



INNER NORTH COMMUNITY FOUNDATION

Connecting
people
who care
to causes
that matter



Inspiring local philanthropy. Enriching local lives.

YEAR IN REVIEW
2013/14

CHAIR'S MESSAGE



Chair, Kevin Breen

In 2013/14, the Inner North Community Foundation expanded our involvement within Moreland, Darebin and Yarra through our grants program and fundraising.

The Foundation provided more than \$300,000 in project funding to 19 community organisations. These not-for-profit organisations delivered a diverse and impressive range of programs to provide pre-employment support for local residents facing hurdles to employment. We help people develop skills and confidence through targeted programs and assistance provided through the vibrant network of not for profit organisations that operate in our region.

In our six years of grantmaking, the Inner North Community Foundation has cumulatively reinvested more than \$1,100,000 in the people of our region through supporting local innovative programs.

Named sub-funds represent an important part of our donor strategy as they enable us to diversify our granting focus to meet the areas of interest and passion of our donors. This year, we welcomed the establishment of the Timmons Fund and the Rotary Club of Preston Fund.

To support our grant making, the Inner North Community Foundation also paid careful attention to managing invested funds to maximise our annual investment returns while protecting the capital value of invested funds. JB Were and ANZ Trustees (now Equity Trustees) are our appointed investment managers, who manage ethically invested funds to deliver sound return on our investments.

We are delighted to welcome two new board members, Rikki Andrews and David Kennedy, both of whom bring considerable skills, experience and passion for philanthropy, governance and the education and employment sector to the board table.

I would again like to formally acknowledge the wonderful support from IntoWork Australia, not only for their contribution to growing our corpus but also towards our operational costs and the many and varied levels of support and assistance on a day to day level. IntoWork Australia was instrumental in forming the Inner North Community Foundation and, over the period of our existence, has

provided unswerving support. I note that their adopted purpose is 'Make a positive difference to the people and communities we work with, through our integrated services and business expertise'.

We also thank the Portland House Foundation for their ongoing collaboration on our grants program. The Board greatly values this partnership and offers our deep gratitude to the board and staff of the Portland House Foundation for their ongoing support, through our organisation, to Melbourne's inner north region.

During this year, we were delighted to partner with the Scanlon Foundation and Refuge of Hope to offer seven grants totalling \$28,831 to assist with operational costs and develop organisation capacity for local community organisations serving our culturally and linguistically diverse community.

We also commenced a matched crowdfunding campaign with StartSomeGood, which enabled seven of our grantee organisations to increase their capacity to raise funds from their networks.

Our annual grant ceremony with the announcement of successful grant recipients continues to be a highlight of our year, bringing together the wonderful organisations who undertake the work that we fund, and provides a networking opportunity for funded groups. In August 2013 this event was held in Northcote Town Hall.

In conclusion, I again express my deep gratitude to our many partners, staff, Board members and friends, who enable the Inner North Community Foundation to continue to grow, develop and prosper for the benefit of the people of the inner north.

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INNER NORTH COMMUNITY FOUNDATION

WHO WE ARE

The Inner North Community Foundation is a grant-making foundation that funds projects to assist Melbourne's inner northern communities of Darebin, Moreland and Yarra. This covers the Melbourne area north of the Yarra and takes in suburbs such as Brunswick, Richmond, Reservoir, Coburg, Northcote, Preston, Fitzroy, Pascoe Vale, Glenroy and Collingwood.

Community Foundations support a particular geographic region and are supported by donations and contributions from within that community.

The Inner North Community Foundation is dedicated to enriching and strengthening the communities of Melbourne's inner north through supporting practical and transformative projects.

Our aim is to improve social outcomes for local people in Melbourne's inner north. We believe everyone can be generous and can help support this community, and we invite people to inspire us with their community building aspirations. We can help donors transform their philanthropic dreams into life-changing outcomes that enrich and strengthen our local community.

WHAT WE DO

The Inner North Community Foundation was established in 2007. We engage with local charitable organisations and community groups through a grants process that funds practical grassroots projects

EXECUTIVE OFFICER'S REPORT



Executive Officer, Sharon Nathani

Our grantmaking program continued to see strong engagement with local charitable organisations, with grants of \$301,080 presented to 19 local charitable organisations in August at the Northcote Town Hall. The Terry Brian Kenny Fund supported Arts Project Australia's digital photography program, and the Breen Family Fund contributed to the Victorian Association for the Care and Settlement of Offenders' Second Chance Cycles program.

The Inner North Community Foundation collaborated for the first time with the Scanlon Foundation to facilitate a small grants round for organisations working with culturally and linguistically diverse communities in the inner north. This provided the opportunity to recommend funding for seven local organisations for capacity building (through the purchase of material items such as computers, carpeting, shelving, fridges and splashbacks, as well as first aid training for volunteers). It also saw the flow of \$28,831 into our region through this partnership.

We commenced our matched crowdfunding program, providing capacity building for seven local organisations to engage in a fundraising program, assisting them in their campaigns and providing a filmmaker to develop a short pitch piece for them. This saw pledges of more than \$20,000 in funds, which were matched by the Inner North Community Foundation.

The role of Fundraising Associate was filled, enabling the Inner North Community Foundation to focus more on community engagement and resulting in the development of a new fundraising and communications plan, greater engagement with local media and the opportunity to promote our work with local businesses.

Donations in 2013/14 came to \$614,450, including our annual contribution from IntoWork Australia and a flow-through grant from Portland House. There was also a boost in once-off donations due to participation in the Run Melbourne event.

The board's sub-committees were active throughout the year and we were grateful for *pro bono* support from Mark Farrelly, photographer and Herbert Smith Freehills' Alice Macdougall for legal advice. We express our sincere thanks for their invaluable support and commitment.

Our work would not be possible without the support of IntoWork Australia, who accommodates us as well as providing support in the form of IT, finance and human resources. We thank them for their long-term commitment to the Inner North Community Foundation.



THE YEAR'S HIGHLIGHTS

Our main grant making program in 2013/2014 was geared towards local projects that provide opportunities for disadvantaged people to enter the workforce, or education and training that helps them learn new skills and enter the workforce.

