

INNER NORTH  
COMMUNITY  
FOUNDATION

2017

PATHWAYS TO  
EMPLOYMENT  
GRANT  
PROGRAM



Supporting **prosperous,**  
**connected and**  
**cohesive communities**  
in Melbourne's  
Inner North since 2007



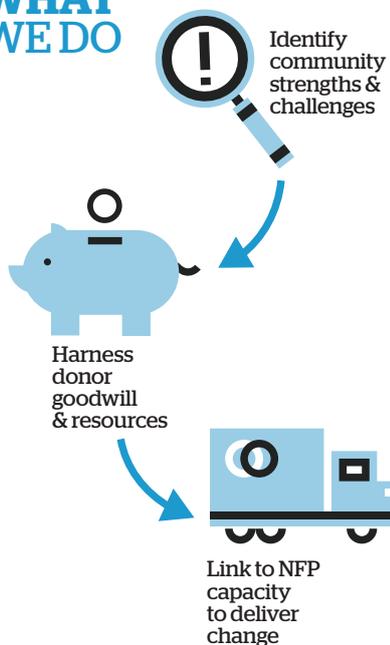
# ABOUT US

The Inner North Community Foundation (the Foundation) is an independent foundation based in Melbourne's Inner North. Established in 2007 as an initiative of IntoWork Australia, it 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.

From Preston to Pascoe Vale, Reservoir to Richmond, Fawkner to Fitzroy... serving nearly 400,000 people in 30 suburbs across 125 square kilometres.

## WHAT WE DO



## HOW WE DO IT



## 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.

At June 30, 2017, the Foundation had \$5.8 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.

# THE PATHWAYS TO EMPLOYMENT GRANT ROUND

Since 2007, the Foundation has been supporting and providing opportunities to people in Melbourne's inner north through its Pathways to Employment grants program. This major granting activity strengthens local employment through funding organisations to run innovative and creative programs that unlock people's potential.

“We are delighted to share the successful projects emerging from our 2017 Pathways to Employment Grant Round.

Ben Rodgers,  
Executive Officer

This year, more than \$370,000 will be distributed to 20 charitable organisations in Darebin, Moreland and Yarra. These projects were assessed by a group of people with local connections, who recommended applications to be approved by our Board. The Grants Assessment Panel this year consisted of Foundation directors Carolyn Munckton (Chair), David Redfearn and Michelle Cheah, who were joined by current donors Kirsten Butera (MP Consulting), Rosemary Wilcox (Preston Rotary Club) and Joe Morris (Preston Rotary Club). Panel members reviewed all applications and ranked each application against five criteria, which assisted with filtering the applications to identify the recommended grants, and we thank them for their efforts.

As well as giving money, the Foundation has a strong focus on partnerships. This year, we were proud to partner with Portland House Foundation and Australian Communities Foundation to maximise the impact we could have on our local community. Due to the ongoing contribution of our founder and major supporter IntoWork Australia who cover all operating costs, all money spent with or through the Foundation returns a direct benefit to local people.

The following pages contain summaries of the projects funded. These projects were selected because they build on people's strengths and local assets, and help to ensure that individuals, families and communities have the opportunity to make their contribution to a strong and prosperous Inner North.

Thank you for joining us in celebrating their valuable work.



Primary Organisation	Project title	Our Contribution
Asylum Seeker Resource Centre	ASRC Mentoring Program	\$16,000
Baptcare Ltd.	Creating Employment Pathways for People Seeking Asylum	\$24,000
CERES Community Environment Park	Career and Education Pathways in Environmental Education, Horticulture and Permaculture	\$20,000
Fawkner Community House	Northern Moreland Pathways to Employment Project	\$24,000
Fitzroy Learning Network (FLN)	Assisting Refugee and Migrant Women in the City of Yarra	\$24,000
Free to Ltd.	Free to Feed	\$20,000
Inner Northern Local Learning & Employment Network	Jobs for Youth Campaign 2016	\$20,000
Islamic Museum of Australia	IMA Career Development Program	\$8,000
Life Saving Victoria Limited	CALD Youth Aquatic Employment Program	\$15,320
Lighthouse Foundation	Job Club Success Leaders	\$3,520
Marist Youth Care Ltd	Hammertime Women's Network	\$19,400
Mission Australia	Certificate II Cultural Wellbeing Program (Charcoal Lane)	\$20,000
Outer Urban Projects Ltd	Emerging Artists Development Program	\$12,500
Preston Neighbourhood House trading as the Bridge	Bridging the Employment Gap: Educating Employers in Disability Employment (EEDE)	\$24,000
Rotary Club of Richmond Next Step Trust	Rotary Next Step Program	\$15,000
SisterWorks Inc	Maintaining our Sisterworks Home	\$20,000
Social Studio	Work Experience Support Program	\$20,000
Victoria Association for the Care and Resettlement of Offenders (VACRO)	Second Chance Cycles	\$22,000
Westside Circus	The Altitude Project (Preston Pilot)	\$24,000
Youth Projects Ltd	DIY Dream Job	\$24,000

● = This year's grants

● = Multi-year grants

# PREVIOUS YEARS' GRANTEEES

Real Industry Job Interview as part of the Jobs for Youth Campaign run by INLLEN



The team at Sisterworks have a multi-year partnership with the Foundation



Outer Urban Projects, Milad Norouzi and Ez Eldin Deng, Grand DiVisions orchestra





## ASYLUM SEEKER RESOURCE CENTRE

# ASRC MENTORING PROGRAM

The Asylum Seeker Resource Centre (ASRC) protects and upholds the human rights, wellbeing and dignity of asylum seekers. They are the largest provider of aid, advocacy, employment and empowerment services for asylum seekers in Australia. They deliver services to more than 3000 people seeking asylum at any one time, through humanitarian programs such as material aid, health, casework, counselling, community meals and the ASRC Foodbank, legal support through their Human Rights Law Program and innovative programs supporting pathways towards a future within education, employment, empowerment and enterprise frameworks.

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The ASRC Mentoring program supports people seeking asylum to gain sustainable employment, so they can build an independent life in their community. Its key activity is to facilitate a structured 12-month mentoring partnership between their members and volunteer mentors from diverse vocational, professional and business sectors.

Vocational mentoring provides career guidance and develops education and employment pathways for members who may not be ready for the professional program.

