



Grant Guidelines

2025 Annual Grant Round

**We exist to create
a fairer, more
equitable Geelong
community**

**GIVE
WHERE
YOU LIVE
FOUNDATION**

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Background



The Give Where You Live Foundation exists to create a fairer, more equitable community across the G21 region.

We continue to ask ourselves - how can we enable greater fairness, equity, inclusion, care, compassion and connection in our community? This will require changes in our community - to underlying systems and structures holding inequity in place and to mindsets and beliefs.

We believe that, together with community and partners, we need to change our society to be more connected and we need to change our economy to be more equitable, regenerative and inclusive.

We will use all our energy and resources, in partnership with our community, to help all people and places thrive.

We believe that, together with community and partners, we need to change our society to be more connected and we need to change our economy to be more equitable, regenerative and inclusive.

We believe the challenges we are facing now as a community require a whole of community response, and a range of actions, initiatives and support, including but not limited to traditional grant making.

We seek to be recognised as one of the most progressive foundations in Australia.

We will catalyse systems change, build community assets and incubate social innovation, using research, design, data, evaluation, reflection practices and advocacy.

We will continue to diversify our social change efforts through our programmatic approach, through building a portfolio of social and economic change initiatives, including grants to fund community partners' social and economic change efforts.

More information on the Foundation's 2030 Strategy, our Theory of Change, our grants and initiatives can be found at givewhereyoulive.com.au



Our Principles

To achieve our ambitions, we believe we need to:



Identify and address **underlying systemic and structural barriers** that inhibit opportunity and contribute to social and economic inequity in our region.



Take a **whole of community approach** to strengthen our empathy and understanding, community connections and resilience - ultimately building a movement for change.



Support the **self-determination of Australia's First Nations people**, supporting Indigenous communities to meet their social, cultural and economic needs.

For more information on our principles see Appendix 1: Theory of Change.

These principles underpin and inform all areas of our work, as well as being key considerations for our grants program, cutting across our priority areas of **food security; homelessness assistance; inclusive employment**; and **regenerative economic development**.

Our Priority Areas

Food Security and Homelessness Assistance

Our goal is for our local food and homelessness assistance systems to support wellbeing, equity and justice, strengthening our community. For a supportive, connected and caring community and social sector, so that people can meet their basic needs when experiencing a life crisis.

The long-term outcomes we seek through our work, including our own initiatives and our grant making, is to ensure all people at all times have access to sufficient and healthy food and to ensure that people have access to homelessness assistance to meet their urgent needs.

Inclusive Employment and Regenerative Economic Development

Our goal is for a local economy that is inclusive, regenerative and which supports community wellbeing. An economy that prioritises equity and sustainably builds and retains local community wealth, so that all people and places thrive. An economy that works for people, rather than the other way around.

The long-term outcomes we seek through our work, including our own initiatives and our grant making, is to ensure that everyone who wants to work has the opportunity and support to work and a local economy that is equitable, locally led, inclusive, sustainable and regenerative.

2025 Grant Round



The Give Where You Live Foundation's 2025 grants will focus on the Foundation's principles and priorities outlined above (our focus areas), via three grant streams:

1. Annual Grants
2. Seed and Catalyst Grants
3. Strategic Partnership Grants

1. Annual Grants

The 2025 Annual Grants will focus on addressing immediate needs across the following areas:¹

- Food Relief and Food Security
- Homelessness Assistance

The Foundation will prioritise grant funding for organisations and/or initiatives that are assisting our G21 community through:

- **Emergency relief and meeting urgent needs** – addressing gaps in social safety net services and supports and providing increased choice, diversity and access to food relief, food security and/or homelessness assistance.
- **Collaboration and coordination** – strengthening a joined-up approach to the food relief, food security and/or homelessness assistance sector(s) services and supports (collaborative/consortia applications are encouraged).
- **Prevention efforts** – organisations, initiatives (including referral pathways) designed to increase connection, circles of support and capability for an individual and/or families at high risk of becoming food insecure and/or homeless.

Funding available: Applications can be submitted for grants up to \$20,000 (GST exclusive). These are non-recurrent grants.

Implementation period: To be delivered for one-year, from 1 July 2025.

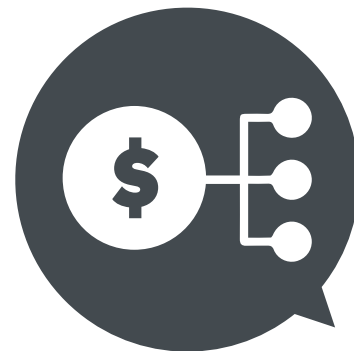
Funding approach: Open, competitive grant round, commencing in February 2025.

Funding uses: Funding is unrestricted² and can be used to support collaboration and participatory efforts and/or an organisation's core funding (e.g. general operating, overheads or administration costs) to be able to implement current or new projects, initiatives, services or support relevant to the focus area(s) of the grant.

1. The Annual Grant Round focus area(s) will be determined each year, based on needs and opportunities.

2. Note the eligibility requirements and what we won't fund on page 9.

2. Seed and Catalyst Grants



The Seed and Catalyst Grants will focus on innovative initiatives that seek to transform the underlying systems, structures and policies contributing to inequity.

The Seed Catalyst Grants will focus on the following priority areas in 2025:³

- Inclusive Employment
- Regenerative Economic Development

The Foundation will prioritise grant funding for organisations and/or initiatives that are assisting our G21 community through:

- **A new system innovation** (e.g. design, prototyping, testing, trialling) focused on creating enabling conditions for change, to drive increased access, fairness and equity and/or transforming underlying systems, structures and/or policies contributing to inequity.
- **System innovation collaborations**/network of partners for collective change efforts.
- **Scaling a system innovation** that has been successfully demonstrating social change, relevant to the grant priority area(s), over the past 1-3 years.
- **Economic inclusion and employment opportunities** for people facing individual and systemic barriers to employment and economic participation, with a priority focus on G21 region areas with the highest levels of high unemployment, under-employment and/or low participation rates and areas with high and persistent socio-economic disadvantage (currently Norlane, Corio and Whittington).

Funding available:⁴ Applications can be submitted for grants up to \$50,000 total (GST exclusive). Collaborative/consortia applications are encouraged. These are non-recurrent grants.

Implementation period:⁵ To be delivered for up to two-years, from July 2025.

Funding approach: Open, competitive expression of interest (EOI), in December 2024, followed by a full application, by invitation, commencing in February 2025.

Funding uses:⁶ Funding is unrestricted and can be used to support collaboration and participatory efforts and/or an organisation's core funding (general operating, overhead or administration costs) to seed fund a new innovative initiative, implement a new system innovation or to scale a system.

