IMPACT 100 SYDNEY
by Sydney Community Foundation

10 YEARS

SUPPORTING GREATER SYDNEY

































COLLECTIVE GIVING. COMMUNITY IMPACT.

GRANTED	ORGANISATIONS	MEMBERS
$1.4M+	33	342



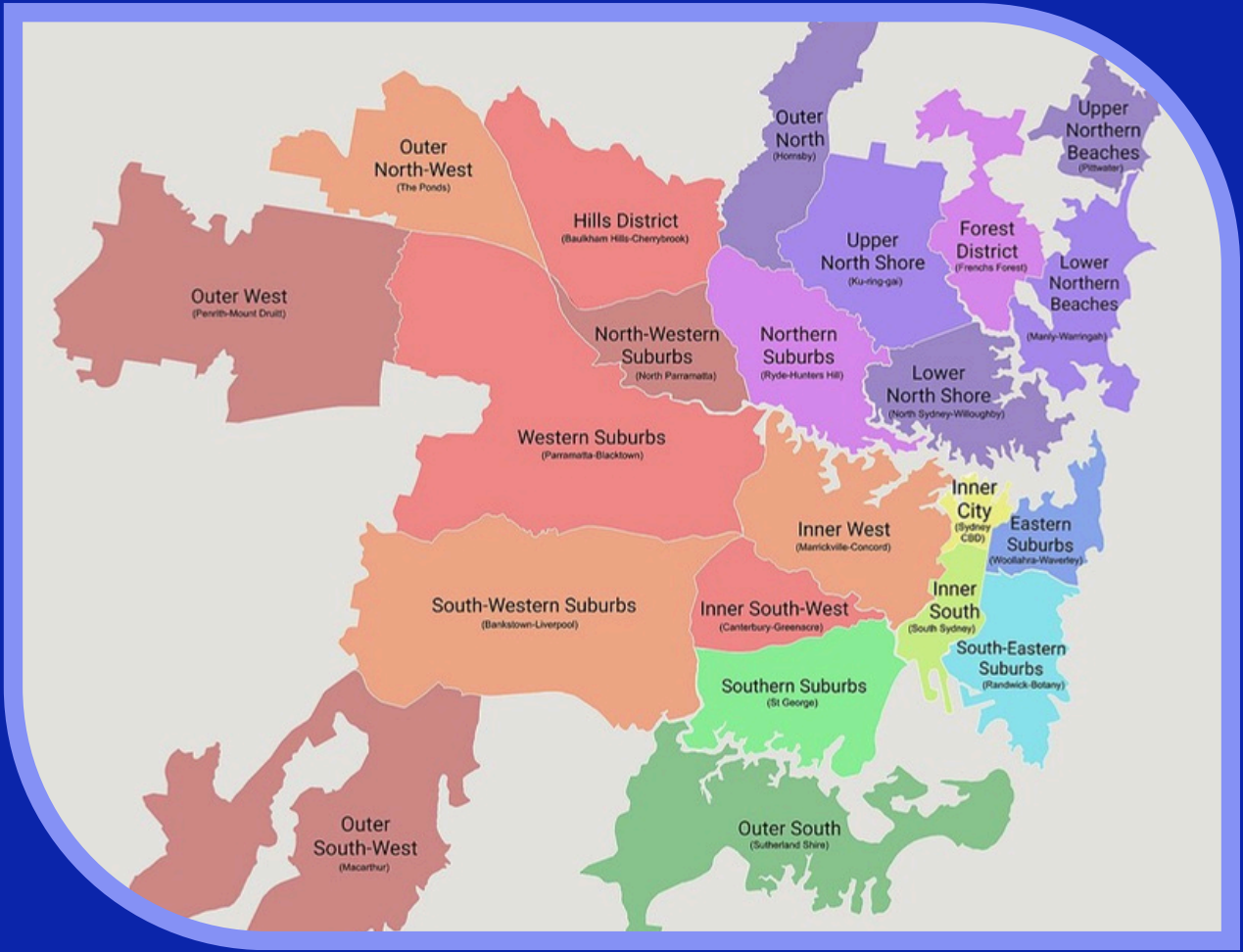
ACKNOWLEDGMENT OF COUNTRY

We wish to acknowledge the Traditional Owners of the lands that comprise Greater Sydney & pay our respects to Elders past, present and emerging.

This includes the Gadigal people of the Eora nation on the southern harbour shores and extends from Campbelltown, Dharawal people, in the south to Palm Beach in the Northern Suburbs, Garigal and Caregal people, and to Penrith in the west, Darug people.

East to west it extends from the coast to the Bue Mountains, the Dharug and Gundungurra people, and north to south from the Hawkesbury River, Darug and Darkinjung people, to the Illawarra Escarpment, the Dharawal people.

IMPACT100 SYDNEY SUPPORTS GREATER SYDNEY



Map of Greater Sydney
Image Source - Wikipedia

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"Our focus is on building a stronger, more resilient Sydney. Together, we can create a city where everyone can live safely and with dignity."

- Loredana Fyffe, CEO, Sydney Community Foundation

The Sydney Community Foundation, a public not-for-profit foundation and a registered charity, manages all aspects of Impact100 Sydney's governance.

Thanks to our partnership we are able to accept tax-deductible donations which are directed to our grant recipients each year.

IMPACT 100 SYDNEY IS A SUB-FUND OF

SYDNEY COMMUNITY FOUNDATION

IMPACT 100

A GLOBAL MOVEMENT

Impact100 Sydney is proud to be part of a powerful international movement that is celebrating its 25th anniversary this year.

What began as a simple idea by founder Wendy Steele - bringing people together to make large, transformational grants - has grown into a global network of communities committed to meaningful local change.

Today, more than **80 Impact100 chapters** across the United States, United Kingdom, New Zealand and Australia have collectively **awarded over $178 million** to local non-profits.

Each chapter follows the same bold model: communities pooling donations to award **transformational $100,000 grants** which address their most pressing local challenges.

The Impact100 model thrives in every economic cycle because it is built on community strength. It empowers ordinary people to create extraordinary change - together.

As part of this grassroots movement, Impact100 Sydney enables individuals, families and businesses the opportunity to give collectively. Each year, more than one hundred donors contribute $1,000 or more, combining their gifts to award at least one major $100,000 grant, along with any additional funds raised supporting several smaller grants.

These annual grants enable specialist local charities to dream big, scale their impact and support communities across Greater Sydney.

As a collective force for good, Impact100 Sydney unites and empowers people to give together—creating transformational, lasting impact for Sydneysiders experiencing disadvantage.

"Real change happens when ordinary people decide to do something extraordinary, together."

- Wendy Steele, Founder, Impact100



Impact100 Sydney had the privilege of hosting an evening with Wendy Steele - Impact100 Founder - when she was in Sydney in 2018

Pictured far left: Committee with Wendy Steele
Pictured left: Wendy with Carrie Morgridge - Morgridge Family Foundation

A MESSAGE

FROM OUR CHAIRS

At our founding in 2017, we dared to believe that a group of Sydney-siders giving together could do something remarkable. Today, having surpassed $1 million in collective grants to extraordinary community organisations, we know with certainty: it works.

We have witnessed the power of collective giving in action, and what strikes us most is that the impact extends far beyond the dollars.

