

ANNUAL REPORT 2020/21





COVER IMAGE: Tomorrow Today's Connect9 program matches young people with a local mentor to support them as they try new things and meet new people. The young people and their mentors often form strong bonds over the course of the program. Connect9 is unique to Benalla, supporting our young people to thrive at a time in life that can be challenging.

Benalla and district is in North East Victoria.

We acknowledge the Traditional Custodians of the land on which we all live, work, study and volunteer. We pay our respects to their Elders past, present and emerging.

A number of the photos in this publication have been provided thanks to our program partners.

Tomorrow Today A Foundation for Rural Community Development - ABN 19 096 214 907
Tomorrow Today A Foundation for Rural Community Development Public Fund - ABN 98 553 570 389
Tomorrow Today Education Foundation - ABN 90 610 420 123

Tomorrow Today is Benalla's independent community foundation. We connect people, resources and ideas to create a bright future for our great rural community.

We believe that everyone should have the chance to thrive - and that education is the answer.

Working together with families, schools and the community, we are leading a 20+ year project to ensure all of our children and young people can achieve their potential in school, work and life.

Local people are able to help shape our community's future by donating time, money and skills to this trusted local organisation, dedicated to responding to local needs.

CONTENTS

Chair's Report	4
Executive Officer's Report	5
Benalla's Community Fund	6
Education Benalla Program	10
Convenor Report	10
Overview	11
2020/21 Programs and Activities	12
Board Directors	24
Financials	26
Our Supporters	30



Tomorrow Today is Benalla and district's independent community foundation, enabling local people to create a stronger, more resilient and prosperous community.

CHAIR'S REPORT

In response to Benalla's persistently high level of social disadvantage, Tomorrow Today developed the Education Benalla Program. Since 2010, we have been working with families, schools and the broader community to improve child development and educational outcomes. Prior to Covid, positive change was clearly in evidence.

Our focus this year has been on the challenge of getting through the pandemic without losing the benefits achieved to date. Listening and responding to the needs of families and young people, we have adapted and added to our suite of activities and reached out to support those who are most isolated. My thanks to our exceptional staff team, so ably led by Executive Officer, Rosie Koop.

The news that the Victorian Government was to become a major funding partner was a highlight of 2021. Their commitment to funding a significant portion of our program budget for the next two years provides a reprieve from the constant pursuit of funds, allowing us to focus our efforts on achieving change.

We are now in the final year of our current five-year strategic plan. Securing ownership of our Nunn Street property was an early priority and has been a resounding success! It provides security, income and importantly, the ability to plan; the wonderful outdoor learning space under construction is a prime example.

Thank you to all board members for continuing to provide such strong governance. Special thanks to Patrick Duffy who we farewelled in August and welcome to Martin Smith, another Melbourne-based director with strong connections to Benalla. Our 2021 AGM will see two substantial changes in the Board's make up: the retirement of founding director Liz Chapman OAM; and the transition to a new Chair.

As Chair for the past twelve years it has been an honour to lead such a wonderful organisation and I look forward to supporting the new Chair as a continuing member of the Board. In preparation for these changes we reviewed and refreshed our board committees to ensure the outstanding skills and experience of the board are applied to maximum effect.

Finally, I want to acknowledge the great many partners, volunteers, donors, funders and supporters whose generosity and goodwill make our work possible. We are immensely grateful for your continued support.

Sally Gamble - **Chair**



The challenges of the past year have been huge for the Benalla community and we don't yet know what the future holds. But we know that we are stronger working together.

EXECUTIVE OFFICER'S REPORT

As Benalla's independent community foundation we develop strong partnerships to address deep community challenges. Our thanks to the great many organisational partners who are helping to find ways to support and connect families, children and young people.

Reflecting on the year past, a highlight for Tomorrow Today has been getting to know individual families better through one on one conversations. Unable to run our regular Parents Early Education Program (PEEP) group sessions during lockdowns, we switched our delivery to 'walk and talks' in the park. Walking side by side, we got to know our families in new ways, helped where we could, and connected them to other local services when necessary.

Between lockdowns, we increased our home visits to families who needed support getting preschool-aged children ready for school. We helped them complete paperwork, reminded them of school start dates and what they might need to begin the school year, linked them to funding assistance to cover the cost of essentials like uniforms, and talked through issues they might experience once their children start school.

The pandemic has highlighted the importance of community connection. Our Connect9 mentoring program has experienced increased demand and excellent attendance over the past 12 months. It is providing vital community connections and support for young people in these unsettled times.

Another highlight of the year was providing a diverse range of grants for terrific community projects including community art workshops, support for a multicultural playgroup, an outdoor eating space beside a community garden, a school kitchen garden expansion and a digital studio for Benalla's very active but isolated 'non-sport geek subculture' group.

We are grateful for the flexibility of our funding partners over the past 12 months, and their genuine concern and generosity to the Benalla community. They put great trust in Tomorrow Today to identify and respond to what our community needed at this challenging time.

I want to thank our Board for their level of trust and support, in particular our Chair Sally Gamble who works tirelessly behind the scenes. To the Tomorrow Today team, thank you for remaining so positive, determined and united during a tough year, always finding creative ways to serve our community.

As we head into the next 12 month cycle, we do so aware that many Benalla young people have disconnected from school and community during the pandemic. In response, we have launched a major re-focus on youth wellbeing and school re-engagement that will give Benalla's young people influence on issues and concerns important to them. We look forward to sharing news about the Full Impact project in our next Annual Report.

Rosie Koop - **Executive Officer**



Extra support for multicultural families attending PEEP is available thanks to a grant for the North East Multi Cultural Association (NEMA).

BENALLA'S COMMUNITY FUND

Tomorrow Today makes it easy for donors to give locally to support the Benalla and district community. Donations to the Community Fund are pooled and invested for local benefit. Income from the Fund is used to provide community grants that help create a stronger and more resilient community. Because the initial donation is kept in the Fund, each gift keeps giving year after year.

