



ANNUAL REVIEW

2022 – 2023

Australian 
Scholarships
FOUNDATION

Developing leaders for a better society

ALL THE 2023
NOT-FOR-PROFIT
LEADERSHIP AWARD
WINNERS & FINALISTS INSIDE

Australian Scholarships Foundation Annual Review 2022-2023

The Australian Scholarships Foundation acknowledges Traditional Owners of Country throughout Australia and recognises their continuing connection to land, waters and culture. We pay our respects to Aboriginal and Torres Strait Islander Elders past, present, and emerging. We also accept the invitation in the Uluru Statement from the Heart to walk together with Aboriginal and Torres Strait Islander peoples in a movement of the Australian people for a better future.

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Front cover: 2022 ASF scholarship recipients L to R. Anne Frankenberg, CEO, Musica Viva Australia (photo credit is Albert Comper); Sam Crosby, Executive Director, St Vincent de Paul Society NSW; Deborah Attard Portugues is the Chief Executive Officer of the Women and Infants Research Foundation.

Above: Fulbright Presentations in Canberra in 2023. L to R, Her Excellency Caroline Kennedy, US Ambassador to Australia and Sam Crosby, Fulbright Non-Profit recipient 2023.

About us

Developing leaders for a better society

The Australian Scholarships Foundation (ASF) is a registered charity that works with not-for-profit groups to develop inspirational leaders. In the past 14 years, we have partnered with experts to offer education in leadership, governance, finance and project management to more than 5,000 people from a wide range of organisations.

Supporting Australia's not-for-profit sector for maximum impact

DEMAND: FOUR APPLICANTS FOR EVERY SCHOLARSHIP

Create effective leaders by developing their talents and creating career pathways.



Constructive partnerships. Trusted education partners, alliances and donors that strengthen performance by fostering leadership abilities.

Invest in education that improves the efficiency of the organisation, allowing it to retain skilled staff and attract new talent.



More than 500 scholarships a year. Giving practical skills to leaders which allow them to transform their organisations by increasing efficiency.

Determine the sector's needs by using evidence-based research.



Meeting demand for learning and development. We are increasing our pool of education providers.

Results-driven culture



Creating a shared understanding. Connecting more than 5000 alumni at events and forums.

Promote positive change by developing the skills of leaders to build the capacity of the sector.



Celebrating inspiring leaders through an awards program that encourages and rewards outstanding leadership.

IMPROVED JOB PERFORMANCE – CONFIDENCE BOOST – BEHAVIOUR CHANGE

In surveys, 85% of our recipients said they would not have been able to develop their talents without our scholarships.



Our mission and values



Our Vision

To support Australia's not-for-profit sector to deliver maximum social impact.



Our Mission

To enable professional development opportunities and thought leadership to increase the effectiveness of not-for-profit organisations.



Our Purpose

To develop leaders for a better society.



Our Values

Transparency, Collaboration, Excellence, Integrity.

Strategic pillars

Our strategic plan is underpinned by four key pillars.

01

Strengthen leadership capabilities

We facilitate talent growth and career pathways for high-potential leaders.

02

Become a hub for best practice leadership

We are recognised as the foremost organisation for leaders wishing to pursue career goals.

03

Effect systemic improvement

We connect and collaborate with leaders and organisations for positive change.

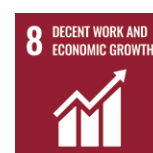
04

Build a sustainable organisation

We ensure the foundation has financial stability, effective systems and good governance.

Sustainable Development Goals

Our initiatives contribute to the following United Nations Sustainable Development Goals.



Report from the Chair & CEO

In 2022, the Australian Scholarships Foundation (ASF) welcomed a new leadership team, with Louisa Graham commencing as CEO in May and Dr Melinda Muth taking over as Chair in November from Professor Stephen Garton AM, who remains on the board. Professor Garton has been an outstanding board member and chair and we would like to thank him for his important contribution.

Since 2009, the ASF has awarded more than 5000 scholarships worth a total of \$17.2 million. In surveys, 90% of recipients have told us that they would not have been able to access that training without a scholarship. This is one of the ways we support the Australian not-for-profit sector to deliver maximum social impact.

Our research has identified that leadership diversity is crucial to the success of any organisation. As a result, we have awarded the majority of our scholarships (72%) to women, a third to people in regional, rural and remote Australia, and 22% to people with a disability.

The ASF has an outstanding reputation for providing scholarships that enable an investment in management education and governance. Under the new leadership team, we have built upon those principles and developed new paths to supporting outstanding leaders. This includes engaging our alumni and inaugurating a series of awards and events which recognise the positive difference that not-for-profit leaders make to their organisations and our society.

By celebrating the achievements of these outstanding leaders, we can create a stronger and more effective

not-for-profit sector that is better equipped to address key social and environmental challenges important to us all. In a sector where salary is not the primary career motivation, rewarding excellence is crucial.

A big congratulations to all the outstanding winners of the inaugural ASF Not-for-Profit Leadership Awards. You can read more about their achievements in the following pages.

Why do we need to recognise our leaders? Because leadership matters – leaders set the tone.

Not-for-profits and those who lead them are held in high regard by the public, partly because they have chosen to dedicate themselves to working for the public good rather than to making a profit. Due to the nature of not-for-profit work, being part of a leadership team gives rise to higher expectations of trust, and with those expectations comes great responsibility.

Community attitudes to the conduct of all organisations have evolved, heightening expectations about the role that leaders play in shaping the conduct and culture of their organisations. Abundant evidence shows that a positive tone at the top affects the workplace environment, and this in turn creates dramatic

benefits for employees, employers and organisational effectiveness.

The ASF has forged strong collaborations with many education providers, including organisations such as Fulbright Australia, Harvard Club of Australia, the Australian Institute of Company Directors, the Australian Graduate School of Leadership, Kaplan Business School, Curtin University, the Australian Graduate School of Management (AGSM) at the UNSW Business School, CPA Australia, McKinsey & Company, Stanford Australia Foundation, Kilfinan Australia, Australian Network on Disability and many more who share our vision for strong and future-ready, for-purpose leaders. We will continue to seek and create enduring partnerships into the future.

We also offer a sincere and heartfelt thank you to our funding and collaborative partners. Our work has been enabled by the generosity of the Paul Ramsay Foundation, Origin Energy Foundation and Perpetual. We were thrilled to see new partners join us in sponsoring the awards program, particularly our presenting partner, The NonProfit Alliance; our category partners, Leadership Space, The X-Factor Collective Foundation and Clayton Utz; and our prize partner, the AGSM at the UNSW Business School.

“The ASF has an outstanding reputation for providing scholarships that enable an investment in management education and governance.”

Our Community

Not-for-profit organisations

4,200

Alumni scholars

5,066

Education providers

13

Assessors

10

Subscribers

19,000+

Website visits a year

200,000+

Social media followers

11,000+

Affiliate network community

100,000+

The ASF relies heavily on support from our panel of assessors, who work tirelessly to read and consider the hundreds of applications we receive each year. Their role is critical in ensuring the integrity of our scholarships and awards and ensuring the best applicants are selected.