Members form lasting friendships, develop a deep understanding of community needs, and become passionate advocates for the organisations and the people they support.

Giving together changes not only communities - it changes us.

This 'Decade of Impact' Report celebrates the wonderful Impact100 Sydney community and highlights the ten organisations who have received our transformational $100k major grants and, more importantly, the extraordinary outcomes and legacies those grants have created.

The stories within these pages show the remarkable ways our grantees have leveraged their $100,000 - often in ways none of us could have predicted at the time.

At the heart of Impact100 is our members - those individuals who give $1,000 and watch their contribution amplify into at least one $100,000 grant. They shortlist, deliberate, and ultimately decide who receives the funding.

We have also been carried by this exceptional member community, many of whom also volunteer - assessing applications, evaluating finalists, informing our Impact themes, and bringing our events to life. Too numerous to name individually, we are grateful to everyone who has given freely of their time, expertise, and passion every year, and year after year. Without them none of this exists.

The next decade holds even greater promise as more Sydney-siders discover the joy and power of giving together through the Impact100 collective giving model.

It is the collective contribution which makes this model genuinely unique: a philanthropic program run not just for the community, but by it.

To that end, we also wish to acknowledge our Corporate Partners - whose involvement and support has been above and beyond their financial support. William Buck Foundation, Questas Group and JetCharge have also each brought genuine engagement, with staff attending pitch nights, conducting site visits, and rolling up their sleeves alongside our grantees.

The authentic community engagement of our Cornerstone Partner, Community Bank Darling Square, has set this partnership apart - strengthening community connections and demonstrating our shared values, in action.

Zip, our Founding Partner, backed the concept with the same entrepreneurial spirit that built their own company. Their generosity has allowed us to operate with rigour and care, and channel all member donations directly to the organisations that need them most.

Finally, we wish to express our deepest gratitude to the Board and Staff of Sydney Community Foundation. From the very beginning, they provided the infrastructure and the expertise that made Impact100 Sydney possible. Their stewardship ensures our grants are made with integrity, our operations meet the highest standards, and our community of donors and grantees is supported with care. We would not exist without them.

We look forward with excitement and optimism to the impact we will continue to create together in the decades ahead.

Alan Duncan, Chair 2017-2021
Corinne Kemp, Co-Chair 2021-2026
Nicole Shore, Co-Chair 2021 – present
Bee Luu, Co-Chair 2026 - present





Impact100 Sydney isn't 'set and forget'. We're genuinely interested in keeping in touch with all our grant recipients over the years to understand how they've used our grant, how it's affected their clients and community and how they continue to grow.

AVRIL FORD

IMPACT 100 SYDNEY FOUNDING MEMBER

THE POWER OF
COLLECTIVE GIVING



"If you want to go fast, go alone.
If you want to go far, go together."

- African Proverb

Collective giving - where individuals pool their resources, knowledge, and networks to support causes they collectively choose - is one of the fastest-growing movements in philanthropy worldwide.

This collaborative approach democratises giving, amplifies impact, and builds powerful communities of engaged philanthropists.

Research from the United States reveals extraordinary growth: nearly 4,000 collective giving groups mobilised approximately 370,000 philanthropists between 2017-2023, collectively donating over $3.1 billion. *

This represents more than 140% growth in participation and donations, with the movement on a trajectory to double again in the next five years.

- **91% of collective giving members make additional contributions beyond their financial gifts**
- **66% provide extra support directly to funded organisations**

More Than Money: The Five Ts of Giving

What distinguishes collective giving from traditional philanthropy is its holistic approach.

Rather than simply making donations, members contribute extra support across five dimensions - **the "5Ts" - Time, Talent, Treasure, Testimony and Ties.**



TIME

Volunteering and active participation in community initiatives



TALENT

Sharing professional expertise and skills to build capacity



TREASURE

Financial contributions that pool together for greater impact



TESTIMONY

Raising awareness and advocating for causes and organisations



TIES

Leveraging networks and connections to open doors

*__Source__: "In Abundance: An Analysis of the Thriving Landscape of Collective Giving in the U.S." (2024), published by the Dorothy A. Johnson Center for Philanthropy at Grand Valley State University and Philanthropy Together.

DELIVERING CHANGE

BUILDING COMMUNITY



At least 100 people. At least one $100,000 grant. One Community. Extraordinary Impact - every year.

While collective giving has flourished internationally, Australia presents enormous opportunity for growth. The model aligns perfectly with Australian values of community, fairness, and collective action - reflecting core Australian values of mateship and mutual support.

Collective giving groups are overwhelmingly local in focus, with 93% drawing members from a single location and 70% keeping funds within their home state. This place-based approach creates deep community knowledge, accountability, and visible impact.

Members can attend site visits, meet funded organisations in person, and see firsthand the difference their collective action makes.

Collective Giving has been shown to transform participants as much as it transforms communities. Members report profound personal benefits:

- **91% feel increased sense of belonging to their community**
- **77% feel their voices matter more on social issues**
- **71% gain improved access to resources and opportunities**

These aren't just statistics —they represent real people finding purpose, connection, and agency through collaborative action.

DEMOCRACY IN ACTION

Beyond funding, collective giving groups function as "schools of democracy" where members practice shared decision-making, engage respectfully with different viewpoints and build consensus around shared priorities.

Collective Giving helps build the social fabric which strong communities require.

*__Source__: "In Abundance: An Analysis of the Thriving Landscape of Collective Giving in the U.S." (2024), published by the Dorothy A. Johnson Center for Philanthropy at Grand Valley State University and Philanthropy Together.

SCHOOLS FOR IMPACT
by IMPACT100 Sydney

Impact100 Sydney's commitment to building community extends beyond its members and grant partners - it now reaches into classrooms through the Schools for Impact program, run since 2023.

Inspired by the Impact100 model, Schools for Impact introduces young people to collective giving and community engagement, helping cultivate the next generation of local changemakers. Co-designed with students & teachers, it fits seamlessly into the NSW curriculum or as an extra-curricular initiative.

Through experiential learning, students explore social issues, design fundraising campaigns, and pool their donations to support local charities - mirroring the democratic, community-driven approach at the heart of Impact100 Sydney. This hands-on model empowers students to understand the need, take action, and see the tangible impact of their decisions.

The annual Schools for Impact Summit brings this learning to life. Students listen to Finalists pitch and vote on which charities receive a share of the pooled funds, with student-raised dollars going directly into the community.

This process not only builds leadership and empathy but also strengthens the pipeline of future philanthropists who understand the power of collective giving.

> *Impact100 Sydney makes giving feel accessible, thoughtful and deeply connected to the real work charities are doing on the ground.*
>
> *It's not only about funding, but also about educating and inspiring the next generation of thoughtful givers.*

BARBARA BRANAGAN

IMPACT 100 SYDNEY MEMBER

Barbara's connection to Impact100 began even before she became an official member - she was involved with a runner-up charity in the very first year, and the energy she witnessed stayed with her.

What she treasures most is the culture of shared decision-making and collective discovery.

But her proudest moment was watching her teenage daughter vote at Pitch Night – and seeing her light up when the organisation she'd backed, was awarded our major grant.



Since its inception in 2017, Impact100 Sydney has granted over $1.4 million to 33 community organisations who work tirelessly to support those most at risk in our community.