Over \$1.4 million is held in Benalla's Community Fund.

NAMED FUNDS

Some donors choose to establish a Named Fund to give ongoing support to a particular charitable cause that's important to them. These special accounts within the Community Fund are managed by Tomorrow Today to track donations and grants for a particular donor or cause.

Current Named Funds that are benefiting our community:

Education Fund – which supports young people whose educational opportunities are limited by disadvantage.

Kingston Smith Memorial Fund – established in memory of local toddler Kingston Smith. The Fund supports early intervention programs that enhance the education, health and welfare of young children in need.

Lonsdale Fund – which supports young people whose opportunities are limited by alcohol and/or drug dependency within the family unit.

WE WELCOME DONATIONS TO THE COMMUNITY FUND, OR NAMED FUNDS, AT ANY TIME.



SUPPORTING OUR COMMUNITY

In the 2020-21 financial year Tomorrow Today distributed over \$67,000 in grants to groups, families and individuals across Benalla and district.

Support for children and young people in families experiencing financial hardship:

Education | \$14,700

42 local children and young people were supported to participate in school and learning, including two Year 12 Scholarships, thanks to the Education Fund and Lonsdale Fund.

Sports and Hobbies | \$3,326

59 local children and young people were supported to participate in community activities, funded by philanthropic grants and local donations.

FRRR Back to School vouchers | \$19,500

390 x \$50 Back to School vouchers were distributed to local families to help meet the cost of school essentials, thanks to support from FRRR and local donations.

Support for groups and organisations:

Community Grants program | \$30,121

We support a range of local projects each year (detailed on the following pages) funded by income from the Community Fund.



Caring for plants, growing their own food and working as a team are skills developed through the kitchen garden project at Winton Primary School.

SUPPORT FOR LOCAL PROJECTS

Our Annual Grants program provides funding for community groups and organisations to deliver projects that will build skills, strength and resilience in Benalla. Grants of up to \$5,000 are awarded, generally in May each year.

Stepping Stones Grants offer additional flexibility, with up to \$1,000 funding available for community projects throughout the year.

Tomorrow Today's grants support projects that align with two major themes:

- Building a stronger, more connected community
- Improving social and educational outcomes for Benalla's children and young people



Students at Benalla Flexible Learning Centre are ready for work after gaining their Construction Industry cards.

Learning about science concepts as well as connecting with the environment and developing a love and appreciation of nature is part of the Gumnuts Bush Kinder Program. Challenged to record 'scats and tracks', a kangaroo footprint is a real prize!



During 2020-21, we funded eight projects through the Annual Grants program. One Stepping Stones grant was also awarded.

BENALLA COMMUNITY GARDEN **Outdoor Eating Area | \$5,000**

A Tomorrow Today grant helped establish the Benalla Community Garden in 2018. This new grant will help fund an outdoor eating and gathering area for the community that is accessible to all.

“We are excited to be able to expand the Community Garden, and contribute to reducing loneliness and isolation in our community. It will be a real hub for locals.”

BENALLA FLEXIBLE LEARNING CENTRE **Career Opportunities | \$3,340**

At Benalla Flexible Learning Centre the focus is on re-engaging Benalla's vulnerable young people with education and their community. This grant provided students with the opportunity to complete a short course to gain a formal qualification, and develop job and life skills to enhance prospects for future employment.

GOORAMBAT AND DISTRICT COMMUNITY GROUP **Playground | \$5,000**

The Goorambat Hall and playground are an important meeting place for the Goorambat community. This grant contributed towards the cost of new playground equipment, creating an engaging play space next to the BBQ facilities.

GUMNUTS EARLY LEARNING **Bush Kinder Program | \$1,868**

Children learn so much from nature and outdoor play. Gumnuts Early Learning Centre's Bush Kinder Program gave local children the opportunity to visit, explore, play and learn at Winton Wetlands. Our grant covered the cost of children travelling by bus to and from Winton Wetlands, and accessing Winton Wetlands facilities. Children learnt about culture, sustainability, social diversity and inclusion as well as science concepts.

NORTH EAST ARTISANS **Paint the Town | \$4,032**

North East Artisans is committed to creating a thriving, diverse and inclusive local arts community in Benalla. This series of art workshops aims to involve more locals of all ages and skill levels in the joy of creating art. The grant covers the cost of equipment and art supplies. The workshops have been postponed until 2022 due to Covid-19.

NORTH EAST MULTICULTURAL ASSOCIATION (NEMA) **Multicultural Playgroup | \$3,400**

On Wednesdays, Tomorrow Today's PEEP program runs a facilitated playgroup tailored to the needs of Benalla's multicultural families. This grant to NEMA covered the cost of a trained multicultural support person and translator to attend the playgroup to help multicultural families access a range of community services and support their involvement in the wider Benalla community.

ROOM AT THE TABLE **Digital Studio | \$4,981**

Creating a safe and inclusive place for locals to connect and enjoy themselves is the goal for Room At The Table (RATT), a very active and growing 'non-sport geek subculture' group that brings together locals who love video games and modern board games such as 'Dungeons and Dragons'. This community grant will be used to create a digital studio so that, through podcasts and live-stream game play, the group can connect with locals who can't make it to physical sessions.

WINTON PRIMARY SCHOOL **Kitchen Garden | \$1,500**

Glenrowan Primary School has a thriving kitchen garden program where children learn team work and literacy and numeracy skills. This grant helped the school purchase gardening and cooking equipment to expand the program to their Winton campus.

TOMORROW TODAY **STEPPING STONES GRANTS**

ROTARY CLUB OF BENALLA **Portsea Camp | \$1,000**

The Portsea Camp provides an opportunity for children to make new friends from other towns, develop a sense of worth in a caring and challenging environment, see life in a different way and develop an understanding of their place in the broader world. Our grant assisted 27 children in Years 5/6 to attend the camp in January 2021.



