



PAYCE[®] FOUNDATION

PARTNERSHIPS AND IMPACT REPORT 2020



(L to R)
Richard Allaway – Adele House Director, Melinda Pavey – NSW Minister for Water, Property & Housing, Dominic Perrottet – NSW Treasurer, Gurmesh Singh – Member for Coffs Harbour, Dominic Sullivan – PAYCE Foundation Director, Will Morgan – Adele House Chairman

INTRODUCTION

The PAYCE Foundation’s vision is a world where disadvantage and misfortune do not limit anyone’s potential and do not determine anyone’s quality of life.

We establish long term partnerships with charities committed to breaking the cycle of disadvantage and trauma and don’t shy away from tackling some of society’s most challenging problems.

Since its establishment in 2016 the PAYCE Foundation has been striving for “best practice” and innovation in philanthropy, focusing on some of the key causes and consequences of disadvantage. We don’t just provide financial support, we work alongside our charity partners providing the resources of a dedicated team of not-for-profit professionals as well as the corporate support of the PAYCE and Paynter Dixon group of companies and their networks.

Our partnership model is focused on building the long-term capacity of charities. This assists them to be more effective and sustainable and to develop positive, long lasting impact on the people they help.

The PAYCE Foundation’s passion is to support the most disadvantaged by partnering with grassroots organisations, without forgetting the bigger picture. Sadly, many of the most pressing social problems facing our society are due to complex systemic barriers and are often intergenerational. As a result, they require a coordinated approach from all sectors, government, non-government and philanthropy, striving for long term changes at a deep, systemic level.

In 2020, the need to support the most disadvantaged became even more pressing because of COVID-19. As a proud member of Philanthropy Australia, the PAYCE Foundation joined the wider philanthropic sector in taking the Australian Philanthropy Pledge, publicly declaring its determination to *“step up and act with urgency and purpose, to stand alongside our grantees and partners, and the people and communities dealing with the deep and enduring challenges of COVID-19”*. With a strong belief in this pledge, we worked with our charity partners to address immediate needs and respond to this unprecedented challenge and directing just under \$500,000 in funding across a range of targeted initiatives.

In this report you will find some wonderful success stories. We hope you enjoy reading them as we take the opportunity to thank everyone who has supported the PAYCE Foundation.

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ABOUT THE FOUNDATION

Vision

A world where disadvantage and misfortune do not limit anyone's potential and are not determinants of quality of life.

Purpose

We research and identify where disadvantage and misfortune prevent individuals and communities from developing their full potential and we facilitate tangible and sustainable change through partnerships via grants, capacity building and community development.

Values

OPPORTUNITY

Disadvantage and misfortune should not be a barrier to anyone reaching their full potential

COLLABORATION

We believe in the power of collaboration to achieve meaningful and sustainable impact

EMPOWERMENT

We believe in empowering individuals, organisations and communities to be the best they can

INTEGRITY

We expect high standards of personal conduct and character in all we and our partners do

INNOVATION

We value innovative thinking to address disadvantage and misfortune

BEST PRACTICE

We aspire to be an example of best practice in foundation governance and management

FOCUS AREAS

- Addiction
- Homelessness and Social Isolation
- Domestic and Family Violence
- Mental Health and Disability
- Youth at Risk

Working in our chosen focus areas is challenging and requires an in-depth knowledge of the complex societal issues that arise from, and simultaneously influence, social inequality.

These focus areas are often inextricably linked and the result of a complex matrix of cyclical and systemic disadvantage.

For this reason, we choose innovative charity partners and work alongside them in long-term relationships to have the greatest impact.

STRATEGIC APPROACH

- **We partner** with charities in long term partnerships
- **We give** funding and time
- **We build the capacity** of the charities we partner with
- **We evaluate** our partnership and report on their impact

We choose partners and projects that are evidence-based, have potential for scalability and demonstrate or strive for best practice. Developing and nurturing strong partnerships is a crucial aspect of the PAYCE Foundation's key strategic objective of building the capabilities of our charity partners and helping them grow.

By establishing a solid understanding in each of the five focus areas, the PAYCE Foundation has developed a cohesive and inclusive philanthropic strategy that aims to bring significant and sustainable change to the lives of those who are most disadvantaged.

THE BOARD

- Brian Boyd
- James Boyd
- Sophie Boyd
- Rebecca Edwards
- Chris Gabriel
- Mark Morgan
- Will Morgan
- Dominic Sullivan

THE TEAM

- Andrea Comastri – Executive Manager
- Maddy James – Community Partnerships and Projects Coordinator
- Paul Borghetti – Kick Start General Manager
- Reyna Flynn – Kick Start Training and Employment Coordinator

Total donations in FY20



\$3,502,309

Total donations and commitments from the establishment of the PAYCE Foundation from 2016 to 30 June 2021

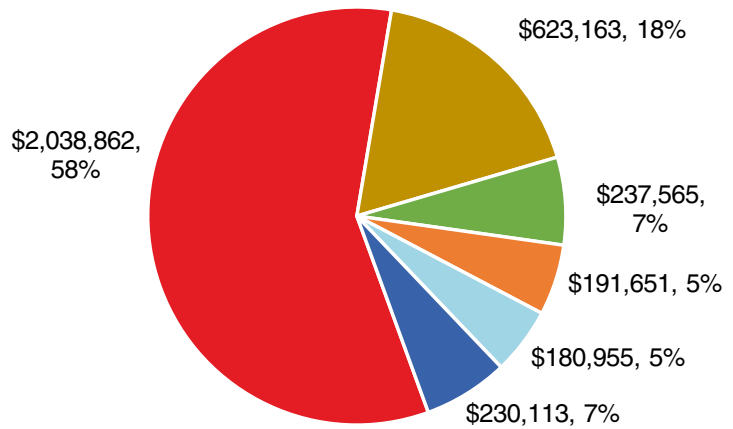
\$23,308,792

Total number of charities assisted in FY20

33

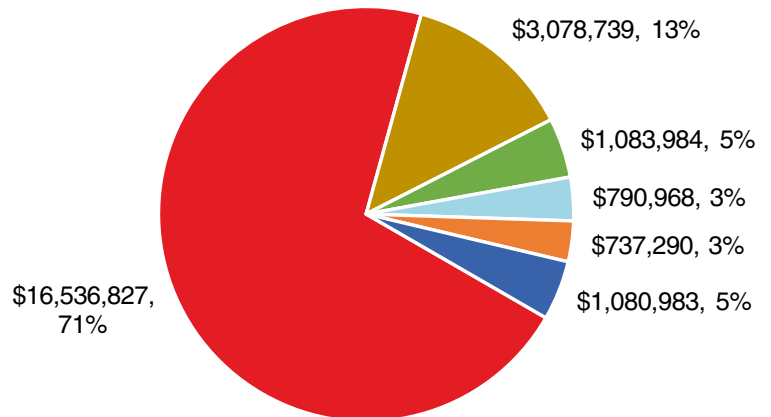
In addition to cash donations, the PAYCE Foundation contributes in kind to several charity partners providing properties, volunteering and professional expertise

