



greater Shepparton Foundation

ANNUAL REPORT 2021-2022

WWW.GREATERSHEPPARTON.FOUNDATION

ACKNOWLEDGEMENT OF COUNTRY

Greater Shepparton Foundation acknowledges it operates on the lands of the Yorta Yorta and Bangerang peoples. We thank the traditional owners for the opportunity to serve the community on their country. We honour and pay our respect to Elders and leaders, past, present and emerging. Through meaningful and genuine relationship, we will endeavor to put First Nations' People first. We respectfully use the term "First Nations' People" to honour all First Nations' People who benefit from our activities and live on the Yorta Yorta and Bangerang.

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Front Cover: Small Grant, Big Impact! The St Georges Rd Community Hub at the St Georges Road Primary School received a GSF small grant of \$2000 to construct a Multicultural Community Garden. The garden is a productive sensory space encouraging learning, sharing and thriving for the participants.



Vision

Inclusive, interconnected communities where everybody has equal opportunity to participate.

Purpose

To amplify, assist and elevate community driven change across the Greater Shepparton region.

Goals

- To be trusted as the leading philanthropic hub in the region
- To create partnerships with purpose to inform our decision-making framework
- To strengthen our commitment to research and learning for an evidence-based practice

Achievements

- \$500,000 of grants and donations committed for local projects
- GSF has consolidated its position as the lead philanthropic community partner in the Goulburn Valley
- Our Oral Language and Little Learners programs have been recognised by our community as significant place-based change-makers in early years education.

Partnerships with Purpose

	INCREASING LEVEL OF PUBLIC IMPACT				
	INFORM	CONSULT	INVOLVE	COLLABORATE	EMPOWER
GOAL	To provide the public with balanced and objective information to assist them in understanding the problem, alternatives, opportunities and or solutions.	To obtain public feedback on analysis, alternatives and/or decisions.	To work directly with the public throughout the process to ensure that public concerns and aspirations are consistently understood and considered.	To partner with the public in each aspect of the decision including the development of alternatives and the identification of the preferred solution.	To place final decision making in the hands of the public.
PROMISE	We will keep you informed.	We will keep you informed, listen to and acknowledge concerns and aspirations, and provide feedback on how public input influenced the decision.	We will work with you to ensure that your concerns and aspirations are directly reflected in the alternatives developed and provide feedback on how public input influenced the decision.	We will look to you for advice and innovation in formulating solutions and incorporate your advice and recommendations into the decisions to the maximum extent possible.	We will implement what you decide.

*We recognise there are a variety of potential partners within community each with unique needs. We recognise that a one-size-fits-all approach will not deliver for community and we need to listen deeply. We commit to implementing a partnership decision making framework to better articulate levels of engagement within community and the specific value-add we aim to deliver in Greater Shepparton.

Chairmans Report

It gives me great pleasure to present my Chair's report for the 2021-22 financial year. The Foundation has now completed its third year of operation and a lot has been achieved over that time.

Much of that work is reflected through the pages of this annual report and I encourage you to read about the great work the Foundation is doing for its region.

A critical part of the Foundation's ability to get things done came from a real clarity of its role in the region through its vision and purpose statement.

Our Vision "Inclusive, interconnected communities where everybody has equal opportunity to participate"

Our Purpose "To amplify, assist and elevate community driven change across the Greater Shepparton region"

These words in a practical sense have driven the Foundation. We are there to shout out the good works of others and bring partners together to execute meaningful community-driven change. That idea can be seen in the many programs the Foundation has been involved with especially in the literacy space and the provision of scholarships in partnership with the community to young adults who just need a hand up.

We also see our role as elevating attention to the many gaps that exist in our communities. In the last year the Foundation was incredibly proud of its work in saving African House and helping it back to self-sufficiency.

There are many stories like these.

On a dollars and cents basis the Foundation is returning real benefit to the community, with a goal of more than half a million dollars each year fed back into local projects, grass roots organisations and to support volunteers.

The real gift the Foundation has provided has been to lend a set of ears to listen to the many stories of the people we assist. The Foundation's belief in people is every bit as important as any financial assistance.

It has been a great joy of my life to listen to many of the young people experiencing disadvantage in our community who have achieved so much and say to them "well done we believe in you."

On a final note, I would like to thank our outgoing Chief Executive Officer, Cheryl Hammer. Cheryl and her team have achieved a huge amount in the time we have had her in the role. She is an outstanding community leader, and our organisation has been the better for having her leadership.



Rhys Holleran

CHAIR

CEO Report

It is with pride and excitement that I present the annual CEO Report 2021-22

In this the third full year of operation for the Greater Shepparton Foundation, there is a great deal to reflect on, internally for our own personal development as an organisation, and externally for the meaningful and collaborative results we have achieved for our community.

Sadly, lockdowns continued to impact us in the second half of 2021, including for the two weeks in August when about 20,000 people in the Shepparton region were sent into isolation.

