



ANNUAL REPORT

2021



Thank you to our valued supporters and funders



In 2021 GOGO Foundation gratefully received financial support from Westpac Community Grant, Super Fierce, Tingari Silverton, Indigital and Microsoft, MCCA, James and Diana Ramsey Foundation, Mary-Anne Anderson and Mutual Trust.

We also recieved in-kind support from Wyatt Trust, SHEEO, Westpac Foundation, Social Traders, City of Adelaide, Beyond Bank, SA Care, Justice Connect, Holman Hodge and GOGO events.

Thank you for believing in us and and our vision to create a more equitable society. Together we have changed the lives of 15 people ... and we're just getting started.

We live and work on unceded Kurna Lands. We pay our respects to Aboriginal elders past, present and emerging.

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Words from the Chair

What a joy it is to present this report to the world. This last year has been a game changer for the GOGO Foundation.

We established the Foundation in 2018 with a broad objective - to support an equitable, socially and economically inclusive society by creating educational, employment pathways and paid employment opportunities for disadvantaged and marginalised people. We started with a visionary CEO, a highly committed group of board members, a shared passion for social justice - but very, very limited financial resources.

Over the past three years we have built a reputation, created a strong network of supporters and partners, gathered some amazing volunteers, developed robust internal systems and designed a program (the Inclusive Work Program or IWP) that we believe can change lives. Our tireless CEO raised funds to put that belief to the test - and in April 2021 we ran our first IWP as a pilot for 8 women facing complex barriers to employment. All of this was achieved with still very limited and precarious financial resources.

Then, in June 2021, enter the Department of Prime Minister & Cabinet who - through the Women's Leadership and Development Program administered by the federal Office for Women - entrusted the Foundation with a grant of over \$0.5m!

This incredible investment in our work has not only rewarded and validated years of unpaid contribution, it has enabled us to properly get on with the job. The Foundation has been able to confidently employ staff and, through them, plan out the next two years - delivering and honing the IWP. We are grateful and proud for this recognition and the trust that has been placed in us. We intend to make it count.

Words from the Chair (2)

This annual report outlines the work that the GOGO Foundation has done and continues to do - including important work that falls outside the IWP and remains unfunded (and reliant on volunteer effort). **It is my great honour to thank all those who have made all our work possible - our volunteers, our funders, our supporters (both financial and moral), our graduates and our Board.**

Special thanks go to Tara Rossetto (who has provided us with outstanding administrative support) and John van Ruth (who brought a depth of experience to our Board) - both of whom have left the Foundation this year. And finally, it is particularly thrilling to be able to thank our paid staff - Nikkola Palmer (who let us never forget wrote 'that' grant application!), Tam Norris (who has joined us to run the IWP), and of course the indefatigable Sarah Gun - whose uncanny combination of compassion and ambition drives us all.

It has been a great year!

Regards,
Megan



2021 Summary



This year we delivered on our long-held dream of a pilot program to support those facing employment barriers, received 2 years of government funding and consolidated our systems, partnerships and vision.



Inclusive Work Program Pilot

In our April pilot program we walked alongside 8 women as they increased their wellbeing and confidence, reinforced their foundational work skills, and experienced what it is like to be in a modern workforce. 6 of these participants are employed at the time of writing, and all are connected via our ongoing Belonging Circles. This 10 week program was delivered in partnership with Community Bridging Services Inc., Jigsaw, Be Well Co and GOGO events.



Government Funding

GOGO Foundation secured grant funding of \$535,899.00 through the Department of Prime Minister and Cabinet (Office for Women) Women's Leadership in Development Program. This enables us to deliver 4 rounds of the Inclusive Work Program. The first round commenced on 5th October with 7 participants joining us, with 5 of these securing jobs or interviews before the program ends!



Auspicing

The GOGO Foundation supported like-minded social enterprises to receive over \$230,000 in philanthropic funding which would have been otherwise inaccessible. This utilization of our DGR status is equalising, worthwhile and impactful, and provides valuable income for GOGO Foundation.