DISTRIBUTION FY2020



- Addiction
- Homelessness and Social Isolation
- Mental Health and Disability
- Youth at Risk
- Domestic and Family Violence
- Other

DISTRIBUTION TO DATE



FOCUS AREA 1

ADDICTION

TOTAL DONATIONS

IN FY2020: \$2,038,862

FOCUS AREA 2

YOUTH AT RISK

TOTAL DONATIONS

IN FY2020: \$623,163

FOCUS AREA 3

HOMELESSNESS AND
SOCIAL ISOLATION

TOTAL DONATIONS

IN FY2020: \$237,565

FOCUS AREA 4

DOMESTIC AND FAMILY
VIOLENCE

TOTAL DONATIONS

IN FY2020: \$191,651

FOCUS AREA 5

MENTAL HEALTH
AND DISABILITY

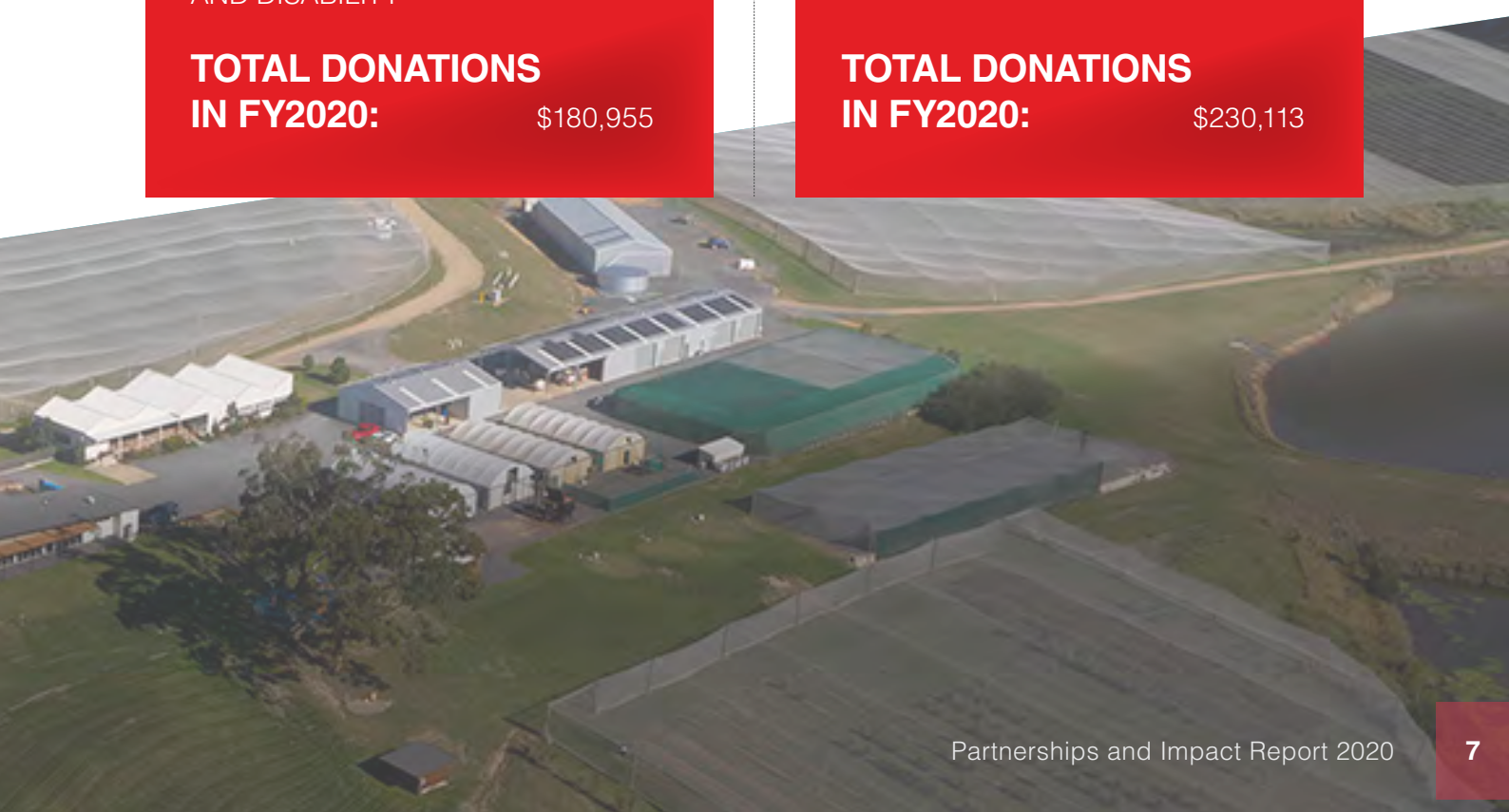
TOTAL DONATIONS

IN FY2020: \$180,955

OTHER

TOTAL DONATIONS

IN FY2020: \$230,113





FOCUS AREA 1: ADDICTION

TOTAL DONATIONS IN FY2020: \$2,038,862

ADDICTION

Substance abuse is linked to family breakdown, domestic violence and family impoverishment and has a significant impact not only on individuals but on the social and economic fabric of Australian society.

Addiction is estimated to cost the Australian economy over \$55 billion a year.

Substance abuse is linked to family breakdown, domestic violence and family impoverishment, and is estimated to cost the Australian economy \$55.2 billion a year.

It also creates a 'second wave of demand'¹ for services such as counselling, rehabilitation and crisis accommodation.

Drug and alcohol addiction are a significant area of focus for the PAYCE Foundation. This has translated into support for treatment via residential rehabilitation programs through giving people who have an addiction an opportunity to beat and manage their addiction and rebuild their lives through the acquisition of living and working skills, reconnecting with significant others and ultimately gaining economic independence.

