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

Bennelong Foundation

ANNUAL REPORT 2016–17

15 YEAR ANNIVERSARY



Creating lasting change in the community from

2002–2017





Over
the past
15 years

Number of organisations
we have worked with

Number of grants
distributed

199+ 431

Celebrating 15 years of the Bennelong Foundation

Bennelong Foundation exists to enhance community wellbeing and provide opportunities for positive and lasting change in the community.

Established in 2002 by the Chapman family as the philanthropic arm of Bangarra Group, the Foundation enables both the internal and external stakeholders, including employees, family of staff, clients and partners, to participate in the development and growth of the Foundation.

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

At present, the priority focus areas are: community health, education, training and employment and migrant & Indigenous community welfare.

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

- Jeff Chapman, Chairman
- Carena Shankar, Deputy Chairperson
- Gary Toomey, Non-Executive Director
- Malcolm Gray, Non-Executive Director
- Craig Bingham, Non-Executive Director

Key advisers to the Board are:

- Alice Wong
- The Hon. Phil Honeywood
- Sandra Jacobs, CEO Bennelong Foundation

Bangarra Staff Advisory Committee (Bubbles):

- Jeff Phillips, Co-Chair, Bennelong Funds Management
- Will Davidson, Co-Chair, Bangarra Group
- Camelia Seric, Bennelong Funds Management
- Kathryn Carmody, Bennelong Funds Management
- Jodie Saw, Bennelong Funds Management
- Marco Mellado, Carnbrea & Co.
- Meredith Williams, Bennelong Funds Management
- Nikki Batrouney, Bennelong Funds Management
- Paul Stone, Carnbrea & Co.
- Rivee Tao, Carnbrea & Co.
- Stephen Thaxter, Sovereign Wealth Partners



About Bangarra Group

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

Subsidiaries of Bangarra Group:

- Bennelong Funds Management
- Bennelong Wealth Partners
- Crown Golf (UK)
- Aurora Media Worldwide (UK)

Bangarra Group combines its essence of private ownership and entrepreneurialism with the highest governance and compliance standards. Our business management approach is underpinned by a philosophy that values longstanding relationships and investing in quality.

Bennelong Foundation, our philanthropic arm, forms a core part of this commitment in Australia by enabling the Group and the wider Bangarra family of staff, clients and partners to contribute to creating enduring change in our communities.

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

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We are pleased to present this report, which highlights some of the impact and activities of the Bennelong Foundation and Bangarra Group during the 2016/17 financial year. Information on all aspects of the Foundation, including areas of interest, grant rounds, funding, principles and exclusions, can be found on our website.

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Bennelong Foundation

ANNUAL REPORT 2016–17

15 YEAR ANNIVERSARY

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THE CHAIRMAN'S REPORT 2016–17

This year marks the 15th anniversary of the founding of Bennelong Foundation and as such represents an opportunity for the Foundation to both recognise its impact on the grant recipients and reflect on the learnings over this period of time.

The Bennelong Foundation was established as a Prescribed Private Fund on the 31st May 2002 (later transitioning to a Private Ancillary Fund in 2009) and held its first board meeting at the offices of Bennelong Group on the 29th floor of 367 Collins Street in December that year. In 2003 the Foundation awarded its first grants to 10 organisations, with a focus on medical research, aged care and supporting children experiencing illness and disability.

This first year was a period of learning and discovery and provided an opportunity to look, listen and learn with a view to being able to refine the Foundation's specific areas of interest and, on a larger scale, to build the Foundation for a long and constructive future. Fast forward to 2017 and we now consider more than 300 applications each year and have made more than 400 grants over that 15-year period. Over this time we have continued to review and consider best practice in our grant making.

The core value of the Bennelong Foundation is its commitment to change, not charity. This has enabled it to concentrate on empowering people through education and providing pathways to employment in circumstances of inequity. Over the past five years we have been able to support more than 1,300 people with pathways to employment and provided more than 15,000 school students with literacy and numeracy support. We have also sought to create lasting change for our communities experiencing the most disadvantage, and during this time have supported more than 21,000 new Australians and 19,200 Aboriginal and Torres Straight Islanders through education, employment and community-based programmes.

One of the most rewarding aspects of the Bennelong Foundation has been the sharing of the spirit of giving and generosity with members of the Bangarra and Bennelong community, including staff, family, friends and colleagues. Acknowledgement of the importance of the community in which we live and work, and the spirit of giving, has been, and is, embedded into the philanthropic DNA of the Group.

For the next fifteen years – indeed, for the next fifty years and beyond – the Bennelong Foundation will continue to grow, will continue to seek out best practice in its philanthropic activities and will continue to implement and promote caring in the community.

I am pleased to present the Bennelong Foundation Annual Report for 2016–2017 and in doing so wish to thank my fellow Directors and Advisers to the Board, the management team of the Foundation and especially the staff of the wider Bangarra Group who have volunteered their time and energy to promote and support the Foundation and its work.



Jeff Chapman

THE CEO'S REPORT 2016–17

Financial year 2017 was another fantastic year for the Bennelong Foundation, with 47 grants distributed to organisations working within our current focus areas. One of the most rewarding functions of my role is the opportunity to meet the inspiring and hardworking people behind these projects, the opportunity to learn and to share their stories with our Bennelong Foundation and Bangarra Group community, and the opportunity to become part of the story itself.

A great example of this was engaging Fruit2Work for our weekly fruit box delivery to the office. Fruit2Work provides employment opportunities and a second chance for ex-offenders. Our weekly fruit is always delivered on time and is of the highest quality. We've even had the opportunity to meet the organisation's employees, who are incredibly committed, and grateful for the opportunity.

Another fantastic initiative which has been largely driven by staff members within the Bangarra Group, is a regular schedule of sandwich making for school students experiencing disadvantage. Every six weeks the ground floor board room of Bennelong House is converted to accommodate as many as 20 staff members from across the Bangarra Group subsidiaries giving up their lunch time to participate in making these sandwiches. It is suit jackets off and aprons on, with more than 3,400 sandwiches made and distributed via Eat Up Australia over the past year.

It has also been very rewarding to see some of the smaller grassroots organisations, funded this year, ensure their sustainability by consolidating with larger organisations or receiving longer-term funding from larger foundations on our referral.

Another highlight over the year was the official roll out of the online platform for the New Colombo Plan (NCP) Pre-departure Cross-Cultural Training, which will significantly increase the opportunity for students to participate in the learning opportunity. The online platform has the potential to reach all 10,000 students participating in the NCP mobility programme each year.

I would also like to take this opportunity to congratulate Mehdy Diab, our Sydney office intern of three years, who graduated from Western Sydney University this year and who has successfully secured a role as a para-planner. We wish Mehdy all the best for the future and look forward to working with a new intern next year.