Many people seeking asylum in Australia are highly-skilled professionals, yet remain isolated from the Australian job market. Among ASRC members they have: veterinary scientists, mechanical engineers, geologists, public health practitioners and university lecturers.

In the professional mentoring program, members are matched with mentors who are their counterparts in the Australian workplace. Mentors share their experiences and knowledge of the Australian workplace and assist their mentees in expanding their employment networks.

Both the vocational and professional streams of the mentoring program also aim to build the confidence of members.

### WHAT WILL BE ACHIEVED WITH THE FUNDS?

Assisting 36 volunteer mentors and engaging 60 participants over the next 12 months.

### GET IN TOUCH:

**deborah.w@asrc.org.au**  
**03 9274 9814**

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The Asylum Seeker Resource Centre are the largest provider of aid, advocacy, employment and empowerment services for asylum seekers in Australia.

**BAPTCARE LTD**

# CREATING EMPLOYMENT PATHWAYS FOR PEOPLE SEEKING ASYLUM

Baptcare is a not-for-profit organisation that provides residential and community care for older people, support to children, families and people living with a disability, financially disadvantaged people and people seeking asylum. Their mission is partnering for fullness of life with people of all ages, cultures, beliefs and circumstances. Their vision is for communities where every person is cherished. Their experience has been built over a 70-year history of providing care and support to vulnerable and marginalised people in their community. Today their broad range of services extend across Victoria and Tasmania with care and support being provided by over 1,600 skilled and professional staff at over 40 locations.

Baptcare provides supported transitional accommodation for asylum seekers living lawfully in the Brunswick and Preston communities. The two residential facilities are called Sanctuary and in addition offer casework support, emotional and spiritual support and education and employment services.

Creating Employment Pathways for People Seeking Asylum aims to assist Sanctuary residents to overcome barriers to employment through skills-based training, English tutoring and professional mentoring to increase their employability. They also partner with local businesses to create work placements to equip their residents with skills, references and contacts needed to secure future paid employment. Sanctuary is one of the few housing services in Victoria available to people seeking asylum. Primarily

supporting single males at risk of homelessness, it has now grown to supporting single females, couples and families. Their value proposition is that they support people from crises to independence and work closely with other organisations to implement best practice models.

They have formal partnerships with the Asylum Seeker Resource Centre, Brotherhood of St. Laurence and Red Cross. Baptcare has also secured a partnership with Melbourne Polytechnic to deliver skills based training and education and leverage existing relationships.

Sanctuary is supported by 50 volunteers and 10 of those are involved as volunteer employment advisors and English teachers. Currently they support 90 residents per night and they hope to increase to 120 residents a night over the next two years.

**WHAT WILL BE ACHIEVED WITH THE FUNDS?**

Program delivery.

**GET IN TOUCH:**

**info@baptcare.org.au**  
**03 9831 7222**

Baptcare provides supported transitional accommodation for asylum seekers living lawfully in the Brunswick and Preston communities.



## CERES COMMUNITY ENVIRONMENT PARK

# CAREER AND EDUCATION PATHWAYS IN ENVIRONMENTAL EDUCATION, HORTICULTURE AND PERMACULTURE

CERES is a place for community-based learning and action to create environmentally beneficial, socially just, economically satisfying, culturally enriching and spiritually nurturing ways of living together. CERES is an award winning, not-for-profit, sustainability centre located on 4.5 hectares on the Merri Creek in East Brunswick, Melbourne. They run extensive environmental education programs, urban agriculture projects, green technology demonstrations and a number of social enterprises including a market, grocery, café, community kitchen, organic online supermarket and a permaculture and bushfood nursery. They have 150 CERES staff members and approximately 200 volunteers.

CERES provides alternative education and training pathways, volunteer opportunities and work experience within environmental education, horticulture and permaculture. CERES takes pride in supporting disadvantaged individuals and groups to develop skills through their involvement with their varied existing gardening and environmental programs.

In 2016-2017 they were able to offer permaculture and horticulture focused career and education individualized support for disadvantaged community members through Inner North Funding Community Foundation Funding. This project seeks to continue and expand on the existing project funded by Inner North Community Foundation in 2016-2017. They will do this by:

- Offering career pathway support through a Pathway Planning Officer
- Expanding their career pathways support to environmental education as they are experts in this field, have strong partnerships in the sector (Local Councils and a wide range of

Community Organisations, Job Service Agencies, Businesses and other Training Providers) and can offer subsidised training

- Providing non-accredited and accredited training opportunities in environmental education, horticulture and permaculture for individuals at minimal cost.
- Connecting individuals to their horticulture volunteer positions at CERES (site maintenance, propagation and farm maintenance)
- Linking participants to external work experience and training programs
- Maintaining links with relevant external providers and industries to better support tailored pathways in horticulture, permaculture and environmental education
- Creating and updating relevant support resources for participants in the program
- Better targeting of local disadvantaged community members based on piloting and evaluating their current program
- Evaluate and monitor the success of the project and the impact on participants.

### WHAT WILL BE ACHIEVED WITH THE FUNDS?

- Ongoing employment of a Pathway Planning Officer.
- Provision of up to 15 places in accredited horticulture training.
- Delivery of an accredited package for horticulture and permaculture to participants.

### GET IN TOUCH:

[lorna@ceres.org.au](mailto:lorna@ceres.org.au)  
03 9389 0123

CERES run extensive environmental education programs, urban agriculture projects, green technology demonstrations and a number of social enterprises



## FAWKNER COMMUNITY HOUSE

# NORTHERN MORELAND PATHWAYS TO EMPLOYMENT PROJECT

Fawkner Community House is the only dedicated community development agency in Fawkner. Their fundamental purpose is the development of a sense of community spirit and belonging, empowerment, capacity building and leadership. They build community connection through the provision of opportunities for building relationships across the diverse local communities, skills sharing, skills training, social interaction, support and opportunities for community engagement, as well as recreational activities for low-income and marginalized local residents. They run approximately 50 regular programs, across two centres, in a range of areas. They have approximately 700 weekly program participants. They currently have 8 part-time staff and approximately 60 volunteers.



FCH have been undertaking employment and social inclusion initiatives since 2015, under the banner of the Fawkner Social Cohesion Project. The purpose of their project is to expand their employment support initiatives across the northern end of Moreland, including Glenroy, Hadfield and Fawkner. In expanding the area of their work, their intention is to improve employment opportunities for marginalized groups within Moreland.