3. Not all priority areas may receive funding.

4. Exceptions can apply at the Foundations discretion.

5. However, may be eligible for a Strategic Partnership Grant on conclusion.

6. Note the eligibility requirements and what we won't fund on page 9.

2. Seed and Catalyst Grants



Initiative Examples

- **Job readiness and employment pathway** initiatives to support people into meaningful, sustained employment, for priority jobseekers, with a priority focus on people experiencing long-term unemployment e.g. training and skill development for people to enter industries with workforce shortages, resume writing, interview preparation, capability support to improve a person's employability and ability to sustain employment.
- Bespoke and targeted **employment wrap around supports** e.g. onboarding and/or mentoring support(s), supported transitions working with both the employee and the inclusive employer to enable a positive employment experience.
- Initiatives addressing persistent **systemic barriers to employment** - childcare, transport, phone, internet and postal address access.
- Building **economic and financial resilience and/or inclusion** for people and areas experiencing barriers to economic participation.
- Building **for-purpose and place-based entrepreneurial ecosystems**, for priority communities, ensuring they have access to the resources and networks needed to succeed and achieve place-based social or inclusive economic outcomes.
- Economic inclusion, **job and enterprise ownership opportunities for priority communities**, through support for the **establishment of alternative and inclusive enterprise models** that prioritise community and environmental benefits alongside profit - to create, retain and redistribute wealth locally in suburbs facing high and persistent socio-economic disadvantage. Including. proof-of concept or operations support for early-stage alternative enterprises and economically inclusive business models e.g. employee-owned enterprise, cooperatives, shared and steward owned businesses, social enterprise, Aboriginal businesses, disability enterprise, with a focus on place-based social or inclusive economic outcomes for priority communities.

3. Strategic Partnership Grants



The Strategic Partnership Grants focus on longer-term partnership grants with the potential for transformational local change, across the Foundation's priority areas.

Funding available: Applications (by invitation) can be submitted for grants up to \$75,000 per year (GST exclusive). Applications with a focus on priority communities⁷ are encouraged, in particular place-based and/or systems change initiatives led by, or with significant involvement of, the communities they serve. Collaborative/consortia applications will be encouraged.

Implementation period: To be delivered for an initial period of three-years, from July 2025.
Funding approach: By invitation, commencing in February 2025.

Funding uses: Funding is unrestricted⁸ and can be used to support collaboration and participatory efforts and/or an organisation's core funding (general operating, overhead or administration costs) to be able to implement current or new projects, initiatives, services or support relevant to the focus area(s).

How to apply...

For **Annual Grants**, complete the full application form by 21 March 2025.

For **Seed and Catalyst Grants**, complete the EOI (and if successful you will be then invited to submit a full application).

For **Strategic Partnership Grants**, applications will be by invitation.

The Foundation may also contact organisations to invite a grant application outside of the public grant rounds for any of the focus areas or grant streams.

You are welcome to contact the Foundation via grants@givewhereyoulive.com.au to discuss your application prior to submission.

7. Priority communities include Australia's First Nations people, people experiencing food insecurity, homelessness and/or long-term unemployment and G21 region areas with the highest levels of socio-economic disadvantage.

8. Except for the eligibility requirements and what we won't fund on page 9.

Key Dates



	ANNUAL GRANTS	SEED & CATALYST GRANTS	STRATEGIC PARTNERSHIP GRANTS
EOI opens	N/A	18 November 2024	N/A
EOI closes	N/A	13 December 2024	N/A
Notified of outcome	N/A	3 February 2025	N/A
Grant round opens	17 February 2025	17 February 2025	17 February 2025
Grant round closes	21 March 2025, 5pm	21 March 2025, 5pm	21 March 2025, 5pm
Notified of outcomes	Mid-June 2025	Mid-June 2025	Mid-June 2025
Funding distributed	Late June 2025	Late June 2025	Late June 2025
Implementation period	1 July 2025 - 30 June 2026	Up to 2 years, from 1 July 2025	Initial period of 3 years, from 1 July 2025
Progress Report due	31 January 2026	31 January & ¹⁰ 31 July 2026 31 January 2027	31 Jan & 31 July 2026 31 Jan & 31 July 2027 31 Jan 2028
Final Report due ⁹	31 July 2026	31 July 2027 ¹¹	31 July 2028

9. If your application is successful, you will receive information about our grant requirements in your funding agreement information pack.

10. Dependent on grantees nominated implementation period.

11. Or one month after end of grant implementation, whichever comes first.

Eligibility



Applications must meet the following requirements:

- All grants must **address at least one of priority areas** and contribute towards the outcomes listed in Our Priority Areas on page 3.
- Grants must be delivered in the **G21 region** made up of the following five local government areas*:
 - City of Greater Geelong,
 - Surf Coast Shire,
 - Borough of Queenscliff,
 - Golden Plains Shire, and
 - Colac Otway Shire.
- For grants up to and including \$10,000, the applying organisation only needs to be endorsed as a **Tax Concession Charity (TCC)** and registered on the Australian Charities and Not-for-Profits Commission (ACNC) register, with current and up-to-date reporting on the ACNC register. Please note, if you do have **Deductible Gift Recipient 1 (DGR1)** you can still apply for grants up to and including \$10,000.
- For grants over \$10,001 the applying organisation must be endorsed as a Deductible Gift Recipient (DGR) as covered by Item 1 of the table in section 30-15 of the Income Tax Assessment Act 1997 and be endorsed as a TCC and registered on the ACNC register, with current and up-to-date reporting on the ACNC register.

*See Attachment 2 for a full list of eligible postcodes.

The Give Where You Live Foundation does not provide funding to/for:

- Individuals (this includes scholarship programs).
- Political activities.
- Religious organisations when funds would be used in whole or in part to further the organisation's religious purposes (proselytising).
- Endowment Funds, building funds, major capital works, capital campaigns, annual campaigns or annual appeals.
- Attendance at fundraising events.
- Clinical or medical research.
- Retrospective funding.
- Programs that discriminate or create community conflict.
- Previous grant recipients who have not completed reporting acquittal requirements.
- Generally, the Give Where You Live Foundation does not accept auspiced applications. The organisation applying must be the one undertaking the project or program. Please contact the Foundation if you would like to discuss an exception.

Please note...

- We prefer grant applications supporting local First Nations people provide a letter of support from a local First Nations owned and operated organisation.
- Organisations with current funding from the Foundation facing delays, or with incomplete reporting requirements, should contact the Foundation prior to applying.
- If you are seeking to purchase food items, for distribution as food relief, please contact the Foundation prior to submitting your application, as there may be options to access food items through the established collaborative mechanisms of Geelong Foodshare (formally Geelong Food Relief Centre).