We deliver philanthropic funding to grass-roots organisations where our major grants enable a transformative impact - either for their organisation or the community they serve.

Our minor grants ensure our finalists are also supported to pursue their important work.

With expanded community commitment our collective impact will be amplified.

GRANTED
$1.4M+

MEMBERS
342

ORGANISATIONS
33

Leichhardt Women's COMMUNITY HEALTH CENTRE



2017

Leichhardt Women's Community Health Centre (LWCHC) is Australia's first women's health centre. For decades, they've provided healthcare and education to over 5,000 women and girls annually across Sydney's inner city, inner west, and south-western suburbs - with particular focus on those experiencing disadvantage and at risk of poor health.

LWCHC promotes collaboration with government, non-government and business, health, welfare, education and housing sectors to assist women to thrive and have meaningful, fulfilling lives.

INAUGURAL $100K GRANT RECIPIENT

OUR $100K GRANT RECIPIENTS



The Australian Literacy and Numeracy Foundation (ALNF) works to raise language, literacy, and numeracy standards for communities most at risk of educational exclusion. Their programs support Indigenous Australians, refugees, and disadvantaged groups for whom literacy gaps often shape lifelong trajectories in education, employment, and social participation.

ALNF's work is grounded in a simple belief: literacy is a human right & a pathway to opportunity. Their community-led programs ensure children and young people with disrupted or limited schooling receive the targeted support they need to learn, thrive & belong.



Open Support provides crisis accommodation and wraparound support for women and children escaping domestic and family violence.

In 2019, they identified a critical gap: women on temporary visas—with no access to income support or Centrelink payments—were trapped in violent relationships because they literally had nowhere to go and no way to survive independently, as their temporary visa status made them invisible to most support services designed for women fleeing violence.



Stepping Stone House provides a safe haven for young people aged 12-24 who are experiencing, or at risk of homelessness.

Through their residential and independent living programs, they create a space where vulnerable young people can heal, build resilience, forge meaningful connections, and reach their full potential.

Under the leadership of CEO Jason Juretic, Stepping Stone House has been at the forefront of child welfare reform.

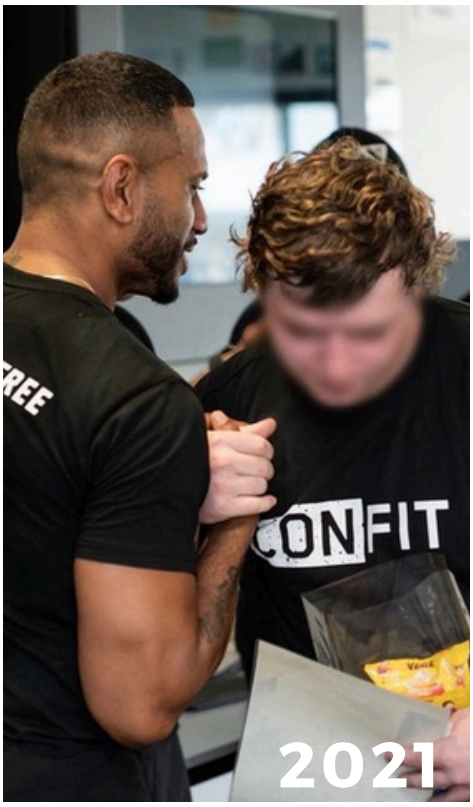
As Chair of NSW Home Stretch, Jason was instrumental in advocating for the extension of state care from age 18 to 21 - the most significant child welfare reform in a generation, now adopted across every Australian state and territory.

OUR $100K GRANT RECIPIENTS

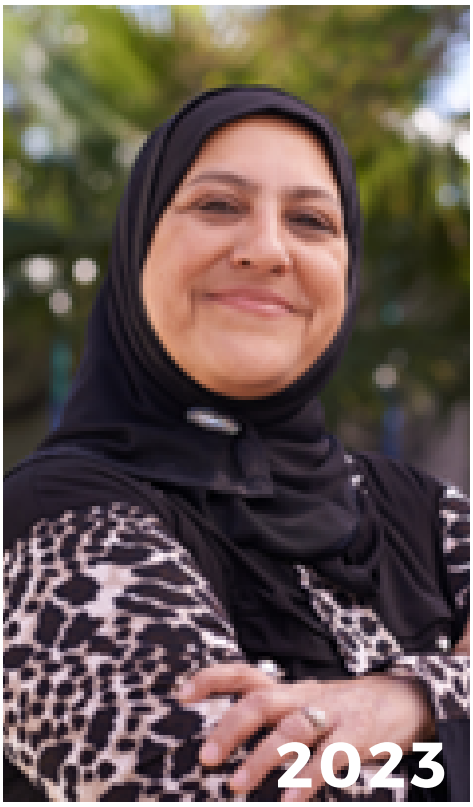
SHINE for Kids & CONFIT PATHWAYS

the reconnect project

HW HOUSE OF WELCOME







Shine for Kids has supported children and young people affected by the criminal justice system for over 40 years, providing mentoring and wraparound support to break cycles of disadvantage and trauma.

Confit Pathways brought fresh perspective and lived experience. Founded by Joe Kwon - who transformed his own life through mentorship after serving 13 years for directing a criminal enterprise from age 21 - Confit uses fitness and mentoring to empower incarcerated youth and young people at risk of incarceration.

Together, they created **Strong Pathways Together**: a holistic program combining Confit's fitness expertise with Shine's established mentoring model to address the complex needs of young people in NSW youth justice centers and support their transition back to community.

The Reconnect Project is a social enterprise with a dual mission: closing the digital divide while reducing e-waste. They provide individuals, groups, and businesses with secure device disposal - ensuring donated phones and laptops are professionally erased, repaired, and redistributed to people who need them most.

But The Reconnect Project goes further. Their innovative training program empowers neurodivergent young adults aged 16-25 with practical skills in mobile device repair, retail operations, and customer service.

Trainees gain hands-on experience refurbishing donated technology while building workforce-ready expertise, creating pathways to meaningful employment for a group often excluded from traditional job markets.

House of Welcome is NSW's largest provider of transitional housing for people seeking asylum in NSW, as well as refugees and families fleeing domestic and family violence.

At a time when many organisations are stepping back from providing housing services due to escalating costs, House of Welcome remains steadfast in its commitment to providing safe, stable accommodation – recognising that secure housing is a fundamental human right and the foundation on which all other aspects of life are built.

Their approach is integrated, holistic, person-centred and trauma-informed.