Room at the Table provides a safe and inclusive place for locals to connect through their love of video games and modern board games.

EDUCATION BENALLA PROGRAM

CONVENOR REPORT

By Liz Chapman OAM



Aspiration is a bi-product of opportunity. Our work over the past year to build on the successes to date of the Education Benalla Program has been hampered by the pandemic.

Weekly group sessions of parents and carers with their babies, toddlers and pre-schoolers were disrupted due to the stop/start nature of lockdown orders during the year. Reduced participation has an immediate effect on child development which impacts school readiness and opportunity.

Programs and activities designed to connect or re-connect young people aged 11-16 years to a hobby or interest, a mentor, work or school either proceeded in a less than ideal way, or could not proceed. The limitations of on-line sessions were quickly reached, and a proportion of young people tuned out.

We learned that pandemics affect the most vulnerable, the most. We decided to take a "Covid Side Step" and temporarily adjust our focus to the most isolated teenagers; and to offer more tailored support to the most isolated families with children at all ages and stages. This approach has been very important, and valued by all. We worked with our organisational partners to share emerging issues. Staff developed new approaches and new activities, shown on the following pages, with good results. We were able to move

quickly and be responsive thanks to additional and/or more flexible philanthropic support.

From around senior primary school years and throughout the secondary school years, young people have their own individual interests, however vague. Up until the pandemic, these personal priorities and interests had provided the scaffolding on which we had been able to help build opportunities. Lock downs and the wider pandemic story have led to this scaffolding disintegrating, and young people's expectations and hopes for the future have changed in ways not yet well understood.

However, a 'kick' to the system of community functioning, which Covid certainly is, can result in positives. An upside of such enormous social and economic disruption is the opportunity of finding ways to work with and listen to young people as they describe their world; and to provide a way for the community to hear and adapt. Young people can be supported to more prominently define and make their opportunities. The first steps were taken during the year to form a mechanism and way of listening so that young people's views, insights, claims and concerns can be articulated, and actioned in ways that influence organisational systems.

The Education Benalla Program has continued in this reporting period to not only deliver flexibly and to a very high standard; but also to question and listen, consider and develop opportunities.

OVERVIEW

The Education Benalla Program works with parents, families, preschools, schools and an extensive network of business and community partners to improve children's development, literacy and numeracy, school retention and future work opportunities.

From the earliest ages and stages we work with families through multiple activities to prepare children for school and ensure they are 'ready to learn'. As children move through school we provide funding for school and social needs to ensure equal access to educational and community activities.

From Year 5/6 through secondary school our Future Work activities strengthen students' aspiration, literacy, engagement in learning, confidence and "employability" skills. This sets our young people up to enjoy happy, healthy and successful lives.

We collaborate with over 120 local organisations to ensure that:

- every Benalla child starts school ready to learn,
- numeracy and literacy is measurably improved,
- student wellbeing is improved, and
- community expectations for children's education are raised.

The following pages report on the multiple projects and activities that form the Education Benalla Program.



Six local students enjoyed completing their School Based Apprenticeship in hospitality with trainer Craig Robinson at Ella Goose, thanks to an arrangement brokered by the Benalla Future Work Steering Committee.

2020/21 PROGRAMS AND ACTIVITIES

PEEP (Parents Early Education Partnership)

PEEP offers weekly facilitated playgroups run by Tomorrow Today that value and support the key role parents play as their child’s first and most important educator. Parents and children experience the joy of sharing songs, books and rhymes together. Children participate in stimulating activities to encourage their development of pre-literacy, pre-numeracy, oral language, fine and gross motor skills. Parents engage in facilitated discussions about parenting and child development.

170 families with **240** children attended at least one term of PEEP

18 PEEP groups delivered each week (when Covid restrictions allowed)

49 NEW IN 2020/21 families participated in 120 socially distanced ‘Walk and Talks’

350 children’s activity packs with fun, educational art/craft activities were prepared and distributed to families

“PEEP helped us to stay connected with other people. I felt less isolated.”

PEEP home visits

PEEP home visits are offered to families experiencing geographical isolation, health or accessibility issues. These visits provide parents with reassurance, support and skills to foster their children’s development in the safety of their own homes. Tomorrow Today has also been able to support families with their children’s transition from home to preschool, and from preschool to primary school. Parents have also been supported in their learning, with help to enrol in further education to increase their employment opportunities.

52 home visits made to 15 families with 19 children

5 families have begun attending regular PEEP sessions

Benalla Early Years Network

Tomorrow Today chairs the Executive of the Benalla Early Years Network. The quarterly meetings bring together representatives from local preschools and schools, and family support, health and welfare services. The Network has been monitoring the impact of the Covid-19 pandemic on our children and families and provides a forum to discuss emerging issues and plan appropriate actions so that our children and their families can thrive. In 2021 the Network coordinated Professor Pamela Snow’s visit to Benalla to present to local early childhood professionals and the wider community about evidence-based approaches to literacy instruction.

PEEP recognises and values parents as their child’s first and most important ongoing educator.



Providing children's activity packs was one of the ways our Early Years team stayed connected with children and families during Covid-19 lockdowns.



Kinder Pals

Kinder Pals are trained volunteers who work with children, either one-on-one or in small groups within the preschool setting, to help improve their readiness for school. Our volunteers expand children's language skills and imagination by reading to them and engaging them in story retelling, picture description and rich conversations. The program ran March to May 2021 before being suspended due to Covid.

6 Kinder Pals worked in
3 preschools and gave
61 volunteer hours.

Pre-school screening

In November 2020 and February 2021, Tomorrow Today offered pre-literacy, pre-numeracy and oral language screening for 4-year old children attending three local preschools. Parents were given their child's results and tips to further develop their skills through everyday activities at home. The preschool teachers were provided with play-based resources and activities to implement in their classroom settings.

