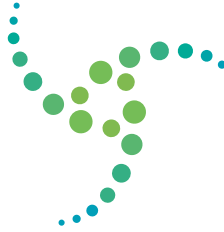


2007

2008



INNER NORTH
COMMUNITY
FOUNDATION

2009

2010

2011

2012

2013

2014

2015

2016

REVIEW



▲ Mustafa & Jessica from SCARF Community.

▲ Jo, Ben, Vedran, Genevieve & Leigh at the Aborigines Advancement League Cubby House.

▲ Real Industry Job Interview as part of the Jobs for Youth Campaign.

▲ The team at Sisterworks.

INNER NORTH COMMUNITY FOUNDATION

The Inner North Community Foundation is an independent foundation based in Melbourne's Inner North, and is one of over 35 community foundations across Australia. It's a unique philanthropic partnership promoting prosperity, connection and cohesion from Preston to Pascoe Vale, Reservoir to Richmond, Fawkner to Fitzroy... serving nearly 400,000 people in 30 suburbs across 125 square kilometres...

LETTER FROM THE CHAIR



I am delighted to present this snapshot of where we are today, looking at the work of the Inner North Community

Foundation over the last two years.

A major highlight has been on design and sign-off of our Strategic Plan 2016-2019, enshrining a commitment to connected, cohesive and prosperous communities in Melbourne's Inner North. Other illustrations of progress in this report include:

- Granting of \$882,605 in the last two years, bringing our record since 2007 to over \$2.4 million granted to 130 community organisations in the municipalities of Moreland, Darebin and Yarra.
- Growth in our corpus to \$5.4m, thanks to IntoWork Australia who committed an endowment of \$5m over 10 years. In addition to income from corpus investments, our 10th sub-fund was established this year, and we have continued to manage flow-through funds from philanthropic trusts and businesses. All management of grants is at no cost to the donors due again to IntoWork, who meets all our operational costs.
- Increasing number of people who we help manage their donations and grants, in recognition of our

capacity as a safe pair of hands to invest philanthropic dollars – small and large amounts – in our region. This is also in recognition of links with the destination experts – the organisations and people who draw amazing results from our philanthropic dollars.

- Internally, we have refreshed our governance structure, developing a contemporary board, recruiting new directors and appointing three younger Board Associates to provide fresh perspectives for the Foundation, and offer access to board experience and skills development.

Our positioning in 2016 as one of 40 community foundations across Australia focuses on how we can best serve our communities now and into the future. We are mindful of challenge and opportunity as the social and economic landscape changes. We are committed to celebrating and building on our people's strengths and assets, and providing avenues for individuals, families and communities to make their contribution to a strong and prosperous region.

Our aspiration is to continue to build trust and confidence for donors and grantmakers, offering a public platform and a safe pair of hands to direct grants and build partnerships that strengthen our communities. I commend this overview to you and invite your interest and involvement.

Genevieve Timmons
Chair

ABOUT US

The Foundation was established in 2007 as an initiative of IntoWork Australia and is supported by the three local Councils, Moreland, Yarra and Darebin.

The Foundation manages philanthropic dollars to provide funds for projects that create prosperous, connected, and cohesive communities in Melbourne's Inner North, particularly encouraging pathways to employment.

WHAT WE DO



Identify community strengths & challenges



Harness donor goodwill & resources



Link to NFP capacity to deliver change

HOW WE DO IT



Invest in local not for profit organisations through grants and other support



Connect donors to local community groups by managing a donor network for people to contribute small and large donations



Build partnerships to expand community leadership across the region

PROJECTS WE'VE SUPPORTED 2014-2016

The Foundation is not the final destination, but can get money and resources to where it needs to land to see change.

- Australian Red Cross Society *Wheel Power: Bicycle Program for Asylum Seekers* **\$12,500**
- Asylum Seeker Resource Centre *ASRC Employment (Asylum Seeker Innovation Hub)* **\$5,000**
- Atherton Gardens Residents Association *Towards office equipment & software* **\$1,500**
- Australian Community Support Organisation Incorporated *ACspresSO Café - Coffee with conviction* **\$20,000**
- Australian Greek Ex-Servicemen's Elderly Club of Northcote *Kitchen equipment & tables* **\$4,000**



▲ 2016 Pathways to Employment Grant Announcement.



▲ Sue & Therese from the Step up to Work program at Preston Neighbourhood House.