Our community was in crisis with thousands who could not access food, medicine and personal supplies due to supermarket and retail closures, but also those who could not afford to keep food on the table for extended periods of time. We also became acutely aware of the cultural needs and sensitivities of our diverse cultures as we strived to cater for them as best we knew how, but in many instances our response was not satisfactory.

I could not have been prouder to represent GSF at that time as part of the collective effort of lead organisations, local government, services and individuals, to make sure we could see the crisis through. We physically packed food boxes, made deliveries and checked in on people almost 24 hours a day for two weeks.

Importantly in that time, GSF responded with many small discretionary grants to empower those in our community who are best placed to look after the most vulnerable, those in need of a hand up, and those who found themselves in hardship for the very first time. GSF was able to restart the Food Link program for 10 weeks in conjunction with gotafe providing free cooked meals for those who needed them.



Our ability to adapt and respond in a timely manner for our community continues to be one of our strengths and as CEO I witnessed first-hand the immediate impact our contribution had on our community. Our grants and professional guidance were very well received and GSF is still enjoying meaningful relationships with many in the community as a result.

Our support to keep St Paul's African House doors open for its community is a highlight. We witnessed the importance of connection and trust between the staff of African House, African leaders and the wider African community and understood it was critical to keep African House accessible for those who relied on it, especially in times of uncertainty through COVID. African House is now enjoying time to recover and is re-establishing its methods of earning an income.

I am also proud of our ongoing backing of the Community Health Educator's (CHE's) program which is now lauded as an important and respected model of delivering health and medical services information to multiple diverse communities in first language. The initial 12 women trained as CHE's have literally changed and saved lives in our region.

CEO Report

Our support of another 17 young students through the Lift Off Education Scholarships also stands out for me during this tumultuous and uncertain time. Nothing was certain in education during 2021-22 and to achieve this result for another 17 students aspiring to higher education was momentous for me.

I have been personally invested in our long-term programs, Little Learners and OLI (Oral Language Intervention), which have continued to galvanise our partners and stakeholders in the goal to make a difference in educational outcomes for our children in early years.

I believe Little Learners is positively changing the trajectory of children, and their families, from our culturally and linguistically diverse communities and OLI will forever change how three primary schools in Mooroopna will deliver language and literacy tuition. We talk more about these important projects in the pages of this report but I wanted to acknowledge how satisfying it has been to help drive these initiatives for our region.

As I prepare now to move on as CEO of this wonderful organisation, I can say one of my biggest achievements was to guide our Board of Directors through their own organisational growth and development. I led a major social impact piece that demonstrated the value of GSF to our community and the collective acknowledgment from all stakeholders that we are an integral partner in community wellbeing. This will guide the future confidence and direction of GSF.

There is no doubt GSF and the contribution it makes to Greater Shepparton is accepted and trusted as a lead community partner.

So, as I pack up my desk I feel immense pride and satisfaction at what GSF has achieved in its short three years.

I am very grateful to have shared that time with Finance Manager, Jeff Huddle, and Grants and Communications Manager, Kate Smith, who have been constant and loyal friends and colleagues who share in my optimism and belief in what we can achieve.

I thank Chair, Rhys Holleran, for his unwavering confidence in me to lead the organisation in these most extraordinary times, and I thank the past and present Board Directors for allowing me to be often times bold and brave with project development and somewhat unorthodox in my approach to advancing GSF.

Most of all I thank the community for allowing me to be part of some remarkable and memorable achievements over the past three years.



Cheryl Hammer

CHIEF EXECUTIVE OFFICER

Small Grants – STRENGTHENING COMMUNITY

THE LOCAL PROJECTS THAT WERE AWARDED FUNDING IN 2022 ARE:



NAIDOC WEEK

The Point of Difference Studio was awarded funds to support events during NAIDOC Week, namely The Big Corroboree. Events like these are a vehicle for inclusive activities to encourage young Indigenous and other multicultural youth to participate in culturally significant traditions. The traditional music, dance and other performances allow young people to acknowledge and celebrate their culture, while educating the wider community about their heritage. It also provides an opportunity to volunteer their skills to support the events.

The 2022 NAIDOC Week theme, Get Up, Stand Up, Show Up inspires all of us to be part of the activities and to adopt the sentiment every day, not just during NAIDOC Week.

GALLAWAH CONNECT

The Gallowah Connect Project supports prison youth aged 15-25 to return to the community, as well as adult community members with disabilities, who have been in contact with the justice system. The GSF funds enabled participation in the 2022 Nelson Mandela Leadership Summit. The annual summit opens up opportunities to build resilience, cultural understanding and aspiration among a diverse youth population from Shepparton. The funding will also provide various education workshops and seminars to build the participants' employment skills to support their employment aspirations.

FIESTA READY

Goulburn Valley Seniors Association will utilise the GSF small grant to hold workshops for members to regularly learn and practice music and dance whilst benefitting from community connections and being active. The main purpose of the social gatherings is to foster social opportunities to encourage people out of isolation and improve mental health among our senior members.

