



GIVE  
WHERE  
YOU LIVE  
FOUNDATION

[givewhereyoulive.com.au](http://givewhereyoulive.com.au)

# IMPACT REPORT

2020-2021

# ABOUT US

**The Give Where You Live Foundation exists to create a fairer community across the G21 region. To create a community in which all people and places have the support and resources they need to not only survive but thrive.**

Whether that be financially helping front-line community support agencies, bringing people and organisations together to tackle a challenge, advocating on behalf of those that need assistance or rallying the community to support our cause, we have always put community at the centre of the Foundation's work.

The Foundation continues to invest together with our partners across our key focus areas of Education, Employment and Life Crisis.

This work includes the delivery of our own programs including Feed Geelong Emergency Assistance Voucher program and the Foundation's innovative GROW initiative.

This financial year has no doubt been one of the harshest the Geelong community has experienced. The COVID-19 pandemic has had an enormous effect on our community and those organisations working daily to support it. With so many people finding themselves in need for the first time in their lives, thousands who were already vulnerable found themselves even more so.

With front line services pivoting program delivery to meet the changing needs of the community as well as changing how programs were physically delivered in a 'COVID-19 safe' environment, the support of the Give Where You Live Foundation has been more critical than maybe any other time in its 67-year history.

The 2020-2021 financial year saw the Give Where You Live Foundation invest over \$2.6 million into the Geelong community, including \$1.6 million in grants alone.

It is through this work that we will ensure greater equity of opportunity in our community so that all people and places thrive.

## WHY DO WE EXIST

To create a fairer G21 community

## WHO WE WANT TO BE

The Give Where You Live Foundation aims to be recognised as one of the most progressive foundations in Australia. This vision governs our thoughts, our strategies and our actions.

**This vision enshrines that,**

- We will continue to strive for change
- We will aim to continuously learn and improve
- We will not just accept the status quo
- We will question and act with curiosity
- We will take risks
- We will continue to be contemporary and maintain relevance

## WHAT WILL WE DO

Use all our energy and resources, in partnership with the community, so that all people and all places thrive.

## OUR VALUES

**CREATING TRUST** – At the core of every relationship is trust. We choose to start from trusting in other's motivations, knowledge, expertise and experiences.

**WORKING TOGETHER** – We're better together. The best outcomes are a result of partnerships, collective action and the wisdom of crowds.

**WORKING WITH DRIVE** – We value action, getting things done and are driven by achieving outcomes that match our purpose.

**BEING BOLD** – We value the imaginative. Those that can imagine a better way and then pursue that with courage and care.

**HAVING FUN** – While change can be complex and challenging, we value the perspective that fun and good humour brings to this work.

# MESSAGE FROM THE CEO & THE CHAIRPERSON

**Our community, like all communities across the globe, has gone through an incredibly challenging time. As lockdowns have extended and opinions varied, we have never been more appreciative of the work of the community and health care sectors. Organisations and workers have put themselves and families at risk, without complaint and worked tirelessly to help.**

This support, along with a long-term view and careful management has allowed the Foundation to provide in excess of \$1.6 million of grants throughout the year and contribute over \$2.6 million back to the G21 community.

Our financial result has been positive which has allowed us to carry forward funds to ensure that we will continue to provide in excess of \$1.5 million of grant funding in the foreseeable future while also progressing a range of other change initiatives that we hope will provide lasting and meaningful change for the community.

Our Impact Report highlights a great deal of the work that we have undertaken throughout the year including developing an innovative emergency food response that will include hospitality venues.

Finalising the Work Care Factor website that provides a range of tools and resources to businesses to ensure mentally healthy and safe workplaces for young people, continuing our work with GROW and supporting the statewide GROW network, progressing, in partnership with the Geelong Community Foundation, our financial capability project that is building the financial capability capacity of people, and re-developing our grant-making to ensure we remain connected and responsive to community partners' needs.

We finished our new offices in April but unfortunately, we have only spent 35 days working in them! The space has been carefully designed to allow our team to collaborate and innovate with each other as well as with the community. We are looking forward to being back in the office full time and using our 'Community Lab' to co-design new initiatives that will provide solutions to some of our greatest community challenges.

The Foundation has embarked on a new 'season' and one that we hope will bring about positive change for the community. Our 2030 strategy identifies that we are well positioned to innovate, connect, and trial new ways of working. While our support of the community sector through grant making will always remain constant, we know that we also need to try something different. Most of our challenges are not new, but they are constant. To continue to do the same thing to solve them seems misguided.

Our thanks and appreciation go to the Board and team at the Give Where You Live Foundation. The Board has been diligent, thoughtful and courageous in their leadership of the Foundation over the last 18 months and we would like to thank them for their support.

The team at Give Where You Live Foundation have worked remotely from home 355 days out of a possible 390. There was a palpable sense of relief and happiness for those 35 days where we were able to work together. Despite this, the team have been incredible. They have worked tirelessly to achieve so much in the last 12 months and have our deepest thanks and admiration.



**Col Duthie**  
Board Chair



**Bill Mithen**  
Chief Executive Officer



# OUR BOARD

Led by Chairperson, Col Duthie the Board is an integral part of the Foundation and driving our strategy. Board members include:



**COL DUTHIE**

CHAIRPERSON

*Appointed 2018*

Appointed in 2018 following a year's service on the Board, Col's expertise and experience lies in developing strategic clarity, cohesive leadership and stakeholder buy-in having worked with the senior leaders of dozens of large and small social-purpose organisations over 20 years. Col is currently Executive Chair at Donkey Wheel Ltd, a Director of Ethical Property Australia Pty Ltd and past Director of STREAT Ltd. Col has various professional accreditations, is a Good Design Australia Ambassador and is a Graduate Member of the Australian Institute of Company Directors.



**DALEENE KROGER**

DEPUTY CHAIR & TREASURER

*Appointed 2014*

With over 25 years accounting experience, Daleene is currently the Partner responsible for Business Management at Patrick Rowan & Associates. Daleene holds a Bachelor of Commerce (Deakin University), CPA Public Practice Certificate and is a Member of the Australian Institute of Company Directors.



**TODD DEVINE**

*Appointed 2014*

Todd is the General Manager, Property for Costa Asset Management, a privately owned investment office. He holds a Bachelor of Business (Property), is a Certified Practising Valuer and a member of the Australian Property Institute. Todd is President of the St Joseph's Football & Netball Club and is on the Boards of several other local not for profit organisations.



**MURRAY BOYD**

*Appointed 2010*

Murray held the position of Chairperson from 2013-2019. His expertise includes business management, domestic and international business development, marketing and product development. Murray holds the Australian Institute of Company Directors CD accreditation and is passionate about the capacity of the Foundation to contribute to improving the lives of those enduring entrenched life disadvantage in our community, not just for today, but for the longer term.



**MEG PRICE**

*Appointed 2019*

Meg has a passion for inclusion, diversity and improving communities through addressing social issues and creating sustainable systems change. Meg has over 15 years' policy, strategy, design and operational experience in the social sector with not-for-profit organisations, Federal and State Government. Meg is currently the Prevention Program Manager with WorkSafe Victoria.





# IMPACT OVER THE YEAR

## 2020 – 2021

The 2020-2021 financial year saw the Give Where You Live Foundation invest over \$2.6 million into the Geelong community, including \$1.6 million in grants alone.

## GRANTS PROGRAM

OVER THE PAST YEAR, OUR GRANTS HAVE CONTRIBUTED TO THE FOLLOWING OUTCOMES:



### 17 COMMUNITY CONNECTIONS GRANTS

• **\$148,525** invested across these grants

- Including **\$20,000** of matched funding from the **Australian Communities Foundation** for 4 grantees

.....

### 3 PITCH UP GEELONG GRANTS



• **\$127,000** invested across these 3 grants

.....

### 26 SURVIVE & THRIVE GRANTS

• **\$617,254** invested across these grants

.....

### 15 EDUCATION & EMPLOYMENT GRANT EXTENSIONS WERE PROVIDED

- An additional **\$131,605** invested into these programs

.....