OUR $100K GRANT RECIPIENTS

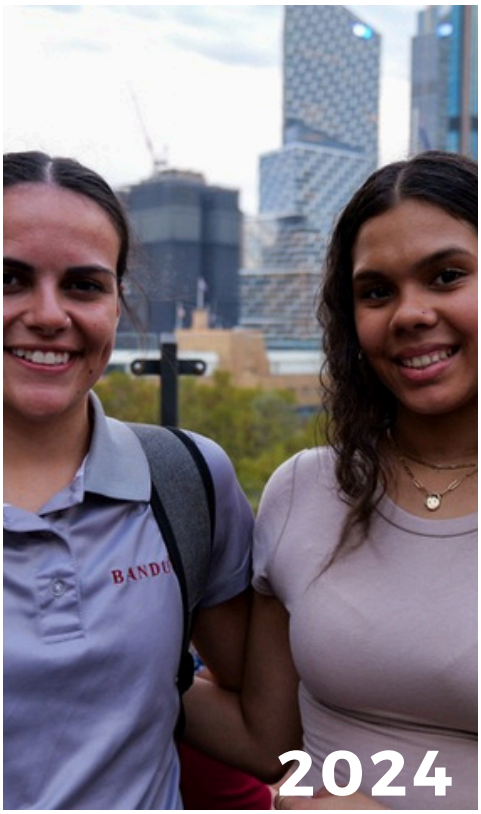


The Haven provides safe, inclusive crisis accommodation for women and their children escaping domestic and family violence and homelessness, empowering women to rebuild their lives with dignity - working alongside them to regain confidence, control and independence.

For decades, crisis housing services have focused almost exclusively on the immediate needs of women fleeing violence: safety, shelter, legal support, housing pathways.

Children were provided for physically, but their invisible wounds (trauma, developmental delays, behavioural challenges) often went unaddressed until families transitioned to stable housing and could access mainstream services.

Recognising this critical gap The Haven wanted to respond to address the immediate impact of trauma for children who arrive in crisis accommodation.



Bandu is a majority First Nations-led charity and social enterprise dedicated to closing the education and employment gap for Aboriginal and Torres Strait Islander students while enriching Australia's workforce.

Their mission is simple yet powerful: empowering young people to fly into life, building the confidence, skills, and connections they need to thrive beyond high school.

Bandu's four pillars - Accommodation, Tertiary Education, Employment, and Community - provide wraparound support designed to achieve employment success and help First Nations young people grow and succeed on their own terms.



The Bower reclaims, repairs, and rehomes household goods to reduce landfill while supporting people in need. Through partnerships with 20 Sydney councils, they provide more than 2.7 million residents with sustainable ways to pass on usable goods - keeping perfectly functional furniture and appliances out of landfill and into the homes of those who need them most.

At the heart of The Bower's work is their flagship **House to Home** initiative, which transforms empty dwellings into safe, functional homes for refugees, domestic violence survivors, and people exiting homelessness.

The plan is to permanently expand the reach and impact of House to Home, strengthening the logistics and staffing capacity which make this vital work possible.



> *Impact100 Sydney makes giving feel accessible, thoughtful and deeply connected to the real work charities are doing on the ground.*

ELISE WILLIAMS

IMPACT 100 SYDNEY FOUNDING MEMBER

Elise was in the room from day one, attending Impact100 Sydney's very first information session.

Over the years she's moved fluidly between roles - from committee leader to engaged member, showing up on Grant Night to cast her all important vote.

What strikes her most, after all this time, is the astonishing breadth of organisations doing quiet, vital work across Sydney - and the people who show up every day to support others.