Once skills are mastered, the participants will perform as a group at social events and gatherings within the community or in conjunction with other organisations.



Small Grants – STRENGTHENING COMMUNITY



HORSES FOR HOPE

A GSF Small Grant will contribute to Horses for Hope (HFH), an Equine-Assisted therapy that brings horse and humans together to improve the lives of both. People and horses work together in a safe and therapeutic environment to foster empathy, resilience, and emotional management. The demand for the service has increased in recent years.

People of all ages suffering from trauma, mental illness or developmental disorders are able to access HFH as a therapeutic support for their challenges in life.

EMERGENCY RELIEF

South Shepparton Community Centre Inc (SSCC) has been providing food and other personal items to struggling families, and others, for many years, but has not experienced the current level of demand ever before.

A \$2000 grant was provided to help with the emergency relief and other support programs, for members of the community who are at risk of, or are experiencing, housing insecurity. The funds have been used for warm bedding, fuel vouchers, food supplies, clothing and other immediate supports.



IMMEDIATE SUPPORT

At the height of the heartbreaking Afghan invasion crisis GSF was able to support the local Picnic 4 Peace organisation to support newly arrived refugees fleeing the war torn country with nothing but the clothes on their back. A small amount of funding was provided to help volunteers from Picnic 4 Peace to be able to address some of the immediate need by these refugees to enhance their arrival in Shepparton.



LULLA'S KINDER PACKS

During the peak of lockdowns due to COVID-19 in 2021, GSF provided 110 packs for Aboriginal kinder children aged 3 to 5 years at the Lulla's Children's Centre in Shepparton. The children and families were unable to attend the kindergarten for long periods of time and staff were keen to make sure they had access to quality educational and play-based activities to help keep them occupied at home.



HEALTH MESSAGING IN LANGUAGE

Due to our past involvement in developing and providing important COVID health messaging in multiple languages to protect our diverse community, GSF awarded a \$2000 grant to the Masomo Mbele Foundation in late 2021. The grant assisted with current COVID-19 health messages in first languages for non-English speaking communities.

HIGH SERVICE DEMAND

Shepparton Family and Financial Services are experiencing a high demand from clients with more complex issues including outstanding high costs of electricity and gas bills, having to make the choice between going without food and prescriptions or keeping the utilities on in their homes.

Funds to increase the client interview spaces has significantly decreased waiting times and with the assistance of students and volunteers there is better service in its Emergency Relief Department.

Little Learners

The innovative Little Learners program has celebrated another successful year breaking down barriers for culturally and linguistically diverse (CaLD) children to participate in an early start to kinder from three years old.

Children from a refugee and asylum seeker background have often experienced significant displacement and trauma, all of which impacts significantly on their early development.

The extensive body of research and evidence indicates early engagement of vulnerable children in early childhood education services has a substantial impact on a child's cognitive, emotional and social development, and that two years of kindergarten impacts positively on a child's long term development and academic outcomes.

While we have experienced improvement in our current AEDC statistics, we still have 1 in 2 children in our CaLD community, who are developmentally vulnerable in one or more domains by the time they commence school. It is posited that these children face both financial and cultural barriers to education development.

A move in State Government policy to grant free kindergarten for all three-year-old children has reduced financial barriers. However, other barriers including language and cultural sensitivities remain.

This program provides bilingual support to reduce language, social and cultural barriers to education. By providing culturally sensitive language support to parents and children, we aim to enhance CaLD children's experience and development in early education.

The bilingual support workers serve as a critical bridge to improving communication between the child and the educators; the educators and the families; and between non-English speaking and English-speaking children. An intended consequence of these relationships is also to improve the parents' knowledge of the education system, making for an easier transition onto school.

Our intake in 2022 to Little Learners was 21 children attending one of three Shepparton children's centres, Colliver Road, Arthur Mawson and Leslie Gribble. The children attend 5 hours kinder a week.



14%

14% parents reported being 'not at all confident' in the kinder enrolment and orientation process for next year, this is down from 67% last year which indicates the learnings of last year have been applied and the presence of bilingual support is helping to improve parents' confidence.

100%

100% of parents reported bilingual support as being 'very important' or "important" to their child's development/interactions with the Kindergarten. This is an increase on 91% last year.

81%

81% reported bilingual support as being 'very important' and 19% as "important" to their child's wellbeing and safety while at the kindergarten.

The program facilitators have also identified the main languages spoken among the participating families and planned more targeted bilingual support to be available in the centres when most required.

OUR PARTNERS

Place-based programs like Little Learners align with our vision of "inclusive, interconnected communities where everybody has equal opportunity to participate". Our project partnerships with Uniting Goulburn North East and Greater Shepparton City Council are critical in delivering on an inclusive and culturally appropriate response to the needs of CaLD children and families.