These groups include: older first peoples residents who have been displaced by the offshoring of local manufacturing industries; Islanders; Nepalese refugees; Bhutanese refugees; Assyrian Humanitarian entrants from Syria and Iranian Kurdish asylum seekers.

The project will be four-pronged and will comprise:

- Setting up mentoring relationships between job seekers and volunteers to provide personal support and linkages to the broader local community, support with

resume writing and interview skills development;

- Providing work placements with local employers in relevant industries to provide work experience, build employment networks, obtain references, break down cultural stereotypes and bridge social capital between jobseeker and employer groups;
- Hosting monthly dinners for jobseekers, mentors and relevant industry representatives and employers to develop linkages between jobseekers and potential employers, build employment networks, break down cultural stereotypes and bridge social capital between jobseeker and employer groups.
- Adaptive Leadership training with jobseekers to build resilience and peer leadership skills.

They have already had interest in providing work experience opportunities and participating more broadly from several of their partner organisations in Northern Moreland.

### WHAT WILL BE ACHIEVED WITH THE FUNDS?

Expansion of an existing project in to Northern Moreland in order to reach more marginalised groups.

### GET IN TOUCH:

[meredithl@fawcomhs.com.au](mailto:meredithl@fawcomhs.com.au)  
03 9357 4631



FCH have been undertaking employment and social inclusion initiatives since 2015.

## FITZROY LEARNING NETWORK (FLN)

# ASSISTING REFUGEE AND MIGRANT WOMEN IN THE CITY OF YARRA

Fitzroy Learning Network (FLN) is a not-for-profit organisation, a Neighbourhood House Learning Centre and Registered Training Organisation (RTO). Their vision is of a strong, fair, inclusive and engaged community. A community where everyone understands and can exercise their rights and responsibilities and where they are able to access the resources, networks and support they need to realise their aspirations. Their purpose is to provide learning, skills development, practical support and advocacy that increases opportunities for social, cultural and economic participation. They have over 40 years' experience meeting the needs of new arrivals living in DHS accommodation in inner city Fitzroy and surrounding suburbs. They offer nationally accredited training in areas of importance to the communities they serve, as well as refugee support and youth programs.

The overall aim of the project is to establish a mechanism for assisting refugee and migrant women living in the City of Yarra (CoY) to transition from dependence to economic independence. They link with partners that include Whittlesea Community Connections, Acacia and CoY's Childcare centres (which included the Connie Benn Early Learning Centre in Fitzroy) so refugee and migrant women currently disadvantaged and marginalised in the labour market can be supported to access and participate in accredited training, gain new skills, practical experience and build tangible pathways to employment.

The project will establish a sustainable model where refugee and migrant women will be trained and employed as bicultural and bi-lingual childcare workers. Recognising that barriers to employment for those newly arrived are multiple

and complex, the project will provide not only access to a vocational qualification but also individualised support, including an 'introduction to English for childcare' course, site visits and tailored support from industry experienced mentors.

This project, building on existing skills and experience of FLN, will create a social infrastructure, currently unavailable in the CoY, to assist these women through skill development and transition to employment in childcare in a culturally and socially sensitive environment.

### WHAT WILL BE ACHIEVED WITH THE FUNDS?

- Recruitment of coordinator, trainers, mentors and participants.
- Training delivery, mentor / mentee matching and work placements.
- Evaluation.

### GET IN TOUCH:

[admin@fln.org.au](mailto:admin@fln.org.au)  
03 9417 2897

Their purpose is to provide learning, skills development, practical support and advocacy that increases opportunities for social, cultural and economic participation.

**FREE TO LTD****FREE TO FEED**

The purpose of Free To is to address underemployment and social isolation experienced by asylum seekers and people from refugee backgrounds by engaging them in meaningful hands-on (paid) employment. Free to Feed enhances the employability and social connectivity of new arrivals to Australia, i.e. people seeking asylum or from refugee backgrounds, who are passionate about food. By engaging the new arrivals in a range of innovative food-based social enterprises, free to feed equips them with skills, training, mentoring, career guidance, connections and hands-on (paid) work experience that underpin their future aspirations in the competitive Australian food industry.

The Free to Feed project has 4 core areas: training; career guidance; individualised mentoring and hands on (paid) work experience.

Their enterprises are:

- The free to feed cooking school: Beneficiaries teach attendees how to cook traditional dishes, which builds their confidence in speaking about, and presenting their food. Employment in their cooking school averages 16 hours of paid work per week per person. The cooking school runs an average of 5 classes in cafes, homes, schools and corporate workplaces across Melbourne as well as in the free to feed HQ in Thornbury per week.
- Spice trade: Free to Feed produces and manufactures its own in-house spice range for use within the cooking school, and for purchase at classes and in select boutiques/health food stores across Melbourne. Their beneficiaries are taught how to design, manufacture and package spices from their home countries. Employment in the spice trade enterprise

is exclusively for female participants because of the flexible work arrangements it offers, and, importantly, it is accessible to beneficiaries with a low level of English.

- Take-home meals production: After over a year of operation of the cooking school, they have generated a significant following and interest in the cuisines that they offer. For busy families and professionals that may not have the luxury of time to attend a cooking class, take home meals (prepared in their fully accredited commercial kitchen in Thornbury) will represent a fantastic way for them to enjoy the dishes that they have become known for through the cooking school. Once again, employment in takehome meals will be open to beneficiaries with a low level of English.
- Events: Free to Feed organizes regular events to engage community, promote multiculturalism and diversity and to showcase the culinary talents of the Free to Feed chefs.

**WHAT WILL BE ACHIEVED WITH THE FUNDS?**

Covering costs that enterprise income can not (small shortfall), including some rent, ingredients and training costs.

**GET IN TOUCH:**

**loretta@freeto.org**  
**0449 955 085**

Free to Feed enhances the employability and social connectivity of new arrivals to Australia.

## INNER NORTHERN LOCAL LEARNING AND EMPLOYMENT NETWORK

# JOBS FOR YOUTH CAMPAIGN

This application is being made on behalf of the Inner Northern Youth Employment Taskforce. (INJET) Inner Northern Local Learning and Employment Network (INLLEN) is acting as the backbone organisation for the Taskforce and the implementation of the Jobs for Youth Campaign 2016 – 2018.