### 1 EMERGENCY GRANT FOR \$6,500



**531 CHILDREN** supported with **early years learning**



**733 PEOPLE** impacted by sexual assault and family violence provided improved access to **therapeutic group** and **training programs**



**352 PEOPLE** supported with **access to housing**



**689 CHILDREN & YOUNG PEOPLE** provided **education, mental health and social connection support**



**724 PEOPLE** provided **counselling, social connection and support** during a time of crisis



**137 PEOPLE** living with a disability **supported with education, employment and social connection**



**41 STUDENTS AND MOTHERS** of a refugee background supported with **social connection** and **job readiness skills**



**117 PEOPLE** supported with **rehabilitation and recovery support**



**21 FIRST NATIONS YOUNG WOMEN** supported to pursue **health careers**

# FEED GEELONG



## DIRECT ASSISTANCE VOUCHER PROGRAM

Supported over **7,940** people with direct assistance



## "WHERE CAN I EAT"

Over **8,000** people reached through just one of our "Where Can I Eat" campaigns



## FOOD RELIEF

Over **29,500** people provided food relief



## THE FEED GEELONG APPEAL

**\$27,600** raised to directly to support the food relief sector through the Feed Geelong Appeal



## 13 GRANTS

**\$69,304** invested across these grants

Including **\$40,000** from the Percy Baxter Foundation to support the increased demand due to the COVID-19 pandemic

## GROW – G21 REGION OPPORTUNITIES FOR WORK

**154**

employment outcomes

**128**

GROW signatories continue to commit to action

**30**

new GROW signatories

**111**

GROW Action Plans were updated

**144**

referrals or introductions to **75** GROW Signatories

**28**

letters of support given to GROW Signatories tendering for projects

**25**

good news stories sharing GROW signatory successes

**265**

individuals from **92** GROW Signatories attended 4 x Compact Action Network meetings

**86%**

of surveyed signatories agreed that GROW had increased awareness of disadvantage and barriers to employment

**90%**

of surveyed signatories agreed that GROW had increased awareness about how to support job seekers with barriers

# KEY IMPACT AREAS: GRANTS PROGRAM

**Over the past financial year, the Foundation has endeavoured to continue to respond to the needs of our local community and provide ongoing support and flexibility to our front line community partners so they are able to adjust, pivot and adapt their services to best meet the needs of our community.**

**Over the past year the Foundation has provided over \$1.6 million in grants to support our community. The Foundation has also made some significant changes to our grant rounds and how we work with, and support our community partners.**

## CREATION OF EMERGENCY GRANT FUND

Following the distribution of Emergency Grants in March 2020, the Foundation is currently developing an ongoing Emergency Grant Fund which will ensure we remain agile and responsive to the community should a significant crisis occur. Whilst the Fund itself is not yet formally announced, we have over the past year continued to remain responsive through the distribution of some additional emergency grants to key community partners.

## EDUCATION FUNDING

Ongoing support to community partners working across the education space has been critical as our community continues to be challenged by lockdowns and remote learning. As part of the review of our grant rounds, we have also adjusted funding for education grants to align more logically with a school year. In making this adjustment we provided extensions and (where needed) additional funding to ensure continued delivery of education programs at such a critical time. An additional \$131,605 was provided to 15 community partners over this period. Despite challenges and the need to constantly adapt and change delivery of programs, these programs remained a lifeline for many young people during really difficult times.

## HOLIDAY HELP AND QUICK HELP GUIDES

One emergency grant distributed in November 2020 was to support the creation of a quick help guide for community to access critical supports and services over the Christmas period. This campaign was established in partnership with BATForce who continue to update and adapt this campaign when needed. Over the Christmas period this campaign reached over 32,000 people across our region.

## ADJUSTMENT TO OUR GRANT ROUNDS

We have created two thematic grant rounds more closely aligned to our Theory of Change. The first of these opened in March 2021 and we can report on the initial Survive & Thrive grants within this Impact Report. This has also seen a consolidation of our grants to minimise the grant application writing and reporting burden on our community partners.

## PITCH UP GEELONG

The Foundation's live crowd funding event supports connection between local community partners and donors, as well as creating an opportunity to raise awareness of critical issues impacting our community. The focus for 2021 was to address key challenges arising from the impact of COVID-19 on education outcomes for young people. With our matched funders (gforce employment + recruitment, Anthony Costa Foundation and Erdi Foundation) and community partners EdConnect, Geelong Youth Engagement and Strong Brother Strong Sister, we reached over 80 donors on the night (both face to face and online) and raised \$127,000 to support the delivery of key programs for young people.

*BELOW: Pitch Up Geelong presenters*





# STORIES OF IMPACT: REAL PEOPLE, REAL STORIES

The following stories highlight just some of the difference our work has made to the lives of local people over the past year.

## PROVIDING FUTURES WITH CULTURAL SUPPORT

**The Weenthunga Health Network contributes to health equity for Victoria's First Nations Peoples. Increasing the Aboriginal health workforce is one means and through Weenthunga's Nyarrn-gakgo mangkie Programs, First Nations young womxn are being empowered, nurtured, and strengthened in identity to be the next generation of health professionals.**

In 2020, Geelong's Nyarrn-gakgo mangkie program received \$30,000 from the Give Where You Live Foundation, ensuring the program's continuity and expansion, making changes to young lives.

The program backs First Nations young womxn's journeys through secondary school and health pathways into TAFE, University and the employment sector.

### BRI'S STORY

Mutti Mutti and Wamba Wamba young womxn Bri Smith, is one young womxn connected to program. Initially, Bri was apprehensive about joining, however she perceived it as an opportunity to explore her interests in Pharmaceutical Technology. *"It was a big step, because you never know what and who's going to be involved, but I did and I felt so embraced."*

Bri felt the positive support of the program *"It doesn't stop after secondary school; you continue to get support."*

Recent cultural event 'Lunchtime Yarnz & Connections', invited young womxn to listen to the stories and insights of respected community role models, Aunty May (Taungurung/Yorta Yorta), Aunty Athalie (Yorta Yorta) and Aunty Steff (Gamilaraay/Bigambul) Bri shared her experience *"Meeting the Aunties was great because I hadn't met many Elders. They gave me comfort and acceptance. These womxn lead the way for us, I'm really humbled to have spent so much time with them, it made me feel like it's all achievable."*

Thanks to her experience in the program, Bri feels that her connection to community and culture has deepened. *"I feel connected on a deeper level, the cultural support is huge. Before the program I had no confidence, I wouldn't put my hand up in class because I was too scared. The program supports your decisions, helps you do your best and to find yourself. I have confidence and reassurance in who I am now, my growth is emerging."*

**Bri is currently studying Certificate IV in Laboratory Techniques at The Gordon and is working as a Pharmacy Assistant with a University Degree in sight.**

LEFT: Mutti Mutti and Wamba Wamba young womxn Bri Smith



## SUPPORTING CHILDREN TO RECONNECT WITH FAMILY IN THE CRIMINAL JUSTICE SYSTEM

**Incarceration can have a devastating effect on children and young people. Shine for Kids exists to support children, young people and families with relatives in the criminal justice system.**

Shine for Kids 'Ride by Your Side' program provides foundational support to help stop the cycle of intergenerational criminal behaviour. Assisting with the provision of transport and mentors where the children did not have family support to navigate the prison system, and resources to facilitate regular and consistent visits. The support provided by our team helps to reduce the impact that parental incarceration has on children and strengthens familial connection.

In 2020, Shine for Kids received a grant of \$30,000 from the Give Where You Live Foundation, to support the 'Ride by Your Side' program supporting children and young people with incarcerated parents.

The impact of COVID-19 on this program has been immense and although they have not been conducting transport since March 2020 as the prisons have been in lockdown, they continue to support the current families engaged in the program throughout this difficult time; and are actively providing updates, mentorship, and support through online platforms. Staff and volunteers are supervising online visits for the children and their loved ones in prison which have been held weekly to ensure that families are connected and supported during this difficult time.

### DINAH AND OLIVIA'S STORY

In April this year shine for Kids was able to facilitate their very first 'Ride by Your Side' visit since 2020 for Dinah and Olivia\*, two very brave little girls who have spent the last year physically and emotionally apart from their father.

On the drive from Geelong, both girls were so excited to see Dad in person that they were literally bouncing in their seats, talking nonstop about everything they wanted to share with him. Going through the prison security and COVID-19 checks was a little daunting after such a long time away but even that couldn't dim their joy as they smiled and greeted everyone they met. Waiting for their Dad to arrive the girls hatched a plan to give their Dad the biggest hug they could the moment he walked into the room, but when the door opened, they stood frozen in their spots so in awe to see Dad physically in front of them for the first time in a year they couldn't move.

A moment later the room was filled with laughter and tears as first Dinah and then Olivia tackled their father, immediately falling over themselves in an attempt to fill Dad in on everything that's happened to them over the last year, yelling over each other as they spent the next two hours showing off all the new things they learnt, re-enacting their first junior league footy match and teaching Dad all of their favourite Tick Tok dances. There were no dry eyes in the room as the girls said their final goodbye to Dad at the end of the session but with prison restrictions easing the promise of regular visits left the family feeling lighter than they had over the past year.

