.

Bruce served as an adviser to the Foundation from 2005 to 2016, where his enthusiasm and knowledge contributed to significant grant making in the areas of medical research and community health and wellbeing. He revelled in the work of the Foundation and his advice was always keenly anticipated and valued by his fellow directors and advisers. He was a great credit to his Bennelong family. He was a multi-talented sportsman; a VFL and VFA footballer and a state-grade hockey player. Bruce's name appears on the Bennelong Clocks at the Tan in Melbourne's Royal Botanic Gardens as the holder of the 14th-fastest lap time for AFL players.

Dr Bruce Reid – a respected and much-loved friend, doctor and director who meant many things to many people – will be sorely missed within the Bennelong family and broader community.

Thank you Malcolm Gray



<

Malcolm Gray hosting the Bennelong Foundation's 'A Taste of Harmony' Lunch with Fawad Ahmed, 2014.

The Board of the Bennelong Foundation would like to acknowledge Malcolm Gray who, after 15 years, retired from the Bennelong Foundation board in January 2021. Malcolm was the first independent director of the Bennelong Foundation, joining the board in 2005. Malcolm shared his extensive knowledge and experience in the not-for-profit sector and was instrumental in shaping the structure and processes for the Foundation. He has played a significant role in guiding the impact of the Foundation over these years. It was never a simple Board position for Malcolm. He was engaged with the activities and progress of the Bennelong Foundation on a year-round basis and would always find time to provide meaningful advice and counsel.

In recognition of Malcolm and Bruce's contribution to the Bennelong Foundation, two scholarship and internships have been created: the Dr Bruce Reid Bangarra Group General Management Internship and the Malcolm Gray Bangarra Group Real Estate Internship. The internship opportunities will be awarded every other year for a two-year period to a young person looking to be the best that they can be in the financial services or property/real estate industries.

bennelongfoundation.com

Bennelong House
Level 2, 9 Queen Street Melbourne VIC 3000 Australia



The Bennelong Foundation and Bangarra Group offices are 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 throughout Australia, culture and communities. We pay our respect to all Aboriginal and Torres Strait Islander people, and to Elders past, present and emerging.

Pause. Listen. Learn.

At the Bennelong Foundation we love journeys, in fact the philosophy of “never satisfied” is baked into the DNA and culture of our Foundation and associated group of businesses.

Where the Foundation is today has been influenced by a slow and continuous process of learning and shaping from experience, reading and observation.

Recent world events, coupled with the 20-year anniversary of the Foundation on the horizon have accelerated and amplified our commitment to learning, adapting and reflection. This has guided us through a global pandemic and will build foundations for the next 20 years of our journey.

Over the past year the Bennelong Foundation has been defined by this experience, focusing inward to boost our knowledge and inspired by the resilience and adaptability of our grant partners. This is the theme of our annual report this year as is sharing what we have learnt from our grant partners.

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Pause, Listen, LEARN...

People who have inspired and influenced the Bennelong Foundation journey

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.

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

Bennelong Foundation

- Carena Shankar, Chairperson
- Jeff Chapman AM
- Sandra Jacobs
- Christine Fleer
- Craig Bingham
- Kelly Chapman
- The Hon Phil Honeywood

Key advisers to the board are:

- Alice Wong
- Omar Al Kassab
- Greg Thomas

Bennelong Foundation UK trustees

- Jeff Chapman AM
- Carena Shankar
- Greg Thomas
- Sandra Jacobs (CEO)



^A Bennelong Foundation Board and Advisers. (Top row) Christine Fleer, The Hon Phil Honeywood, Jeff Chapman AM, Kelly Chapman, Sandra Jacobs (Bottom row) Alice Wong, Carena Shankar, Omar Al Kassab. Absent: Craig Bingham.

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 welfare; support for First Nations communities 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.

About Bangarra Family Office

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 Family Office community.

Bennelong Foundation UK

Place-based funding in London and Cornwall with a focus on

- General welfare support, in particular addressing food insecurity
- Child poverty

bennelongfoundation.com

Bangarra Family Office is a private family business that was founded by Jeff Chapman in 2000. It has global reach, with core Australian businesses operating alongside businesses in London, Europe and America. 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 Family Office:

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

Bangarra Family Office exists to build a healthier, more productive and inclusive community. This is achieved through our commitment to responsible business and quality investment, and through the Bennelong Foundation and Bennelong Foundation UK, which invests in opportunities for enhanced community wellbeing and lasting positive change.

bangarragroup.com



▲ Hannah Brennan, Sandra Jacobs and Carena Shankar at a Scarf Community barista training session. Photo courtesy of Roger Ungers.

COVID-19 exacerbated many challenges faced by refugee communities. With education shifting online, loss of employment and increasing social isolation creating new risks for the community as a whole, SCARF sought new ways of connecting and delivering support.

Programmes traditionally delivered face-to-face were adapted to meet social distancing and stay-at-home requirements. Our multilingual messaging capability was expanded and played a crucial role in allowing us to stay connected and share up to date information.

Ian Jarman, A / CEO Scarf Refugee Support



Immediate Past Chair's report

Vision for the future

I am a proud Australian

and I was born on

Ngarbal Country.

I acknowledge Australia's

First Nations Peoples

as the custodians of the

Country on which I live,

learn and work.



I recognise their continuing connection to the lands throughout Australia, culture and communities. I pay my respects to all Aboriginal and Torres Strait Islander people, and to Elders past, present and emerging.

I acknowledge the shared history between the First Nations Peoples of Australia and other Australians as well as the need to heal past and ongoing injustices. I long for an Australia that embraces unity and a shared vision of the future.

This is the 20th time that I have sat down to write – and more to the point – think about the year that has just passed. And it is the first time that I have acknowledged the traditional custodians of the land that I love... the land that the First Nations Peoples call Country. I have been a slow learner.

About 18 months ago we – the Bennelong Foundation and the other corporate members of the Bangarra and Bennelong groups embarked on a journey of learning and understanding and respecting the resilience and sustainability of Indigenous culture. And it has been a wonderful experience ... filled with Indigenous people of great charm and wisdom and longing – longing for reconciliation and their rightful place as the first Australians.

I have enjoyed every moment of it and I urge you all to pause, reflect and learn how our lives can be enriched by respecting the past and walking together in the future.

When I did a personal “stop, listen and learn” a loud chorus of voices said that the future of the Bennelong Foundation lay in the highly capable and talented hands of younger directors and trustees and advisers and management – and it gives me great pleasure to hand the chair to my wife, Carena, and to stop, listen and learn from the restructured Board.

The Bennelong Foundation has grown over its 20-year history from an idea to a great organisation that will go on serving Australia and Australians for a long time to come. Thank you to all those who have made it possible and thank you for allowing me to be a part of it.

A stylized, handwritten signature in black ink, appearing to read 'Jeff Chapman'.

Jeff Chapman AM
Immediate Past Chair

Chair's report

A time for change

The past year has been
a great challenge but
also a great opportunity.
We have been forced to
pause, listen and learn.



And what a good time to do this! As the Bennelong Foundation grows and expands for both the Australian and the UK Foundations, the focus will be on sustainability and community.

While we were challenging ourselves about traditional philanthropic endeavours we discovered a whole new approach to it: seeking not only knowledge and deeper understanding but a desire to partner and work with communities rather than just making grants. Like the pandemic that turned our lives upside down, this education journey has completely changed how we do things.

The Aboriginal and Torres Strait Islander community has been a focus of Bennelong Foundation Australia from the very beginning. Aligning this with our focus on education and better understanding, we have committed to partnering with Australia's First Nations Peoples with an emphasis on community-led change.

Another key target community is people of a refugee and migrant background, which is also an area where we have committed to a collaborative partnership model, and to embedding awareness and understanding at every level of the Bennelong Foundation and the wider Bennelong Family.

The Bennelong Foundation achieved a great deal during the year. Particularly significant was the appointment of Sandra Jacobs as an Executive Director of the Board of the Bennelong Foundation Australia, and of Greg Thomas to the Board of Trustees of the Bennelong Foundation UK.

Another very exciting milestone was the first grant round of the Bennelong Foundation UK. Grants were made to five community-based projects, and there was a special focus on youth and crisis support, both areas of great need during the pandemic.

We hope you enjoy reading about some of our work. Thank you to CEO Sandra Jacobs, Directors and Advisers and all members of the wider Bennelong family who have enthusiastically participated in the activities of the Foundations both in Australia and the UK.