Two board members have retired in this term, Lucy Doyle and George Paramanathan. We thank them for their inspired guidance and commitment to the ASF.

Like all successful not-for-profits, the ASF operates with a very lean but hard-working team. A huge shout-out for their talent and commitment to Lauren Dixon, General Manager Scholarships and Programs; Leona Spencer, General Manager, Engagement and Communications; Catherine Barrett, Business Services Manager; and Sybella Harris, Scholarships Administrator.

Good leadership is critical for success and progress and nowhere is this more important than in not-for-profit organisations, whose work contributes to developing a better society. Our mission at the ASF is to elevate and celebrate the contributions that these outstanding leaders make to Australia.

Louisa Graham

CEO

Dr Melinda Muth

Chair



Photo: L to R
Dr Melinda Muth and
Louisa Graham

OUR IMPACT



OUR REACH

5665

Total number of scholarships awarded since 2009

Thanks to the generosity of our funders and education partners, we awarded

552 SCHOLARSHIPS IN 2022



SCHOLARSHIPS VALUE

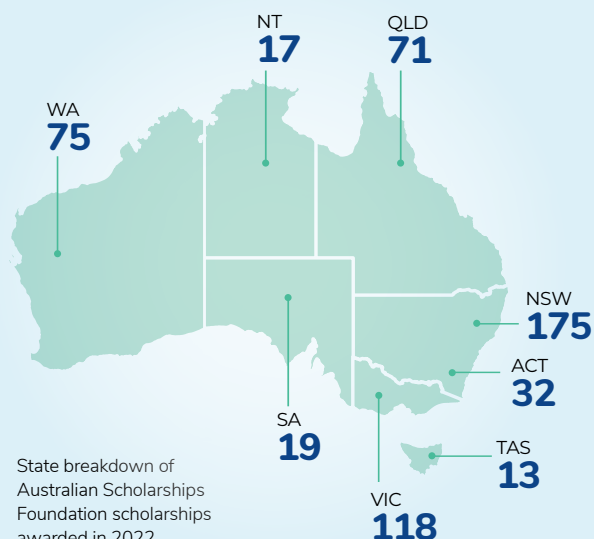
2022

\$3.34 million

2009-2022 CUMULATIVE

\$17.2 million

Our scholarships have been awarded to not-for-profit staff and boards across Australia. In 2022, 191 scholarships (35%) were awarded to leaders located in remote, rural and regional areas who struggle to access quality education opportunities.



State breakdown of Australian Scholarships Foundation scholarships awarded in 2022

Cross-sector support

Our recipients are drawn from across the sector, including social services, health, education and research, environment and animal welfare, arts, culture and recreation, and international development. Leaders in the sector continued to rise to the challenges of COVID-19 and natural disasters, which increased demand for their services to support their communities. During this period, 46% of our scholarships were awarded to those in the social service and health areas.

Supporting diversity in leadership

In 2022, 399 (76%) of scholarship recipients were female. Thirty-five of the recipients (6.3%) identified as Aboriginal and Torres Strait Islander peoples.

Leaders with disability received 122 scholarships facilitated with the Australian Institute of Company Directors and the Australian Network on Disability.

Scholar surveys

Our surveys repeatedly confirm the impact of our scholars' studies. Scholars score highly on their improvement in technical skills, job performance and confidence. Our research (2019 to 2022) shows that 85% of not-for-profit scholars would not have had the opportunity to study without a scholarship, and that 92% noted improved job performance.

Behaviour change 93%

Recipients report they changed their behaviour to be consistent with their completed training.

Confidence boost 98%

Recipients report a considerable boost in confidence relating to their new skills and their ability to succeed in their role.

Improved job performance 92%

Recipients agree or strongly agree that the training will improve their job performance.



Evidence-based impact

The ASF has been able to offer the Fulbright Professional Scholarship in Non-Profit Leadership through generous funding support of Origin Energy Foundation and Perpetual since 2013. Research by Pollinate to explore, understand and validate the impact of the Fulbright Scholarship Program on its scholars, their network and the not-for-profit sector unearthed compelling outcomes.

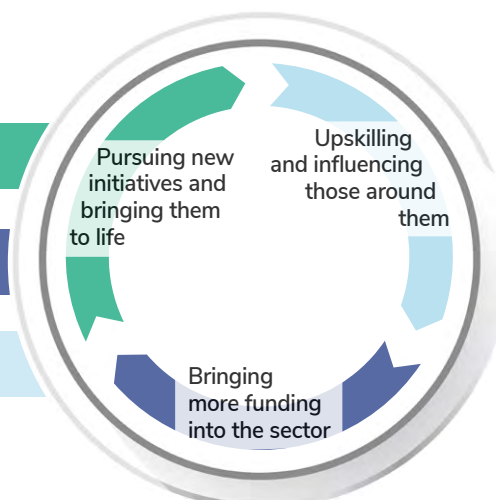
INPUTS

Fulbright scholar

OUTCOMES

Not-For-Profit sector

- 1** | Increases access to opportunities
- 2** | Strengthens leadership qualities
- 3** | A unique set of knowledge





Message from The Hon Dr Andrew Leigh MP, Assistant Minister for Competition, Charities and Treasury

Transcript from a speech given on 15 June 2023. The Acknowledgement of Country has been omitted in this copy by request.

Good evening. My name is Andrew Leigh, the Assistant Minister for Competition, Charities and Treasury. I'm coming to you from Ngannawal Land. I acknowledge any Indigenous people present tonight and commit myself as a member of the Albanese government to the implementation in full of the Uluru Statement from the Heart.

I want to congratulate Louisa Graham and the team at the Australian Scholarships Foundation for the remarkable work you've done over the last 14 years. You've partnered with organisations to deliver some 5,000 scholarships, changing lives and inspiring minds. These 5,000 people have then gone off to influence others. So you can only imagine the way in which the impact of the Australian Scholarships Foundation has rippled out across our community.

As a government, we're passionately committed to building community in Australia. We know that over the last generation, there's been a decline in the share of Australians joining volunteering and giving. Australians friendship

networks have shrunk; we know fewer neighbours, we play less organised sport. And in that environment, it is more vital than ever before, to build the strength of the not-for-profit leadership sector. We celebrate those not-for-profit leaders, who are in many cases giving up a more lucrative job to give back to the community.

The writer David Brooks once drew a distinction between CV virtues and eulogy virtues. CV virtues, he said, the accolades we might have won the awards, the promotions. Eulogy virtues, he said, are the things people will talk about when we're gone. It's those eulogy virtues that drive so many people to work in the community sector; to give back, to strengthen our ties, to build a nation not just of 'me', but also of 'we'.

I want to acknowledge the remarkable scholarship recipients and leaders in the

making. Leadership in the community sector is often less about telling people what to do, than sharing a vision. When I was taught leadership at the Harvard Kennedy School, it was through Ronald Heifetz's model of adaptive leadership. Heifetz distinguished between authority figures, those in command of others who can direct them as to what to do, and leadership, which is about getting a group of people to tackle a difficult problem. That notion of adaptive leadership strikes me so often in politics today, and I see it replete in the Australian charity and not-for-profit sector.