▲ Genevieve, Ben, Alice & Sam at Norm Anderson Young People's Sub Fund Celebration.



▲ Victorian Association for the Care & Resettlement of Offenders – Second Chance Cycles.

WORKING TOGETHER

OUR VISION

Prosperous, connected, cohesive communities in Melbourne's Inner North.

OUR MISSION

To increase economic participation, strengthen people's networks, and promote social inclusion through partnerships and philanthropy.

PARTNERSHIP AND COLLABORATIONS

Partnerships are an important way to advance the work of the Foundation. Engaging, harnessing and building on community leadership and strengthening people's networks and community connections.

Our key partnership remains with our Founder IntoWork. In 2007, IntoWork resolved to establish the Inner North Community Foundation to contribute to local vitality and prosperity in perpetuity. It pledged a commitment of \$5 million to the corpus over 10 years, as well as covering the cost of operations into the foreseeable future, for granting to local initiatives which strengthen pathways to employment for people in the inner north. To date direct operational support is valued at over \$1.8 million.

The Foundation is not the destination for community gifts, rather we are a safe pair of hands to link donors and community groups.

OUR PARTNERS

Partnerships are maintained with the not for profits who receive grants and put Foundation money to work, and with the donors who invest in our region. The Foundation also seeks to work closely with relevant peer organisations to collaborate on advancing the wellbeing and prosperity of people in our region. We're interested in partnerships with businesses, community groups and government that create mutual benefits for our community.

OUR DONORS

An immense thanks to our donors. We support a growing number of people to connect with their community, through the Foundation. Starting with our founding donor, IntoWork, and several early supporters who provided major funding to establish granting operations and increase the impact of the Foundation.

Examples of how donors contribute include:

- IntoWork, who established and continue to contribute to a resource that supports local communities in perpetuity
- Portland House who provide flow-through grants to identified regional organisations
- Organisations like Scanlon Foundation who partnered with the Foundation to run a specific grant program
- MP Consulting who provide one-off grants each year to selected organisations
- Individuals, families and organisations who contribute through sub-funds, workplace giving and other giving mechanisms
- The many individuals who supported fundraisers such as the annual fun run and the open garden

OUR GRANTS

Our philanthropic funds are used for Grantmaking across broad interests, with a special focus on building pathways to employment and promoting economic participation. Since 2007, the Foundation has given a total of \$2,400,000 to 130 local community organisations.

These not for profit organisations have been supported as they add value to people's lives, and accelerate their progress to enjoy local economic participation, prosperity and opportunity.

SPECIAL PROJECTS

Volunteers support the work of the Foundation in different ways. A local masters student, Ling Macdonald, spent time with the Foundation collating a guide to local social enterprises, to make it easier for business, government and individuals to have double impact with their money.

Part of the Foundation's role is linking donors and local community groups, to increase resources for the north. As an example of this, Thornbury has a new resident to the neighbourhood – a colourful 'Playhouse Cubby' donated as a result of a partnership between the Inner North Community Foundation, Kids Under Cover, Portland House Foundation, Fairhaven Homes and the Aborigines Advancement League. This approach to philanthropy focuses on unlocking a community's potential through collaboration and partnerships.

Young Changemakers gives senior high school students an opportunity to invest back into their local community through allocating \$15,000 per school to three local community groups. The program, initiated by the Foundation and funded by the Clifton Hill / North Fitzroy Community Bank Branch of Bendigo Bank, inspires young leaders to use energy and creativity to become leaders in the community they live, and will one day work.

Australian Kurdish Community Office equipment, laptop, design & hosting website **\$2,200**
 Australian Somali Women's Healthcare Community Foundation For sewing machines to break down isolation, provide peer support & enhance sewing skills for Somali women **\$3,000**
 Australian Syrian Charity Towards office furniture & computers **\$3,000**
 Bridgingworx Fresh Start Employment Program **\$25,000**
 Broadmeadows Turkish Senior Citizens Desktop computer, printer, scanner & copier **\$3,500**

Carringbush Adult Education Setting up sustainable employment & mentoring **\$12,500**
 Casa Cultura Incorporated Leadership Training **\$1,610**
 CERES Community Environment Park CERES Food Business Incubator Program **\$15,000**
 Crepes for Change Incorporated Crepes for Change Hospitality Program for underprivileged youth **\$5,000**
 Darebin Information Volunteer Resource Horticultural resource development & tools **\$5,000**
 Didi Bahini Samaj Victoria A/V materials for training & cultural activities **\$2,000**



▲ Collingwood College Young Changemakers and Community Groups.