*\*Names have been changed for privacy*



*RIGHT: Helping children stay connected to family*





## HELPING 'AT RISK' YOUNG PEOPLE FIND NEW PATHWAYS

Remaining engaged to education during the remote learning of the 2020 lockdowns was difficult for most students. For many across our region disengaging from school, family and friends was a harsh reality.

Using a combination of experiential learning, wilderness therapy, family group work, mediation, counselling and development of community interconnectedness, Operation Newstart seeks to prevent students at risk of disengaging prematurely from their families and education, and to provide pathways to further education and employment.

Operation Newstart Geelong seeks to address the needs of students at risk in the middle years of the State Secondary School system in the Greater Geelong, Surf Coast, Golden Plains and Queenscliff local government areas.

Operation Newstart received a \$30,000 grant from the Give Where You Live Foundation, ensuring the program has been able to employ a Youth Worker to provide comprehensive support to 72 young people at significant educational risk, such as Sophie\*.

Sophie was nominated for the Newstart program because she had disengaged from school during remote learning during the COVID-19 lockdowns in 2020.

### SOPHIE'S STORY

Sophie was often absent, lacked motivation, had low self-esteem and an unsettled home life due to recent changes in her living situation. Sophie however, demonstrated enormous progress during her term on Operation Newstart. She attended every day of the program, which was a huge achievement given her absenteeism at school. Sophie gave her best effort during activities, developed short and long term goals, improved her self-esteem by 113% (Rosenberg Self-Esteem Scale) and reduced her total difficulties by 96% (Strength and Difficulties Questionnaire) over the course of the program.

Sophie is now actively engaged at her local Secondary School and has the goal of either completing year 12 to become a graphic designer or securing a panel beating apprenticeship. Sophie has been working casually as a waitress and has fulfilled her dream of owning a Holden HQ and restoring it with her Dad and is thankful for the positive relationships she now has with her family, teachers and friends thanks to the help of the Operation Newstart Geelong program.

*\*Names have been changed for privacy*

*ABOVE: Students reconnecting to their community through Operation Newstart*



**Operation Newstart seeks to prevent students at risk of disengaging prematurely from their families and education.**



# KEY IMPACT AREAS: FEED GEELONG

The Foundation has invested in the food relief sector since our inception in 1954. Supporting organisations that are at the forefront of emergency relief is core to the Foundation's mission. Under the brand Feed Geelong, the Foundation supports the sector in a number of ways:

## DIRECT ASSISTANCE VOUCHER PROGRAM

Since its establishment in 1990 as a direct response to the Pyramid Building Society collapse, this initiative has provided direct support to thousands of community members enabling them to access food as well as material aid and prescription medication. Over the past year the program worked with over 25 community partners to distribute vouchers and support over 7,940 people access assistance at a time of crisis.

## FEED GEELONG APPEAL

Thanks to the continued generosity of our local community the 2020 Feed Geelong Appeal raised \$27,600 to directly support food relief agencies across the region.

## WHERE CAN I EAT INFORMATION

The Foundation continues to support the coordination and delivery of the "Where Can I Eat" information. This information has been updated and adapted with each Victorian lockdown and has remained critically important to ensure community members have easy and accurate information on where they can seek assistance. During lockdown periods this resource has been critical for community, with the social media campaign reaching over 8,000 community members in May 2021.

## GEELONG FOOD ASSISTANCE NETWORK

The Foundation was instrumental in the creation of the Geelong Food Assistance Network and remains an active and committed member to ensure ongoing coordination and support across the sector.

## FOOD FOR THOUGHT RESEARCH

With funding from the Barwon Health Senior Medical Staff Group and support from Deakin University, the Foundation undertook research from November 2020 to April 2021 to capture critical insights into the impact of COVID-19 on the food relief sector across our region.

## VOLUNTEER HANDBOOK AND COVID-19 SAFE INFORMATION

With leadership and support from the City of Greater Geelong, and in partnership with OneCare Geelong, Volunteering Geelong and Bellarine Community Health, created and provided key resources and information to support food relief agencies to embed COVID-19 safe practices into their operations.

## COMMUNITY CHOICE

From early conception in 2020, this initiative has over the past year obtained funding support from the Andrews Labour Government which has provided an opportunity for the Foundation to progress the development of this initiative and look at building a longer term and more sustainable solution to food relief across our region.

The initiative seeks to address several key challenges within the current food relief system, creating greater choice, diversity and access to food relief, and testing whether the inclusion of hospitality contributes towards creating a more accessible, inclusive, diverse and distributive food relief system. A pilot was undertaken over Christmas 2020 which saw the distribution of hospitality vouchers to 460 people across Geelong and Colac, with positive feedback and results. The Foundation is currently finalising a key partnership to support the delivery of this initiative.



## Interesting findings from our Food for Thought research include:



**71% of agencies reported an impact on food supply since the commencement of the COVID-19 pandemic**



**Ensuring an adequate supply of fruit and vegetables was the most challenging**



**71% of agencies reported a loss in volunteer staff (Nov 2020)**



**91% of agencies reported concern for the end of JobKeeper**

# STORIES OF IMPACT: REAL PEOPLE, REAL STORIES

## FEED ME RIGHT – FEEDING YOUNG PEOPLE

**Food insecurity is a growing issue amongst vulnerable young people across the Geelong region, a situation significantly impacted during the COVID-19 pandemic.**

Barwon Child Youth and Family's Youth Services team is increasing access to nutritious food for some of our community's most vulnerable members, through its innovative Feed Me Right project.

The project aims to increase access to healthy food and improve health education for young people aged 16-25 years experiencing homelessness; through the delivery of interactive cooking classes and the development of food start-up packages for young people entering accommodation.

The Feed Me Right project received an \$8,000 grant from the Give Where You Live Foundation to help the programs in preventing longer term health implications as well as addressing short-term needs for food.

Barwon Child Youth and Family's Manager Youth Services Mandy Baxter said the funding would have meaningful short-term and long-term impacts.

### MANDY'S STORY

*"Within Barwon Child Youth and Family's Youth Services, we work with young people to develop their independent living skills, to set them up for a healthy future. Through the Feed Me Right program, we have an opportunity to change the way these young people view food and offer food knowledge that they otherwise may not have experienced before."*

Feed Me Right will see young people provided with nutritional food packs relevant to the cooking facilities they have access to. These will be tailored to emergency accommodation, crisis accommodation and transitional accommodation.

*"When the most pressing issue for people who are homeless is just finding a meal, nutrition is a secondary consideration. When they can afford to buy food, it is often food high in fat, salt and sugar, contributing to longer term health implications; some of the cheapest food available is also some of the unhealthiest."*

*By providing food packages, young people will have the basics they require to prepare nutritious meals."*

The online cooking classes were offered as an opt-in resource for young people to further develop cooking skills and healthy food preparation habits. These classes were developed and delivered by the Barwon Child Youth and Family's Youth Services team, which includes a qualified chef, and saw participants join in an online Zoom session to prepare one meal per session.

**This interactive program encouraged young people to ask questions and have fun with healthy food, while learning nutritional information and basic cooking skills they do not currently possess. "It is widely recognised that food insecurity has detrimental effects on individuals, families and the community as a whole."**







# KEY IMPACT AREAS:

## GROW: G21 REGION OPPORTUNITIES FOR WORK

The GROW initiative consists of businesses, government and community organisations working together to change the outlook for areas of high unemployment across the G21 region, including Norlane, Corio, Whittington/Moolap and parts of Colac.



The joint efforts of the GROW G21 Network will enable the growth of a stronger G21 economy, with the main goal to create more job opportunities for long-term job seekers who are missing out on opportunities, often because of lack of support, networks, training, transport and experience.

A job is life changing, and everyone deserves a chance.

GROW is a joint initiative between the Give Where You Live Foundation and G21 – Geelong Region Alliance, and is funded by Give Where You Live Foundation and the Victorian State Government.