Grant Assessment



Each Grant stream has a different assessment process:

- **Seed and Catalyst Grants** - EOIs for these Grants will be assessed by staff of the Foundation; successful applicants will be asked to submit a full Grant application.
- **Strategic Partnership Grants** - applications are via invitation and will be assessed by Foundation staff.
- Full grant applications for **Annual Grants** and **Seed and Catalyst Grants** will be assessed by Community and Business Grant Panel Members¹² as well as Foundation staff.



Each application will be assessed against the following criteria:



Theory of Change – application clearly aligns to the Foundation’s Theory of Change, principles, focus and outcome areas (see Appendix 1).



Community Need - ability to clearly define a relevant community need or challenge, structural or systemic barrier. Please note: local and relevant data are included in Appendices 3 and 4, applicants are encouraged to include their own data or stories of need relevant to their organisation or initiative.



Organisational Alignment and Capacity - ability to demonstrate your organisation’s alignment and ability to deliver outcomes and impact against the identified community need.



Budget and Financial Management - ability to demonstrate your organisation’s financial and budgetary accountability, transparency and effective management.



Evaluation and Impact - ability to demonstrate a clear plan to collect data and/or stories of outcomes and impact against the selected measures.

Applications are then considered against each other and prioritised for funding against other key considerations, including:

- Number of applications addressing the same primary measure,
- Funding received through other Give Where You Live Foundation grant rounds and other local funders, and
- Risks to funding or not funding an application.

CONTACT US

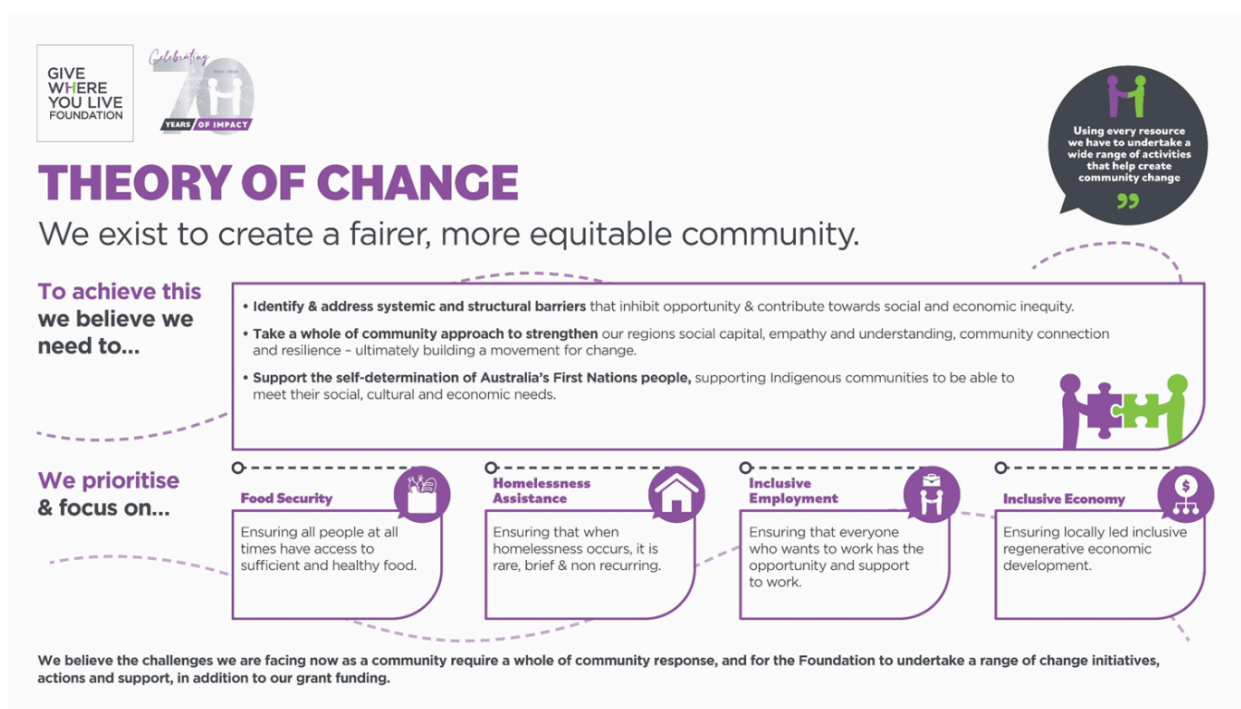
We encourage you to discuss your application prior to submission. To set up a time to discuss, for further information and all queries regarding the grant rounds please contact a member of the Grants team on 03 5229 4364 or via grants@givewhereyoulive.com.au

Appendices



Appendix 1 - Theory of Change

Click [here](#) to view on webpage



Identifying & addressing systemic and structural barriers...

The Give Where You Live Foundation wants to be at the forefront of positive social change in our region. To achieve this, we know that we must look beyond any single organisation. We must explore the distribution of power, institutional norms and constraints, and the attitudes and assumptions that influence decisions. We must confront the root causes of issues (rather than symptoms) by transforming structures, customs, mindsets, power dynamics and policies, and by strengthening collective power through the active collaboration of diverse people and organisations.

Taking a whole of community approach...

Complex social issues demand a 'whole-of-community' approach which recognizes the diversity of our community, with unique roles, challenges, strengths, and knowledge. It encompasses everyone, from businesses to youth facing barriers to employment and service providers to those at risk of homelessness. We believe it is essential to actively include and empower those who may have been excluded in the past, and create a space where everyone, regardless of background or circumstance, feels valued, heard, and is able to contribute meaningfully. When we raise awareness and bring people from diverse backgrounds together, we help to share our varied experiences and perspectives, creating a deeper understanding of each other's lives and fostering empathy. Through our work and varied partnerships across community, we not only address immediate social challenges but also lay the foundation for a more resilient, empathetic, and connected society, capable of driving meaningful and sustainable change.

Supporting the self-determination of Australia's First Nations people...

The right to self-determination is based on the simple acknowledgment that Aboriginal and/or Torres Strait Islander people are Australia's first people and recognises a fundamental human right to be able to make decisions on matters that affect their lives. The self-determination of Australia's First Nations People is crucial to address the legacy of past injustices of colonisation and dispossession. Essential to the exercise of self-determination is choice, participation and control. It is the right of First Nation peoples to freely determine their political status and economic, social and cultural development.

Our intersecting focus areas...