▲ Amy-Lou, Barry & Sandie at the Jobs for Youth 2016 Employer Pledge.

▲ Dan & Anna working in the Crepes for Change van.

▲ Inner North Community Foundation is proudly supported by IntoWork Australia.

PEOPLE

Saluté to the hundreds of people we've engaged with, as grantmakers, donors, volunteers, businesses, local government, not for profits, staff and board members. Everyone has found their place with us, working in partnership to provide grants, establishing sub-funds, donating and offering time and skills in partnership projects.

Saluté also to the exceptional staff of not for profit organisations who brought our money to life through accepting grants focussed on creating prosperity and building pathways to employment.

– Genevieve Timmons,
Chair

BOARD MEMBERS

Internally, refinement of the Foundation governance and operations has continued, with founding board members concluding their terms, and skilled and experienced people with strong commitment to the region recruited to replace them.

A Board Associate program was established in 2015 to increase the Foundation's diversity in age, gender and culture. Three appointments: Michelle Cheah, Mi Lin Chin and Amy-Lou Cowdroy-Ling have participated in board activities, making contributions and gaining governance experience. Elizabeth Board has mentored and coached the Associates, ensuring they derive the best value from their time with the Foundation.

We are grateful to all board members and associates for their acumen and dedication to their roles, and for the individual commitments which have been distinguished by respect, hard work and sense of humour.

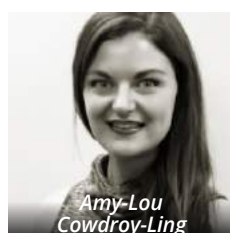
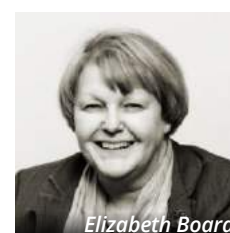
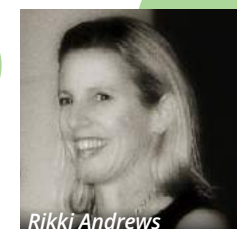
STAFF

There have been changes in the staff team, with Sharon Nathani leaving as Executive Officer after four years of creative leadership. Sandie Baskin, Philanthropy Manager, held the fort until Ben Rodgers was welcomed as the new Executive Officer in 2015. The staff team has progressed the renewal and refinement of the Foundation program, working with the board to produce the next strategic plan, while continuing granting programs, special projects and partnership development with donors and peers. Our gratitude and congratulations to staff, outgoing and incoming, for their flexibility and focus purpose and organisational culture, which is critical to the Foundation as it progresses.

VOLUNTEERS

A productive volunteer program has been established in the last 12 months, welcoming local people who offer administrative support, research and help with events for the Foundation. Again, thanks and congratulations to Anne Thomas, Alex Hadjitelemachou, Emily Hadkiss, Yuanyuan Zhang, Ling Macdonald and Paul O'Sullivan for your important contribution.

BOARD MEMBERS & BOARD ASSOCIATES



Fawkner Community House Towards purchase of nine CPU's **\$3,500**
 Fitzroy Adventure Playground Desktop computer **\$1,450**
 High St Bells Choir Rent & equipment for rehearsals & performances **\$5,000**
 Himalayan Club Website design, software, office equipment, conference registration **\$2,000**
 Inner Northern Local Learning & Employment Network Real Industry Job Interviews **\$15,500**
 Inner Northern Local Learning & Employment Network Incorporated Jobs of Youth Campaign **\$30,000**

Jika Jika Community Centre Asylum Seekers Transporting To Work **\$20,000**
 Kurdish Women's League of Australia Incorporated For office equipment for teaching purposes **\$2,500**
 Life Saving Victoria Limited Employment Solutions for CALD Youth in Aquatics **\$25,670**
 Marist Youth Care Pink Lightning **\$16,000**
 Marist Youth Care Limited Upcycle Sustainable Living Project **\$26,000**
 Mission Australia Charcoal Lane Culture Program **\$10,500**
 Mission Australia Charcoal Lane Culture Program **\$15,000**

PROFILE OF MELBOURNE'S INNER NORTH

The Inner North has varying levels of prosperity. Some areas have high levels of income and employment, and others have complex challenges that impact people's opportunity and choice.