This year also marked the first time our UK subsidiaries could participate in the events and grant making of the Foundation. Our PitchIn events were recorded and then viewed by staff in our UK offices. These staff members participated by voting for a bonus grant to be awarded to one of the charities presenting at each of our Melbourne and Sydney PitchIn events.

As part of acknowledging the 15th anniversary of the Foundation, we took the opportunity to review grants distributed by the Foundation over the past five years, highlights of which have been presented in this report.

It was a valuable opportunity to see some of the longer-term outcomes of projects funded over the years and to map the footprint the Foundation has made over this time.

Finally, I would like to acknowledge Chairman Jeff Chapman and Deputy Chairperson Carena Shankar for their continued guidance and wisdom as well as their fellow directors, advisers and the Bangarra Group community, which continues to support the great work of the Foundation.



Sandra Jacobs

A closer look at our impact over the past five years

Grants provided
220

Organisations that received grants
154

People who benefited from programmes funded
88,500

Number of new Australians supported through education, employment and community-based programmes
21,000

Children with a disability assisted into mainstream school
76

Number of people experiencing disadvantage assisted with pathways to employment
1,300

Scholarships and Education bursaries funded
144

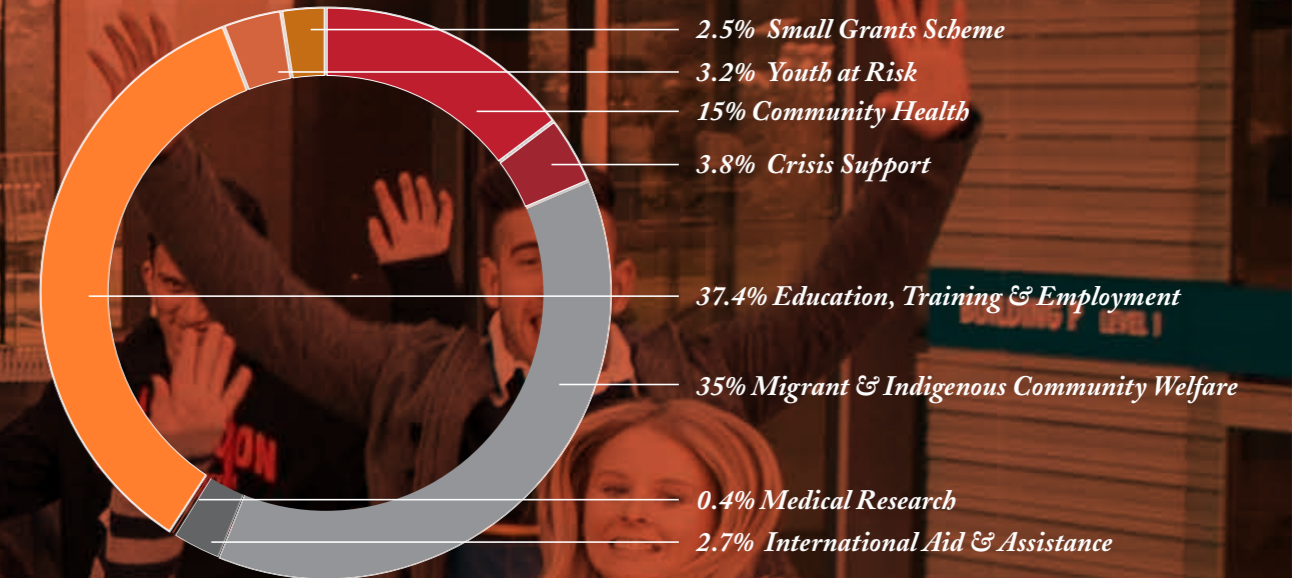
Cross-cultural intelligence training provided to university students participating in the New Colombo Plan Mobility Programme
2,000

Number of school students experiencing disadvantage assisted with numeracy and literacy support
15,000

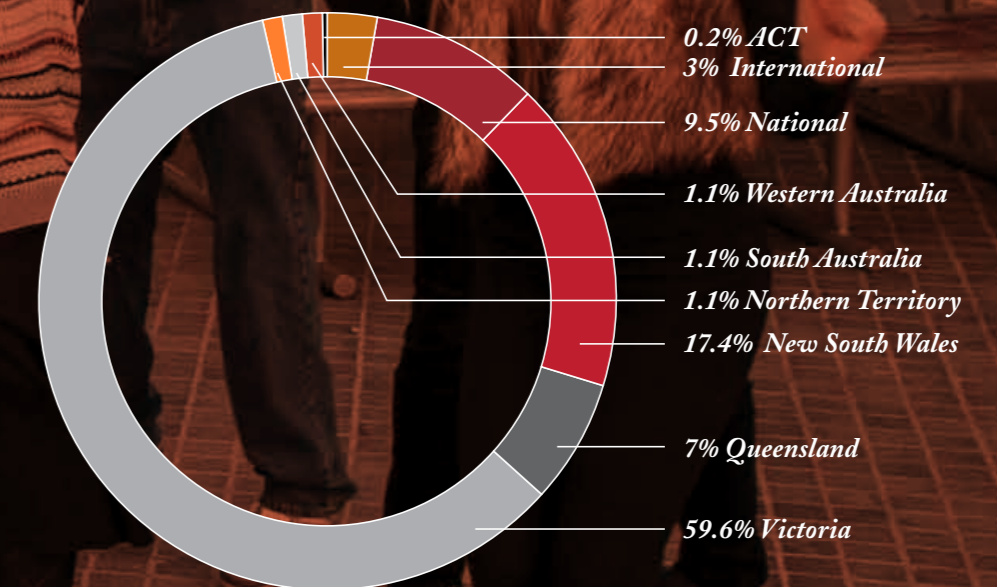
School students supported with wellbeing programmes
27,500

Indigenous Australians supported through education, employment and community-based programmes
19,200

Grants by focus area since 2012



Grants by state since 2012



Victoria University 'Achievement' scholarship recipients, a programme supported by the Benneelong Foundation from 2010–2013

Impact for Financial Year 2016–17

3

Internships

52

Scholarships
and bursaries

47

Projects funded

313

People supported
with pathways
to employment

3,000

Students provided
with numeracy
& literacy support

7,500

Students reached
with wellbeing
programmes

19,388

People who have
benefited from
programmes funded

3,400

Sandwiches made and
distributed to students
experiencing disadvantage

200

Hours volunteered to organisations
currently supported by the staff
at Bangarra Group & its subsidiaries

50

Christmas gifts donated to
children in kinship care

27

Lives saved through
blood donations

Highlights 2016–17



PitchIn Melbourne OCTOBER 2016

On October 19, Bennelong Foundation held its third Melbourne PitchIn event – its fifth overall. More than 80 attendees from the Bangarra Group, as well as friends, family, colleagues and clients, nominated a portion of \$50,000 to go to one of the organisations pitching. Eat Up Australia, Fruit 2 Work and Good Cycles all raised enough to launch their projects.