The Give Where You Live Foundation has strategically identified four intersecting focus areas in which we believe we can have the greatest influence and impact. Food security, housing, employment, and an inclusive economy are deeply interconnected, with inequity acting as a key driver that exacerbates vulnerabilities across these areas. When people face economic disparities, they struggle to find good jobs, which makes it hard to afford housing and nutritious food. Unstable housing can then make it even harder to keep a job. An inclusive economy that promotes fairness can help solve these issues by providing equal access to resources and opportunities.

Appendix 2 - Postcode listing by Local Government Area

Colac Otway Shire

Aire Valley	3237
Alvie	3249
Apollo Bay	3233
Balintore	3249
Barongarook	3249
Barongarook West	3249
Barramunga	3249
Barwon Downs	3243
Beeac	3251
Beech Forest	3237
Birregurra	3242
Bungador	3260
Cape Otway	3233
Carlisle River	3239
Carpenteit	3260
Chapple Vale	3239
Colac	3250
Colac East	3250
Colac West	3250
Coragulac	3249
Cororooke	3254
Corunnun	3249
Cressy	3322
Cundare	3251
Cundare North	3251
Dreeite	3249
Dreeite South	3249
Elliminyt	3250
Eurack	3251
Ferguson	3237
Forrest	3236
Gellibrand	3239
Gellibrand Lower	3237
Gerangamete	3243
Glenaire	3238
Grey River	3221
Horden Vale	3238
Irrewarra	3249
Irrewillipe	3249
Irrewillipe West	3249
Jancourt East	3266
Johanna	3238
Kawarren	3249
Kennedys Creek	3239
Kennett River	3221
Larpen	3249
Lavers Hill	3238
Marengo	3233
Mount Sabine	3236
Murroon	3243
Nalangil	3249
Ombersley	3241
Ondit	3249
Pennyroyal	3235
Petticoat Creek	3233
Pirron Yallock	3249
Separation Creek	3221
Simpson	3266
Skenes Creek	3233
Skenes Creek North	3233
Stonyford	3260
Sugarloaf	3221
Swan Marsh	3249

Tanybryn	3249
Warncoort	3243
Warrior	3249
Weeaproun	3237
Weering	3251
Whoorel	3243
Winchelsea	3241
Wingeel	3321
Wongarra	3221
Wool Wool	3249
Wye River	3221
Wyelangta	3237
Yeo	3249
Yeodene	3249
Yuulong	3237

Golden Plains Shire

Anakie	3221
Bamganie	3333
Bannockburn	3331
Barunah Park	3329
Batesford	3221
Berringa	3351
Berrybank	3323
Cambrian Hill	3352
Cape Clear	3351
Corindhap	3352
Cressy	3322
Dereel	3352
Duridwarrah	3342
Durham Lead	3352
Enfield	3352
Garibaldi	3352
Gheringhap	3331
Grenville	3352
Haddon	3351
Happy Valley	3360
Hesse	3321
Illabarook	3351
Inverleigh	3321
Lethbridge	3332
Linton	3360
Mannibadar	3360
Maude	3331
Meredith	3333
Morrison	3334
Mount Bute	3324
Mount Mercer	3352
Murgheboluc	3221
Napoleons	3352
Newtown	3351
Nintingbool	3351
Piggoreet	3351
Pitfield	3351
Pittong	3360
Rokewood	3330
Rokewood Junction	3351
Ross Creek	3351
Russells Bridge	3331
Scarsdale	3351
She Oaks	3331
Shelford	3329
Smythes Creek	3351
Smythesdale	3351

Springdallah	3351
Staffordshire Reef	3351
Steiglitz	3331
Stonehaven	3221
Sutherlands Creek	3331
Teesdale	3328
Wallinduc	3351
Werneth	3352
Wingeel	3321

Greater Geelong City

Anakie	3221
Armstrong Creek.....	3217
Avalon	3212
Balliang	3340
Bareena	3220
Barwon Heads	3227
Batesford	3221
Bell Park	3215
Bell Post Hill	3215
Bellarine	3221
Belmont	3216
Breakwater	3219
Breamlea	3227
Ceres	3221
Clifton Springs	3222
Connewarre	3227
Corio	3214
Curlewis	3222
Drumcondra	3215
Drysdale	3222
Fyansford	3221
Geelong	3220
Geelong East	3219
Geelong North	3215
Geelong South	3220
Geelong West	3218
Grovedale	3216
Hamlyn Heights	3215
Herne Hill	3218
Highton	3216
Indented Head	3223
Lara	3212
Leopold	3224
Little River	3211
Lovely Banks	3221
Manifold Heights	3218
Mannerim	3222
Marcus Hill	3222
Marshall	3216
Moolap	3221
Moorabool	3221
Mount Duneed	3216
Newcomb	3219
Newtown	3220
Norlane	3214
North Shore	3214
Ocean Grove	3226
Point Lonsdale	3225
Point Wilson	3212
Portarlington	3223
Rippleside	3215

St Albans Park	3219
St Leonards	3223
Staughton Vale	3221
Swan Bay	3225
Thomson	3219
Wallington	3221
Wandana Heights	3216
Waurm Ponds	3221
Whittington	3219

Surf Coast Shire

Aireys Inlet	3231
Anglesea	3230
Bambra	3241
Barrabool	3221
Bellbrae	3228
Bells Beach	3228
Benwerrin	3235
Big Hill	3231
Birregurra	3242
Boonah	3235
Breamlea	3227
Buckley	3240
Connewarre	3227
Deans Marsh	3235
Eastern View	3231
Fairhaven	3231
Freshwater Creek	3216
Gherang	3240
Gnarwarre	3221
Inverleigh	3231
Jan Juc	3228
Lorne	3232
Modewarre	3240
Moggs Creek	3231
Moriac	3240
Mount Duneed	3216
Mount Moriac	3240
Ombersley	3241
Paraparap	3240
Pennyroyal	3235
Torquay	3228
Wensleydale	3241
Winchelsea	3241
Winchelsea South	3241
Wurdiboluc	3241

Queenscliffe Borough

Point Lonsdale	3225
Queenscliff	3225
Swan Island	3225

Appendix 3 - Specific Impact Measures

Below is the full list of measures for all Priority Areas and Outcome Areas. Applicants will be asked to select at least one measure from the list under the Priority Areas and Outcome Area(s) selected at Q13 and Q23 of the online application form respectively. Applicants may choose to specify their own measure(s) or work with the Foundation to co-design measures specific to their funded activities. Note, only the relevant list of measures will be displayed when completing the online application form.