The efficacy of investment into drug and alcohol programs is affirmed by their quantifiable economic impact: 'for every \$1 invested in treatment, society gains \$7'².

The PAYCE Foundation has invested over \$16.5m in this area and is proud of its significant contribution to drug and alcohol rehabilitation programs across New South Wales.

CHARITIES WE SUPPORT

AdeLEHOUSE

SINCE 1984

Adele House provides residential rehabilitation for men who have an addiction to alcohol and other drugs. Its vision is support, recovery and independence for all those affected by addiction.

The Adele House abstinence-based recovery model has a focus on physical, emotional and spiritual wellbeing and aims to provide residents with the skills to live an independent life through employment and private accommodation.

Clients are offered job training and education programs to ensure they are well-equipped to reintegrate in the community.

Adele House has experienced significant growth over the last five years, becoming the second largest provider of rehabilitation beds in New South Wales.

FY2020 Highlights

 **157** clients admitted to the program

 **76** days average length of stay

 **40** beds new facility in Bucca



Strategic partnership with The Salvation Army



Adele House Bucca opening
(L to R) Gerard Byrne – Adele House Director, Richard Allaway – Adele House Director, Melinda Pavey – NSW Minister for Water, Property and Housing, Dominic Perrottet – NSW Treasurer, Gurmeh Singh – Member for Coffs Harbour, Dominic Sullivan – PAYCE Foundation Director, Will Morgan – Adele House Chairman



The new Adele House facility in Bucca

Our Partnership

PAYCE and the PAYCE Foundation have been the driving forces behind the transformation and expansion of Adele House since July 2015. In the financial year 2020, the PAYCE Foundation was successful in facilitating a strong strategic partnership between Adele House and The Salvation Army and completing the construction of a new state-of-the-art, 40 bed residential facility in Bucca, near Coffs Harbour.

Our long-standing partnership with Adele House goes far beyond financial support. The PAYCE Foundation has contributed thousands of hours of in-kind services that have helped Adele House transition from a local provider to One of the largest providers of rehabilitation beds in New South Wales.

In June 2020, construction of a new state-of-the-art facility at Bucca, NSW, with 40 additional beds was completed as part of a landmark partnership with the New South Wales Government. The facility offers a unique drug and alcohol rehabilitation setting which will be considered best practice for many years into the future.

2020 also saw the formal implementation of a strategic partnership between Adele House and The Salvation Army which is now the agency contracted to deliver the Adele House drug and alcohol rehabilitation services.

With the aim of addressing a sector gap in drug and alcohol rehabilitation service provision for women, in FY21 PAYCE Foundation will be working on a new project with the aim of developing a new \$6m, 20 bed residential facility for women in Moonee, near Coffs Harbour.

Our Support to Date



\$10,540,595

FY2020 Support



\$897,249



Governance and strategic support

Future Commitment



\$3m

in operational funding over the next 4 years



The new Adele House facility in Bucca

CHARITIES WE SUPPORT

AdeLE TRAINING FARM

Adele Training Farm is a social enterprise including a blueberry farm and work skills centre. It provides training and employment opportunities to clients of Adele House and an essential revenue stream to support the organisation's operations.

The farm was incorporated as a registered charity in 2016 and its vision supports two key principles of the PAYCE Foundation's approach to philanthropy: long term self-sustainability for charities through the generation of social enterprise revenue and support and upskilling of disadvantaged members of the community to ensure they are job-ready and able to become healthy, productive members of society.

Adele Training Farm also provides the physical setting for the new Adele House state-of-the-art residential facility.



Adele Training Farm



Blackberry tunnels at Adele Training Farm

Our Partnership

The PAYCE Foundation is committed to ensuring the sustainability of its charity partners. To this end, it has supported the Adele Training Farm in securing access to 20 hectares of farm land at Bucca near Coffs Harbour on the New South Wales north coast.

Following a substantial investment during its first four years of operations, the farm will now provide a significant revenue stream to Adele House, as well as valuable training and employment programs for clients.

The farm also gives clients the opportunity to participate in work and training courses. The courses are offered in partnership with Training Services NSW and TAFE. They include work skills and training in horticulture, woodwork, metal work and mechanical repairs.

With the assistance of the PAYCE Foundation, Adele Training Farm has obtained several significant industry accreditations including:



Aus-Qual – Organic Certification



Freshcare/HARPS – Retail Quality and Food Quality Assurance Scheme



Sedex – Ethical and Sustainable Supply Chain and Labour Management



Social Traders Australia – Registered Social Enterprise

Our Support to Date



\$3,515,774
donated

FY2020 Support



\$1,141,613

Future Commitment



Governance and strategic support



FOCUS AREA 2: YOUTH AT RISK

TOTAL DONATIONS IN FY2020: \$623,163

YOUTH AT RISK

Supporting programs that assist youth at risk is an integral part of the PAYCE Foundation's philanthropic strategy.

Targeted early intervention for youth at risk reduces the likelihood they will fall into the categories of addiction, homelessness, domestic violence and mental illness.

The 2016 census puts youth unemployment (people aged 15-24 years) at 13.3%, more than double the national unemployment rate. In lower socio-economic areas, youth unemployment can be as high as 30-40%. The drivers of youth unemployment vary but include a lack of jobs (20% of young people are underemployed), intergenerational disadvantage and personal barriers such as mental illness or lack of access to housing and childcare.

In 2020, and in the foreseeable future, due to the unexpected effects of the COVID-19 pandemic, the youth unemployment numbers will be even higher.

Having so many young people out of the workforce costs our economy 790 million lost hours of work each year, equating to up to \$15.9 billion in lost GDP to the Australian economy annually.³ Out of 1,355,513 jobs advertised online in a one year period, only 6,311 jobs were advertised with 'no experience required'. That is, 0.5% of available positions are entry-level.⁴

As well as the economic impact of youth unemployment, the social impact is equally compelling – loss of confidence, hope and self-esteem leads to mental health issues costing Australia \$7.2 billion per annum.⁵

An individual's employment status is correlated to mental and physical health outcomes and is a significant determinant of socio-economic standing. In recognition of the importance of skills and employment as determinant of quality of life, the PAYCE Foundation created the Kick Start initiative.