Strong systems

With stable funding and clarity of purpose, the GOGO Foundation used 2021 to strengthen our integrity and impact through thoughtful work on our funding models, Board structure, evaluation methods, risk management, policies and procedures.

Our vision

We are working on SDG #8 by rigorously supporting women to move from complex barriers to employment into long-term meaningful employment, financial stability and empowered self-determination.

Our **vision** is to create an equitable, socially and economically inclusive society. Our **mission** is to create pathways to employment for disadvantaged and marginalised people because we know it builds independence, confidence, self worth and stronger communities.

Our values

These values underpin our collaborative efforts to create a positive impact, and the way our Board goes about the work it does.

Deep listening - with our community, our partners, our participants and ourselves

Inclusion - bringing the margin to the centre in all that we do

Collaboration - transparency, giving and receiving, shared value, driven by impact

Strengths-based - we work with what our community (staff, participants, collaborators) have in abundance

Visionary - we are aware of the bigger picture, we believe in an equitable society and we will bravely take steps to build new systems and unravel old systems that do not serve society or our planet



Contributions of our Board

Our kind and courageous volunteer board is made up of incredible women.

In 2021 we hosted 7 meetings and an Annual General meeting, with a total of **162.5 pro bono hours** generously offered by board members.

Our founding board member **Megan Hender** has laid strong foundations for GOGO, bringing her integrity, generosity and governance expertise. We are incredibly grateful for Megan's commitment to our mission, her generous support and ensuring we were on the right track and meeting our obligations.

Throughout 2021 **Lisa Pritchard** has brought her keen eye for detail and numbers, the generous donation of her office and her support staff at Holman Hodge, and her deep understanding and commitment to our ACNC and Tax compliance to her role as treasurer. Lisa has served on the GOGO Foundation Board since its inception.

Yvonne Karabatsos has been a thoughtful committed member of the board, bringing her insights and understanding of women's complex needs and employment of GOGO events' staff who are women with lived experience in her catering business. Yvonne also generously organised and paid for the beautiful Launch event for the Inclusive work Program in April 2021. Yvonne joined the board shortly after it started.

This year **Harriet Gun** has shared her earnest compassion and insight to further the goals of the GOGO Foundation, and also her design skills to the new branding for the Inclusive Work Program! Harriet joined the board in 2020.

Originally joining us through the Westpac Board Observership program, **Tamryn Herridge** has this year taken up a formal seat on the board. Her depth of experience in risk management is an asset to our young charity!



Contributions of our Board (2)

We also acknowledge the contribution of **John van Ruth** who served on the Board between 2019 and 2021. John's wealth of experience in the not-for-profit sector was highly valued, his understanding of process and his experience of achieving visionary outcomes for organisations will always be greatly appreciated. Our outgoing administrative assistant **Tara Rossetto** made sure we stayed organized and on-time! We will miss her thoughtful approach to this role and wish her a wonderful future as she takes on her first professional job as a lawyer. Tara volunteered her time with us for two years, and shared these parting words:

I have absolutely loved my time with GOGO. It has been extremely purposeful for me and I am grateful for all the things I have learnt, and all the amazing people I have met. I would like to thank every member on the Board for demonstrating to me that it is possible to make the world a better place. As dramatic as that may sound, it is exactly what the GOGO Board is doing. I will miss seeing everyone's faces and catching up at the meetings, but am so grateful that I have had the opportunity to get to know the powerhouses who sit on the GOGO Board! You can count on me to always support whatever it is GOGO gets up to, I like to think of myself as a certified GOGO supporter for life!

The foundation's fearless leader CEO **Sarah Gun** has encouraged us all to dig deeper and go further in 2021. Sarah's leadership enables us to think at a systems-level, act with compassion on a daily basis and be courageous in all areas of life. Sarah has lead the development and delivery of the Inclusive Work Program with gusto and heart, and as Program Director in the coming rounds will continue to create space for women and non-binary people to change the trajectory of their lives.

