



# ANNUAL REPORT

2016 - 2017



## ORGANISATIONAL DIRECTORY

Trading Name	Community Four Ltd
ABN/CAN	88613878112 / 613878112
Registered Business Address	9 Wilhelmina Court, Croydon, Victoria 3136
Service Address	Level 1, 13/38 Down Street, Collingwood, Victoria 3066
Registered DGR1	Yes
Registered Tax Concessions	Yes
Directors	Chanelle Burns (Chairperson and Transitional Secretary) Beverley Kennedy Arthur Shelley
CEO	Gavin Ackerly
Financial Services	Bronwyn Peach

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## A MESSAGE FROM THE CEO

Community Four's first year of operations was a big, beautiful mix of great successes and significant challenges. We learned first-hand that bringing something truly new into the world can be extremely difficult. We also learned that it is how organisations like ours meet those first major hurdles that really define us for the future.

The 2016/17 year is best summed up as one of exploration and adaptation. As a start-up, we had limited funding which meant a significant investment of time and money from many of those involved. I would like to thank the people who went above and beyond to make our first year possible, especially our dedicated Board, staff and volunteers. I'd also like to thank our funders Helen Macpherson Smith Trust, RE Ross Trust and The City of Greater Dandenong for believing in us. Apart from providing our initial funding for the Hazara Careers Project, each of these organisations were incredibly generous in meeting with us to share their invaluable advice on how we can better work with philanthropy and local government to achieve our aims.

The generosity of so many people has allowed us the flexibility and motivation to really get to the core of our purpose and where we are best placed to deliver the most impact to the communities we serve. Throughout the year, we had the privilege to become involved in many innovative projects, not just with emerging communities but also with more established groups who were keen to be involved in our work. Every one of these projects led us on a journey that resulted in the development of a 3 year strategic plan for our organisation that is both highly impactful and profoundly inspiring.

Moving forward, Community Four will continue to move away from the traditional approaches to providing social assistance and increase our commitment to working with communities to find more effective and sustainable ways of addressing disadvantage and disconnection in our society. This work will continue to feed the development of our Symbiotic Innovation model, which is destined to become a globally recognised community strengthening approach. We will also increase the diversity of our networks and seek to bring communities, both emerging and more established, together to meet the big challenges we all face as a society. We will build our financial sustainability through our core work in the form of a responsible business service that connects the business community with emerging communities through extra-ordinary social projects.

If the last year has taught us one thing, it's that nothing strengthens our communities more than when we work together toward a shared purpose. This community interdependence and the exchange of ideas and resources can only lead to the type of social connection and cohesion that is so desperately needed in today's world.

We look forward to having you alongside us on this important and exciting journey.



A handwritten signature in black ink, appearing to read 'Gavin Ackerly'. The signature is fluid and cursive, written in a professional style.

Gavin Ackerly, Chief Executive Officer



## A MESSAGE FROM THE CHAIR

Welcome to the first Annual Report of Community Four! Community Four has had a big first year, full of wonderful achievements alongside all the challenges inherent in starting a new organisation. It is timely to reflect, to celebrate what we've achieved, and to look forward to what we envision for the future of Community Four.

This past year has seen Community Four coming together to envision, to imagine and articulate our vision for the future and how we can bring it to life. Our shared vision is:

*'We the community, recognise and value immensely our interdependence and diversity as essential elements of our collective well-being'.*

At Community Four we believe that when diverse communities unite we can overcome social challenges. We know that when communities unite with a shared purpose, that this expands our humanity, increases our interdependence, and contributes to our collective wellbeing. In a world and a country that is increasingly divided, coming together and in this way is increasingly urgent. I believe in this vision wholeheartedly and hope that we at Community Four can continue to work towards it!

This year is just the beginning of what we hope to be many more of work with diverse communities. This year has been a year of learning and growth. We have delivered Project Careers in partnership with the Afghan Hazara community in the South East of Melbourne. This project that would not have been possible without the support of Helen McPherson Smith Trust, RE Ross Trust and Dandenong Council. It also would not have been possible without our community partners, volunteers, mentors, and most importantly the participants. We have also begun working alongside a number of other communities who we hope to continue working with into the future.

The development of our Strategic Plan is a significant achievement of this past year. This plan has been fuelled by project learning, partnerships and collaborations, and a many robust conversations about who we are, what we stand for, and what we are doing at Community Four. Our Strategic Plan is complemented by our Prospectus, which provides deeper insight into how Community Four plans to operate and become sustainable. I am very proud of these documents that provide us with a clear map for the future. While we have this map in hand, we also know that the future of Community Four is contingent on securing financial support. This is our greatest challenge at present and into the coming year. It is a big challenge and a priority area for the leadership team.