This program is made possible by multi-year grants from the Ross Trust and the Besen Family Foundation. GSF has a dedicated Evaluation and Data Manager and supports this innovative place-based early years education program through robust evaluation, ongoing monitoring and reporting back to our community, partners and funders.

Little Learners

LESSONS LEARNED

Evaluation of Little Learners is demonstrating that language barriers for non-English speaking children and families is the main barrier that impacts a positive experience in early education and child development as financial barriers.

"I have watched how they talk with Rasha (Bilingual Support Worker) and how she helps them to understand what the teacher is saying to them by explaining to them in Arabic. They understand much better when they have the Arabic and the English together [sic]." - Parent



"My child has changed a lot since she started going to the 3-year-old program. She is speaking much more now in English and her confidence has improved. She makes things and plays happily - she has grown up a lot. My daughter's speaking and confidence has grown with Shakilla's (Bilingual Support Worker) support. She seems to be learning so much there - even about sharing - she is doing well. I am really pleased." - Parent



"Many times before Rasha (Bilingual Support Worker) was at the kinder, my granddaughter told me that another child was hitting her. I couldn't talk to the teacher to tell her what was happening. I felt sad for my granddaughter. When Rasha came, I could finally tell Rasha about this problem and she was able to tell the teacher what had been happening. Now, with Rasha there, my granddaughter can tell her if there is a problem, and Rasha can tell the teacher, so my grandchild is safe" - Grandparent



* the Most Significant Change stories are used in the GSF evaluation of this program

OLI – Oral Language Intervention



The Oral Language Intervention (OLI) program is firmly embedded in our three participating schools and is delivering outstanding results.

In its third year in three Mooroopna public primary schools, OLI is delivering some remarkable results in the students' oral language and literacy progress and the program is now offered in two Mooroopna kindergartens to enhance the outcomes for children.

The OLI program is an evidence-based program providing intensive intervention from the foundation years to improve student language and literacy skills, leading to more effective learning and engagement. Our program is a fabulous partnership with the schools, kinders and our two speech pathologists and is delivering inspiring results.

OLI adopts a systematic synthetic phonics approach to learning and teaching reading which includes "teaching the teacher", empowering the educators to embed the benefits of specialised support in the classroom. We have seen great success in this approach for both the teachers and the students as the program has been accepted into the curriculum.

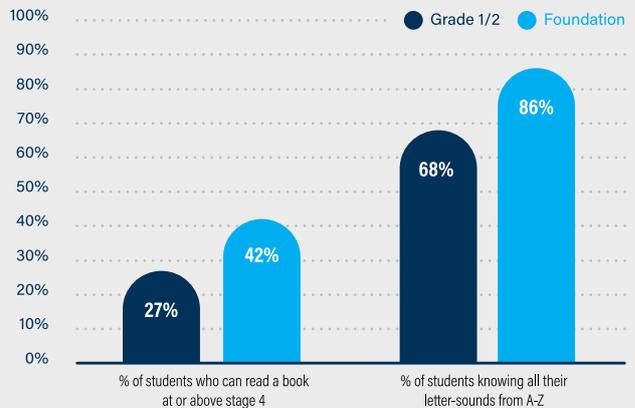
We know early intervention in oral language development is key to changing educational outcomes of students, improving their readiness for learning and to take advantage of the opportunities education will afford them.

We are working in Mooroopna schools at this stage as the town is identified with high rates of disadvantage and poor rates of school readiness. In 2020, a Foundation class of 23 students was assessed by a Speech Pathologist and 19 were identified as needing intensive speech therapy.

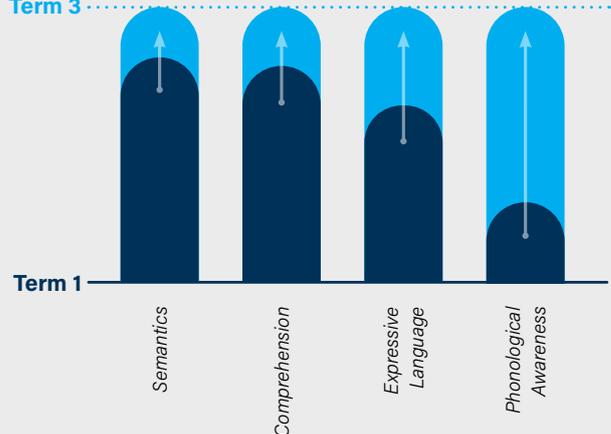
Evaluation in late 2021 showed Foundation students who were receiving OLI support were generally outscoring Grade 1/2 students who had not received OLI support in their Foundation year, in oral language metric. Foundation students were out performing grade 1/2 in reading and identifying letter sounds A – Z.

We thank our valued partner funders, the Upotipotpon Foundation and Margaret Attwood Trust for their continued support as we embark on another year in the schools and kinders.

