



# Contents

Thank You	1	<b>Board of Directors</b>
CEO Report	2	Terry Snow AM Chair and Founder
Vale Terry Snow AM	4	Georgina Byron AM CEO
About Us	6	Ginette Snow
Strategy & Grant Funding	7	Scarlett Gaffey
Our Place	8	Stephen Byron AM
Our Country	18	Tom Snow
Our Sector	30	Craig Betts
Our Family	32	Louise Walsh
Our Financials	34	Andrew Leece
Grant Summary	38	Stephen Gaffey



Year 12 artworks by next generation member Frankie, focusing on First Nations youth with rheumatic heart disease

## Advisors

Vicki Wade – Noongar woman, Aboriginal Cultural Advisor  
 Karen Iles – Dharug woman, Social Justice Lawyer  
 Karyn Joyner – Medical Consultant  
 Chris Wagner – Public Relations - Talkforce Media  
 Kylie Charlton and team – Australian Impact Investments Investment Committee – Craig Betts, Stephen Byron, Stephen Carson, Tim Samway and Georgina Byron

*Snow Foundation acknowledges Aboriginal and Torres Strait Islander peoples as the first inhabitants of the nation and the traditional custodians of the lands where we live, learn and work.*

# Thank You

We are grateful to the incredible leaders, community organisations, businesses, and individuals we've had the privilege of working with over the past year. We want to particularly acknowledge those who have played a vital role in our collaborative efforts. Your support and dedication have been truly invaluable.

## Capital Airport Group

Marketing, Legal, Projects, Property, HR, Finance and Leasing teams.

## Our Place

### Canberra Foundations Collaborative

Hands Across Canberra: Julia Lieser, Genevieve Jacobs and a particular mention to outgoing CEO Peter Gordon.

John James Foundation: Joe Roth, Nathalie Maconachie.

### PCYC Turner Build Steering Committee

Cheryl O'Donnell, Terry Shaw, Andrew Hannan, Paul Crawford, Sean Lappin.

### Lead the Way

Leadership program delivery partners: Social Impact Hub.

### Sydney Community Foundation and lead sub-fund Sydney Women's Fund

Chair Sophie McCarthy, CEO Loredana Fyffe, Sydney Women's Fund Head - Lisa Grinham, Advisory Council – thank you for progressing more opportunity and equity for Sydney women and families.

*Terry Snow and Stasia Debrowski 'the soup kitchen lady' - a friendship which began in 2007. Support of the soup kitchen continues today through Stasia's grandson*

## Our Country

### Rheumatic Heart Disease

We thank the many people and organisations we work with to eliminate RHD:

National Aboriginal Community Controlled Organisation (NACCHO), Heart Foundation Australia, Kids Research Institute, HeartKids, CSIRO, Take Heart Project & Moonshine Agency, RHD Control Programs, AMSANT, NT Cardiac, the champions at Champions4Change, Orange Sky, A Curious Tractor, Wilya Janta, and Aspen Foundation.

Deadly Heart Trek – directors and leaders: Aboriginal leaders Vicki Wade and Karen Iles, paediatric cardiologists: Dr Bo Reményi, Dr Gavin Wheaton, Dr Rob Justo, Dr Ben Reeves. Alice Springs schools, Central Australian Aboriginal Congress, Tangentyere Council, and communities who invited us.

### Snow Entrepreneurs

Delivery partners: Social Impact Hub – Jessica Mendoza-Roth, Geoff Briggs and Vera Borsboom; Antler – Anthony Millet, Akhil Sharma, Rachel Guest.

## Our Sector

### Philanthropy Australia

Outgoing CEO Jack Heath, and incoming Maree Sidey and the Board.

### Social Impact Leadership Australia

Centre for Social Impact, The Myer Foundation, Sidney Myer Fund, Vincent Fairfax Family Foundation, and the Paul Ramsay Foundation.

### She Gives

Melissa Smith, Founder She Gives and the Advisory Group for driving this important campaign to celebrate women's giving and grow philanthropy.

## Impact Investing

Foundations Group for Impact Investing: Steering Committee and Chair Ben Smith.



*A wonderful tribute to Terry and Ginette Snow for their profound impact and dedication to the community, honoured with the Leadership Award from Philanthropy Australia*



# Georgina Byron AM Chief Executive Officer

In our 34th year, we celebrate the life and grieve the loss of Terry Snow AM, my wonderful Dad and our founder. He was immensely proud of the Foundation and the impact of our community partners. I'm grateful for Dad's trust in appointing me as the Foundation's leader in 2006, a role that has profoundly shaped my life. Terry's wisdom stays with me, especially "treat people with decency, respect, and fairness." He instilled in us passion, perseverance, and integrity—values that remain at the heart of the Foundation.

Guided by these values, we continue to grow Terry's vision of making a difference to people's lives and backing visionary entrepreneurs. This year, we funded **167 organisations and assisted 271 individuals, contributing \$13.7 million to the community** — doubling our giving since 2020.

We remain committed to making a meaningful impact by supporting great people, listening, responding to needs, and ensuring community ownership and leadership—principles reflected in our strategy.

A gender lens has long shaped our culture and philanthropy, and we have embedded this throughout the foundation including through the publication of our **Gender Policy Statement for Women and Girls**. This outlines our approach across grants, partnerships, and investments, pro-actively addressing gender inequality and creating more opportunities for women and girls.

Building on this commitment, we're thrilled to be a founding supporter of **She Gives**, a platform that elevates the often-overlooked stories of women's philanthropy to strengthen Australia's culture of giving.

Violence against women hit a crisis point this year, and we've deepened our focus on **domestic violence** and **economic justice** through prevention projects, research, data projects, and service mapping.

Aboriginal and Torres Strait Islander communities continue to record some of the highest rates of rheumatic heart disease (RHD) in the world, with prevalence disproportionately affecting women and girls. Targeting this disease remains a major priority as we established our five-year **RHD Strategy**, strengthening support for a First Nations-led response including a major new partnership with the National Aboriginal Community Controlled Health Organisation and other public health initiatives.

We have amplified our commitment to exceptional leaders and the advancement of the for-purpose sector through capacity-building. We're thrilled to join the original funders to grow the impact of the world-class **Social Impact Leadership Australia program**, created by the Centre for Social Impact. We have also created our own leadership development initiative **Lead the Way**, an immersive program empowering CEOs and senior leaders.

Additionally, **The Canberra Foundations Collaborative** enhances capacity-building and fosters connections through events and peer learning, amplifying collective impact across Canberra.

Creating these development initiatives has been incredibly rewarding. **The Snow Fellowships for Social Change** are another prime example - our 17 dynamic **Snowies** entrepreneurs continue to grow, creating significant impact - they often feel like an extended part of our team.

Scholarships for regional students were close to Terry's heart - he was passionate about giving students 'a leg up' - easing financial stress so they could focus on their education. We've increased our **scholarship support for school and tertiary students from 48 to 78 across Canberra and regional NSW**. In partnership with the University of Canberra, we've also launched the **Snow Scholarships**—a bold 10-year initiative delivering 160 scholarships worth \$20 million, providing holistic support and expanding higher education access for underrepresented students.

Thank you to everyone who shared their condolences and reflections on Terry. A special thanks to our partner, **Tender Funerals Canberra Region**, for their compassionate care. It was so meaningful to experience their support firsthand, having worked together for some years to help establish and launch this flagship project in Canberra, ironically becoming one of their first clients.

We are deeply grateful for our partnerships across the sector. While true collaboration requires more time and effort, it significantly amplifies our collective impact and drives lasting change.

My heartfelt thanks to the team! In Canberra, Carolyn, Megan, Corinne and Scarlett; and Sydney, Ashley, Sally, Lucy, Alex, Bhanvi and Brenton. Advisors, philanthropic peers and the team at the Capital Airport Group, thank you.

To my family and Board, thank you for your support and guidance, it was an emotional year for all of us: Ginette, Louise, Scarlett, Stephen Gaffey, Tom, Stephen Byron, Andrew and Craig. And a big shout out to Dad/Tez, we miss you terribly, thank you for creating this incredible legacy.

Enjoy these highlights of 2024!



Georgina Byron and Vicki Wade - Aboriginal Cultural Lead – Deadly Heart Trek education session on healthy hearts and skin. Snow Foundation Sydney team volunteer day at Snow Entrepreneurs ReLove. Vincent Fairfax Family Foundation and Snow Foundation on the NSW South Coast with FRRR. Lisa Paul, Mushtaha Ahmed, Georgina Byron, Maree Meredith at the Snow Scholarships launch with University of Canberra. Carolyn Ludovici and Scarlett Gaffey at the Snow Foundation team cultural awareness day. Snow Entrepreneurs celebrate at their annual retreat. Megan Parsons with Australian Business Community Network Accelerate Program scholars. Speakers at the Sydney Women's Fund International Women's Day breakfast event at Philanthropy Australia: Jack Heath - former CEO Philanthropy Australia, Candice Van Doosselaere- Judith Neilson Foundation, Angelica Ojinnaka- global youth affairs leader, Georgina Byron, Karen Iles - VioletCo Legal & Consulting, Lisa Grinham - Sydney Women's Fund. Terry and Georgina.



# Vale Terry Snow AM Snow Foundation Founder



“As my brother George and I grew up, we were fortunate to have all the opportunities in life, a very happy household, a very good school and we did very well. Through our work, we were often made aware of people facing much harder circumstances and we decided that if we could help other people in basic ways to get their lives together, we would do it. The Snow Foundation was created with that in mind.”

Terry's love for his community shone through in everyday kindness and generosity, leaving a lasting impact on so many lives. He often shared a simple yet powerful belief: “If you see someone struggling, you offer them a helping hand.”

Snow Foundation initially provided support to individuals and charities whose needs were not covered by government assistance. In its early years, well-known community organisations were among the first recipients. Support for individuals, particularly those with disabilities, was also a key focus.

A major milestone came in 2010 with the Foundation's largest grant at the time—HOME in Queanbeyan, a self-contained loving home for people with mental illness. Thanks to Terry's early commitment and genuine partnerships, the project was successfully built and remains supported by the Foundation today.

Terry was passionate about expanding educational opportunities for students in rural areas through scholarships, to empower young people to reach their potential. He was also very proud of the Foundation's impact in Aboriginal health, which began with a focus on Crusted Scabies.

Involving the family in the Foundation was always important to Terry and Ginette. In 2006, their daughter Georgina became Chief Executive Officer, and their other children—Scarlett, Tom, and Stephen—along with their partners, joined the Board, ensuring that the Foundation's work continues as a family legacy.

*The legacy he built through his leadership and generosity is truly remarkable. At Country Education Foundation we are especially grateful for the impactful contribution he made for so many young people and their communities across regional NSW. Terry's remarkable achievements and the difference he made in so many lives are a testament to his enduring spirit and compassion.*

**Wendy Mason, Country Education Foundation**

*Your father's legacy will live on in all the great initiatives he helped grow. This includes GetAboutAble, with the Snow Foundation our first benefactor and longest supporter.*

**Yasmine Gray, GetAboutAble**

*An amazing man who created an incredible legacy that will continue to be felt by generations of Australians, humble and generous - kind to many - thank you for your vision.*

**Alison Covington, Good360**

*Terry's commitment to philanthropy and place-based investment was nation leading. Australia would benefit enormously if more of us had Terry's attitude towards our neighbours and those in need. He showed that it is our actions, far more than our words, that count. It was a privilege to have met him and Ginette during the marriage equality campaign, and be hosted in their home for strategy sessions. This epitomises our experience of the Snow family, giving both the practical and the personal support with such generosity.*

**Hayley Conway & Holly Ransom, Pride Cup**

*We are incredibly grateful for everything your family has done to support our research. With Terry's generous support, we have been able to make great improvements in the awareness and treatment of rheumatic heart disease. We will strive to continue his legacy through our ongoing works.*

**Vicki Wade, Menzies School of Health Research**



Cheryl O'Donnell - PCYC Canberra, Joe Kwon - Confit Pathways, Georgina Byron, Terry, Shanna Whan - Sober in the Country at the 30th Anniversary, 2022. Terry at the Ainslie Primary School Breakfast Club. Terry and Gayana Wijewickrema - GG's Flowers. Steven Persson - Homes for Homes, Zack Bryers - YouthCare Canberra, Paul Dowden with Sebastian, Georgina Byron, Stasia Debrowski - the Soup Kitchen, Terry, Dr Sam Prince - One Disease, Alison Covington - Good360, Ginette Snow at the 25th anniversary of the Foundation in 2016. Terry with a young person from the Billabong Aboriginal Corporation in 2003, the first time the Foundation went public about giving. Terry and Ginette Snow during the filming of our legacy film. Terry with Cleveland McGhie and Pat Orme - Australian Indigenous Mentoring Experience. Sod turning at HOME in Queanbeyan. Terry receiving the 2023 Canberra Philanthropy Award, with Peter Gordon - Hands Across Canberra, Cal Bruton - Bruton Basketball Foundation, Ginette Snow, Georgina Byron, Scarlett Gaffey, Greg Boorer - Boorer Foundation.



Foundation  
Established  
**1991**



Organisations  
Funded  
**510+**



Individuals  
Assisted  
**883+**



Total  
Giving  
**\$94M**

## Our Pillars

### Our Place

The Canberra region is our main place, supporting a variety of local organisations across a range of causes to help address the need, build capacity and connection. In other key regions (NSW South Coast and Sydney) we work with major partners connected to local issues and organisations.

### Our Country

Progresses key social justice issues requiring systemic change at a national level, raising awareness of social issues and supporting social entrepreneurs to achieve long-lasting positive change.

### Our Sector

Focuses on increasing the capacity and skills of for-purpose organisations, fostering more effective philanthropy and growing impact investing.

### Our Family

Engages and honours the interests and passions of the family.

## Our Purpose

We create opportunities and strengthen resilience for a more caring and inclusive community where everyone can thrive.

## Our Approach

We support innovative, community-led initiatives that empower people and communities to create solutions to the challenges they face.