Tan Track Challenge FEBRUARY 2017

The Bennelong Foundation celebrated the sixth anniversary of the installation of the Tan Track Clocks (a gift to the City of Melbourne from the Foundation) at the annual Tan Track Challenge.

More than 60 participants from the Bennelong Foundation community timed themselves going around the Tan at Melbourne's Royal Botanical Gardens on a beautiful late-summer's day. Many achieved personal bests, others simply enjoyed taking time out of the office to be active and outdoors.



Harmony Day Melbourne MARCH 2017

The Bennelong Foundation celebrated A Taste of Harmony with the inspiring team from Free to Feed, a social enterprise that creates meaningful employment opportunities for refugees and asylum seekers and connects people through food. We celebrated emerging Australian communities with a Syrian-Persian barbeque cooked by the team at Free to Feed. The day was also an opportunity for staff to share details about their own heritage and learn more about multiculturalism in Australia.



Harmony Day Sydney APRIL 2017

A Taste of Harmony was celebrated in our Sydney office for this first time in April. Staff from across the Bennelong Groups enjoyed an Iraqi-Persian buffet prepared by the team at Parliament on King, a social enterprise that provides employment and training opportunities for refugees and asylum seekers.

Highlights 2016–17



PitchIn Sydney

MAY 2017

On May 25 the Bennelong Foundation held its third Sydney and sixth overall PitchIn event at Gravity Coworking in Sydney's CBD. Sixty members of the Bangarra and Bennelong Foundation community participated in allocating \$50,000 in grant money on the night. Three grassroots organisations presented their projects: AEIOU Foundation, Catalysr and The Sydney Story Factory. It was an opportunity for the Bennelong Foundation community to actively participate in the granting process and to learn about the equity in employment and educational opportunities these organisations provide.



Koori Heritage Tour, Birrarung Marr

JUNE 2017

Members of the Bangarra and Bennelong Foundation community participated in a Koori Heritage Trust tour of Birrarung Marr (the Yarra River and surrounds) where the Foundation's Melbourne office is located. The tour was an opportunity to learn more about the Wurundjeri people of the Kulin nation and their history, culture and heritage.



Meet the grantees event Melbourne

JUNE 2017

Members of the Bangarra and Bennelong Foundation community and guests had the opportunity to meet and hear from three of the Melbourne-based Bennelong Foundation grant recipients this year at Bennelong House. On the day Ardoch presented its Lego Robotics programme, HoMie discussed its Retail Training and Employment Programme, and Reclink described setting up its Somali Basketball League in Melbourne's north.



UK participates in PitchIn

For the first time, the UK subsidiaries of Bangarra Group, Aurora Media Worldwide and Crown Golf were able to remotely participate in the Melbourne and Sydney Pitch In events.

Presentations were recorded and the teams at Aurora Media Worldwide and Crown Golf watched the presentations in their offices over a boardroom lunch. Staff members had the opportunity to award \$5,000 bonus grants to the presenting organisations.

Bennelong Foundation In the Community 2016–2017



Bangarra Group staff at Mirabel Day Melbourne Zoo 2016

Laurence Duffy – Aurora Media Worldwide 2016 London Prudential Race

In July 2016 Laurence Duffy, managing director for Aurora Media Worldwide, participated in the 2016 London Prudential Race, a 160-kilometre London-to-Surrey bike ride that raised £800 (\$1,300) for CLIC Sargent, a cancer charity that supports young people. In Lawrence's words it's "an awesome, life-affirming charity dedicated to young people".

Team Blood Donation Drive

During August and September 2016, members of the Bennelong Foundation and Bangarra Group donated blood through the Australian Red Cross Blood Service. For many, this donation was their first.

Sarah Shaw – CanToo Fun Run

In September 2016 Sarah Shaw from 4D Infrastructure participated in the 21-kilometre Blackmores Sydney Running Festival and raised \$3,830 for CanToo, a cancer research foundation. The Bennelong Foundation is proud to have contributed \$1,730 to her fundraising efforts.

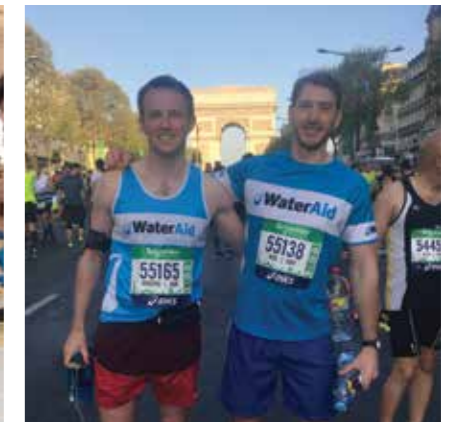
Wear it Pink Day

Each October the team at Aurora Media Worldwide in London participate in Wear it Pink. This year they raised £175 (\$283) for Breast Cancer Research and, to support their efforts, the Bennelong Foundation matched this with a donation to the McGrath Foundation.

Alongside our granting programmes, throughout the year members of the Bennelong Foundation and Bangarra Group are involved in activities that give back to the community.

Mirabel Day – Melbourne Zoo

On September 22, 2016 staff members from Bangarra Group volunteered at the The Mirabel Foundation kids day out at The Royal Melbourne Zoo. The Mirabel Foundation supports children aged 0 to 17 and is the only organisation in Australia specifically helping children who have been orphaned or abandoned due to parental drug use. The kids day out is an opportunity for these children – most of whom live in kinship care with aunts, uncles, foster carers or grandparents – an opportunity to let loose, have fun and connect with other young people. For their carers it is a well earned rest day.



Sandwich Making with Eat Up Australia

In December 2016 team members from the Bangarra Group community, including Carnbrea & Co. and Bennelong Funds Management, volunteered to make 350 sandwiches for Eat Up Australia. Since then, the Bubbles committee have established regular sandwich making volunteer sessions at Bennelong House every six weeks. Using food donated through food rescue organisations, Eat Up Australia makes and distributes lunches to students experiencing disadvantage in more than 100 schools across Victoria.

Mirabel Christmas Present Drive

The staff at Bangarra Group, Carnbrea & Co., Bennelong Funds Management and the Bennelong Foundation donated more than 50 Christmas gifts to the children at Mirabel Foundation. The children at Mirabel live in out-of-home care after losing parents to drug and alcohol use. Christmas time can be particularly hard for these kids so the donated gifts brought joy to them over the festive season.