I wish you all the best in the vital work that you do as scholarship givers and leaders and community builders, strengthening our society and making Australia even more a nation of 'we'. Thank you very much. •

“ We celebrate those not-for-profit leaders, who are in many cases giving up a more lucrative job to give back to the community. ”

► CASE STUDY

Narelle McGeoch

Recognising that both she and her workplace would benefit from a Master of Business Administration skill set, Youthworks COO Narelle McGeoch took the leap and applied for an Australian Scholarships Foundation scholarship to undertake an **MBA at Kaplan Business School**. Narelle was awarded a scholarship in 2019.

"I have long wanted to do an MBA, but it was something that was economically out of my reach," she says.

Narelle elected to do the two-year intensive study primarily online, juggling it alongside lockdowns, full-time work and raising three small children. She also decided to show her gratitude by aiming for straight HDs, something she is proud to have achieved.

Soon after starting the MBA, Narelle was promoted from her Executive Officer position into the COO role. She immediately began funnelling her new skills and learnings into the job.

"Putting the tools into practice helped me to hold on to everything I was learning and meant that the impact of the studies was coming through immediately," she says.

Narelle began to analyse the organisation holistically, both internally – by looking at processes, systems, resources, capital – and externally, through the competitive and regulatory environment in which Youthworks operates.

Using Kaplan's strategic tools, Narelle implemented a number of non-financial metrics and identified and analysed internal business capabilities and limitations around resources, funding, labour skills and knowledge. Then, to address gaps and support her team, she implemented leadership, personality, and psychometric testing questionnaires within the executive team.

"This really helped them to understand each other better and strengthened their collective performance," she says.

"The MBA has broadened, diversified and strengthened my own skill set, and these learnings have enabled me to help improve and sharpen the current



skills matrix of the senior executive team within my current workplace, resulting in immediate and continuing benefit.

"I am better able to invest time in them and lead them well, so that they can be inspired to grow and stay with the organisation."

The impact for Youthworks, Narelle says, is a stronger leadership team and a refined strategy that addresses and lifts the organisation's position in the sector, ultimately delivering better outcomes to both the donors and the young people it supports. •

“ I have long wanted to do an MBA, but it was something that was economically out of my reach. ”



Strengthen Leadership Capabilities

Australia's not-for-profit sector, an important part of the national economy, is critical for meeting fundamental societal needs and fostering social cohesion. Not-for-profits rely on their highly dedicated staff, yet often struggle to provide the professional development opportunities that will attract and retain the right people.

Despite huge demand, very few training opportunities are specifically designed for this sector. Recent analysis by the Australian Scholarships Foundation identified that well-regarded education programs, degrees and postgraduate courses, as well as governance training, are so costly that they are beyond the reach of many not-for-profit organisations. We aim to ensure that leaders in this sector have access to the same professional development opportunities that their private-sector counterparts enjoy.

The ASF has been working closely with the tertiary sector and education providers to provide fee-free and partly subsidised scholarships for not-for-profit staff. Training and education which embraces diversity, inclusion and support for remote and regional communities is also a priority. Bringing together the expertise of industry, government, education partners and philanthropy has enabled the ASF to facilitate training opportunities for women, Indigenous communities and people living with disability.

STRENGTHEN LEADERSHIP CAPABILITIES

Scholarship recipients 2022

We are immensely proud of all our scholarship recipients. They represent organisations which embrace important priorities such as diversity, inclusion and support for rural and regional communities.

We wish to acknowledge the breadth, diversity and importance of all our scholars, whose work benefits women, members of Indigenous communities and people living with a disability.

552 SCHOLARSHIPS IN 2022

SCHOLARSHIP RECIPIENTS 2022

Australian Graduate School of Leadership – Doctor of Business Leadership



Helen Jentz, Chief Executive Officer of Wounds Australia

Australian Institute of Company Directors – Governance Foundations for Not-for-Profit Directors Scholarships 2021-2022

Scholarship recipients included 200 directors, executives and emerging directors of not-for-profit organisations with a turnover of less than \$2m, with recipients from every state in Australia.

Bankwest / Curtin University – WA Leaders Scholarship 2022

Scholarships were awarded to 21 not-for-profit leaders to undertake either the Graduate Certificate in Project Management or the Graduate Certificate in Business at Curtin University.

CPA Australia, CPA Program 2022-2023

Recipients include:

Melissa Daly, Sowilo Community Inc, Western Australia

Arielle Deamer, Allambi Care, Newcastle, NSW

Melanie Joubert, Jireh House, Tasmania



Dawn Perry, Your Best Life Disability and Health Organisation, Caloundra, Queensland

Sarah Rogers, Children by Choice Association Inc, Queensland

2022 Fulbright Scholarship in Non-Profit Leadership

Sam Crosby, Executive Director, St Vincent de Paul Society, NSW



Harvard Club of Australia – Ferris Family Fellowships 2022

Recipients include **Deborah Attard Portughes**, Chief Executive Officer of the Women and Infants Research Foundation (WIRF), and **Patrick Reid**, Chief Executive Officer of IRT Group.



Kaplan Business School – Master of Business Administration – 2022



Recipients include **Michele Laurie** from Social Futures; **Johannes Scheiber** from SYC Ltd; **Jeane Waters** from The Smith Family; and **Sarah Jenkins** from the Menzies Foundation.

McKinsey & Company – Executive Leadership Program 2022

31 scholarships awarded to CEOs and executives from not-for-profit organisations across Australia.

McKinsey & Company – Young Leaders Forum 2022

91 scholarships were awarded in 2022.

SUPPORTING SCHOLARSHIPS

Australian Institute of Company Directors – Women's Regional, Rural and Remote Diversity Scholarships 2022-2023

Awarded by the Australian Institute of Company Directors with support from the Department of the Prime Minister and Cabinet's Office for Women.

Disability Leadership Program 2022

Awarded by the Australian Institute of Company Directors in partnership with Australian Network on Disability and funded by the Australian Government Department of Social Services.

Directing Change Scholarship 2022

Awarded by Australian Network on Disability and the Australian Institute of Company Directors to leaders with disability.



► CASE STUDY

Matt Davis

Matt Davis, CEO of The Salvation Army – Salvos Stores was the recipient of the **Harvard Club of Australia Non-Profit Fellowship** in 2019.

When Matt arrived at Harvard Business School for a week-long intensive, he had done his homework. But nothing could have prepared him for the rigour of the program or the impact of the experience.

"I wanted to establish a firm foundation for our organisation, which is going through a circular economy transition," he says.

"This was really a platform to help galvanise the thinking around how to do that well. Australia still sends 250,000 tonnes of clothing and other textiles to landfill every year. It's a problem that needs to be fixed."

During his studies at Harvard, Matt drilled down into his "why".

"There was a module on Question Zero – why does your organisation exist? It was

“ I wanted to establish a firm foundation for our organisation, which is going through a circular economy transition. ”

about gaining absolute clarity around that. In a not-for-profit context, if you're not making an impact on the issue that you care about, every question after that doesn't matter."

On his return, he helped develop an important initiative around clothing recycling.