As catalysts for meaningful change, we back passionate, values-aligned leaders, take considered risks, and help bold ideas become reality.

We address gaps and inequality by raising awareness, amplifying voices, and driving systemic change.

We foster collaboration and build long-term, trusting and transparent relationships where we listen, learn and enable.

Our tailored support goes beyond funding; offering advice, capacity-building, research, advocacy, skills and connections.

We prioritise women and girls, with gender equity at the heart of our decision-making, grounded in the belief it benefits everyone.

## Our Values

### Humility

We recognise the expertise of our partners and help them achieve great things.

### Social justice

We uphold principles of equity, inclusiveness and fairness.

### Commitment

We are here for the long term and understand social change takes time.

### Collaboration

We are engaged with our partners and our community and work together supportively.

### Empathy

We strive to understand and share the feelings of others.

### Transparency

We share our learnings and promote shared intelligence.

## Our Focus

### Education and Employment

Employment, life skills, scholarships, awareness of social issues.

### Economic Justice and Safety

Homelessness, domestic violence.

### Health

Indigenous health, end-of-life care, addiction, disability, youth mental health prevention.

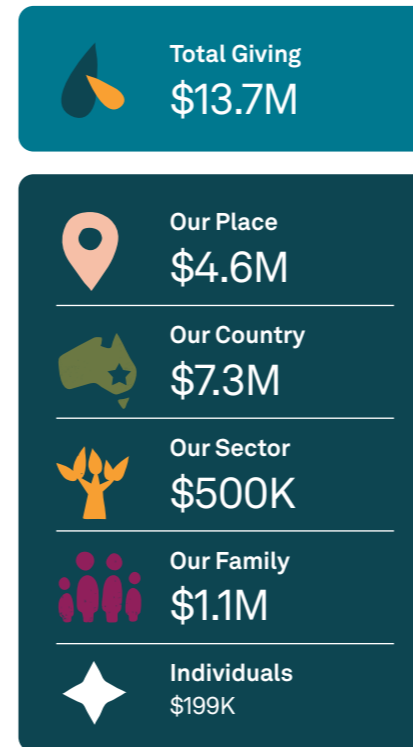
### Philanthropy and For-Purpose Sector

Capacity building and effectiveness.

## Our Beneficiaries

We support people facing disadvantage and injustice in many different ways, with a specific focus on: women and girls, First Nations people and youth.

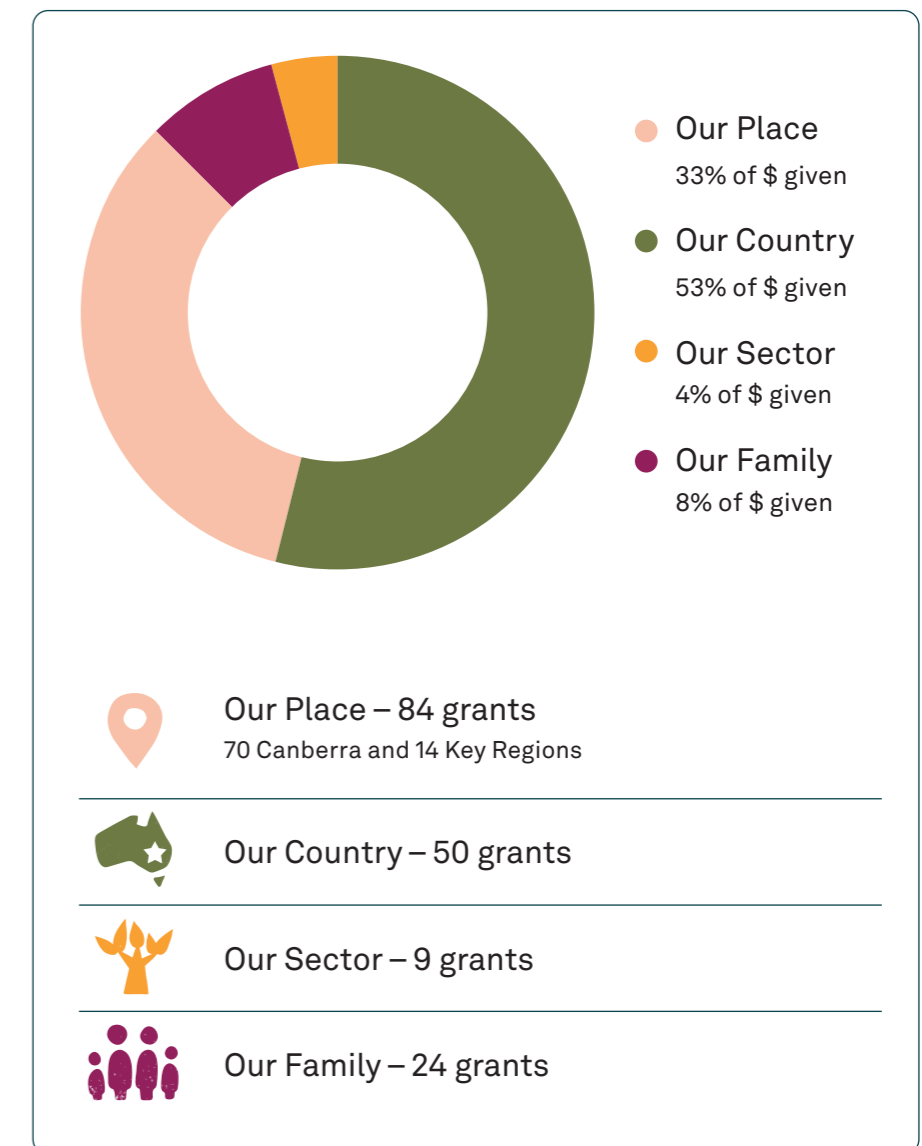
## Grant Funding 2023/24



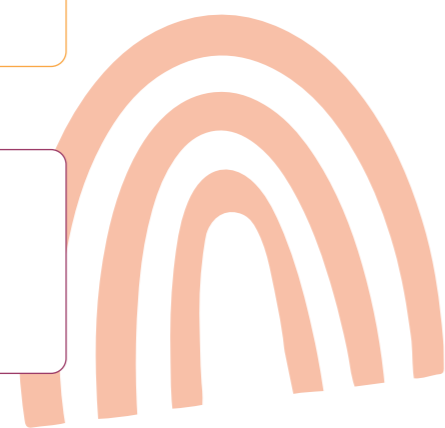
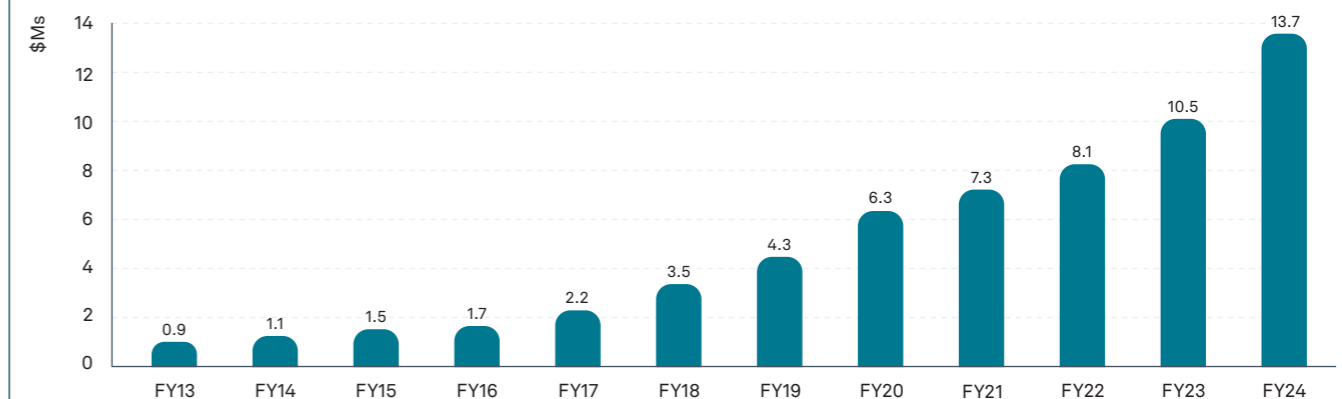
## Number of Grants 2023/24




## Distribution of Funds to Organisations



## Annual Donations to Community - recent years



# Our Place. Canberra and Key Regions

 **Our Place**  
**\$4.6M**

Canberra  
**\$2.8M**

Flagships \$1.3M  
Smaller \$1.5M

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**Key Regions**  
**\$1.2M**

**Scholarships**  
**\$586K**

The Canberra region is our home. As an integral part of this community, we are deeply committed to seeing all aspects thrive. We foster long-term partnerships across a range of social causes with a deeper focus on domestic and family violence and youth at risk.

Our key regions include the NSW South Coast and Sydney, where we work closely with partners connected to local issues and organisations.

## Flagship Grants

As part of our strategy, we offer large grants of over \$100K and help introduce successful initiatives to the region.

## Tender Funerals Canberra Region

### Community

Launched in August, this social enterprise is addressing the need for compassionate and affordable funeral services in Canberra. With our seed funding and \$1 million in grants and loans, alongside pro bono support and expertise from Capital Property Group, the Fairbairn site was transformed into a welcoming facility. It offers spaces for families to plan services, care for loved ones, and hold meaningful ceremonies, designed with dignity and inclusivity.

With an average cost of under \$6,000—compared to the industry average of \$10,000—Tender Funerals provides options ranging from direct cremations to full services. By the end of 2024, they completed 40 funerals, exceeding expectations and receiving overwhelmingly positive feedback from families. The facility's benevolent fund ensures financial barriers never prevent access to meaningful funerals.

We deeply appreciate the Tender Funerals Canberra team for their compassionate care and support they provided to Terry Snow and family.

A community *whoosh* to launch the official opening of Tender Funerals Canberra Region



Georgina Byron, Scarlett Gaffey - Snow Foundation, Catherine Bell - Tender Funerals Canberra Region, Jenny Briscoe-Hough - Tender Funerals Australia



## Snow Scholarships at University of Canberra

We've partnered with the University of Canberra to launch the transformative Snow Scholarship Program, a \$20 million, 10-year commitment offering 160 scholarships to support higher education access for underrepresented groups.

Snow Scholars will receive up to \$30,000 annually for their degree, complemented by comprehensive wrap-around support, including a leadership development program. This holistic initiative aims to support up to 16 scholars a year, ensuring the cohort reflects a rich tapestry of cultures, identities, and experiences, with up to 25% of the scholars being Indigenous.

Building on the Foundation's longstanding commitment to education, which began 18 years ago with scholarships at Queanbeyan High School, the Snow Scholars are envisioned to become socially conscious leaders and innovators, influencing meaningful change in their communities and beyond.

We eagerly await the first cohort, confident in the profound ripple effects their contributions will have on their lives and the world around them.



Stephen Byron - Snow Foundation, Mushtaha Ahmed - University of Canberra, Georgina Byron, Prof. Maree Meredith - University of Canberra, Scarlett Gaffey, Lisa Paul - University of Canberra, Prof. Stephen Parker - University of Canberra.

*"This is a visionary program in the Australian higher education landscape. People talk about life-changing opportunities a bit too often, but this really is one of those opportunities. It's about inclusion and it doesn't matter whether you are Indigenous, growing up in a household with low income, or hundreds of kilometres away in the bush – this program gives you the opportunity to become part of an extraordinary community."*

Professor Maree Meredith, Pro Vice-Chancellor Indigenous Leadership, University of Canberra



Jen Cross - ACT Alliance for Evidence-Based Education, Scarlett Gaffey - Snow Foundation, Jessica Del Rio - Equity Economics. Photo by Elesa Kurtz @ The Canberra Times

## Literacy

### Families

We're passionate about improving education standards, as they positively impact a person's life trajectory including their employment, income and even mental health.

We were thrilled to see the ACT Government's Literacy and Numeracy Education Expert Panel report, following the Inquiry into literacy and numeracy in ACT public schools. The Equity Economics report that we commissioned in 2023 was a direct catalyst for these changes, which advocated for teaching through an evidence-based approach, professional development, and consistent assessment tools.

The ACT Government's report importantly calls for a systemwide approach across schools, moving from a high level of school autonomy to a centralised model with consistent resources, assessments and teaching practices. This progress reflects the dedicated advocacy efforts of our director, Scarlett Gaffey, alongside partners Jessica Del Rio of Equity Economics and Jen Cross of the ACT Alliance for Evidence-Based Education. Their work has contributed to actionable reforms to address literacy concerns in the ACT, where one in three 15-year-olds falls below the national reading proficiency standard. We also co-funded Jessica Colleu Terradas' Literacy Project, which provides secondary schools with online resources helping schools to identify struggling students early.

Flagship grants continued...



Yvette Berry MLA, Andrew Hannan - Community Housing Canberra, Cheryl O'Donnell - PCYC, Carolyn Ludovici, Peter Macfarlane - PCYC

PCYC Canberra – Turner Project

Youth at risk

Together with PCYC Canberra and Community Housing Canberra, we are advancing plans to revitalise the derelict PCYC Turner site into affordable rentals and supported housing for youth at risk. With strong backing from the ACT Government and contributions from local businesses, the project addresses urgent housing and youth engagement needs. Construction is anticipated in 2025, contingent on financial and planning approvals. It's a collaborative effort to create an enduring impact, building on PCYC's legacy of fostering youth engagement and community wellbeing.



EveryMan

Domestic and Family Violence

For over 20 years, EveryMan has supported high-needs clients in Canberra across corrections, child protection, mental health, and housing services. Our grant is aimed at enhancing their partner contact programs, which support families affected by domestic violence through men's behaviour change programs and counselling. This funding also helps build the case for government funding through evidence-based outcomes and external evaluations.

The Men's Table

Mental Health

The Men's Table offers a safe environment where men can openly discuss their lives, challenges, and experiences. Meeting monthly over dinner, this proven format fosters a sense of belonging, community, peer support and camaraderie – filling a gap often felt by men, even those with established social networks.