We continue to learn and plan for 2022 which is the 20th anniversary of the establishment of the Bennelong Foundation. We have a very busy year ahead. More about that in our next report.

A handwritten signature in black ink, reading 'Carena Shankar', with a stylized flourish at the end.

Carena Shankar
Chairperson

Executive Director's report

Resilience, growth through learning and gratitude

Reflecting on the past 12 months of the activities and achievements of the Bennelong Foundation, I feel they can be best defined by resilience and strength, transition, growth through learning, and gratitude.



With ongoing extended lockdowns due to the impacts of COVID-19, our work during the 2020/2021 financial year continued to be navigated via a mix of face-to-face interactions, in-office work, video calls and working from home. This, though, did not halt or hinder us in continuing to provide a full programme of grants, activities and support across the community both in Australia and the UK.

Resilience and strength

This year, more than ever, has provided inspiration through the resilience and strength of the not-for-profit community we work with. Despite already working in challenging environments before COVID-19 they have continued to pivot, innovate and work harder than ever with fewer resources to support and create better opportunities for their communities.

Transition

This year was also an important and exciting transitional time for the Bennelong Foundation community. Carena Shankar was appointed as our new Chair, handed the baton from her co-founder Jeff, who has held the position for almost 20 years. I want to acknowledge Jeff's leadership and vision over the first two decades of the Bennelong Foundation journey, and the way he has guided the Foundation to what it is today. I am looking forward to working with Carena and harnessing her spirit, energy and passion for community and philanthropy as she leads the way for the next 20 years and beyond. It has also been an honour to have been appointed as a Director of the Foundation in 2021.

This year we also delivered our inaugural grant round through the Bennelong Foundation UK, expanding our philanthropic footprint into the UK and establishing relationships with the community sector with the support of the staff of our UK-based subsidiaries.

Growth through learning

To support the Foundation through this time of transition – and in alignment with one of our philosophies: “never satisfied” – a large focus of the Bennelong Foundation community's activities over the past year has been learning. Our learning journeys have moved and inspired us, broadened our horizons, opened new ways of thinking, taken us to places we never imagined, and will significantly assist in informing our current and future grantmaking.

The Foundation also became a member of the UK Philanthropic peak body, the Association of Charitable Foundations, which has provided a wonderful opportunity for me to learn from and connect with our UK peers. A standout for me is the commitment across the UK philanthropic sector for diversity, equity and inclusion, as well as participatory grantmaking and backing community leaders.

Gratitude

One of the things I was most grateful for this year was being able to host several events in person again. This included our annual Tan Track Challenge in Melbourne, joining the Narrap Team for their first Murnong harvest at Collingwood Children's Farm and Pitch In held in May, in Sydney. The privilege of being able to share these events with our community in person was certainly felt and I am extremely grateful for these windows of opportunity as we continue to navigate between COVID-19 lockdowns.

I am grateful for the opportunity to work with and learn from our grant partners and would like to acknowledge their hard work and impact on creating a healthier, more productive and inclusive community.

Finally, I would like to acknowledge the board of the Bennelong Foundation and Bennelong Foundation UK, our departing and incoming Chairs, Jeff Chapman and Carena Shankar, and Greg Thomas, CEO of the Bangarra Family Office. Thank you for your ongoing support, for the opportunity to challenge, learn and grow, and for the opportunity to lead the Bennelong Foundation to create lasting change in our community.

Sandra Jacobs
Executive Director

When lockdowns hit, we invited our Hand Brake Turn students to join us in a virtual workshop. The Car Mechanic Simulator was an enormous hit with the students, enabling them to stay connected to our trainers and continue learning – and have heaps of fun too!

Lizzie Mettam, Communication and Relationship Manager,
Concern Australia



Impact by numbers

42 Projects funded

90 People reached with settlement support

People reached

5130

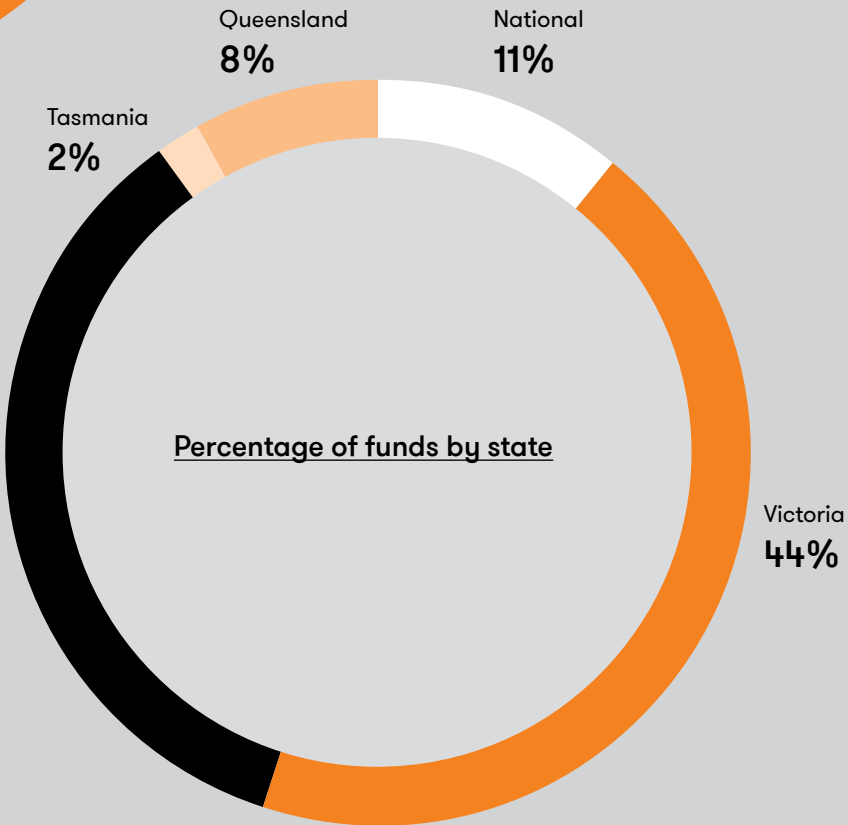
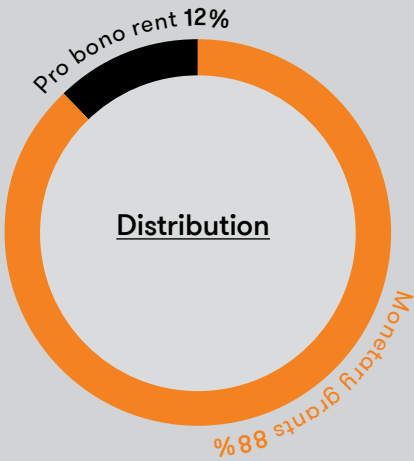
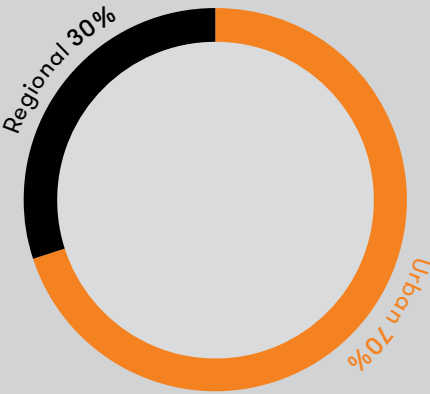
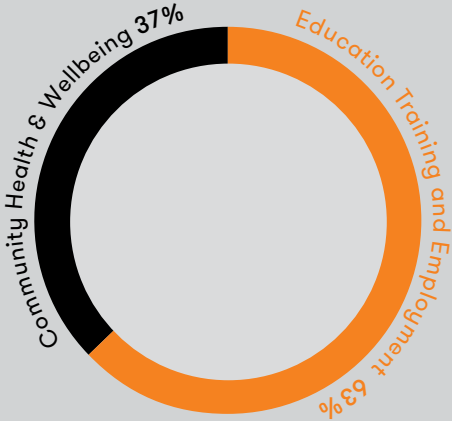
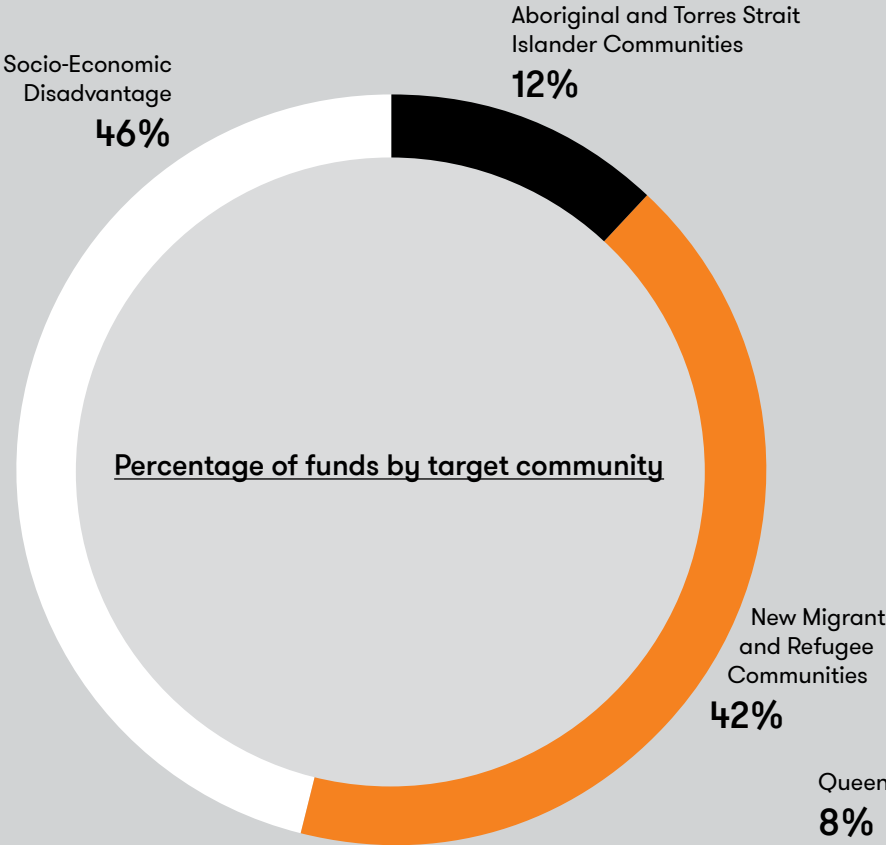
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People supported with access to vocational training opportunities