Throughout the year Sarah has collaborated with like-minded leaders across the country to create social impact, advocacy and sector development. Highlights include leadership and innovation with her co-founders at Collab4Good, including peak event Impact Chains and regular lunch & learn sessions; regular voice and champion at SheEO; a podcast interview with Impact Boom and Be the Drop; designing and curating two sessions entitled "Profit for Purpose?" and "Are We All In This Together?" alongside those with lived experience for the Adelaide Festival of Ideas; hosting the first national Period Summit; South Australian Social Enterprise Council (SASEC) founding board member; panelist at Compassion Revolution and CEDA. Sarah is the founder and CEO of GOGO Foundation since its inception in 2017.

Throughout the past 18 months **Nikkola Palmer** has been a crucial enabler to the Foundation, particularly through her support to the CEO. Nikk plays critical roles in the design, development, implementation, contract compliance and evaluation of the IWP; developed and refined our auspicing procedures; very successfully wrote and managed our grant applications and compliance, and designed and ran the Period Revolution story campaign and Australia's first Period Summit.

IWP is a curated program designed to create targeted pathways to employment and jobs for women and non-binary people facing multiple and complex barriers to employment. We support people of all ages and cultural backgrounds, but specifically those facing homelessness, survivors of domestic and family violence, sexual/ workplace and/or childhood abuse, poverty, or barriers due to race, gender and mental ill health.

INCLUSIVE WORK program

We believe that if we create a **safe, supportive learning environment** and work with our participants to learn wellbeing and self-care, foundational work skills, and experience work immersions, it will result in: improved wellbeing and confidence; re-identification of work capabilities; an understanding of the modern workplace and how this can be a supportive environment; benefit from mentoring, belonging to a supportive group, and experience and witness kindness and acceptance. All these outcomes should lead to gaining meaningful, long-term stable work, leading to financial stability, agency and resilience.

So far, our theory of change is proving to be accurate. What's special about this program is the GOGO 'secret sauce' - the care, attention to the needs of each individual, and the depth of trust developed between the participants and facilitators. This is where honest, transformational conversations and experiences take place and enable the shift to a new future.



Why it matters

Our thoughtfully tailored program is designed in response to a gap in government services. Mainstream employment support providers do not have the capacity or incentive to create caring environments for their clients, or to **address wellbeing as a core element in the journey out of unemployment.**

Who do we support?

A few standout statistics from the 20 people who commenced IWP in 2021 provide insight about the barriers faced by some in our community, and the need for additional support through programs like IWP.