Tomorrow Today liaised with the Preschool Field Officer employed by SCOPE to further refine the activities for use within everyday preschool learnings.

143 children at
3 preschools were screened.

"I want to thank you for the time and effort you have put in to help us and all the kids of Benalla. I found your work with the children very positive and helpful."

Preschool teacher

Great Start to School

Starting school should be a positive experience for children and their parents. Our Great Start to School program engages families in facilitated discussions about different aspects of school readiness. This includes the importance of morning and bedtime routines, arriving at school on time, strategies to facilitate physical and emotional independence, and activities to develop pre-literacy and pre-numeracy skills.

10 families starting at
4 schools participated in
2x2 hour sessions at Tomorrow Today.

"The staff have been supportive during my best and worst days. I couldn't imagine not having access to knowledge, support and building blocks of child development."



Great Start to School includes lots of tips for parents on how to support their child's learning and independence.

Prep Immersion

Prep Immersion is a literacy program for children who are identified by their teacher as being developmentally vulnerable in a number of areas on school entry. Run in partnership with Benalla P-12 College, this intensive intervention helps students 'switch on to learning'. Unable to go ahead in 2020 due to Covid restrictions, this year we ran it with Preps plus a separate group of Year 1 students identified by the school as needing focused support.

13 Foundation students and
10 Year 1 students completed the
4 45 minute sessions per week over the
8 week program.

Reading Buddies

Trained Reading Buddy volunteers provide much-valued support to the Year One and Two Literacy Programs at the Avon and Waller campuses of Benalla P-12 College. Buddies develop caring and trusting relationships with students and make a significant difference to their learning, self-esteem and confidence. Following pandemic lockdowns, face to face contact was possible during the majority of Term 2, 2021.

20 children at Benalla P-12 College were helped by
11 Reading Buddy volunteers who gave
142 hours.

Increasing participation of young people

Participating in a sport or recreational activity outside school hours improves young people's health and wellbeing, connects them to positive role models, helps them develop life skills, and keeps them engaged with school and learning.

In April 2021, 77 local children took the opportunity to try out 11 different sports and recreation activities in the one location, free of cost, at a Come and Try Day.

Families from Benalla and district with a pension or health care card were offered financial assistance to enable their children to join local clubs.

56 young people were supported to join
15 local clubs and organisations.

"I find it so enjoyable, the teachers and the school are so welcoming and it is so rewarding. Volunteering gives me a purpose and responsibility and I really enjoy watching the children achieve and feel proud of their efforts."

Individual funding assistance

For many of Benalla's children and young people, educational opportunities are severely restricted by financial and social disadvantage. Thanks to the support of generous local donors, Tomorrow Today provides financial assistance so that children and young people can participate in a wide range of school and community activities.

40 children were assisted on 45 occasions
10 Referral sources.

"The work that TT does is invaluable, just incredible what they are able to do. Sponsoring students that may be experiencing financial hardship has made a huge difference to some of our members, who get the chance to participate in sport and join a club community. It's also been great for our club."

FRRR Back To School vouchers

Tomorrow Today has been participating in the Foundation for Rural and Regional Renewal's (FRRR) Back to School program since its inception in 2005. \$50 Target, Kmart or school uniform shop vouchers are provided by FRRR and distributed to local schools for families experiencing financial hardship. The vouchers are used to purchase essential items such as school uniforms, clothing, shoes, school bags and stationery.

\$19,500 worth of vouchers were distributed to
11 Benalla and district schools.

Full Impact

Full Impact is a new community approach that will be co-designed and co-delivered with young people and local organisations/ government to increase the power, agency and aspiration of Benalla's young people.

Tomorrow Today has engaged the Youth Affairs Council of Victoria to facilitate leadership and community development training for the young people who will be recruited into an initial project advisory group to inform the project design and development.

The program will empower young people to have more input into community decision making.

Connect9

Connect9 is a unique ten-week mentoring program developed by Tomorrow Today specifically for Benalla's young people. Year 9 students are matched with a community mentor who is their 'buddy' throughout the program. With the generous support of local partners, the young people and their mentor connect to new skills, hobbies, people and experiences, as well as opportunities to explore careers and set life goals.

Covid-19 pandemic restrictions meant several of the program's group activities could not run. Instead we maintained positive connections through smaller face-to-face settings when possible, mentee/mentor socially distanced Walk and Talks and group sessions on Zoom.

Connect9 now has 22 program partners, including new partners Benalla Art Gallery, Galen College VEX Robotics Team and North East Artisans.

25 young people were supported by
25 volunteer mentors who gave
560 volunteer hours
66.5 professional hours donated.

"It got me out of my comfort zone and got me to deal with people and do things that I often wouldn't think of doing. I didn't really have a lot of social skills beforehand and now I'd comfortably talk to anyone for whatever reason. I reckon that gave me a bit of a confidence boost in that respect." - Mentee

Connect9 participants enjoyed a socially distanced viewing of 'Ken Done: Paintings you probably haven't seen' at Benalla Art Gallery, 2020.





When pandemic restrictions prevented our usual Connect9 whole-group 'Masterchef' session, a number of our volunteer mentors hosted a small number of mentee-mentor pairs in their homes. This was a great success, resulting in terrific conversation and a real chance to 'connect'.

Increasing work placement opportunities

Tomorrow Today convenes the Benalla Future Work Steering Committee. Bi-monthly meetings are attended by local secondary schools, local apprenticeship providers, NETracks LLEN, Benalla Rural City Council, Charles Sturt University, GOTAFE, and Benalla Health. Attendees share the latest career information, and plan and implement actions related to career development. The committee also develops strategies to increase work experience and school-based apprenticeships, and strengthen community aspiration for our young people.