For the PAYCE Foundation, the link between youth unemployment and adverse outcomes later in life⁶ is a clear and compelling reason to support programs that assist vulnerable youth gain meaningful employment.



est. 2014

KICK START

Kick Start is a social enterprise that focuses on creating training and employment opportunities for unemployed youth. At its core, Kick Start aims to partner with other developers, builders, industry stakeholders and community organisations to deliver positive social outcomes by providing employment and training to young people from social housing and disadvantaged backgrounds. During their employment with Kick Start trainees complete a Certificate III in Hospitality and are offered Responsible Serving of Alcohol (RSA) and Responsible Conduct of Gambling (RCG) certification.

Formally established in 2014 in Riverwood as part of a social housing renewal project undertaken in partnership with the New South Wales Government, Kick Start started as a single worksite canteen. It has now developed into a multifaceted social enterprise operating a fleet of mobile trailers servicing construction sites across Sydney as well as a catering and event service, providing training and employment opportunities for young people at risk.

Kick Start is operated directly by the PAYCE Foundation. Unlike our other partnerships, where we provide support to existing enterprises, this initiative was the brainchild of the PAYCE Foundation and has been run by the Foundation since its inception.

Kick Start has developed partnerships with organisations including Charter Hall and Frasers and has received strong interest for future partnerships from many others including Built, WATPAC, TOGA and the Property Industry Foundation.

By extending the reach and capacity of the program from a commercial point of view, PAYCE Foundation has enabled Kick Start to increase the number of trainees who are able to go through the program. In 2020, Kick Start has added a catering service to its offering, providing significant additional training and work opportunities to the Kick Start trainees, leveraging on the growing corporate interest in social procurement.



Some of the Spring 2020 graduates with special guest Parramatta Bishop Vincent Long (left) and PAYCE Foundation Director James Boyd (far right)

Kick Start Partners

Training Partner:

TAFE NSW

Site Partners:

Charter Hall 

(Prestons, Parramatta and Wetherill Park)



PAYCE

(Melrose Park)

Referring partners:

- CORE
- Clontarf Foundation
- Global Skills
- Jesuit Refugee Services
- Mission Australia
- The Salvation Army
- Women's Community Shelters
- Workskill

KICK START IN NUMBERS



40 Trainees



24 Graduates
with Certificate
III in hospitality



11 Currently
in program



560 Hours of
paid work



5 Mobile
worksite canteens



1 Production
kitchen

90% Motivation

maintained or improved
motivation to make changes

80% Mental
Health

maintained or improved
their mental health

50% Housing

maintained or improved
their housing situation

70% Family

maintained or improved
their family relationships

80% Connections

maintained or improved social
connections with peers

90% Participation

maintained or improved
participation in school or
employment

56% Capacity to
make Changes

maintained or improved belief
in their capacity to make
changes

100% Physical
Health

maintained or improved
their physical health

OUR SOCIAL ENTERPRISE

CASE STUDY – LUCY

Before joining Kick Start, Lucy acknowledged she didn't know what she wanted to do with her life and had very little motivation to figure it out.

After finishing her year 10 certificate at TAFE, Lucy said she didn't want to leave the house, and had no real interest in looking for a job.

Lucy has been part of The Salvation Army's Employment Plus program at Hornsby, and her employment consultant referred her to Kick Start.

Lucy was very shy and quiet at Kick Start's first meeting with her; however she soon came out of her shell as her confidence grew. Working in our trailer at Macquarie Exchange, Lucy quickly learned how to prepare and cook our menu items, as well as serve customers and make coffees.

Lucy was also excited to finish a Certificate III in Hospitality, as well as complete her Responsible Service of Alcohol (RSA) and Responsible Conduct of Gambling (RCG) qualifications.

Lucy has reported that she loved working alongside some great people, and making new friends, including developing a great working relationship with her trailer manager, Jun.

Towards the end of her training, Lucy spent time with our Training and Employment Coordinator each week, where she worked on updating her resume, job applications and interview skills. Lucy expressed interest in finding a job working with animals, so decided to enrol in a Certificate II in Animal Studies. As part of this course, Lucy is required to undertake a work placement, and despite many knock-backs, especially due to COVID-19 restrictions, Lucy persevered and lined up a placement one day per week at a dog groomer.

To support her studies, Lucy also applied for a number of jobs, and had a few interviews, which also helped her continue to grow in confidence, and be proud of the skills and abilities she had developed. Lucy is now working in a café, as a barista and all-rounder, and is so glad for the training she was provided at Kick Start to be able to succeed in this role.

Lucy has said that now she knows she can do anything she sets her mind to. She is excited about her future and working towards a career that she is really excited about, a feeling she hasn't experienced before.



Our Support to Date

 **\$1,868,421**

FY20 Support

 **\$605,973**

MELROSE PARK MEAL SHARE

The Melrose Park Meal Share Service was established in March 2020 in response to the COVID-19 pandemic to deliver free meals to local community members who were doing it tough.

Kick Start prepared and delivered fresh meals twice a week to recipients who opted into the Service. The Melrose Park Meal Share Service also proved to be an excellent opportunity for the Kick Start trainees to continue to be employed during the pandemic, building their skills in large scale catering.

The Service was made available to the wider community extending from Melrose Park to Rydalmere, Ermington, West Ryde, Denistone, Marsfield and other surrounding suburbs. To build clientele, BROOKS Community Engagement was engaged to contact key community leaders, stakeholders and groups, who acted as referrers for those who would benefit greatly from the Service. Each client was then contacted personally to sign up to the Service, followed by regular check-ins and feedback, all while maintaining recipients' information strictly confidential.

Over six months, the Melrose Park Meal Share Service, rapidly expanded with more than 160 clients across 58 households and 10 suburbs and over 15,000 meals delivered to elderly community members, people with a disability or health issue and people experiencing financial strain due to Covid-19.

The service received overwhelming positive feedback from clients and the community regarding how much the service helped needy families during the difficult times presented by COVID-19 as well as the high quality of food prepared and delivered by Kick Start.

Meal Share Numbers



160+
recipients



58 households



10 local
suburbs



15,000+
free meals
delivered



750+ meals
made
per week



20 trainees and
staff involved
in the service

Kick Start Staff



Lord Mayor Clover Moore and PAYCE Foundation Director Dominic Sullivan at the Sydney Street Choir Corporate Challenge

HOMELESSNESS AND SOCIAL ISOLATION

Homelessness and social isolation are closely linked to cycles of intergenerational disadvantage. Often, cycles of addiction, domestic violence and mental illness begin or end in homelessness.

Over the last few years homelessness has been a growing problem: between 2011 and 2016, homelessness in New South Wales increased at a rate of 13% every year. As at last census, there were 116,000 homeless people in Australia, with 37,715 homeless located in New South Wales⁷.