Since starting in the Canberra region in 2022, there are 11 Tables in the ACT and surrounding region supporting over 90 men and their families.



The Men's Table gathering in Canberra

Smaller Grants

Canberra Foundations Collaborative

Community

The third annual Collaborative Grant Round demonstrates our strong commitment to empowering local organisations through a unified and impactful grant model. This collaboration between Snow Foundation, John James Foundation, and Hands Across Canberra, with additional support from the Aspen Foundation, streamlines funding opportunities, promotes meaningful collaborations, and tackles complex challenges within the for-purpose sector.

This year's funding prioritised disability services, mental health and wellbeing, and emergency relief, with a significant focus on supporting organisations addressing the cost-of-living crisis. Multi-year projects remained a priority, accounting for 28 out of 63 funded initiatives, providing sustainable support for critical community programs.



Canberra Foundations Collaborative launch: Carolyn Roche and Clare Jones - Right to Work, Yasmine Gray - Getaboutable, Georgina Byron, Carolyn Ludovici, Rachel McMenamin - Beryl Women, Angie Piubello - Beryl Women



Orange Sky Australia Canberra received a grant for their service which supports people across the community experiencing homelessness and hardship through access to clean laundry and non-judgemental conversation. Orange Sky volunteers Siobhan Leyne and Anna DacreGrant

2024 Grant Round

174 Expressions of interest

80 Applications

63 Projects funded

28 Multi-year projects

\$1.5M Total funding



Right to Work used the funds for their Employ e-Library - bringing together 16 young people with disabilities to create 37 training videos about employability skills. Their vision is for young people of all abilities to be valued and empowered to experience employment success and genuine inclusion

Further initiatives funded by Snow in the Collaborative Grant Round



Sharing knowledge and cultural traditions during the Yawarj Mara holiday program at Yerrabi Yurwang

**Yerrabi Yurwang Child & Family Aboriginal Corporation**

*Indigenous Youth*

Yerrabi Yurwang strives to deliver culturally appropriate services to empower generations of culturally strong and thriving Aboriginal children and families. Their 'Yawarj Mara – Strong Pathways' program brought together 29 young people for a 10-day spring school holiday program on the Northside of Canberra to learn about their culture through song, dance, sport, healthy nutritional choices, mentoring, life-skills education and referral pathways.

The grant supported creative workshops that led to a music video and short film in collaboration with Desert Pea Media. These activities fostered cultural pride, strengthened connection to Country, and enhanced participants' social and emotional well-being.



Glenda Stevens - Fearless Women, Alicia Payne MP - Member for Canberra and Jodie Haydon - women's advocate and partner of Prime Minister Anthony Albanese, celebrate alongside a mentor and mentee graduating at The Prime Minister's residence

**Fearless Women**

*Women and Girls*

Fearless Women supports girls and young women aged 10-25 with free counselling, mentoring, and education programs, helping them thrive despite challenges like depression, anxiety, and self-harm. Inspired by the Menslink model, they address high psychological distress in the ACT. Another multi-year grant through the Collaborative will help expand their impactful mentorship and educational initiatives, fostering resilience and brighter futures.



Club Kalina's new mural brightening the space for members and their families

**Community Home Australia**

*Disabilities*

Community Home Australia's Club Kalina is an all-inclusive day club that builds community and connection in Greenway, Canberra.

Club Kalina offers the opportunity to participate in individual and group social activities, inter-generational programs, bus trips, beauty therapy, shopping, and onsite nursing and allied health services.

Their grant supported a new mural to help brighten Club Kalina for members - adding warmth and vibrancy to the space!

**First Steps Pregnancy Support**

*Women and Families*

First Steps Pregnancy Support provides a safe space for pregnant women in crisis in Queanbeyan, offering medical, practical, and social care.

Their community programs help women connect, share experiences, and build confidence.

Our support focused on small group sessions, offering guidance on nutrition, meal planning, and life skills while fostering peer support and community.

First Steps Pregnancy Support cooking classes empower expectant mothers with practical nutrition skills



Consent Labs deliver their respectful relationships program to a high school

**Consent Labs**

*Youth*

Consent Labs aims to create a culture of respectful relationships free from sexual violence through evidence-based, youth-led education on consent and respectful interactions.

They have been awarded a three-year grant to deliver respectful relationship programs in schools across the Canberra region. After extensive consultation with the local community and key stakeholders—including the Canberra Rape Crisis Centre, ACT Youth Advisory Council, YWCA Canberra, and the ACT Education Directorate—they have incorporated valuable insights into their education program and will begin offering subsidised programs to high schools throughout the region.



The new multi-purpose court at Galilee School

**Communities@Work – Galilee School**

*Youth*

Galilee School supports some of Canberra's most at-risk youth, many of whom have missed critical developmental milestones. Engaging in physical activity—both fine and gross motor—is vital for helping students reach these milestones.

Outdoor spaces play a key role in encouraging physical activity, but the school's previous outdoor area was no longer functional. Thanks to the grant for a new and improved multi-purpose court, students can now enjoy game time in a safe, engaging, and supportive environment.

**Individuals**

**Support for Individuals**

60%  
Family violence

11%  
Disability

8%  
Homelessness

6%  
Mental health

5%  
Sick/terminally ill

10%  
Other\*

(\*single parents, Indigenous, addicted, ageing/elderly, at risk/disadvantaged, families, refugees)

This year, we provided \$78,000 in brokerage funds to YWCA Canberra, Beryl Women, Care Financial, Toora Women, and Doris Women's Refuge. These funds enabled them to address urgent needs, supporting 162 clients. Most of this assistance was directed toward women and their children escaping domestic and family violence, providing critical support such as supermarket and petrol vouchers, transportation, rent, utility payments, and medical expenses.

Additionally, we directly assisted 109 individuals, focusing on those experiencing disability, mental health challenges, domestic violence, homelessness, or serious illness, including terminal conditions.





## Canberra Foundations Collaborative - Capacity Building

The Collaborative's capacity-building initiatives are grounded in its Theory of Change, which emphasises the power of shared resources, relationships, and networks. By providing practical support and opportunities for connection, we aim to help organisations strengthen their capacity, collaborate more effectively, and deliver meaningful outcomes for the community.

### Outcomes Measurement Toolkit

The Outcomes Measurement Toolkit provides Collaborative grant recipients a tool to demonstrate their impact and continuously improve. Developed in partnership with Clear Horizon, it gives step-by-step guidance on identifying key outcomes, selecting appropriate measures, and progress reporting - fostering a culture of evidence-based decision-making.

### Uncharitable Film Screening

In June, the Collaborative hosted a screening of the documentary *Uncharitable*, bringing together community leaders, funders, and non-profit representatives to reflect on how traditional views of charity can limit progress.

### End-of-Year Gathering

The end-of-year community gathering brought grantees and stakeholders together for an evening of connection and reflection. Guests celebrated progress, strengthened networks, and explored new opportunities for collaboration.



Celebrating the impact of the Canberra Foundations Collaborative at the end-of-year gathering with our speakers: Joe Roff - John James Foundation, Cheryl O'Donnell - PCYC, Carolyn Ludovici, and Genevieve Jacobs - Hands Across Canberra



Jason Haines - St John's Care, engaging with attendees during the trivia at the end-of-year gathering

## Lead the Way

### Snow Foundation's Leadership Program

*For-purpose leaders*

The inaugural Lead the Way launched in April, a Snow leadership program for our existing partners co-designed and delivered by Social Impact Hub. Lead the Way aims to empower CEOs and senior leaders in the for-purpose sector to further develop their leadership skills, connect with other purpose-driven leaders and strengthen their impact-driven organisation.

Over five months of practical and immersive masterclasses, the cohort of 27 from Canberra and Sydney described the program as 'a space for growth, reflection, and mutual support'. They built strong connections and increased their capacity to lead with empathy and clarity, with new tools to create lasting impact in their communities.

*"We've cherished the opportunity to connect with others in the for-purpose space who share similar missions, triumphs, and of course struggles to create positive change.....the greatest gift has been absorbing the collective wisdom of this incredible network—a resource we know we'll continue to draw from for many years to come."*

Annika Clayton - Consent Labs

**Two Cohorts:**  
27 leaders (CEO + senior leader) from 14 organisations in Canberra and Sydney

**Eight Masterclasses and Customised Learning:**  
Leadership assessment and coaching

**Two Retreats:**  
Encouraging reflection and collaboration



Lead the Way participants at the National Centre of Indigenous Excellence for the Sydney retreat



The opening retreat: Welcome to Country by Richie Allan – Traditional Owners Aboriginal Corporation, at Wildbark on Ngunnawal Country

*"To be vulnerable and feel supported, to reflect on my strengths, and to explore difficult topics with others who understand this space has been an incredible experience."*

Annette Brodie, The Reconnect Project



The opening retreat: participants at WildBark on Ngunnawal Country

### Participating organisations:

**Canberra:** Beryl Women, Canberra PCYC, Fearless Women, Karinya House, Right to Work, St John's Care, Tender Funerals Canberra Region, The Farm in Galong

**Sydney:** Bus Stop Films, Consent Labs, Head Start Homes, Plate it Forward, Sydney Community Foundation, The Reconnect Project

We support the key regions of the NSW South Coast and Sydney, working closely with major partners connected to local issues and organisations.

## NSW South Coast and Regional

### Foundation for Rural and Regional Renewal (FRRR)

Community



Ulladulla community organisations at their road-mapping workshop

The Investing in Rural Community Futures program, designed as a five-year initiative, is in its final year. The program strengthens community capacity by enhancing systems, people, strategies, and operational efficiencies.

Through our partnership with the Foundation for Rural & Regional Renewal, \$1,861,334 in grants has been awarded, activating 101 projects in Batemans Bay, Ulladulla, and Nowra. These projects have supported capacity-building activities for more than 40 local not-for-profit organisations.

Grants have been instrumental in helping local organisations navigate natural disasters, fostering community resilience, and encouraging collaboration among community groups. Additionally, this support has empowered them to secure further funding from state and federal governments, fundraising efforts, and other foundations.

Given the impact of this program and the strong need in these communities, we will gladly continue this partnership. The next phase of support on the NSW South Coast will build upon the program's achievements, driving its progress and success further.

5 Years to 2024  
\$2.5M

Sector Capacity

## Scholarships

(Excluding our major commitment Snow Scholarships with University of Canberra as featured on page 9)

With the strategic goal of doubling our scholarship support across school and tertiary education, this year has seen 48 scholarships grow to 78. We are committed to helping students focus on their education without financial stress, and for individuals from all backgrounds to have equal opportunities to pursue education and achieve their potential.

### Tertiary

- Country Education Foundation – rural and regional students.
- Royal Agricultural Society Foundation – rural and regional students, includes scholarships for placements.
- Companion House – refugee students.
- Sisters of Charity Foundation – out-of-home care.

### School

- Karabar High School – Year 10-12 students.
- Harding Miller Education Foundation – Year 9-12.
- Queanbeyan High School – Year 10 & 12 students.

**\$586K for 78 scholarships in 2024**

8 Canberra

29 Southern Tablelands

12 South West Slopes

4 Snowy Monaro

25 South Coast

Pouniu, a Year 10 student from Karabar High School, has received funding to support his aspirations in art and music



## Sydney

### Sydney Community Foundation

Sydney Community

Sydney Community Foundation celebrated 20 years and continues its high impact place-based work connecting donors to grassroots programs.

The Foundation's strategy to build a \$60 million Permanent Fund for Sydney continues to grow, enabling them to give in a sustained way, to tackle problems, to respond when local need is urgent, and to be here for Sydney, forever. Our support is channelled through their leading sub-fund, Sydney Women's Fund.

### Sydney Women's Fund

Women and Families

Sydney Women's Fund advocates for gender equity and supports women and families in greatest need, through partnerships with grassroots charities.

They have achieved extraordinary growth and life-changing impact. Our contribution went to core operations, community funding and the Portrait Research.

Our community funding is focused on domestic and sexual violence, education and employment: Weave Youth & Community Services, Women's and Girl's Emergency Centre (WAGEC), Top Blokes Foundation, Consent Labs, Mudgin Gal Women's Centre, Liverpool Neighbourhood Connections – Social Enterprise Employment Scholarships with Pat Hall, Community Support Services – sewing jobs with Mona, Plate It Forward, RISE Whitelion – Alternative Learning School in Claymore, Ukraine project – welcoming and assisting navigation into Sydney, Reconnect – laptops for learning.

16 Years to 2024  
\$2M

Core + Local Grants



WEAVE Youth & Community Services – programs support children, young people, women and families who face complex issues such as homelessness, family breakdown, mental health and substance use issues and are impacted by intergenerational trauma and significant systemic disadvantage



Saluting Sydney Women event: Loredana Fyffe – Sydney Community Foundation, Georgina Byron, Professor Jennifer Westacott – University of Western Sydney, Sophie McCarthy and Lisa Grinham – Sydney Women's Fund

### Impact highlights:

Our holistic support contributed to: Portrait V: Women of Greater Sydney Research, which launched on International Women's Day. The research was presented at 13 events, attended by over 1,000 people, and highlights both progress and persistent challenges, particularly financial vulnerability among women.

The annual Saluting Sydney Women event honoured Chancellor Professor Jennifer Westacott for her contributions to public policy, corporate governance, and social mobility. The event raised a record \$1.23 million, with Joanna and Justin Ryan matching Georgina Byron's \$1 million gift to establish the Strong Women Sub Fund, empowering women through independence and resilience.

The urgent Domestic and Sexual Violence Response Appeal, funding 10 charities across Greater Sydney.

Sydney charity day out where approximately 25 donors visited four charity partners, witnessing their transformative work.

Looking ahead, new funding from Snow and the Judith Neilson Foundation will expand investment in Western Sydney using a community-centred model, addressing the growing and challenging needs of women and families in this vital region.