"My journey since the course has meant that Australia now has a voluntary product stewardship scheme for clothing and textiles, with a vision for totally changing the [circular economy] game in Australia."

The benefits of the course are ongoing. Personally, Matt has become more open to bringing in external voices to support his decision-making and problem-solving – from chatting with

his closest colleagues from the course to engaging specialist consultants.

He also has a greater belief that break-through solutions are possible. Such optimism has supported a new community action Salvos Stores is taking on textile waste called Moving the Needle, a collaboration with other charities and retail brands.

"It's been a great platform for us to elevate the issue, and it has certainly helped to place Salvos Stores as one of the leading organisations at the forefront of the conversation and future actions," Matt says. "It's wonderful to be part of this action that we're taking for people and the planet." •

STRENGTHEN LEADERSHIP CAPABILITIES

Building a Leadership Community

Fourteen of our inspiring alumni scholars have joined us as ASF Alumni Ambassadors. They are executives and board members representing large and small not-for-profit organisations across Australia who champion capability-building and support us in creating a leadership community for the sector.

Introducing our inaugural Alumni Ambassadors:



Laura Alston, Board Chair, Women's Health and Wellbeing Barwon South West Inc



Joanne Armstrong, Chief Executive Officer, Cystic Fibrosis Australia



Deborah Attard Portughes, Chief Executive Officer, Women & Infants Research Foundation



Adam Davids, Board Member Social Ventures Australia and Career Trackers



Matt Davis, Chief Executive Officer, The Salvation Army – Salvos Stores



Sonia Di Mezza, Chief Executive Officer, Loddon Campaspe Multicultural Services



Petrina Fraccaro, Chief Executive Officer, Cystic Fibrosis Queensland Ltd



Anne Frankenberg, Chief Executive Officer, Musica Viva



Bec Johnson, Co-Founder, The Type 1 Diabetes Family Centre



James Montgomery, Chief Executive Officer / Managing Director, AFL SportsReady Ltd



Jonathon Peatfield, Chief Executive Officer, LifeEducation NSW/ACT



Kylie Pussell, CEO, Co-Founder and Board Director, Miracle Babies Foundation



Leisa Sadler, Chief Executive Officer, Dress for Success Sydney



Ben Vasiliou, Chief Executive Officer, Youth Projects Ltd

Celebrating Inspiring For-Purpose Leaders

Leadership matters – leaders set the tone

The purpose of the Not-For-Profit Leadership Awards is to recognise and support the outstanding leaders of the many charities and not-for-profits that deliver on fundamental societal needs and enhance social cohesion. The awards shine a light on organisations, teams and individuals who have demonstrated excellence and courage in their leadership. Acknowledging outstanding leadership encourages best practice, builds capabilities and leads to organisational growth.

Inaugural Not-For-Profit Leadership Awards

Presenting Partner



CELEBRATING INSPIRING FOR-PURPOSE LEADERS

2023 Not-For-Profit Leadership Award Finalists

To be recognised as a finalist in itself is a great achievement.

► FINALISTS

2023 Not-For-Profit Leadership Awards

OUTSTANDING LEADER

SUPPORTED BY THE AUSTRALIAN SCHOLARSHIPS FOUNDATION

Finalists: Outstanding Leaders currently working with organisations with annual revenue of **under \$3 million**

- **Shaun Christie-David**, Founder, Plate it Forward
- **Sonia Di Mezza**, CEO, Loddon Campaspe Multicultural Services
- **Paul Higginbotham**, Executive Director, Earbus Foundation of Western Australia

OUTSTANDING LEADER

SUPPORTED BY THE NONPROFIT ALLIANCE

Finalists: Outstanding Leaders currently working with organisations with annual revenue of **over \$3 million**

- **Sharon McGowan**, CEO, The Royal Australian and New Zealand College of Psychiatrists
- **Tanya O'Shea**, Managing Director, IMPACT Community Services
- **Suzie Riddell**, CEO, Social Ventures Australia

OUTSTANDING EMERGING LEADER

SUPPORTED BY THE AUSTRALIAN SCHOLARSHIPS FOUNDATION

Finalists: Outstanding Leaders currently working with organisations with annual revenue of **under \$3 million**

- **Noel Lim**, CEO, Anika Legal
- **Liz Martin**, CEO, Accessible Arts
- **Angelique Wan**, Co-founder and CEO, Consent Labs

OUTSTANDING EMERGING LEADER

SUPPORTED BY LEADERSHIP SPACE

Finalists: Outstanding Leaders currently working with organisations with annual revenue of **over \$3 million**

- **Hally Lara and Laura Glendinning**, National Partnerships Lead (shared role), OzHarvest
- **Trent Miller**, Executive Manager of Employment, Training, and Social Enterprise, Youth Projects
- **Vicky Worland**, Head of Program Management, Gotcha4Life Foundation

OUTSTANDING LEADERSHIP IN TALENT GROWTH

SUPPORTED BY CLAYTON UTZ

- **Francesca Caccamo**, Head of People and Programs, Consent Labs
- **CHASE Team**, Community Health Advancement and Student Engagement
- **Angela Gaylard**, People and Culture Manager, Youth Projects

OUTSTANDING EDUCATION PROVIDER

SUPPORTED BY AGSM AT UNSW BUSINESS SCHOOL

- **CareFlight**, Trauma Care Workshops
- **Minus18 Education Team**, Minus18
- **UNSW Sydney, The University of Western Australia, Flinders University and Swinburne University of Technology**, Centre for Social Impact

OUTSTANDING LEADERSHIP IN WELLBEING GOVERNANCE

SUPPORTED BY THE WELLBEING HUB, AN INITIATIVE OF THE XFACTOR COLLECTIVE FOUNDATION

- Lifestart
- Starlight Children's Foundation
- Youth Projects

OUTSTANDING SCHOLAR

SUPPORTED BY THE AUSTRALIAN SCHOLARSHIPS FOUNDATION

Finalists are not announced in this category.

CELEBRATING INSPIRING FOR-PURPOSE LEADERS

2023 Not-For-Profit Leadership Award Winners

We salute the outstanding contributions of our inaugural 2023 winners.

WINNERS

OUTSTANDING LEADER

Outstanding Leaders currently working with organisations with annual revenue of **under \$3 million**.

WINNER:

Shaun Christie-David, Founder, Plate it Forward



Shaun Christie-David founded Plate it Forward in 2020, with the original mission to provide meals for community

members who had been hit hard by the COVID-19 pandemic. Since then, Plate it Forward has expanded to become a food-based collective and movement that creates equal opportunity around the table, hiring 150 staff members with diverse backgrounds, including 77 ethnically diverse individuals and 62 women. Over the past 15 years, Shaun has combined his passion and knowledge of social enterprise with his experience in corporate partnerships and fundraising to drive positive change in marginalised communities.

JUDGES' COMMENT

Shaun Christie-David demonstrated strong leadership values and acted swiftly to support the most vulnerable during the global pandemic. Shaun created social solutions to problems such as unemployment by providing training, employment and food to marginalised communities throughout Sydney. His impact is meaningful, long lasting, and not only disadvantaged people but also the environment.