Over this past year I have the pleasure of working alongside a dedicated team who are committed to the vision of Community Four. I want to sincerely acknowledge and thank my fellow board members. We are a small board with a strong commitment to excellence and a broad vision for growth. We have been working over this past year to develop a strong foundation of effective leadership, good governance and sound financial oversight. I know that we will continue to develop this foundation and grow as a board into our second year. I also want to give heartfelt thanks and acknowledgement to our CEO, Gavin Ackerly. Gavin has worked tirelessly over this past year, and in fact for many years preceding this year, to bring Community Four to the point we are at now. His vision and energy is at the heart of Community Four. Finally, on behalf of the board I would like to acknowledge the funders, family, friends, and supporters of Community Four who have made this past year possible.

We are just getting started and there is much work to do, but I am also enormously proud of the work that we have done in our first year. There will be no doubt further challenges and hard work involved in the coming year, but I am excited about what is to come for Community Four.

Thank you for being part of this with us!



A handwritten signature in black ink, which appears to be 'Chanelle Burns'. The signature is stylized and fluid.

Chanelle Burns, Chair

## ABOUT US

Community Four is a Not for Profit, DGR1 registered community organisation. Established in 2016, we are a team of social innovation professionals from the humanitarian, education and corporate sectors. Our expertise is in developing community led projects that unite diverse communities to solve large scale social challenges.

### Our Vision

We, the community, recognise and value immensely our interdependence and diversity as essential elements of our collective well-being.

### Our Mission

We unite our diverse communities through extra-ordinary experiences of shared humanity, engaging and expanding community interdependence to overcome our common challenges.

### Our Values

The following four values are not mutually exclusive; and their deepest meaning is only discovered when they are considered collectively where each value is dependent on the others.

- Symbiosis:** We value community as an ecosystem of continuous exchange and transformation, where every individual is essential to the whole, the whole is essential to the individual, and where relationships are built on shared collective responsibility, reciprocity, and interdependence.
- Imagination:** We value the unshackled imagination to boldly venture into uncharted territories to envision, innovate and act.
- Intelligence:** We value impactful and dynamic intelligence, intelligence that is individual and collective and is formed out of the context of our histories, cultures and experiences.
- Ignition:** We value the resolve to take action and create momentum, to ignite and committedly pursue transformative change.

### Our Strategic Priorities

Community Four strives to achieve these four goals which align to our Vision and Mission:

- ⇒ **Community Strengthening:** Unite with diverse communities to address social challenges and build strong interdependence within the wider social ecosystem.
- ⇒ **Ethical CSR Services:** Establish a social business that provides diverse communities and businesses with a superior standard of corporate social engagement.
- ⇒ **Global Standard of Community Strengthening:** Continue our work in establishing Symbiotic Innovation as the global benchmark of community strengthening.
- ⇒ **Organisational Agility & Sustainability:** Become a robust and agile organization built on collective intelligence and proactive governance and financial practices.

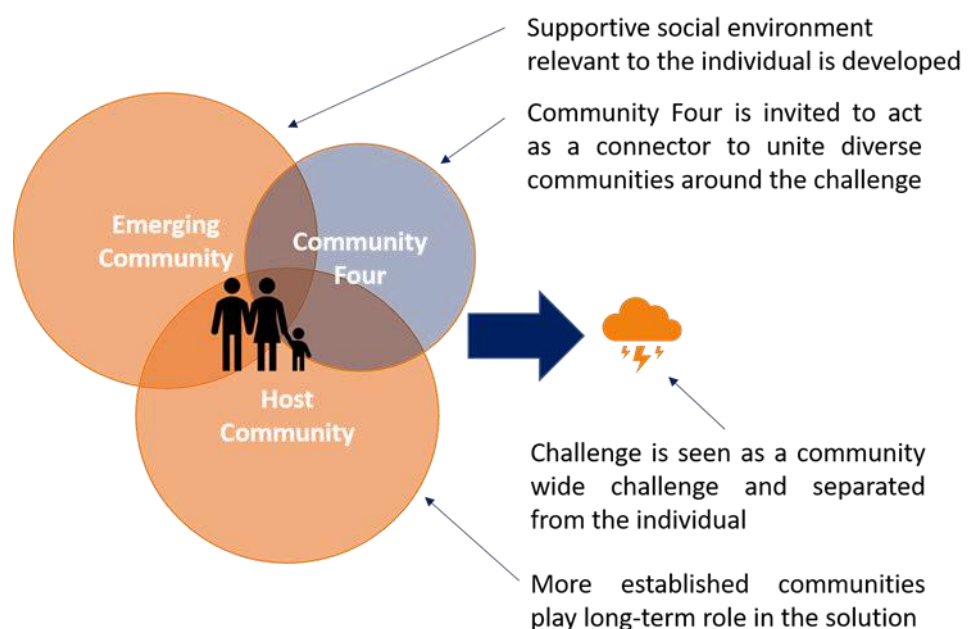
# OUR APPROACH: SYMBIOTIC INNOVATION

Community Four is the home of Symbiotic Innovation (SI), a social ecosystem approach founded by our CEO Gavin Ackerly. The SI approach takes a shared purpose focus to solving complex social challenges. Rather than isolating problems to certain segments of our society, we recognize that we all exist in a social ecosystem and that the social challenges faced by some in our community have an impact on society as a whole. SI uniquely presents these social challenges as opportunities to interconnect diverse communities and build social cohesion.