The Inner Northern region is characterised by:

- Diversity, including its diversity of population, culture, educational and ethnic backgrounds, with 39.4% of people speaking a language other than English at home.
- A growing creative class across the region, which contributes economically, but also supports social cohesion and community sense of place.
- A knowledge-based infrastructure including world class universities and TAFEs.

Key drivers of change include:

- Population growth, with expected population increase of 125,000 people, approximately the size of Ballarat.
- Change in industry base from manufacturing and associated support businesses.
- Shift in education levels as more people go to university, and the continued gentrification of the southern areas of the region leading to people with higher education levels moving into the region.

PROSPERITY

Prosperity is more than just economic inclusion. It is the ability for people to make decisions and have choice in their lives. There are key elements to removing the barriers some people in our community face. Research shows that employment helps to alleviate a person's levels of stress and anxiety that are borne from issues with finances, housing and food security. Some groups experience higher and more complex barriers to gaining and securing work. In our region, this includes:

- **YOUNG PEOPLE:** highest unemployment rate of all age groups in Melbourne's North at 28% (7,095 people) with pockets of severe unemployment and underemployment.

- **CULTURALLY AND LINGUISTICALLY DIVERSE PEOPLE AND ASYLUM SEEKERS:** language barriers, under-recognition of qualifications, lack of networks. Unemployment ranges between 4% and 70%, depending on visa stream and method of arrival.
- **WOMEN:** average \$283.20 less than men per week. The national gender "pay gap" is 18.2%, requiring working an extra 66 days a year to earn the same pay as men for doing the same work.
- **INDIGENOUS PEOPLE:** 3 times as likely to be unemployed, twice as likely as non-Indigenous people to be living with disability.
- **EX-OFFENDERS:** 67% of men in jail are re-offenders, stable employment decreases reoffending by 33-50% once back in the community.
- **PEOPLE WITH DISABILITIES:** People with disability have both lower participation in employment (53%) and higher unemployment rates (9.4%). 45% live on or at the poverty line.

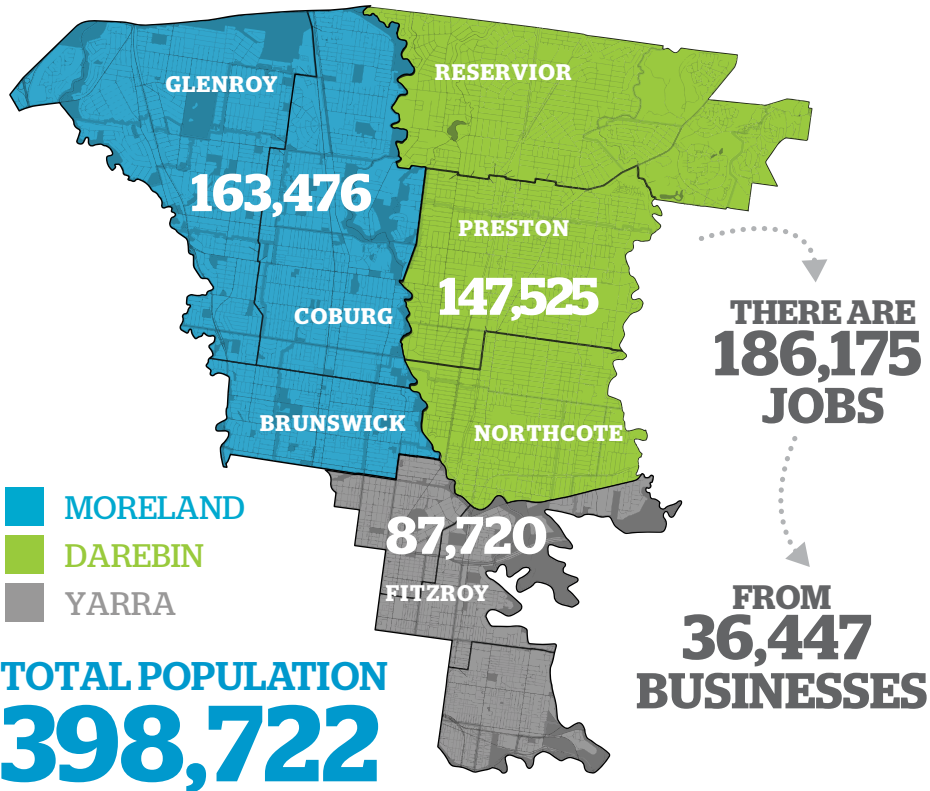
CONNECTEDNESS

Community vitality is dependent on people being attached to place by personal relationships. People with stronger networks are better able to find work, seek support during hardship, and have increased levels of well-being.