Sorrento Bay Swim

In January more than 550 swimmers participated in the 2017 annual Sorrento Bay Swim in Victoria and raised funds for equipment upgrades at the Sorrento Surf Life Saving Club. Prue Stone of Carnbrea & Co. was the event's key organiser, and Bennelong Foundation is proud to have been an event sponsor.

Paris Marathon for WaterAid UK

In April 2017 Ryan Durance from BennBridge – the UK subsidiary of Bennelong Funds Management – completed the Paris Marathon and raised more than \$5,000 for WaterAid UK.

Colin Campbell – Toys Donation to Berry Street

In May 2017 Colin Campbell – CEO and senior adviser at Carnbrea & Co. – donated gifts to children living in out-of-home care supported by Berry Street. Colin requested gifts for these children in lieu of gifts for himself when celebrating a recent birthday.

Clothes Donation to Fitted For Work – June 2017

In June 2017 Members of the Bangarra and Bennelong Foundation community donated second-hand, good quality women's workwear to Fitted for Work, a Melbourne based organisation supporting women who have experienced adversity to gain meaningful employment. Fitted for Work also offers employment services that help women build their skills and develop their confidence to achieve meaningful work.

Our granting programme aims to provide practical and real opportunities to improve the lives of individuals in the community.

In this year's report we have taken the opportunity to share some of the stories of the inspiring and hardworking people behind projects currently supported, together with stories of the people for whom these projects have created lasting change.



STRATEGIC GRANTS

The Bennelong Foundation Pre-departure Cross-Cultural Training Programme for New Colombo Plan Mobility Students.

Head of the New Colombo secretariat, Department of Foreign Affairs and Trade (DFAT) Lynda Worthaisong and Victoria University and New Colombo Plan Mobility student Jack Flynn (who travelled to Singapore and Malaysia with NCP in February 2017).

New Colombo Plan: Since 2014 the New Colombo Plan Mobility Programme has funded Australian university students from across disciplines to experience the cultures and work life of the Indo-Pacific region via short-term study, internships and mentorships. This signature initiative of the Australian Government, run by the Department of Foreign Affairs and Trade (DFAT) in conjunction with the Department of Education and Training, works with 40 countries in the Asia Pacific. Its aim is to strengthen ties between Australia and its neighbours and prepare young Australians for a globalised world in which cooperation and understanding will be essential in their working and personal lives.

To help students get the most of their experiences overseas, Bennelong Foundation has funded a cross-cultural training programme for students on the NCP mobility placements through either face-to-face or online workshops. It prepares students for what to expect culturally from Australia's neighbours and allows them to more seamlessly integrate into their new surroundings. The results have overwhelmingly been that students get more out of their trip and can engage more fully with this incredible opportunity, building their capacity for long term business relationships and employment opportunities involving the region.



Lynda Worthaisong

Lynda Worthaisong: Australia has the good fortune to be located in the Indo-Pacific region. It's essential to Australia's national interest that we understand our neighbourhood and that we're confident in engaging with people from our region. To do that it helps to have experienced their countries and their cultures.

The New Colombo Plan is a very diverse programme. Students study around the region in many disciplines. In addition, students can do practical work, for example on a humanitarian engineering project in Nepal or Cambodia as part of their engineering degree. These experiences give the students a practical value-add to their degrees, which they can put to good use in their future careers in the Australian workforce.

What we hear most from the students when they return is what a life-changing experience they have had . They're building skills in their relevant career area, but they're also building what are sometimes called “soft skills”; their confidence and their understanding of themselves as well as of the region.

In 2017 the New Colombo Plan is supporting 7,400 mobility students to study in the Indo-Pacific and we encourage all of them to do the Bennelong cross-cultural training. It's really important to the New Colombo Plan. Sending these students into the region is a significant investment by the government, and giving them this training before they leave ensures they get the maximum value from their experience and hit the ground running when they're there.

The quality of the training is excellent. Even though I've had postings into the region myself, I found it really useful. It's a well-targeted training module. I've seen the students participate and engage, and I can tell they find it useful and practical. A lot of the training is about understanding context and being aware of difference and working with it instead of against it. They're universal skills.



Jack Flynn helping to promote the NCP at Victorian University Orientation Week, alongside VU student mobility staff member Anna Ekstrand

Jack Flynn: In the future, I'm looking to work internationally and I thought a little bit of exposure to Asia would be a really good opportunity for me.

I did the cross-cultural training before I travelled and again when I got back. You learn some of the things you'll be experiencing overseas, like culture shock, and different traditions and customs. And it goes through techniques on how to cope with that. Basically: just because it's different, it doesn't man there's a right or wrong. It's really good to experience things through a cultural lens.

I found the training really good at the start, but also really good when I returned. You get caught up in experience sometimes and you don't think about the theory right away, but it was really good to relook over the training modules and realise, “Yep, I felt that”.

The training went into a bit of detail about how there are different business customs and expectations in Asia. And the different expectations of you depending on what county you are in.

It made it easier to converse with local people. Sometimes things would have gotten lost in translation had I not done the cultural training. Some of the concepts in this training could even be useful in situations in Australia when you're speaking to someone with a different cultural background to your own. Since Australia is so multicultural.

I definitely see the value in the NCP programme and recommend it. Now I'm going for the full NCP scholarship, which is six months and then an internship in Hong Kong. If you want to do anything international, especially if it's business, I can't see a better way than going over there, and learning more about what you're interested in.

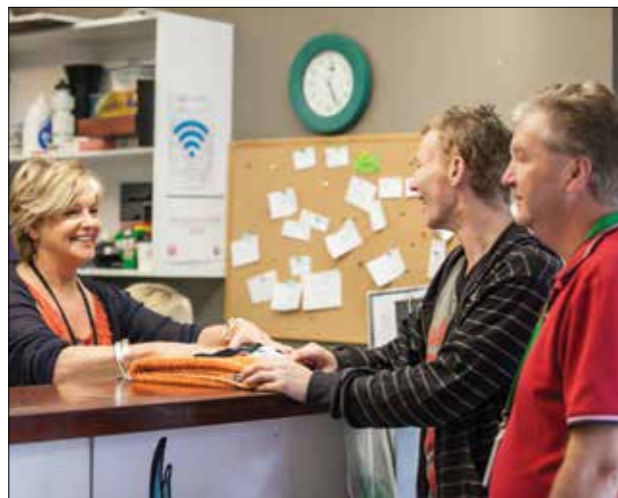


Jack with fellow NCP mobility students during his placement in Singapore.

Since 1964 the Wayside Chapel in Sydney's Kings Cross, and later Bondi, has supported people affected by homelessness, addiction, disability and mental illness by offering them community and breaking down barriers of judgment; it's a place where people from all walks of life are "welcome to just be". It is an inclusive environment that operates under the banner "Love over Hate". Its motto is "making community with no 'us' and 'them'".