Comparison of Foundation and Grade 1/2 data



Term 3



OLI – Oral Language Intervention

WHAT WE HAVE LEARNED



"The most significant thing that has changed, from my point of view, is definitely the support – for both children and staff. I've really seen the outcomes change, since we moved from the approach of 'see the picture, guess the word', to the synthetic phonics approach, in line with best practice, which has come from the speech background. The kids are progressing – they're understanding how to read." – School based tutor



"My daughter is in prep here. This is her first year of schooling. We were driving along recently and she asked, "What does romantic mean?" – she had read it on a road sign that we were driving past. She wanted to turn the oven on for me the other day, she ran over and said, "Do we want fan bake or fan grill?". She's reading at a level that makes life easy now." – Parent



"I swear by this program. It's the first year I've done it, but the success I've seen this year, as opposed to last year, is nothing short of amazing." – Teacher



"Getting us to think about how we use language and how we can use oral language to make things richer... The early oral intervention program does so much in our school – it is embedded in everything." – Teacher

* The Most Significant Change stories are used in GSF evaluation of the program



Community Health Educators



The Community Health Educator's (CHE) program has been lauded by professional services as a valuable place-based response to improving access by non-English speaking communities to our western medical services and health agencies.

In April 2021 GSF facilitated partner funders to support 12 women from eight ethnic backgrounds into training as Community Health Educators to address the poor health literacy in their wider communities.

The goal was to train the CHEs to deliver, in their first language, health education and pathways to health services to women and families who struggle to navigate the western health system, and in many instances refrain from seeking critical medical help.

Since then the CHE's have been instrumental in our local response during COVID, providing and delivering reliable, accurate and real time COVID information to culturally and linguistically diverse women and their families.

Most recently the original 12 CHE's along with eight other bilingual women have undertaken intensive accredited Mental Health and Trauma training, after they identified these conditions as most prevalent in their communities.

Many with refugee experience have suffered trauma, conflict, family separation and significant human rights violations, including torture and physical and sexual violence. Settling in Australia can also trigger multiple stressors such as: navigating life in a new country, language barriers, housing and financial instability, difficulty accessing employment, changes in family roles, visa status, and loss of community, country and cultural connections.

GSF has partnered with the Upotipotpon Foundation to deliver a third grant of \$30,000 to Wise Well Women to facilitate the recent accredited training which will target:

- how new communities struggle to understand 'mental health' and 'mental illness' in the way it is talked about in the Australian community
- community members who would not seek help for mental health challenges they or family members may be experiencing
- how this resistance to seeking help relates to cultural understanding of mental illness within the different cultural groups. For example in some communities there is a belief mental health problems should be kept within the family unit, others fear judgment by professionals or that disclosure may put their employment at risk; and a fear of community stigma if it is known they are seeking help.

The CHE's are positively impacting many families' lives, they have saved lives and are keeping our whole community safe. The most recent training will be completed by the end of 2022.

EVALUATION:

GSF believes this health program is ground-breaking in bridging the gap in our region between our first world health services and refugee and new arrival communities who face multiple barriers to accessing the services.

To this end GSF will undertake robust evaluation of the CHE program to understand, document and demonstrate the full impact of the program on our community. This evaluation will be shared widely and will help the facilitators and other stakeholders, including GSF, to advocate for long-term, sustainable financial support for the program.

African House

St Paul's African House provides a safe, welcoming space where people who identify with African cultures can gather to preserve, honour, celebrate and pass on their cultures through stories, music, dance, food and fellowship.

It's also a hub that supports capacity building in migrant and refugee communities and provides opportunities for the wider Greater Shepparton community to engage, connect and learn about the cultures.

African House was facing closure due to 2 years of COVID lockdowns and interruptions, decimating its revenue from venue hire.

GSF acted quickly to support this local organisation as it is imperative it remains open, and today its future looks bright.

GSF provided a \$30,000 grant to St Paul's African House to help keep the doors open and the staff and volunteer community have worked tirelessly to rebuild its venue hire, program delivery and community events to save this important hub for our diverse community.

GSF supports local-led expertise that strengthens our community. African House is a wonderful example of what community can do for community. It is not only important to our culturally and linguistically diverse community, so many other community members access the facilities and programs to experience and embrace the diversity that we enjoy in our region.



Some of the valuable work done at African House since our support includes:

- A Taste of African Cultures Festival
- Kazi Connect employment service (4-month pilot). The program has already assisted 64 people into work or work pathways.
- COVID Vaccinations with Jabba the Bus at African House
- Paint with Nickel workshops, including a fundraiser and workshop for Notre Dame College MCP program
- Marimba and Music Fun classes (under 5yrs and primary school)
- Drum Circle Holiday class



" St Paul's African House, with the African community of Greater Shepparton, would once again like to express our sincere thanks to Greater Shepparton Foundation for the generous grant you have provided to help us continue operating. Your grant of \$30,000 has given us the support needed to continue operating whilst we work to regain financial sustainability. Since March, our facility bookings have increased exponentially with hires most weekdays and most weekends."

SalvoCare Brokerage Fund

Here in the Greater Shepparton region Safe and Affordable Housing is an issue top of mind for our community.