While housing outcomes are an essential part of addressing homelessness, integrated and holistic services and programs are also crucial to alleviating and eradicating this pervasive societal issue. At the PAYCE Foundation, we believe that real change can be achieved through a direct, person-to-person response married with service provision that applies a systemic approach to homelessness and social isolation.

For this reason, our approach to homelessness is two-fold. We have committed to support an innovative approach to ending rough sleeping, through the End Street Sleeping Collaboration, an evidence-based innovative collaboration of all the major homelessness service providers in Sydney and NSW. The Collaboration aims to eliminate rough sleeping in Sydney and eventually NSW by adopting and implementing the framework provided by the Institute of Global Homelessness.

But we also recognise the need to provide immediate services to those who are homeless or at risk of homelessness including crisis shelters and transitional accommodation for women and children escaping domestic violence as well as initiatives aimed at improving inclusion and minimising social isolation amongst the most vulnerable, like the Sydney Street Choir or the Footpath Library.

CHARITIES WE SUPPORT

End Street Sleeping Collaboration

The End Street Sleeping Collaboration is a joint commitment between the Institute of Global Homelessness and the City of Sydney, the New South Wales Government and the sector's leading non-government organisations. The Collaboration aims to halve the number of rough sleepers in New South Wales by 2025.

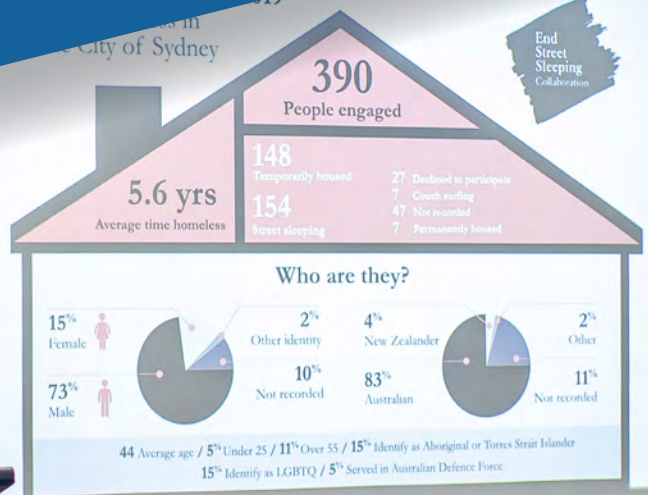
In 2019, Sydney became the tenth city to join the Institute for Global Homelessness Vanguard City program, defining it as a city that has the compassion and sense to end street sleeping through a combination of preventative systems changes and housing-first policies for those already on the streets.

Our Partnership

The End Street Sleeping Collaboration takes a systemic approach to ending rough sleeping.

In 2019, the PAYCE Foundation became a key strategic supporter of the End Street Sleeping Collaboration and its founding philanthropic partner, pledging \$450,000 over two years as well as practical and strategic support.

PAYCE Foundation's "first mover" role, was able to have a catalytic influence on a number of other innovators, funders and investors with philanthropists like the



Christine McBride, CEO of End Street Sleeping Collaboration



Dominic Sullivan, PAYCE Foundation Director, with Baroness Louise Casey, Institute of Global Homelessness

Berg Family Foundation and the Grahame Mapp Foundation and the Property Industry Foundation deciding to support the initiative.

As well as committing significant funding to the initiative, the PAYCE Foundation will continue to support innovative projects that address the key drivers of homelessness. A significant focus of the initiative is capturing data through a real-time, By Name List of people who are living rough, using the internationally validated Vulnerability Index – Service Prioritisation Decision Assistance Tool (VI-SPDAT). The screening tool is used by practitioners to support collaborative decision-making within and across agencies so as to provide the assistance required to house and support people who are homeless or at risk of homelessness.

Over time, the data collected through the By Name List will provide the evidence needed to support systemic and policy changes that will prevent homelessness in NSW and Australia.

Through this project the PAYCE Foundation is committed to enabling systemic change through a collaborative approach that combines prevention as well as immediate wrap around, personalised support to those sleeping rough.

Our Support to Date



\$450,000
Pledged

FY2020 Support



\$148,565

Future Commitments



\$250,000
in FY21

CHARITIES WE SUPPORT



The Sydney Street Choir was established in 2001 with the aim of using the power of song to help men and women dealing with homelessness, mental illness, addiction and social isolation.

Today, it is a supportive musical community that works to inspire and empower, and that provides a place of belonging for people who are often socially isolated and are doing it tough.

The Choir's profile is growing with new members joining and an increasing number of performances including appearances at the Tamworth Country Music Festival and the Cygnet Folk Festival in Tasmania over the last couple of years.

The Sydney Street Choir has also begun the process of measuring its success. With the assistance of the PAYCE Foundation, it participated in an innovative social impact measurement pilot program with the University of Technology Sydney (UTS).

Despite the COVID-19 pandemic, the Sydney Street Choir has been able to continue to support its members through virtual rehearsals and socially distanced performances outdoor providing the very important social connection and community feeling the Sydney Street Choir is well known for.



Sydney Street Choir members with Choir Director James Paul (second from Left)

2018 Sydney Street Choir Corporate Challenge.



Our Partnership

The partnership with the Sydney Street Choir has been one of the longest and most successful.

Over the years the PAYCE Foundation has contributed funding but it has also worked very closely with the charity to support their rebranding as well as the development and implementation of successive strategic plans.

Some of the key strategic areas have been the need to develop new revenue streams, measuring the impact of the charity on its members as well as providing increased social support.

Thanks to the support of the PAYCE Foundation the Choir has been able to:

- Employ a social worker to add an extra layer of support for its members.
- Developed the Corporate Challenge as an innovative fundraising initiative and as a way of connecting Sydney's most recognised corporate brands to the Choir on an ongoing basis.
- Developed a new social impact and evaluation framework in partnership with UTS.

The PAYCE Foundation has also been instrumental in securing the support of the City of Sydney via an event grant for the Corporate Challenge and a grant to address the new social isolation challenges posed by the COVID-19 pandemic. The grant has allowed the choir members to continue to practice remotely with the use of tablets. The tablets have not only allowed choir members to practice and perform, but also maintain social connections and vocational training opportunities.