 **Our Country**  
**\$7.3M**

Social Entrepreneurs  
**\$3.8M**

Social Justice Issues  
**\$3.5M**

**Snow Entrepreneurs receive**

- \$100-200K p.a.
- Mentor
- Diagnostic assessment + targeted advisory
- Antler masterclasses and sessions with experts
- Peer cohort connections and support

Thank you Social Impact Hub and Antler Australia for partnering with us to provide comprehensive, tailored wrap-around support to the 'Snowies'.

*"It is the openness of heart and generosity of spirit that enables us to grow as a group and individuals. You guys are onto something pretty special, I think driven by the genuine care the Snow team has shown to each of us, consistently, and over time."*

*"I really appreciate how you've supported us to get to know one another. It makes a huge difference for this work and the impact we are all trying to create."*

Our Country's focus is to support key social justice issues, advocate for systemic change and support inspirational social entrepreneurs and community innovators to address entrenched disadvantages.

**Social Entrepreneurs**

We are supporting 17 Snow Entrepreneurs across two cohorts in our Fellowships for Social Change program and continue to fund long-term partners Bus Stop Films, Global Sisters, Good360, Head Start Homes, Homes for Homes, Sober in the Country and the Violet Initiative.

**Snow Entrepreneurs – fellowships for social change**

The Snow Entrepreneurs have built deep, trusting relationships, and it is wonderful to see them collaborate, learn from one another, and cheer each other on through both good times and challenges.



Snow Entrepreneurs at the retreat, front row: Reece Miller, Maryanne Harris, Joel Anderson, Melanie Greblo, Pia Clinton-Tarestad, Joe Kwon. Back row: Tony Rothacker, Nicole Dyson, Renuka Fernando, Georgia Weir, Jason-Urrandulla Davis, Loki Ball, Geoff Smith, Neala Fulia, Skye Riggs. (Insert: Summer Petrosius and Jess Brown)

While they focus on different cause areas, the 'Snowies' face common challenges around growing and managing teams, developing processes, acquiring customers, securing funding and avoiding burn-out. They find value in sharing tips, experiences and moral support.

In 2024, we held our second face-to-face retreat, this time at Glenworth Valley. From thought-provoking workshops on navigating productive conflict to sharing stories around the campfire, and a friendly 'Survivor'-style team challenge, the retreat sparked new insights, deeper connections and renewed energy.

The Welcome to Country provided a great start and we are so grateful to our two First Nations entrepreneurs – Jason-Urrandulla Davis and Georgia Weir – for sharing their stories and inviting us to learn more about their history and culture.

**It is an immense privilege and pleasure to work with our Snow Entrepreneurs and we look forward to what's in store for 2025!**



*"A massive thank you for seeing the value and investing in bringing us together. Our relationships are growing, the trust and camaraderie is deepening. It's so amazing and fun and special to be part of this Fellowship. I feel like a legacy is really building."*



The Banksias cohort tackling a challenge. Passing the message stick. Snowies around the fire. Snowies doing a leadership exercise. Jason-Urrandulla Davis and Georgia Weir sharing their culture and stories with the group

## Snow Entrepreneurs

### 2022 Cohort - The Banksias

The first cohort of Snow Entrepreneurs joined us in May 2022.

Thank you to Ginette Snow, who inspired the name "Banksias" and to Aunty Vicki Wade, who offered this story to the group:

*The Banksia is a very special tree for Noongar people. The conical flowers are used to light the campfires (kaarla), this can also mean warmth and heart of country.*



### Confit Pathways - Joe Kwon

*Mentoring and fitness for young people, with a focus on reducing recidivism*

Whilst it was a difficult year for Confit Pathways, significant impact was made. More than 700 young people in youth justice centres have been mentored to help them make positive life choices (up from 145 in May 2022), and almost 300 students attended prevention talks in schools. Confit made the tough decision to close its recently launched social enterprise gym as it was not commercially viable. We commend Joe for navigating these difficult decisions with transparency, ensuring that the mentoring of young people in juvenile justice and community awareness initiatives could continue. Joe's dedication has been recognised with the Global Freedom Fellowship from the Incarceration Nations Network in South Africa.



### Australian Spatial Analytics - Geoff Smith

*Training and employment of neurodiverse people in high-end data jobs*

Australian Spatial Analytics (ASA) has employed more than 150 people with neurodiversity (up from 20 in May 2022) and supported 16 people to transition to mainstream employment. In many cases, ASA was their first job, and they reported significant increases in confidence and knowledge of workplace behaviour. ASA has delivered neurodiversity awareness training to employers, reaching more than 180 people, and their work has been recognised with multiple awards, Geoff Smith is the QLD Australian of the Year 2025 – well done Geoff!



### Performl - Loki Ball

*Empowering everyone in the care industry with breakthrough knowledge to end preventable disadvantages*

Performl is an online platform that unifies fragmented care data and enables non-expert users to search for answers. It now provides data insights to 50+ clients (up from 4 clients in May 2022), including some of the biggest disability services providers and a government department. The team spends a lot of time sourcing and tagging millions of data points so customers can better understand the need and target their services.



### Clean Slate Clinic - Pia Clinton-Tarestad

*Safe detox from alcohol and other substances via telehealth in your own home*

Clean Slate Clinic has supported the safe and effective detox from alcohol for more than 1000 clients (from 70 in May 2022), with less than half the relapse rate of traditional face-to-face detox three months later. Since raising \$2 million in impact investments in 2024, the organisation has matured considerably. It now has a team of 34 members, including a COO and CFO, enhanced processes and policies, two independent Board Directors, and has launched the Clean Slate Clinic podcast. (See also Impact Investment case study on page 37.)



### Warrior Woman Foundation - Jessica Brown

*Mentoring and life skills for vulnerable young women*

The Warrior Woman Foundation has supported 150 young women to date (up from 25 in May 2022) through a six-month mentoring and skill-building program in Sydney, Western Sydney and Brisbane. In 2025, the program will launch in Newcastle and also offer online engagement options to enable young women elsewhere, especially in rural and regional areas, to access support.



### MoreGoodDays - Neala Fulia

*Digital program using neuroscience and psychology to manage chronic pain*

MoreGoodDays is dedicated to making multidisciplinary pain management, often considered a last resort, accessible as a frontline option. This approach ensures that everyone who needs it can better navigate life with pain. The platform now has 600 active users (from 61 in May 2022) and continues to refine its product offerings, recently launching two new products focused on chronic and musculoskeletal pain. They have also entered into partnerships with several health and life insurance companies to further expand their reach and impact.



### Ripple Opportunities - Skye Riggs

*Meaningful careers and engagement to shape tomorrow's workforces and communities*

Ripple Opportunities facilitates connections between impact-driven individuals and organisations. A rebuild of the platform in 2024 enabled more sophisticated profiling and engagement with the 5,500-strong community, putting Ripple in a unique position to provide high value-add matchmaking and recruitment services for the impact sector. To date, Ripple has matched 50+ people with jobs, advisory roles or leadership opportunities.



### Kindship - Summer Petrosius

*Peer support, NDIS navigation and plan management for parents of children with a disability*

Kindship established a revenue-generating stream in 2023 and now supports over 300 clients with NDIS plan management, a significant increase from zero in May 2022. They have also launched an AI-driven NDIS navigator tool named Barb, designed to help parents and support coordinators find the best NDIS support and communicate more effectively with providers. In 2024, Kindship secured an NDIA grant for peer support, won second prize in the CSIRO National AI Sprint, and welcomed their first independent Board Director.



Banksias with Georgina Byron and Bhanvi Anand and their winning bamboo tower

## 2023 Cohort - The Gidgees

Nine new Snow Entrepreneurs joined us in September 2023.

Thank you to Jason-Urrandulla Davis who offered the name Gidgees to the group:

*The Gidgee is a native tree belonging to the Kalkadoon nation. The tree is strong as steel! It's where a mob of kangaroos rest in its shade from the harsh desert sun and where mob use the wood for making weapons to trade and defend their tribe.*



### ReLove - Ren Fernando

*Furnishing the homes of women and children impacted by domestic violence and homelessness to enable them to restart their lives*

ReLove has made a significant impact by furnishing over 2,000 homes and diverting 2,500 tonnes of good quality furniture from landfill. They are now supporting 25 families each week, up from 13 in September 2023. ReLove's approach restores dignity through choice, allowing people to set up safe and comfortable homes for their families, rather than just a place to live. Their amazing efforts were recognised when co-founders Ren and Ben were one of four finalists in the NSW Australian of the Year 2025 – Local Hero category, only a few years into their journey.



### Foremind - Joel Anderson

*Foremind is on a mission towards zero suicide by making mental health and wellbeing support affordable for businesses of every size*

Foremind has seen significant growth, with the number of platform users increasing from 250 in September 2023 to 1,450. These users are spread across 80 client businesses, which include sectors such as construction, SMEs, the care industry, education, health, regional councils, and social enterprises. In FY24, Foremind delivered 350 counselling sessions, demonstrating their commitment to providing essential mental health support. Looking ahead, Foremind is preparing to raise additional growth capital in 2025 to expand their reach and impact even further.



### Youngster.co - Tony Rothacker

*Creating intergenerational connections, job opportunities and life skills through young people teaching tech skills*

In 2024, Youngster.co made more than 3,200 connections between Youngsters and Learners (older people, people with a disability, and others) to build basic tech skills, such as communicating with friends and family online, using online services and using phone apps and functions. Youngsters gain work experience and build interpersonal skills, while Learners increase their confidence, skills and connectedness. In 2025, Youngster.co is looking to grow its national footprint across shopping centres, libraries, NDIS providers, aged care, community housing and direct-to-consumer.



### Hold Access (WUNA) - Jason-Urrandulla Davis

*Digital identification and self-determination for First Nations and other under-documented people*

Hold Access has developed its business model and ISO-compliant technology to deliver critical online identification and Aboriginality verification through the WUNA platform, enabling First Nations and other underserved people to access services and own their data. Now a key potential partner for industry, government and community organisations, Jason has been invited to speak at multiple national and international events, and we look forward to the roll-out of the financial services pilots in 2025.



### Future Anything - Nicole Dyson

*Creating enterprising students, empowered educators and future-ready schools*

In 2024, 17,000 young people participated in Future Anything programs, and 2,100 teachers undertook professional development, with several partnerships focused on specifically enabling students from disadvantaged backgrounds to participate. A new online platform for student-led learning will be rolled out in schools in 2025. Nicole has recently secured support from the Boosting Female Founders Initiative and has been selected for the Obama Foundation Leaders Program.



### Deadly Runners - Georgia Weir

*Improving the mental and physical health of First Nations people through grassroots running clubs*

Participation in culturally safe running groups has grown significantly, with 134 people—up from 58 in September 2023 - kickstarting a transformation that goes well beyond running and physical health. Deadly Runners offers meaningful connections, encourages healthy choices, supports goal achievement, and enhances mental wellbeing. Deadly Runners-coached groups are currently in three locations, and they are looking to start locally-led running groups in more communities around Australia in 2025.



### Humans of Purpose (formerly Scribbed) - Melanie Greblo

*Helping women rebuild their lives after abuse by training and employing them in the digital economy*

To date, Humans of Purpose has supported 200+ women in the Academy with mentoring, skills development and a supportive community, and is now employing 17 women in its social enterprise arm, providing digital marketing and transcription services to businesses (with a further 13 transitioned to mainstream employment). Since engaging with Humans of Purpose, women report an increased feeling of belonging, safety, self-confidence and job readiness.



### RoboFit - Maryanne Harris

*Helping mobility-impaired patients explore what is possible by harnessing new and emerging technologies like neuro-controlled exoskeletons*

RoboFit's patients have doubled in the past year to more than 380. Many patients have achieved remarkable outcomes they were previously told were impossible, such as flexing an elbow, using the bathroom unassisted, and even placing in an international surf competition. In early 2024, RoboFit opened its third clinic in Brisbane, adding to its existing locations in Wollongong and Sydney. With waitlists in many other cities, RoboFit plans to open two more clinics in 2025. The organisation is also partnering with hospitals, universities, and researchers to make neuro-controlled rehabilitation more widely available.



### SpendAble - Reece Miller

*SpendAble is on a mission to give every person the opportunity to control their own money safely and independently regardless of age or disability*

SpendAble is supporting 800+ vulnerable people (compared with 500 in September 2023) with a pre-paid debit card wallet with sophisticated controls that allow multiple stakeholders, such as support workers and family members, to track and proactively manage spending. This system helps reduce the risk of financial abuse and alleviates administrative burdens. In 2024, SpendAble rebuilt its platform to incorporate additional features and improve usability. They are now seeking seed capital to expand their customer base, which includes individuals, service providers and financial institutions.



The Gidgees with Alex Lagelée Kean tackling the survivor team challenge

## A selection of other long-term social entrepreneurs



Barb & Adaira, tenants from Youth With A Mission House

### Homes for Homes

Homes for Homes now has 3,500 units/houses with a caveat on their title for the organisation to receive 1% of the sold price. Donations have reached \$2.2 million for community and social housing projects, with a further \$660K+ available in grants.

Barb (pictured above), is one of 350 people supported by a Homes for Homes grant and she's excited about her future, after many years of housing insecurity. Now, she lives in a home that helps young women like herself to transition to long-term stable housing.

10 Years to 2026  
\$1.8M

### Head Start Homes

We renewed our multi-year support for Head Start Homes' national Empowerment Service, helping individuals save and work towards home ownership. They supported 166 families this year with savings plans and credit checks, and 18 families have been able to purchase their own homes. Two-thirds of these new homeowners are First Nations and almost half are single mums.

We're excited to help bring this groundbreaking program to the Canberra community in partnership with Community Housing Canberra. As a result of their first tenant workshop, they are assisting several families and have already supported one into home ownership.

### Bus Stop Films

Since 2022, Bus Stop Employment has facilitated over 200 work placements for 99 people with disabilities, including high-profile projects like The Assembly with Leigh Sales, Qantas ads, and Nine's Paralympics coverage.

In November 2024, members participated in the Driving Change Disability Employment Summit in Sydney (also organised by Bus Stop Films), uniting 55 speakers and 200 delegates, half of them from Deaf, Disabled, and Neurodivergent communities.