Food Security

Emergency relief & meeting urgent needs

Choose from:

- Extent to which your funded activity increased choice/diversity/access to food relief
- Number of people supported to access food relief assistance and reduce food insecurity
- Number of meals provided to support food relief and reduced food insecurity
- Number of people provided tailored support to meet crisis needs

Prevention efforts focused on major contributors to food insecurity

Choose from:

- Number of referrals made to other support services
- Community members (priority communities/ lived experience) involved in the design and/or delivery of activities
- Number of people supported to increase capability and coping strategies
- Number of people supported to increase connection and circles of support, or reduce social isolation

Strengthening food relief, food security, service and support coordination and collaboration

Choose from:

- Number of new connections/ partnerships created to strengthen service coordination and collaboration
- Extent to which your funded project contributed to the strengthening of food relief service coordination and collaboration



Homelessness Assistance

Emergency relief & meeting urgent needs

Choose from:

- Number of people supported to access homelessness assistance (excluding food relief) and reduce housing insecurity
- Number of people provided tailored support to meet crisis needs (excluding food relief)

Prevention efforts focused on major contributors to homelessness

Choose from:

- Number of referrals made to other support services
- Community members (priority communities/ lived experience) involved in the design and/or delivery of activities
- Number of people supported to increase capability and coping strategies
- Number of people supported to increase connection and circles of support, or reduce social isolation

Strengthening homelessness assistance service and support coordination and collaboration

Choose from:

- Number of new connections/ partnerships created to strengthen service coordination and collaboration
- Extent to which your funded project contributed to the strengthening of service coordination and collaboration

Appendix 3 - Specific Impact Measures



Regenerative Economy

Creating or scaling a successful/new system innovation focused on creating enabling conditions for economic change

Choose from:

- Whether new approaches developed ensure locally led, regenerative economic development
- Whether new approach/ practice/policy/ technologies adopted/ formalised
- Whether staff/ stakeholders trained in delivering/adopting new approach
- Change in economic context
- Social Procurement – increased understanding, adoption of practices
- Reach – number of people/communities reached
- Whether barriers/conditions addressed that maintained the social/economic problem in your community
- Key learnings about the system innovation/your initiative (what worked, what didn't and why)?

Economic inclusion opportunities for people facing individual and systemic barriers to employment and economic participation

Choose from:

- Economic inclusion, job and enterprise ownership opportunities created for priority communities
- Community members (priority communities/ lived experience) involved in the design and/or delivery of regenerative economic activity

System innovation collaborations/network of partners for collective change efforts

Choose from:

- The extent to which your funded project contributed to the strengthening of service coordination and collaboration
- Establishment of new connections/partnerships created to enable collective change efforts
- Effectiveness of new connections/partnerships



Appendix 3 - Specific Impact Measures



Inclusive Employment

Creating or scaling a successful/new system innovation focused on creating enabling conditions for change

Choose from:

- Whether new approaches developed to address systemic barriers to inclusive employment
- Whether new approach/ practice/policy/ technologies adopted/ formalised
- Whether staff/ stakeholders trained in delivering/adopting new approach
- Change in workforce context
- Whether barriers/conditions addressed that maintained the social/economic problem in your community
- Key learnings about the system innovation/your initiative (what worked, what didn't and why)?

Employment opportunities for people facing individual and systemic barriers to employment and economic participation

Choose from:

- Employment opportunities provided to priority groups (could be a specific number or %)
- Community members (priority communities/ lived experience) involved in the design and/or delivery of activity
- Number of people facing barriers provided with skills and resources to get a job
- Number of people facing barriers provided with skills and resources to get a job
- What (formal/anecdotal) feedback have you received from individuals you have supported regarding their experiences and perceptions of the initiative?
- Provide insights into supports provided that have enabled employment or reduced barriers to employment
- Provide insights into policies and/or procedures that have enabled inclusive employment outcomes

System innovation collaborations/network of partners for collective change efforts

Choose from:

- The extent to which your funded project contributed to the strengthening of service coordination and collaboration
- Establishment of new connections/partnerships created to enable collective change efforts
- Effectiveness of new connections/partnerships

Click [here](#) to view data snapshots on webpage

HOMELESSNESS ASSISTANCE DATA SNAPSHOT

When people think of homelessness, they often think of people sleeping rough or those without a house to live in. The reality is that homelessness is much more complex. To address homelessness, we need a coordinated response that provides wrap around support to ensure that when homelessness occurs, it is **rare, brief and non-recurring.**

The number of people experiencing homelessness has **doubled** from 2016 to 2021. This equates to 57 out of every 10,000 people, compared to the Victorian average of 35¹.

Year	Number of people experiencing homelessness
2016	636
2020	750
2021	1,620

Service demand

Whilst data from the Census provides a critical snapshot it often considered an inadequate reflection of the scale and complexity of homelessness. Data from local frontline services paint a much more accurate and somber picture.

- number of **clients supported** throughout 2021-2022 in Barwon region²
- number of applications (as at March 2024)³ for **social housing** in the Barwon region from those assessed as homeless and/or survivors of family violence⁴
- increase in **employed people seeking housing assistance** in Greater Geelong (2021-2023)⁵
- increase in the number of women in Geelong seeking homelessness support 2021-2023⁶
- employed people seeking assistance are women**, despite them only representing 58% of those seeking housing assistance in Victoria⁷

Affordable housing

Housing stress is when households pay more than 30% of their income towards housing costs. Of the 25,806 Geelong households who rent privately **26% are in rental stress**⁸.

Of geelong residents on a **very low income**⁹ are experiencing **rental stress**

of all Geelong households are in need of **affordable housing** compared to 4.5% for Regional Victoria. While many of these residents are considered homeless, many are classed as **moderate income households**¹⁰.

Category	Percentage
Rental Stress	67%

of 5.3% of all Geelong households are in need of affordable housing compared to 4.5% for Regional Victoria. While many of these residents are considered homeless, many are classed as moderate income households¹⁰.

Household Type	Geelong (%)	Regional Victoria (%)
Marginalised household	6.9%	1.6%
Moderate income	4.3%	3.2%
Low income	1.0%	0.9%
Very low income	0.9%	0.7%

Domestic & family violence

As housing becomes even less affordable, the numbers of **women experiencing homelessness continues to rise**, with domestic and family violence being the main reason women and children leave their homes.