THIS AWARD IS PROUDLY SUPPORTED BY THE AUSTRALIAN SCHOLARSHIPS FOUNDATION

OUTSTANDING LEADER

Outstanding Leaders currently working with organisations with annual revenue of **over \$3 million**.

WINNER:

Tanya O'Shea, Managing Director, IMPACT Community Services



IMPACT
COMMUNITY SERVICES
Improving lives since 1978

Tanya O'Shea is an accomplished business and community leader with more than two decades of experience in the not-for-profit sector. As the Managing Director of IMPACT Community Services, Tanya has

spearheaded organisational growth by embracing innovation and diversification. She is heavily involved in community and a passionate advocate for regional Australia. The regional Queensland-based IMPACT Community Services employs over 200 staff supporting more than 3,500 people every year through parenting and family education programs, healthcare, aged care or home visits, and upskilling people to secure employment.

JUDGES' COMMENT

Tanya O'Shea puts her team at the core of her activities, knowing the more they are supported, educated and empowered the larger the impact they will have on their community. Her organisation's growth and innovation are to be applauded in service delivery and outcomes, social enterprise projects, staff development and leadership.

THIS AWARD IS PROUDLY SUPPORTED BY THE NONPROFIT ALLIANCE

OUTSTANDING EMERGING LEADER

Outstanding Emerging Leaders currently working with organisations with annual revenue of **under \$3 million**.

WINNER:

Angelique Wan, Co-founder and CEO, Consent Labs



Angelique Wan is the co-founder and CEO of Consent Labs, a youth-led not-for-profit she co-founded when she was 19 years old. Consent Labs works to end gender-based violence through consent and respectful relationships

education delivered in schools and universities across Australia. Consent Labs has delivered programs to more than 46,000 people nationally. Angelique was recognised as a 2023 Forbes Asia 30 Under 30 Honoree, the 2022 NSW Young Woman of the Year and a 2022 40 Under 40 Most Influential Asian-Australian. She was also listed by Instagram as a Top 25 female entrepreneur.

JUDGES' COMMENT

Consent Labs is a youth-led, innovative national not-for-profit social enterprise established to reduce sexual violence through consent education. Angelique Wan co-founded Consent Labs out of personal passion in 2016 and has now impacted over 35,000 students. Angelique's leadership champions diversity and intersectionality, proactive collaboration, and helps provide the foundation for cultural and social change in the future.

THIS AWARD IS PROUDLY SUPPORTED BY THE AUSTRALIAN SCHOLARSHIPS FOUNDATION



OUTSTANDING EMERGING LEADER

Outstanding Emerging Leaders currently working with organisations with annual revenue of **over \$3 million**.

WINNER:

Trent Miller, Executive Manager Employment, Training and Social Enterprise, Youth Projects



Trent Miller is an experienced social impact leader who spearheads Youth Projects' Employment, Training and Social Enterprise portfolio. In his role with Youth Projects, he has successfully led various programs to support the community, including a program for young people living with varied abilities, Here4Hospitality.

He combines collaboration, empathy and servant leadership to build effective relationships. Consistently striving for continuous improvement, Trent recently completed his MBA, allowing him to leverage strong business acumen to co-design solutions that support social justice.

JUDGES' COMMENT

Trent Miller has been instrumental in the significant achievements of Youth Projects' programs, specifically Community Youth Training and Disability Employment Services. Trent is an outstanding strategic leader, demonstrating a powerful combination of interpersonal and technical skills. His capacity to create innovative solutions through collaborative and adaptive leadership not only motivates stakeholders but also secures meaningful outcomes, the foundation of Trent's commitment to transformational social change.

THIS AWARD IS PROUDLY SUPPORTED BY LEADERSHIP SPACE



CELEBRATING INSPIRING FOR-PURPOSE LEADERS

2023 Not-For-Profit Leadership Award Winners

We salute the outstanding contributions of our inaugural 2023 winners.

► WINNERS

OUTSTANDING LEADERSHIP IN TALENT GROWTH

An organisation, a learning and development leader or team, who has demonstrated best practice leadership, having an employee focus.

WINNER:

Angela Gaylard, People and Culture Manager, Youth Projects



**youth
projects**

Angela Gaylard is Head of People and Culture at Youth Projects, overseeing the organisational people strategy at the Melbourne-based non-profit. She works to create an inclusive environment that fosters open conversations, facilitates talent growth and improves attraction and retention of exceptional and values-aligned talent. At Youth Projects she has led projects to address the Gender Pay Gap through a range of contemporary strategies and ongoing evaluation, and has developed and implemented a Values-Based Recruitment Review framework.

Angela is a senior People and Culture leader with tertiary qualifications in Workforce Strategy, Transformation and Organisational Psychology. She is also a passionate advocate for organisational development, psychosocial safety and inclusive practices.

JUDGES' COMMENT

Combining a clear strategy and innovative initiatives such as values-based recruitment as well as achieving tangible outcomes around diversity, Angela Gaylard developed a comprehensive and detailed plan of action that significantly impacted her organisation. Angela's passion, leadership and commitment to the development of all staff at Youth Projects also shone through in her entry.

THIS AWARD IS PROUDLY SUPPORTED BY CLAYTON UTZ

CLAYTON UTZ

OUTSTANDING EDUCATION PROVIDER

An education provider who has demonstrated the impact and relevance of their programs for promoting outstanding professional development opportunities in the not-for-profit sector. Entrants include education institutions or private/for profit organisations.

WINNER:

CareFlight, Trauma Care Workshops



CareFlight Community Education is a national program providing quality training with a focus on trauma response. The hands-on workshops are designed to share clinical knowledge and build community resilience. CareFlight is committed to building equity in health care across Australia by reducing the disparity between rural and urban communities' access to health services, training and education. CareFlight delivers over 100 community programs every year. It has equipped more than 7000 Australians with the skills to save lives and speed recovery immediately after a trauma occurs.

JUDGES' COMMENT

CareFlight has been running scenario-based and community-focused workshops for professional and volunteer first responders since 2011. These hands-on and realistic workshops, developed to share critical skills and build resilience in rural, regional, and remote communities, have been delivered free of cost to more than 7,000 community members across Australia. As a result of the workshops, CareFlight has provided their volunteers with the practical skills to save lives and look after their well-being while volunteering.

THIS AWARD IS PROUDLY SUPPORTED BY AGSM AT UNSW BUSINESS SCHOOL

UNSW
Business
School

AGSM

OUTSTANDING LEADERSHIP IN WELLBEING GOVERNANCE

An organisation that has demonstrated exceptional leadership in governing for strong wellbeing outcomes. The organisation has a reputation with staff and among sector peers for prioritising the mental health and resilience of its employees and/or volunteers.

WINNER:

Youth Projects Team



Youth Projects pride themselves on their workplace wellbeing philosophy, which acknowledges work is just one part of someone's life. By digging deep to understand their employees' priorities, barriers and needs as "real people", the

organisation seeks to foster a psychologically safe workplace. This has led to the implementation of measures centred entirely on the individual, including a life-first approach to wellbeing; an organisation-wide Employee Wellbeing Strategy; reinvigorated rewards and recognition programs; a bespoke EAP service based on the forward-thinking Dual Continua Model; embedding wellbeing into WHS governance; the promotion of lived experience; and nurturing a values-aligned culture.