Bus Stop was honoured to welcome Her Excellency the Honourable Ms Sam Mostyn AC Governor-General, as Patron.

8 Years to 2025  
\$270K



Bus Stop Employment member Anastasia (second from left) working at the Driving Change summit



Head Start Homes client Kaminil chooses wallpaper with the team

6 Years to 2027  
\$750K

## Social Justice Issues

Specifically First Nations health and leadership, LGBTQ+, Economic justice and safety



Roy Farmer, Aboriginal Health Practitioner from Tiwi Islands part of the NEARER Scan program (MENZIES). He completed his 100 supervised echocardiogram scans while with the Deadly Heart Trek Alice Springs

### First Nations Health and Leadership

Our commitment to First Nations health, leadership, voice and self-determination is grounded in a respect for the wisdom, resilience, and cultural heritage of First Nations peoples.

We are dedicated to ending rheumatic heart disease (RHD), focusing on community leadership, advocacy, and the broader social determinants for health equity. Since 2011, we have worked with communities to prevent and address RHD and crusted scabies. In 2024, following extensive consultation, we launched our 2024-2028 RHD strategy, emphasising a First Nations community-led response including a partnership with the National Aboriginal Community Controlled Health Organisation.

Community self-determination and leadership together with greater investment and collaborative partnerships are essential to eliminating RHD in Australia.

### Additional partnerships to those featured:

Take Heart: Deadly Heart Documentaries and in language short videos, Orange Sky Australia – Remote Laundries Maningrida and Alice Springs, Wilya Janta - First Nations Housing Solution Tennant Creek, A Curious Tractor - Greate Beds (portable) for communities, Children's Ground - Environmental Health – Remote Laundry & Resource Alice Springs, World Heart Federation – Global Forum Australian Showcase and Advocacy.

### Rheumatic Heart Disease (RHD)

RHD is a preventable disease and yet Australia has amongst the highest recorded rates of acute rheumatic fever and RHD in the world. RHD often begins with a Strep A throat or skin infection and, if untreated, can cause heart failure, disability, and death.

### National Aboriginal Community Controlled Health Organisation (NACCHO)

We commenced a formal partnership with NACCHO, the national peak body representing 146 Aboriginal and Torres Strait Islander Community Controlled Health Organisations (ACCHOs) across Australia on health and wellbeing issues, including initiatives to prevent acute rheumatic fever (ARF) and RHD in remote Aboriginal and Torres Strait Islander communities. Our funding has enabled NACCHO to expand their 'Our Hearts in Our Hands' ARF and RHD Prevention Program into more ACCHOs and their communities.

As of 30 June, this program has grown to support 28 ACCHOs with 84 RHD-focused staff delivering community-led ARF and RHD activities reaching 89 communities across the country. NACCHO co-designed an echocardiography training program to strengthen the capacity of primary health workers to deliver community-led, evidence-based, culturally safe, equitable echocardiography services that better meet the needs of Aboriginal and Torres Strait Islander people at risk of, and living with, ARF and RHD.



NACCHO facilitated a member RHD Summit in late 2024 with 100+ attendees from remote communities to share successes in prevention and intervention and have solution-focused discussions

\$1M over  
2 years



Deadly Heart Trek team in Alice Springs



Dr Ella Huber reading education books about healthy skin - the Gija Healthy Skin Story (developed with Warmum community) and Yara Yurtu Jarrja Ngarmanu (Good Skin) (developed with Mulan community) donated by Kids Research Institute

## The Deadly Heart Trek

The Deadly Heart Trek continues to listen and learn from Aboriginal and Torres Strait Islander communities, supporting First Nations-led solutions. We enjoyed being part of the team again as the Trek completed its fourth journey, spending two weeks in Mparntwe (Alice Springs, NT) with First Nations leaders and partners to provide prevention education, early diagnosis, and treatment for children affected by rheumatic heart disease.

Working with community members, the two multi-disciplinary Trek teams included Mparntwe health professionals, Aboriginal cultural leads, paediatric cardiologists, skin experts, sonographers, nurses, — and three Aboriginal Health Practitioners from the Tiwi Islands and Galiwin'ku. The team visited 13 schools, 7 Town Camps, 6 Congress Clinics, and 2 Youth Centres. They conducted RHD education, and two-way learning, and screened 1,205 children for heart and skin diagnosis and treatment. Health data findings were reported to communities, and surveys received highly positive feedback.

5 Years  
\$600K

Heart Health Results	NT	QLD	Central & APY	Alice Springs	TOTAL
Communities/Sites visited	9	5	22	22	37*
Children's hearts screened	873	978	851	1205	3,907
Normal hearts	811	922	795	1157	3,685
New RHD cases diagnosed & treated	26	29	33	19	107
Existing RHD	14	19	14	12	59
<b>Total RHD cases (new + existing)</b>	<b>40</b>	<b>48</b>	<b>47</b>	<b>31</b>	<b>166</b>
New congenital heart disease	14	8	6	12	40
Existing congenital heart disease	8	0	3	5	16
<b>% of children with RHD</b>	<b>4.6%</b>	<b>4.9%</b>	<b>4.5%</b>	<b>2.6%</b>	<b>4.2%</b>

Skin Health Results	NT	QLD	Central & APY	Alice Springs	TOTAL
Children's skin screened	n/a	n/a	841	1017	2,731
# Normal skin	n/a	n/a	486	847	1,333
# Total skin infections**	n/a	n/a	355	170	525
% Skin infections	n/a	n/a	42%	17%	19%

NB. Heart screening predominantly consisted of Aboriginal and Torres Strait Islander children, noting that in Trek 1 to NT, non Aboriginal/Torres Strait Islander children made up approx. 20% and in Trek 4 to Alice Springs 29%.

\* 37 communities have been visited, including 22 sites in Alice Springs.

\*\* Some children had more than one skin infection but only the primary condition has been counted. Skin was checked in some instances in the first few Treks but numbers not recorded.

### Global Burden %

The World Heart Federation considers a community where more than 0.1% of children have RHD to be a high burden.

### Education

Across the four Treks, the estimated number of children, families, and other community members that received education is 8000.



Heart Foundation team members with some of the NT Champions4Change. L-R: Helen proud Gidja Lungga woman, Perpethua proud Warumungu/Walpiri woman, Tennele - Heart Foundation, Jacinta - Heart Foundation, Connor from Thursday Island, Kenya proud Jaru and Kira woman, Brando proud Garrawurra man, La-Toniya - Heart Foundation and Sneha, Student placement at the Heart Foundation

## RHD Champions4Change

The RHD Champions4Change program is founded and led by Aboriginal and Torres Strait Islander people with lived experience of acute rheumatic fever and RHD, administered by the Heart Foundation.

Champions advocate for change, raise awareness in their communities and beyond, and support individuals and families affected by RHD. They also contribute lived experience expertise to various forums, including The Kids Research Institute's STARFISH research, which focuses on environmental and holistic prevention.

## RHD Medical Research Programs - Total Commitment: \$1.2M

### SubCutaneous Infusion of Penicillin Trial

**Objective:** Improve adherence to penicillin treatment for RHD prevention.

**Current Method:** Painful monthly intramuscular injections.

**New Approach:** Subcutaneous infusions every three months—less painful, easier adherence.

**Goal:** Establish 10 community sites to evaluate and inform clinical guidelines.

**Leads:** A/Prof Laurens Manning & A/Prof Glenn Pearson (Kids Research Institute).

### END RHD Indigenous Cultural Governance Framework

**Objective:** Eliminate RHD by 2031 with Indigenous leadership at the core.

**Focus Areas:** Research, strategy, capacity building, and communications.

**Goal:** Support community-led solutions and strengthen future capacity.

**Lead:** A/Prof Glenn Pearson (Kids Research Institute).

### RHD-REACH

**Objective:** Develop a point-of-care diagnostic platform for resource-limited communities.

**Key Components:**

- AI-guided imaging by community healthcare workers.
- Machine learning for disease detection and staging.
- Remote diagnosis by cardiologists.

**Lead:** Prof. Thomas Marwick, expert in cardiac imaging.

### Point-of-Care Strep A & Impetigo Testing

**Objective:** Expand point-of-care testing for strep A and link skin infections to RHD.

**Goal:** Gather efficacy data to develop a standard platform for skin infections.

**Community-Driven:** Developed based on Aboriginal medical services' needs.

**Lead:** Prof. Ray Mahoney & CSIRO's Indigenous Health Research Team.

## LGBTIQ+ Rights

We are committed to advancing the rights and dignity of LGBTIQ+ individuals, advocating for equality, inclusivity, and protection from discrimination. We partner with Equality Australia supporting their national advocacy work and Rainbow Giving Australia through the Amplify Pride and Ignite Pride Grants to strengthen the capacity of LGBTIQ+ grassroots organisations.

### Equality Australia

Equality Australia continue their crucial advocacy for LGBTIQ+ rights across the country.

Their advocacy and 2024 impact includes:

- The historic NSW Equality Bill passed through NSW parliament. The largest package of LGBTIQ+ law reform to pass with life-changing reforms ensuring dignity, recognition and respect for the LGBTIQ+ community.
- In NSW & SA bans on LGBTIQ+ conversion practices were passed - the law prohibits practices aimed at changing or suppressing an individual's sexual orientation or gender identity.
- Success in reversing the decision to not include 'gender and sexual orientation' in the next census - however, intersex questions won't be included (campaign continues).



The historic NSW Bill passed through NSW parliament

8 Years to 2026  
\$2.4M Core Funding

### Amplify Pride Grants via Rainbow Giving Australia

The Aurora Group and GiveOUT merged in late 2024 to create Rainbow Giving Australia. The merger recognises a shared vision, successful track record, and the urgent need to maximise resources for the LGBTQIA+ sector. We committed further funds for three years to Rainbow Giving Australia to continue the important work of the Amplify Pride grants - a national initiative to increase funding and capacity of grassroots LGBTQIA+ organisations. Amplify Pride grantees have been very successful in supporting their diverse communities.

5 Years to 2026  
\$1.9M



Amplify Pride Fund grantee BlaQ Aboriginal Corporation who empower the Aboriginal and Torres Strait Islander LGBTQ+SB community

## Economic Justice and Safety

Fair access to opportunities, resources, and support enables individuals and families to achieve financial security and independence.

Safety means creating environments free from harm, violence, and systemic inequities, fostering stability and well-being. By funding key partners, we aim to empower communities, reduce inequality, and build resilience—strengthening the foundations of a society that values dignity, equity, and shared prosperity.

### Economic Justice Australia

Economic Justice Australia, the peak advocacy body for legal centres, continues to drive systemic change in social security access. Key achievements include:

- Establishing an Advocates Channel, a direct line to Centrelink for legal advocacy, improving client outcomes as recommended by the Robodebt Royal Commission.
- Secured the retention of the two-tier system in the new Administrative Review Tribunal, ensuring accessible and timely social security appeals.
- Research report on barriers for women accessing social security in rural and remote areas, based on consultations with 100+ service providers.

5 Years to 2027  
\$832K



Economic Justice Australia team

### Transforming Justice Australia

Transforming Justice Australia provides restorative and transformative justice for those affected by sexual abuse, including survivors, those responsible for harm, their families, and the wider community. The team listens to survivors, supports their need for meaningful justice, and fosters accountability from offenders while recognising the crucial role of families and communities in the healing process.

They continue to work with survivors and their communities, advocating for improved and restorative responses beyond the traditional justice system. They also provide training and expert guidance to organisations seeking to address sexual abuse with care and accountability.

3 Years  
\$175K

### Additional partnerships to those featured:

Fair Agenda – Campaigning for Women's Health and Wellbeing, The Continuum Project – Improving Responses to Sexually Harmful behaviours in Schools, UTS & Dr Anne Summers - Professor of Domestic and Family Violence – Longitudinal Data project, No To Violence – Pathways out of Violence project, Life Could be a Dream – Social Change Feature Film.



Karen Iles giving evidence to the Senate Legal & Constitutional Affairs Inquiry into Missing and Murdered First Nations women

### Make Police Investigate

Karen Iles, a Dharug woman and Social Justice Lawyer, advocates for police accountability in responding to all victims of sexual violence, including enforcing a minimum investigation standard.

Drawing on her lived experience and legal expertise, Karen campaigns through government engagement and media to push for systemic reform. Her work highlights the need for proper police response, including issuing event numbers essential for victims' compensation and escaping violence payments. In 2024, she has provided key advice on national inquiries and reforms.

2 Years  
\$60K



Our Sector focuses on strengthening the philanthropic and for-purpose sectors. We are committed to fostering more effective philanthropy, growing impact investing, and increasing the capacity and skills of for-purpose organisations.

## Effective Philanthropy

### Philanthropy Australia

It has been rewarding to deepen our engagement with Philanthropy Australia, marked by Georgina Byron's appointment to the Board of Directors and our continued strategic partnership. For the first time, the Strategic Funders came together, providing a valuable opportunity for collaboration and discussion on Philanthropy Australia's strategy.

Terry and Ginette Snow were honoured to receive the Philanthropy Australia Leadership Award, a testament to their remarkable contributions. At Philanthropy Australia's Conference, our team enjoyed the sessions, networking, and participating on three panels. We warmly welcome Maree Sidey as the new CEO and look forward to collaborating with her and the team to advance the sector's goals.



Tanya Hosch, Georgina Byron, Caitriona Fay, Natalie Egleton, Paula McLean, The Hon. Sam Mostyn, Michelle Lin, Kristy Muir, Melissa Smith, Amanda Miller at She Gives Government House event

### She Gives Campaign

Snow Foundation is so pleased to be a founding supporting partner and for Georgina to join the Advisory Board of the She Gives campaign, a movement amplifying the power and visibility of women's philanthropy in Australia. With women set to inherit an estimated \$3.4 trillion over the next two decades, their potential to drive social change through philanthropy is immense. She Gives is committed to showcasing the transformative impact of women's giving—regardless of scale or cause—by collecting and sharing 100 Stories of Giving, highlighting the often-overlooked contributions of women in philanthropy. Nearly 50 stories have already been shared, offering a testament to the diversity and power of women's generosity.