The INLLEN is an independent not for profit organisation that works with all schools in the Cities of Darebin, Moreland and Yarra to broker partnerships with businesses, community organisations and other education and training providers to improve education, training and employment outcomes for young people 10-19 years of age.

Established in 2001, the INLLEN is governed by a Committee of Management which is comprised of a range of people representing industry, government, education, training providers and the local community who together provide strategic direction for the LLEN.

The INLLEN plays a strategic role in the region and has developed a broad range of partnership initiatives to support young people to attain improved education, training and employment outcomes.

The Jobs for Youth Campaign is currently a 3 year initiative in its 2nd year. The 2015 Campaign was a set up and establishment year which has delivered strong outputs and collaborations across the region. In 2016 there were 91 organisations across the region engaged and participating in the campaign at a variety of levels. The Calendar of Events and Activities was a very successful part of the campaign, mobilising local resources to support young people. There were 36 events listed in the Calendar as part of the 2016 campaign, promoted through the campaign handbook (8000 distributed), website, emails, and Tweets. The vast majority of calendar activities were hosted by the organisations were self funded.

In 2016 the first instalment of funding from the Foundation provided the INJET with the

resources to coordinate the campaign.

The 2017 campaign will once again involve a coordinated, collaborative, co-designed effort to develop workforce development programs that have a strong relationship with local business and employers. By linking young people to the resources that can help them address personal obstacles to gain employment. To improve employment outcomes for young people the campaign needs a highly structured and persistent collaborative effort working on a common agenda. It also requires shared measurement processes and organisational support in order for the campaign goals to be fully realised.

### WHAT WILL BE ACHIEVED WITH THE FUNDS?

Staffing, promotion of activities, website and communications and cost of materials.

### GET IN TOUCH:

**dkennedy@inllen.org.au**  
**03 9384 2325**

The INLLEN plays a strategic role in the region and has developed a broad range of partnership initiatives to support young people to attain improved education, training and employment outcomes.



## ISLAMIC MUSEUM OF AUSTRALIA

# IMA CAREER DEVELOPMENT PROGRAM

The Islamic Museum of Australia (IMA) is a cultural institution that strives to bring the beauty and integrity of Islam to the Australian community. IMA continues a story of Muslim identity by highlighting Islam’s traditional integrity, alongside the aesthetic and heritage diversity, and academic fervour of its followers. IMA’s mission is to create a culture of awareness and understanding through innovative environments, programs and tools that help people nurture their curiosity about Islam and build bridges of understanding between cultures. Since their inception in 2010, IMA has provided the community with educational and cross-cultural experiences. Events hosted include community evenings, morning teas, art workshops, symposiums, guest lectures, dinners as well as collaborations with other community organisations.

The aim of this project is to provide individuals from CALD backgrounds in Moreland and Darebin with support in career development, building employment skills and future employment opportunities through an immersive, short program.

Attendees will be presented with a range of employment opportunities ranging from apprenticeships and trade work, and skills-based positions that they will promote in conjunction with local businesses and Museum partners located in Melbourne’s Northern area. The program will inspire participants with prospects for the future and assist with decision making and to overcome their nerves, build their confidence and increase their success rate at job interviews.

They will carefully source a series of facilitators to run the various recruitment scenarios, deliver a mixture of keynote addresses sharing recruitment tips along with practical workshops that encourage participants to apply their newly learned skills through the experiential medium. The program will include a practical

CV writing workshop and mock interviews.

A close facilitator-attendee ratio will allow individuals to receive personalised care and attention. Participants will be offered an individual consultation with their stream leaders. They will also conduct post-course follow up workshops where participants who require extra help will be able to sign up for English conversation classes here at the museum as well as volunteer with us as part of experience-building.

At the conclusion of the program, all participants will leave with a certificate of course completion, a formatted CV ready to send to employers and a list of IMA partners to apply for jobs relating to their fields.

### WHAT WILL BE ACHIEVED WITH THE FUNDS?

- Salaries
- Program delivery
- Evaluation and reporting

### GET IN TOUCH:

[admin@islamicmuseum.org.au](mailto:admin@islamicmuseum.org.au)  
1300 915 171

IMA’s mission is to create a culture of awareness and understanding through innovative environments, programs and tools that help people nurture their curiosity about Islam and build bridges of understanding between cultures.

## LIFE SAVING VICTORIA LIMITED

# CALD YOUTH AQUATIC EMPLOYMENT PROGRAM

Life Saving Victoria (LSV) is the peak body for water safety in Victoria, serving the community in the successful delivery of industry leading programs in water safety, swimming and resuscitation. They have a vast network of 57 Clubs and approximately 30,685 volunteer members ensure all visitors to the state's patrolled coastal and inland waterways are provided with a safe and enjoyable aquatic experience. LSV works with their members, communities, educational institutions, governments, and other organisations in the provision of best practice education, surveillance and rescue, training, and risk management services. They work in partnership with local communities, education institutions, government agencies and other like organisations in the provision of their services.

The CALD Youth Aquatic Employment Program is aimed at engaging youth (18-25) from CALD communities in City of Yarra, Moreland City Council and the City of Darebin. It provides targeted, culturally sensitive water safety education and skills based learning to connect them to the community and provide employment pathways within the aquatics industry or emergency services.

They expect to engage 500 participants in some or all of the activities conducted over the coming year. Participants, existing and new, will undergo targeted aquatics skills training. Those that achieve the requisite awards will have skills, knowledge and qualifications to take back to their communities and obtain gainful employment. LSV and the YMCA will also continue to work with participants post project completion to provide ongoing support and mentorship. Participants will continue to be recruited through or CALD partners, with focus on those already unemployed and/or involved in anti-social and aggressive behavior. Current CALD aquatic graduates have been used and will continue

to be used as key role models to motivate participants in the project. There are no other organisations providing services such as these in the project location or anywhere else within Victoria. The program aims to assist the overall settlement process of CALD groups in Victorian society via increased participation opportunities, improved health/wellbeing and employment pathways.

The program will consist of the following:

- Promotion through CALD Agency partners to recruit new participant numbers at a local level
- Beach Day activities (Excursions)
- Classroom Education sessions (Incursions)
- Pool Lifeguard, Swim teaching and First Aid Training courses
- Applied Swimming lessons
- Employment: capacity to fully train 15 CALD youth. On completion, all will have a strong chance of employment in the following 'hiring season'.
- Mentoring by LSV graduates
- Evaluation.