Being part of GROW raises awareness and changes behaviour, as these comments from a recent survey of GROW Signatories show:

*"We now have increased knowledge and understanding of some of the barriers people face when trying to gain employment."*

*"We are now looking at ways to help disadvantaged job seekers."*

*"It's a very important initiative which keeps myself and my organisation accountable to this work, it could be very easy to ignore our responsibility in this space."*

*"Networking and connections are important and understanding employment barriers as a whole is extremely useful."*

*"There is no other initiative that does what GROW can."*

*"We are very aware of our social and corporate responsibility in the Geelong Community and being involved with GROW keeps us aligned to this value."*

*"I feel the value that GROW adds to Geelong is immense and the connection we gain from having the GROW team at hand is adding great value to our business."*



# STORIES OF IMPACT: REAL PEOPLE, REAL STORIES

These brief stories showcase the actions of GROW Signatories, such as policy changes to encourage local and social spend, collaboration to drive employment and training opportunities, and harnessing the power of collective impact to create change.

## MAKING SOCIAL PROCUREMENT HAPPEN



Innovative Window Solutions supply and install windows and doors, and as part of their contract with the Chisholm Road Prison Precinct they committed to 10% of their labour force to be Indigenous or Torres Strait Islander people. Halfway through the project, Innovative Window Solutions have doubled this target.

***“We committed to 25% of our labour hours to be completed by workers from disadvantaged cohorts including GROW postcodes. That requirement was for 545 hours and we’re currently sitting on 340 hours with four months to go until completion.”***

**- Matthew Drake,  
Innovative Window Solutions**

## WORKING TOGETHER



A major construction business, Plan Group Geelong engaged with 10 different GROW Compact Signatories in 2020. Their tenders now include wording about being part of GROW G21 and suggesting how sub-contractors can contribute, for example: offering assistance for new job seekers, work experience, site tours or discussions about their scope of works, social procurement, or promotion of the GROW initiative.

In response to their GROW action plan, Plan Group reports that the:

***“West Oval Redevelopment project has a local content expenditure of 89% of the overall contract sum.”***

**- James Dean,  
Plan Group Geelong**

## FROM LITTLE THINGS BIG THINGS GROW



My Maintenance Crew (a social enterprise of Diversitat) advise that 70% of their work came from GROW Signatories across the 2020-2021 year, including Built, Norris Group, Baptcare, COGG, Surf Coast Shire, gforce recruitment + employment, GenU, Hanlon Industries, WorkSafe Victoria Fulton Hogan, John Holland, Barwon Water, South Western Alliance and the Give Where You Live Foundation.

***“The results has been more employment opportunities and pathways for young people (including Naomi Bavington and Brianna Ure pictured). The knock-on effect of these employment opportunities isn’t just increased self-esteem and confidence for the individual but the broader impact for the young person’s family and their renewed access to their community.”***

***One group of young men found each other at work and have gone onto create a basketball team together. All of them have gone onto other employment because of being given the chance. GROW Signatories help make this happen.”***

**- Narelle Arthur,  
My Maintenance Crew**

LEFT: GROW Signatory Hanlon Industries apprentices

# STORIES OF IMPACT – REAL PEOPLE, REAL STORIES (CONTINUED)

## CREATING EMPLOYMENT PATHWAYS THROUGH COLLABORATION



At their prefabrication factory in Avalon, in 2021 Cross Laminated Offsite Solutions employed five students who had been studying at Northern Futures, for a trial period working 3 days per week.

*“We did this so they could have exposure to a working environment, and to see if they wanted to work in the construction industry, and also for me to observe their work and fit within our team.”*

**- John Fitzgibbon,  
Cross Laminated Offsite Solutions**

One of those students has recently joined Cross Laminated Offsite Solutions as an Apprentice Carpenter, and the other students went on to other local employment.

*“For these work ready students to be able to step straight into a working environment after their learning with us is only achievable through the collaboration of industry, thank you, Cross Laminated Offsite Solutions.”*

**- Bryan, Northern Futures**

## WORK OPPORTUNITIES



As part of their GROW Action Plan, Rendine Construction were keen to support young people in obtaining work experience. Glenn Robertson from Headstart reached out on behalf of a Year 11 VCAL student at Newcomb Secondary College, and General Manager Michael Thornton explains what happened:

*“We were keen to give this young man the opportunity to have exposure to a worksite, to support his learning and further his opportunities to gain employment. Aden attended 15 ‘structured work placements at Rendine, which was extended to 20 weeks. He has since been offered a school-based apprenticeship.”*

**- Michael Thornton,  
Rendine Construction**

## OPPORTUNITIES ON MAJOR PROJECTS



The John Holland Group joined GROW in mid-2020 and referred on Caruso Bricklaying, who joined to support and offer pathways to young workers in the construction industry; helping to continue their work supporting local social enterprises and to meet and work with other like-minded businesses. Caruso Bricklaying apprentice Jaycob (pictured above) was recently awarded the Southwest Regional Master Builders Apprentice of the Year.

*“We’re very proud of Jaycob, he’s worked hard and has come a long way - he is a deserving recipient of the award. The change in him since he started with us in February 2020 is noticeable. He is more confident, has learned so much and continues to excel in his workmanship as a bricklaying apprentice.”*

**- Roy Caruso, Caruso Bricklaying**



# KEY IMPACT AREAS: EMERGENCY GRANTS

From the very first COVID-19 related Government lockdown back in March 2020 the Give Where You Live Foundation has sought to remain responsive and support community during times of crisis. With the very first Emergency Grants distributed during that first lockdown, we reflect on the key outcomes which have been achieved through these grants and how they assisted our community partners over the past year.

Emergency grants, and matched funding from the Anthony Costa Foundation, were provided to the following community partners:

- Drysdale Family Support
- FeedMe Bellarine
- Geelong Food Relief Centre Inc
- Norlane Community Initiatives
- OneCare Geelong
- Foundation 61
- The Sanctuary Counselling Centre
- Uniting VicTas Ltd

Across these Emergency Grants community partners managed to quickly adapt and respond to the increasing community need at a critical time.

## KEY GRANT OUTCOMES

- Ensuring guaranteed and adequate funding to employ staff and ensure continuity of service delivery.
- Adapting existing projects, such as community meals, urban farm, wholefoods and foodbank cooperatives, to pick up and home delivery models.
- Meeting increasing demand and providing flexible funding to be able to respond easily and quickly where needed, including the need to purchase food items and provide guaranteed supply of emergency food.
- Establish new projects such as community pantries, distributing affordable café meals and a community farm.
- Adapting and ensuring COVID-19 safe practices, equipment and resources were in place.
- Scaling up of bulk food distribution to support other community partners across our region.
- Adjusting to remote models to provide ongoing counselling and support.
- Ensuring accessible and no cost support and services were available, including individualised counselling.
- Working collaboratively with other agencies across the region to alleviate wait lists and support access to housing.

Above all else, the Emergency Grants provided a level of certainty of funding during a significantly challenging time for many community partners. This in turn ensured they were able to focus on what they could do to better support community and remain connected at such a critical time.

---

## FROM THESE EMERGENCY GRANTS:



**OVER 29,000  
PEOPLE**  
accessed food relief



**329 PEOPLE  
SUPPORTED**  
with access to housing



**274 PEOPLE**  
provided counselling  
support



**50 PEOPLE**  
supported with  
rehabilitation and  
recovery

# STORIES OF IMPACT: REAL PEOPLE, REAL STORIES

## ONECARE GEELONG'S PANDEMIC CRISIS

When the pandemic started, we had to make very quick decisions on how we would pivot to keep everyone safe, follow the guidelines but also do what we could to provide services for the community. That was an absolute key in our decision making to make sure we can still provide services in some form. Our first initial response when COVID-19 regulations in the following week was to quickly adapt to a pickup service. We set up tables outside, cooked meals and placed in takeaway containers where people could line up and be handed food, and off they went.

**As organisations providing community food services also closed by the day, it became very apparent that we had a choice to make. Are we going to stay open, are we going to continue to adapt to meet the need that's getting bigger, or do we need to close?**

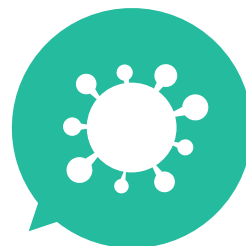
Essentially, we were able to pivot quickly in a 3 week period. We were able to do this because of the emergency grants. Having these funds immediately available meant that we could completely change what we do, so we adapted our sit down meal to pick up service on a Thursday. The following week we decided to add a Tuesday, as well. And then within another 3 week period we had begun a meal delivery service.

**During this time we saw an increase of about 800% in terms of meals we were providing. We went from 70 meals a week to 500 meals a week within a 4 week period.**

As a result of the Give Where You Live Foundation and the Anthony Costa Foundation acting quickly, OneCare could also act quickly.

We literally couldn't have done it without knowing that the money was there. And you acted without us asking. You understood your role in the community and knew you needed to respond and provide this funding.