10 Scholarships and bursaries

60

People supported with training in entrepreneurship and business foundations



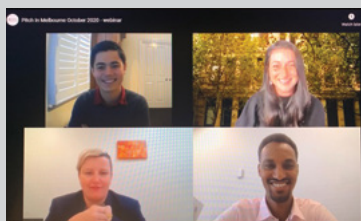
Highlights and events



UK Foundation learning journey

September to November

To support the establishment of the Bennelong Foundation UK, a five-session learning journey was delivered over three months for staff of the Bennelong Foundation community in Australia and the UK. Participants learned about philanthropy fundamentals, and heard from other foundations, philanthropists and charities working with and supporting community needs in the UK.

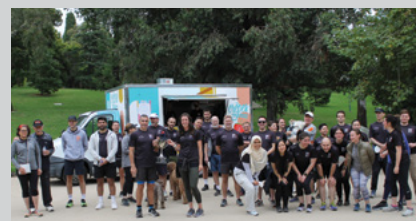


Pitch In Melbourne 2020

October

Due to COVID-19 lockdowns, the Bennelong Foundation's annual Melbourne Pitch In event was once again held via webinar. It was an opportunity for staff and members of the Bennelong Foundation community right across Australia and the UK to participate.

Three inspiring not-for-profit organisations presented their projects for the chance to be awarded a share of \$60,000 granted through the Bennelong Foundation as voted by participants. Joining the event were SHINE for Kids, You thrive Victoria and Youth Activating Youth.



Tan Track Challenge 2021

March

This year the Bennelong Foundation community celebrated a decade of the annual Tan Track Challenge at the Royal 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 participating in this annual lap around the Tan Track. The event promotes the vision of the Bennelong Foundation to enhance community wellbeing. Lunch following the event was catered by Society Melbourne's Crêpes for Change food truck, supporting youth at risk with pathways to employment.

The event promotes the vision of the Bennelong Foundation to enhance community wellbeing.

March, Tan Track Challenge 2021



Cultural training

March

The Bennelong Foundation community was privileged to participate in a Wurundjeri Woi Wurrung Cultural Awareness training programme, with Uncle Bill Nicolson Jnr. Through the programme participants learned about Welcome to Country, Wurundjeri Woi Wurrung traditional culture and history, and modern history and the ongoing effects of colonisation.

The training was informative, challenging and inspiring and provided an understanding of the history, ongoing culture, community and connection to country of our First Nations community and custodians of the lands on which our Melbourne office is located. The training was delivered as part of an ongoing commitment to learning, strengthening our relationships and reconciliation.



P.A.C.E. Relaunch event with Concern Australia

April

Our first in-person event in 12 months was held at Bennelong House to celebrate the re-launch of the Bubbles committee as the P.A.C.E. committee. The launch was also an opportunity to engage with our current grant recipients with a meet-the-grantee presentation from Concern Australia for its Handbrake Turn programme. Lunch was catered by Free To Feed Ltd, a social enterprise creating employment opportunities for people seeking asylum and with a refugee background.



Run the Tan

April

In partnership with Bennelong Funds Management, the Bennelong Foundation sponsored the prize for the inaugural Run the Tan event. The event, organised by Darren Templeton from Run the Tan, was established so that elite athletes, emergency services professionals, sporting heroes, running clubs and the general public of all abilities could challenge the official Tan Track times as recorded on the Tan Track clocks. Over 400 people participated, and several new top-10 times were recorded. The event also raised awareness and funds, and promoted active living to support mental health and wellbeing.

A

Cultural Training: Photo courtesy of Uncle Bill Nicolson Jnr, Wurundjeri Woi Wurrung Cultural Heritage Trust.

A

Run the Tan: Sandra Jacobs, Linden Hall and Darren Templeton. Photo courtesy of Jazz Deol.



Pitch In Sydney 2021

May

Pitch In was another welcome return to in-person events, held at Pier 1 overlooking Sydney Harbour. We heard from three inspiring organisations pitching for a share in a \$50,000 grant from the Bennelong Foundation.

The Sir David Martin Foundation, Rough Edges, and Public Education Foundation shared their meaningful work, projects and stories. All three organisations raised the funds required to deliver the projects they were pitching. Grace Woods, a participant of the Rough Edges New Skills Community Development Programme was the event photographer.

^

Photo courtesy of Grace Wood.



Australia for UNHCR lunch

June

In recognition of Refugee Week, members of the Bennelong Foundation attended the Australia for UNHCR World Refugee Day lunch in Sydney and online. The event highlighted the important work of Australia for UNHCR supporting refugees and displaced people around the world. And it was an opportunity to hear the stories of young former refugees who are now excelling as professional Australian athletes.

^

Photo courtesy of Australia for UNHCR.

We heard from three inspiring organisations pitching for a share in a \$50,000 grant from the Bennelong Foundation.

May, Pitch In Sydney 2021

Grants

Strategic grants

Feature grants

General grants

Small grants

P.A.C.E. grants

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.

General grants

Our general grant programme is an opportunity for open and unsolicited grant applications. The Foundation prioritises projects delivering equity opportunities in education and employment, and programmes supporting the health and wellbeing of our target communities.

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 P.A.C.E. committee, which provides a voice to the Foundation for the employees of the subsidiaries of Bangarra Family Office. Three grassroots not-for-profit organisations are invited to 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.

Scholarships

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

Small grants

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

Strategic grants



A Free To Feed Ltd team outside their new home in North Fitzroy. Photo courtesy of Sarah Pannel.

Free To Feed Ltd

Free To Feed Ltd supports new migrants and refugees with a background in hospitality into the workforce and creates a more inclusive Australia through cooking classes and catering.

During the second year of the partnership with the Bennelong Foundation Free To Feed Ltd has re-established and re-launched a comprehensive off-site and on-site catering offering with Trainer Chef, Nikki Owen, offering world-class training to participants, setting them up to work in any commercial kitchen in Australia after completion of the programme.

It has also established a bespoke partnership with Box Hill Institute that will allow all participants to enrol in a formalised Cert III training programme delivered on site at Free To Feed Ltd.

At the end of 2020 catering opportunities were available again (following the COVID-19 induced lull), which provided a significant confidence boost for the team. It propelled the organisation back into action in December, and Free To Feed Ltd has seen strong growth in its catering business outside of lockdowns.

Its growing catering capacity has enabled Free to Feed Ltd to approach new opportunities creatively, and it has emboldened it to lease a new venue with an expansive and equipped catering kitchen.

The new dream space in North Fitzroy will allow it to deliver bespoke catering and event management through private venue hire, and increase its impact and revenue.