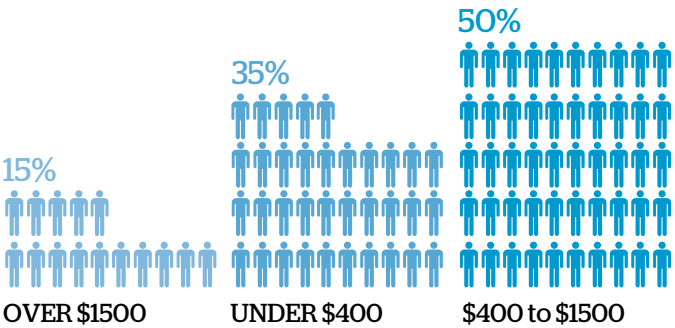
COHESION

For communities to have the conditions for all people to prosper, people of diverse backgrounds and cultures need to feel accepted and valued in their community. Melbourne has a tradition of strong and healthy multiculturalism and acceptance, and the Inner North reflects sense of cohesiveness.

Businesses, industry, community groups, government and individuals all have something to contribute, as we all benefit when we progress the vitality and prosperity of our region.



HOUSEHOLD INCOME



Source: ABS Census Data 2011

Preston Neighbourhood House *Step Up To Work* \$10,000
Preston Reservoir Adult Community Education *Paving the Way to Employment* \$29,104
Project Respect *Sustaining choices to exit the sex industry* \$10,000
Richmond Chinese Elderly Welfare Association *Computer & office supplies* \$3,000
Rotary Club of Richmond Next Step Trust *Next Step Program* \$10,000
Rotary Next Step Trust *Rotary Next Step Program* \$10,000
Russian Ethnic Representative Council of Victoria *Employment Services* \$8,000

Scarf Community Organisation *Continuing Programs, Gaining Financial Independence* \$35,000
SisterWorks Incorporated *Towards cash register, including equipment & training* \$1,710
SisterWorks Incorporated *Community, Social Inclusion & Economic Development* \$25,000
Secretariat National Aboriginal Islander Child Care *Traineeship Program* \$20,000
Songlines Aboriginal Music Corporation *Creating Music Futures Pilot* \$29,950
St Mary's House of Welcome *Get Started with Volunteering* \$12,500
The Ladder Project Foundation *E3-Engagement to Education to Employment* \$5,000

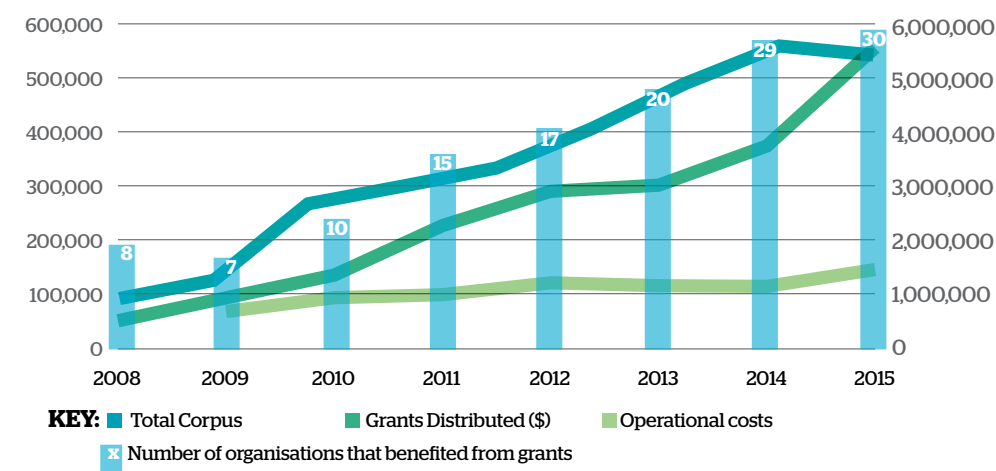
FINANCE & PROSPERITY

At June 30, 2016, the Foundation had \$5.4 million in funds under management. Strong financial stewardship of this endowment is key to our work, and we focus on growing the corpus so funds available to local organisations are increased.