This program gives grants to charitable organisations which assist local residents in Darebin, Moreland and Yarra to develop skills which will increase their employment prospects. In 2013/14 the Inner North Community Foundation distributed \$301,080 across 19 projects. The projects address a diverse range of employment barriers faced by people locally. These include lacking confidence in speaking and writing English, mental illness, disrupted schooling, homelessness, long term unemployment or experience of the criminal and youth justice systems.

From Fitzroy to Fawkner, Brunswick to Bundoora and Richmond to Reservoir, Melbourne's inner north is one of the most diverse regions anywhere in Victoria with:

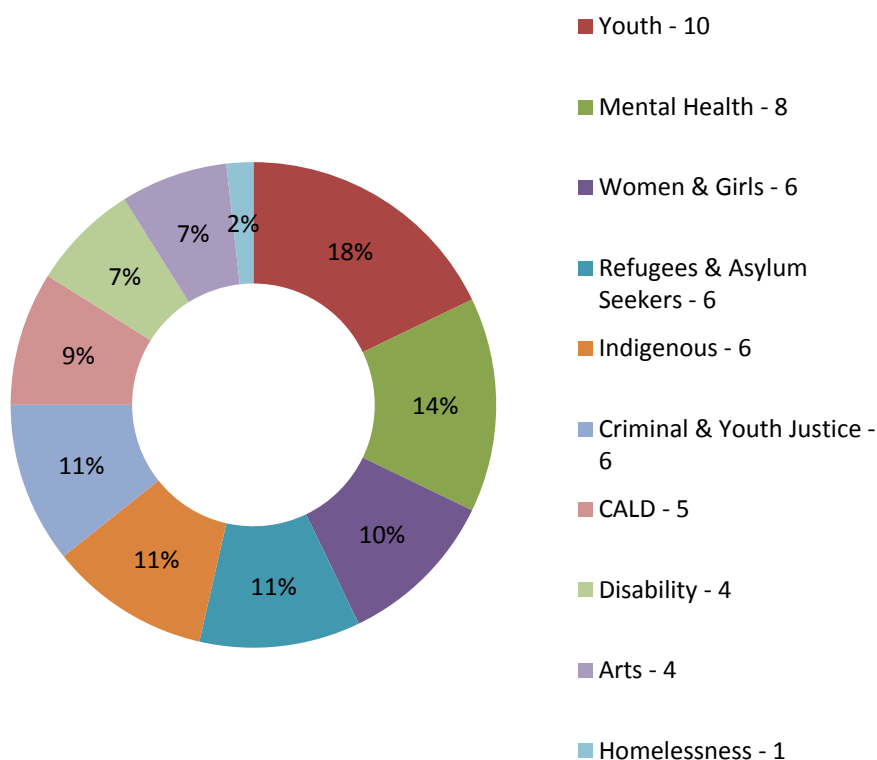
- 370,000 residents born in 150 countries, speaking at least 15 different languages

- Five times as many households earning less than \$15,000 per year (Darebin) compared to Melbourne's average
- A high concentration of public housing with associated issues of poverty
- A Year 12 school completion rate (85%) well below the Victorian Government target of 92.6%
- An adolescent psychiatric hospitalisation rate significantly above the state average (22.6% for the City of Yarra compared to 6.7%)

In addition, our region has welcomed 1,208 refugees and humanitarian settlers in the last five years and we have an indigenous unemployment rate that is double that of non-aboriginal residents.

While the focus of our grantmaking programs has been on employment pathways, the Inner North Community Foundation has had impact beyond employment and training through supporting organisations providing affordable housing, promoting indigenous leadership, assisting people mental illness, helping refugees and asylum seekers integrate and engaging young people with the arts.

AREAS OF IMPACT BY NUMBER OF GRANTS 2008 – 2014



OUR PEOPLE

Many thanks to our board members who contributed during 2013/2014

RIKKI ANDREWS

Member – Fundraising and Marketing Subcommittee

Community and People Development Program Manager – Geoffrey Gardiner Dairy Foundation, Foundation Assistant Private Family Foundation, Sessional Lecturer, Asia-Pacific Centre for Social Investment and Philanthropy, Swinburne University of Technology
Founding Committee Member Impact100 Melbourne
Trustee – Trust for Nature



CHRISTOPHER BAKER

Director since September 2014

Member – Finance and Investment Subcommittee

Research Fellow, Asia-Pacific Centre for Social Investment and Philanthropy



ELIZABETH BOARD

Director since 17/08/2007

Member – Strategic Planning Subcommittee
 Member – Fundraising and Marketing Subcommittee

Development Director – Camberwell Grammar School
Executive Director – Camberwell Grammar Foundation
Director – Latrobe Regional Hospital
Director – Inner Northern Group Training including operating entity APlus Apprentice and Trainee Services
Director – MAS National Ltd
Director – APlus Apprentice and Trainee Services
Director – Plus Recruitment



KEVIN BREEN

Director since 17/08/2007

Chair 2010–2014

Member – Finance and Investment Subcommittee
 Member – Strategic Planning Subcommittee
 Member – Fundraising and Marketing Subcommittee
Company Director, Consultant
Director – Inner Northern Group Training, including operating entity APlus Apprentice and Trainee Services
Director – Work and Training Inc. (Tasmania)
Director – Plus Recruitment Pty Ltd



RON EXINER

Director since 17/03/2008

Member – Strategic Planning Subcommittee
 Member – Grantmaking Subcommittee
 Member – Finance and Investment Subcommittee
Director, Governance Victorian Local Governance Association
Committee of Management – Hanny Exiner Memorial Foundation



MICHAEL FRANCIS

Director since 17/08/2007

Member – Finance and Investment Subcommittee
Engineer – Corporate Director
Managing Director/Owner Pnevay Engineering – Manufacturing & Process Engineering experience
Director – Inner Northern Group Training (Deputy Chair)
Director – Work and Training;
Risk and Finance member – Work and Training
Director – MAS National Ltd
Director – APlus Apprentice and Trainee Services, including operating entity
APlus Apprentice and Trainee Services (Deputy Chair)
Director – Francis Investments
Director – Labour Relations and Consulting
External member – Moreland Risk and Audit Committee