She Gives concluded the year with a landmark event, hosted by Her Excellency the Honourable Sam Mostyn AC, Governor-General of Australia, which united women from diverse sectors and communities, highlighting the collective strength of their contributions.

### The Funding Network

The Funding Network provides crowdfunding and capacity building for grassroots social change initiatives. Since 2013, it has connected over 23,500 people to 557 grassroots organisations – now, 70% of alumni are considered 'medium' or 'large' by the ACNC – reflecting the immense growth they have achieved since stepping onto The Funding Network stage. We were pleased to help bring a fourth crowdfunding event to Canberra, raising \$125K for three organisations: Fearless Women, Tender Funerals and Women's Justice Network.

## For-Purpose Capacity & Community Giving



The Millhouse Ventures GRIST Graduation event

### The Mill House Ventures

Our multi-year funding support has enabled The Mill House Ventures to assist trading social enterprises in the Capital Region through the revitalised REFINE program. In a milestone year, The Mill House Ventures released its Impact Report and administered the first year of the ACT Government's two-year pilot social enterprise funding program. Highlights included awarding \$340K in grants to 14 early-stage social enterprises and hosting the new Scale For Impact Retreat, featuring masterclasses and investment diagnostics.

They also delivered their flagship intensive accelerator GRIST for early-stage social enterprises. The Mill House Ventures is now uniquely equipped to provide comprehensive capability and support programs across all stages of social enterprise development.

Glenda Stevens - Fearless Women and Catherine Prosser - Tender Funerals Canberra Region celebrating on stage at The Funding Network Canberra event



Georgina Byron at the Mannifera Muster at Wildbark in Canberra, where Mannifera members came together to meet with and learn from civil society and First Nations leaders and make strategic decisions for the year ahead

### Mannifera

As founding members of Mannifera in 2019, we're thrilled to see its growth from 11 to 25 members. This collective of funders collaborates to strengthen democracy and build a fairer economy, fostering shared learning and insights that resonate across many areas of our work.

This year, Mannifera focused on key issues, including First Nations economic inclusion, public debate, inclusive political participation, and combating mis- and disinformation.

## Social Enterprise Australia

Snow Foundation was an early supporter of the national social enterprise strategy development, which led to the creation of Social Enterprise Australia in 2022. Its mission is to foster collaboration, amplify the sector's voice, and influence policies that support social enterprises' growth. Progress is evident, with social enterprises recognised in the Employment White Paper, Federal Budget, and the Department of Social Services' Social Enterprise Development Initiative. However, more support is needed for this \$21 billion sector, which employs over 200,000 people and drives positive social change.

## Community Foundations

We continue our deep partnerships with Hands Across Canberra, Sydney Community Foundation/Sydney Women's Fund and the Foundation for Rural and Regional Renewal, working closely to strengthen the communities and grassroots organisations in the places where we live and work: Canberra, Sydney and the NSW South Coast.

## Impact Investing

### Foundations Group for Impact Investing

The Foundations Group for Impact Investing is an initiative aimed at growing Impact Investing in Australia by bringing together foundations and funders interested in advancing their efforts. Launched in 2023 and inspired by similar groups in the UK and US, the group focuses on early-stage, catalytic investments and has grown to over 50 members and 400 subscribers across sectors.

As members of the Steering Committee, we actively promote greater foundation involvement and highlight investment opportunities through Market Information Days, where 20 for-purpose organisations have presented.

The Our Family pillar supports family-led and inspired giving. Its purpose is to engage all generations, honour individual passions and foster philanthropic values. Here we share some of the grants supported by family members and involvement of the next generation.

## Tick-Borne Disease Research Program

Our family has been directly affected by tick-borne disease. This groundbreaking research program aims to improve diagnosis and treatment for patients with severe symptoms.

Since 2019, 98 participants have been recruited, contributing to a biobank of 55,500 biospecimens—an invaluable resource within the NSW Statewide Biobank that in time will be publicly available.

Anecdotal reports indicate that the initial cohort of 40 patients have experienced improved quality of life.

Further work is needed to analyse results, develop diagnostic tools, assess economic benefits, and support patient advocacy.



Tick-Borne Disease patient panel group at the launch of the Research Program in 2021. Rachel Stock, Jacqueline Stock, Ginette Snow, Georgina Byron and Greg Dring

*"The lack of validated diagnostic testing in Australia leaves patients with tick-borne illnesses confused and lost in a system that ignores them. This has been my personal experience, and it is for this reason that my family and I, through the Snow Foundation, have chosen to support this research."*

Ginette Snow

## Boys to the Bush

Boys to the Bush mentors and empowers disconnected boys through hands-on experiences in rural and regional settings. Operating across regional NSW and Victoria, the program is expanding to support youth nationwide. Since 2017, Boys to the Bush has impacted over 10,000 lives through MENToring, camps, and school programs, delivering 7,000 individual mentoring sessions.

Their greatest strength is community engagement—connecting boys with farm visits, work experience, and local networks. This model empowers communities to support their most vulnerable, fostering connection, resilience, and self-worth. Participants gain positive role models, real world skills, and an appreciation for rural life.

### Impact:

- 99% of participants come from regional, rural, and remote areas.
- Most in intensive programs lack a male adult at home.
- 35% identify as Aboriginal or Torres Strait Islander.
- 92% of MENToring participants feel more connected to their community.
- 98% of teachers see increased student confidence.
- 96% of camp participants build new friendships.



Boys on a Boys to the Bush school program had the rare opportunity to witness a calf being born during a farm visit

## Next Generation Engagement

The family's next generation continues to deepen their engagement. They have participated in workshops to reflect on their values, strengthen the culture of giving, and further explore their interests in social causes, people and places they care about, revealing a strong interest in supporting First Nations communities, scholarships and mental health initiatives.



Year 12 artworks by Frankie focusing on First Nations' youth with rheumatic heart disease



Jasmine and Frankie attend the Snow Scholarships launch at University of Canberra with Georgina Byron, Scarlett Gaffey and Stephen Byron



Alannah with Lucy McKee - Snow Foundation and Georgina Byron volunteering for Snow Entrepreneurs, ReLove. Helping to set up new homes for people in need, with furniture and goods from the ReLove warehouse



## Igniting Change

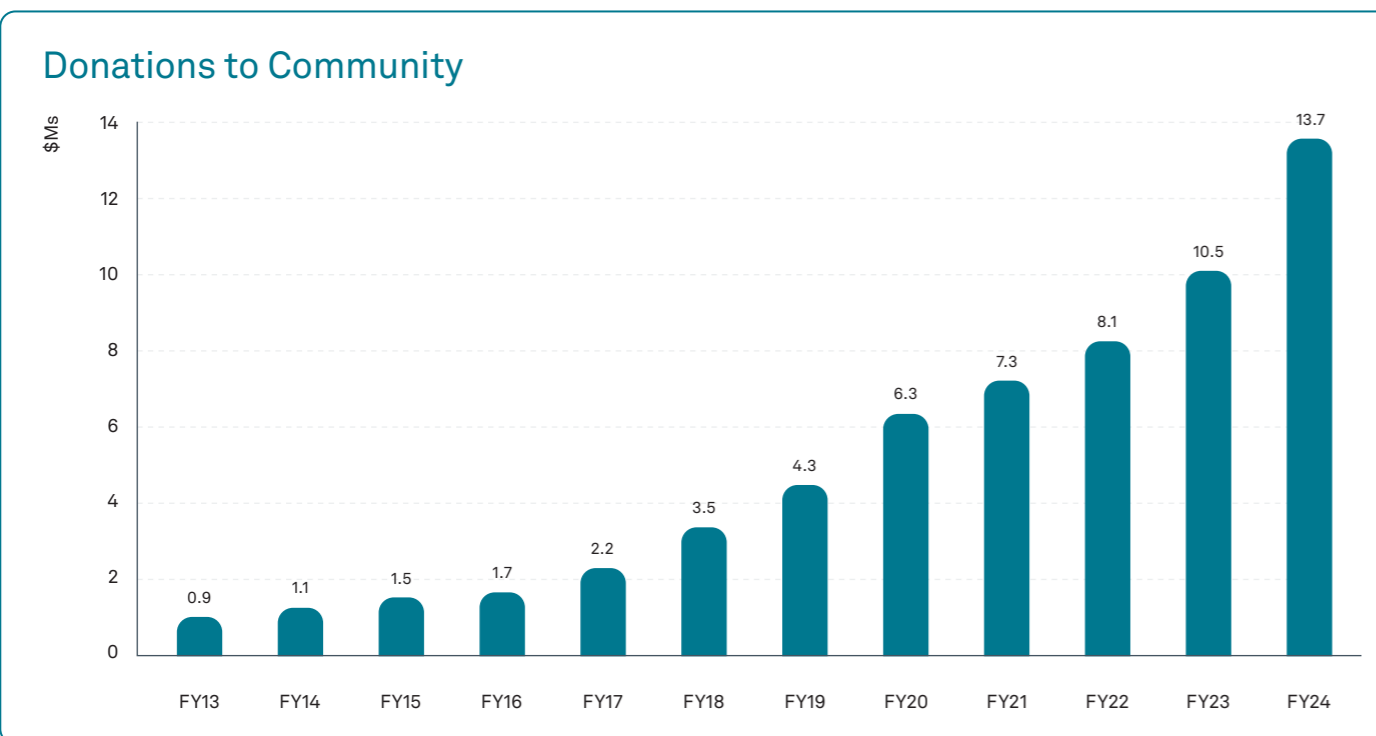
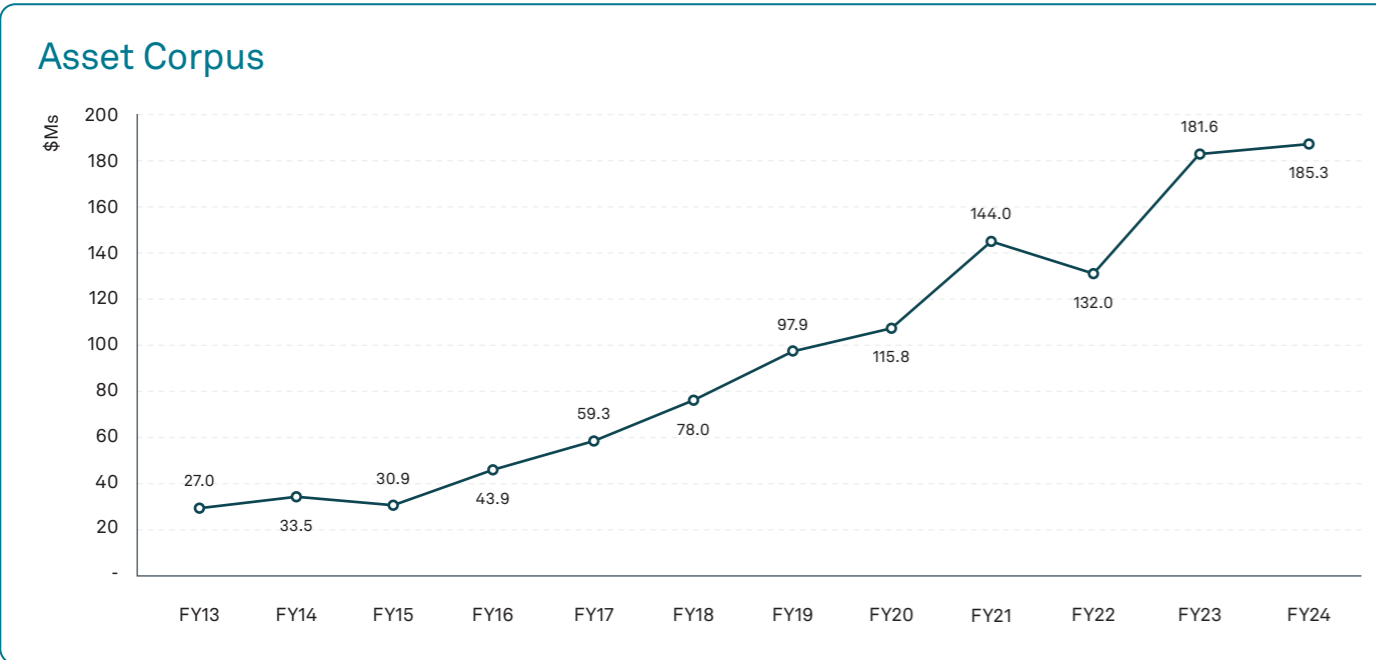
Igniting Change discovers, learns from, and meaningfully supports extraordinary individuals at the grassroots. Their motto is to never accept the unacceptable and often go where others fear to tread. They are guided by people with lived experience. Their 'meet the people', 'feel the issues' visits to grassroots organisations bring unlikely groups of people together for positive social change, amplifying voices and sharing stories that would otherwise not be heard.

### Highlights this year:

- Inspired and catalysed a record-breaking 16x return on investments, focusing on 48 projects led by people with lived experience.
- Nurtured and engaged 36 handpicked, dynamic emerging business leaders with high potential.
- Visits spanned from Alice Springs to southern Africa.

The Foundation's corpus finished June 2024 at \$185.3M and donations grew significantly to \$13.7M.