This investment activity is a key responsibility of the board, with professional funds managers JBWere and Equity Trustees both contracted to manage a share of our investment portfolio, with the aim to:

- Grow the underlying capital of the Foundation to offset the effects of inflation over the long term; and
- Maximise the income earned on investments annually to fund the objectives and mission of the Foundation.

Our focus on financial management is matched by our role in facilitating giving. We partner with donors to create value for our community through philanthropy. Importantly we are keen to share what has been learned with other organisations to achieve better outcomes for people in the Inner North.



The Foundation reaches its 10th anniversary in 2017/2018 and looks forward to deepening connections with people and organisations in the Inner North. There is much to celebrate, and there is much to be done. The Foundation is well placed to remain relevant to our community, to support partnerships and collaboration, and to fulfill our promise as a contemporary philanthropic organisation.

STRATEGIC DIRECTIONS 2016-19



PROSPEROUS • CONNECTED • COHESIVE



Increase economic participation & prosperity

- Fund projects that remove the barriers faced by vulnerable people on their pathway to employment
- Explore ways that philanthropy strengthens local economies



Grow philanthropy

- Ensure philanthropy involves everyone
- Demonstrate the benefits of giving on all levels
- Establish a legacy in perpetuity as our corpus grows



Expand community leadership

- Invest in the skills and capacity of local people to respond to local challenges and opportunities
- Build partnerships with people and organisations to amplify reach and relevance



Strengthen governance & organisational capacity

- Operate as a safe pair of hands and strong organisation to serve the region

WE'RE BUILDING A LEGACY FOR THE FUTURE, AND WELCOME DONATIONS OF ALL SIZES.

The Ownership Project *For an Architect Cabinet* \$2,400

The Reach Foundation *Pathways to purpose* \$5,000

Uprising Theatre *Mentoring, & lighting stage equipment for the Factory community space* \$4,000

VICSEG New Futures *Getting a foot in the door* \$15,000

Victorian Association for the Care & Resettlement of Offenders *Second Chance Cycles* \$15,000

Victorian Association for the Care & Resettlement of Offenders *Second Chance Cycles* \$20,000

Victorian Immigrant & Refugee Women's Coalition *Immigrant & Refugee Employment* \$15,000

Whitelion Incorporated *Creating Pathways* \$15,000

Youth Projects *Jam Project* \$25,000

Youthworx 'Skill Up' *Preparing for the Future* \$25,000

GIVE WITH US

Over 200 people and organisations have given through the Foundation in the last 9 years – both small and large amounts – that have been carefully managed, targeted and monitored. Get involved and:



CREATE A LEGACY FOR FAMILIES AND COMMUNITIES IN THE INNER NORTH

A growing number of individuals, families and organisations have established a sub-fund that reflects their sustained commitment to the Inner North, and express their priorities as a donor.



INCREASE THE REACH OF EXISTING PROGRAMS BY WORKING TOGETHER

Many organisations have built partnerships by working with us, advancing vitality and prosperity in our region. People with more modest amounts of money are also giving through regular workplace donations, gifts in wills, transfer of assets prompted by wind-up clauses and generally joining in the fun with fundraising events.



SHARE OUR EXPERTISE

The Foundation can point donors to opportunities to invest in our region, provide links to partnerships and programs, and help bring money to life through place-based philanthropy.



VOLUNTEER WITH US

We have a talented and committed team of volunteers willing to give time and talent, sharing networks, raising money and welcoming involvement as part of our growing Foundation community.



EVERY DOLLAR BENEFITS OUR REGION

IntoWork Australia is our founder, and covers all operating costs and overheads. This means all money donated for the region can go to the communities, families and individuals we are here to support.

Our donors reflect the diversity of our community. They contribute for different reasons, but are connected by a sense of the importance of place-based giving and philanthropy.



CONTACT US

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 @InnerNorthCF

 innernorthfoundation.org.au

 @innernorthfoundation

ABN 59 127 058 682

Moreland Toy Library *IT equipment & Office supplies* **\$2,000**

NMIT *IDEA – identify, develop, employ, achieve* **\$20,000**

North Carlton Railway Neighbourhood House *Fully laid carpet* **\$750**

North-Eastern Melbourne Chinese Association *Desktop Computer, Printer & USB* **\$1,550**

Operation Stitches *For portable shade marquees to protect against UV radiation & heat* **\$4,480**

Outer Urban Projects *Zone 2 Emerging Artists Development Program* **\$25,000**

Preston Neighbourhood House *Step Up to Work* **\$20,000**