**- Claire Faulmann, CEO,  
OneCare Geelong**



LEFT: Volunteers working tirelessly at OneCare Geelong





## NORLANE COMMUNITY INITIATIVES – A COVID-19 EMERGENCY

**March 2020, we were shaping up for another great year ahead for our community programs and trying to connect people across our community, introducing healthy food options and generating a sense of neighbourhood and connectedness.**

**This all went out the window. We ended up doing the very opposite to this, to keep people safe and keep people protected.** It was a big shift in how we operate - instead of bringing people together, we had to make sure people stay apart. But also, still feeling connected amongst all that and trying to work out what community needed. It probably took us several months to work out that what people actually needed was connection.

In April, we received the call from the Give Where You Live Foundation to advise of the Emergency grant. It was amazing! It was obviously a very stressful time for everybody involved. We were already starting to stress as an organisation on how we were going to pay the bills, how are we going to pay staff and salaries.

Thinking at that time we were headed for extreme economic difficulties and thinking it's not a good time to be a not for profit, not a good time to be a community development worker and not a good time to be reliant on fundraising and donations as people will now just be looking after themselves and making sure their own bills are paid. As an organisation we were asking ourselves, what if the money dries up, how will we generate an income.

To get the phone call from the Give Where You Live Foundation to say - we're going to allocate this emergency grant that is going to be matched by the Anthony Costa Foundation - and you don't even have to do any paperwork for it! It was just an amazing experience for us. To receive that financial support, but also to realize that people have our backs.

This funding just meant that we could stop crisis thinking, and just go back to the community work that we're passionate about and good at doing. We could just focus back on people in the neighbourhood who really needed help and support. You just took away all that stress.

**As we adapted our programs and support we could provide, we had a lot of people saying - it just reminded us that there's a community out there, looking after us. Even though people couldn't see each other, they were reminded that they were part of a community, and that they were cared for.**

**- Simon Reeves Joint CEO,  
Norlane Community Initiatives**

*ABOVE: The NCI team working to support their community through the pandemic*



# OPINION

## Jobseekers not given a fair go



**BILL MITHEN**

“THE VAST MAJORITY OF JOBSEEKERS HAVE ENCOUNTERED WANT, AND NEED, TO WORK, TO DEPICT JOBSEEKERS, EVEN BY IMPLICATION, AS LAZY AND UNMOTIVATED IS WRONG, BIGOTED AND LACKS EMPATHY.”

THE federal government has announced the single largest increase in the JobSeeker payment, colloquially known as the dole, since the mid-1980s. Seemingly a significant achievement.

Unfortunately, it is the only real increase in this payment since the mid-1990s.

For more than 25 years, the unemployment benefit payment has only risen by the rate of inflation, meaning any increase would account for a rise in the cost of living.

Conversely, other benefit payments such as the age pension, increased by the rate of wage growth, meaning recipients of those benefits “kept up” with the financial standards of the community at large.

The recent announcement gives JobSeeker recipients \$50 a fortnight extra and raises their payment to \$620.80 a fortnight or \$16,140.80 a year.

To give this some context, the average wage for a full-time employee in Australia is \$89,000 per annum while the minimum wage is \$39,000. The poverty line in Australia is set at \$23,764.

The largest increase in the unemployment payment since the 1980s is not only manifestly inadequate, but due to new conditions attached to the payments, it is also patently unfair.

Most of us will have at some stage gone through the process of finding a new job. Searching through job ads, deciding which jobs suit, developing appropriate resumes and letters

and sending them off as an application.

If you're then lucky enough to get through that stage of the application process, there is the nerve-racking exercise of preparing for interviews and then attending them and selling yourself.

We all know that applying for jobs can become all-consuming, stressful and exhausting.

To remain eligible for the JobSeeker payment, a recipient will now have to apply for 20 jobs a month.

The thought of having to go through a full or even part job application process 20 times a month is inconceivable.

For many, success in finding meaningful employment will mean they have been able to drag themselves out of destitution and above the poverty line.

In addition to the mandated number of applications, there are now greater requirements for jobseekers to attend meetings with their employment service providers, as well as the ability for employers to “dob in” any jobseeker who refuses to accept a job that is offered.

The JobSeeker payment is supposed to provide a safety net and assist people to get back on their feet.

However, the conditions that accompany a miserably low payment that is 32 per cent below the poverty line are unfair and punitive.

Through our work in the G21 Region Opportunities for Work (GROW) program over the past five years, the Give Where You Live Foundation has seen firsthand that there are myriad obstacles and barriers to people gaining employment.

The vast majority of jobseekers we have encountered want, and need, to work.

To depict jobseekers, even by implication, as lazy and unmotivated is wrong, bigoted and lacks empathy.

What if we were to apply similar generalisations to company CEOs, sports stars and federal politicians?

Should we label all of them racist because some of them are? Should we label them all sexist because some of them are? Should we say that all of them have contributed to an unsafe and toxic workplace because some of them have?

This would clearly be unfair and wrong. But no less wrong than

inferring that all jobseekers are “dole bludgers” and we therefore should design our policies around this premise.

In our experience through GROW, long-term jobseekers have many legitimate obstacles to gaining employment.

Mental health challenges, care duties for family members, employer and community bias because of where they live, how they look or how they speak.

Jobseekers also face considerable anxiety and chaos that are a result of a lack of financial security.

They are often worried about paying utility bills, paying rent, and being able to buy enough food.

A lack of safety about these basic human needs is overwhelming, stressful and can be completely debilitating.

The Give Where You Live Foundation has been a part of the ACOSS Raise the Rate for Good campaign, aimed at increasing the rate of the JobSeeker payment.

While an increase has been secured, it is not enough.

The JobSeeker payment and associated conditions consigns millions of Australians to life below the poverty line. It doesn't act as a “safety net” and does little to truly help people gain the dignity, safety and security of ongoing, quality employment.

We were once “all in this together,” it now seems we have a lot more work to do.

Bill Mithen is the chief executive of the Give Where You Live Foundation. The foundation's work aims to build fairer communities and challenge inequity.

# OPINIONS

## PLAN

**GREG DUNDAS**

Paul Steele of social change agent, Dankey, 'Wheel UP' to 800 Geelong cooks, chefs and hospitality workers would save their jobs by feeding the hungry and homeless under a plan to combat “hunger” forecasts about the economic impact of the coronavirus.

Give Where You Live Foundation chief and G21 chair Bill Mithen is leading the call for intervention to protect hospitality jobs and meet the growing demand for food relief because of the pandemic.

Lifelines are closing their doors and laying off workers because of social isolation policies being enforced, but Mr Mithen says there is a way to keep kitchens operating and many of their staff working.

The rescue plan he put to State and Federal MPs and community leaders across Geelong yesterday proposes those workers be employed cooking basic meals for those who cannot afford to put food on their tables.

The meals would be accessed by a smart card or voucher system.

Mr Mithen forecasts 25,000 meals would be needed each week in Geelong when the pandemic had a “stronghold on the local economy.” He says \$36 million would employ up to 800 people in eateries and the supply chain to meet that order.

Without that stimulus, he forecasts the Geelong economy will take a \$500 million hit.

The proposal has been put forward by the G21WFL and

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**Philanthropists, this is the rainy day**

“LEAVES WILL BE HEAT DURING THIS TIME, NOT BY YOUR MONEY'S STRESS BUT BY YOUR RESISTANCE TO YOUR FUTURE BEST BEST.”

Bill Mithen, CEO of Give Where You Live Foundation, says that the current economic situation is a “rainy day” for philanthropists.

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**TUCKER TEST GETS \$400K CASH BOOST**

Give Where You Live's Jennifer Speed, NP Christine Coombs, Give Where You Live's Bill Mithen and Give Where You Live's Christine Coombs.

The Give Where You Live Foundation has received a \$400,000 cash boost from the Tucker Test.

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# KEY PROJECTS: ADVOCACY

The Give Where You Live Foundation has contributed to several key advocacy pieces over the year including:

ABOVE: Several advocacy pieces Give Where You Live Foundation has been responsible for

- **Pitch Up Geelong**, supporting vulnerable local students in the face of the COVID-19 pandemic and its effect on educational outcomes. Pitch Up Geelong not only raised valuable funds to assist key programs in our region, but also advocated and raised awareness of the challenges young people have experienced through lockdowns and home learning.
- Sharing current information and data with local, state and federal government on **critical challenges impacting the food relief sector** across our region, including **undertaking research** from November 2020 to April 2021 to capture critical insights into the impact of COVID-19 on the food relief sector across our region.
- The Foundation published a number of articles and opinion pieces throughout the financial year
  - October 2020 **'Build Back Better'**. A thought provoking article, that advocated for us all to use the opportunity of the pandemic to reflect on what we truly value, what parts of the economic system do we want to take into the future and could cooperatives play an important role in building a more inclusive economy and community.
  - March 2021 **'JobSeekers not given a fair go'**. Advocating for the increase of the JobKeeper payment through supporting the ACOSS Raise the Rate for Good campaign.