Wayside's Pathways Project helps people into employment on their own terms. The project connects people who are ready to move into work, training or study with organisations that can help and support them to succeed.

And they are matched with mentors to help them through. In the past six months of the programme almost 100% of participants have secured employment or accessed further education, many have been employed at the Wayside Chapel itself as part of its cafe and catering arm. Over 200 people access the Pathways programme annually.



Danielle working with a visitor participating in the Pathways Programme

EDUCATION, TRAINING AND EMPLOYMENT GRANTS

The Wayside Chapel – Pathways Programme. Pathways project officer Amanda Ford-Asbeck and Wayside visitor / programme participant Danielle Golding.



Above: Participants of The Wayside Chapel - Pathways Programme. All images ©Cynthia Sciberras Photographer.

Amanda Ford-Asbeck: The biggest barriers faced by the people we work with are addiction and mental-health issues. One of the first things people want to do when they start to get their life on track is look for work and become independant. What we love to see, what we look for, is that spark. When we see it we can go with their momentum, and we can give them the tools and pathways they need, at their own pace, to help them realise that. It has to come from them. We don't push. And we don't rush anyone. We find out what they want and need, and help them get it.

For the people we work with, getting into a job or training can involve a long and bumpy road that often ends in frustration and defeat rather than employment. We run clinics that help people prepare for work and decide what they need to get there, such as a Centrelink clinic once a week, an employment clinic, a computer clinic and a study clinic. We help people with writing a resume. We get them clothes they need for job interviews and for work.

I'm most proud of seeing people branch out. Because it means people can be independant. We walk alongside them, and we are led by them. The relationships with the mentors are important because the visitors feel like they have someone on their side. We offer practical support, but it can be emotional as well.

I'm so proud of Danielle and what she's achieved. And I think she's an exceptional artist – she's been going through her studies with flying colours. And I've seen her confidence and her art practice grow. We've been able to support her with our study clinic, but also smaller things, like buying her some canvasses and paints.

The relationships with the mentors are important because the visitors feel like they have someone on their side. We offer practical support, but it can be emotional as well.

Amanda Ford-Asbeck

Danielle Golding: I'm studying a Bachelor of Fine Arts. The study clinics have helped me with my uni assessments, and have given me confidence. Being connected, with Amanda's help, to the university disability office has also helped. I started at Wayside Chapel, in Bondi, with cooking classes and went into the study clinic. I was always interested in art at school, before I dropped out. So this way I can continue with an interest of mine. I'm proud of the art I can produce. And I've got distinctions at university. And it looks likely that I will have an exhibition soon.

I would recommend the programme to people. If they want to do something hard, like going back to study, like I did, I think this is a way to do it. For me it's been a long process, but I felt supported the whole way through. I feel grateful for Amanda and Wayside's help. I feel like I can accomplish more, and I feel positive about the future.

MIGRANT COMMUNITY WELFARE GRANTS

Mercy Works – Mercy Connect Melbourne, Learning Through Connection. Volunteer tutor-mentor Cressida Crossley and Year 12 students Ayan Macuach and Diana Chol.

The Mercy Connect programme (run by Mercy Works) provides in-school academic support to students from refugee, asylum-seeker or humanitarian backgrounds. In Melbourne, the programme currently supports 1,500 students in 36 schools by pairing them with volunteers with a background in education. In many cases these volunteers do more than just assist with assignments and homework; they are a crucial part of making school a positive experience for children who might previously have had no schooling or a disrupted education due to having to leave their home countries.

Many of these volunteer mentors become advocates for the students they work with and form lifelong bonds with them, helping them with life skills, confidence and often even pathways to further education and employment.

Education professional Cressida Crossley has been working with students Ayan Macuach and Diana Chol from Year 7 through to Year 12. The three explain how meaningful personal connection has helped and educated them all.



Ayan Macuach, Cressida Crossley and Diana Choi

Cressida Crossley: The application process to volunteer with Mercy Connect was rigorous, and there were three days of training where we learned about working with refugees and the refugee experience. I really enjoyed it.

I did the Year 7 year tutoring Ayan and on the first day of Year 8, when I returned, Ayan said: “You came back?” And I said: “I will always come back, the deal you are making with me is that you will come back and you will be here until Year 12. And that’s been our deal the whole way through. I knew, once Ayan and I got to the end of Year 7, that this was a six-year commitment. This programme is unique because you’re matched to the student, not the school, and I think that’s a key part of it.

Now, because we’re in year 12, I go to all except one of Ayan’s English lessons and all except one of her maths lessons. There were people in this school who told me she would never do year 12, that she wouldn’t pass VCE English. She’s going to pass year 12, she’s going to go to university – she’s done amazing things. The past three years she’s done work experience in the school holidays; she worked in two legal firms, she’s worked in a magistrate’s court, she worked for a barrister. I think she’s more confident than she was.

I will always say I’ve learned more from Ayan than she’s ever learnt from me. It’s changed me – I’m a much better person. I get to see every success she’s had, I get to see every failure, I get huge hugs. You are allowed to come into a young girl’s life, and you get to go on this amazing journey, and it’s such a privilege. I think as a teacher you get one or two kids in your lifetime you get that close to. Ayan and I will always be friends.

Volunteering can be hard, but you should do it. And I think for anyone, it’s really great to have a place where you can do good.

It’s never a waste of your time. Even when things go wrong.

Cressida Crossley

Ayan Macuach: In the beginning it was awkward, I was scared. I didn’t know Cressida and it felt weird. It took maybe a week, and then it was all good. She’s nice and welcoming. I’ve gotten a lot out of it, a lot of help. It’s made school easier. English is the main thing we work on; my English, writing, work-checking.

I’m more organised now with Cressida, in the beginning I wasn’t. It’s really good and helpful. I do recommend it. And we’ve become friends.

Diana Chol: I’ve gotten out of it someone who can understand me and relate to me and, when we’re reading a novel, I wouldn’t understand it, but Cressida can explain it to me in a way I can understand. And while we’re in a big English class, you just talk about it once, but you don’t really understand it unless you’re doing a one-on-one programme.

It’s really good to develop a friendship with the person you’re working with because then it’s better, because if you guys don’t like each other, it’s not going to work.

BUBBLES GRANTS

Free To Feed – micro-enterprises expansion. Co-founder and creative director Loretta Bolotin and chef-teacher Nayran Tabiei.



Loretta Bolotin and Nayran Tabiei

Free To Feed in Melbourne employs refugees and asylum seekers with a passion for food. Its most established enterprise is its cooking school, where its chefs teach regular classes on how to make dishes from their home countries. It connects its cooks and chefs to the home countries they were forced to flee, and to the broader Australian community through food and the stories that come with the dishes each chef prepares. Support from the Bennelong Foundation will allow Free to Feed to expand its current programme and provide more opportunities for employment within the organisation.