Talent Beyond Boundaries

The Bennelong Foundation has partnered with TBB for five years to help build a scalable labour mobility solution for refugees to Australia through technology-enabled job matching and skilled migration. The project secures waged employment for refugees, enabling them to relocate to Australia with their families.

In 2021 TBB worked with the Department of Home Affairs to introduce a Skilled Refugee Visa Pilot. Through the pilot Australian employers will sponsor 100 skilled refugees and their family members over the next two years. 300 refugees will directly benefit from this programme by rebuilding their lives in safety in Australia.

Feature grant

Mater is helping doctors from a refugee background get back into the profession they are passionate about.



Photo courtesy of the Mater Foundation.

The Mentoring Programme for International Medical Graduates from a Refugee Background is helping doctors trained overseas, but it's also busting stigma and stereotypes in the profession, and the outcomes are good for hospitals, staff, patients and programme graduates.

Mater is a Catholic not-for-profit health, education and research organisation supporting individuals and families disadvantaged by health or social circumstances. It runs hospitals and health and research centres. Part of its mission is to advocate for "health and wellness without discrimination" and "to help people thrive and flourish".

Mater is involved in refugee health in Queensland, but its Training and Mentoring Programme for International Medical Graduates from a Refugee Background pilot was the first time it worked with refugee doctors trained overseas. The programme helps international medical graduates (IMGs) to find their way back into their field in Australia.

For Director of Mater refugee health Donata Sackey it was a wake-up call when in 2019 two IMGs, desperate to get back into employment, approached

Mater about barriers they faced in becoming practicing medical professionals in Australia.

"They started to unpack with us all the complexities and the challenges, not only the systemic challenges, like accreditation, but also the employment barriers, like that you can't get employment if you haven't had experience in Australia," says Sackey. "And not being able to go back to your home country to get your certificate of good standing, because the hospital you used to work for has been bombed."

As a hospital and health service, Sackey believed Mater could help.

The programme's backbone is mentorship, which starts with what Mater calls an "observership". During this programme's pilot the original two doctors – Dr Jean De La Croxi Butoyi and Dr Manal Bahnam shadowed doctors at the hospital to learn how Australian hospitals are run, to gain cultural understanding, and to build networks and experience.

"For three days a week for six months the doctors come to Mater, not as volunteers or as paid employees, but as observers. They went to ward rounds, the ED to see how it runs, they joined team meetings, they visited the out-patient clinic, they joined our

complex-care clinic for refugees, and our cardiac clinic,” says Sackey.

Dr Bahnam had worked as an anaesthetist for 25 years in Iraq. Mater found her a mentor who took her into theatre to observe. “And when she came out she nearly burst into tears because she said she never thought she’d be able to go back into theatre,” says Sackey. “She couldn’t perform anything, but she could watch and learn and ask questions.”

From the observerships doctors move onto level-one supervision, then level-two. Mater can also help doctors with their AMC (Australian Medical Council) exams, all steps on the potential path to practising medicine again. “But it’s not just about helping people to pass their exams and giving them resources. It’s also the more subtle things around attitude and culture,” says Sackey. “For example, if a mother comes into ED from a domestic violence situation, you have to deal with the presenting clinical problem and injury, but then you have to, as a doctor, also attend to the other social component. In some situations people from an overseas background wouldn’t have had a choice to help a woman get to a DV service. And they may have never had any authority to keep a perpetrator out of the ED.” Another example is knowing which drug and alcohol services are available to refer to.

The programme is also proving to a largely-change-resistant, conservative medical profession that overseas-trained doctors are excellent employees and can be a part of the solution to staff shortages. Mater’s programme is changing attitudes towards IMGs in a traditionally risk-averse system to the benefit of hospitals, patients and other staff. And the IMGs who move back into the profession can act as mentors to the doctors from refugee backgrounds coming up behind them.

“All of the doctors who have come through the programme are now resources themselves. They’re ready and willing – they know that we support them and likewise they want to support others.”

Funds from the Bennelong Foundation made it possible to bring on board a dedicated project person to look at the observership model and the further pathway and mentoring and peer support group. That hire was pivotal to the programme’s success, and now more hospitals are interested in bringing Mater’s IMGs into their employment folds. Mater is also being contacted by more IMGs, from refugee backgrounds.

“It’s amazing, you can see now our dream of a pathway has emerged. The dream was: let’s get these doctors as soon as they’re ready into a six-month observership, help them into employment and build relationships with hospitals that are willing to listen to what we’re doing at Mater.”

All three IMGs that Mater has mentored and helped to train so far have gone on to employment; one at Toowoomba Hospital and two at Redcliffe Hospital in Queensland. “And we currently have another two IMGs going through the observership at Mater,” says Sackey.

“We don’t want to miss this opportunity. You’ve only got a relatively short window before people give up hope. If they’ve been in Australia for 10 years it’s going to be a lot harder to get back into the profession. So we need to make sure we have a pathway when they start and a mechanism to identify and support people all the way through if this is what they want to do.”

“Here at Mater I felt like I was part of the team, the staff were very welcoming and supportive. I was able to ask questions and really observe their practices.”

Dr De La Croix – Mater Foundation Observership Programme for doctors with a refugee background participant

Feature grant

Girls in STEM is busting stereotypes about science, and making it fun and accessible.



A programme at Discovery Science and Technology Centre for girls from disadvantaged schools in Bendigo is using STEM to foster community, create role models and encourage a love of learning. With slime, robotics and a giant slide included.

The Science Discovery and Technology Centre in Bendigo, Victoria, is a landmark for the area and much loved by visitors and locals alike. Its mission to make science fun, approachable and accessible is well established, but that has just been enhanced by a Bennelong Foundation-funded expansion to a programme aimed at introducing girls from disadvantaged backgrounds and schools in the area into science, technology, engineering and maths (STEM).

Alissa Van Soest is a Science Communicator and general manager of the Discovery Centre. She says that by the time girls are introduced to STEM and encouraged to give it a try, often in high school, it's already too late. "Children as young as eight will have already decided if science is for them or not. A lot of girls think they're not smart enough to do science or maths," she says. Or in pre-school they will already tell you if something is a boy job or a girl job. It's devastating to hear that."

And the women who do take their science learning further often find they are the only ones in their labs, offices and classrooms. “Once you go beyond an undergraduate degree level, they’re the only woman in a class of 100 to 300 other students. And it’s not a friendly environment. There’s no one to look up to and ask questions of. So having role models, and a network of support, is really crucial in getting women into STEM.”

This motivated Van Soest to start Girls in STEM, a programme that introduces selected girls in Year 6 to come together once a month at Discovery Centre to meet their science-curious peers, participate in STEM activities, see that it’s fun and foster a love of STEM. They then run workshops and present at assemblies at their schools for the younger students in their school communities.

“It’s not dry text books,” says Van Soest. “It’s about hands-on learning and enquiry-based learning. We’re making and breaking perceptions of what STEM really is. Pulling apart robots, making slime and going into the planetarium, building a bridge – all those things are STEM. And they are a lot of fun, and they’re creative and collaborative, and engage critical thinking skills.” Also part of the mix is a giant, almost vertical 7.2-metre slide. The students hang from a large metal bar at the top and drop down. “They learn about physics, friction and gravity,” says Van Soest.

The group forms a community that Van Soest hopes will support each other throughout their journey of learning and STEM. So that when they’re in high school, university and even employment, they will have other women around them. And they can be role models for those who follow.

“Their confidence is growing” says Van Soest. “They come in not convinced they will be able to teach other students, but after just a few sessions they were so excited

at the idea that the workshops they’ve been doing, they were then going to run for their school and the younger students. They get to be the teachers and share what they’ve learned.”

Bendigo is in the lower 25 per cent of academic and financial disadvantage, and a variety of schools are involved in the programme, which currently has 30 girls from 16 schools, expanded from five schools thanks to funding from Bennelong Foundation. Funding also made it possible to run this programme every month of the school term, up from just one session a term. Most of the schools have low ICSEA (index of community socio-educational advantage) scores. “We wanted to make it a diverse range of schools so they can all support each other and learn from each other,” says Van Soest.

“We’re the first stepping stone. There aren’t any other girls in primary school STEM programmes in our area. We really focus on encouraging them to make friends, and making them role models for others. Building their community.”



“It’s not dry text books, it’s about hands-on learning and enquiry-based learning. We’re making and breaking perceptions of what STEM really is. Pulling apart robots, making slime and going into the planetarium, building a bridge – all those things are STEM. And they are a lot of fun, and they’re creative and collaborative, and engage critical thinking skills.”