# KEY PROJECTS: COLLABORATIONS AND PARTNERSHIPS

The Give Where You Live Foundation works on a number of ongoing collaborations and change initiatives, including:

- Ongoing support to the **Geelong Food Assistance Network** through the work delivered as part of Feed Geelong.
- **Safe & Empowering Workplaces** – The Workwell Learning Network is working collaboratively with small and medium sized businesses to co-design solutions that help them to become more inclusive and mentally healthy workplaces.
- The Give Where You Live Foundation is working in partnership with the Geelong Community Foundation to deliver the **Financial Capability Project** that is seeking to increase understanding and use of available resources and assistance that can assist in building financial capability – for both the community sector and clients. Two key projects are being developed and trialled through this initiative:
  - Micro learning modules – working in partnership with Good Shepherd to co-design the development and trial of a series of accessible, interactive micro learning modules which can support increased financial capability.
  - Financial Literacy Volunteer support – working in partnership with Volunteering Geelong to establish volunteer support to assist individuals to increase their financial capability and literacy.

- Working in partnership with BATForce to develop a **Quick Help Guide** for community to access critical supports and services over the Christmas period. This campaign has since been transitioned into a longer term campaign to assist during pandemic related lockdowns.

- Our **Community Choice initiative** seeks to test and pilot the provision and distribution of emergency food relief meals and pantry packages through hospitality venues.

The program also seeks to address a number of key challenges within the current food relief system, including creating greater diversity and access to food relief, expanding the type and availability of food, as well as giving greater choice to someone seeking assistance.

The Andrews Labour Government has supported this initiative with a major funding boost to the program.

- Expansion and adaptation of the **Barwon South West Employment Network** to the creation of a Community of Engagement chats, in partnership with BATForce, with the aim to connect and support the frontline workers across the youth and employment sectors, who take on a huge load and responsibility for supporting some of the most vulnerable members of our community – job seekers with barriers to employment, and their families. One result of this collaboration has been the popular Trello support boards.

RIGHT: The Foundation's Jennifer Speed and Geelong Mum's Julia Roache



# IMPACT ENABLERS

The Give Where You Live Foundation sources funding to enable our impact primarily from the generosity of the wider Geelong community.

The Give Where You Live Foundation brings people, resources and ideas together to support Geelong's most vulnerable people and we do this with the generous assistance of individuals, businesses and other organisations such as government, trusts and foundations. The Foundation thanks the following partners for their generous financial contributions.

## TRUSTS AND FOUNDATIONS

These Trusts and Foundations have provided grants in support of the Foundation's work.

- Anthony Costa Foundation
- Ecstra Foundation
- Erdi Foundation
- Percy Baxter Charitable Trust
- Howard Glover Perpetual Trust
- Hughie Hughes Charitable Trust
- The Muffin Foundation
- The Oswald Hearne Trust
- The Roy O and Constance M Young Trusts\*

\*The Give Where You Live Foundation is the named beneficiary of the Roy O and Constance M Young Trusts in accordance with the wishes outlined in the Wills of Roy and Constance Young.

## BEQUESTS AND NAMED FUNDS

A Bequest through your Will to the Give Where You Live Foundation is a wonderful way to ensure your legacy continues to care for your community. The Foundation was the beneficiary of the following very generous gifts from wills through the year.

The Foundation was the beneficiary of the following very generous gifts from wills through the year:

- Thanks to Robert Dale Checcucci, who remembered the Foundation generously in his Will
- Thanks to Val Fagg for her generous donation in honour of her husband Ray.

## GOVERNMENT

The Foundation acknowledges the support of the Victoria State Government in relation to the GROW (G21 Regional Opportunities for Work) initiative through a \$3 million commitment to continue to implement the GROW initiative across the state.

The Andrews Labour Government is supporting families and hospitality businesses in Geelong, with a major funding boost to the Jobs and Food initiative.

The Worksafe Workwell program continued to provide funding for the Safe and Empowering Workplaces project.

## CORPORATE PARTNERS

The Foundation thanks all our corporate partners. These organisations have supported the community in which they conduct business through corporate donations, in-kind support, Workplace Giving, supporting our appeals and events and GROW Compact throughout the 2020-2021 financial year.

### Platinum Partners



### Gold Donors



### Education Partners



### Silver Donors



### Bronze Donors












# GOVERNANCE

**The Give Where You Live Inc. Board gives freely of its time and contributes a wealth of business and community knowledge and experience. The Board is ultimately responsible for the allocation of funds and the governance of the Foundation.**

Board members who served throughout the 2020-2021 year include Col Duthie (Chairperson), Daleene Kroger (Vice Chairperson and Treasurer), Murray Boyd, Todd Devine, Meg Price, Aimee Najdosvki and Stan Corner.

The Foundation would like to acknowledge the resignation of Stan Corner and Aimee Najdosvki from the Board throughout the year and thanks each for their contribution to the Foundation.

## BOARD MEETING ATTENDANCE

							
BOARD MEMBER	Col Duthie	Murray Boyd	Daleene Kroger	Todd Devine	Stan Corner	Meg Price	Aimee Najdosvki
<b>AUGUST 2020</b>							
ORDINARY MEETING	1	1	1	1	1	1	1
<b>OCTOBER 2020</b>							
ORDINARY MEETING	1	1	1	1	1	1	1
<b>DECEMBER 2020</b>							
ORDINARY MEETING	1	1	1	1	1	1	1
<b>FEBRUARY 2021</b>							
ORDINARY MEETING	1	1	1	1		1	
<b>APRIL 2021</b>							
ORDINARY MEETING	1	1	1	1		1	
<b>JUNE 2021</b>							
ORDINARY MEETING	1	1	1	1		1	
<b>NUMBER ATTENDED</b>	7	7	7	7	3	7	3
<b>ELIGIBLE TO ATTEND</b>	7	7	7	7	3	7	3

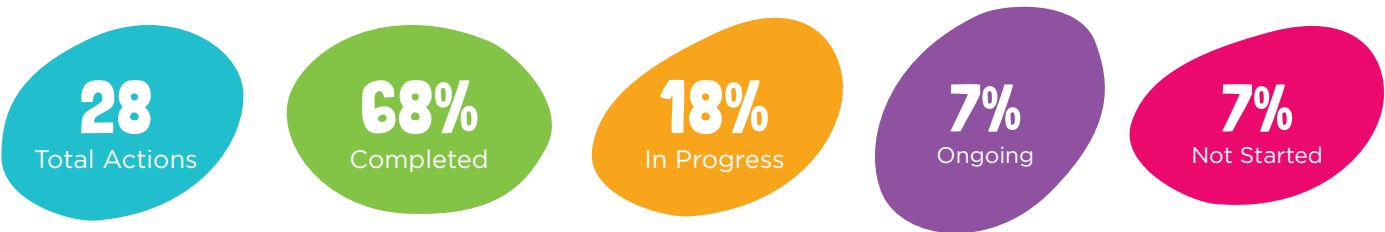
GIVE WHERE YOU LIVE FOUNDATION'S

# GROW COMPACT ACTION PLAN REPORT

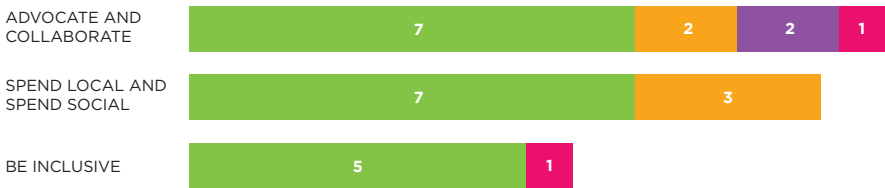
Whilst Give Where You Live Foundation provides both funding and backbone support to the ongoing operation of the GROW initiative, the Foundation is also a GROW Signatory. Here is the Foundation's organisational Progress Report towards achieving GROW outcomes identified in our Compact Action Plan.