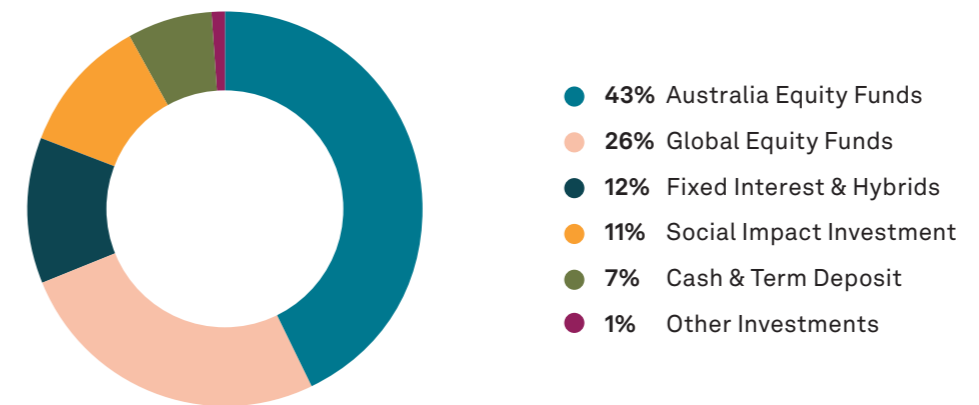
Following the previous year's rapid increase, corpus growth steadied this year and donations grew substantially from \$10.5M to \$13.7M. Looking ahead, the corpus and donations are forecast to grow.



## Investment Strategy

Our investment strategy aims to achieve a strong rate of return to fund the Foundation's grant-making programs over the long term. The target-balanced asset portfolio is skewed towards Australian shares, which provide fully franked yields offering additional returns without increased risk. We invest responsibly in corporations that reflect our mission, with preference given to members of ESG Research Australia and signatories to the United Nations PRI.

### Asset Allocation – June 2024



## Investment Managers

**Australian Equity Fund Managers:** Future Generation Investment Company, Third Link Growth Fund, Hyperion Australian Growth Companies Fund, Warakirri Equities Trust, Warakirri Cash Trust, Australian Foundation Investment Company, BKI Investment Company, Russell Investments Australia Responsible Investment, Fair Betashares, Plato Australia, Fifth Estate Emerging Companies Fund II

**Global Equity Fund Managers:** Hyperion Global Growth Companies Fund, Platinum International, Future Generation Global Fund, Vanguard Ethically Conscious ETF.

**Social Impact Investments:** Thirty-six social impact investments, as detailed over the page.

## Social Impact Investments

Our aim is to increase our social impact by expanding our social impact portfolio to 20%. We now have 36 active investments worth \$19.2M (10.4% of our portfolio), up from the previous year of 30 investments worth \$14.8M.

Within the targeted 20% of impact investments, up to a quarter is allocated to catalytic impact investments. These tend to be higher-risk, higher-return investments focused on early-stage ventures with long-term growth potential. Our focus is on benefiting those in need, female-led businesses and promoting diversity, gender equity, and Indigenous economic participation.

Additionally, within our investment portfolio, we have chosen fund managers such as Third Link, Future Generation Investment Company (FGX) and Future Generation Global Fund (FGG) for their philanthropic and charitable nature. Our earned investment income of \$241,358 was distributed to: St John's Care, Beryl Women Incorporated, The Farm Galong, Karinya House

for Mothers and Babies Inc, Right to Work, Roundabout Canberra, Doris Women's Refuge, Domestic Violence Crisis Services, Australian Women Donor Network, Global Sisters Limited, Good360 Australia, Sober in the Country, The Violet Initiative, Social Impact Hub Foundation – Deadly Runners, Bus Stop Films, The Reconnect Project – Laptops for Learning (Parramatta), Plate it Forward, With You We Can, Turbans 4 Australia, Sydney Community Foundation – Karen Iles Sexual Assault Victims Justice Fund, Top Blokes Foundation, The Social Outfit Incorporated, Orana NSW Inc, Waminda: South Coast Women's Health & Wellbeing.

## Social Impact Investments

### New Committed Impact Investments 2023/24

Clean Slate Clinic* \$500k	Telehealth detox from alcohol and other substances
Covidence* \$250k	Advance health and promote the prevention and control of diseases in humans
Arc Social Impact Bond* \$250k	Support disadvantaged individuals leaving prison with the resources to rebuild their lives and break the cycle of reoffending
Conscious Investment Management Social Housing Fund II \$500k	Social and affordable housing
First Australians Capital Catalytic Impact Fund* \$500k	Indigenous-led organisation that focuses on providing affordable and flexible financing to Indigenous entrepreneurs and businesses
Tender Funerals* \$250k	Provides compassionate, affordable, and meaningful funeral services

### Existing Committed Impact Investments 2015-2023

Australian Unity Disability Housing \$2M	Disability accommodation
Conscious Investment Management Impact Fund \$500k	Disability accommodation, social and affordable housing, distributed energy generation/energy transition, social impact bonds
Conscious Investment Management Social Housing Fund I \$500k	Social and affordable housing
For Purpose Investment Partners Social Impact Fund I \$1M	Disability accommodation, affordable housing, mental health, skills education and training
Giant Leap Fund I \$250k	Invest in companies whose mission is to create a sustainable society
Giant Leap Fund II \$500k	Empower people, health, well-being and sustainable living
Murray Darling Basin Balanced Water Fund - \$1M	Environmental watering in wetlands of spiritual and cultural significance to First Nations People

Melior Australian Impact Fund \$3.4M	Invest in companies with core businesses creating net positive impact in line with UN Sustainable Development Goals
Palisade Impact Fund \$500k	Reduction of greenhouse gas emissions and waste
Patamar Fund II \$750k	International fund: low-income communities, companies in agriculture, e-commerce, health care and financial
Synergis \$500k	Specialist disability accommodation
AbilityMade* \$550k	Custom-made 3D printed ankle-foot orthoses for children
Enabler* \$250k	Workforce training for disability and aged care support workers
Jigsaw* \$250k	Disability training and employment
Kindship* \$250k	Plan management support for parents raising children with delays, neurodivergence and disabilities
MoreGoodDays* \$200k	Evidence-based online program for pain management
Ngutu College* \$350k	Independent, not-for-profit school integrating Aboriginal knowledge with formal curriculum through experiential learning
Seer Data & Analytics* \$200k	Evidence-based online program for fibromyalgia pain management
Aspire Social Impact Bond \$250k	Social housing addressing homelessness
Compass Social Impact Bond \$300k	Housing and support to young people exiting out-of-home care
Resolve Social Impact Bond \$200k	Health initiatives
Future Super \$200k	Australia's first ethical super fund for women, by women
CSIRO – three distinct funds \$1.25M	Invest in technology and science ventures with potential to disrupt
Social Ventures Australia Fund \$500k	Invest in impact: housing projects, education, employment, housing, First Nations, disability, health
SEFA Loan Fund \$300k	Affordable housing, Indigenous training/employment, refugee services
CSL Limited \$356k	Global biotechnology company - products to treat/prevent human medical conditions
ResMed Inc \$228k	Medical equipment company specialising in treatment of sleep-related breathing disorders
Cochlear \$431k	Design, manufacture and supply the Nucleus cochlear implant, the Hybrid electro-acoustic implant and the Baha bone conduction implant

\* Catalytic impact investments

## Case Studies From Our Social Impact Investments

### Clean Slate Clinic

*Safe detox from alcohol and other substances via telehealth in your own home*

Clean Slate Clinic is a healthcare company dedicated to helping individuals safely detox from alcohol and other stimulants from the comfort of their homes. By providing telehealth clinical support at a fraction of the cost of in-patient detox, they make addiction treatment more affordable and accessible, particularly for people in rural and regional areas. Their comprehensive 12-month home detox program includes preparation, a medicated detox process and ongoing support to ensure long-term success.

Initially, through the Snow Entrepreneurs fellowship program, Snow Foundation provided growth grants totalling \$450K to help Clean Slate prove traction, critical in setting the organisation up to successfully raise \$2 million in investments in 2024. The investment has enabled significant growth. Clean Slate now has a team of 34, they have improved processes and policies, formed a board with two independent directors and launched the Clean Slate podcast. Importantly, Clean Slate Clinic has now successfully supported over 1,000 clients, with a relapse rate of below 20% at three months post-detox, compared to over 50% for traditional face-to-face detox methods.



Clean Slate Clinic team



First Australians Capital team members at Supply Nation Connect

### First Australians Capital

First Australians Capital is an Indigenous-led organisation driving economic growth through finance, networks, and market access. They support Indigenous entrepreneurs with tailored financial products and services, fostering economic independence and intergenerational wealth.

In FY24, First Australians Capital successfully raised \$18 million in its first round, with Snow Foundation investing \$500K in the Catalytic Impact Fund.

This fund aims to provide affordable, flexible and patient loans through a culturally informed framework to Indigenous businesses that otherwise face significant hurdles in accessing growth funding. The Catalytic Impact Fund connects investment markets with the Indigenous economy, to support Indigenous businesses and address racial inequity in Australia's finance sector.

They prioritise Indigenous-led businesses with lasting social and environmental impact, catalysing growth, economic empowerment, and self-determination for Indigenous communities.

# Grant Summary 2023/24

## Our Place - Canberra Region Flagships

	Who benefits	What funding is for	FY23-24
<b>Flagships</b>			
Campbell Page	Single parents	Young Mothers Pathways Program in Queanbeyan	\$110,000
EveryMan Australia	Domestic violence/abuse	Men and families impacted by family and domestic violence	\$250,000
Project Independence	Disability	Infrastructure and staffing	\$300,000
Tender Funerals Canberra Region	Community	Fitout and core funding	\$250,000
The Men's Table	Mental health	Core funding: support groups	\$100,000
Together4Youth	Youth mental health	Coordinated wellbeing programs for secondary schools in Queanbeyan	\$100,000
Women's Health Matters	Women/girls	Community research	\$150,000
<b>Flagships Total</b>			<b>\$1,260,000</b>

## Our Place - Canberra Region Small Grants

	Who benefits	What funding is for	FY23-24
<b>Economic Justice and Safety</b>			
Australian National University	Homeless	Community research	\$25,000
Barnardos	Families in hardship	Kids in sport, registration fees	\$5,000
Better Renting	Renters	Tenant rights advocacy	\$25,000
Beryl Women	Domestic violence/abuse	Van equipment	\$15,000
Canberra Community Law	People on low income, Indigenous	Legal assistance, Indigenous cadetship	\$60,000
Canberra High School	Students	Breakfast program	\$5,000
Canberra PCYC - Turner Build	Youth at risk	PCYC Turner Build	\$20,000
Care Incorporated	People on low income	Community loans program	\$25,000
Community First Development	Indigenous	Community development program	\$20,000
Council on the Ageing ACT	At risk/disadvantaged women	Support and advocacy for older women in housing stress	\$30,000
Create Foundation	Youth at risk	Life skills workshops for young people in out-of-home care	\$50,000
Doris Women's Refuge	Domestic violence/abuse	Assistance for women and children	\$10,000
First Steps Pregnancy Support	Women and families	Nutrition education and support	\$10,000
HOME in Queanbeyan	Mental health	Core funding	\$20,000
Karinya House	Single parents	Case worker support for pregnant and parenting mothers	\$51,000
My Coaching My Future	Domestic violence/abuse	Support program for women returning to work	\$4,000
Orange Sky Australia	At risk/disadvantaged	Mobile laundry services	\$10,000
OzHarvest	At risk/disadvantaged	Food program	\$15,000
Quest for Life	Domestic violence/abuse	Trauma workshops	\$20,000
Raw Potential Canberra	Youth at risk	Youth worker	\$50,000
Roundabout Canberra	Families in hardship	Essential items for families experiencing hardship	\$20,000
Salvation Army	At risk/disadvantaged	Dental and speech therapy	\$20,000
St John's Care	At risk/disadvantaged	Food and wellbeing programs	\$30,000
Stasia Dabrowski - Soup Kitchen	At risk/disadvantaged	Food program	\$13,000
The One Box	Families in hardship	Food boxes for families experiencing hardship	\$25,000
Toora Women	Women/girls	Women's drop-in centre	\$20,000
University of Canberra	Domestic violence/abuse	Community-based strength training program	\$20,000
YWCA Brokerage	Domestic violence/abuse	Brokerage for immediate needs and essential items	\$25,000
YWCA Rentwell	People on low income	Affordable rentals	\$70,000
<b>Economic Justice and Safety Total</b>			<b>\$713,000</b>

<b>Education and Employment</b>			
Barnardos Australia - Queanbeyan	Indigenous students	After school program in Queanbeyan	\$10,000
Capital Region Community Services	Young people	Youth Space	\$10,000
Communities@Work	Youth at risk	Multi-purpose outdoor recreation space at Galilee School	\$40,000
Consent Labs	Youth	Respectful relationships education	\$50,000
Equity Economics	Families	School literacy campaign	\$19,500
Evatt Primary School	Families	Imagination Library	\$16,600
Fundraising Institute Association ACT	Community	Film screening of Uncharitable	\$1,900
Kulture Break	At risk/disadvantaged	Empowering young people through performing arts and leadership development	\$10,000
Lead the Way	Community	Leadership Program for Snow partners	\$81,627
Lions Youth Haven	Disability	Sensory garden	\$19,200
Little Luxton	At risk/disadvantaged	Employment training program	\$10,000
Mental Illness Education ACT	Community	Thriving Minds: Empowered Futures program	\$25,000
Money Bites	Young people	Financial literacy youth workshops	\$16,000
Parentline ACT	Community	Core funding	\$20,000
Pride Cup	LGBTQI+	Grants for sporting clubs to host Pride Cup events	\$50,000
Right to Work	Disability	Employment training videos	\$30,000
The Smith Family	At risk/disadvantaged	Reading program	\$10,000
Woden Community Service	Refugees	Learning to speak English program	\$5,000
Yerrabi Yurwang Child and Family Aboriginal Corporation	Indigenous	Yawarj Mara - Strong Pathways for youth program	\$25,000
YWCA Computer Clubhouse	Students	Computer Clubhouse Co-ordinator	\$20,000
<b>Education and Employment Total</b>			<b>\$469,827</b>