## TRADITIONAL AGENCY CENTRIC APPROACH



## COMMUNITY FOUR'S SYMBIOTIC INNOVATION APPROACH





## OUR WORK WITH COMMUNITIES

### AUSTRALIAN HAZARA CAREERS PROJECT

In March 2017, thanks to the support of Helen Macpherson Smith Trust, RE Ross and the City of Greater Dandenong, we launched our first Symbiotic Innovation Project: The Australian Hazara Careers Project.

The aim of this project was to demonstrate that SI can be used effectively to address common social challenges such as under employment and lack of upward mobility within emerging communities.

We engaged the Hazara community on their terms through their representative organisation, the Victorian Afghan Associations Network (VAAN). We worked through VAAN to build a careers program that was relevant to their community's learning styles and needs. The program consisted of a combination of one to one mentoring and career events which were facilitated by an impressive line up of thought leaders from both refugee and non refugee experiences. The events were not held in an agency but in public spaces and at the workplaces of our business partners. Topics covered ranged from job access skills through to fashion & style and health & wellbeing. The project had 18 core participants. However, through the use of the community's social networks, video and podcasts of the career events, the project reached more than 240 community members. All participants surveyed reported that the Careers Project had a significant impact on their understanding of the topics covered; and they now have the direction and strategies necessary to achieve their career goals.

A key point of difference of this project was that it focused on building the capacity of VAAN and the participants to be able to run similar social projects themselves.

The project was a 'watershed moment' for Community Four. We successfully delivered a traditional social program in an innovative way, which built the partner community's capacity to deliver similar projects themselves. Ninety percent of those surveyed responded that they would feel confident setting up their own social project.

*"We want to start this project again in the future. The good thing is we the participants can do it ourselves. We don't need to depend on Community Four." - Sajjad Askary, Community Organiser, VAAN*



## CONSULTING AND BRIDGING SERVICES

Throughout the 2016-17 year Community Four was privileged to work as consultants to a number of community led organisations. It was through this work that we recognised both the immense potential of these groups to respond to the needs of their communities and the significant impact we can make in providing the technical expertise, networks and resources to support their work. Our partner organisations included:

### Australian Hazara Women's Friendship Network

The Australian Hazara Women's Friendship Network (AHWFN) is a grassroots community based organisation that empowers women through capacity building and friendship. Established in 2013, the organisation supports women to be empowered and active community participants by: delivering core services (e.g. language and literacy training, driving education), facilitating the development of social networks, providing information and resources so that Hazara women have the tools available to engage fully in the broader community.

AHWFN originally connected with Community Four to support the Australian Hazara Careers Project in early 2017. This connection led our organisations to work together to design a new curriculum for our women's English as an Additional Language classes, which we expect to be delivered in 2018.



### SOUTHERN RIVERS COMMUNITY SERVICES

Southern Rivers Community Services is a Victorian Based not for profit organisation created by members of the West African community in order to address some pressing needs that the community is facing such as homelessness, joblessness, helplessness, juvenile delinquency and/or social justice in general. Southern Rivers help socially and economically disadvantaged refugee migrants improve the quality of their lives by providing services such as counselling, job training skills, food relief and shelter. We also help socially disadvantaged kids with their school studies. Southern Rivers prides itself in being an organisation for the community and by the community.

Community Four has been working with Southern Rivers since April 2017. We have been assisting in developing the community led organisation's strategic plan, developing projects and networks to respond to the needs of their growing community in and around Melbourne.



## FINANCIALS 2016-2017

<b>ITEMS</b>	<b>AMOUNT (\$)</b>
Revenue from Government (including grants )	4,000
Philanthropy and other donations	50,233
Other revenue	183
<b>Total revenue</b>	<b>54,416</b>
Employee expenses/payments	19,953
Other expenses/payments	10,051
<b>Total expenses</b>	<b>30,004</b>
<b>Net surplus</b>	<b>24,412</b>
<b>Total assets</b>	<b>30,992</b>
<b>Total liabilities</b>	<b>7,037</b>
<b>Net assets/liabilities</b>	<b>23,954</b>

## OUR APPRECIATION

Community Four would like to thank the many people and organisations who made our work possible over the 2016-2017 year. This includes our volunteers, Board, staff, contractors, friends and family as well as the many community groups who united with us in building stronger communities across Melbourne.

We would also like to show our special appreciation to our funders:

Helen Macpherson Smith Trust

RE Ross Trust

City of Greater Dandenong