Category	Percentage
% SHS DV clients have experienced DV	38%
% women & girls who experience DV	75%

Sources:
1. ABS Census data used in email communication from GCSG Community Liaison Department, March 2023.
2. ABS Census data used in email communication from GCSG Community Liaison Department, March 2023.
3. Barwon South West Housing Assistance Network (BSW-HAN), available to the 20 Year National Housing Register (NHR) Available online: https://www.bsw-han.org.au/
4. A & B Council for Homeless People (A&BCHP), Enquiries to A&BCHP, The New Years of Homelessness in Victoria, Available online: https://www.aabchp.org.au/
5. ABS Census data used in email communication from GCSG Community Liaison Department, March 2023.
6. ABS Census data used in the Greater Geelong Statistical Area Report South Coast - Women's Homelessness Submission to the 20 Year National Housing Register (NHR) Available online: https://www.geelong.vic.gov.au/
7. ABS Census data used in email communication from GCSG Community Liaison Department, March 2023.
8. ABS Census data used in email communication from GCSG Community Liaison Department, March 2023.
9. ABS Census data used in email communication from GCSG Community Liaison Department, March 2023.
10. ABS Census data used in email communication from GCSG Community Liaison Department, March 2023.

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INCLUSIVE EMPLOYMENT DATA SNAPSHOT

Employment opportunities

Top five industry sectors in the G21 region (2021)

Industry Sector	Percentage
Health Care & Social Assistance	17%
Construction	11%
Retail Trade	10%
Education & Training	10%
Accommodation & Food Services	7%

The number of **jobs advertised** online declined by 15% from March 2023 to April 2024. In the last 12 months...

Decreases were observed for:

- Labourers (35%)
- Community and Personal Service Workers (-48%)
- Professionals (-48%)

Increases were observed for:

- Other Clerical and Administrative Workers (+20%)
- Health Diagnostic and Therapy Professionals (+48%)
- Chief Executives, Managing Directors & Legislators (+42%)

Main occupations across the region include:¹⁶

- Caric Norlane (27%)
- Whittington (Labourers/Community & Personal Services (27%) and Norlane-North Shore: Labourers (29%)
- Newcastle-Norlane: Technicians & Trades (18%)

Given the main occupation groups for the region's most disadvantaged suburbs include those experiencing a decrease in job opportunities for **skilled and semi-skilled employment** becoming more scarce.

A 2024 research report based on conversations with Norlane community members found that there was a need to increase **inclusive employment and training opportunities** and support local economic development by leveraging the unique strengths and assets of the community. Many found that the region has the employment system complex, and felt the usualised 'job economy' suited younger cohorts, and that available jobs **do not match the skills of the unemployed**, are short term and do not offer employment outcomes¹⁸

Impacts of Unemployment - National Insights

The effects of unemployment are **far-reaching** and can affect **individuals, families, communities and the economy**.

Unemployment falls disproportionately on already **disadvantaged** groups in society, such as lower income earners, recently arrived migrants and Australia's First Nations people. Personal and social costs of unemployment may include:

- Financial Hardship**
- Homelessness & Housing Stress**
- Inability to cover the basic costs of living**

A recent report by Anglicare Australia highlights that many people living on income support payments are **structurally unable to afford the basics of life** (such as fresh food, transport, utilities, and rent). The report found that a family of four, for example, with two parents on payments could not afford essential expenses, **falling short by \$386 a week**. Their analysis concluded that those receiving income support payments would struggle to cover basic expenses meaning they are much more likely to live in unsuitable accommodation and be cutting back on household expenses such as food.

The **Poverty Line**: Australia report (Dec 2023) **Quarter releases** also shows that income support payments fall below the poverty line.

More locally, research undertaken with Norlane residents in 2024 revealed that the **rising cost of living and inability to increase work hours or income** continues to be a real challenge, which may be exacerbated by the inability to make further cuts to essential expenses. Many of the people are living simply, on or low to insufficient income, and with **no allowance for non essential spending**, which in some cases would lead to despair.

"Right now, fulfilling, understanding, part time, paid work would help."

-Norlane Neighbourhood Survey respondent

Sources:

1. Centre for Gender Equality (2024). *5th Census - Unemployment Rate Data Available* [2024](#).
2. Census data compiled and presented by AI (Informal dissemination). Available [2023](#).
3. AI (2020) *South-western sector Data Available* [2023](#).
4. *How Many You Live (2024) (G21) available* [2024](#).
5. Census data compiled and presented by AI (Informal dissemination). Available [2023](#).
6. City of Greater Geelong (2024). *5th Census - Job Advertisement Data Available* [2024](#).
7. *How Many You Live (2024) (G21) available* [2024](#).
8. *How Many You Live (2024) (G21) available* [2024](#).
9. *How Many You Live (2024) (G21) available* [2024](#).
10. *How Many You Live (2024) (G21) available* [2024](#).
11. *How Many You Live (2024) (G21) available* [2024](#).
12. *How Many You Live (2024) (G21) available* [2024](#).
13. *How Many You Live (2024) (G21) available* [2024](#).
14. *How Many You Live (2024) (G21) available* [2024](#).
15. *How Many You Live (2024) (G21) available* [2024](#).
16. *How Many You Live (2024) (G21) available* [2024](#).
17. *How Many You Live (2024) (G21) available* [2024](#).
18. *How Many You Live (2024) (G21) available* [2024](#).

Appendix 5 - Food for Thought Research: Summary & Recommendations

Click [here](#) to view full report



FOOD FOR THOUGHT
RESEARCH REPORT 2023

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FOOD FOR THOUGHT 2023 REPORT: SUMMARY

"Food security exists when all people, at all times, have physical, social and economic access to sufficient, safe and nutritious food which meets their dietary needs and food preferences for an active and healthy life."

Across the G21 region we continue to see growing disparity and inequity with the increasing cost of living impacting many in our community. With the challenges being felt more broadly across our community, the Food for Thought research is timely and provides a current picture of the levels of demand and challenges being experienced by the many food relief agencies in our region.

This research outlines the challenges that individuals and organisations face in ensuring that every member of our community has reliable access to nutritious and culturally appropriate food, and the strengths in the region contributing to enhanced food security for the community.

Food insecurity is largely driven by an inability to afford food, indicated by incomes failing to keep pace with the cost of living. Analysis of available data on socio-economic drivers of food insecurity paints a picture of increasing vulnerability in the G21 region. The housing crisis, characterised by drastic increases in rental and mortgage costs, is placing further strain on household budgets and increasing vulnerability to food insecurity.

Demand for food relief services in the G21 region has surged and is expected to continue rising.

"We see more and more people where their situations are so complex. So what they're finding is it's far too complex, all the issues that they have, and they don't know where to start."

Economic pressures are leading to increasingly complex situations and forcing individuals to make financial trade-offs, such as prioritising other essential expenses over food. Food relief agencies also note a demographic shift in the communities they serve.

This includes an increase in working families, residents affected by the cost-of-living crisis, and more individuals experiencing homelessness or rough sleeping.