### WHAT WILL BE ACHIEVED WITH THE FUNDS?

- Salaries
- Training costs
- Evaluation

### GET IN TOUCH:

[mail@lifesavingvictoria.com.au](mailto:mail@lifesavingvictoria.com.au)  
03 9676 6900

LSV have a vast network of 57 Clubs and approximately 30,685 volunteer members ensure all visitors to the state's patrolled coastal and inland waterways are provided with a safe and enjoyable aquatic experience.



## LIGHTHOUSE FOUNDATION

# JOB CLUB SUCCESS LEADERS

Lighthouse Foundation has worked to end youth homelessness in Australia for 25 years. They have crafted a unique, highly successful method of stopping the chronic cycle of youth homelessness for over 80% of their clients – a figure much higher than other interventions from comparable organisations. Lighthouse does not just provide young people with accommodation. They are a highly cost-effective model of care that helps young people to overcome trauma and learn the skills to become independent. They care for 45 young people at any one time in their ten homes, plus hundreds of youth in their outreach program. The program has, to date, helped 800+ homeless young Australians (15-22 years).

At Lighthouse Foundation, where they operate a residential program for homeless youth, plus an outreach program for past residents and other local homeless youth, they are working to establish their “Job Club” (October 2017 launch) and make all their current clients feel interested in being involved, and motivated to take part in the program.

Due to the high levels of disengagement with education and employment within this cohort of disadvantaged youth, it is a challenge to create a positive and hopeful attitude around the job seeking process. For many of these young people, they have not seen regular employment within their original families, and the cross-generational cycle of welfare dependency is deeply embedded in their beliefs about themselves. In earlier attempts at forming Job Club, Lighthouse have brought in successful young working people as speakers and mentors but

there has been a perceived gap between their life experience and that of the Lighthouse young people who have to overcome many obstacles in becoming ‘job-ready’ and ultimately gaining employment.

They will contact past residents of the Lighthouse residential program (aiming for as many as possible who are still under 22 years of age) and ask about their working life. As they work fulltime, they will need to go out to where they are located. They will photograph them and elicit quotes which will inspire their current young people in Job Club. They will also collect valuable data about the employment and life pathways of graduates of their program. If it is appropriate, they will invite them back into the Youth Resource Centre as Job Club Leaders and acknowledge their success with certificates and other recognition opportunities. It will be a boost to self esteem for these young people as well.

### WHAT WILL BE ACHIEVED WITH THE FUNDS?

The provision of tangible and relevant examples of success for participants in the program, and a qualitative evaluation of the project’s effectiveness.

### GET IN TOUCH:

michellem@  
lighthousefoundation.org.au  
03 9093 7509

Due to the high levels of disengagement with education and employment within this cohort of disadvantaged youth, it is a challenge to create a positive and hopeful attitude around the job seeking process.

## MARIST YOUTH CARE

# HAMMERTIME WOMEN'S NETWORK

Marist Youth Care (MYC) was established in 1896 and has 118 years experience helping young people at risk in Australia. As a specialist youth welfare organisation, MYC provides services for around 3800 young people and their families every year in NSW, ACT, QLD and VIC. In Victoria, MYC has worked to date with 220 at-risk young people during 2013-2015 with another 80 projected to be supported during 2016 (submission made in 2016).

MYC's clients include young people at risk of exclusion from mainstream education, early school leavers, homeless youth and those at risk of homelessness, young indigenous people, unaccompanied minors, refugees, young offenders and young people in transition from care.

Marist Youth Care's priorities include addressing homelessness, providing tailored support and case management and opportunities to engage in education, vocational training and sustainable employment and gender parity.

Hammertime Women's Network (HWN) will build the capacity of women to work in skilled trades in building/landscaping/related industries. These trades offer significant opportunities for employment and self-employment, but are typically dominated by men. The HWN project educates and empowers women with interests or aspirations to enter these non-traditional trades to do so equipped and empowered with the knowledge, skills, confidence and networks or social/professional support to help them succeed.

This project will offer workshops, events, social media connections and online links and resources to secure employment in non-traditional trades. These activities will be targeted at women with limited access to jobs and job choices, and they build on relationships and small

projects created by MYC over the last three years, working with the Victorian Women in Trades Network (WITN: 300 members) TAFE providers, and employers.

This project meets needs already identified by MYC. It has been informed by feedback and suggestions made by women accessing our services. MYC considers these and women newly joining our program to be co-producers with us in designing the services that will work best for them.

### WHAT WILL BE ACHIEVED WITH THE FUNDS?

Project management and administration, reporting and liaison with partners, OH&S management, facility maintenance, reporting.

### GET IN TOUCH:

[info@maristyc.com.au](mailto:info@maristyc.com.au)  
03 9380 2065

MYC provides services for around 3800 young people and their families every year in NSW, ACT, QLD and VIC.

**MISSION AUSTRALIA**

# CERTIFICATE II CULTURAL WELLBEING PROGRAM (CHARCOAL LANE)

Mission Australia has been delivering community services to disadvantaged people for over 155 years. Their experience in creating evidence based programs that align with their strategic goal of reducing homelessness/strengthening communities, by responding to the changing needs of the community, is clearly reflected by their achievements. Last year they helped 131,015 people with 452 programs/services. They accomplished this with 2,838 dedicated staff and 3,790 committed volunteers.

Charcoal Lane social enterprise restaurant is a space of support and education for Aboriginal and Torres Strait Islander young people. It exists to address labour force exclusion. The program reflects their commitment to the Government's 'Closing the Gap' agenda; to work together to improve the lives of Aboriginal and Torres Strait Islander peoples.

Charcoal Lane hospitality training is delivered in partnership with industry, training providers and the Victorian Aboriginal Health Service. The program provides national accredited training in hospitality, employment, and personal resources for disadvantaged Indigenous people.

Charcoal Lane connects participants to culture through native ingredients, and the

accredited training supports participants to learn all aspects of the restaurant business including: front of house; behind the bar; kitchen assistance; chef training and business training.

Their cultural workshops, peer group support and wrap-around services address the various barriers to employment experienced by participants. Case management helps put in place sustainable strategies for life after Charcoal Lane.