CAROLYN MUNCKTON

Director since 17/07/2012

Member – Fundraising and Marketing Subcommittee

Member – Grantmaking Subcommittee
Philanthropy Development Manager – Equity Trustees Ltd
Communications Consultant – CM Communications
Inaugural Board Member – Australian Women Donors Network



DAVID KENNEDY

Director since May 2013

Member – Fundraising and Marketing Subcommittee

Executive Officer – Inner Northern Local Learning and Employment Network



DAVID REDFEARN OAM

Director since 17/03/2008

Member – Grantmaking Subcommittee
 Consultant

Former Mayor and Councillor – City of Northcote
Chair – Merri Creek Environment Fund
Chair – Northern College of the Arts and Technology
College Council
Chair – PRACE
Member – Yarra Riverkeeper Association Finance and Fundraising Committee
Board Member of Equibed



GENEVIEVE TIMMONS

Director since 17/03/2008

Chair – Grantmaking Subcommittee
 Member – Finance and Investment Subcommittee
 Member – Fundraising and Marketing Subcommittee
 Former board member – but active in 2013–2014
Philanthropic Executive – Portland House Foundation
Director – George Hicks Foundation
Councillor – Philanthropy Australia
Board Member – Victorian Foundation for Survivors of Torture
Board Member – Fellowship for Indigenous Leadership
Board Member – Reconciliation Victoria
Fellow – Leadership Victoria
Senior Fellow – Johns Hopkins International Fellows in Philanthropy
Life Member – CERES Project



Former board members – but active in 2013–2014:

Cheryl Chan, Resigned: June 2014

Melanie Raymond, Resigned: October 2013

Staff: Sharon Nathani Executive Officer 0.8EFT
 Vikki Conley Fundraising Associate 0.4EFT

PROJECTS FUNDED IN 2013/14



Bridging Worx Inc. – Fresh Start Employment Program

This project was a 12 week intensive program for 20–30 young people of Pacific Islander and Maori descent who were disengaged from employment or education. The aim of the program was to equip participants with tools and skills to enhance employment opportunities and empower them towards positive social behaviour within their communities. The project also provided an opportunity to support a unique cohort of young people who face specific cultural and legislative challenges in gaining employment or going on to further education.



“Bridging Worx has plans to continue and expand the ‘Fresh Start’ program. It is unique in terms of the cohort it targets as well as the relationship-based model between facilitators and participants. The Inner North Community Foundation support has been a vital component of the organisations growth and progress. The holistic support through networking, workshops and additional funding opportunities have been much appreciated and useful.”



Carinya Society – Access Employment Program

This project was a skills development program to create pathways to employment or further training for people with intellectual and physical disabilities. The program provided independence with decision making, choices and better knowledge and understanding of the path they might choose. The project focused on providing support to individuals not yet ready to move directly into employment or who receive assistance through a Commonwealth employment program. The program identified participant’s individual skills and maximised the use of these skills by utilising appropriate community services.

“The biggest challenge has been meeting with the participants’ families and explaining the project so that they understand the benefits for their loved one. Several family members have not seen the potential that we can see in the participant. An enormous amount of work was involved in gaining the support of families so that this could be successful. Families have reported to date that they are grateful for the opportunities that the project has given to their family member and they have seen their confidence growing.”





Carringbush Adult Education – Making Work Experience Work

This project focused on empowering disengaged learners so that they were more able to take part in education and employment. Through providing high-level support throughout the whole work experience process, Making Work Experience Work increased participants' confidence in how they viewed themselves in the context learning and work. They were given a real opportunity to experience the world of work in a supported and meaningful way.

"All students involved in the project have advanced to a Certificate II in EAL for Employment. Several students began volunteering at the end of their placements, and one is now working in a casual role. We believe it is unlikely the students would have been unable to undertake this course if they were not supported to get the most out of their placements."



CERES Community Environment Park – Cooking for Change

CERES Training delivered a supportive and engaging hospitality training program with a strong emphasis on work readiness and pathways to employment and/or further training.

Students studied units from the SIT20307 Certificate II in Hospitality (Kitchen Operations) and their learning culminated in the students working as a group to plan, organise and run 'pop-up' training restaurants with real customers to provide a theoretical and practical grounding in hospitality, as well as invaluable employment experience.

Supported by the Portland House Foundation.

"I was following up some admin about a student in one of our vocational ed. training programs. The teacher I spoke with was gushing about how much the student was enjoying the hospitality unit. We get this feedback often, no news there.

What surprised me was what he said next. He explained that doing this course is a huge step for this young woman who has no family in Australia, has been homeless for the past year and currently lives in crisis accommodation. I would never have guessed because when she's here in the community kitchen she's happy, works hard and fits right in. We know we make a difference, we just didn't know how big that difference was for her."



PROJECTS FUNDED IN 2013/14

Disability Sport and Recreation – Sportworks



This project was a 12-week program for 17–20 year olds with disabilities or mental illness. The program focused on strategies to build skills relating to finding and keeping a job, and provided linkages for skills development to address non-vocational barriers. The project took a holistic view of the participants and provided training and strategies to address overall wellbeing as well as engaging them in sporting activities assisting disadvantaged youth to access, gain and maintain employment.

"We have had enormous success building skills and confidence of young adults with disabilities to engage with the workforce or studies. With the experience we gain each time, we feel only more prepared and skilled to engage more and more young adults into the next stage of their life to improve independence, both financially and socially."

Inner Northern Local Learning and Employment Network – Aspiring Leaders

The Aspiring Leaders Program was a competency-based program of leadership development for emerging female leaders in schools and local businesses and industry. Young women had the opportunity to develop their leadership skills and build their self-esteem. By interacting with adult participants they were exposed to a range of career and life experiences, as well as the opportunity to create professional networks. Furthermore, the program featured guest speakers who were able to inspire young women to become active and involved citizens in their communities. The Aspiring Leaders Program also presented a unique opportunity for businesses and organisations to rally around young people and support them with their education.

"Professional women were particularly pleased with how the program provided an equal footing to learn alongside the young women. They believed this to be empowering to the young women and that the learning was reciprocal."