Shortfalls in the supply of certain food relief products were reported, including meat, eggs, food vouchers, fresh dairy, fresh fruits and vegetables. Supermarket efforts to limit excess stock in their supply chains, and provide cheaper options to the general public, has led to a reduction in volume of donations for food relief in the region.

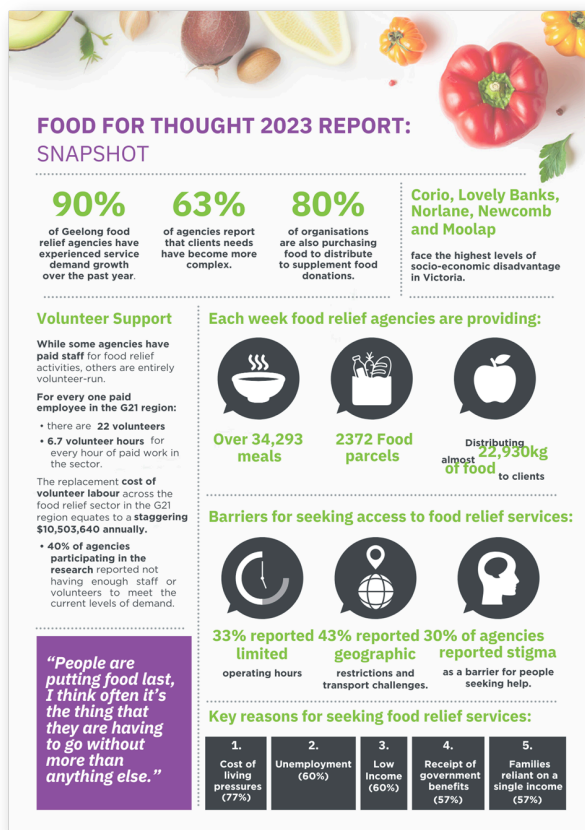
"As costs increase, [supermarkets are] looking for more ways to support their customers by reducing prices before they give it off to us."

In the face of these challenges, the G21 region benefits from a passionate and engaged community, diverse services, and a positive and respectful response to food relief efforts. To address the pressing issue of food security and promote long-term solutions, agencies call for increased funding, partnerships, and innovative approaches. This report emphasises the need for collective action, collaboration, and ongoing efforts to ensure that every resident in the G21 region has reliable access to nutritious and culturally appropriate food.

The G21 region is served by a diverse range of organisations and programs addressing food security: 365 days/year wraparound lunch and dinner services; meal programs targeted at connecting with people in social housing; diversified voucher systems; material aid; emergency food pantries; boxed fresh food to primary schools; and farming and agricultural programs.

"Our region is really fortunate because of the breadth of agencies providing food relief in such varied and different ways."

Scan the QR Code to read the full Report



FOOD FOR THOUGHT 2023 REPORT: SNAPSHOT

90% of Geelong food relief agencies have experienced service demand growth over the past year.

63% of agencies report that clients needs have become more complex.

80% of organisations are also purchasing food to distribute to supplement food donations.

Corio, Lovely Banks, Norlane, Newcomb and Moolap face the highest levels of socio-economic disadvantage in Victoria.

Volunteer Support

While some agencies have paid staff for food relief activities, others are entirely volunteer-run.

For every one paid employee in the G21 region:

- there are **22 volunteers**
- **6.7 volunteer hours** for every hour of paid work in the sector.

The replacement cost of volunteer labour across the food relief sector in the G21 region equates to a staggering **\$10,503,640 annually**.

- **40% of agencies** participating in the research reported not having enough staff or volunteers to meet the current levels of demand.

"People are putting food last, I think often it's the thing that they are having to go without more than anything else."

Each week food relief agencies are providing:

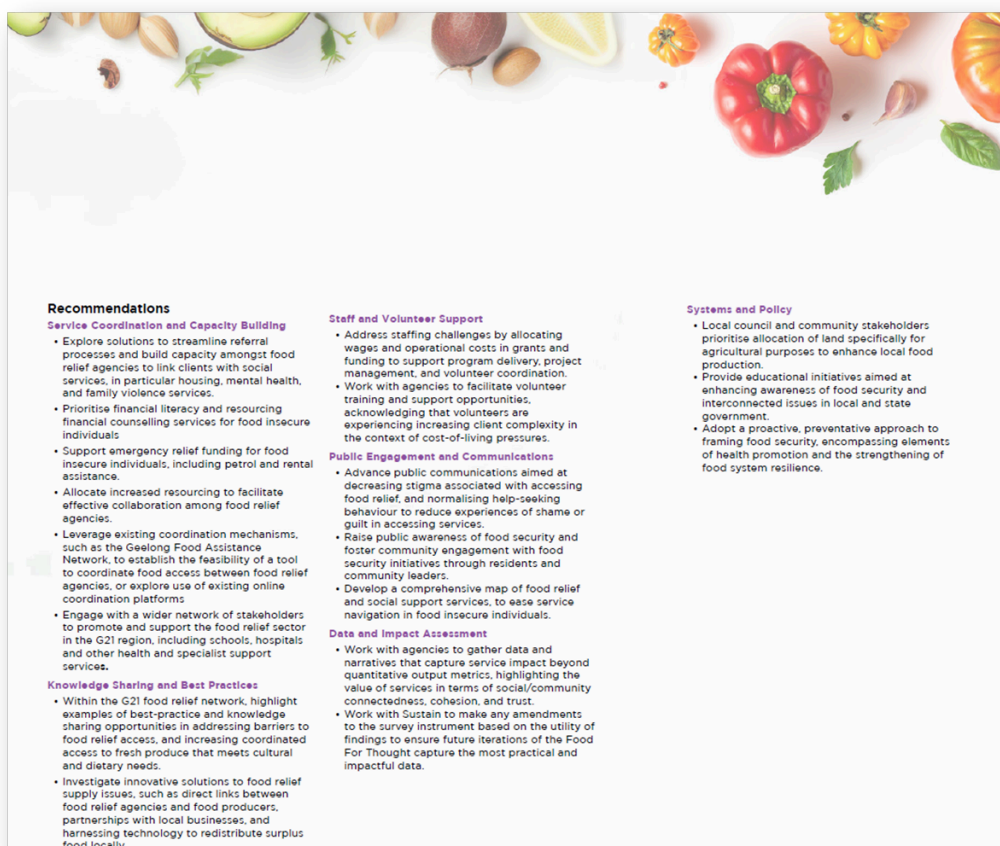
- Over 34,293 meals**
- 2372 Food parcels**
- Distributing **22,930kg** of food to clients

Barriers for seeking access to food relief services:

- 33% reported limited operating hours**
- 43% reported geographic restrictions and transport challenges.**
- 30% of agencies reported stigma as a barrier for people seeking help.**

Key reasons for seeking food relief services:

1.	2.	3.	4.	5.
Cost of living pressures (77%)	Unemployment (60%)	Low income (60%)	Receipt of government benefits (57%)	Families reliant on a single income (57%)



Recommendations

Service Coordination and Capacity Building

- Explore solutions to streamline referral processes and build capacity amongst food relief agencies to link clients with social services, in particular housing, mental health, and family violence services.
- Prioritise financial literacy and resourcing financial counselling services for food insecure individuals.
- Support emergency relief funding for food insecure individuals, including petrol and rental assistance.
- Allocate increased resourcing to facilitate effective collaboration among food relief agencies.
- Leverage existing coordination mechanisms, such as the Geelong Food Assistance Network, to establish the feasibility of a tool to coordinate food access between food relief agencies, or explore use of existing online coordination platforms.
- Engage with a wider network of stakeholders to promote and support the food relief sector in the G21 region, including schools, hospitals and other health and specialist support services.

Knowledge Sharing and Best Practices

- Within the G21 food relief network, highlight examples of best-practice and knowledge sharing opportunities in addressing barriers to food relief access, and increasing coordinated access to fresh produce that meets cultural and dietary needs.
- Investigate innovative solutions to food relief supply issues, such as direct links between food relief agencies and food producers, partnerships with local businesses, and harnessing technology to redistribute surplus food locally.

Staff and Volunteer Support

- Address staffing challenges by allocating wages and operational costs in grants and funding to support program delivery, project management, and volunteer coordination.
- Work with agencies to facilitate volunteer training and support opportunities, acknowledging that volunteers are experiencing increasing client complexity in the context of cost-of-living pressures.

Public Engagement and Communications

- Advance public communications aimed at decreasing stigma associated with accessing food relief, and normalising help-seeking behaviour to reduce experiences of shame or guilt in accessing services.
- Raise public awareness of food security and foster community engagement with food security initiatives through residents and community leaders.
- Develop a comprehensive map of food relief and social support services, to ease service navigation in food insecure individuals.

Data and Impact Assessment

- Work with agencies to gather data and narratives that capture service impact beyond quantitative output metrics, highlighting the value of services in terms of social/community connectedness, cohesion, and trust.
- Work with Sustain to make any amendments to the survey instrument based on the utility of findings to ensure future iterations of the Food For Thought capture the most practical and impactful data.

Systems and Policy

- Local council and community stakeholders prioritise allocation of land specifically for agricultural purposes to enhance local food production.
- Provide educational initiatives aimed at enhancing awareness of food security and interconnected issues in local and state government.
- Adopt a proactive, preventative approach to framing food security, encompassing elements of health promotion and the strengthening of food system resilience.

Appendix 6 - Required documents

- **Annual report** or, if you don't publish an annual report, a document listing board members or committee of management, a list of senior staff and a summary of activities/accomplishments in the last year.
- **Audited financial statements** (if separate from annual report), or if you don't have audited financial statements, a copy of revenue and expenses for the last financial year and a statement of organisational assets and liabilities.
- A copy of your **DGR and TCC status**.
- A **letter of support** from any partner listed as being key to the delivery of your project.
- **Quotes or estimates** if requesting funds for minor capital works, equipment and/or consultancy.

Appendix 7 - General advice and frequently asked questions

Read the documentation carefully

The documentation not only tells you what you need to do by when, it also tells you what we're looking for in projects to fund. Reading through everything we've made available to you will ensure you are writing a competitive application.

Use evidence to support your claims

We know you are expert at what you do, but you need to show us and take us on this journey. The best way to do this is by using evidence to support any claims you make, especially when describing the need for your project. We recommend using a combination of quantitative (numbers) and qualitative (stories) data to put forward a compelling case.

Make sure you answer the question

This sounds simple, but often applicants can be overwhelmed by character limits and wanting to put forward all their expertise in their application. A shorter response that answers the question is easier to assess against selection criteria than a longer response that contains information unrelated to the question.

Use clear and concise language

Also referred to as plain English or plain language, this makes it easier to read your application. This means shorter sentences, direct language, and fewer words. Don't forget community members are involved in the assessment process, so keep this in mind when writing, and avoid acronyms and jargon where possible.

For more tips in writing grant applications, you can check out The Grants Hub - <https://www.thegrantshub.com.au/grant-resources>

Prepare your application in Word first using the downloadable Application Form

Responding to the questions in Word first allows you to play with the structure of your application and run the all-important spell check. This will also save you from any web-form issues that result in data losses. Once you are ready you can simply copy and paste this into the online form.

Pay attention to character limits

The form will not accept text that goes above the set character limit. Exceeding the limit will result in unfinished sentences. We have provided the character limits, along with an approximate number of words alongside the questions in the downloadable Application Form.

My organisation doesn't publish an Annual Report

That's OK - If you don't publish an annual report, we need some more information about your organisation. Please attach a document listing board members or committee of management, a list of senior staff and a summary of activities/accomplishments in the last year.

My organisation doesn't have audited financial statements

That's OK - If you don't have audited financial statements, we need some more information about your organisation's financial position. Please attach a copy of revenue and expenses for the last financial year and a statement of organisational assets and liabilities.

Get Feedback

If you have previously applied for funding from the Give Where You Live Foundation, whether successful or unsuccessful, you should contact the team to get feedback. We offer both written and face to face (or zoom) feedback on your grant applications and collate this feedback from the Community Grant Review Panelists and Give Where You Live selection panel.

Minor capital works and equipment

When applying for minor capital works and equipment, you need to explain why it is needed and what it will allow your organisation to do. Your organisation may already be addressing a community need via a project or service that the minor capital works or equipment will support, or you may need the minor capital works or equipment to implement the project or service.

You need to explain the project or activity that will be supported by the minor capital works or equipment. What will the equipment or the works enable you to do as an organisation? Which project or service will it support? The project is not just the purchase of the equipment or the minor capital works, it is what you can then achieve with this purchase.

When describing who will implement the project or activity we are assessing against governance criteria. What we want to understand is who is overseeing your project or service and are they appropriately qualified. We will also need to understand who is overseeing any minor capital works. We will only need to know who is responsible for purchasing and installing equipment if it requires specialist knowledge.

Tell us what these minor capital works or this equipment will enable your organisation to do. What change will it allow you to make for your service users and the wider community? Consider the impact beyond the initial purchase or completion of the capital works.

If you're struggling, reach out!

We're more than happy to help you articulate your responses, so get in touch with the team if you've hit a roadblock or you're not sure how to answer a question.

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