Great Start to Work

Great Start to Work connects students with local employers to learn about careers, employee roles, employer expectations and the interpersonal skills young people need to obtain work. This support helps participants gain paid part time work outside school hours. Due to Covid-19 restrictions, the program started with one-on-one Walk and Talks. Each participant met weekly with the program facilitator at a local cafe for take-aways before heading to the lake walking path to discuss resumes, writing a cover letter, cold calling and positive body language. Workplace visits and mock interviews later in the program were a highlight.

44 young people were enrolled in a school-based apprenticeship in Benalla in 2020-21

Tomorrow Today proudly employed two school-based apprentices. Both enrolled to complete a Certificate III in Early Childhood Education and Care.

4 young people participated for 2 hours per week x 8 weeks

6 local businesses supported the program.

Digital Storytelling

This school-based pilot program was designed to help build digital literacy and prevent school disengagement in students in Year 5/6 and Year 9/10. Participants had the opportunity to learn new skills and engage with each other online to develop a meaningful, positive record of life during a time of adversity – the Covid-19 pandemic. Facilitated by Digital Storytellers, an Australian leader in this field, students learnt how to develop a story, use an iPhone/iPad to film and edit a story, and prepare a film for public viewing. Tomorrow Today's teaching staff supervised and supported the students to attend the workshops and to complete the follow up filming activities.

17 students at Benalla P-12 College participated in **8** weekly workshops.

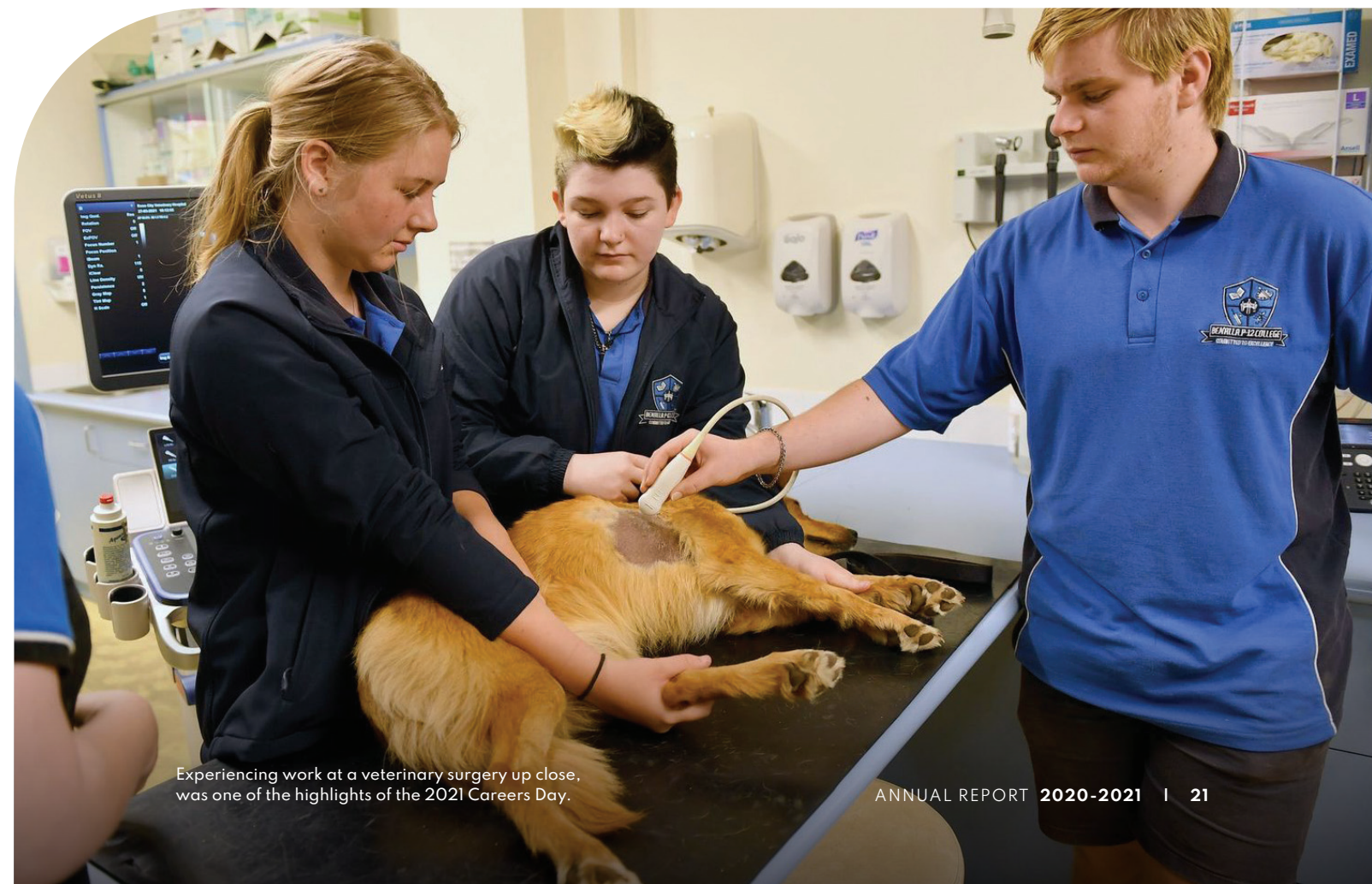
"Stepping out of class made me feel less stressed about school work. It cleared my mind."

Hands on Learning

Hands on Learning caters to the different ways young people learn, and was designed to prevent early school leaving. Three artisan teachers work with small groups of students on authentic 'hands on' projects that allow students to engage, grow their self-confidence, and achieve success at school. Tomorrow Today provides input and financial support for the program.

30 students in Years 6-10 at Benalla P-12 College attended for **1** day per week

Artisan-teacher mentors are the heart and soul of Hands on Learning. Each year Hands On Learning commemorates the character of the first HoL artisan-teacher mentor, John Eldridge, with an award in his honour. The award recognises outstanding contribution and celebrates Hands on Learning's greatest asset – the people involved – and the relationships they build with students, school and community. It is with great pride that Pip Rowe, HoL teacher from Benalla P-12 College, received the John Eldridge Award for 2021. This is fantastic recognition of Pip's dedication and care to students over many years.