Alissa Van Soest – Science communicator and General Manager of the Discovery centre.

What do you think you need to be a scientist?

“A mind that will not give up easily and tools that will help you learn.”

“You need things you can experiment with and you need to be willing to fail.”

“To learn about all the different types of experience.”

“Skill, patience and work.”

“To help others and answer questions, and know why things happen.”

“To be passionate!”

Discovery Science and Technology Centre Bendigo –
Girls In STEM programme



Feature grant

Skills For Life connects Aboriginal children to culture – and to the services they need.



Photo courtesy of Bianca Monaghan from Bundjalung Cultural Experience who also facilitated this weaving session.

By offering Aboriginal children in Clarence Valley cultural activities run by cultural knowledge holders, Mudyala Aboriginal Corporation is giving them pride, connecting them to their culture and helping them to integrate better into the mainstream schooling system.

Yaegl woman and CEO Aneika Kapeen founded Mudyala Aboriginal Corporation in December 2019 to address the specific needs of school-age children and new parents and babies in her community in the Clarence Valley in northern NSW. With her background in community services – specifically Aboriginal housing and a youth programme – she knew that keeping Aboriginal kids connected to their culture was key to them being successful in school and beyond. She started Mudyala, and the Bennelong Foundation-funded programme Skills For Life, because she believed that if she could design a programme that centred on culture and traditional knowledge that was specific and culturally appropriate to her local community, she could have an impact on kids' participation rates in the mainstream schooling system.

“Identity is a big problem in the community where kids are finding it hard to juggle what we get taught culturally and the way we should be culturally compared to the way mainstream society works,” says Kapeen. So Skills For Life offers activities such as didgeridoo making, weaving, worming, fishing and pippi-ing to local Aboriginal kids. The programme has proven that when they are immersed in culture, Kapeen and her team can get to know them and understand better their needs, and then link them up with the help they need at home or in school.

“There was 16 boys over a six-week programme and they made didgeridoos from scratch, all the way to finish, on the weekends in their own time,” says Kapeen. “They’d sit down with a cultural knowledge holder, Michael Laurie, and he told them why it’s important, why we use it in ceremony, what other purposes it has and how to hit a few notes.

“When they sit and do the didges they get immersed in doing a cultural activity and while they do that we’re able to generate conversation around school around home – around any thing that’s impacting their life,” says Kapeen. We identified a couple of kids who were suspended, who wouldn’t

“It creates self-confidence and self pride but it also creates connection of their identity back to their culture and it’s something they can link back to. Not just their mothers and brothers and sisters, but their grandparents and great grandparents and their ancestors. And their link back to Country.”

Aneika Kapeen
Yaegl woman and CEO
Mudyala Aboriginal Corporation



A
Photos courtesy of Mudyala Aboriginal Corporation.

attend school, that are coming to our little didj programme because it’s something they’re linked into. So we provide that bit of support and link them in with the Aboriginal education assistant and Aboriginal education officer at school.”

Kapeen believes the programme is successful because it gives Aboriginal children a chance to use their hands and be active in their cultural learning. Something not usually offered to them by the mainstream schooling system.

“Our culture is very hands-on learning, like weaving and making didjs, you’re not just sitting in a classroom writing in a book. You’re doing something with your hands that’s promoting a lot of sensory touch and feel, and the didge itself is a calming sound. Whereas when they’re in a classroom these are kids that are usually getting suspended or getting in trouble at school a lot. And being told strictly they have to do things and learn this to be able to succeed. Whereas culture is the complete opposite.”

When cultural knowledge holder Bianca Monaghan ran a weaving course for girls in Grafton and South Grafton as part of Skills For Life the schools were stunned. “They couldn’t believe the conversation that had taken place between her and these young girls, the ones they had been struggling to get to open up and struggling to get to engage into the school,” says Kapeen. “The school counsellor and psychologist pulled Bianca aside and said, ‘How’d you get the girls to open up? They never talk to us.’ And the response was: ‘This is Aboriginal women’s business, whatever happens in this room stays in this room. The girls feel welcome, they’re linking with their culture and it’s allowing them to express how they feel in an environment that won’t judge them.’ And now the schools are asking if we can come back and do it again.”

Around 100 Aboriginal youths have participated in the programme, but Kapeen is more concerned with quality than quantity. “It’s about doing something the kids want. And even if I run a programme and I’ve got three kids, but one of those three kids were high-risk for suicide and on the verge, and we’ve saved their life because we’ve linked them to other services, we might have been looking to get 10 kids but I’d call that a win – if we helped one to redirect their thoughts.”

That the activities are done in groups is also part of the programme’s success, and in itself promotes connection to culture and community.

“It creates self-confidence and self pride but it also creates connection of their identity back to their culture and it’s something they can link back to. Not just their mothers and brothers and sisters, but their grandparents and great grandparents and their ancestors. And their link back to Country.”

General grants

Ardoch



Early Language and Literacy Programme

Target community:

Socio-economic disadvantage

Impact focus:

Early years education

Ardoch's Early Language and Literacy (ELL) provides early intervention and support in areas of high need to improve vulnerable children's school readiness. Trained and skilled volunteers are directed by a kindergarten teacher to deliver a play-based programme designed around learning outcomes that support school readiness.

Australian Schools Plus

Bridging the Maths Gap at Albanvale Primary School

Target community:

Socio-economic disadvantage

Impact focus:

Numeracy and literacy support for primary school

Albanvale Primary School in Melbourne's western suburbs wants to reverse the negative effects of COVID-19 related disruption to students' primary-level maths learning. Its plan is to scale up its Extending Maths Understanding programme.

Bluearth Foundation

Active Schools

Target community:

Socio-economic disadvantage

Impact focus:

Active living

Active Schools focuses on physical activity, mindfulness and reflection. Remote schooling has created educational gaps, and social isolation is a threat to health. Active Schools addresses this with physical literacy, which benefits educational and whole-person social, mental and physical health, and wellbeing outcomes.

Concern Australia Welfare Inc.

Hand Brake Turn Scholarship Programme

Target community:

Socio-economic disadvantage

Impact focus:

Pathways to employment

This project funds 25 disadvantaged and/or at-risk young people to undertake the five-week Hand Brake Turn (HBT) pre-vocational automotive and life skills training programme. The scholarship provides an education/employment pathway for young people who are disengaged from their education and who, without financial support, would otherwise not be able to access training.

Council of Single Mothers and their Children Inc.

Expanding Employment and Education Engagement for Single Mothers

Target community:

Socio-economic disadvantage

Impact focus:

Pathways to employment

Single mothers face significant barriers to securing and maintaining employment and education, which have been exacerbated by COVID-19. But completing further education and finding secure work are key to reducing financial hardship in these families. This case-work model provides individualised support for successful engagement with work and study.

Discovery Science & Technology Centre

Girls in STEM

Target community:

Socio-economic disadvantage

Impact focus:

STEM

Girls from disadvantaged local schools across Bendigo are selected to become STEM leaders and mentors for their peers. Participants receive a Discovery family membership and hands-on STEM training with female science communicators and role models. Participants use their newfound skills and enthusiasm to inspire their classmates to pursue STEM.

First Hand Solutions Aboriginal Corporation



IndigiGrow Employment Project

Target community:

Aboriginal and Torres Strait Islander communities

Impact focus:

Pathways to employment

IndigiGrow is a 100 per cent Indigenous-owned-and-run social enterprise in La Perouse, Sydney. It focuses on native bushfood plants and critically endangered eastern suburbs banksia scrub. Funding has employed a young Indigenous woman to join the organisation's nursery team for a 12-month traineeship.

Griffith University

Scholarship programme for HDR candidates at GRIDD

Target community:

Socio-economic disadvantage

Impact focus:

Scholarship

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

Gunawirra



Sustaining Aboriginal health through a nutrition garden

Target community:

Aboriginal and Torres Strait Islander communities

Impact focus:

Nutrition and connection to culture

Gunawirra supports Aboriginal and Torres Strait Islander children, families and communities to break the cycle of hardship. This grant funds a community garden to enhance mothers' nutritional education. The experience enhances family bonding and the bush tucker builds on cultural pride.

Happy Brain Education

Happy Brain Education tutoring and mentoring programme

Target community:

Socio-economic disadvantage

Impact focus:

Numeracy and literacy support for secondary school

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

Health Futures Australia

SHIFT Young Growers programme

Target community:

Socio-economic disadvantage

Impact focus:

Pathways to employment

The SHIFT Young Growers programme engages and connects disadvantaged young people with their local food system to improve their mental wellbeing. It also increases their knowledge of nutrition, food systems, food security and production through growing and selling produce to the Healthy Lunch Kitchen.