We are more aware today than ever as a society of the growing numbers of people who are experiencing, or at risk of, life without a secure home.

Authorities report that we have more than 3500 local households experiencing or at-risk of homelessness, and growing, due to rising costs of living, domestic violence and the lack of affordable housing for those in crisis.

Most people in our region that are homeless are not sleeping rough on the streets, they are couch surfing, staying in unsuitable or overcrowded dwellings or in crisis accommodation and refuges.

Homelessness is not "rooflessness" It is about not having somewhere safe, secure and affordable to live for as long as they want.

Safe housing is one of GSF's major focus areas and we work with a number of support services in our region to provide relief, and more importantly realise solutions, for people who do not have their own home. Our efforts are based on working with others who have expertise in this area and provide locally-led place-based solutions to strengthen our community.

We know we can't solve this persistent problem on our own. A plan is needed to make sure all our efforts work together to make a difference, both locally and on a national level. To this end GSF partnered with the local Salvation Army to support, and learn about, the people locally who suffer from, or face imminent, homelessness.

GSF and SalvoCare established a brokerage fund to assist a significant cohort of individuals, couples and in particular families, providing them with the necessary items they required to ease financial stress, and in some instances, prevented homelessness.

- The majority of support focused on families. 77% of recipients were identified as being either a "single person with child" or a "couple with children".
- The families that were supported included 57 children. This implies that a significant cohort of families with young children were struggling to survive on their own and in need of accommodation that was safe and secure.
- 72% of the recipients were couch surfing. All of these supported clients are now housed.
- Unprecedented increases in private rental costs and a severe shortage of private rental are emerging as key contributors to homelessness and barriers to housing outcomes. Public housing wait can still be years.
- Case managers are seeing the beginnings of a landslide of private rental evictions.

GSF will continue to find ways to support struggling families and others in our local community, but we are acutely aware this complex issue needs a concerted and co-ordinated effort to make a real difference.

We would like to thank the Fairley Foundation for contributing funds to the Brokerage Fund to support its intention of preventing people from falling into homelessness.



SalvoCare – WENDY'S STORY

Wendy is 26 years old, a young mum with two children aged two and four, one of whom has a disability. Wendy was living in public housing but had faced some incredible challenges since the birth of her children. This included several years of high-level family violence from her (now ex) partner toward her. At the hands of her partner Wendy had experienced shocking and indescribable violence, sexual abuse and assault.

Following Police and Child Protection involvement as a result of the crimes committed against her and the trauma that both she and her children experienced, Wendy was referred to SalvoCare by the Department of Families, Fairness and Housing.

At this point Wendy was struggling with parenting, had lost the capacity to manage her tenancy and as a reaction to trauma and grief had become a severe hoarder. She was facing possible eviction, as well as intervention by DFFH Child Protection. The house was in a state of extreme squaller, with discarded items both inside and outside, excrement from the family pet in the carpet and excrement on walls from the child with a disability.

By all appearances, Wendy had lost hope and was on the verge of giving up.

A SalvoCare homelessness support Case Manager spent time getting to know Wendy, building a relationship of professional trust and encouraging Wendy that there is hope, and the possibility of having supports that might help her to move forward.

Wendy was nervous and lacked confidence, but together, Wendy and her Case Manager developed a plan. Wendy was provided with counselling options in regard to her previous trauma and abuse. Support options for the child with a disability were also reviewed.

Using the brokerage provided by the Greater Shepparton Foundation a "Clean up plan" emerged. What to do with the mess and where to start? GSF brokerage provided a huge skip bin and Wendy caught the vision, helping clean-up for the first time in years. Carpets were cleaned and walls were cleaned and/or painted. Brokerage was also used to bring in a lawn maintenance company who mowed the lawns and tidied up the property.

While this was occurring, Wendy began to gain confidence in herself and in her capacity as a parent. Her Case Manager suggested that as a single parent of two pre-schooler's it might be possible for Wendy to get her driver's licence. Wendy was nervous but excited about this and said to her worker, "Oh my God I could take the children to kinder... and pick the children up! And do shopping... all on my own!!!"

The Greater Shepparton Foundation Brokerage then supported Wendy with driving lessons and on the 9th of November 2021 Wendy celebrated the incredible achievement of successfully gaining her driver's licence.

We note that experiences of family violence commonly rob people of their independence. The independence experienced with having a driver's licence therefore becomes even more meaningful in Wendy's life.

Lift Off Education Scholarships

We believe inspiring students to achieve their dreams through higher education is one of the most satisfying ways we can support our young people, and in the long term our community.

Our Lift Off Education Scholarship Program has supported students now for eight years with 105 scholarships awarded in that time, valued at half a million dollars.

Due to the significant impact this program has had on our local students, GSF has undertaken a detailed program evaluation to demonstrate and highlight the life-changing impacts the program has had on our young people who aspire to build their futures through further education.