Experiencing work at a veterinary surgery up close, was one of the highlights of the 2021 Careers Day.

Careers Day

In March 2021, Tomorrow Today facilitated the annual Careers Day to provide local students with the opportunity to learn about study options, careers and career pathways.

Students engaged in workplace visits to Rose City Veterinary Clinic, Benalla Health, Primal Health Club, D&R Henderson (timber manufacturers), Schneider Electric (global specialist in energy management), Thales (manufacturer of ammunition and explosives), Benalla Racing Club and the Department of Environment, Land, Water and Planning. LaTrobe University's School of Engineering and Charles Sturt University's Faculty of Science presented workshop sessions, and the Benalla Art Gallery ran an interactive arts workshop.

The 'What's It Like at Uni?' workshop gave students the chance to interact with current students from CSU, University of Melbourne's Dookie Campus, and LaTrobe University. Workshops were also offered by the Australian Defence Force, Police, CFA, SES, and local apprenticeship providers.

204 Year 10 & 11 students attended from 3 schools and the Home Schooling Network
19 organisations and employers provided information on more than
112 career paths

"The university talk was such an eye-opening experience!"

With incredible support from local businesses, emergency services and regional tertiary training organisations, Careers Day doubled in size this year. Normally for young people in Year 10, this year we also included Year 11s after they missed out in 2020 due to the pandemic.



Career action plans

Tomorrow Today engaged a motivational coach to work with students to identify their interests, strengths, skills and talents. This information helped students explore future careers and work experience choices, and helped Tomorrow Today select presenters and businesses to participate in the annual Careers Day.

48 Year 10 students at Benalla P-12 College completed a Career Action Plan

Year 12 scholarships

Progressing to tertiary studies can be daunting for many young people and their families. Accommodation, course fees and transportation costs can be a barrier for many young people.

Tomorrow Today awarded \$1,000 scholarships to two students from Benalla P-12 College to assist them in pursuing the career of their choice. The successful students have been accepted into the following courses:

- **Diploma of Sports, Management and Leadership at Swinburne Albury**
- **Bachelor of Property and Real Estate/Construction Management at Deakin University in Burwood**

Live4Life

Live4Life empowers rural communities to improve youth mental health. Tomorrow Today is a partnering agency in the delivery of this suicide prevention program. Free mental health training was provided to teachers, parents, community members, service providers and Year 8 and 11 students attending Benalla P-12 College, FCJ College, and Benalla Flexible Learning Centre.

"My daughter is immensely grateful. It is going to make a huge difference. After having a gap year last year, moving to a new town, having no work, plus the added stresses that 2020 gave us, this was one great thing that has helped relieve some tension."

BOARD DIRECTORS



GEORGINA BURSTON

Georgina is a long-term Benalla and district resident. As her children were growing her career focused on high level executive support and board governance roles in the private and public sector. She has a long history of community volunteering and fundraising, particularly for the Benalla Art Gallery and more recently for other not-for-profit organisations. After many years of study, Georgina now operates a clinical yoga therapy business.



LIZ CHAPMAN OAM
Convenor, Education Benalla Program

Liz's formal qualifications in agriculture and rural development back up more than 20 years of working at a local, regional and national level with private businesses and industry groups, government agencies, regional authorities and community organisations. Liz was the founding director of Tomorrow Today in 2000 and inaugural Chair. Since 2007 she has led the development and implementation of the Education Benalla Program. In 2017 Liz was awarded a Medal of the Order of Australia for services to education and to the community.



SALLY GAMBLE
Chair

Sally is a founding director of Tomorrow Today, serving as Chair since 2009, and gives significant time in addition to her board role. Over the last twenty years she has contributed to the community through numerous organisations. Sally is currently a member of the Regent Honeyeater Project committee and the Ovens Murray Regional Partnership. She is a Director and Company Secretary of Australian Community Philanthropy, the peak organisation for Community Foundations.



MELINDA LAWLEY

Melinda has worked with young people throughout her career, initially as a secondary teacher before moving into community and health fields. This trajectory underpins her commitment to working across sectors to enhance outcomes for young people. Melinda has lived in Benalla for 20 years and worked alongside Tomorrow Today for much of this time. She is currently the CEO of a youth welfare organisation in Shepparton and is Chair of the Committee of Management of the Goulburn Murray LLEN (Local Learning and Employment Network).



LOUISE PEARCE
Treasurer

Louise works for Melbourne University and as a consultant in the vocational education sector. Her career is focused on education with a particular passion for supporting young people. Louise and her husband raised their family in Benalla where she has been an active community member holding positions of office in sporting clubs, Guides and Scouts. Louise is a member of the Committee of Management of the local NE Tracks LLEN (Local Learning and Employment Network).



FLORENT THIVILLIER

Florent is an industrial engineer who came to Benalla in 2001 from his native France. Originally moving here to work at Schneider Electric, he and his wife fell in love with Benalla and chose to raise their family here. Florent's active involvement in the community has included being a participant and coach in numerous local sporting clubs. He is currently Distribution Centre Manager for a major food manufacturer.



MARTIN SMITH

Martin is a senior operational risk manager and Chartered Accountant, with experience in compliance, banking and finance roles in Australia and overseas. Now Melbourne-based, he has been an active member of the local primary school council and a committee member and coach in junior sport. Martin remains connected to his home town of Benalla and joined the Board of Tomorrow Today in September 2020. He is a member of the Australian Institute of Company Directors.