This project will introduce the Certificate II qualification as part of the training, delivered in partnership with William Angliss Institute. It will also require students to develop a project including a presentation and art piece that demonstrated their connection to place.

**WHAT WILL BE ACHIEVED WITH THE FUNDS?**

Assisting approximately 30 Aboriginal young people into employment over the next 12 months.

**GET IN TOUCH:**

**whitemor@  
missionaustralia.com.au  
(02) 9219 2049**

The program reflects their commitment to the Government's 'Closing the Gap' agenda; to work together to improve the lives of Aboriginal and Torres Strait Islander peoples.

## OUTER URBAN PROJECTS

# EMERGING ARTISTS DEVELOPMENT PROGRAM

OUP is a bold not for profit performing arts organisation that collaborates with young people and their communities in Melbourne's culturally diverse, artistically hungry, 'hardcore' outer northern suburbs.

OUP aims to create new forms of contemporary performance imagined from the life experiences of young artists from the outer northern suburbs – a part of Melbourne that, although not at the epicentre of mainstream cultural life, possesses great artistic wealth and community energy. We give voice to the unexpressed aspirations and creative potential of ghettoised, culturally diverse young people whose origins span five continents.

Established in 2011 OUP evolved out of community demand for a performing arts organisation in Melbourne's outer north that could provide quality long-term artistic activity, employment, social engagement, mentoring and educative opportunities for young people and their communities. Informed by a further decade of program work with young people in the outer north by some of its core team, OUP is the marriage between a community starved of a creative voice and an organisation committed to providing one.

The Zone2 project has three interlinking parts:

The EMERGING ARTISTS DEVELOPMENT PROGRAM aims to support 45 culturally diverse emerging artists, arts workers and creative producers from Darebin and Moreland. The program will empower them to overcome their many day to day social, cultural, economic and educational barriers and skill up to gain employment in the performing arts via three key approaches.

An ONGOING TAILORED DEVELOPMENT PROGRAM: This Program will offer one on one support to 45 young emerging artists, arts workers and creative producers that emerge from OUP's large open participation program Zone2. It offers a framework to develop their understanding of the arts as a

workplace, and hone their skills in their respective art forms. The program will see artists receive weekly mentoring and training with professional/senior artists in their specific area of Dance, Music or Writing (including rap and beatboxing). They will be overseen by two seasoned Creative Producers (versed in multiple art forms) and a Program Manager and Business Development Coordinator that will offer arts administrative support and mentoring. The objective of the program is to get them "work ready" – sharpen their existing material so it is performance ready, expand their repertoire and performance skill base and provide a practical capability upskill in the areas of invoicing, communication, managing income (taxation), marketing and professional development.

LINKAGES: We will link 45 of the emerging artists from the Development Program with the existing emerging artists already working with OUP together with high calibre artist/tutor/mentors and industry professionals so they can work with them on their specific art form in a teaching and learning setting.

### WHAT WILL BE ACHIEVED WITH THE FUNDS?

Workshop Facilitation, workshop tutors and mentors across program and guest industry tutors.

### GET IN TOUCH:

[kate@outerurbanprojects.org.au](mailto:kate@outerurbanprojects.org.au)  
0450 368 326

## PRESTON NEIGHBOURHOOD HOUSE (THE BRIDGE)

# BRIDGING THE EMPLOYMENT GAP: EDUCATING EMPLOYERS IN DISABILITY EMPLOYMENT (EEDE)

The Bridge's vision is leading community to a greater quality of life through education and support services. Their mission is to assist community to increase independence, overcome disadvantage and social exclusion, and break the cycle of poverty by skill development, education, social interaction and direct services. The Bridge is a not for profit charity with over 30 years' experience in the Darebin community. Their activities cover a range of services designed to improve quality of life, educate their children, connect people with their community, promote health and wellbeing, and support a multi-cultural society. The Bridge is a community based management model with skilled volunteers on their Board of Management. It currently employs 39 staff and engages over 60 volunteers in a variety of different programs.

EEDE aims to engage with businesses within the Northern suburbs to provide them with education, support and training regarding the employment of young people with a disability. With the engagement of a Community Business Development Officer, they will work with local businesses to facilitate this education.

They will work closely with the Economic Development Department of Darebin Council to engage with business to promote the benefits to businesses of employing someone with a disability. They will also work with them individually to develop their own compatible employment practices, while also addressing concerns (myths) about the perceived costs and risks associated with employing people with disability, showcasing successful outcomes for both the employee and employer. Once a business has taken on a young disabled employee, they will continue to work with both the employer and employee to address any arising issues to ensure there is

a supported transition to long term employment.

The project will be the important linkage between training and practical placement in the Bridge social enterprise café to real opportunities in mainstream employment. Although Government agencies like DES providers and Jobactives are available to employers now, these agencies do not have the advantage that they have to create a 'full circle' experience.

At the Bridge, young people have the opportunity to gain tailored pre-accredited 'Step Up To Work' training. In addition, they engage in practical placement within their 'Laneway Lunches' program and the Bridge Social Enterprise Café. The EEDE Community Business Development Officer will then facilitate the opportunity for employment with local business as the final step. The EEDE Community Business Development Officer will also monitor the placement experience, especially in the initial stages, and share findings of the pilot program with those in the sector.

### WHAT WILL BE ACHIEVED WITH THE FUNDS?

- Employment of a Community Business Development Officer.
- Initial research.
- Support work placement/ employment in local industry.

### GET IN TOUCH:

[manager@bridge.org.au](mailto:manager@bridge.org.au)  
03 9484 5806

The Bridge's activities cover a range of services designed to improve quality of life, educate their children, connect people with their community, promote health and wellbeing, and support a multi-cultural society.

## ROTARY CLUB OF RICHMOND NEXT STEP TRUST

# ROTARY NEXT STEP PROGRAM

Rotary is an International organization of volunteers, operating in all countries of the world, subdivided into regions, districts, clusters, clubs and focus areas. Each club is self-funded and identifies projects within its geographic location. The Rotary Next Step Trust was established in 2009 after they had completed the first two years designing and implementing this program. They realized that they needed to facilitate fundraising separate from the Club's accounts for the Club runs many projects in parallel.