Loretta Bolotin: One of the main challenges faced by the people who have recently arrived in Australia is they can't find work. Some of them have had amazing careers at home; they were entrepreneurs or business owners, but when they come to Australia most of the skills or qualifications, and even their work experience, aren't recognised. And references are in another country. People don't know how to write things like cover letters.

People are lonely and really isolated – living in suburbs way out on the fringes of Melbourne or Sydney without networks or community. The relationship between those two things is: if you don't have a community you can meet people at work, but if you're not working, you don't know anyone. It means all of the trauma they have gone through comes up and it's hard to establish themselves and move forward.

The people we work with get paid for all training and teaching the classes, which means they come off welfare. We decided to focus particularly on food and people who have backgrounds in food. It works because a lot of the countries these people are coming from are passionate about food and it's part of the culture. It's really nice to be able to grow with people. For some of our cooks this is a stepping stone into another career. For others it's something they'll do while they're thinking about launching their own business.

We nurture our staff. However many sessions they need in professional development, or however much support they need in the kitchen, we take all of that on and we're there for them. We fill in forms, help to appeal traffic fines, explore immigration avenues for their kids who are still overseas. A lot of our cooks and chefs have a hard life. So the work is emotional. They want to meet people and feel connected and have a sense of meaning in this new country.

People leave the classes feeling that refugees and people seeking asylum are just humans and they've got heaps to contribute to this society – that's pretty special.

If you don't have a community you can meet people at work, but if you're not working, you don't know anyone.

It means all of the trauma they have gone through comes up and it's hard to establish themselves and move forward.

Loretta Bolotin



Nayran and Charu run cooking classes with Free to Feed

Nayran Tabiei: I started with Free to Feed in November 2016. In my country I have teaching experience and before I start with Free to Feed I volunteered in cultural cooking for Maribymong City Council.

I'm from Syria, Damascus, and every area in Syria have their spices and their vegetables. The people I teach love the pie I make, we call it *satayer* in my country. It's dough we make from scratch. After that we put haloumi, and three or four types of cheese. And it has special spices from Syria. Making it is like flying to Syria, because the smell and the spices take you there.

It's hard as a newcomer. When I started the job I was so happy Loretta didn't ask me for a certificate because everywhere here ask for our [cooking qualification]. We have the experience, of course, but they want the paper. But we escaped with only our clothes, nothing else with us. My hands are my certificate.

When I teach I tell stories about the food. It's a good experience for me to see how the people love my food, because I'm new here, even now after six years. I'm still learning things from Australians because here it's multicultural. It's different; the people what they like, what they think. It's fun for me because the people come with this passion to learn and they love it. And at the end of the classes we are friends and they ask me questions about the food and recipes.



Free to Feed co-founders Loretta and Daniel Bolotin

INDIGENOUS COMMUNITY WELFARE GRANTS

Seed Foundation Australia

– First People’s Health Programme.

Director of Seed Foundation Australia Michael Gleadow & student Bria Cusack discuss the power of supported education for Aboriginal and Torres Strait Island communities.

Seed Foundation Australia supports Aboriginal and Torres Strait Islander students in Northern Australia while they study a nationally recognised health qualification at high school. Its goal is to increase the number of Indigenous people in the health workforce by presenting students with career pathways. And to close the gap of inequality in Indigenous communities overall. It’s a community-driven, holistic approach that improves health, education and employment outcomes for young people.

One of the places the programme is currently running is at Kirwan State High School in Townsville. Here, training organisation Connect ‘N’ Grow offers a Certificate II in Aboriginal and/or Torres Strait Islander Health Care – supported by the wrap-around care of Seed – to 15 secondary-school students. One of them is 16-year-old Bria Cusack.

Former teacher Michael Gleadow founded Connect ‘N’ Grow in 2012 and is the organisation’s director. He is also the chair of Seed Foundation.



Bria and fellow students during their camp at Griffith University
Photo credit: 360 Creative

Michael Gleadow: Initially we were one organisation: Connect ‘N’ Grow, which is a training organisation. The birth of Seed Foundation was to provide all of that extra support that’s needed. It could be anything from sitting with students preparing for job interviews and looking at their book work, to the university camp and leadership training. The support is very tailored from place to place, school to school, student to student.

In a lot of the places where we work, health is the last thing on people’s minds. Health in a lot of these remote communities is generally a negative thing. If a family member went to a health clinic, a lot of the time they got taken to Cairns or Townsville, and probably didn’t come back. Location is a big challenge, too. A lot of our kids travel a long way to go to school. Another might be family support; they might not have role models at home who have gone into health. Some of the literacy and numeracy can be a bit of a barrier.

Initially, Bria was quite confused about what she wanted to do. But when she came back from the university camp she was focused and now she’s crystal clear on where she wants to go, and that’s the same reaction we get from a lot of students. We try to make that pathway a lot clearer for them. It’s difficult when you’re at school – if you don’t have the right people guiding you through that process it seems very daunting or very foreign, but we’re trying to take away that guess work and I’ve seen Bria rise to that.

The university camp is life-changing. It’s something that has probably, for a lot of students, been out of reach, and that could be for a number of reasons. Maybe you’re the first person in your family to go to university, or it’s just not a common thing that your community members go to university. So when you get down there and you hear all the positives from the young people and the mentors saying: “You can do it, it’s possible”, I think it has a profound impact on the students.

Students like Bria are why we do what we do. We can see the difference it makes in people’s lives, the job outcomes and the life experience.

Community engagement is so important: school-community engagement and engagement with the families and the students. Then we have to reach out to where the students are eventually going – into the industry. That’s where we see the work of Seed Foundation really taking off in the years to come.

This year alone 350 students are enrolled in our programme. Of those, 140 want to go into health or social services.

It’s difficult when you’re at school
– if you don’t have the right people
guiding you through that process it seems
very daunting or very foreign, but we’re
trying to take away that guess work.

Michael Gleadow

Bria Cusack: Going on the university camps definitely sparked my interest in doing my schooling and doing my best and hopefully going on to university. It’s opened up so much for me. Not only endless opportunities, but in my heart and in my mind it’s left a very big impact on me.

I was the youngest girl in my health class that went, so I’m encouraging all the other seniors to come along this year. It really changes perspective a lot. It really gives you a drive to strive higher because you meet a lot of inspiring Indigenous role models. Before, I didn’t think about uni at all. And now I definitely want to go.

I’ve been doing the school-based traineeship since the start of the year. It gets easier and I have a lot of support as well. Training counts towards the QEC scores. I am currently doing a certificate three in dental assisting.

Before the Griffith University camp and the school-based traineeship I had no sense of direction in my life, but now I feel secure and I’m looking forward to my future so much because I know I have stability and I enjoy what I do. I really want to finish my Certificate III, smash it out and go off to university and complete a dentistry course.