Our Support to Date

 **\$125,670**
donated

 **\$100,000**
raised through
Corporate Challenge

FY20 Support

 **\$32,000**
donated

 **Facilitation of \$22,000**
through social inclusion
grant from City of Sydney

 **\$40,000**
raised through
Corporate Challenge

 **Strategic Support**

Future Commitment

 **\$32,000**
in **FY21**

 **Strategic Support**

CHARITIES WE SUPPORT



The Generous and the Grateful supports those rebuilding their lives after tragedy and trauma by sourcing high quality used furniture and white goods and delivering packages of bulky essential items when they move into housing.

The main objective of The Generous and The Grateful is to enable people to move past pure survival mode, to a point where they may begin to thrive.

The Generous and The Grateful works alongside caseworkers and social workers from a wide range of partners including Mission Australia, The Red Cross, Marist180, and PAYCE Foundation's own charity partner Women's community Shelters. By removing furniture sourcing from their caseworkers' workload, it allows them to focus on vital support like mental health, employability, financial and so on.

The Generous and The Grateful fills a gap in the market connecting suppliers and people in need quickly, working with caseworkers and advocates and therefore sidestepping lengthy assessment delays while also promoting a circular economy that minimises waste and unnecessary use of landfill.

FY2020 Highlights

 **133.35**
Tonnes collected
from donors

 **1468** People
helped to
get back on track

 **456** Homes
created

Carmen Platt – CEO & Founder
The Generous & Grateful





The Generous and The Grateful volunteers with Carmen Platt, CEO (second from Left)

Our Partnership

Our partnership was sparked by the PAYCE Foundation's and The Generous and The Grateful's common relationship with Women's Community Shelters who had been a recipient of The Generous and The Grateful's good for some of their shelters.

The relationship developed around the concept of "meanwhile use" of under-utilised properties, which the PAYCE Foundation had already successfully put in practice with other charity partners.

The Generous and The Grateful on the back of its growth and success, was looking for a warehouse where to store its furniture and white goods donations, before distributing them to its network of charity partners.

In 2019 PAYCE Foundation was able to provide a 1000m² warehouse free of charge located on land soon to be developed by PAYCE.

The provision of the warehouse allowed The Generous and The Grateful to continue its expansion and serve a growing number of charities and individuals on the back of the bushfire crisis and the COVID-19 pandemic.

Our Support to Date

In kind donation

 **\$111,441**
in-kind foregone rent

FY20 Support

 **\$95,593**
in-kind foregone rent

Future Commitment

 **\$98,089**
in-kind foregone rent



FOCUS AREA 4: DOMESTIC AND FAMILY VIOLENCE

TOTAL DONATIONS IN FY2020: \$191,651

DOMESTIC AND FAMILY VIOLENCE

The troubling prevalence of domestic violence in Australia has only been acknowledged over recent years. Domestic violence is an 'abuse of power and control that usually involves a pattern of violent, abusive or intimidating behaviour carried out by a partner, ex-partner, carer or family member to control, dominate or instil fear. Domestic violence doesn't have to be physical abuse. It can be emotional, psychological, financial, sexual or other types of behaviour that exert power and control'⁸.

In Australia, the majority of domestic violence victims are women, who most commonly experience violence at the hands of a male partner or ex-partner in their own home⁹.

The issue of domestic violence is more prominent in low-income demographics, including 'those not in paid employment, who had lower levels of education, who reported a disability or who were Aboriginal or Torres Strait Islander'¹⁰.

Domestic violence exposure has been linked to several adverse individual and community health outcomes, including higher prevalence of suicidal ideation, post-traumatic stress, substance abuse and death¹¹.

The PAYCE Foundation has been supporting a number of partners and projects over the years providing services to women and children who have been victims of domestic and family violence. The focus of these initiatives has ranged from building resilience in children, to providing crisis and transitional accommodation making use of under-utilised properties, to developing and facilitating educational programs in the construction industry.

CHARITIES WE SUPPORT

WOMEN'S COMMUNITY SHELTERS

Demand for crisis as well as medium to long term accommodation for homeless women is high. More than one in two women across Australia who seek a bed in a crisis shelter are turned away every night, mostly due to a lack of space.

Women's Community Shelters (WCS) fills the gap where existing services cannot meet demand. On one hand it works with communities to establish short-term emergency accommodation shelters for women and children who have experienced domestic and family violence.

On the other, it provides an innovative medium to long term transitional accommodation for women and children after crisis that makes the most of under-utilised properties. This accommodation supports homeless women to rebuild their self-esteem and achieve control and fulfilment in their lives.

The strength of WCS' shelter model is its replicability and sustainability. The model, often referred to as a "social franchise", leverages the goodwill of local community and business groups and helps them set up and maintain community-operated crisis accommodation shelters across Sydney. Once the shelters are established, Women's Community Shelters provides ongoing referral, counselling support for the women and children.

Our Support to Date



\$216,651
donated

FY20 Support

\$91,651



7 properties
donated

Future Commitment



7 properties
made available



\$55,000

for the ongoing
expansion of
Pathways Home

2020 Highlights



19 properties
donated for
the Parramatta
Women's Shelter



6 women
engaged
in vocational
education



58 women and
52 children
housed



8 women
secured
employment



23,189
bed nights



17 children
reengaged
with school
and preschool



75 safe
beds



6 families
received
permanent
residency

Our Partnership

The PAYCE Foundation began its partnership with WCS in 2016 with a commitment of \$90,000 over three years to assist the start-up phase of The Sanctuary, a crisis accommodation shelter for women fleeing domestic violence in the Hills district, part of the growing WCS shelter network.

The partnership has since evolved to further address the needs of women escaping domestic violence.

PAYCE donated the use of two houses for a period of two years to the new Parramatta Women's Shelter, one of WCS' latest shelters.

In addition, through a collaborative approach, WCS and the PAYCE Foundation identified opportunities for property developers and other property owners to contribute to transitional housing stock. The innovative project, *Pathways Home*, leverages housing stock that has been acquired for future development or that may be temporarily under-utilised and puts it to good use as medium to long-term accommodation post crisis with the ambitious objective of adding 100,000 new bed-nights to the stock available to women and children escaping domestic violence.

As part of the Pathways Home project, PAYCE has donated the use of five properties, providing thousands of additional bed nights to house women and children escaping domestic violence and trying to rebuild their lives post trauma.

Several additional property owners have joined Pathways Home including Twilight Aged Care and Link Housing, Parramatta Centenary Uniting Church, Evolve Housing and others, bringing the total number of additional bed-nights to over 20,000.