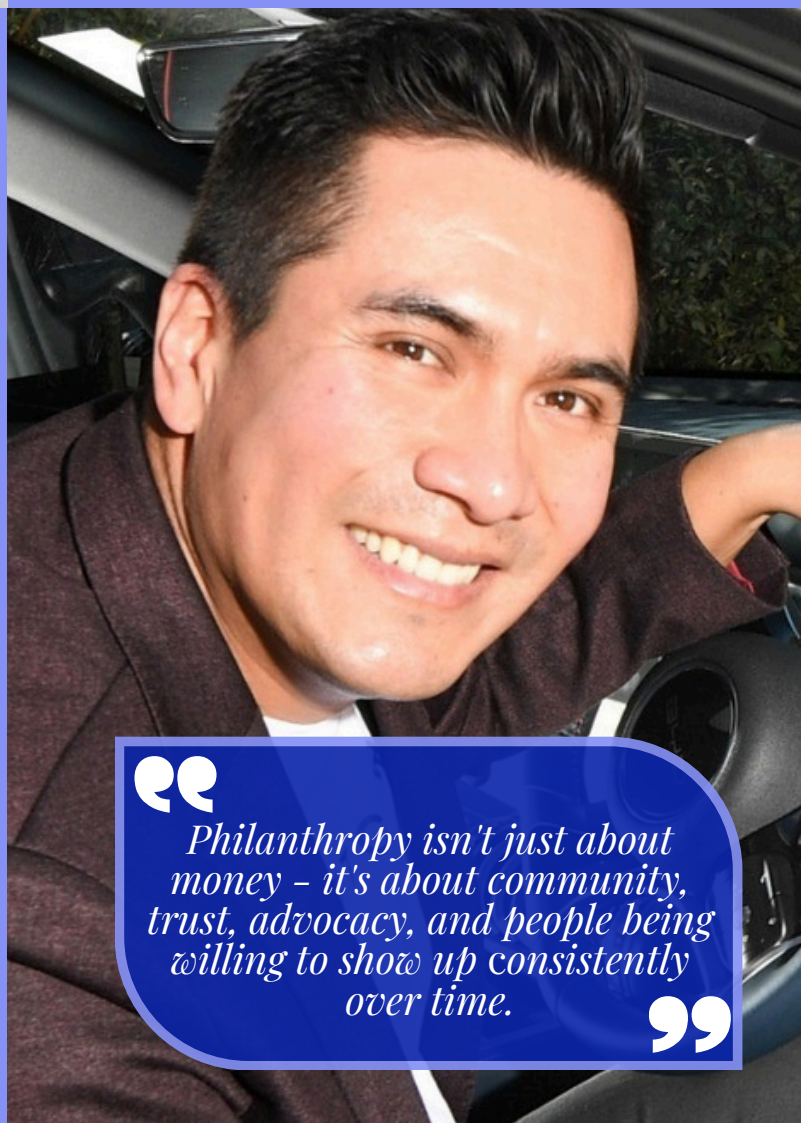
MARIO DE SILVA

IMPACT 100 SYDNEY MEMBER

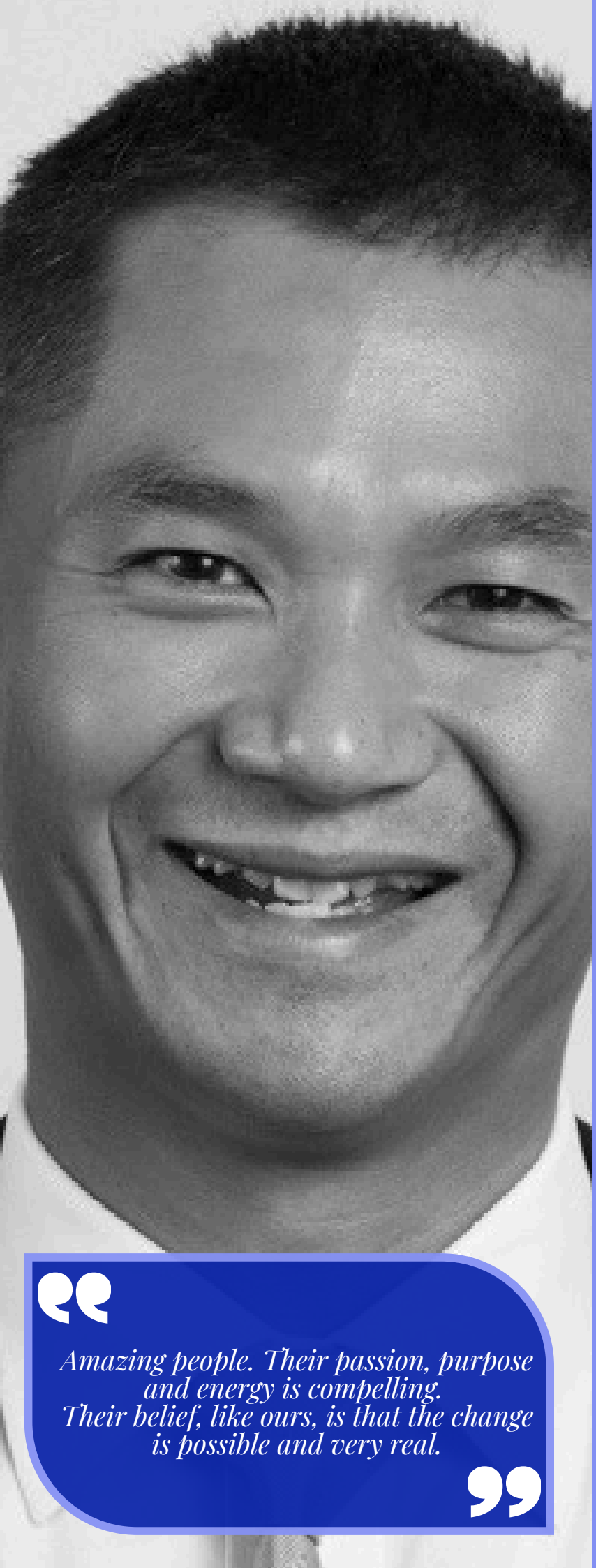
Mario was drawn in by a simple but powerful idea: that ordinary people, pooling what they can, can create genuinely extraordinary impact.

Seven years on, it's the people who keep him here - generous, values-driven individuals united by a shared desire to improve outcomes for others.

His biggest surprise has been discovering just how much heart, integrity and unpaid effort goes into meaningful philanthropy. The visible grant is only a fraction of the story.



> *Philanthropy isn't just about money – it's about community, trust, advocacy, and people being willing to show up consistently over time.*



> *Amazing people. Their passion, purpose and energy is compelling. Their belief, like ours, is that the change is possible and very real.*

Community Bank Darling Square

Bendigo Bank

Community Bank Darling Square has been Impact100 Sydney's cornerstone partner since 2020, initially drawn to the chance to support smaller grassroots organisations.

They soon evolved from donor to strategic partner, valuing the ability to actively participate in grant decisions, in line with their community-focused banking model.

This authentic community engagement sets this partnership apart strengthening community connections and demonstrating their values in action.

Along with the growth of our Impact100 Sydney Chapter, their support has ensured all of our finalists are also supported via a minor grant each year.

Both organisations champion grassroots changemakers, making this partnership a true expression of community building at its best.

RAYMOND TAI

COMMUNITY BANK DARLING SQUARE

OUR MINOR GRANT FINALISTS

batyr

ageing with grace

raise
THE YOUTH MENTORING FOUNDATION

Sydney Story Factory

KYDS YOUTH COUNSELLING

Asylum Seekers Centre

YOUTH INSEARCH
REBUILDING YOUNG LIVES

Stepping Stone House

WEAVE
YOUTH & COMMUNITY SERVICES

street WORK

LITTLE DREAMERS

LIVERPOOL NEIGHBOURHOOD CONNECTIONS

PLATE IT FORWARD

TOP BLOKES FOUNDATION

COMMUNITY SUPPORT SERVICES
REVIVING THE VILLAGE

Daystar Foundation
Empowering individuals to achieve their highest potential

BYSA
BLACKTOWN YOUTH SERVICES ASSOCIATION

Dignity

HARDA
HORN OF AFRICA RELIEF & DEVELOPMENT AGENCY

JRS AUSTRALIA
JESUIT REFUGEE SERVICE

Touched by Olivia

THE SOCIAL OUTFIT

THE DELI WOMEN & CHILDREN'S CENTRE

4Voices

OUR PARTNERS

We wish to acknowledge our Corporate Partners - whose involvement and support has been above and beyond their financial contribution.

In addition to Zip & Community Bank Darling Square, William Buck Foundation, Questas Group and JetCharge have also each brought genuine engagement, with staff attending pitch nights, conducting site visits, experience pitch nights, and rolling up their sleeves alongside our grantees - creating genuine "skin in the game."

This involvement sparks internal conversations about giving, strengthens culture, and highlights the powerful role organisations & philanthropy play in driving real community impact.

Corporate partners with Impact100 Sydney don't just fund change - they help shape it. By backing grassroots organisations and taking part in the full grant-making journey, partners gain clear visibility into their impact while playing a meaningful, hands-on role.

Community Bank Darling Square
Bendigo Bank

zip

Questas GROUP

William Buck FOUNDATION

JETCHARGE

Ian & Shirley Norman FOUNDATION

City of Parramatta

Waratah Education Foundation

IN-KIND SUPPORTERS

Partners also provide vital in-kind support - event space, videography, digital assets, and website expertise - strengthening Impact100 Sydney's capacity.

Canva

Archie Rose Distilling Co. Made in Good Spirits Sydney Australia

JBWere

Deloitte.

Bartier Perry LAWYERS

Zip has supported Impact100 Sydney since its launch in 2016 - drawn to its innovative model of collective giving.

“We were really attracted to the ‘many is more’ philosophy, Zip has always done things differently, and this approach to philanthropy resonated with us.”

The alignment ran deeper than innovation. Community support has been central to Zip’s DNA from the start, shaping its commitment to inclusion, responsible practices, and strengthening the communities it serves.

“As a startup, we understood the courage behind pitching a bold new idea.”

They recognised in Impact100 Sydney - and in the bold nonprofits stepping forward - the same courage and innovation that shaped their own startup journey.



We're immensely proud to be a foundation supporter of Impact100 Sydney and to have witnessed their growth and been part of delivering a decade of impact.
Our instinct to back this model has been validated many times over.

PETER GRAY
ZIP CO.



> *Thereis a joy that comes from knowing our collective contribution, connections and words of encouragement can amplify our impact for those in need across greater Sydney.*

Growing up in the small country towns of Batlow and Tumut, Renata learned early what it means to be connected to community. Impact100 Sydney gives her that same feeling in a city of over five million.

In her third year she stepped deeper into the work - joining the committee, helping with assessments, and supporting our Schools for Impact showcase.

What continues to move her is the realisation that members give in more ways than money: their time, their networks and their encouragement matter just as much.

RENATA ZANETTI

IMPACT 100 SYDNEY MEMBER

2025 GRANT RECIPIENT

BOWER
REUSE & REPAIR CENTRES

Theme: Social Cohesion

Grant Outcomes: Gathering Momentum

Just months into the grant period, The Bower is already demonstrating what strategic investment can achieve.

Since December 2025, The Bower has completed infrastructure upgrades which have expanded truck operations from one to four days per week, dramatically improving its ability to respond to urgent housing needs. Housing Support agency partnerships have also nearly doubled, growing from 8 to 15 organisations.

This expanded network means The Bower can now support significantly more people transitioning into assisted housing across Greater Sydney.