Identifying as managing mental health issues

65%

Experiencing housing stress

4

Identifying as First Nations

3

Languages spoken other than English

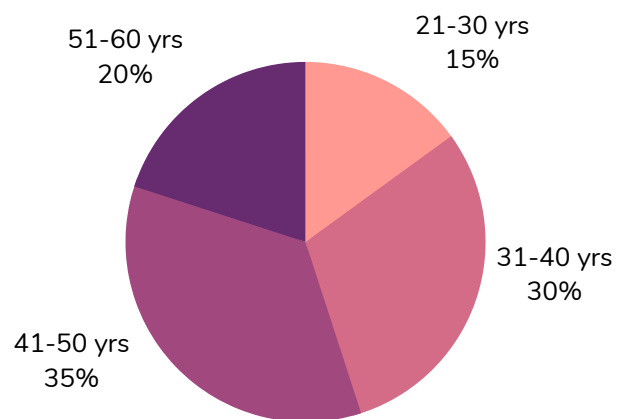
5

Primary barriers to employment

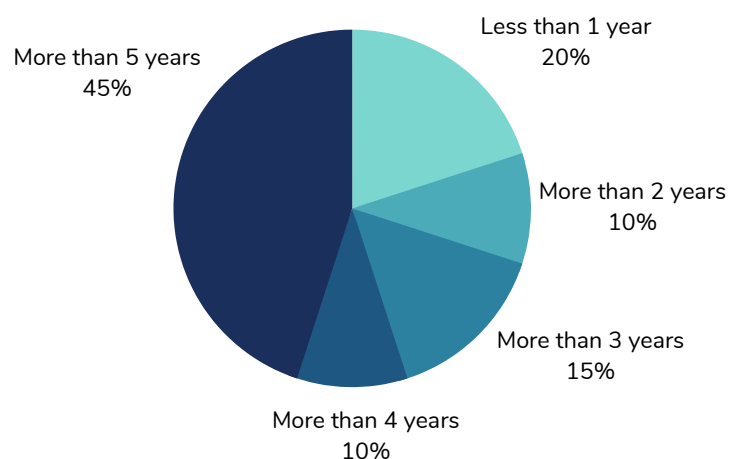
(experienced by more than 50% of participants)

- Poor mental health
- Caring commitments
- Experience of domestic and family violence
- Limited network for job connections

Age of participants



Time out of stable work



What are IWP participants saying?

"The opportunity to come together as a group and the regularity this involved. Whilst our 'issues' may have been different, there were the common threads of marginalisation & detachment from the paid workplace that allowed us to share openly and build strong levels of trust & rapport between us."
IWP Participant, Pilot April 2021

"I'm so happy to have a job! It's because of you all supporting me with everything."
IWP Participant, Pilot April 2021

"Guess who just got a formal offer of employment from Beyond Bank? This girl right here! Thank you for all of your help, support & kind words of encouragement. I am really proud of myself & grateful for all that you've helped me with."

IWP Participant, Round One November 2021

Listen: 



Click to hear about
Kylie's journey



Click to hear about
Lisa's journey

Read more: 



Click to read the IWP short-term impact report

"The people we support have been excluded from workforce participation in the past due to complex barriers. They finally get the chance to change that. IWP ensures a safe and long term workplace engagement for each of these women, which we know will improve their confidence and social engagement, the experiences of their families and children, and builds a safer, more resilient society."

Sarah Gun, Program Director & GOGO Foundation CEO

We are excited to deliver 3 more rounds of IWP in 2022!
More information is available on our [website](#).

A note on GOGO events



The foundation is an expansion of the impactful and innovative work already achieved by our sister social enterprise GOGO events. This B-Corp and Social Traders Certified company offers premium event design, guest experience and styling services while creating meaningful paid work for those facing barriers to employment. GOGO events is a 'designed for impact' business with a (constitutional) commitment to donate/give away 40% of its profits to GOGO Foundation.

Auspicing

Auspice agreements are often used to help purpose-led organisations to access funding for their activities, without requiring their own tax concessions and DGR status. This can be a particularly helpful mechanism for pilot programs, one-off events and incubators. GOGO Foundation receives an administrative contribution through auspicing, thereby creating an additional income stream to support our social impact work.

We are proud to support the programs of these incredible organizations. By supporting you we together work towards creating an equitable society in diverse and important ways.



Grow Your Mind

\$49,097.00 funded Project Flourish, a program supporting regional and rural communities, ensuring that their primary schools have access to quality mental health education. In 2021 Project Flourish awarded 7 regional and rural schools with scholarships to Grow Your Mind Mental Health Education programs.



Chalice Foundation

A sum of \$14,250.00 was received by Chalice Foundation and used towards building Menstrual Education Online, a suite of training programs for individuals and organisations to impact the menstrual taboo and address fundamental gender equity issues.



Indigital (2020)

\$167,851.00 was auspiced to Indigital to run Indigenous Inclusive Skills Program for Youth, a digital training program for marginalised Indigenous youth in Western Sydney. The program enables skills development for future employment pathways.

We'd like to express our gratitude to Justice Connect for their pro bono advice on auspicing.