Melbourne City Mission – Darebin Office Skills Program

This project provided a training opportunity for local unemployed people to understand the requirements to work in the Darebin Council casual employment pool, with a view to formal engagement. Over sixteen weeks, participants undertook a Certificate II in Business Services to develop key skills specific to local government administration roles. Training was in line with the accredited national curriculum. Throughout the program participants engaged in formal inductions to Darebin City Council and were steadily introduced to key managers and departmental procedures. By the conclusion of the program participants had the opportunity to develop a personal relationship with the HR department and were supported to prepare a formal application for entry into the Administration Casual Pool.



"Any training that provides on-site experience is bound to be an amazingly fruitful experience. While the students only spent three days actually on placement, they did in fact spend the entire time of their training on site at Council."



"Through positive connections to Aboriginal culture, our trainees have built the self-esteem required to achieve their goals, and have taken an opportunity to reflect on their strengths, resilience and what each individual requires to achieve their goals."

Mission Australia – Charcoal Lane, Camp Jungai, Life Skills and Cultural Awareness Training

The Charcoal Lane Program enables Aboriginal and disengaged young people to gain both accredited hospitality qualifications and professional experience as part of a supportive development program. The students thrive in an atmosphere that focuses on their needs as well as the needs of their customers. Located in Melbourne's Fitzroy, the restaurant combines high-quality service and food, specialising in native flavours, with a comprehensive training program for young people who have experienced barriers to employment. On completing traineeships at the restaurant, young people are well prepared to move into careers in hospitality and other industries.





Outer Urban Projects – Zone 2 Events and New2Art

The New2Art Program supported and regenerated a culturally diverse wave of new artists, arts workers and creative producers, to overcome their many day-to-day social, cultural, economic and educational barriers with mentoring and placement in arts organisations.

Zone 2 Events is a social enterprise designed to provide paid employment opportunities for young artists and event workers from the north whist offering a dynamic fee-for-service to a range of community, government and corporate clients. Outer Urban Projects provides paid casual employment and industry experience for new and emerging artists, arts workers and creative producers who have up-skilled in the New2Art Program and are willing to work on and build a social enterprise that they can take pride in and ownership of. This is a high output, central training and employment program managed through a built-to-specification event booking database.

Supported by the Portland House Foundation.



"Participants have come out of the program further trained and skilled in dance, music and writing/poetry/rap performance and business practices. The participants have created invoice templates and learnt how to invoice, follow-up and keep track of their business accounts. They have learnt networking skills and how to work with clients, which will enable them to promote themselves and their talents to schools, businesses and community organisations so they can gain further employment through external avenues. The participants are now capable of sourcing work, invoicing, working as part of an ensemble, diversifying the types of work they do into different employment situations and conducting a professional interface with clients at events."



Project Respect – Choices to Exit the Sex Industry

Project Respect advocated with business and educational institutions for women wanting to leave the sex industry and provided intensive support and training to the women involved. Developing tools and making contact with potential business partners to employ women from the sex industry, this project also developed partnerships with educational institutions so women had access to study, and supported the women to gain employment through resume development and providing support at interviews.

Supported by the Portland House Foundation.

"Word-of-mouth between women in the sex industry about this program has spread quickly and we are seeing a sharp increase in self-referral for employment support."



Rotary Next Step Trust – Rotary Next Step Program

Rotary Next Step works with youth aged 15 and 16 for a minimum of three years and maximum of five years until they enter tertiary education, employment or a combination of both. The project provided intensive support, guidance, mentoring and training for disadvantaged young people from high school through to their first job or tertiary/vocational training. The young people came from an array of different countries. Many of them have had limited education prior to arriving in Australia and English tended to be their second language. Many did not live in an environment that had the knowledge or capability to support them from school into a working environment of any description and was not capable of helping a young person achieve any longer term career objective.



"The greatest challenge for young people is to relate the experiences they have gained in life to the criteria defining the requirements of a job. It is learning to define the underlying competencies they have developed."



"At project completion, six students have successfully graduated and attained Certificate I in Hospitality (Kitchen Operations). The program incorporated theoretical and practical skills training – including hygiene, safe food handling, coffee making skills and basic customer service."

The Social Studio – The Cutting Table

The Social Studio supports young people from refugee backgrounds to gain qualifications and jobs in the fashion, retail and hospitality industries. It addresses unemployment, isolation and difficulties accessing education and training experienced by refugees through creating jobs and pathways to further employment; providing access to TAFE education in a supportive setting; skill development and work experience in the Studio; events and opportunities to facilitate cross-cultural exchange.

The Cutting Edge Hospitality Training project provided the opportunity for eight young people from refugee backgrounds to undertake accredited training in hospitality through a Certificate I in Vocational Preparation. This project had a particular focus on working with young men who were in trouble with the law or were at risk, and offered training and work placements at the Cutting Table café for a period of three months.

Supported by MP Consulting.



PROJECTS FUNDED IN 2013/14

Spectrum Migrant Resource Centre – Employment preparation

The Employment Preparation Program was aimed at assisting newly arrived young people from refugee and migrant backgrounds to gain job-related skills and experiences to prepare them for future entry into the workforce.

The program addressed multiple barriers that young people from these backgrounds often face in gaining work experience and securing long-term employment. The program included sessions on topics such as workplace communications and employment services, resume writing and mock interviews, industry visits and a two-week practical work experience placement. This was followed by a graduation ceremony that showcased the work of the students, volunteers and employers involved in the program.

The students participating in the workshops gained improved confidence, self-esteem and independence navigating the Australian employment market, improved English language skills, strengthened networks, an updated resume and practical experience in an Australian work environment.



"Mock interviews and work placement was a great help in building participants' confidence and assisting them to improve their organisational skills. One reported that 'I worked at the Bunnings Warehouse. It was a big company. It helped me feel more confident. I communicated with different people. I learned technical terms. I also improved my English.'"



"We use a strengths-based framework and see the wider community as an oasis of resources that allows participants to be challenged and to step outside their comfort zone. Using multiple venues was very good for this and allowed participants to experience new, supportive environments."

St Mary's House of Welcome – Pathways to Employment

St Mary's House of Welcome, partnering with William Angliss Institute, conducted a Certificate 1 in Vocational Preparation course for people experiencing multiple barriers to accessing employment. The aim of the project was to prepare participants for further training and employment and aimed to lay foundations for further training, develop practical employment-related skills and foster the development of personal growth, confidence and positive change.