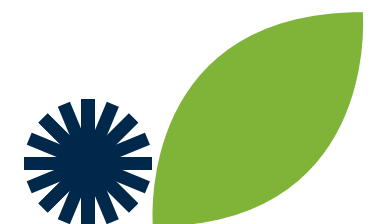
MARSHA WATSON

Marsha is a registered pharmacist and successful local business owner. She partnered in the establishment of Jenny Milner – Marsha Watson Pharmacies Pty Ltd in 1999, and has been sole proprietor since 2011. In 2012, Marsha was named Victorian Pharmacist of the Year for 'being a quiet achiever who has passionately served her local community for many years'. She is a member of the Rotary Club of Benalla, Benalla Business Network and Benalla Golf Club. Marsha joined the Board in May 2020.



NICHOLAS TAYLOR
Deputy Chair,
Company Secretary

Nick is a commercial builder who established his business, Landmark Construction Group Pty Ltd, in Benalla in 2001. His long history of community involvement includes serving on St Joseph's Primary School Council, the Sandhurst Diocese Education Board and the Benalla Racing Club Committee. Nick has been a volunteer with the Samaria CFA for more than 20 years, for a large part of this time as Captain.



FINANCIALS

TOMORROW TODAY FOUNDATION

The objective of Tomorrow Today Foundation (company name - Tomorrow Today A Foundation for Rural Community Development), is to enable the people of Benalla and district to create a stronger, more resilient and prosperous rural community.

The company is trustee of the Tomorrow Today Public Fund which provides tax deductibility for all gifts over \$2. The combination of the Public Fund and the Open Fund (where supporters do not require a tax deduction) constitute Benalla's Community Fund. During the year, funds were raised to continue building the Community Fund and grants from Community Fund income were made to benefit the district.

Tomorrow Today Foundation purchased the commercial property at 66-68 Nunn Street, Benalla, in 2017. Ownership provides a secure base for all Tomorrow Today's community activities and a long term rental income stream from leased offices. Substantial pro bono property management and legal support, as well as donated goods, labour and equipment, ensure costs are kept to a minimum. Installation of a 10.5kW solar array and removal of five electricity meters in the previous period has resulted in an 80% reduction in ongoing power bills.

TOMORROW TODAY EDUCATION FOUNDATION

The objective of Tomorrow Today Education Foundation is to reduce the level of social disadvantage in Benalla and district.

During the year, the company worked with families, schools and the wider community to deliver the Education Benalla Program. The Program responds to the multiple effects of high levels of social disadvantage to improve the educational outcomes of Benalla's young people. Our staff coordinate and deliver more than 20 different activities that make up the Program, supported by generous grant funding from beyond Benalla.

A Business Model Review undertaken this year, funded by Regional Development Victoria, found that the

“Education Benalla Program is a sophisticated initiative that is efficiently run, uses its resources effectively and has strong leadership. It is improving education outcomes for Benalla’s young people and is achieving a level of reach into the community that many other place-based organisations aspire to.” - Dandolo Partners, 2021



The following pages include financial reports for our three charitable entities. We submit full reports to the Australian Charities and Not-for-profits Commission (ACNC) by the reporting deadline each year. Copies of our audited financial reports are available on request or from tomorrowtoday.com.au

TOMORROW TODAY EDUCATION FOUNDATION

- ABN 90 610 420 123

	2021	2020
Statement of Profit or Loss and Other Comprehensive Income		
For the year ended 30 June 2021		
REVENUE		
Grants	767,172	851,949
Donations	56,272	37,645
Other income	197,007	105,048
Total revenue	1,020,451	994,642
EXPENDITURE		
Employee benefits expense	598,644	532,577
Program expenses	202,351	190,084
Community Grants distributed	49,203	42,250
Other expenses	22,452	20,697
Professional fees	7,710	7,590
Total expenditure	880,360	793,198
Current year surplus	140,091	201,444
Other comprehensive income	-	-
Total comprehensive income	140,091	201,444
Statement of Financial Position		
For the year ended 30 June 2021		
CURRENT ASSETS		
Cash and cash equivalents	802,213	941,286
Accounts receivable and other debtors	212,365	34,852
Total current assets	1,014,578	976,138
NON-CURRENT ASSETS		
Plant and equipment	24,929	18,978
Total non-current assets	24,929	18,978
Total assets	1,039,507	995,116
CURRENT LIABILITIES		
Accounts payable and other payables	32,083	44,179
Employee provisions	62,527	59,402
Funds in advance	235,000	310,000
Total current liabilities	329,610	413,581
NON-CURRENT LIABILITIES		
Employee provisions	21,691	33,420
Total non-current liabilities	21,691	33,420
Total liabilities	351,301	447,001
Net assets	688,206	548,115
FUNDS		
Education Benalla Program reserve	537,001	416,162
Special purpose reserve	109,289	61,989
Retained surplus	41,916	69,964
Total funds	688,206	548,115