Learning Links

Counting for Life – Positive Pathways to Numeracy for Children Experiencing Disadvantage

Target community:

Socio-economic disadvantage

Impact focus:

Numeracy and literacy support for primary school

This programme trains volunteers to work with children at their school in western Sydney to improve their numeracy, self-esteem and confidence.

Our primary mission – to halt Australia’s sedentary crisis and its associated health consequences – has grown in need and urgency. COVID-19 escalated the physical, mental, and emotional concerns that arise from social isolation and inactivity.

The holistic benefits of moving well are needed now more than ever. Like any not-for-profit, Bluearth Foundation has had to be incredibly agile during this pandemic. We worked quickly to improve the delivery of online content into our contracted schools, which has the benefit of adding another resource we can offer to remote schools.

Peter Parker
CEO, Bluearth Foundation



General grants

Mater Foundation

Pilot training and mentoring programme for doctors from a refugee background

Target community:

New migrant and refugee communities

Impact focus:

Pathways to employment

This is a pilot training and mentoring programme for medical graduates from refugee backgrounds who want to enter the medical profession in Australia. It focuses on building cultural competencies in the Australian medical context and preparing for the AMC2 (Australian Medical Council) exam.

Mudyala Aboriginal Corporation

Skills for Life

Target community:

Aboriginal and Torres Strait Islander communities

Impact focus:

Connection to culture

Mudyala reinvigorates cultural identity in Aboriginal youth in the Clarence Valley, NSW. It offers cultural activities through schools that allows it to connect with youth at risk and work with their schools to help them with education.

OzHarvest Limited



FEAST (Food Education and Sustainability Training)

Target community:

Socio-economic disadvantage

Impact focus:

Nutritional education and STEM

FEAST is a 10-week STEM programme of cooking and inquiry-based learning that empowers students aged 9 to 12 to make healthy eating choices and become change-makers in sustainability. It will upskill eight low socio-economic status schools in Sydney and Melbourne to deliver FEAST.

Refugee Migrant Children Centre in partnership with State Schools Relief

Tech to Connect

Target community:

New migrant and refugee communities

Impact focus:

Numeracy and literacy support for high school students

This programme re-engages kids from refugee and migrant backgrounds in remote learning and support services. It will distribute 50 Chromebooks to kids who have been cut off from their remote learning and peers since March 2020 due to lockdown in Victoria, and help them access extra mentoring and support.

Photo courtesy of Katharine Balson.

RMIT University

Bennelong Equity Scholarship Programme

Target community:

Socio-economic disadvantage

Impact focus:

Scholarship

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

SCARF Community Organisation



Winter Scarf '21 & Spring Scarf '21

Target community:

New migrant and refugee communities

Impact focus:

Pathways to employment

This offers two 10-week seasonal programmes providing hands-on training, supportive mentoring and paid work experience in restaurants to 16 marginalised young people. The seasonal programmes have run since 2010 and have a 70 per cent employment-placement rate.

Photo courtesy of Roger Ungers.

SCARF Refugee Support

Local Connections

Target community:

New migrant and refugee communities

Impact focus:

Pathways to employment

This mentoring programme matches local volunteers with professional experience to refugees building new lives in the Illawarra. The volunteers help them to establish professional networks, career pathways, and to find meaningful and sustainable employment.

Settlement Services International Limited

Ignite: Financial Wellbeing & Intensive Assistance

Target community:

New migrant and refugee communities

Impact focus:

Pathways to employment

This initiative helps people from refugee backgrounds to start their own businesses, or expand their existing ones. The project responds to the challenges and needs of migrant and refugee small-business entrepreneurs impacted by COVID-19 through tailored financial literacy workshops and one-on-one support.

TarraWarra Museum of Art Limited

TarraWarra Museum of Art education programme

Target community:

Socio-economic disadvantage

Impact focus:

School engagement

TarraWarra Museum of Art is partly funded by the Bennelong Foundation to develop and deliver an education programme over five years. The hands-on, participatory programme explores the natural environment through arts-based workshops and allows students at disadvantaged schools to access arts education.

Think & Do Tank

Multilingual volunteer programme

Target community:

New migrant and refugee communities

Impact focus:

Pathways to employment

This programme provides recently arrived and second-generation migrants in south-western Sydney with opportunities, skills, employment, social cohesion and wellbeing.

Tomorrow Today Education Foundation

Parents Early Education Partnership (PEEP)

Target community:

Socio-economic disadvantage

Impact focus:

Early years education

PEEP values parents as their child's first and most important educator and offers weekly facilitated sessions to empower parents in their children's early learning. Families are linked to community, developmental and social activities, and to referral agencies where needed.

Wellsprings for Women



Creative Enterprising Women

Target community:

New migrant and refugee communities

Impact focus:

Pathways to employment

Creative Enterprising Women works with migrant and refugee women who face barriers to securing employment through mainstream channels. It focuses on their existing skills and talents to help them earn an income or get involved in a social enterprise.

General grants

Wildcare Incorporated

Get Outside Get Connected

Target community:

New migrant and refugee communities

Impact focus:

Settlement support

Get Outside offers nature-based experiences for refugees and new migrants in Tasmania, connecting them to place and to each other. It collaborates with park rangers and mental health practitioners to take more than 1,000 migrants on nature-based experiences, and trains more than 50 young people as leaders.

Women's Information, Support and Housing in the North Inc (WISHIN)

On Our Path Together

Target community:

Socio-economic disadvantage

Impact focus:

Pathways to employment

On our Path Together is a peer-education programme for older women at risk of homelessness. The programme teaches financial and workplace skills for 10 older women impacted by COVID-19. It will also equip a further 120 women with knowledge and resources to mitigate their risk of homelessness.

WorkRestart Social Enterprises Ltd

Second Chance Partners Project

Target community:

Socio-economic disadvantage

Impact focus:

Pathways to employment

The Second Chance Partners Project creates direct pathways to employment for people who have been in prison.

Zoe Support Australia

Pre-accredited training and skills development for young mothers

Target community:

Socio-economic disadvantage

Impact focus:

Pathways to employment

This training programme assists young mothers experiencing disadvantage in Mildura to improve accredited education and employment outcomes.

Small grants



Cancer Council Victoria

Dave Hennessy – grant matching

Cerebral Palsy Alliance

Contribution to Jonas Daly fundraising for the Twenty20 Challenge

Jodi Lee Foundation

Mark Burgess – dollar matching

Philanthropy Australia Ltd

Contribution to Jobs and Skills Funders Network project manager

St Vincent de Paul Society Victoria

CEO Sleepout

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Participants in the Cerebral Palsy Alliance Twenty20 challenge in Sydney, April 2021.

P.A.C.E. grants

Public Education Foundation

Scholarships programme

Target community:
Socio-economic disadvantage

Impact focus:
School engagement

Scholarships that help students from disadvantaged backgrounds to cover the extra costs of public schooling and provide them with opportunities to extend their talents and pursue their aspirations. The scholarships and awards also acknowledge and reward academic excellence.

SHINE for Kids Limited

RISE Education – Wagga and Junee

Target community:
Socio-economic disadvantage

Impact focus:
Numeracy and literacy support for primary school

RISE Education is a place-based project for primary children with an incarcerated parent. The programme gives students access to an adult mentor who supports them academically, socially and culturally.

Sir David Martin Foundation



Triple Care Farm – Stepping Out programme

Target community:
Socio-economic disadvantage

Impact focus:
Pathways to employment

Triple Care Farm is a youth drug and alcohol residential facility helping 16 to 24-year-olds to lead healthy lives and overcome addiction. After rehabilitation each young person is offered up to six months of aftercare support as they re-join the community.

St John's Community Services Limited

New Skills – community development workshops

Target community:
Socio-economic disadvantage

Impact focus:
Pathways to employment

These workshops, for people experiencing homelessness, marginalisation and disadvantage, teach new skills for social inclusion, build self-esteem and act as a pathway to employment opportunities.

The Rural Foundation Limited (Youthrive)

Branch Out mentoring for rural youth

Target community:
Socio-economic disadvantage

Impact focus:
Pathways to employment

Branch Out is an online group-mentoring and information-sharing programme developed by young rural people for Year 11 and 12 students in rural Victoria. It addresses the barriers that prevent regional students from achieving their full educational and career potential.