2022 and beyond

What we know

- The Foundation is in a growth phase, having successfully piloted our Inclusive Work Program and secured funding for this program for the next 2 years
- Current annual outgoings for the GOGO Foundation are approx \$16,000 pa. This does not include wages for CEO for 1 day per week, or Nikk's wages to support the Foundation, both of which were able to receive some income through the Federal Government's JobKeeper payments. We look forward to developing our income strategy for these expenses to ensure sustainability
- The Foundation is currently recruiting a new Chair and a new Administrative Assistant

What we want to pursue and explore

01

Strategic Plan

Develop an updated strategic plan once the new Chair has been appointed

02

Inclusive Work Program

Deliver the Inclusive Work Program with impact, accountability and rigour, and to meet the requirements of the Women's Leadership Development Program grant

03

Sustainability

Make the Inclusive Work Program sustainable - which may include scaling out, collaboration, and diversification. May include regional, interstate and in prisons, with particular commitment to where the program contributes to racial justice and decolonisation

04

WISE?

Explore whether a Work Integrated Social Enterprise (WISE) should/could be established within the Foundation

Thank you to our collaborators and supporters

At GOGO Foundation we understand deeply that impact cannot be created in silos. We value the support of our friends and collaborators including through mentoring, encouragement, amplifying our message, donating time and resources, offering introductions and referring people into our program.

We'd like to offer special thanks to our Inclusive Work Program program partners **Jigsaw, Community Bridging Services Inc., Village Foundation**, Be Well Co (Pilot) and to our referring organisations: Women's Safety Services SA (especially Migrant Women's Support Program), Connecting Communities, SA Police, Department for Correctional Services, LinkedIn, GOGO events, community and our wider network).

The success of our work immersion pilot program was made possible by the generosity of the South Australian Museum, Beyond Bank, SA Care, City of Adelaide, Quick Fox Finance, Foodprint Experience, MakerSpace, Community Bridging Services Inc, Female Entrepreneurs at Lot 14, Inner Retreats, Adelaide Convention Centre, Food South Australia, and SuperFierce.

We also want to thank everyone that rallied around us as we were launching and delivering the Pilot, we wouldn't be where we are today without you. Special thanks to our mentors Julie Dempsey, Jess Fileke, Maya Mitra, Mel Lambert, Cath Cronin, Mary-Anne Healy, Yvonne Karabatsos, Meegan Gun, Kathryn House, Jo Howard, Karen Wilhemine-Irons and long list of GOGO family and supporters: Janine Vella, Tim Sprey and Faye Backhouse, Geraldine Fuenmayor, Kim Seow, Kimberlee Brown and Trena Probert, Harriet Gun, Marylene Viola, Tiffany de Sousa Machado, Jenny Paradiso, Allison Nikula, Moira Were and Amy Orange, the Lord Mayor Sandy Verschoor and Naomi Marsh, Shane Farley and Kate Carroll, Anthea Henningson, Simone Linehan, Tan Murphy, Sonya Rankine, Amanda Blair, Stephanie Vaughan, Emma Grierson, Grier Neilson, Brett Manuel, Janice Skilton, Melissa Rayner, Jessica Aliva, Chloe Kempe, Mikaela Jade, Joanna Baker, Kerry De Lorme, Kiah Elsworthy, Brad Simmons, Kate Abraham, Freya Higgins-Desboilles, Manjit Monga, Leesa Chesser, Sarah Wendt and Kris Natalier from SWIRLS, Fiona Croall, Fig Media, Amanda Duggan, TAV Productions, Kathryn Pullman and Catherine Sayer.

Finally, we wish to acknowledge the courage and trust of the 15 people who participated in IWP this year. Thank you for allowing us to learn and grow with you, build friendships and walk together as we create a more inclusive society for all. It's your endorsement and generosity that drives us forward.



**We thank you for your
continued support of the
GOGO Foundation.**

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