## Our Place - Canberra Region Small Grants Continued

<b>Health</b>			
A Curious Tractor	Addicted	Exploring digital support for Drug Court participants	\$32,000
Ability News	Disability	Website	\$15,000
Cancer Council ACT	Sick/terminally ill	Wig service	\$10,000
Community Home Australia	Community	Mural at Club Kalina	\$10,000
Directions Health Services	Mental health	Directions Teen Clinic - Queanbeyan	\$71,185
Fearless Women	Women/girls	Core funding: Counselling, mentor and education programs	\$50,000
GetAboutAble	Disability	Supporting sport and recreation groups to become more inclusive	\$25,000
Homeable	Disability	Smart home solutions for people with disabilities	\$40,000
Lifeline Canberra	Mental health	Equipment upgrades	\$24,122
Menslink	Young men	Core funding: Counselling, mentor and education programs	\$50,000
Music For Canberra	Disability	Group music activities	\$10,000
The Brite Notes	Ageing/elderly	Entertainment for aged care residents	\$3,250
YMCA RAID basketball	Disability	RAID basketball program	\$4,545
YWCA Bus	Community	Community bus	\$3,517
<b>Health Total</b>			<b>\$348,619</b>
<b>Small Grants Total</b>			<b>\$1,531,447</b>
<b>Canberra Total</b>			<b>\$2,791,447</b>

## Our Place - Scholarships

	Who benefits	What funding is for	FY23-24
Companion House	Refugees	Tertiary scholarships	\$13,000
Country Education Foundation of Australia	Rural and regional students	Tertiary and vocational scholarships	\$180,000
Harding Miller Education Foundation	Female students	Scholarships for year 9-12 girls from public high schools	\$100,000
Queanbeyan High School	Students	Scholarships for year 10 and year 12 students	\$13,000
Royal Agricultural Society (NSW) Foundation	Rural and regional students	Tertiary and vocational scholarships, including placement support	\$180,000
Sisters of Charity Foundation	Young people from out-of-home care	Tertiary and vocational scholarships	\$100,000
<b>Scholarships Total</b>			<b>\$586,000</b>

## Our Place - Key Regions: NSW South Coast & Sydney

<b>NSW South Coast</b>			
Foundation for Rural & Regional Renewal*	Communities	Investing in Rural Community Futures	\$578,500
Sir David Martin Foundation	Youth with addiction	Aftercare worker	\$75,000
Ulladulla High School	Students	Student Wellbeing Officer	\$45,000
<b>NSW South Coast Total</b>			<b>\$698,500</b>
<b>Sydney</b>			
4 Voices	Women/girls	Snowflake - mobile digital and social support service	\$100,000
Deadly Connections	Indigenous	Core funding	\$75,000
St Vincent's Hospital Sydney	Community	Nursing Excellence	\$5,000
Story Factory	Community	Free to Fashion project	\$5,000
Sydney Women's Fund**	Women/girls	Core operations and grant funding	\$305,000
<b>Sydney Total</b>			<b>\$490,000</b>
<b>Key Regions Total</b>			<b>\$1,188,500</b>
<b>Grand Total Our Place</b>			<b>\$4,565,947</b>

## Individuals

Total	FY23-24
	<b>\$199,217</b>

**\*FRRR recipients** - Batemans Bay: The Family Place, Southcoast Health & Sustainability Alliance (SHASA), Clyde River and Batemans Bay Historical Society Inc, Arts Council of Eurobodalla Inc, Anglican Diocese of Canberra & Goulburn - Parish of Moruya, Sustainable Agriculture and Gardening Eurobodalla Ulladulla: Milton Ulladulla Business Chamber Incorporated, Treading Lightly, Safe Waters Community Care Inc, StoryFest Incorporated, The Dunn & Lewis Youth Development Foundation Limited, South Coast Bookclubs Incorporated, Growing Together South Coast Incorporated Nowra: The Shoalhaven Women's Resource Group, South Coast Beef Producers Association, Nowra Community Food Store Incorporated, South Coast Women's Health & Welfare Aboriginal Corporation (Waminda), Noahs Ark Centre, Shoalhaven Neighbourhood Services, Nowra Local Aboriginal Land Council, Kangaroo Valley Voice Incorporated, Shoalhaven Business Chamber Incorporated, Beyond Empathy Limited.

**\*\* Sydney Women's Fund recipients:** Weave Youth & Community Services, Women's and Girl's Emergency Centre (WAGEC), Top Blokes Foundation, Consent Labs, Mudgin Gal Women's Centre, Liverpool Neighbourhood Connections - Social Enterprise Employment Scholarships with Pat Hall, Community Support Services - sewing jobs with Mona, Plate It Forward, RISE Whitleion - Alternative Learning School in Claymore, Ukraine project - welcoming and assisting navigation into Sydney, Reconnect - laptops for learning.

## Our Country - Social Entrepreneurs

	Who benefits	What funding is for	FY23-24
<b>Social Entrepreneurs &amp; Innovation</b>			
Australian Spatial Analytics	Disability	Core funding: Employment for neurodiverse people in high-end data jobs	\$175,000
Bus Stop Films	Disability	Bus Stop Employment - supporting employment of people with disabilities in the screen industry	\$50,000
Confit Pathways	At risk/disadvantaged	Core funding: Reducing recidivism for young people in juvenile justice	\$250,000
Deadly Runners	Indigenous	Core funding: Grassroots running clubs to enable positive change for First Nations communities	\$190,000
Foremind	Mental health	Core funding: Supporting the mental health and wellbeing of employees	\$200,000
Future Anything	Community	Supporting teachers to develop enterprising skills in school students	\$200,000
Global Sisters	Women/girls	Core funding: Supporting women-led businesses	\$75,000
Good360	At risk/disadvantaged	Core funding: Distributing donated new goods where they are most needed	\$50,000
Head Start Homes	At risk/disadvantaged	National Empowerment Service: Supporting people in social housing to buy their own homes	\$100,000
Hold Access	Indigenous	Core funding: Digital identification and self-determination for First Nations people	\$200,000
Homes for Homes	At risk/disadvantaged	Scheme to have 1% of the sale of each home donated to build homes for those in need	\$312,500
Humans of Purpose	Domestic violence/abuse	Core funding: Training and employment for women affected by domestic and family violence	\$150,000
Performl	Community	Core funding: Data and analytics for for-purpose organisations	\$230,000
ReLove	Domestic violence/abuse	Core funding: Furnishing homes for people leaving crisis accommodation	\$150,000
Ripple	Community	Core funding: Meaningful careers and civic engagement	\$200,000
RoboFit	Disability	Core funding: Improving mobility and quality of life for people with mobility issues	\$150,000
Snowies wrap-around support	Community	Wrap-around support for Snow Entrepreneurs	\$274,605
Sober in the Country	Addicted	Core funding: Advocacy and peer support for people in the bush to be able to say no to alcohol	\$150,000
SpendAble	Disability	Core funding: Preventing financial abuse of vulnerable people	\$150,000
The Violet Initiative	Carers	Core funding: Helping people navigate life's final chapters	\$250,000
Warrior Woman Foundation	At risk/disadvantaged	Core funding: Mentoring and life skills for vulnerable young women	\$100,000
Youngster.co	Community	Core funding: Young people teaching tech skills to seniors and people with disabilities	\$150,000
<b>Social Entrepreneurs &amp; Innovation Total</b>			<b>\$3,757,105</b>

## Our Country - Social Justice Issues

<b>Social Justice Issues</b>			
Advocacy expenses	Indigenous	RHD advocacy breakfast for MPs with lived experience champions	\$18,720
Australian Communities Foundation-First Nations	Indigenous	Constitutional Recognition: Rapid grants for First Nations communities grass roots advocacy through Australian Communities Foundation	\$25,000
Australians for Indigenous Constitutional Recognition	Indigenous	Constitutional Recognition: Referendum Yes Campaign	\$750,000
Australian Progress - Common Threads	Indigenous	First Nations Social Justice Summit Cairns	\$20,000
Calm Lion	Indigenous	First Nations youth scholarships	\$3,000
Deadly Heart Trek	Indigenous	RHD: two way education, diagnosing, treating and raising awareness of rheumatic heart disease in remote communities	\$97,887
Heart Foundation-Champions4Change	Indigenous	RHD: Lived experience experts Champions4Change program support	\$160,000
Human Rights Law Centre	Indigenous	Support for the Aboriginal and Torres Strait Islander People's Rights team	\$50,000
Institute for Glycomics, Griffith University	Indigenous	RHD: Medical vaccine research	\$142,474
NACCHO	Indigenous	RHD: Peak National Aboriginal Community Controlled Health Organisation acute rheumatic fever and rheumatic heart disease program	\$500,000
Orange Sky Australia	Indigenous	RHD: Remote Mobile laundry services in Maningrida and Alice Springs	\$230,000
Take Heart	Indigenous	RHD: Take Heart documentary and short films	\$75,000
Turbans 4 Australia	Indigenous	Constitutional Recognition: engagement with multicultural communities	\$25,000
University of New South Wales - Indigenous Law Centre	Indigenous	Constitutional Recognition: Uluru Dialogue - Voice to Parliament campaign	\$250,000
World Heart Federation	Indigenous	RHD: Australian Alliance showcase	\$14,695
89 Degrees - Gender Compass	Domestic violence/abuse	Gender Compass research to advance gender equity	\$39,750
Economic Justice Australia	Domestic violence/abuse	Core funding: economic justice reform and domestic violence advocacy	\$166,000
Fair Agenda	Domestic violence/abuse	Advocacy for gendered sexual violence prevention	\$100,000
The Continuum Project	Domestic violence/abuse	Research and Response framework development for responding to harmful sexual behaviours in schools	\$80,000
Transforming Justice Australia	Domestic violence/abuse	Restorative justice for sexual harm - practice and advocacy	\$75,000
University of Technology Sydney - Business School Domestic Violence	Domestic violence/abuse	Domestic violence research and advocacy Elsie conference	\$15,000
Violet Co	Sexual assault	Core funding: Advocacy for police accountability in sexual violence cases	\$25,000
Amplify Pride Fund	LGBTIQ+	Grant funding: LGBTIQ+ grass roots grant round (Aurora & GiveOut collaboration)	\$250,000
Equality Australia	LGBTIQ+	Core funding: Advocacy for LGBTIQ+ rights and reform	\$200,000
Equity Economics	At risk/disadvantaged	School literacy campaign	\$3,075
<b>Social Justice Issues Total</b>			<b>\$3,315,601</b>
<b>Awareness of Social Issues</b>			
Australian Associated Press	Indigenous	Core funding: AAP First Nations Desk	\$125,000
Australian Council of Social Services	At risk/disadvantaged	Training and mentoring Lived Experience experts	\$30,000
Creative Australia	Community	Careless Documentary: film and impact campaign about ageing	\$75,000
<b>Awareness of Social Issues Total</b>			<b>\$230,000</b>
<b>Grand Total</b>			<b>\$7,302,706</b>

## Our Sector

	Who benefits	What funding is for	FY23-24
Documentary Australia Foundation	Community	Core funding and Impact Producer program	\$75,000
Hands Across Canberra	Community	Core and grant funding	\$50,000
Mannifera	Community	Core and grant funding	\$75,000
Philanthropy Australia	Community	Core funding	\$75,000
Philanthropy Australia	Community	She Gives Campaign	\$25,000
Social Enterprise Australia	Community	Core funding	\$75,000
Social Impact Hub Foundation	Community	Impact Investing Hub	\$25,000
The Funding Network	Community	Core funding	\$50,000
The Mill House Ventures	Community	Social Entrepreneur in residence program	\$50,000
<b>Grand Total Our Sector</b>			<b>\$500,000</b>

## Our Family

	Who benefits	What funding is for	FY23-24
Australians Investing In Women	Women/girls	Advocacy for gender-wise philanthropy	\$10,000
Boys to the Bush	At risk/disadvantaged	Donation	\$50,000
Bronte Surf Life Saving Club	Community	Donation	\$15,000
Camp Quality	Sick/terminally ill	Donation	\$1,000
Canberra Grammar School Foundation	Women/girls	Tuition fees for student	\$11,405
Cerebral Palsy Alliance	Disability	Donation	\$1,000
Igniting Change	Community	Core funding to support and amplify grassroots organisations	\$25,000
Education advocacy	At risk/disadvantaged	Australian curriculum quality assurance model and reading assistance	\$62,727
Legacy Australia	Community	Core funding	\$33,000
Menslink	Mental health	Donation	\$500
National Art School	Community	Donation	\$10,000
Penthos Inc	Families	Supporting parents suffering from unresolved grief	\$25,000
Rainbow Families	LGBTIQ+	Supporting LGBTIQ+ families	\$25,000
Somerset Campdraft Association	Sick/terminally ill	Donation	\$5,000
St Vincent's Curran Foundation	Sick/terminally ill	Donation	\$12,000
Surrogacy Australia	LGBTIQ+	Donation	\$1,700
The Canberra Hospital Foundation	Sick/terminally ill	Donation	\$1,000
The Spine Tingling Ride	Disability	Donation	\$10,000
Tick-Borne Disease Project - Karyn Joyner	Sick/terminally ill	Project management of Tick-Borne Disease Project	\$17,000
Tick-Borne Disease Project - North Foundation	Sick/terminally ill	Tick-Borne Disease Project research and clinical trials	\$750,000
Top Blokes Foundation	At risk/disadvantaged	Improving young male health and wellbeing	\$25,000
Wandering Warriors	Community	Donation	\$5,000
Welcome to Country	Indigenous	Core funding	\$20,000
Women for Election	Women/girls	Supporting women to run for public office	\$20,000
<b>Grand Total Our Family</b>			<b>\$1,136,332</b>

## Total Donations

**\$13,704,202**

Total donations excludes refund of unspent grant funds from Clare Holland House

# Values

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## Humility

We recognise the expertise of our partners and help them achieve great things

## Social Justice

We uphold principles of equity, inclusiveness and fairness

## Commitment

We are here for the long term and understand social change takes time

## Collaboration

We are engaged with our partners and our community and work together supportively


## Empathy


We strive to understand and share the feelings of others

## Transparency

We share our learnings and promote shared intelligence

### The Snow Foundation

 02 6175 3333

 enquiries@snowfoundation.org.au

 facebook.com/thesnowfoundation

 @snowfoundation\_au

 linkedin.com/company/the-snow-foundation

[snowfoundation.org.au](http://snowfoundation.org.au)