The workshops provided participants with the opportunity to develop their CV's, practise interview techniques and review current practice guidelines. All of the participants gained experience through volunteer work at various organisations including Lentil As Anything, Ozanan House Community Centre, and St Mary's House of Welcome. They also undertook a range of self-assessment tasks, and worked together to identify strategies to overcome barriers and develop communication skills.

Supported by the Portland House Foundation.



PROJECTS FUNDED IN 2013/14



"Many of the young people we work with face separation, loss of knowledge and discontinuity in family and key relationships. These experiences often lead to a lack of trust in other relationships and trauma is revisited. Through the programs, the young people build strong networks with each other and a bond with the Elders. The Elders are generous with their spirit and time and they pass on their wisdom and talents. They take special care to mentor the young people who have been displaced due to being out of home. For two older choir participants the Koorie Tiddas helped them make the transition from the youth choir to the adult Skin Choir, in which they get paid for rehearsals and performances."

Victorian Aboriginal Child Care Agency – Aboriginal Youth Art Mentoring

VACCA provided a program of mentoring, support and hands-on learning activities to disadvantaged young Aboriginal people who were talented and had a keen interest in visual arts. This was designed to introduce them to the skills, networks and understanding of the visual arts industry needed to explore and develop potential career paths in the visual arts.

Prominent Victorian Aboriginal artists Mutti Mutti/ Yorta Yorta and BoonWurrung/ Wemba Wemba woman Maree Clarke and photographer Yorta Yorta man James Henry acted as mentors to young participants sharing their experiences and knowledge of what it means to be an artist and what it takes to be professional including making, exhibiting and selling art.

Working with Aboriginal artists actively involved in the Aboriginal community encouraged the young people to learn about art and to connect culturally, as both artists work closely with the community when creating art. It also allowed the young people to feel culturally safe, build cultural knowledge and strengthen their cultural identity.

Supported by the Portland House Foundation.

Victorian Association for the Care and Resettlement of Offenders – Second Chance Cycles

Around 289 people were involved in 31 days of bicycle maintenance and repair at the Yarra Public Housing Estates in Collingwood. These included participants who were referred to the project by the Department of Justice on Community Correction orders to learn a range of bicycle repair and maintenance skills in a 'workplace environment'. Participants gained transferrable job readiness skills through experience and training in bicycle repairs, increased capacity to identify, articulate and solve problems, practice in working social skills and serving the general public and also increased self-confidence.

This project also enabled local residents to maintain their bicycles at a lower cost, resulting in more cycling and less disposal of bicycles. Repaired bicycles were provided free of charge, or at low cost, to inner northern residents, job seekers, refugees and others in need of affordable transport. This provided participants with the opportunity to give back to the community and provided people from marginalised backgrounds with an opportunity to socialise in a supportive setting.



"Participants are expected to be actively engaged repairing and restoring bikes at all times with formal and informal training being provided during the shift. This structure provides vocational skills in bicycle repairs and also a good understanding of the workings of a workplace and employer expectations."



PROJECTS FUNDED IN 2013/14

Yarra Community Housing – Yarra Community Housing Training and Employment Program

Providing more than just housing, this program partnered with five social enterprises to develop employment pathways for public housing tenants and homelessness service clients. Following a Training and Employment Interest Survey conducted by Yarra Community Housing in conjunction with the tenants, a database was developed articulating how the Training and Employment Pathway program could assist tenants.

This resulted in 35 tenants in the inner north being referred to the program and linked to existing service providers. One-on-one coaching was provided for a number of tenants to prepare them for work and further training.

"As expected the tenants that engaged with the Program were more likely to be dissatisfied with their employment service provider and not as 'job ready' – our focus was to initially engage tenants and assist them to become more 'job ready' through the provision of training and volunteering opportunities."

"One of the photographic pieces created through this program featured as the cover of the Arts Project Annual Report last year and the participating artists have all become much more confident in their use of the camera. The Disability Services Commissioner paid a licensing fee to use one of Sam Fenech's pieces in his newsletter."

Arts Project Australia – Digital Photography Program

A grant from the Terry Brian Kenny fund supported the Digital Photography Program at Arts Project Australia, enabling a select group of artists to explore advanced photographic techniques such as studio lighting, still life composition, light painting, macro photography and designing and planning staged photographs. The program incorporated several field trips including visits to the Centre for Contemporary Photography, the Bowness Prize exhibition at the Monash Gallery of Art and the Dreamworks exhibition at the Australian Centre for the Moving Image, allowing the artists to familiarise themselves with contemporary photography art practices and experience the work of well known and respected fine art photographers first-hand.

Supported by the Terry Brian Kenny Fund.

Youth Projects- JAM Project

The JAM Project addressed issues of local unemployment and disadvantage, particularly with youth, to create real linkages into employment. The project connected employers, industry representatives and job seekers together, to facilitate opportunities to discuss perceptions/stereotypes of young people and employers, the challenges employers experience employing young people and vice versa, ideas for innovative recruitment and retention strategies for employers to consider, as well as trial employment strategies based on research and input from local job seekers.

Supported by the Portland House Foundation.



"The employer and job seeker networking event was highly successful with one young person being offered employment with an employer on the day of the event. More of these types of events would be beneficial to allow youth to have direct contact with a number of employers at the one event."





Scanlon Foundation and Refuge of Hope Grants

The Scanlon Foundation's objective is to enhance Social Cohesion within Australia. This year, in partnership with Refuge of Hope, a not for profit organisation that assists migrants, refugees and international students in Australia, the Inner North Community Foundation administered a small grants program for groups and organisations with revenue of less than \$500,000 that work with people from cultural and linguistically diverse backgrounds within Darebin, Moreland and Yarra. The successful clubs were:

Australian Thornbury Pensioners Club

A small grant was awarded to the Australian Thornbury Pensioners Club to enable them to upgrade their community kitchen, along with repairs to their upright chiller, new tiles and miscellaneous kitchen equipment. The community kitchen is used by several other community groups who share the facilities.

The Australian Thornbury Pensioners Club was established in 2002 to provide social support to the Greek elderly in the Darebin area. The club provides companionship for the elderly and maintains Greek culture and heritage, as well as providing hot meals and recreational activities.