With the expanded capacity, The Bower's **plan is to furnish 300 homes** over the grant period - **supporting approximately 750** individuals as they transition from crisis to stability.

Immediate Impact: When Investment Meets Momentum

The Impact100 Sydney pitch process gave The Bower valuable confidence and clarity, helping CEO, Nathan Smith sharpen the case for **House to Home** - demonstrating how furnishing social housing with quality reused goods can stretch government budgets and improve sustainability outcomes.

This strengthened narrative proved pivotal when Nathan later presented at the Schools for Impact event alongside The Hon. Minister Rose Jackson.

Following that event, Nathan contacted the Minister's office and secured a meeting with the Homes NSW Executive Team. This discussion led to a five-month pilot in the Inner West and South Eastern Sydney districts, testing a direct funding model which provides people moving into unfurnished social housing with a complete, functional home setup.

If successful, the pilot could establish an ongoing State Government funding pathway, significantly expanding The Bower's ability to support more social housing tenants and scale its impact across Greater Sydney.

Beyond Funding: Where Environment Meets Social Justice

What makes this grant particularly powerful is its enduring effect. By investing in infrastructure and operational capacity rather than one-time costs, Impact100's grant is enabling lasting change which will benefit Sydney's most vulnerable residents for years to come.

The Bower proves that environmental action and social justice aren't separate causes—they're deeply interconnected. Every piece of furniture saved from landfill becomes a kitchen table where families share meals, a bed where children sleep safely, or a couch that transforms a house into a home.

The Impact100 grant didn't just fund logistics - it opened doors that could transform how NSW supports people transitioning into social housing.

Together, we're turning discarded goods into furnished homes and building pathways to systemic change, one family at a time.

"The Impact100 pitch process helped us sharpen and communicate the House to Home model in a way that resonated with decision-makers.

That preparation directly supported our ability to make a compelling case to Homes NSW: that we can help stretch existing brokerage budgets while delivering better social and environmental outcomes."

- Nathan Smith, CEO



2024 GRANT RECIPIENT

BANDU

Ensuring you fly into life

Theme: Economic Empowerment

Grant Outcomes: Strengthening Capacity at a Critical Growth Stage

The Impact100 Sydney grant enabled Bandu to expand their high-touch support model during a pivotal period of growth in 2024–25, directly strengthening staffing capacity, housing support and participant wellbeing outcomes.

The grant funded two Aboriginal Engagement Officers who provided intensive one-to-one support to more than 240 participants across NSW, QLD, ACT, and WA. This culturally safe, relationship-based support included weekly wellbeing check-ins, crisis responses, tertiary navigation, cultural connection planning and transition support, job preparation and ongoing employment monitoring.

The additional capacity allowed Bandu to maintain their deeply relational model while numbers surged - school-based participants grew to 170 students and tertiary participants reached over 70.

Funding also supported the critical expansion of Bandu Houses, now accommodating more than a dozen students across three properties operating at full capacity. Housing stability proved essential for participants completing Year 12, starting apprenticeships, or transitioning into independent living and tertiary study.

"We feel part of the Impact100 Sydney community - just like the community we're building for our students."

- Edward Morgan, Founder and CEO



Beyond Funding: The Catalyst That Changed Everything

The Impact100 Sydney grant delivered something Bandu hadn't anticipated: legitimacy that opened doors.

The rigorous due diligence process and Impact100 Sydney's reputation in the philanthropic space, functioned as a quality control measure for other funders, organisations, and individuals. Major supporters who might have hesitated now saw Bandu as a credible, vetted investment.

The result? Bandu's revenue grew nearly eightfold since receiving the Impact100 Sydney grant - a staggering expansion that has fundamentally transformed the organisation's capacity and reach.

But perhaps the most unexpected gift has been community. The growth enabled by the grant has sparked something intangible yet priceless: a strong, organic sense of community between Bandu participants.

Students are connecting with each other, building networks of mutual support which will last long beyond their time in the program.

The relationships with other Impact100 Sydney grant recipients and with Sydney Community Foundation has also proven invaluable.

IMPACT HIGHLIGHTS

Growth from 74 students to over 170 across 17 partner schools and multiple universities within 12 months

100% of post-school participants either employed or completing tertiary qualifications

Over 60 students completing Year 12 in the grant year

Student numbers projected to grow to over 240

2023 GRANT RECIPIENT

House of Welcome

Theme: Homelessness

Grant Outcomes: Welcome Start Transitional Housing Program

The **Welcome Start** program offers people seeking asylum and refugees up to 12 months of safe, stable accommodation – giving families and individuals the stability they need to rebuild their lives and avoid homelessness. The program includes a designated caseworker and comprehensive wraparound support, including access to medical assistance, food, community programs and tailored employment pathways.

The Impact100 Sydney grant funded a Housing Client Services Manager for a two-year period, providing a dedicated professional to deliver the intensive, tailored support essential for successful housing transitions.

Over the two years of funding, the program has provided safe homes to 170 people seeking asylum and refugees across 18 properties - 129 adults and 41 children, including 30 single men, 22 single women, 24 families, and 15 single mothers.

Each person reflects a foundation for stability, dignity, independence and an opportunity to thrive into the future.

"Our approach is about more than providing a roof over someone's head. We want people to feel safe and secure so they can rebuild their lives, regain independence, and become part of the community.

True stability comes from wraparound support that empowers people to move beyond charity and stand on their own."

– Ruth Lesmana, Client Services Manager

Beyond Funding: Stability Enables Impact

The two-year funding commitment provided something rarely available in social services sector stability. Multi-year funding enabled House of Welcome to think strategically, attract quality staff, and leverage the grant to secure additional capacity-building funding for up to three years from other philanthropic and government sources.

With financial stability came confidence to forge new partnerships. House of Welcome partnered with Women's and Girls' Emergency Centre and Jesuit Refugee Services, combining accommodation expertise with specialist domestic and family violence services, delivering more comprehensive support than any single organisation could provide alone.

House of Welcome recently secured $1.5 million to purchase two apartments for women and children leaving domestic violence in Western Sydney, plus another property from a long-term partner.

The trajectory is clear: Impact100 Sydney's two-year seed funding gave House of Welcome the breathing room to plan, the confidence to partner, and the credibility to unlock major infrastructure investment—nearly doubling their capacity to keep around 100 people safe across 20 properties, and turning early belief into lasting, sustainable growth.



2023 GRANT RECIPIENT

The Haven Nepean Women's Shelter | WOMEN'S COMMUNITY SHELTERS

Theme: Homelessness

Grant Outcomes: Haven Horizons - An Australian First

The Impact100 Sydney grant funded **Haven Horizons**, believed to be Australia's first bundled (multidisciplinary), trauma-informed, child-centred therapeutic program delivered within crisis accommodation.

The model is elegantly simple yet revolutionary: a specialist children's worker who works on-site, consults with a psychologist who attends in person, assessing each child's needs and coordinating tailored therapy – psychology, speech therapy, art therapy, occupational therapy, music therapy – delivered right where families are staying.

No cost. No waiting period. No referral required. Support at-hand, exactly when children need it most.