JUDGES' COMMENT

The judges were impressed by the thoughtfulness Youth Projects brought to Wellbeing Governance in their organisation. This dedication was demonstrated in a number of areas, including the commitment to psychological safety, the high engagement with EAP, the value placed on lived experience, the provision of additional wellbeing leave, the board's understanding of the organisation's people through activities such as shadowing.

THIS AWARD IS PROUDLY SUPPORTED BY THE WELLBEING HUB, AN INITIATIVE OF THE XFACTOR COLLECTIVE FOUNDATION.

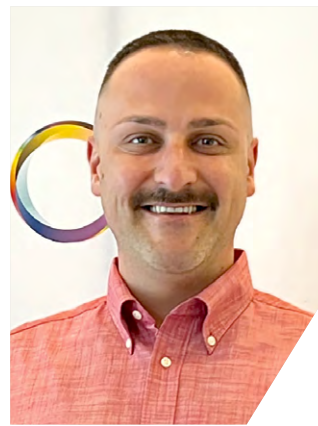
**THE XFACTOR
COLLECTIVE
FOUNDATION**

OUTSTANDING SCHOLAR

An Australian Scholarships Foundation alumni scholar who has contributed significantly to their organisation following studies undertaken as part of their scholarship.

WINNER:

Ben Vasiliou, Chief Executive, Youth Projects



Ben Vasiliou, the Chief Executive of Youth Projects, has a genuine passion for breaking the cycle of disadvantage and creating equal access for all people to social and economic participation. Ben is a social entrepreneur who seeks to add value through strategy, good governance and modern leadership. After receiving the Stanford Australia Foundation scholarship through the

Australian Scholarships Foundation, he graduated from the Executive Education in Social Entrepreneurship Program at Stanford University (USA). He was recognised by Third Sector in the Top 5 CEOs of 2021, and by Pro Bono Australia as Innovator of the Year and one of the Top 25 most influential and inspiring people in the social economy in 2020.

JUDGES' COMMENT

Ben Vasiliou is an accomplished CEO who received a scholarship to the Stanford Executive Program in 2019. He has achieved an outstanding amount for Youth Projects. In his application, he clearly identified the principles and content for each component of the scholarship and how they were directly and vigorously applied in his work to execute a major organisational change management and quality improvement strategy. He is recognised as an exceptional leader who drives systemic change, mentors others and contributes significantly to the not-for-profit sector as well as the policy environment.

THIS AWARD IS PROUDLY SUPPORTED BY THE AUSTRALIAN SCHOLARSHIPS FOUNDATION

**Australian
Scholarships
FOUNDATION**

2023 NOT-FOR-PROFIT LEADERSHIP AWARDS

Thank you to our judges

Assessing award entries is an enormous task that requires the rigorous efforts of a collective of independent, industry-based experts and not-for-profit community leaders who give their time to support the awards. Thank you to all our hard-working judges who donated their time this year:

Jo Buontempo, Kasali Migration Australia, and Chair of ASF Assessment Panel

Justine Butler, Corporate Giving Specialist

Tara Castle, QLD Community Foundation

David Crosbie, Community Council for Australia

Petrina Fraccaro, Cystic Fibrosis Queensland

Anne Frankenberg, Musica Viva Australia

Julia Keady, The Xfactor Collective

Ric Leahy, XEd Space

Rachael McLennan, People for Purpose

James Montgomery, AFL SportsReady

Kylie Pussell, Miracle Babies Foundation

Katherine Raskob, Fundraising Institute Australia

Leisa Sadler, Dress for Success

Mary Spongberg, Southern Cross University

Leonard Vary, The Myer Foundation and Sidney Myer Fund

Ben Vasiliou, Youth Projects

Beth Weatherly, Kilfinan Australia

Strengthening the sector

Evidence-based research

McKinsey & Company Australia and New Zealand and the Australian Scholarships Foundation partnered in 2021 on a major research effort to provide a deeper understanding of the drivers of organisational health and capability needs across Australia's social sector.

Australian not-for-profits shone above their global peers in terms of commitment and a deep sense of mission, yet the research showed that many organisations needed to strengthen operational discipline. Talent growth has largely stalled in the sector and the ongoing effects of COVID-19 are hindering organisations' ability to build employees' futures.

In a series of round-table discussions throughout the year, we bring together not-for-profit executives to share their organisational health stories and discuss best practice to create a shared understanding and strong networks for leaders.

What It Takes

In the past few decades, the not-for-profit sector has been moving towards a "pay what it takes" approach to fund-raising – asking for enough money to pay for all their operations, not just programs and services.

To deliver impact, a not-for-profit must have an infrastructure which allows its employees to work effectively. These costs have historically been separated into "direct" costs and "indirect" costs or overheads. Some funders and donors view indirect costs as wasteful or unnecessary. However, they are essential to running an effective organisation, and organisations that spend more on indirect costs are often more efficient.

There are various ways to fund organisations, including full-cost project funding, untied funding and capacity-building funding. Which of these models is best depends on the funder's goals and the sector or issues they focus on. By having honest conversations with not-for-profits, funders get a better sense of how they can best support the work and have the greatest impact.

Telling our story

We profile our scholarship and award winners through spotlight interviews that appear in our newsletters, on our website and on social media. The interviews showcase not only our winners' amazing work, but also the impact that our programs have on the wider community. •

Independence and good governance

The Australian Scholarships Foundation is an independently funded company limited by guarantee and a registered charity with the Australian Charities and Not-for-Profits Commission.

We collaborate with funders and trusted education partners to facilitate the delivery of a diverse range of scholarships and professional development opportunities to executive leaders, board directors and high-potential leaders in the not-for-profit sector.

We also offer trusted administration services to manage third-party programs.

In 2022 the Australian Scholarships Foundation (ASF) welcomed a new leadership team, with Louisa Graham commencing in May as the CEO and Dr Melinda Muth taking over as Chair in November from Professor Stephen Garton AM, who remains on the board.



Australian Scholarships Limited (ASL) is the operating arm of the Australian Scholarships Foundation. ASL (ABN 38 626 377 893) is a Registered Charity with the Australian Charities and Not for Profits Commission. It is endorsed by the Australian Taxation Office to operate as a Deductible Gift Recipient Fund (DGR).

INDEPENDENCE AND GOOD GOVERNANCE

Australian Scholarships Foundation Company Directors



ASF Chair
Dr Melinda Muth, Managing Director, Streamwise Learning



ASF Non-Executive Director
Lucy Doyle, Head of NAB Foundation, NAB



ASF Non-Executive Director
Dianne Francois, Chief People Officer, Save the Children Australia



ASF Executive Director
Louisa Graham, CEO, Australian Scholarships Foundation



ASF Non-Executive Director
Stephen Garton, Principal Advisor to Vice-Chancellor of the University of Sydney



ASF Non-Executive Director
Hugh Morrow, Managing Director, SuperEd



ASF Non-Executive Director
George Paramanathan, Executive Director, ParamCo

Deductible Gift Recipient Committee



Chair
Dr Melinda Muth, Managing Director, Streamwise



Brian McDonald, Director, Capital Efficiency Consultants



Stephen Micallef, Australian Group Financial Controller, Freightways Group

Australian Scholarships Foundation Assessors

Many sector experts give their time and expertise to sit on selection panels and serve as directors or members of advisory committees. Their contribution is at the heart of the Australian Scholarships Foundation's credibility and integrity, and we cannot thank you enough.