Centre for Capacity Building and Education

The Centre for Capacity Building and Education that works with the Somali community, was awarded a grant to enable them to upgrade computer equipment such as a projector, laptop, printer and ink cartridges, which will support the development of future community leaders, and provide assistance in skills development, education, employment and community capacity building.

Mayibuye

Mayibuye, a youth-led multicultural organisation that uses the performing arts to facilitate educational opportunities for young people who are vulnerable to negative peer pressures and at risk behaviour, engaging, educating and empowering them, was the recipient of a grant for first aid training for 25 volunteers aged under the age of 30.

People from many backgrounds attended the training, including many who were running Mayibuye programs within their own communities. Their backgrounds included Australian, Burmese, Dutch, Hispanic, Sri Lankan, West Papuan, Vietnamese, Chinese and South African. The first aid training provided an excellent opportunity for people to get to know each other through a practical and non-intrusive activity. All 25 people completed the first aid training, which included emergency life, CPR and AED.

Multicultural Women's Sewing Group

A grant was made to the Multicultural Women's Sewing Group for shelving and display cases at their two storerooms at Brunswick Baptist Church. The Multicultural Women's Sewing Group creates a community for people from diverse cultural, linguistic, religious, social and economic backgrounds, and promotes genuine interfaith and intercultural understanding, enhanced self-esteem, confidence and social connectedness.

Along with staff, volunteers and participants, the new shelving made an impact on other community groups such as the

Arabic-speaking women's domestic violence support group, Peppertree Place Events, Brunswick Kindergarten and St Bernards East Coburg, enabling all involved to get organised and find materials much easier for activities.

North Carlton Railway Station Neighbourhood House

A grant was made to the Railway Station Neighbourhood House to upgrade basic facilities such as carpet, chairs and tables. The Railway Station Neighbourhood House is a community drop-in centre for many residents living in North Carlton and provides a safe, comfortable and accessible environment for people from all walks of life, giving them the opportunity to interact with one another.

On a weekly basis, a community lunch and knitting and sewing classes are organised at the centre and they offer free computer lessons and access to the internet, as well as providing better facilities for children in their school holiday activities, playgroup and homework club. The grant enabled them to purchase more comfortable chairs and tables for use in these classes.

Richmond Junior Football Club

The Richmond Junior Football Club supporting youth from multicultural backgrounds and/or low income participants, was awarded a grant to purchase a computer and printer to be used as a community resource.

The club supports 200 young boys and girls, mostly living in public housing and from diverse backgrounds. The equipment was particularly of value for boys and girls from the Richmond high-rise flats and enabled them to be "part of the team environment".

It has provided volunteers and committee with immediate access to the web and other required sites to quickly identify away venues for players on the night of training. It has also been used to enter match results onto the Yarra Junior Football League website. The equipment is shared with the local cricket club.

Yeti Social Club

Supporting Nepalese youth, a grant was made to the Yeti Soccer Club, based in Brunswick West, for computers and to provide support for volunteers. This volunteer-led community organisation is for students and migrants and Bhutanese refugees who are disengaged from community, face depression, unemployment and have low incomes. The organisation aims to broaden social cohesion for the Nepalese and Bhutanese communities and spread the message of multiculturalism.



HOW TO BECOME ONE OF OUR GRANT ORGANISATIONS

Our Pathways to Employment Grants Program funds projects that improve the job prospects of people in Melbourne's inner northern region (within the municipalities of Darebin, Moreland and Yarra) who are disadvantaged in their access to job opportunities.

Applications close at the end of May every year. Guidelines and application forms are on our website: <http://innernorthfoundation.org.au/content/grants-program>

Applicants must be organisations that:

- work in or are based in Melbourne's inner northern region (within the municipalities of Darebin, Moreland or Yarra)
- are endorsed as a Tax Concession Charity (TCC)
- have Deductible Gift Recipient (DGR) status (optional).

Decisions are announced in August.

The Inner North Community Foundation occasionally runs smaller grant rounds or invites expressions of interest from particular sectors of the community to respond to funding from particular named sub-funds.

All applications are reviewed and assessed by a grants subcommittee, which makes recommendations to the Inner North Community Foundation board for approval.

Don't hesitate to contact us on (03) 8689 1967 or email info@innernorthfoundation.org.au to discuss your project idea before submitting any application.

MANY THANKS TO OUR 2013/14 DONORS

Ali Akkus	Vikki Conley	Kairouz Architects and Associates	Miles Openshaw
Catherine Alizzi	Lynsay Cooperwaite	Helen Kaptein	Pelham Lawyers
Jill Allan	Alan and Mavourneen Cowen	Michael Kendall	Christine Perkins
Eliza Anderson	Michael Cowen	David Kennedy	Unity Puglisi
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Victor Aston	Darul Ulum College of Victoria	Lions Club of Coburg	Claire Rippon
Teresa Ayles	Jane Devereux	Bree Love	Rotary Club of Preston
Alyce Bagnath	Dante De Vincentis	Steve Lowe	Duncan Salton
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Heather Clarke	IntoWork Australia	Nelson Alexander Charitable Foundation	Susan Yildiz
Tim Clarke	Taryn Johnson	Che Oliva	Sharyn Yuen



OUR NAMED SUB-FUNDS

Named sub-funds over \$30,000

Terry Brian Kenny Fund
Breen Family Fund

Named Sub-Funds over \$10,000

Brown Family Bequest
Rotary Club of Preston Fund

Named sub-funds over \$5,000

Timmons Fund

Brown Family Bequest

The Hon Alan Brown, the inaugural Chair of the Inner North Community Foundation, established the Brown Family Bequest to assist people who are displaced, homeless or separated from family for whatever reason, and who reside in Richmond. The Fund has been set up in memory of Alan's grandparents, John and Isabella Brown to perpetuate the family's connection to Richmond.

During the Depression of the late 1920s and early 1930s many families struggled to feed their children and poverty was endemic because of mass unemployment. Families in this era were often large with as many as 10 children or more.

Alan's grandparent's John Patience Brown and his wife Isabella had ten children who lived in the coal mining town of Wonthaggi, Victoria in a two bedroom miners' cottage. Six of the children were long-term unemployed with no prospect of employment.