**TOMORROW TODAY A FOUNDATION FOR RURAL
COMMUNITY DEVELOPMENT** - ABN 19 096 214 907

**Statement of Profit
or Loss and Other
Comprehensive
Income**
For the year ended
30 June 2021

	2021	2020
REVENUE		
Grants	38,430	36,460
Donations, sponsorships & fundraising	18,159	64,590
Rental income	97,096	101,657
Investment income	28,780	20,858
Profit/loss on disposal of investments	10,865	-
Other income	16,974	16,544
Total revenue	188,574	240,109
EXPENDITURE		
Community grants distributed	23,381	16,611
Investment property expenses	21,495	14,852
Investment property loan - interest paid	5,438	7,500
Management fees	24,256	16,016
Professional fees	8,900	11,070
Investment fees	2,359	1,682
Other expenses	15,126	19,854
Total expenditure	100,955	87,585
Current year surplus	87,619	152,524
OTHER COMPREHENSIVE INCOME		
Items to be reclassified subsequent to profit or loss when specific conditions are met:		
Net changes in fair value of investments	71,537	(43,030)
Net changes in investment property valuation	151,694	-
Other comprehensive income	223,231	(43,030)
Total comprehensive income	310,850	109,494
CURRENT ASSETS		
Cash and cash equivalents	278,508	283,106
Accounts receivable and other debtors	20,172	12,378
Total current assets	298,680	295,484
NON-CURRENT ASSETS		
Investments	510,101	390,199
Property, plant and equipment	15,983	38,325
Investment property	1,220,000	1,028,051
Total non-current assets	1,746,084	1,456,575
Total assets	2,044,764	1,752,059
CURRENT LIABILITIES		
Accounts payable and other payables	13,872	7,017
Borrowings	25,000	25,000
Total current liabilities	38,872	32,017
NON-CURRENT LIABILITIES		
Borrowings	150,000	175,000
Total non-current liabilities	150,000	175,000
Total liabilities	188,872	207,017
Net assets	1,855,892	1,545,042
FUNDS		
Open Fund capital reserve	575,956	569,024
Open Fund income reserve	87,458	26,424
Special purpose reserve	44,293	47,271
Property equity reserve	914,194	725,000
Retained surplus	233,991	177,323
Total funds	1,855,892	1,545,042

**Statement of
Financial Position**
For the year ended
30 June 2021

**TOMORROW TODAY A FOUNDATION FOR RURAL
COMMUNITY DEVELOPMENT PUBLIC FUND** - ABN 98 553 570 389

Income Statement
For the year ended
30 June 2021

	2021	2020
INCOME		
Donations	69,580	72,835
Investment income	30,408	25,737
Profit on disposal of investments	6,779	-
Total income	106,767	98,572
EXPENDITURE		
Grants distributed	35,580	33,350
Investment fees	2,555	1,783
Loss on disposal of investments	11,573	-
Other expenses	7,267	7,519
Total expenditure	56,975	42,652
Surplus	49,792	55,920
OTHER COMPREHENSIVE INCOME		
Items that will not be reclassified to profit or loss:		
Net changes in fair value of investments	61,142	(39,976)
Other comprehensive income	61,142	(39,976)
Total comprehensive income	110,934	15,944

**Statement of
Financial Position**
For the year ended
30 June 2021

CURRENT ASSETS		
Cash and cash equivalents	177,505	228,756
Accounts receivable and other debtors	1,300	200
Accrued income	147,919	10,932
Total current assets	196,724	239,888
NON-CURRENT ASSETS		
Investments	575,389	421,291
Total non-current assets	575,389	421,291
Total assets	772,113	661,179
LIABILITIES		
Total liabilities	-	-
Net assets	772,113	661,179
FUNDS		
Settled Sum	100	100
Corpus	653,985	580,905
Accumulated funds	118,028	80,174
Total funds	772,113	661,179



Each year the Education Benalla Program staff, together with the Program Convenor and Board Chair, spend time reflecting on the Program's past year, identifying highlights and challenges, and planning for the future.

OUR SUPPORTERS

Our board and staff wish to thank the many individuals, families, community groups, businesses and philanthropic funders who have given to Tomorrow Today to support our work. We also appreciate the significant contribution made by local volunteers and partnering organisations.

WE ARE PROUD
TO ACKNOWLEDGE
THE FOLLOWING
GIFTS RECEIVED
DURING THE 2020/21
FINANCIAL YEAR

GRANTS

- The William Buckland Foundation
- The Ian Potter Foundation
- Commonwealth Dept Social Services - Strong and Resilient Communities
- Helen Macpherson Smith Trust
- The Very Good Foundation managed by Perpetual
- The Ledger Charitable Trust managed by Perpetual
- Bennelong Foundation
- June Canavan Foundation
- Drakensberg Trust
- Foundation for Rural & Regional Renewal
- Benalla Rural City Council

GIFTS RECEIVED DURING THE 2020/21 FINANCIAL YEAR (CONT.)

Donations, sponsorships and in-kind



GOLD SUPPORTERS

\$10,000
and above

- Anonymous (1)
- Dobson, B & K
- Jenny Milner - Marsha Watson Pharmacy
- Smith, B, D & M

SILVER SUPPORTERS

\$1,000 to
\$9,999

- | | |
|-----------------------------------|--------------------------------|
| Aldous, A & M | Gilder, R |
| Aldous, C | Landmark Construction Group |
| Alexander AO, B & R | Magistrates' Court of Victoria |
| Anonymous (3) | Parris, B & J |
| Arnott, N | Piper, M & S |
| Australian Christian College Hume | Pruden, J |
| Benalla Baptist Church | Read, U |
| Benalla RSL Sub-Branch | Rees, D |
| Bertalli, N & D | Symes, J |
| Brownstein, G & Gamble, S | Tallis, M |
| Burston, G | Thivillier, F & Lefebvre, L |
| Burston, L | Thompson, P |
| Cuming, A | Vial, B & Stephenson, K |
| Duffy, P & P - In Memory of | |
| Falkiner, D | |
| Gibson AO, D | |

BRONZE SUPPORTERS

\$50 to
\$999

- | | |
|--------------------------------|----------------------|
| Accor Apartments & Leases | Frey, M |
| Anonymous (10) | Furlan, A |
| Benalla Fore Players Golf Trip | Gourley, J |
| Benalla Uniting Church | Hook, L |
| Benalla Veterinary Clinic | Marangy Olive Oil |
| Bennison, J | Martin, M |
| Birnie, T | McDonald, M |
| Brown, M | Mitchell, K & P |
| Chapman OAM, L | N & L Smith Builders |
| Chapman, C | Nicholas, V |
| Cheetham, R | Ogilbee, H |
| Collins, E | Pearce, L |
| Crocker, T & E | Rubira, J |
| Donnelly, K & F | Smith, D |
| Dore, M | Stolz Furnishers |
| Edwards, J | Sykes, B & S |





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P (03) 5762 1211 tomorrowtoday.com.au