Jo Buontempo, Chair ASF Assessors and Managing Director, Kasali Migration Australia



Justine Butler, Corporate Giving Specialist



Shirley Chowdhary, Non-Executive Director, Advisor and Speaker



Narelle Hooper, Corporate adviser and Non-Executive Director



Dr Melinda Muth, Chair, Australian Scholarships Foundation, Specialist Advisor



Dr Theresa Ruig, Diversity and Inclusion Lead, BHP



Dr Ricki Smith, Chief Executive Officer, Access Care Network Australia



James Toomey, Deputy Secretary of Housing, Disability and District Services at NSW Department of Communities and Justice



Dr Tricia Vilkins, Adjunct Professor of Management, University of South Australia



Lynn Wood, Founder, IdeaSpies

INDEPENDENCE AND GOOD GOVERNANCE

Our Team

Louisa Graham, CEO

Lauren Dixon, General Manager Scholarships and Programs

Leona Spencer, General Manager Engagement and Communications

Catherine Barrett, Business Services Manager

Sybella Harris, Scholarships Administrator



SCHOLAR TESTIMONIAL

James Hattam



James Hattam is the Chief Executive Officer of Tasmanian Land Conservancy Inc, a science and community-based organisation that raises funds from the public to protect irreplaceable sites and rare ecosystems by buying and managing private land in Tasmania.

James joined the **McKinsey Executive Leadership Program (ELP)** after receiving a scholarship in 2022.

"ELP was the circuit breaker I needed to give me the perspective and space I needed to reassess, realign, and reconnect to my purpose," he says.

"To have the opportunity to meet amazing and inspiring people from across our region was such a privilege and will result in lifelong connections I have no doubt.

"To learn together, laugh together and share our stories in a safe and supportive environment is something I deeply valued. It helped me on my journey to tackle challenges, see opportunities and grow my ability to hold discomfort and uncertainty while leading as best as I can." •

SCHOLAR TESTIMONIAL

Aish Srinivas



Aish Srinivas is a board member at United Way West Australia Inc, a charity with a vision of a future where every person is empowered to grow, through education, financial stability and healthy living. They work with a network of local organisations from communities, government, business, non-profits and schools.

Aish received an **Australian Institute of Company Directors Governance Foundations for Not-For-Profit Directors Scholarship** in 2021.

"Thanks to the Australian Scholarships Foundation, I was able to attend an AICD short course in non-profit governance, a course that would otherwise be inaccessible for me," she says.

"From this course, I've been able to better serve the non-profit I am involved with by providing more informed guidance and governance. I'm grateful that I and many others were able to receive a scholarship to ensure we have more representation and diversity on Boards and various other positions where decisions are made." •

SCHOLAR TESTIMONIAL

Andrea Porte



Andrea Porte is the Deputy Chair of Laurel House Association, a sexual assault support service in Tasmania that provides 24/7 crisis support, counselling and advocacy for victim-survivors of sexual assault. Andrea received the **Australian Institute of Company Directors Women's Regional, Rural and Remote Diversity Scholarship** in 2021.

"I found the AICD course to be immersive, invigorating and deeply satisfying," she said. "The facilitators, materials and cohort that I worked with were of the highest calibre."

"The professional development opportunities are tremendous, as are the impacts that undertaking these activities can have on both the individual and our organisations."

Andrea says the skills she learned further empowered her to advocate for survivors and offer mentoring to her fellow Board Members.

"The course bedded down my knowledge around governance, risk and strategy, which has given me complete confidence in my ability to understand high-level concepts and strategy and how these may have an impact," she says.

"I am confident in my ability to provide valuable insight and context to decisions and navigate the implementation of strategies alongside a broad range of stakeholders." •

Not-For-Profit Organisation recipients in 2022

3rd Space Brisbane	Australian War Widows NSW (AWWNSW)	Dementia Australia	Australian Federations of AIDS Organisations (AFAO)
Ability WA	Australian Women in Agriculture	Detour House Inc	Australian Indigenous Education Foundation (AIEF)
Aboriginal Family Law Services WA	Australian Women in Security Network (AWSN)	Dignity Freedom Network	Australian Institute of International Affairs Victorian Branch
Aboriginal Males Healing Centre	Australian Youth Affairs Coalition	Disability Services Australia	Australian Institute of Training and Development
Strong Spirit Strong Families	Avon Community Employment Centre (T/AS Essential Personnel Lifestyle Services)	Disaster Relief Australia	Australian Medical Students' Association
Strong Culture Inc	Basketball Victoria Inc	Doctors for the Environment Australia	Australian Parents for Climate Action Ltd.
ACT Eden Monaro Cancer Support Group	Biyani House Revesby Women's Shelter	Down Syndrome Queensland	Australian Society for Medical Research
Adara Development (Australia)	BlakDance	Dream Big Australia	Australian Society of Rehabilitation Counsellors
Adelaide Festival Centre Foundation	Blue Light Victoria Inc	Dress for Success	Australian War Widows NSW (AWWNSW)
Adult and Community Education Victoria	Bluebird Mental Health Inc	Dress for Success Sydney	Australian Women in Agriculture
AFP Legacy	BrainSTEM Ltd.	EACH	Australian Women in Security Network (AWSN)
Africa Day Australia Inc	Buddy Up Australia	Ear Science Institute Australia	Australian Youth Affairs Coalition
Allambi Care	Burnside Retirement Services Incorporated	Easy Care Gardening Inc	Avon Community Employment Centre (T/AS Essential Personnel Lifestyle Services)
Amnesty International Australia	Carers Victoria Ltd	Eat Up Australia	Basketball Victoria Inc
AMPARO Advocacy Inc	Caritas Australia	Ecotourism Australia	Biyani House Revesby Women's Shelter
Aphasia WA	Cerebral Palsy League Qld	Elouera Surf Life Saving Club	BlakDance
Association for Children with a Disability (Vic)	Childhood Dementia Initiative	Empower Golf Australia	Blue Light Victoria Inc
Association of Contextual Behavioural Science Australia and New Zealand (ANZ ACBS)	Children by Choice	Enablr Fundraising	Bluebird Mental Health Inc
Association of the Alliance Française of Victoria	Cirkidz Inc	Explorability Inc	BrainSTEM Ltd.
Asthma Australia	Cities Power Partnership	Fair Game Australia	Buddy Up Australia
Australasian College of Paramedicine Ltd	City in the Community	Fertility Matters Foundation	Hepatitis Victoria
Australasian Sleep Association	Climates	Fishability	Hope Assistance Local Tradies
Australia for Dolphins Ltd	Collective Hope Community Services Ltd	Forcibly Displaced People Network (FDPN)	Human and Hope Association Inc
Australian Animal Protection Society (AAPS)	Community Housing Ltd	Foundation for Alcohol Research and Education	Hunter Prelude
Australian Aphasia Association Ltd	Community Options Australia Ltd	Frame Running Wollongong Inc	Impact for Women
Australian Federations of AIDS Organisations (AFAO)	Compassion Australia	Free Broadcast Inc	Includovate
Australian Indigenous Education Foundation (AIEF)	Complex Trauma WA	FREO2 Foundation Australia	Independent Living Centre – Commonwealth Respite and Carelink Centre
Australian Institute of International Affairs Victorian Branch	Connect Community Plus Kids	Future Farmers Network	Infexchange Australia
Australian Institute of Training and Development	Connect Victoria Park Inc	Giz A Break	Interchange
Australian Medical Students' Association	Consent Labs	Go Circular	International Women's Development Agency
Australian Parents for Climate Action Ltd.	Creative Bytes Inc	Gondwana Choirs	It's Not A Compliment
Australian Society for Medical Research	Crisis Intervention and Management Australasia	GovHack Australia Ltd	Jane Goodall Institute Australia
Australian Society of Rehabilitation Counsellors	Crohn's & Colitis Australia	GP Partners Australia Ltd	Jannawi Family Centre
	Dancehouse Inc	Grata Fund	JCP Youth Ltd
	Dawn House Inc	Greater Shepparton Connected Community Ltd	
	Dawson Catchment Coordinating Association Inc	Greening Australia	
	Deaf Connect	HammondCare	
	Deafness Forum of Australia	Hands On Projects Pty Ltd	
	Debaters Association of Victoria	Health Consumers Queensland	
		Hedland Women's Refuge	
		Hello Initiative	
		Hello Sunday Morning	