John and Isabella decided that the family would split and that Isabella would move to Melbourne with five children to provide them with better opportunities to gain employment and to give these children some hope of a future. John and three of the sons were employed in the coal mines in Wonthaggi and needed to stay behind to keep their jobs.

Isabella and her five children moved into a rented weatherboard cottage in Lennox Street, Richmond. Within two years all five children had found employment. The Brown family rented the Lennox Street cottage for more than 40 years before buying it. Although John and Isabella stayed married, they never again lived together. Four generations later, the Brown family still hold a very warm regard for Richmond, still follow the Richmond Football Team and visit the original sons' favourite watering hole, the Kingston Hotel in Richmond just around the corner from the house the family occupied for decades.

Breen Family Fund

Kevin Breen worked in Melbourne's inner north for over 25 years in community development and planning. Philanthropy for Kevin is about being a community builder, leaving a legacy for future generations in a region where he has spent so many years. For Kevin, local giving makes a lot of sense because he sees his donations taking form around him in the streets and in the lives of the communities where he spent so much of his life. As a major advocate for the creation of the Inner North Community Foundation, Kevin sees the possibilities that a community foundation can offer. Small amounts of money from many contributors can be invested to create a powerful resource to help build a strong and resilient local community.

Rotary Club of Preston Fund

The Rotary Club of Preston serves the City of Darebin community and adjoining areas, promoting peace, recognising diversity, supporting education for all and providing resources to those for whom the basics of daily life are not guaranteed. The Rotary motto is 'Service Above Self', which conveys the humanitarian spirit of over 1.2 million Rotarians throughout the world. The Preston Rotary Club sub-fund is a way for the club to continue its efforts, and has been set up to benefit youth supporting projects.

Stockdale Fund

Stockdale Personnel are a specialist recruitment company providing quality services to the printing industry in Melbourne and Sydney. As part of the IntoWork group of companies, they were familiar with the work of the Inner North Community Foundation. The decision to start a sub-fund stemmed from an unplanned financial windfall, when a supplier organisation offered Stockdale hundreds of unused items from a loyalty card program. Stockdale sold the gifts and used the funds to kickstart their journey into philanthropy. Stockdale sees their contribution as a meaningful way to engage their employees in local issues and have a local impact.



OUR NAMED SUB-FUNDS



Terry Brian Kenny Fund

At the launch of the Terry Brian Kenny Fund in May 2013, Terry's brother Craig Kenny said, "Amongst many other things Terry was a very talented and conscientious photographer who is remembered for his loving documentation of a generation". An enormous part of Terry's time was spent observing and capturing interactions and moments of joy at family gatherings.

Terry was a devotee of the work of Ansell Adams and Edward Weston and their influence was to be seen in his work. Many of the landscape photos reflect their style and Terry spent many hours studying and learning the technical elements of a successful photograph. Terry was a black and white man, an adherent to traditional values of the Single Lens Reflex camera and did not take to the digital age with great vigour.

Terry exhibited his photographs on a number of occasions and his insights and skill were sought after by the many groups he attended over the years. During the most challenging periods of Terry's life there were a wide range of community-based organisations run by very good people that would provide support, assistance and therapy to Terry (and the family) through photographic and arts-based programs.

Timmons Fund – Say Their Name

The trigger for the title of Genevieve's fund was the belief of some people that we die three times : once when your body dies, a second time when your soul leaves your body, and a third time when someone says your name for the last time. The 'Say Their Name' fund is a way of keeping alive the contributions of family and friends who have lived or worked in the inner north of Melbourne, and have died. People who are remembered through Genevieve's fund include her grandmother, Elsie Margaret Williams, who lived in Preston for many years and died in 1988, and is buried in the Coburg cemetery. Lesley Hall from Northcote is also remembered for her outstanding commitment and achievements as a disability advocate. Lesley passed away in 2013.

Genevieve was born in Preston, where her parents had lived for many years. When she was a young girl, her family moved to country Victoria, living a simple, happy and crowded family life with five siblings. As a university student, Genevieve returned to Melbourne, living in various places in the inner north until she settled to start her own family of three children, now adults with partners, plus three grandchildren to date. Her parents have also returned to live in the inner north.

After deciding that deliberate giving is something she wants to do, Genevieve set up the 'Say Their Name' fund. "The economics of 'enough' is a very personal calculation, and we all have different ideas about when we think we have enough to give. I'm pleased I took the step to start giving formally, even though I could be paying off a mortgage until I'm 96. It's rewarding and means a lot to me, and I know other people who just get started with giving, even when they have quite modest incomes. Giving creates connections, provides relevance and is a person-to-person activity, which is why it can enrich our lives. I've heard it also helps with blood pressure problems ... I particularly value the way the INCF can direct my giving to people and communities in the inner north of Melbourne, where generations of my family have lived, worked and flourished."





The Inner North Community Foundation complies with all applicable Australian Accounting Standards and guidelines as well as relevant Corporations Law provisions. The financial statements are audited by Grant Thornton. These statements are available upon request from the Inner North Community Foundation and are on our website: www.innernorthfoundation.org.au

The Inner North Community Foundation is an endorsed charitable institution bound by both ASIC and ATO legislation. It is also the Trustee to two trusts:

Charitable Fund (ABN: 12 901 071 775)

Public Fund (ABN: 33 542 897 543)

The Charitable Fund is required to disburse grants to charitable organisations as defined by the ATO. The Public Fund is a Deductible Gift Recipient (DGR) endorsed public ancillary fund. The Public Ancillary Fund has been operated in compliance with the requirements of the Public Ancillary Fund Guidelines 2012 throughout the year ended 27 June 2014.

Statement of Profit and Loss and Other Comprehensive Income

FOR THE PERIOD ENDED 27 JUNE 2014

	Note	2014 \$	2013 \$
Revenue & Other Income	2	970,215	897,850
Employee Benefits Expense		(91,677)	(82,577)
Grant & Community Disbursements		(301,080)	(289,710)
Fundraising & Communication Expenses		(10,223)	(16,709)
Bank Funds Management Fees		(26,371)	(20,694)
Consulting Expenses		(2,539)	(1,600)
Other Administration Expenses		(14,055)	(12,536)
Profit before Income Tax Expense		524,270	474,024
Income Tax Expense		-	-
Profit after Income Tax Expense		524,270	474,024
Other comprehensive income		-	-
Movements in fair value of available for sale assets, recognised in reserves	3	327,830	253,726
Total Comprehensive Income		852,100	727,750

Notes to the financial statements are available on request.