Each year at the commencement of first term, 30 young people who have entered Year 10 are nominated by Collingwood College and Fitzroy High School to participate in the 'Next Step' program. They have been selected because they are significantly disadvantaged as a consequence of their circumstances. Many of them have either fled another country, or are experiencing disadvantage within Australia. Most live in an environment (with or without a family) that does not provide advice and guidance for their future career.

Their role is to develop a trusting relationship, and provide support and guidance through Years 10, 11 and 12. They help them gain insight into their strengths and, through work experience, develop a career

focus. Then their mission is to help the young people achieve their goals.

This program is needed because the schools lack the resources to provide an individual focus, helping each student to discover, understand and develop their competencies, choose a career goal and achieve it. They have long term, strong relationships with local partners including Try Mentoring, and they have achieved a 70% success rate for the past 10 years.

The project has no overhead costs, the only costs incurred are related to the employment of a Youth Case Manager, communications and some minor administrative costs.



### WHAT WILL BE ACHIEVED WITH THE FUNDS?

Employment of a Case Manager for three days per week and implementation costs of the program.

### GET IN TOUCH:

[bakert@ozemail.com.au](mailto:bakert@ozemail.com.au)  
03 9666 6666



Rotary's Next Step program helps disadvantaged young people to develop a trusting relationship with volunteers, who provide support and guidance through Years 10, 11 and 12.



## SISTERWORKS

# MAINTAINING OUR SISTERWORKS HOME

Based in Greater Melbourne, SisterWorks is a social enterprise that supports women with asylum seeker and refugee backgrounds (our Entrepreneurs) to gain independence and become integrated into Australian society.

Everyone who is a part of SisterWorks is a Sister: Either Entrepreneurs, Staff Members, Volunteers or Board Members. SisterWork’s Entrepreneurs come from all around the globe. They work hard to create a better future for themselves and their kids through their businesses.

For the past three years, SisterWorks has been serving its Entrepreneurs through “learning-by-doing” training in three areas: craft, business and social networking. The Entrepreneurs are supported in these areas through workshops called “Work, Design and Business Labs” with the goal to move them into work through exploring business opportunities.



- From 25 in 2013, we now have 80 Entrepreneurs
- 31 of the 80 Entrepreneurs are generating incomes between \$50-\$1,000 per month
- 13 Entrepreneurs are starting their own business
- Around 50 Entrepreneurs are in the process of engagement to discover their business options or are enrolled due to a need for social and emotional connection
- We have 66 volunteers and four part-time employees
- We are a known and respected entity within the Victorian community

In February 2016 SisterWorks moved into its first premises in Richmond, with space for a shop and ‘Labs’. The premises is called SisterWorks Home. There we are delivering our Design and Business Labs and in April we opened the SisterWorks Shop. In this retail space, our Entrepreneurs are selling their best products, and learning

Australian best work practices in retail skills, using our ‘learning-by-doing’ sales approach.

The purpose of SisterWorks Home is to have a permanent space where our targeted group of women can learn-by-doing how to make a business in Australia, making themselves financially independent. At the same time, SisterWorks is working to be sustainable, developing its own businesses ventures that allow, in turn, SisterWorks to offer unique business training to more and more women.

In order to continue our work at this special location, we need to pay the rent and bills.

### WHAT WILL BE ACHIEVED WITH THE FUNDS?

Contribute to the annual rent of the Sisterworks shop.

### GET IN TOUCH:

[info@sisterworks.org.au](mailto:info@sisterworks.org.au)  
0435 831 822



SisterWorks is a social enterprise that supports women with asylum seeker and refugee backgrounds (our Entrepreneurs) to gain independence.



## SOCIAL STUDIO

# WORK EXPERIENCE SUPPORT PROGRAM

The Social Studio (TSS) is a not-for-profit social enterprise, established in 2009 to provide educational opportunities and employment pathways for young people from refugee and migrant backgrounds in Melbourne. TSS comprises a training school (offering TAFE and pre-accredited level training), a café and catering business, a fashion label, a clothing manufacturing business and a digital printing studio, employing 18 paid staff and over 20 volunteers, the majority of whom are from refugee or migrant backgrounds.

The Social Studio's work experience support program will provide practical, on the job training and experience to people from refugee and migrant backgrounds who often face significant barriers to securing employment in Australia. The program will provide an opportunity for participants to gain essential skills, knowledge and experience working in a café or retail store, assisting them to establish career pathways and goals and eventually to transition into further training, study and/or employment.

The project recognises the vulnerability of newly arrived people from refugee and migrant backgrounds, who may have missed out on several years of education due to their refugee or migration experiences, who may have limited English language and/or have skills and qualifications from overseas that are inconsistent or unconnected to employment opportunities in Australia. The proposed program breaks down barriers to securing employment by providing practical skills and experiences

in a supported but real life work environment.

Alongside practical work experience, participants will be provided with one on one assistance to develop a career pathway, including assistance look for work or training/ education opportunities, creating a resume and/or cover letter, assistance to apply for jobs.

### WHAT WILL BE ACHIEVED WITH THE FUNDS?

Employment of a project coordinator to work with the local young people.

### GET IN TOUCH:

[eugenia@thesocialstudio.org](mailto:eugenia@thesocialstudio.org)  
03 9417 2143

The Social Studio's work experience support program will provide practical, on the job training and experience to people from refugee and migrant backgrounds who often face significant barriers to securing employment in Australia.

## VICTORIA ASSOCIATION FOR THE CARE AND RESETTLEMENT OF OFFENDERS (VACRO)

# SECOND CHANCE CYCLES

VACRO is a non-government, non-denominational organisation. It was established in 1872 (as the Discharged Prisoner's Aid Society of Victoria) in the wake of the 1871 Royal Commission into the Penal Establishments and Gaols, which urged the establishment of a body to give assistance to discharged prisoners. VACRO's mission is to provide support and information for individuals charged with a criminal offence, offenders, prisoners and their families; as well as a leadership, education, training and research on the Justice System for the Community. VACRO focuses on Justice System Services, Family and Children's Services and Research and Development. VACRO currently employs over 52 staff.