Youth Activating Youth Inc

Emergency Support

Target community:
Socio-economic disadvantage

Impact focus:
Welfare food support

Tailored food packages for communities experiencing food insecurity as a result of the COVID-19 lockdown in Victoria.

Relaunch of the Bennelong Foundation staff committee

Staff and community engagement has always been a core part of the Bennelong Foundation. Since inception, the directors and management have created opportunities for staff, clients, colleagues, friends and family to participate in a culture of caring by working closely with grant partners for volunteering opportunities, site visits and events.

In October 2007, in the spirit of this community and a culture of caring, a sub-committee of the Board of Trustees was formed and a group of staff from the subsidiary business units of the Bangarra Family Office were invited to participate.

The concept was to create a platform for members of the Group and next-generation family members of the founders to engage with the Foundation. Its role was to find and recommend projects from grassroots organisations for funding, and run staff-engagement initiatives such as the “make a difference days”. It was originally known as the Youth Committee. By 2011 the committee had expanded to include representation across all the businesses of the Group at the time, including Hume Property Group, Bennelong Wealth and Bennelong Funds Management, and had representation across the states.

In 2014 the committee evolved and was renamed The Bubbles Committee. Many of its processes were formalised, such as introducing a group charter. The concept for the name represented thought bubbles, or bubbles of staff generating ideas for events or funding opportunities. 2014 was also the first year Pitch In was held, an idea from Nick Chapman who chaired the committee for several years and worked in the business up until 2014. Our bi-annual Pitch In events are now the committee’s major focus.

In 2021 it was decided the committee’s members should take up roles as leaders, ambassadors and co-designers for creating the nexus between the Bennelong Foundation and our associated businesses under the Bangarra Family Office. The committee has been renamed to reflect this next phase and is now the Philanthropy and Community Engagement committee (P.A.C.E.).

Thank you to the P.A.C.E. committee members for your contribution over the past 12 months.

- Jeff Phillips (Chair)
- Camelia Seric
- David Whitby
- Jodie Saw
- Marta Galli
- Meredith Williams
- Monique Dempsey
- Peter Aquilina
- Scott Lillingston
- Stuart Fechner



▲ P.A.C.E. committee members with presenters at Sydney Pitch In, May 2021. Photo courtesy of Grace Woods.

Bennelong Foundation UK

In the Bennelong Foundation UK's inaugural year we have taken a pause, listen and learn approach to developing the framework and structure for our granting programme.

From the outset, the Bennelong Foundation UK was established to provide a platform for the Bangarra Family Office to expand its philanthropic footprint into all communities in which its businesses operate. This includes giving the staff of subsidiaries the opportunity to actively engage in the Group's philanthropic activities, and to create a structure to provide opportunities to benefit the communities in which our UK businesses are based.

To support this philosophy, a programme of learning was developed and delivered over the course of the year to understand better the UK's philanthropic and community needs. A five-session learning journey was delivered to the staff of our UK-based subsidiaries, exploring philanthropy fundamentals, and hearing from other philanthropists and community charities. A deep dive was also taken to explore the unique challenges, and the causes behind them, that communities experiencing deprivation in London and Cornwall are facing.

With the support of the staff, the information covered in the sessions was consolidated and a framework for the initial grant-making process was established as follows:

One project based in London, with the balance of projects supporting general welfare support, such as foodbanks and projects addressing child poverty in Cornwall.

The trustees of the Bennelong Foundation UK held their inaugural board meeting at the start of June 2021, and five projects were selected for funding through the grants programme. The projects will support as many as 1,300 people experiencing deprivation across London and Cornwall. UK-based staff will be able to support these projects beyond grant making through volunteering.

The Bennelong Foundation UK remains committed to ongoing learning and developing relationships with local communities and charities to inform the ongoing development of the grant-making programme as the Foundation grows.

Bennelong Foundation UK grants

Devon and Cornwall Food Action Charity

Preventing and reducing the impact of Poverty

Impact focus:
Welfare support

This grant provides food to local families in poverty. The charity delivers the food boxes in unmarked vans directly to homes, which reduces stigma and embarrassment.

Lighthouse Community Centre

Lighthouse Community Food Club

Impact focus:
Welfare support

This is a membership based, user-led Food Club that includes a tailored support programme enabling Lighthouse Community Centre to provide long-term support to people experiencing tough times, giving people choice and dignity while also addressing food waste.

Treyla

Realising Ambition

Impact focus:
Child poverty

Realising Ambition is a mentoring programme that works with young people in the poorest communities. Each child is allocated their own mentor who works with them regularly and long-term to support their transitions into adolescence and adulthood.

Performance Plus Sport UK

BFUK-PPS support through sport

Impact focus:
Pathways to employment through sport

This programme supports aspiring young sportspeople in deprived communities by creating career pathways. This includes training opportunities to become boxing coaches and membership fees to sports organisations. PPS will also support young people via a relevant qualification, mentorship support, interview skills training, CV writing training and 20 hours of work experience.



John Feaver and James Feaver from Performance Plus Sport receiving the first official grant from the Bennelong Foundation UK at Addington Park Golf Club with members of the BennBridge P.A.C.E. committee, Emileigh Adams and Charles Oldmeadow.

The Dracaena Centre

Link-Up

Impact focus:
Child poverty

The Link-Up programme works with vulnerable families through a variety of support methods, including 1:1, group work, positive activities, collaborative working with professionals, partner agencies and other organisations and providing internal and external referral pathways moving forward.

“Each individual will receive a programme involving funding for a relevant qualification, mentorship support, interview skills training, CV writing training and 20 hours of work experience. This support is very much appreciated, and we are proud to be the Bennelong Foundation UK’s first grant recipients.”

James Feaver, Performance Plus Sport CEO

Celebrating the 10th Annual Tan Track Challenge



At the start of 2021 the Bennelong Foundation community held its 10th annual Tan Track Challenge.

This key event in the Bennelong Foundation calendar celebrates the gift of two digital four-meter-tall clocks installed at Melbourne's iconic Tan Track at the Pillars of Wisdom, the start/finish line on Alexandra Avenue and at the half-way mark on Birdwood Avenue. The clocks were delivered as part of a partnership between Mission Australia, the City of Melbourne and Bennelong Foundation in 2012. The idea for the Tan clocks initially came to Bennelong Foundation co-founder and previous Chair Jeff Chapman as he was running on the track almost 20 years ago. He thought of them as an opportunity to recognise the history and tradition of Melbourne's much loved Tan Track in the beautiful Botanic Gardens, and as a practical encouragement to Melburnians and visitors to maintain a healthy and active lifestyle. The clocks feature the names of the 10 men and women to have recorded the fastest times around the Tan, and the history of the track since it was established in 1901.

Our first Tan Track Challenge was held in 2012 to celebrate the formal opening of the clocks. It was attended by Deputy Lord Mayor Susan Riley, long-distance runner Steve Moneghetti, and staff and beneficiaries of the Bennelong Foundation community.

The Tan Track Challenge tradition has continued as an annual event ever since, and has involved more than 400 members of the Bennelong Foundation community, including staff of the associated businesses, family members, clients, colleagues, beneficiaries and pets.

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2021 Bennelong Tan Track Challenge winners, Jessica Harrison and Scott Lillingston.

“The new clocks are a strong theme of the Bennelong Foundation. The clocks will enhance Melbourne’s reputation as Australia’s pre-eminent lifestyle and sports-oriented city.”

Jeff Chapman 2012

The Tan Track challenge is also an opportunity for our staff to engage with our beneficiaries, who we invite to participate alongside us. We ask for a gold coin donation to one of the Bennelong Foundation’s not-for-profit partners, and the event is catered by a social enterprise partner such as Charcoal Lane or Society Melbourne.

The Tan Track Challenge’s fastest times are recognised on our Tan Track trophy, which promotes some very healthy competition within the Bennelong Foundation community; some past winners have even engaged in intense training leading up to the event.

Each year participants also receive a Tan Track T-shirt, which has included designs by staff members’ children and local Aboriginal artists such as Mick Harding.

Over the years the clocks have become not only a landmark but a source of inspiration. In 2019 the Bennelong Foundation was approached by Darren Templeton to help develop an official set of rules and regulations to determine what constitutes and should be recognised as an official fastest time around The Tan as listed on the clocks. Run the Tan (runthetan.net) as the governing body was established in partnership with the Bennelong Foundation, Athletics Victoria, the Victorian Masters Association and APSOC.