This first formal evaluation will be complete in September 2022, but will be ongoing annually as we strive to understand how best we can support our young people into higher education.

WHAT WE LEARNT

- Financial support and future job security via completion of a higher education qualification were primary motivators for applying for a Lift Off Scholarship.
- The support helped to ease financial challenges faced by students, including but not limited to, relocation costs, university fees, rent, school materials and a "safety net" between jobs.
- 100% of evaluation participants agreed Lift Off had positively influenced the trajectory of their life. 97% by supporting them to participate in their chosen course; 95% able to take advantage of opportunities not otherwise attainable; two-thirds reported feeling more confident, appreciated and recognised, and better able to contribute to their community.
 - Two-thirds also reported being more satisfied with their life.



Lift Off was established in 2014 as a response to the increasing number of our young people not able to afford the transition from secondary education to post-secondary education. A study has shown that young people from non-metropolitan regions in Victoria defer university studies at twice the rate of their metropolitan counterparts, and currently only half of our young people finish secondary school and a quarter go on to tertiary education.

Each year a volunteer advisory committee works with GSF to oversee the program and to make sure it is delivering on our goal of equal opportunity for everyone to participate in their chosen course in life. We thank the committee lead by Mary-ann Linehan and value our partnership with the Greater Shepparton Lighthouse Project.

THANKYOU to our scholarship sponsors:

The Margaret Attwood Trust, Youth Op-Shop in Cobram; Rotary Club of Shepparton; La Trobe University Shepparton; the Bailey family; Sampson Leadership Trust; Greater Shepparton Connected Community; Greater Shepparton Women's Charter Alliance; Early Childhood Professional Development Inc; Shepparton Women's Health Centre.



Board of Directors



Rhys Holleran
CHAIR

Rhys has long been a leader and active Board member in both the corporate sector and within his community. He has held Managing Director positions and led mergers in the radio sector, including the merger of Austereo and Southern Cross in 2011, and remained its CEO until 2015. Rhys is a founding Director of the national appeal, Give Me 5 For Kids. He lives in Kialla, and is a horse breeder.



Mark DePaola
DEPUTY CHAIR

Mark moved to Shepparton in 1997 to begin his optometry career and is currently the director of Graham Hill Eyecare. Mark was a Board member of The Community Fund Goulburn Valley from 2008 until the transition to the Greater Shepparton Foundation. Mark also serves on the regional advisory board of La Trobe University. His aim as a Director of GSF is to make a positive difference in his community.



Kara Shields

Kara is a Chartered Accountant at local business, MB+M. Kara is the current Chair of GSF's Audit, Risk and Finance Committee. The mother of two is a former Board Member and Treasurer of the Shepparton Festival and has volunteered as a member of the Shepparton Toy Library Committee. She is a keen runner and enjoys the lifestyle of Greater Shepparton, which she has called home for 15 years.



Julia Thomas

Julia has spent nine years in the local Agri-finance industry and is a 2016 Fairley Leadership Graduate. Originally hailing from Sydney with a Business Degree, Julia has spent her career working across rural and regional Australia, in agriculture, mining and finance. Now living with her husband and young family on their cropping farm at Youanmite, Julia is passionate about improving youth outcomes across the Goulburn Valley region.



Anna Turnbull

Anna is a communications specialist with a Bachelor of Arts (political science). Working initially in newspapers as a reporter, she has gone on to develop her knowledge and skillset with various media and communications roles across diverse industries. Her past Board roles include the Rodney Neighbourhood Steiner Kindergarten and Shepparton Arts Festival and is a current Fairley Foundation trustee. Anna is passionate about seeing the local community thrive.



Olivia Barlow

Resigned in March 2022

Olivia is a commercial litigation lawyer with local firm, Dawes & Vary Riordan. She has previously been the Secretary and President of Goulburn Valley Young Professionals, has volunteered at the Goulburn Valley Community Legal Centre and co-ordinates Dawes & Vary Riordan's participation in the Wilmot Road Primary School Breakfast Program. Olivia joined the GSF Board as its core values and purpose are aligned with the contribution she wishes to make to the community.



Gracia Musafiri

Gracia is a young leader in our community. She joined the GSF Board in 2021 and has experience in working with our diverse community having volunteered and been employed at local community organisation, St Paul's African House. Gracia also brings valuable marketing skills to our board and is currently employed by Southern Cross Austereo as a Digital Marketing Specialist.

Our People



Cheryl Hammer
CHIEF EXECUTIVE OFFICER

Cheryl has worked in the not-for-profit and philanthropy sectors for eight years and is the inaugural CEO of GSF. Cheryl's background in community development and leadership roles provides her with a wealth of insight and experience to deliver on the goals of the organisation. Cheryl is a capable communicator and advocator for the needs of our community.



Jeff Huddle
FINANCE MANAGER

Jeff manages all accounting and financial reporting to the Board and CEO including payments and receipts, regulatory financial reporting and tax management. Jeff had been in senior financial management roles in a range of businesses prior to joining GSF and is a Bachelor of Business (Acc).