## ACTION PLAN UPDATE

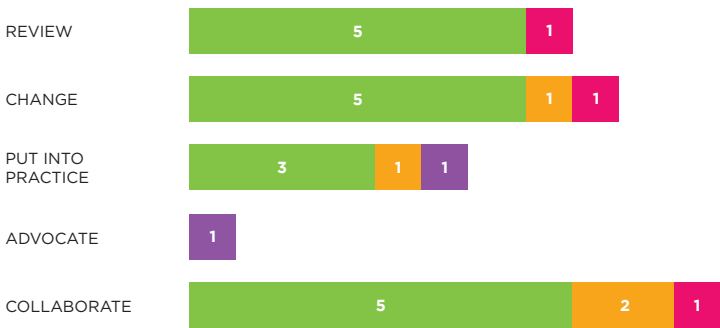
### STATUS OF ACTIONS



### ACTIONS BY FOCUS AND STATUS



### ACTIONS BY STAGE AND STATUS



Actions Complete    Actions in Progress    Actions ongoing    Actions Not Yet Started

## OVERVIEW

**\$1.7M**

TOTAL  
SPEND

**\$0M**

2 SUPPLIERS  
GROW  
SIGNATORY  
SPEND

**\$1.2M**

(69.9%)  
LOCAL SPEND

**\$0M**

2 SUPPLIERS  
GROW  
SIGNATORY  
SPEND

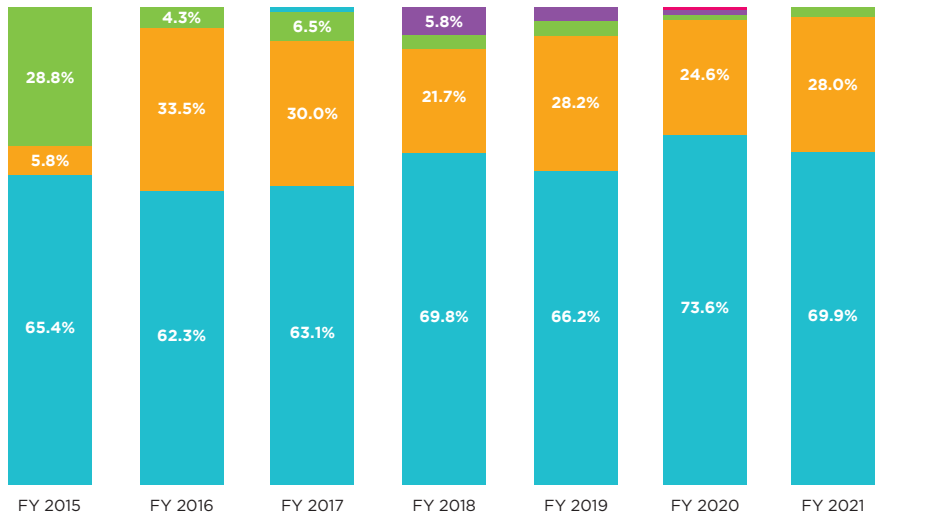
**\$0M**

1 SUPPLIERS  
SOCIAL  
ENTERPRISE  
SPEND

**\$0M**

1 SUPPLIERS  
ABORIGINAL  
SPEND

## LOCAL SUPPLIER % (TREND)



Local Victoria Rest of Australia International Unknown





## GROW COMPACT ACTION PLAN REPORT (CONTINUED)

### LOCAL SPEND

The Foundation made a major commitment to local spend ensuring this was a key aspect of the Foundation's new office refurbishment at 21-23 Fenwick Street, Geelong.

Lyons Construction, a locally sourced supplier, were appointed as the lead contractor, and the Give Where You Live Foundation worked closely with Lyons to ensure all subcontractors and suppliers were locally sourced. As a result of this focus on supporting the local region, Lyons achieved an incredible local procurement result of 98% on the project.

### PROCUREMENT POLICY

The Give Where You Live Foundation's Procurement Policy was updated to include both local and social procurement to increase with social benefit across the G21 region.

### BEING INCLUSIVE

The Give Where You Live Foundation's Safe and Empowering Workplaces project, funded by the WorkSafe Work Well Program has progressed well.

24 GROW Signatories were involved in the co-design of the new website [workcarefactor.com.au](http://workcarefactor.com.au) which supports small and medium businesses to create mentally healthy workplaces, especially for their young workers.

ABOVE: Thanks to the team at Lyons Construction: Gary Iacono, Norm Lyons and Steve Lyons pictured here with the Foundation's CEO Bill Mithen

# HONOUR, VOLUNTEERS AND AWARDS

The Foundation's operations rely on the generosity of hundreds of individuals who generously volunteer their time including our Board, Grant Review Panellists, Loaned Executives and those who assist in the delivery of our fundraising events.

## GRANT REVIEW PANELS

**The Give Where You Live Foundation engages community members in our grant review process as part of an ongoing commitment to transparency, accountability and community involvement.**

The Give Where You Live Foundation thanks everyone who volunteered their time and expertise to participate in one of our grant review panels over the past financial year.

## VALE

**The Foundation acknowledges the passing of Life Member Ruth Cooper.**

Ruth joined the then United Way Board in 1970, the first woman to sit on the organisation's Board. She became chair of the then allocations committee, presiding over the annual grants round. Retiring from the Board in 1982 after 12 years, she was awarded Life Membership in 1986.

## LOANED EXECUTIVE PROGRAM

**During the 2020-2021 financial year Workplace Giving has accounted for 12.6% of the Foundation's total income.**

This would not be possible without the work of the volunteer Loaned Executive team who volunteer annually to promote Workplace Giving in businesses throughout our region.

The Foundation thanks members of the 2020 Loaned Executive Program who volunteered under very difficult circumstances, both training and delivering their presentations virtually.

- Alistair Sudholz, Coulter Roache Lawyers
- Amy Stagg, Coulter Roache Lawyers
- Anthony Chirnside, Barwon Water
- Ben Cannard, LBW Business & Wealth Advisors
- Chloe McCarthy, GMHBA
- Helen Gane, Gforce Employment & Recruitment
- Kristy Findlay, Adroit Insurance & Risk
- Nicole Shortis, Fagg's Mitre 10/Belmont Timber
- Sienna Mallon, Incitec Pivot
- Steve Jackson, AWA Alliance Bank

## GORDON MURRAY AWARD

**The Gordon Murray Award is presented annually to a Loaned Executive who has excelled in the role of Loaned Executive.**

Congratulations to Anthony Chirnside from Barwon Water for being awarded the 2020 Gordon Murray Award.

Congratulations to Brendan Hanrahan from Barwon Water for being awarded the 2021 Gordon Murray Award.



RIGHT: Grant Review Panellists



# CONCISE FINANCIAL REPORT

The Financial Reports of the Give Where You Live Foundation for the year 2020-2021 are presented over the following pages.

The Foundation would like to sincerely thank all those who have made personal donations to the Foundation including 5,000+ Workplace Givers and regular Committed Givers. Those who have donated to one of our four appeals, have made a once off donation, attended an event or have supported through donating to fundraising pages.

## STATEMENT OF COMPREHENSIVE INCOME

For the year ended 30 June 2021

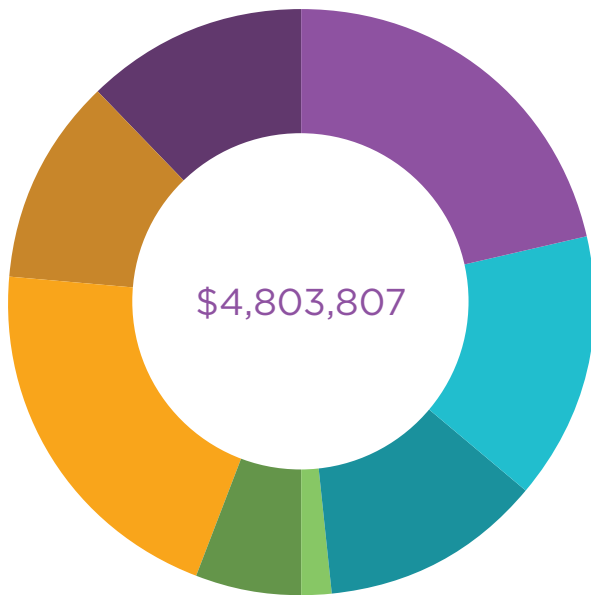
	NOTE	2021 \$	2020 \$
<b>REVENUE</b>			
Trusts, Foundations & Grants		895,383	805,525
Workplace Giving		603,399	644,682
Corporates		507,748	562,462
Campaigns & Appeals		643,388	658,279
Events		241,430	277,267
Government Grants		945,677	713,284
Program Income		-	7,300
Interest & Dividends		36,288	66,313
Bequests & Other Income		500,967	359,068
<b>TOTAL REVENUE</b>		<b>4,374,280</b>	<b>4,094,180</b>
<b>EXPENSES</b>			
GROW Program		(368,159)	(519,191)
Jobs Victoria Employment Network		(105,299)	(137,578)
Community Grants		(1,353,688)	(1,545,595)
WorkWell Learning Network		(253,428)	(120,508)
Community Development & Grant Making		(295,088)	(184,509)
<b>Total Community Contribution</b>		<b>(2,375,662)</b>	<b>(2,507,381)</b>
Marketing, Fundraising & Events		(324,307)	(479,955)
Administration		(641,997)	(526,336)
<b>TOTAL EXPENSES</b>		<b>(3,341,966)</b>	<b>(3,513,672)</b>
Partnership Grants		(253,336)	(147,855)
Grant from Give Where You Live Foundation		-	-
<b>Surplus/(Deficit) for the year</b>		<b>778,978</b>	<b>432,653</b>
<b>Other comprehensive income</b>			
Net change in fair value of investments		429,527	43,325
<b>Total comprehensive income for the year</b>		<b>1,208,505</b>	<b>475,978</b>