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From top

Run the Tan male elite challengers 2021.
Photo courtesy of Mark Purvis.

Steve Moneghetti with Wesley College students at the launch of the Tan Track Clocks in 2012.

Current fastest female record holder Linden Hall. Photo courtesy of Jazz Deol.

THE BENNELONG FOUNDATION TAN TRACK WINNERS ARE;

Year	Male	Time	Female	Time
2013	Jay Doherty	16.10	Rebecca Bamber	21.50
2014	Paul Stone	16.53	Prue Stone	16.10
2015	Matt Tanner	14.57	Carissa Perano	22.0
2016	Paul Stone	16.20	Prue Stone	15.20
2017	Luke Toebelman	14.27	Tracey Hall	19.51
2018	Scott Lillingston	13.58	Angelica Martensson	19.04
2019	Alex Clements	14.25	Zoe Ho	21.02
2020	Alex Clements	13.38	Nicole Goodman & Sandra Jacobs	21.40
2021	Scott Lillingston	13.33	Jessica Harrison	18.11

The Tan Track has been used by
Melburnians for more than 100 years
and around 350,000 people use the
track every year. These fabulous new
clocks have greatly added to the
enjoyment and ease of using the track.

The clocks were a wonderful idea by
the Bennelong Foundation and we are
very grateful for this generous gift.
They complement the recent work the
City of Melbourne has undertaken on
the Tan, including widening the track
and installing lighting.

Deputy Lord Mayor Susan Riley 2012



> Run the Tan female elite challengers 2021.
Photo courtesy of Mark Purvis.

Run the Tan is a “central source of truth” of all official recorded run times around the Tan (including the all-time Top 10 and Top-100 fastest times for men and women), which informs the times printed on the clocks.

Run the Tan has strengthened the identity, profile and impact of the clocks by inspiring Australia’s elite athletes to challenge the current fastest times listed on them. In April 2021, the first official Run the Tan event was held. Olympic athletes, emergency support workers, and the general public enjoyed the opportunity to officially “clock” their time around the Tan, and to challenge the current fastest times as listed on the clocks. Several records were broken at the event. Stewart McSweyn was just one second short of Craig Mottram’s 2006 fastest time (10.08). And Olympic runner Linden Hall broke the female record with a time of 11.35. She said the times listed on the clocks were a source of inspiration for her as a junior runner. The event was also the first time para athletes’ times were officially recorded.



TOP 10 MEN

Rank	Name	Time	Year
1	Craig Mottram	10.08	2006
2	Stewart McSweyn	10.09	2021
3	Jack Rayner	10.16	2020
4	Sam McEntee	10.19	2020
4	William Chirchir (KEN)	10.19	2000
6	Noah Ngeny (KEN)	10.22	1999
7	Dave McNeill	10.23	2020
7	Ryan Gregson	10.23	2021
9	Brett Robinson	10.26	2020
9	Jordan Williamsz	10.26	2020
9	Luke Kipkosgei (KEN)	10.26	1999

TOP 10 WOMEN

Rank	Name	Time	Year
1	Linden Hall	11.35	2021
2	Georgia Hansen	11.44	2021
3	Genevieve Gregson	11.48	2021
4	Ellie Pashley	11.53	2021
5	Sarah Jamieson	11.57	2005
6	Kate Anderson	11.58	1996
6	Lauren Ryan	11.58	2021
8	Sinead Diver	11.59	2021
9	Camille Buscomb	12.00	2021
10	Abbey Caldwell	12.06	2021

TOP PARA ATHLETES

Rank	Name	Time %	Year
1	Jaryd Clifford (T12)	00:11:09 (34.05%)	2021
2	Deon Kenzie (T38)	00:11:37 (34.00%)	2021
3	Nellie Mitchell (T13)	00:14:53 (27.47%)	2021
4	Annabelle Colman (T20)	00:16:25 (26.74%)	2021
5	Georgia Powning (T20)	00:16:27 (26.68%)	2021

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, 2021 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 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.

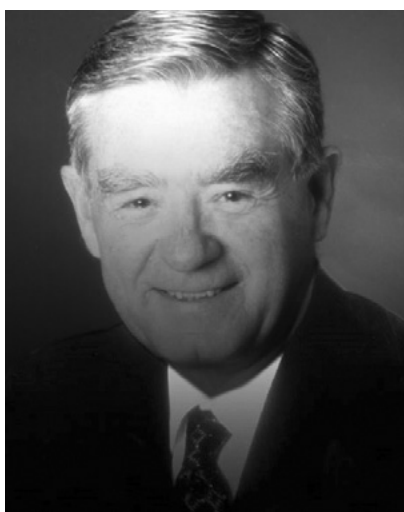
The investment objectives of the Foundation are:

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

Pause, Listen, LEARN...

People who have inspired and influenced the Bennelong Foundation journey

Introducing
Sir Donald Trescowthick
AC, KBE, KGCHS, KM, CLJ, FCPA



When I reflect on my 50-odd years of being in business, it appears that I worked under a traditional boss for perhaps 10 years and of that 10, seven were spent reporting to Sir Donald Trescowthick. So it is obvious to me that he played a significant role in my business education.

Sir Donald and his group of companies were clients of mine when I worked for a leading merchant bank in the mid 1970s. I wanted to go overseas to do a MBA, so I proposed to Sir Donald that I would work for him when I returned if he would pay me a modest amount to keep body and soul together while I was away. To my great surprise and, from memory, without any great fuss, he agreed.

That is the measure of the man.

Donald Trescowthick was born in Ballarat, a fourth-generation Australian. The Trescowthick family can trace its history to 1602 and a Cornish Village called Illogan about an hour from our St. Mellion Estate property. Donald achieved a startling amount in a short period of time in his business career. He was knighted at the age of 49 for services to the business and philanthropic communities and even now, in his early nineties, is looking to re-establish the Sir Donald and Lady Trescowthick Foundation!!

His record speaks for itself. He is a remarkable man and I am privileged to say that I know him and worked with him, and his family, and that he and they are always welcome in the Bangarra and Bennelong groups.

Jeff Chapman AM

Decorations

A.C. – Companion of the Order of Australia (1991)

K.B.E. – Knight Commander of The Most Excellent Order of The British Empire (1979)

K.G.C.H.S. – Knight Grand Cross of the Equestrian Order of the Holy Sepulchre of Jerusalem (1995)

K.M. – Knight of the Sovereign Military Order of Malta

C.L.J. – Commander Military Hospitaller Order of St. Lazarus of Jerusalem (1982)

F.C.P.A. – Fellow of the Australian Society of Certified Practising Accountants (1954/2001)

Olympic Order of Merit (1989)

Inducted to Sport Australia Hall of Fame – “Member for Administrative Services to Yachting, Olympics and other sports” (December 1991)

Australian Sports Medal awarded “in recognition of your service to the Olympic movement” (2000)

Life Memberships

Ballarat Children’s Homes and Family Services (1988)

Prince Henry’s Institute of Medical Research (1991)

Special Olympic Inc. (1991)

Geelong Football Club (1998)

Australian Olympic Committee (1998)

Victorian Olympic Committee (1981)

Life Governor

Queen Elizabeth Hospital for Mothers and babies (1977)

Queen Elizabeth Centre Ballarat (1979)

Australian Patron

Special Olympics (World Olympics for Mentally Impaired (1992)

Member

The Newman College Council, Melbourne University (1979)

And year by year

1972 Chair – Kew Cottages Minus Children’s Appeal

1972 Chair – Doxa Appeal

1972 Launched and became Founding Chairman Melbourne to Hobart Yacht Race

1977 Formed the Sir Donald and Lady Trescowthick Foundation

1980 Geelong Football Club No. 1 Ticket Holder

1980 Chair Australian Ballet Development Fund

1980–2000 Chair of a number of Olympic fundraising appeals

1984–2000 Originator and Chairman Prime Minister’s Olympic Dinner

1987 Led the restructure of the Sports Australia Hall of Fame

1988 Organiser Little Sisters of the Poor Appeal

1992–1994 Chair/Organiser of Peter MacCallum \$12 million fundraiser

1998 Donated life-size statue of Sir Donald Bradman to MCG and launched the annual Don Award

1998 Established the Sir Donald and Lady Trescowthick Centre for Aged Care in Prahran (a partner to the Trescowthick Home for the Aged, Natimuk)

In total Sir Donald has raised around \$100 million for good and worthy causes.

bennelongfoundation.com

Bennelong House
Level 2, 9 Queen Street
Melbourne VIC 3000 Australia



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