Participation in training and paid work opportunities is a critical pathways to re-establishing one's life after trauma. For this reason, in FY20, we have extended our support to Women's Community Shelters by providing a \$20,000 fund to cover childcare expenses for women with children, therefore providing them with an opportunity to participate in the Kick Start training and employment program. Three women have already participated in the program.



(L to R) Rebecca Edwards – PAYCE Foundation Director, Simone Parsons – Women's Community Shelters, Chief Operating Officer, Liz Scully – Parramatta Women's Shelter Chair, Dominic Sullivan – PAYCE Foundation Director

CHARITIES WE SUPPORT



Sutherland Shire Family Services (SSFS) is dedicated to providing services that lead to safety and wellbeing. It aims to support and strengthen the capacity of families, particularly those impacted by disadvantage, violence and trauma. It addresses the needs of families and individuals and offers advice and support, case management, parenting support and education, targeted group work programs and home visits for families with limited mobility, as well as timely links and supported referrals to other appropriate services.

SSFS also works to raise awareness around the issues of domestic violence and trauma in families. Its educational programs, including Toolbox Talks and the Pull Ya Head In campaign, are an important part of changing the conversation around family violence.

SSFS has implemented innovative and creative initiatives that have attracted government funding as well as support from the philanthropic sector. The organisation sees the value in measuring and communicating its impact and has partnered with the University of Wollongong to develop an impact measurement report on its Building Resilience in Children (BRIC) program. It has continued to expand its reach, with its activities no longer limited to the Sutherland Shire and now extending to Newcastle, the Greater Sydney Region and interstate.

2020 Highlights



22 families completed the BRIC program



46 children completed the BRIC program



41 sessions held



14 family group sessions held

[Placeholder caption text]



Our Partnership

The PAYCE Foundation's relationship with Sutherland Shire Family Services has seen the commitment of \$326,818 over the last five years. A further \$100,000 is committed in FY21, the third year of a three-year funding commitment to support a range of programs from domestic violence prevention to post-trauma support and counselling, under the name of Building Resilience in Children (BRIC).

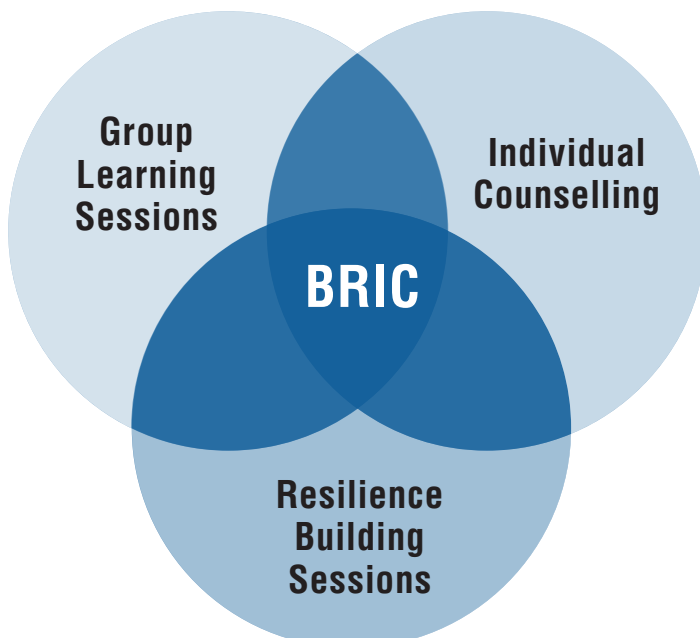
Initially, the PAYCE Foundation funded the Domestic Violence Case Work Project, which provided services to 35 women and children a year. During this time, the Foundation also helped develop an anti-domestic violence video campaign, Pull Ya Head In, as well as Toolbox Talks, a domestic violence education program for the construction industry which has now further developed into a program that SSFS delivers both in person and online.

In 2018, the PAYCE Foundation committed \$300,000 over three years to support the Building Resilience in Children (BRIC) program. BRIC is an early intervention program that aims to foster attachment between young children affected by domestic violence and their safe primary caregiver, as well as reduce the impact of trauma that is the result of exposure to domestic violence.

The BRIC program uses three complementary activities/ approaches to build this healing relationship between parent and child:

- Group Learning sessions
- Individual counselling
- Resilience building sessions

Part of the BRIC funding will allow Sutherland Shire Family Services to conduct an evaluation of the program, which will be undertaken by the University of Wollongong.



Our Support to Date

 **\$326,818**
donated

FY20 Support

 **\$100,000**
donated

Future Commitment

 **\$100,000**
in FY21



FOCUS AREA 5: MENTAL HEALTH AND DISABILITY

TOTAL DONATIONS IN FY2020: \$180,955

MENTAL HEALTH AND DISABILITY

Mental illness affects millions of Australians every year, having adverse implications for employment, physical health and other social outcomes.

About 45% of Australians aged 16–85 experience a mental illness over their lifetime¹².

Poor mental health is an increasingly pressing issue in our society, with \$9 billion, or \$373 per person, spent on mental health-related services in Australia during 2015–16, a real increase from \$354 per person in 2011–12¹³. This was exacerbated over the last 12 months due to the devastating effects of the bushfire season and the COVID-19 pandemic.

The treatment of mental health, from both a clinical and societal perspective, has undergone significant change in the last 50 years. There has been a shift away from institutional-based approaches toward an integrated in-community model which strives for sustained recovery¹⁴.

The shift in service delivery methodology has matched a shift in societal attitudes towards those suffering from mental illness. The clinical understanding of what constitutes mental health has also been transformed – an individual's mental health is now assessed on a spectrum of healthiness rather than on a discrete binary scale.

As a social issue with high comorbidity to other adverse outcomes such as addiction, domestic violence and homelessness, the PAYCE Foundation identifies mental health as a key strategic focus.

Over the last 12 months, several of our philanthropic initiatives have specifically focussed on mental health services, including but not limited to Kookaburra Kids, Lifeline and Black Dog Institute.

CHARITIES WE SUPPORT



The Australian Kookaburra Kids Foundation supports children living in families affected by mental illness. The program provides recreational and educational camps and other activities, giving children a break in a fun, positive and safe environment. Children have the opportunity to meet others in similar families and develop new friendships.

Kookaburra Kids plays an important role in supporting youth exposed to trauma and hardship. By providing early support, Kookaburra Kids' programs allow children who are burdened with responsibilities beyond their maturity to share their stories with people experiencing similar adversity, and to reclaim their childhood in a fun and uplifting setting. By addressing trauma at an early age, the program seeks to prevent the development of further disadvantage later in life.