Bria Cusack and Michael Gleadow

Our current priority areas of interest for funding are: community health, education, training and employment, and migrant and Indigenous community welfare.

Grants are distributed through two open granting rounds as well as on referral from an advisory committee of staff from across Bangarra Group and its subsidiaries, the Bubbles committee. A number of small open grants are also distributed each year to match the personal fundraising efforts of members of the Bennelong and Bangarra Group community.

Photo Hayley Mills

STRATEGIC GRANTS

Cathy Freeman Foundation:

Woorabinda Starting Blocks Project

The Cathy Freeman Foundation helps Indigenous children and their families recognise the power of education to achieve their goals and dreams. The Starting Block Programme is school-based and focused on encouraging children to reach benchmarks for literacy, attendance and behaviour.

EDUCATION, TRAINING AND EMPLOYMENT GRANTS

Ardoch Youth Foundation: LEGO Robotics

Through Ardoch Youth Foundation's purchase of LEGO Robotics kits, students can engage with the STEM (science, technology, engineering, mathematics) curriculum in a hands-on, creative and tangible way that encourages further academic and career engagement.

Australian Schools Plus:

Positive Education in Disadvantaged Schools

Schools Plus will be facilitating the delivery of the Positive Education framework to 13 disadvantaged schools across the Hunter Region in NSW, with the view to improving the emotional wellbeing and academic performance of the students.

Curtin Autism Research Group:

Employment Pathways For High-School Students With Autism Spectrum Disorder

This project implements a strengths-based work experience programme that supports students on the autism spectrum. Students with an interest in the ICT (information communication technology) and STEM (science, technology, engineering, mathematics) industries receive individualised workplace support and participating industry partners gain tools to support individuals on the autism spectrum.

Dymocks Children's Charities: Duck Libraries

Dymocks Children's Charities is devoted to improving literacy results for children experiencing disadvantage across Australia. Funding will deliver 12 Duck Libraries to schools and pre-schools across Victoria to provide new books for children to borrow and share with their families, promoting an early love of literacy.

Juvenile Diabetes Research Foundation:

PhD Top-Up Scholarships

JDRF is the leading global organisation funding type 1 diabetes research. Funding will provide three scholarships to support PhD students with their research projects.

Castan Centre for Human Rights Law:

Bennelong Indigenous UN Internship Programme

The Bennelong Indigenous Internship Programme funds a gifted Indigenous Monash University student with a passion for human rights to travel to Geneva, Switzerland for three months as part of the Australian Government's Permanent Mission to the UN.

RoundTrip Foundation:

Henehasa Home Bakery School Project

Based in Sri Lanka, this project teaches cooking and bakery skills to teenage female victims of sexual and violent abuse who have been removed from their families. It also runs English language and interview preparation classes with a view to linking girls with potential employers and reconnecting with their families.

Skyline Education Foundation Australia:

Student Programme

The Skyline Education Foundation Australia helps young people experiencing social and financial disadvantage to realise their full potential through education. This programme supports students through the final two years of secondary school by providing financial support, counselling and tutoring, leadership development, study and exam preparation skills, and personal and career development opportunities.

Smiling Mind: Online Training For Educators

This programme addresses mental illness during adolescence by helping young people to manage stress, build resilience and enhance wellbeing through mindfulness. This is an interactive, engaging and scalable professional training programme for teachers across Australia to support them in integrating mindfulness into their classrooms.

University of Melbourne:

Bennelong Scholarship and Internship Programme

This two-year scholarship and internship at Bangarra Group and Bennelong Funds Management is available to students of the University of Melbourne who are gifted and experiencing disadvantage.

MIGRANT AND INDIGENOUS WELFARE GRANTS

Castan Centre for Human Rights Law:

Indigenous Prisoners Homework Club

Matching Indigenous and non-Indigenous Monash students as mentors for Indigenous inmates at Port Phillip Prison. This programme is aimed at reducing the likelihood of recidivism by working with inmates to plan future goals including education, employment and returning to communities after their release.

Centre For Multicultural Youth:

Welcome Soccer

CMY works with young people from migrant and refugee backgrounds to give them opportunities to succeed in Australia. Welcome Soccer uses the universal appeal of the sport to engage with newly arrived Syrian and Iraqi families and connect them with the broader Victorian community.

Clontarf Foundation

The Clontarf Foundation improves the education, discipline, self-esteem, life skills and employment prospects of young Aboriginal men. For this programme, Clontarf works with full-time mentors and provides sport and other activities as incentives for boys to attend and stay in school so they can then move into employment or further study.

CQUniversity Australia: AIME Programme

AIME and CQU will provide a structured educational programme throughout high school for Aboriginal and Torres Strait Islander students in Mackay, Queensland. The programme will equip them with skills, self-belief and confidence to complete school and continue onto further education or employment.

EON Benevolent Fund Inc: Thriving Communities

The EON Thriving Communities Programme is a food and nutrition focused healthy lifestyle and disease prevention programme. EON builds edible gardens in remote Indigenous schools and communities for a secure supply of fresh food, and delivers hands-on practical gardening, nutrition education, cooking and hygiene training.

Fitzroy Legal Service: Legal Education and Resources for Newly Arrived Communities

The Fitzroy Legal Service empowers and strengthens the community through access to legal services, education, information and law-reform activities. This project provides education to newly arrived individuals and groups who are going through the settlement orientation programmes and accessing Humanitarian Settlement Services.

Inclusion Melbourne:

Stepping Forward, Reaching Out

This programme is the development of a Certificate III in Individual Support tailored to provide Sudanese refugee women in the Brimbank area with training and employment opportunities in Aged and Disability Care.

Prosper: Syrian Parents Network

Prosper works with children experiencing disadvantage and their families by supporting them at home, school and in the community. This programme is a parenting network for the Syrian community, facilitated by a former Syrian refugee. It provides parenting programmes, community education, resources, events and socialisation for Syrian parents and children living in Sydney.

Reclink: Somali Youth Basketball League

Reclink Australia is a not-for-profit organisation whose mission is to provide and promote sport and art programmes for people experiencing disadvantage. The Somali Youth Basketball League is an innovative, multicultural community capacity building and social inclusion programme incorporating two Somali Muslim youth teams from the North Melbourne and Flemington areas in Melbourne.

Stars Foundation:

Educational Engagement & Wellbeing Programme

Stars Foundation supports Aboriginal and Torres Strait Islander girls and young women to make active choices towards realising their full potential. This programme by Stars provides full-time school-based mentors to support girls through education and provides a culturally safe and nurturing environment that promotes a healthy lifestyle, community engagement and leadership.