Kate Smith
GRANTS MANAGER

Kate joined the GSF team in 2020. She's worked in private business and government however the majority of her career has been in the community sector, including many years with local disability and welfare agencies. It's here where she relishes the opportunity to use her communication and grant writing skills to make a real difference.



Ibraheem Bahiss
DATA / EVALUATION MANAGER

Ibraheem has several years' experience conducting evaluation in international and Australian contexts. He has been involved in evaluation of development assistance programs in Afghanistan and has provided consultancy and evaluation assistance to not-for-profit organisations in both Metropolitan Melbourne and regional Victoria.

Donors

- Bailey Family
- Bendigo Bank Connected Community
- Besen Family Foundation
- Cobram Youth Op Shop
- Carmel and Peter Johnson
- Chris Smith Associates
- Colete Burgemeister
- Data Parts (management and staff)
- DG Consulting
- Early Childhood Professional Development Inc
- Fairley Foundation
- Foott Waste Solutions & Bloo Loos
- Geoff Earl
- Goulburn Murray Credit Union
- Graham Hill Eye Care
- Greater Shepparton City Council
- Greater Shepparton Women's Charter Alliance
- Jones and Mitchell Legal
- Kreskas Bros Transport
- La Trobe University - Shepparton Campus
- Margaret Attwood Trust
- Margaret Gibson
- Meryl and Roy Hill
- Reilly Electrical
- Rhys Holleran
- Ross Trust
- Rotary Club of Shepparton
- Ruth Horton
- Sampson Leadership Trust
- Shepparton Club
- Shepparton Women's Health Centre
- Shepparton Workwear and Safety
- SPC (management and staff)
- SPC Factory Sales
- StreetSmart Australia
- Upotipotpon Foundation
- Youanmite Farms
- The Youth Op-Shop Cobram

THANK YOU

We thank all our donors, large and small, who have contributed to how we have been able to support our community.

Financial Statements 2021/22

INCOME FOR 2021/22

NOTES

Income reserved for specific purposes			
Community Health Educators		30,000	
Oral Language Intervention		50,000	
Scholarship program		96,500	
Ace College Bursaries		20,000	
Donations for Foodshare		50,000	
Donations for Salvocare		10,000	
Foodlink program		21,489	
Sharing the Joy		5,343	
Other		2,000	
	Sub-total	<u>285,332</u>	
Grant from City of Greater Shepparton		140,000	1
Fairley Foundation donation		100,000	2
Other corporate and public donations		29,709	
Workplace giving program		6,423	
Other revenue		1,347	
	Total revenue	<u>572,810</u>	

EXPENSE FOR 2021/22

Expenses on specific programs			
Local community grants		46,102	
Community Health Educators Program		30,000	
Little Learners program		70,740	
Oral Language Intervention		61,980	
Scholarship program		67,605	
Foodlink program		21,475	
Foodshare payment		50,000	
Salvocare payment		20,000	
Sharing the Joy		4,993	
Other programs		3,000	
	Sub-total	375,896	
Program evaluation		43,844	
Administration			
Payroll 1		52,937	
Superannuation		14,386	
General admin expenses		12,124	
	Sub-total	179,447	
	Total expenses	<u>599,187</u>	
DEFICIT		<u>- 26,377</u>	

Notes

- 1 The City of Greater Shepparton provides a grant which covers the majority of operational expenses, allowing the Foundation to ensure that grants provided to it are used for the agreed purpose.
- 2 The Fairley Foundation made a founding grant of \$100,000 a year for 5 years to GSF. This is the fourth payment in this discretionary funding commitment.

Financial Statements 2021/22

ASSETS

CASH HELD FOR SPECIFIC PURPOSES

Bilingual Health Educators Prog	30,000
Little Learners	29,723
Oral Language Intervention	34,048
Sakura Foundation education fund	115,878
Scholarship program	91,644
Baskets of Joy	350
Book Bag program	4,258

Sub-total **305,901**

Other cash including reserve 572,820

Total cash 878,720

Receivables 9,409

Total assets **888,130**

LIABILITIES

Employee entitlements	18,207
Other current liabilities	6,117

Total Liabilities **24,324**

Net Assets **863,806**

EQUITY

Retained earnings **863,806**

Note

Greater Shepparton Foundation does not own any equipment of a material value or any buildings. At present all staff are working from home and the Foundation does not rent or lease any premises.

All of the detail provided in these two statements is derived from and reconciles to the audited financial statements. The numbers have been restated to provide more context to readers within our community and funding organisations.



The Community Health Educators Program has nine nationalities represented and up to 14 languages spoken. CEO, Cheryl Hammer, attended many training days with the bilingual women.



GREATER SHEPPARTON FOUNDATION

PO Box 848, Shepparton 3632

info@greatershepparton.foundation

WWW.GREATERSHEPPARTON.FOUNDATION