What Changed

Children found their voices through psychology, occupational therapy, speech pathology, art and music therapy. Children developed safe ways to express emotions, process trauma and rebuild a sese of control. The shift was powerfully evident visually, with artworks moving from dark heavy colours to lighter and brighter images as children reconnected with joy, while music and play-based therapy supported emotional regulation and confidence.

School engagement improved, teachers reported improved retention, classroom engagement and stronger peer relationships. Occupational therapy and speech therapy supported emotional regulation, communication and sensory skills needed to participate meaningfully in learning environments.

Mothers gained valuable support. Alongside their children's therapy, mothers were equipped with skills and strategies from psychologists and therapists which they could continue using beyond their stay at The Haven, strengthening safety, connection and stability in the home.



Beyond Funding: Building a Sustainable Model

By funding the **Haven Horizons** pilot, the Impact100 Sydney grant is generating the evidence needed to secure ongoing support. The Haven have already secured $100,000 in additional funding to continue, with plans to use the program's compelling outcomes data to pitch for permanent funding. The vision is for therapeutic support to be embedded as core practice, an essential part of how children and families are supported, not a time limited, grant dependent project.

The longer-term vision extends beyond The Haven. Once the program completes a full 12 months with robust data collection, The Haven plans to share their model and learnings with the Women's Community Shelter Network - potentially transforming how crisis accommodation services across Australia support children affected by domestic violence.

The Haven has proven what many suspected but few had resourced: investing in children's healing during crisis intervention - not months later -dramatically improves outcomes for both children and mothers. Early intervention breaks cycles. Therapeutic support rebuilds foundations.

The Haven hopes this Australian-first model will become the national standard.

IMPACT HIGHLIGHTS

217 therapy sessions delivered to 55 children aged 0-16

Sessions tailored to developmental stage and trauma presentation

Immediate, measurable improvements in family dynamics

2022 GRANT RECIPIENT

the reconnect project

Theme: Vulnerable Communities

Grant Outcomes: From Concept to Reality

The Impact100 Sydney grant was transformational seed funding which enabled The Reconnect Project to move from idea to implementation.

In the charity and social enterprise sector, finding funders willing to support research and development is rare - most want to fund proven programs, not build them.

The grant provided exactly what CEO Annette Brodie needed: the resources to develop and formalise a comprehensive Mobile Device Repair Training Program from the ground up.

What the Grant Delivered

- Extensive R&D to design curriculum and training methodology
- Development of course content tailored to neurodivergent learners
- Pilot program testing and refinement

Critically, this wasn't operational funding - it was investment in innovation. The grant gave The Reconnect Project permission to experiment, iterate, and create something genuinely new.

"With the help of The Reconnect Project, my client now has ownership of her own laptop enabling her to study and complete assignments in the comfort of her own home.

This has positively impacted her mental health as she does not have to feel embarrassed asking for a school laptop each day, when all her classmates have access to their own."

Beyond Funding: The Catalyst Effect

The Impact100 Sydney grant triggered a cascade of opportunities. The credibility and profile boost from being selected as a finalist - and then winning - transformed The Reconnect Project's trajectory.

Annette reflects that the grant made them feel "legitimate" in the eyes of larger funders and corporate partners. It validated their innovative model and gave both the organisation and leadership team the confidence to dream bigger.

IMPACT HIGHLIGHTS

Within 18 months, $550,000 was secured in multi-year philanthropic funding to:

Establish a dedicated training facility adjacent to their repair workshop

Employ a dedicated Workshop Supervisor to mentor trainees

Provide 6-month paid internships to 8 neurodivergent young adults - giving many their first real job

Scale device distribution to reach 1,000 families across Greater Sydney

One device. One young person. A world of difference.



2021 GRANT RECIPIENT

SHINE for Kids® & CONFIT PATHWAYS

Theme: Young People At Risk

Grant Outcomes: Building Resilience Inside and Out

The Impact100 Sydney grant funded a 12-month pilot delivering consistent, intensive support to young people in custody and for nine months post-release - a critical period when reoffending risk is highest.

The 9-Week In-Custody Program tackled underlying issues including violence, identity crisis, and mental health challenges through:

- Structured fitness training building physical strength and discipline including:
- Group mentoring sessions fostering healthy peer connections
- Life skills workshops exploring alternative pathways and positive identity

Post-Release Support continued the relationship, with mentors providing emotional, educational, and social support as young people navigated the complex transition back to community life.

Participant Feedback

"These boys taught me there was a lot more to life than that little ugly circle I was in" ***- 20-year-old YP***

"Before this, I never thought I'd amount to anything other than a criminal." ***- 18 year old YP***

"With the support of my mentor, I've been accepted into UNSW which has always been a goal for me ..." ***- 19-yr-old-YP***

A Powerful Partnership: Experience Meets Innovation

The partnership between the well-established and respected SHINE for Kids added credibility to the program which opened doors with government funders and corporate partners.

SHINE for Kids didn't just contribute a mentoring model; they contributed trust, networks and relationships built over decades that no new organisation could replicate.

Beyond Funding: The First Domino

For Confit Pathways, this was their first funding - and it changed everything.

Joe Kwon reflects: "Impact100 Sydney gave an organisation that no one else would have supported, run by a CEO who had been previously incarcerated, the credibility we needed. We've now grown from operating in one centre to working across all of NSW and the ACT, and we're developing a digital hub to scale our impact even further."

The Impact100 Sydney grant provided more than money - it provided legitimacy. The rigorous pitch process honed Joe's storytelling skills and gave him confidence in articulating Confit's vision.

IMPACT HIGHLIGHTS

150 young people participated in Confit's fitness program across multiple 9-week cycles

11 young people with little to no family support received intensive one-on-one mentoring fortnightly for 9-12 months

Several mentors from the program continue supporting their mentees as volunteers with Shine for Kids—testament to the deep, lasting relationships formed



2020 GRANT RECIPIENT

Stepping Stone House

Theme: Young People At Risk

Grant Outcomes: Expanding Capacity When It Mattered Most

The Impact100 Sydney grant enabled Stepping Stone House to expand their **Independent Living Program** at a critical time - just as the world was about to face an unprecedented crisis.

The Program supports young people aged 18-24 as they transition from supported accommodation into independent living. It is intensive and high-touch with caseworkers supporting participants with budgeting and financial literacy, maintaining tenancies, cooking and household management, accessing education and employment, and building the social connections and life skills that make independent living sustainable.

For many participants, it is the first time an adult has invested in teaching them the practical and emotional tools needed to navigate adult life.

The COVID-19 period put extraordinary pressure on homelessness services across Australia. Many organisations were forced to reduce capacity, close programs, or turn people away. Stepping Stone House did none of these things. They held their ground—maintaining the same level of care, and the same commitment to every young person in their charge.

For the 17 young people in their Independent Living Program, that consistency was not a small thing. It was everything.

Beyond Funding: Building Youth Voice and Advocacy

The Impact100 Sydney pitch process itself became a catalyst for innovation.

The pitch training helped Stepping Stone House refine their storytelling and messaging, but more importantly, it sparked an idea: **what if their clients could share their own stories?**

This insight led to the creation of **Stepping Stone House's Youth Advocacy Program.**

One of the organisation's program participants, became their first Youth Advocate, after receiving the pitch training.

Today, the formalised Youth Advocacy Program includes 12 young people, who share their stories to raise awareness and influence policy.