Yalari: Scholarship

Yalari is a not-for-profit organisation offering Indigenous children from regional, rural and remote communities secondary-education scholarships at leading Australian boarding schools. This Rosemary Bishop scholarship is a commitment to a student from Year 7 through to Year 12 to attend as a boarder at MLC in Perth.

BUBBLES GRANTS

AEIOU Foundation: Child Placement Project

AEIOU helps children with autism to develop skills to help them communicate, connect and develop independence. Bennelong provided funding for four children at the Camira Centre, Queensland, which will assist them transition into mainstream schooling.

Catalysr:
Winter Business Accelerator Programme 2017
Catalysr helps skilled unemployed and underemployed refugees and migrants in Australia to start their own businesses and create their own futures. The Winter Business Accelerator Programme 2017 launched in August.

Eat Up Australia

Eat Up provides disadvantaged primary-school children with free, ready-made lunches. Funding from the Foundation provided a refrigerated van, which has doubled Eat Up's distribution capacity.

Fruit2work

Fruit2work is a social enterprise that sells fruit boxes in Melbourne to create second-chance employment opportunities for former offenders. Fruit2work offers former offenders a six-month transitional employment programme that includes counselling and mentoring; training; and long-term employment.

Good Cycles Limited: Shifting Gears

Good Cycles is a social enterprise that uses bicycles to develop vocational skills and support vulnerable, isolated people to find meaningful employment. Run in The Docklands, Melbourne, Shifting Gears delivers an introductory bicycle mechanic course and focuses on preparing participants for the workforce.

Conscious Creative Inc.:
HoMie Retail Training and Employment Programme
Homeless Of Melbourne Incorporated Enterprise (HoMie) is a clothing store in Melbourne that creates pathways for people out of homelessness. It employs and trains four young Melburnians experiencing homelessness, helping them to attain a Certificate IV in Retail Management.

KidsXpress

KidsXpress offers an evidence-based expressive-therapy programme to children who have experienced trauma. This project unites KidsXpress and AbSec, to provide essential support to enhance the emotional wellbeing and resilience of vulnerable Aboriginal children in out-of-home care and support the childrens' carers.

The Mirabel Foundation Inc.:
Building Hope Educational Support Programme
Mirabel provides programmes for children who have been orphaned or abandoned due to their parents' drug use. This 12-month programme provides essential educational support from experienced tutors who work closely with each family, the child and their school to establish a learning plan for each individual.

The Sydney Story Factory :
Creative Writing On Sundays
The Sydney Story Factory helps marginalised young people stay interested in school through creative writing and storytelling. In May 2018 it will open a new creative writing centre in Parramatta offering free workshops on Sundays to young people from across Western Sydney.

SMALL GRANTS

- CanToo Foundation
- Jodie Lee Foundation
- McAuley Community Services for Women
- McGrath Foundation
- Sailors With Disabilities
- Sorrento Surf Life Saving Club
- St John Ambulance
- St Vincent de Paul Society VIC – Funding Vinnie's CEO sleepout
- St Vincent de Paul Society NSW – Funding Vinnie's CEO sleepout
- Sugarvalley Neighbourhood Centre
- WaterAid Australia
- Yourtown – Grant for San Miguel House

Governance & Finance

GOVERNANCE

The Bennelong Foundation is a Private Ancillary Fund and is subject to the Private Ancillary Fund Guidelines 2009. The Board of Trustees meet twice a year to consider Foundation matters including:

- Administration: to ensure it is meeting its compliance obligations;
- Investment Strategy: to ensure its assets are achieving its investment aims and objectives; and
- 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 30th, 2017 to satisfy its reporting requirements under the Trust Deed and compliance within the Private Ancillary Fund Guidelines. The special purpose financial report is audited by Deloitte Touche Tohmatsu.

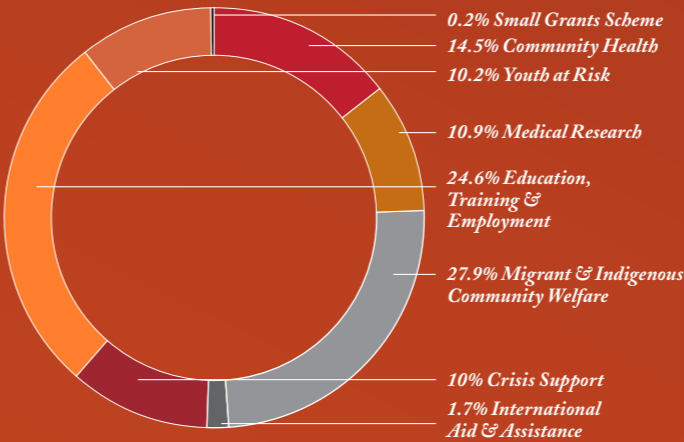
INVESTMENT AIMS AND OBJECTIVES

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

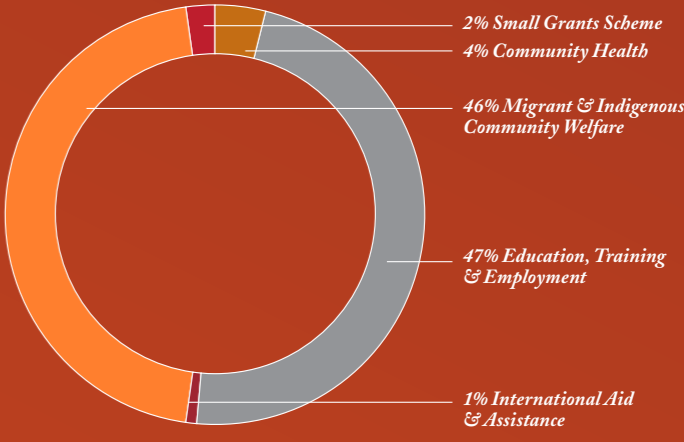
The investment aim and objective of the Foundation is to:

- 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.

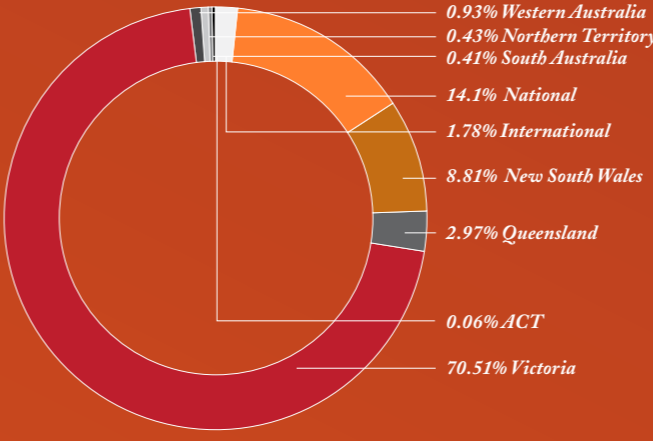
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