Jireh House Association Inc
Just Us Theatre Ensemble
Katherine Women's Legal Service
Koorana Gymnastics Club Inc
KYUP! Project Ltd
Launceston Tornadoes
Leadership Victoria
Learning Links
Life Education
Life Education NSW/ACT
Lung Foundation Australia
Maccabi Victoria Inc
MacKillop Family Services
Mandala Community Counselling Service
MATES in Construction WA
Meals on Wheels (SA) Inc
Medecins Sans Frontieres Australia
Melbourne Indigenous Transition School (MITS)
Men's Link Inc
Mental Illness Education ACT (MIEACT)
Mercury CX
MercyCare trading as Mercy Community Services
Multicultural Centre for Women's Health (MCWH)
Muscular Dystrophy Association WA
Museums and Art Galleries of the Northern Territory Foundation Ltd
Narang Birrong Aboriginal Corporation
National Aboriginal Sporting Chance Academy (NASCA)
National Asthma Council Australia
National Stroke Foundation
Native Title Services Goldfields Ltd
Nest Inc
New England Conservatorium of Music
Newcastle Youth Accommodation Services Ltd (NYASL)
Ngarrimili Ltd
Northern Mallee Local Learning and Employment Network

Northern Young Professionals Network Inc
NT Farmers Association
Oceania Pacific Health Association
Open Minds Australia Ltd
Opportunity International
Ovarian Cancer Australia
Oxfam Australia
OzHarvest
Palmerston Association
Parents Beyond Breakup
PartnerSPEAK.org
Peel Bright Minds
Peel Harvey Biosecurity Group
Peer Based Harm Reduction WA
Perinatal Wellbeing Centre
Perth International Jazz Festival Inc
Pets in the Park Inc
Phoenix Support and Advocacy Service
Platform Youth Arts
Play it On Ltd
Postvention Australia Inc
Presbyterian Care Tasmania
PriceWaterhouseCoopers
Pride Cup
Project Displaced
QL2 Dance Inc
Queensland Council of Social Service
R U OK? Ltd
Rainbow Wellness Centre
ReachOut Australia
Reconciliation Queensland Inc
Relationships Australia WA
Responsible Wood
Results International (Australia) Inc
Riding for the Disabled Association of Victoria Inc
Ripponlea Kindergarten
Rise Network
Rotary Club of Hall Inc
Rotary Elizabeth Quay
Roundabout Canberra
Royal Australian College of General Practitioners
Royal Australian Historical Society
Royal Flying Doctor Service
Royal Hobart Hospital Research Foundation
RSL Care Ltd
Sail & Adventure Ltd

Salsaal Integration Association Inc
Sammy D Foundation
Save the Children Australia
Science & Technology Australia
Scitech Discovery Centre
SDN Children's Services
Sewing the Seeds
Shoalhaven Education Fund
Sir Robert Menzies Memorial Foundation Ltd
Skyline Education Foundation Australia
Smiling Mind
Social Futures
Soundfair Australia Ltd
Sowilo Community Inc
SPELD Qld Inc
Spinnaker Health Research Foundation
Spur Projects
St John Ambulance QLD
St John of God Health Care
St John Western Australia
Starlight Children's Foundation Australia
Stay Kind
Stepping Stone House
Stirlings to Coast Farmers Inc
Strong Island Foundation
Sunshine Kids Musha Vana
Surf Life Saving Tasmania
SYC Ltd
Tasmanian Bike Collective Inc
Tasmanian Council of Social Service Inc
Tasmanian Farmers and Graziers Association
Tasmanian Land Conservancy Inc
Tasmanian Refugee Legal Service
Teach Learn Grow Inc
The Australian College of Mental Health Nurses
The Bread and Butter Project
The Children's Protection Society
The Coalition for Asylum Seekers, Refugees and Detainees (CARAD) Inc
The Colony Bees Association
The Commons Library
The Essentials Collective
The Forum for Directors of Indigenous Organisations
The Men's Table Ltd
The Oaktree Foundation
The Project Rockit Foundation Ltd

The Royal Hospital for Women Foundation
The Salvation Army – Salvos Stores
The Sanctuary Store Inc
The Smith Family
The Sydney Fringe Inc
The VacSeen Project
Umbo
Umbrella Multicultural Community Care Services Inc
UN Youth Australia
United Nations Association of Australia (N.S.W. Division) Inc
UnitingCare West
University of South Australia
Vets Beyond Borders
Victims of Crime Northern Territory
Vision Australia Ltd
Volunteering Australia
Western Sydney Migrant Resource Centre
Wheatbelt Business Network (Inc)
Wheels of Wellness Ltd
Women Adult and Vocational Education (WAVE)
Women in STEMM Australia
Women in Technology Inc
Women in Technology Western Australia (WiTWA)
Women of Colour Australia (WoCA)
Women's Centre for Health & Wellbeing (Albury-Wodonga) Inc
Women's Health and Equality Queensland
Womens Health and Family Services
Women's Health Goulburn North East
World Vision Australia
Wounds Australia
ygap
Yooralla
Young United Nations Women Australia, Perth Committee
Your Best Life Disability and Health Organisation
Youth Affairs Council of WA (YACWA)
Youth Food Movement Australia
YWCA Hunter Region Inc
Zahra Foundation Australia

Our Partners



Education Partners



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