The Impact100 grant didn't just expand a program - it sparked a movement within an organisation, proving that when young people are given the platform, the training, and the belief that their story matters, they can become advocates for change which reaches far beyond their own lives.

IMPACT HIGHLIGHTS

17 young people directly supported through the grant period

100% of clients kept out of homelessness during COVID-19

Services maintained at full capacity throughout the pandemic without asking a single young person to leave

Significant improvements in clients' life skills and independence





2019 GRANT RECIPIENT

ST VINCENT'S | Open Support

Theme: Child Safety

Grant Outcomes: A Pathway to the Future

Open Support identified that women on temporary visas - with no access to income support or Centrelink payments - were trapped in violent relationships because they literally had nowhere to go. Their temporary visa status made them invisible to most support services designed for women fleeing violence.

The **Pathway to the Future** program addressed this gap head-on, providing crisis accommodation, immigration navigation support, income establishment assistance, and targeted support for children—giving vulnerable families on temporary visas an opportunity to heal from trauma and build safe, healthy futures.

The Impact100 Sydney grant built capacity to serve this complex cohort effectively by:

- Recruiting a specialist Case Manager with Culturally and Linguistically Diverse (CALD) experience to provide culturally responsive support
- Developing best practice protocols, now shared with other service providers, increasing sector-wide capacity
- Creating education and training opportunities for staff to work more effectively with culturally and linguistically diverse clients.

Six families were directly supported during grant period, with the majority of these families helped with suitable housing and continuing outreach support.

Beyond Funding: Becoming CALD Specialists

The Impact100 Sydney grant fundamentally transformed Open Support's identity and capability.

Today, 75% of clients come from CALD backgrounds - they're now recognised specialists in this space.

Open Support built robust networks with CALD organisations across government and not-for-profit sectors. Their focus on CALD community needs became intentional and sophisticated, informed by genuine partnerships and cultural expertise.

The organisation established a Legal Panel providing pro-bono specialist advice - crucial for women navigating complex visa and family law issues simultaneously.

The Impact100 Sydney grant didn't just fund a program - it catalysed Open Support's evolution into a specialist service filling a critical gap.

Women on temporary visas escaping violence now have somewhere to turn, someone who understands their unique challenges, and a pathway to safety which doesn't require them to choose between violence and destitution.



2018 GRANT RECIPIENT

The Australian Literacy & Numeracy Foundation

Theme: Social Cohesion

Grant Outcomes: The Refugee Action Support Program

The Impact100 Sydney grant funded the expansion of ALNF's **Refugee Action Support Program**, strengthening English literacy support for refugee children and young people across Western Sydney.

The model pairs trained pre-service teachers with schools which have high refugee enrolments. These tutors provide individualised academic support - clarifying concepts, modelling language, and helping students engage confidently with the Australian curriculum.

Just as importantly, tutors act as mentors and learning partners, supporting students to navigate new cultural expectations, rebuild confidence, and settle into school life after experiences of trauma and displacement.

What Changed

Students gained confidence and social inclusion. Many arrived with traumatic experiences and limited formal education, struggling to understand classroom expectations and form peer relationships. The support helped them develop not just academic skills but also the social and emotional stability essential for learning.

Future teachers gained invaluable skills. The 300+ pre-service teachers developed expertise in supporting culturally diverse and linguistically disadvantaged students -preparing them to be more effective educators in Australia's increasingly multicultural classrooms.

Beyond Funding: A Model Partnership

The Program demonstrates the power of partnership between schools, universities, and community organisations. ALNF has shown how collaborative, place-based approaches can enhance school capacity, build educator capability, and create culturally safe learning environments for newly arrived students.

The Impact100 Sydney pitch process had unexpected benefits. As Eric Brace, Director of First Languages and Digital Innovation, shared; "With a usual funding pitch, you tailor your message to a single funder. With Impact100 Sydney, we were speaking to a collective - so we had to be truly authentic about who we were and the impact we wanted to make."

That authenticity resonated. Receiving the grant acted as a form of peer validation, boosting ALNF's credibility and directly supporting their ability to secure additional funding supporting refugee learners.

IMPACT HIGHLIGHTS

172 tutors trained and placed across 12 Western Sydney locations.

22 tutors placed across 4 schools in regional Australia.

450 students from refugee backgrounds supported with 3-4 hours of tutoring weekly for up to 12 weeks.

Students from Year 1- 11, representing diverse backgrounds including Sudan, Congo, Burundi, Afghanistan, and Iraq.

Program expanded to over 300 tutors across 22 schools, supporting more than 500 students making the critical transition into Australian schools.





2017 GRANT RECIPIENT

Leichhardt Women's COMMUNITY HEALTH CENTRE

Theme: Young People At Risk

Grant Outcomes: Empowering Girls to Grow

The **Empowering Girls to Grow** career mentoring program was designed around a crucial insight: these young women didn't want generic work experience—they wanted meaningful placements in areas they were passionate about or pursuing as careers.

The program matched girls who had experienced trauma and homelessness with successful women providing guidance, ideas, networks, and, critically, authentic work experience aligned with their aspirations. The primary goal was to keep girls engaged in school and progressing to further education.

Partnerhips - Driving Impact

LWCHC partnered with three organisations supporting girls and young women to complete education, gain employment, and progress to independent living including:

- Women & Girls Emergency Centre and Lillian's - both provide refuge and longer-term accommodation for girls aged 13-17 unable to live at home due to domestic violence, childhood sexual abuse, or family breakdown
- The Sebastian Foundation, founded by Jules and Guy Sebastian, contributed mentors including Ambassador Jules Sebastian

IMPACT HIGHLIGHTS

19 girls aged 16-17 participated

11 mentors provided support

30 mentoring sessions conducted

Work Experience Highlights

The partnership with Taronga Zoo proved transformational. Six participants were accepted into the prestigious Youth at the Zoo program for 12 months, continuing to volunteer, attend special events, and receive training.

PwC Australia also provided mentors and practical support, helping participants create professional CVs and develop interviewing and presentation skills - all tangible tools for their employment journeys.

Beyond Funding: Ripples That Reached Parliament

The Impact100 Sydney grant generated significant publicity, including coverage in the Inner West Courier and recognition in NSW Parliament House, where then Member for Balmain Jamie Parker spoke about the program. This elevated visibility for LWCHC and partners was invaluable - raising awareness about youth homelessness and cycles of disadvantage affecting young women across Sydney.

The Empowering Girls to Grow program demonstrated that career mentoring isn't just about jobs - it's about believing in young women's potential when trauma and disadvantage have told them they don't belong in prestigious programs or professional spaces. It's about opening doors and saying "you deserve to be here".


22 NEWS INNERWESTCOURIER.COM.AU | TUESDAY, APRIL 4, 2017

LEICHHARDT/ERSKINEVILLE

Mentoring program for girls

Jules Sebastian helps and inspires in new initiative

Kimberley Caines


Inner West Courier

news local

Jules rules as role model

Jules Sebastian is headlining a new mentoring program for girls doing it tough.



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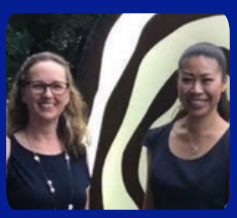



























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