## STATEMENT OF FINANCIAL POSITION

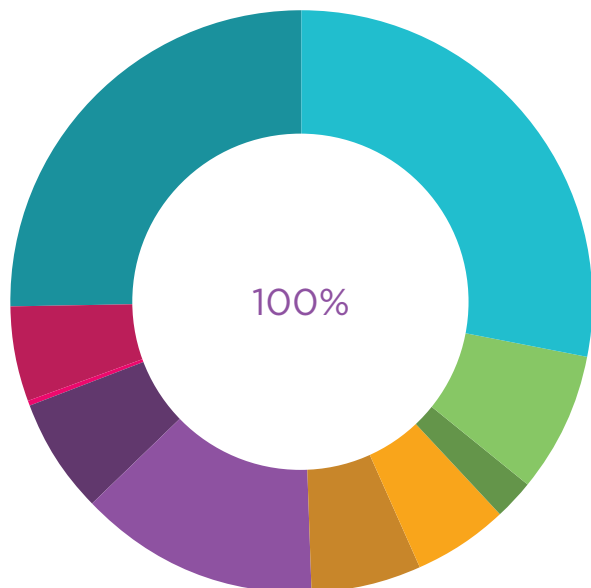
For the year ended 30 June 2021

	NOTE	2021 \$	2020 \$
<b>ASSETS</b>			
<b>Current Assets</b>			
Cash and cash equivalents	2	2,231,934	1,680,548
Trade and other receivables	3	78,864	153,289
Prepayments	4	100	840
<b>TOTAL CURRENT ASSETS</b>		<b>2,310,898</b>	<b>1,834,677</b>
<b>Non-Current Assets</b>			
Financial assets	5	2,865,492	2,435,964
Fixed Assets	6	2,710,120	2,083,973
<b>TOTAL NON-CURRENT ASSETS</b>		<b>5,575,612</b>	<b>4,519,937</b>
<b>TOTAL ASSETS</b>		<b>7,886,510</b>	<b>6,354,614</b>
<b>LIABILITIES</b>			
<b>Current Liabilities</b>			
Trade and other payables	7	777,466	919,284
Loan	8	60,803	60,803
Provisions	9	1,149,713	560,311
<b>TOTAL CURRENT LIABILITIES</b>		<b>1,987,982</b>	<b>1,540,398</b>
<b>Non-Current Liabilities</b>			
Loan	8	586,496	650,249
Provisions	9	5,547	65,987
<b>TOTAL NON-CURRENT LIABILITIES</b>		<b>592,043</b>	<b>716,236</b>
<b>TOTAL LIABILITIES</b>		<b>2,580,025</b>	<b>2,256,634</b>
<b>NET ASSETS</b>		<b>5,306,486</b>	<b>4,097,980</b>
<b>EQUITY</b>			
Retained earnings		4,885,352	3,676,847
Reserves	10		
I Woolnough Fund		212,115	212,115
Deakin Community Child Care Fund		63,714	63,714
Ford Workers Fund		29,307	29,307
Ford Australia Fund		115,997	115,997
<b>TOTAL EQUITY</b>		<b>5,306,485</b>	<b>4,097,980</b>



### TOTAL INCOME (including investments)

Trusts, Foundations & Grants	\$895,383	(18.6%)
Workplace Giving	\$603,399	(12.6%)
Corporates	\$507,748	(10.6%)
Campaigns & Appeals	\$643,388	(13.4%)
Events	\$241,430	(5.0%)
Government Grants	\$945,677	(19.7%)
Program Income	\$0	(0%)
Investment & Interest	\$465,815	(9.7%)
Bequests & Other Income	\$500,967	(10.4%)
<b>Total</b>	<b>\$4,803,807</b>	<b>(100%)</b>



### ALLOCATION OF INCOME

Community Grants	\$1,353,688	(28.2%)
GROW Program	\$368,159	(7.7%)
Jobs Victoria Employment Network	\$105,299	(2.2%)
WorkWell Learning Network	\$253,428	(5.3%)
Community Development & Grant Making	\$295,088	(6.1%)
Administration	\$641,997	(13.4%)
Marketing & Fundraising	\$318,172	(6.5%)
Events	\$6,135	(0.10%)
Partnership Grants	\$253,336	(5.3%)
2020-2021 Surplus	\$1,208,505	(25.2%)
<b>Total</b>	<b>\$4,803,807</b>	<b>(100%)</b>

## STATEMENT OF CHANGES IN FUNDS AND EQUITY BALANCES

For the year ended 30 June 2021

	NOTE	Retained Earnings \$	I Woolnough Fund \$	Deakin Community Child Care Fund \$	Ford Workers Fund \$	Ford Australia Fund \$	Total \$
<b>Balance at 1 July 2020</b>		3,676,847	212,115	63,714	29,307	115,997	4,097,980
Total comprehensive income for the year		1,208,505	-	-	-	-	1,208,505
Transfer to Reserves	10	-	-	-	-	-	-
<b>Balance at 30 June 2021</b>		<b>4,885,352</b>	<b>212,115</b>	<b>63,714</b>	<b>29,307</b>	<b>115,997</b>	<b>5,306,485</b>

For the year ended 30 June 2020

	NOTE	Retained Earnings \$	I Woolnough Fund \$	Deakin Community Child Care Fund \$	Ford Workers Fund \$	Ford Australia Fund \$	Total \$
<b>Balance at 1 July 2019</b>		3,200,869	212,115	63,714	29,307	115,997	3,622,002
Total comprehensive income for the year		475,978	-	-	-	-	475,978
Transfer to Reserves	10	-	-	-	-	-	-
<b>Balance at 30 June 2020</b>		<b>3,676,847</b>	<b>212,115</b>	<b>63,714</b>	<b>29,307</b>	<b>115,997</b>	<b>4,097,980</b>



## CONSOLIDATED STATEMENT OF CASH FLOWS

For the year ended 30 June 2021

	NOTE	2021 \$	2020 \$
<b>CASH FROM OPERATING ACTIVITIES:</b>			
Receipts from Donors, Bequests and Other Activities		4,335,613	3,996,566
Payments to Community Partners, Employees and Suppliers		(3,058,556)	(4,240,078)
<b>Net cash provided by (used in) operating activities</b>	11	<b>1,277,057</b>	<b>(243,512)</b>
<b>CASH FLOWS FROM INVESTING ACTIVITIES:</b>			
Interest Received		14,032	6,386
Dividends Received		-	2,893
Payments for Investments		-	1,395,000
Proceeds from sale of Property, Plant and Equipment		24,636	-
Purchase of Property, Plant and Equipment		(713,669)	(1,862,767)
<b>Net cash used by investing activities</b>		<b>(675,001)</b>	<b>(458,488)</b>
<b>CASH FLOWS FROM FINANCING ACTIVITIES:</b>			
Proceeds from Loan		-	737,000
Payment of Loan		(50,670)	(29,278)
<b>Net cash provided by (used in) operating activities</b>		<b>(50,670)</b>	<b>707,722</b>
Net increase (decrease) in cash and cash equivalents held		551,386	5,722
Cash and cash equivalents at beginning of year		1,680,548	1,674,826
Cash and cash equivalents at end of financial year	2	<b>2,231,934</b>	<b>1,680,548</b>



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