Second Chance Cycles takes discarded bicycles and unclaimed stolen bikes and restores them for community use. In addition to the environmental benefits, they provide people with hands-on training and a workshop environment for people looking for work (the employment element), provides the opportunity learn how to repair and maintain their own bikes (skill development and mobility elements), to give back to the community (the restorative justice element), and provide people from marginalised backgrounds an opportunity to socialise in a supported setting (the community building element). Over the past 4 to 5 years the project has matured and is now a very well established activity enjoying high attendance rates, improved project outcomes while maintaining best practice processes and procedures. This highly effective activity seeks to continue to provide vocational training and soft employment skill development for disadvantaged unemployed workers while servicing the

broader community with bicycles for work and play.

The Second Chance Cycles workshop will take discarded bicycles and unclaimed stolen bikes and restore them for community use. They will provide people from the Cities of Yarra, Darebin and Moreland with hands on training in a workshop environment. The well-established workshop will be open two days per week providing participants with formal and informal instruction. Two experienced bicycle mechanics will be available to assist participants to learn how to undertake most tasks relating to the repair and maintenance of bicycles.

The bicycle maintenance training will focus on developing participants' confidence and employment skills by using bikes as a tool to engage marginalised job seekers. Individuals will participate in overhauling bikes, learning skills in how to fix and maintain bicycles. Participants will also be required to maintain the workshop and assist the public with 'sales' and repairs.

### WHAT WILL BE ACHIEVED WITH THE FUNDS?

- Salaries
- Project Materials

### GET IN TOUCH:

[david.jablonka@bigpond.com](mailto:david.jablonka@bigpond.com)  
03 9605 1900

Second Chance Cycles takes discarded bicycles and unclaimed stolen bikes and restores them for community use.

## WESTSIDE CIRCUS

# THE ALTITUDE PROJECT (PRESTON PILOT)

Westside Circus is Melbourne's leading not-for-profit circus dedicated to creating quality participatory experiences for young people, aged 3-25. They are the only funded circus in Melbourne working with young people as their core business and actively reaching into vulnerable and disadvantaged communities. Westside Circus aspires to be a vigorous and inspiring youth circus for all young Victorians, valued by its diverse communities for the contribution it makes to arts and education. Their goals encourage a sense of purpose in young people and build pathways to professional practice. Their team consists of 3.4 FTE equivalent permanent staff and approximately 25 skilled and capable casual circus artists.

Based on the success of similar projects, The Altitude Project (Preston Pilot) aims to address the issue of youth in Darebin's north disengaging from education and the resulting impact on their ability to find and retain employment.

An innovative response to the Darebin Under 16 Report, it will be presented in close partnership with Preston Reservoir Adult Community Education (PRACE). The project aims to introduce physical literacy and kinaesthetic learning activities to students to strengthen the impact of programs delivered by PRACE and support increased capacity of staff, increased engagement and improved outcomes for disadvantaged youth.

Altitude capitalizes on the risk taking nature of circus and its appeal to young people. Using the skills and personal development gained through circus programs, Altitude provides an environment to learn essential life skills that support participants to re-imagine what they are

capable of and re-engage with education and each other. These experiences can stimulate dynamic change and, while assisting students to successfully complete their Year 11 & 12 equivalent VCAL subjects, propel them along positive pathways to employment success. Increased levels of fitness and activity also support greater engagement with school, life and community.

This is the first time that they have presented this project in their home of Darebin, it will therefore increase their understanding of and connection to their community, as well as establish lasting relationships with partners and participants that will ensure long term benefits beyond the scope of this funding.

It is intended that if this pilot program has positive results additional programs will be introduced in the future, having a lasting and profound impact on the approach taken by PRACE and the offering they have to give to disengaged students in the area. Planning, review and evaluation will occur throughout.

### WHAT WILL BE ACHIEVED WITH THE FUNDS?

Project design and planning sessions.

Circus skills development, performances skills, work experience opportunities and work place visits for 40 students.

### GET IN TOUCH:

[ceo@westsidecircus.org.au](mailto:ceo@westsidecircus.org.au)  
(03) 9471 2928

The Altitude Project aims to introduce physical literacy and kinaesthetic learning activities to students to strengthen the impact of programs delivered by PRACE, creating improved outcomes for disadvantaged youth.

## YOUTH PROJECTS LTD

# DIY DREAM JOB

Youth Projects Ltd, founded in 1984, is an independent, not-for-profit agency that provides health, outreach, employment, education and training services to individuals experiencing disadvantage including unemployment, homelessness mental health challenges and alcohol and other drug dependency. Youth Projects promotes inclusion, builds resilience and creates opportunities through providing person-centred, holistic and wrap around services. Youth Projects is a collaborative, interdisciplinary, innovative, multi-service agency with more than 60 staff with significant expertise in working for and with marginalised community members with complex needs.

The purpose of this project is to provide opportunities for young people at risk of long term unemployment to engage in an intensive job development project to explore their current and future employment opportunities and identify their goals. Youth Projects has, in consultation with local young people, developed this project to provide improved access to services without restrictive eligibility or barriers to engagement. Their Glenroy Youth Hub is attended by an increasing number of socially-excluded young people with multiple, complex needs. This participatory pathways to employment program departs from overly formal and prescriptive activities that can demotivate youth.

They will utilise specialist youth practitioners and employment coaches to run a facilitated intensive program to engage and capacity build young people to explore and develop their career aspirations, work with each other as a team and build a successful pathway to a job. These sessions are designed to be a fun and strengths-based approach to overcoming barriers to

achievement and identifying and harnessing the talents, capacity and potential of young people.

They will run a sequence of sessions:

- Introduction: Overview of the program and expectations of participation, Initiating thinking about strengths and skills
- Team Building Activities: Making positive social connections, Developing and improving work readiness and employability skills in a fun environment
- Identifying Jobs, Opportunities & Career Goals: Participants explore their goals/passion, how to market themselves and develop an effective resume & cover letter
- Ready-Set-Job: Identify participant's goals, career aspirations, review resume & cover letter, understanding the labour market and effective pathways to seeking and securing employment
- Employer Connection Activities: Industry engagement experiences, connections to employers and building a personal network.

### WHAT WILL BE ACHIEVED WITH THE FUNDS?

- Salaries
- Program delivery

### GET IN TOUCH:

[carlr@youthprojects.org.au](mailto:carlr@youthprojects.org.au)  
(03) 9304 9100

Youth Projects promotes inclusion, builds resilience and creates opportunities through providing person-centred, holistic and wrap around services.

# 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





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INNER NORTH  
COMMUNITY  
FOUNDATION

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