Statement of Financial Position FOR THE PERIOD ENDED 27 JUNE 2014

	Note	2014 \$	2013 \$
ASSETS			
CURRENT ASSETS			
Cash		261,534	960,478
Available-for-Sale Financial Assets	3	4,620,314	3,050,951
Prepayments		800	–
GST Receivable		4,615	1,307
Trade Receivables		31,168	50,639
TOTAL CURRENT ASSETS		4,918,431	4,063,375
LIABILITIES			
CURRENT LIABILITIES			
Trade creditors and other accruals		3,706	2,599
Provisions		2,741	891
TOTAL CURRENT LIABILITIES		6,447	3,490
NET ASSETS		4,911,984	4,059,885
EQUITY			
Retained Earnings		4,368,591	3,844,322
Available for sale reserve		543,393	215,563
TOTAL EQUITY		4,911,984	4,059,885

Notes to the financial statements are available on request.

Statements of Changes in Equity FOR THE PERIOD ENDED 27 JUNE 2014

	Retained profits \$	Available For Sale Reserve \$	Total \$
2014			
Balance 29 June 2013	3,844,322	215,563	4,059,885
Profit after Income Tax Expense	524,270	–	524,270
Revaluation increase on Available-for-Sale Financial Assets	–	327,830	327,830
Balance as at 27 June 2014	4,368,591	543,393	4,911,984
2013			
Balance 30 June 2012	3,370,298	(38,163)	3,332,135
Profit after Income Tax Expense	474,024	–	474,024
Revaluation increase on Available-for-Sale Financial Assets	–	253,726	253,726
Balance as at 28 June 2013	3,844,322	215,563	4,059,885

Notes to the financial statements are available on request.



Statement of Cash Flows FOR THE PERIOD ENDED 27 JUNE 2014

	2014 \$	2013 \$
Cash Flows from Operating Activities		
Donations	614,450	611,823
Sponsorships	113,588	114,842
Payments to Suppliers & Employees	(126,546)	(150,802)
Payments – grants	(301,080)	(289,710)
Interest Received	70,771	80,856
Dividends received	171,406	90,329
Net Cash Generated from Operating Activities	542,589	457,338
Cash Flows from Investing Activities		
Net proceeds from sale and acquisition of investments	(1,241,533)	(812,052)
Net Cash Used in Investing Activities	(1,241,533)	(812,052)
Increase in Cash during the Year	(698,944)	(354,714)
Cash at Beginning of Financial Year	960,478	1,315,192
Cash at End of Financial Year	261,534	960,478

Notes to the financial statements are available on request.

Revenue & Other Income

	2014 \$	2013 \$
Operating activities		
- Donations received	614,450	611,823
- Sponsorship	113,588	114,842
- Interest received	70,771	80,856
- Investment income	171,406	90,329
Total Revenue	970,215	897,850

Available-for-sale Financial Assets

	2014 \$	2013 \$
Movements during the financial Year		
Opening balance at the start of the Year	3,050,951	1,985,174
Acquisitions of units	1,398,383	812,051
Net returns reinvested in units	(156,850)	-
Changes in fair value of investments	327,830	253,726
Closing balance at the end of the Year	4,620,314	3,050,951

HOW YOU CAN SUPPORT US



At the Inner North Community Foundation, we believe that philanthropy is about community building. We believe that anyone can help build a better future for their local community. We also believe that community foundations give people an opportunity to have a positive impact on their own community in a unique and meaningful way.

We invite you, as a donor, to join us as community builders. We invite you to share your aspirations and help us create innovative and enriching outcomes for our local community.

We know that your philanthropic giving has the power to help build a strong, inclusive community that promises opportunity and cultural enrichment for everyone who lives and works in Melbourne's inner north. Your support has the power to unlock very meaningful social change.

Many giving options

The decision to give, and how and to whom, is very personal. There are many ways you can start or grow your personal, family or business philanthropic plan.

Our aim is to help translate your aspirations into giving options that have the greatest impact on the causes that are closest to you. We invite conversations to help inform and guide your decision making. We also understand how important it is to consider a philanthropic plan that best suits your current life or business stage.

Here are some ways you can contribute:

Named sub-funds

Sub-funds can be named after an individual, family, a cause or an organisation. The fund can be directed towards an area of special interest or charitable cause and can be established from \$2,000.

Contributions to existing funds

Donors can choose to direct donations into an existing endowment fund. Our existing funds represent a range of focus areas from the visual arts to issues of unemployment.

Partnerships and special projects

Partnerships result in community impact that is wider and deeper than can be achieved by one party alone. We encourage you to speak to us about your area of special interest, whether it be a specific project or philanthropic purpose.

Donations

Donations big or small can be made towards our work. Some people choose single donations, regular monthly contributions, or even the donation of shares.

Workplace giving

Employees can participate in a workplace giving program where staff donations are contributed pre-tax through the payroll system. Employers can choose to match employee contributions, creating an additional incentive, boosting staff morale and stimulating team spirit.

Bequests or memorial funds

Including a gift in your will is one way to leave a perpetual legacy. Considering a memorial fund is another way to carry on the spirit of a loved one, with the support of families and friends. We can help you design a tailor-made giving plan or support an area of special interest.

Please contact us on (03) 8689 1967 or email info@innernorthfoundation.org.au to discuss how you can contribute to our local community.



ACKNOWLEDGEMENTS

The Inner North Community Foundation thanks our partners

Key Partner

A generous pledge from IntoWork Australia (INGT Ltd) helps us grow our endowment every year. Operational support from IntoWork Australia enables us to direct 100% of our donations towards our perpetual fund and granting programs.



Granting Partners

The Portland House Foundation has directed \$366,000 in flow through funds through the Inner North Community Foundation since 2009.



Scanlon Foundation Refuge of Hope, partnering in our Small Grants Round for organisations working with culturally and linguistically diverse communities.

Pro bono Partners

Mark Farrelly at Mark Farrelly Photography

Alice Macdougall at Herbert Smith Freehills



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