2020 Highlights



1940 children assisted



390 volunteers



14 camps



49 activity days



Chris Giles, CEO, with a Kookaburra Kids volunteer



Chris Giles, CEO with staff and participants of the Kookaburra Kids program

Our Partnership

PAYCE and PAYCE Foundation's support for Kookaburra Kids began in 2015, with a commitment of \$250,000 over five years.

Kookaburra Kids required untied funding to cover not only program costs but also overheads and operating expenses, the kind of proposition which is often not attractive to donors.

Since 2015, Kookaburra Kids has grown substantially, developing from an organisation that was geographically focused in the Sutherland Shire to one with a national footprint. The PAYCE Foundation has been a part of this growth story, with the \$250,000 of unencumbered funding allowing Kookaburra Kids to invest in its organisation to ensure its continued and sustainable growth.

In 2017, Kookaburra Kids launched the Taking Flight mentoring program for Kookaburra Kids leaving high school. The PAYCE Foundation was a founding partner of the program and helped to fund start-up costs.

In addition to the significant financial contribution towards the operational costs of the organisation and the scaling of programs, the PAYCE Foundation has supported Kookaburra Kids through corporate volunteering at school holiday activity days and fundraising and community events.

Our Support to Date

 **\$250,000**
donated

FY20 Support

 **\$50,000**
donated

2020 marked the fifth and last year of our successful partnership with Kookaburra Kids and we couldn't be prouder of the organisation they have developed into, from a small Sutherland Shire based organisation to one with a national footprint and a growing number of services and a tangible and measurable social impact.

2020: OUR RESPONSE TO A CHALLENGING YEAR

2020 has been a very challenging year for many of our charity partners and the communities they serve, as a result of the devastating effects of the summer bushfires and the COVID-19 pandemic.

The PAYCE Foundation acted quickly to provide urgent relief where needed. We contributed to a fundraising effort by Lifeline to establish a special hotline for bushfire victims and then joining the Australian Philanthropy's Response to the COVID-19 Crisis Pledge, an initiative of Philanthropy Australia.

As part of the pledge, we identified that the most significant areas to be addressed were going to be:

- impact of unemployment
- difficulty accessing food and other essential items
- increased isolation, and
- effects on mental health.



*Jane Turner – Volunteer Coordinator and
Maeve Brown – Direct Service Manager at Jesuit Refugee Service*

LIFELINE

In response to the devastating effects of the summer bushfires, Lifeline calls increased by over 10% with Lifeline believing that the distress and trauma will continue for years to come. In response, in February Lifeline conducted a major fundraiser to setup a dedicated bushfire recovery line, 13 HELP. The PAYCE Foundation, recognising the importance of the initiative, decided to support the initiative with a \$50,000 donation.

JESUIT REFUGEE SERVICES (JRS)

We reached out to JRS, aware of the fact that refugees and asylum seekers would be amongst the most disadvantaged due to their inability to access Centrelink support. Our first response was to provide **\$60,000** funding over three months to support JRS' foodbank and emergency money. We subsequently decided to further assist JRS by providing **\$83,600** in funding for an employment coordinator to assist clients in preparing for and securing employment opportunities.

ST MERKORIOUS CHARITY

St. Merkorious Charity runs a food program to help individuals and families who are isolated or experiencing poverty, serving over **4000** free meals per week throughout the Sydney Metropolitan area. In 2020, we decided to extend our support by committing **\$100,000** for FY21, to meet the increased demand following the COVID-19 pandemic and a spike in unemployment.

SYDNEY STREET CHOIR

With social isolation being an issue faced by many of the Sydney Street Choir members on a daily basis even before the pandemic, the PAYCE Foundation helped the Sydney Street Choir secure **\$22,000** funding from the City of Sydney to support their members deal with increased social isolation due to the pandemic. The money went towards purchasing tablets, providing internet access and supporting members in developing skills to use the technology. This allowed members to continue to rehearse together on Zoom and stay connected. For some, it was the first time they had ever felt digitally included, allowing them to participate in socialisation as well as vocational training.

KICK START

Kick Start continued to employ trainees in the Kick Start production kitchen and shifted its focus to the provision of a free community meal sharing service to the Melrose Park community and surrounding suburbs, investing just under \$200,000 in the delivery of the service. The service delivered more than **15,000** free meals over a period of six months, assisting more than **160** community members in **58 households** and across **10 local suburbs**.



DONATIONS IN FY20

Addiction

Adele Training Farm	\$1,141,613
Adele House	\$897,249
Total Addiction	\$2,038,862

Youth at Risk

Kick Start	\$605,973
Marist Solidarity Cambodia	\$17,190
Total Youth at Risk	\$623,163

Homelessness and Social Isolation

End Street Sleeping (Catholic Care / KB West)	\$123,565
Jesuit Refugee Services	\$60,000
Sydney Street Choir	\$37,000
St Merkorious Charity	\$10,000
Property Industry Foundation	\$5,000
Cana Communities	\$2,000 + coolroom
The Generous and The Grateful	1000m ² warehouse
Total Homelessness and Social Isolation	\$237,565

Domestic and Family Violence

Sutherland Shire Family Services	\$100,000
Women's Community Shelters	\$86,833 + 5 properties
Parramatta Women's Shelter	\$4,818 + 2 properties
Total Domestic and Family Violence	\$191,651

Mental Health and Disabilities

Lifeline	\$80,227
Australian Kookaburra Kids	\$50,000
Black Dog Institute	\$18,182
Creative Partnerships Australia	\$10,500
Windgap	\$10,000
Save Our Sons	\$5,000
R U OK	\$4,000
Headspace National Youth Mental Health	\$3,046
Total Mental Health and Disabilities	\$180,955

Other

Newman College	\$68,500
St John Paul II Monastery	\$30,000
Catholic Parish of St Catherine Laboure Gympie	\$35,000
Pancreatic Cancer Foundation	\$10,000
Bowel Cancer Australia	\$1,083
Cystic Fibrosis	\$1,030
Community GRO	\$20,000
Westmead Children's Hospital	\$5,000
Melanoma Institute Australia	\$5,000
United Way	\$14,500
Lights of St. Pats	\$30,000
Marist Solidarity Cambodia (through PAYCE Finance)	\$17,900
Haddeth El Joubbeh Charity	\$10,000
Total Other	\$230,113
TOTAL DONATIONS	\$3,502,309

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