



ANNUAL REPORT 2017/18

TABLE OF CONTENTS

WELCOME	3
Our Vision	3
Our Mission	3
Our Values	3
About Us	4
How We Operate	4
GOVERNANCE AND MANAGEMENT REPORT	5
BOARD	7
	9
2018 Red Earth Committee Members	9
OUR YEAR IN REVIEW	10
AGM Dinner - December 2017	10
South Burnett Community Leadership Program 2018	10
Strategic Planning	11
South Burnett Community Leadership Program Alumni	11
Building Better Regions Fund	13
FINANCIAL SUMMARY	15
Financial Overview	15
Auditor's Report	15
OUR FUTURE IS IN OUR HANDS...	16

WELCOME

Welcome to the 2017-18 Annual Report for the Red Earth Community Foundation South Burnett. The Red Earth Community Foundation (Red Earth) is a vehicle for philanthropy and future planning. Guided by a board of local leaders, Red Earth focuses on local projects, local people and local ideas with a view to develop the community's capacity for independence and self-reliance. Red Earth is flourishing with local involvement, local investment and locals sowing seeds for the future.

Our Vision

An even better South Burnett...for everyone

Our Mission

Red Earth Community Foundation exists to invest in people and act as a catalyst for the South Burnett and beyond to thrive into the future.

There are 3 ways you can help Red Earth Community Foundation South Burnett grow:

- **Giving** some of your treasure (money) - Red Earth can make your giving easy through supporting causes important to you
- **Sharing** your ideas with other like-minded people about how to respond to the immediate and long term needs and opportunities in our region
- **Volunteering** your time and talents to be part of the governance, granting, fund raising or any other sub-committee that helps build an even better South Burnett for the future

Our Values

- We Care
- We Collaborate
- We Act

We'd like to take this opportunity to thank and acknowledge the founding members of the Red Earth Community Foundation working group, for their support and dedication to our shared vision between 2010-2013:

Karen Seiler	Georgie Somerset	Louise Judge	Nina Temperton	Keith Campbell Carl
Rackemann	Barry Green	Deb Frecklington	Anne Martindale	Sue Goddard
John Carey	David Ballin	Libby Daniels	Claire Kapernick	Mandy Bishop David
Carter	Cheryl Dalton	Nicole Connolly	Dellese Heit	Susan Mortimer
Trudi Bartlett	Jacki Vreeken	Jeff Connor	Ros Heit	Wayne Kratzmann
Kathy Duff				

About Us

We are strengthening the connections in our community

The Red Earth Community Foundation (Red Earth) was launched in February 2013 and was formed in the South Burnett to help our community help itself. Designed to build on the existing strengths and unique features of our region, Red Earth provides a vehicle for these to combine in ways that secure the South Burnett's future potential.

The Red Earth enables our region to:

- Support young people
- Respond to challenges we face
- Encourage creativity, entrepreneurship, leadership
- and much more.

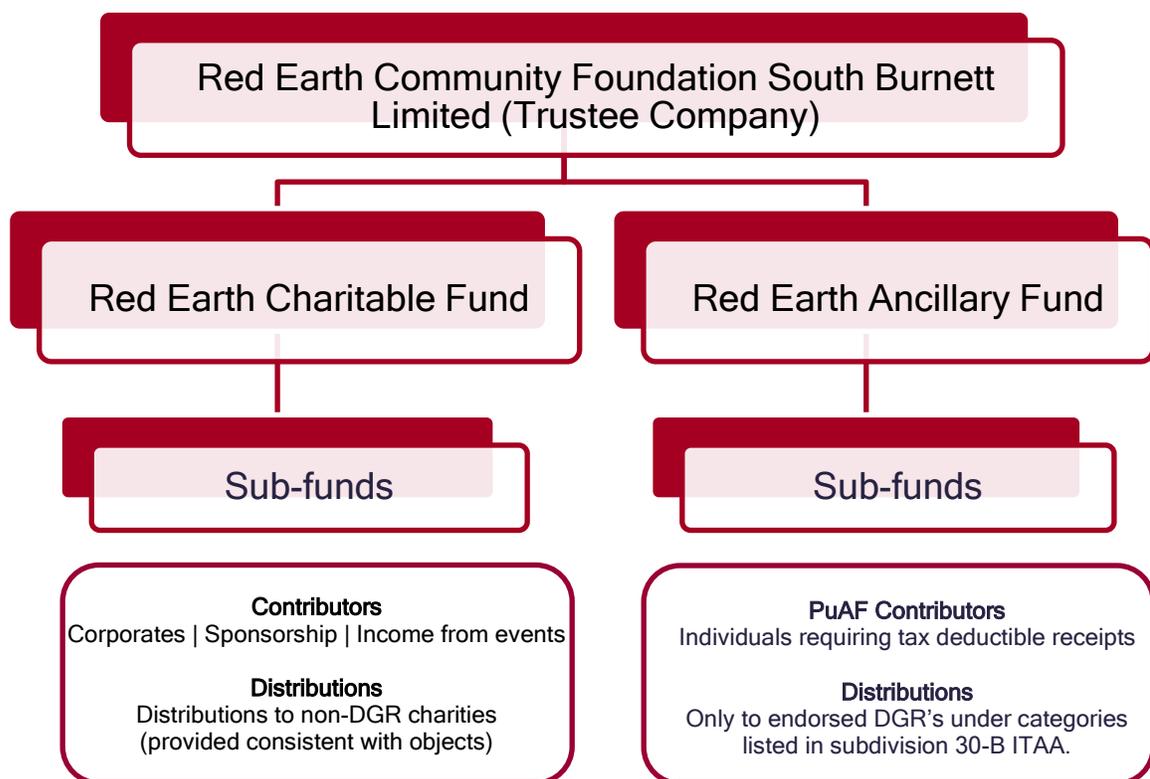
Formed by community minded leaders with a passion to see the South Burnett flourish, the Foundation belongs to everyone who lives in the region, or leaves and wishes to continue giving back.

Local Philanthropy

Our community foundation is based on the concept of paying it forward. Red Earth's funding is derived through philanthropy that is individuals or organisations giving for the benefit of others as well as from securing grants that enable us to achieve our vision of "an even better South Burnett... for everyone".

Giving may be in the form of one's time, money or skills - whether it be \$2 or \$2 million, 2 hours a week or 2 weeks or just once in a lifetime. We exist to create a financial asset for public benefit in the South Burnett that is characterised by being community owned and driven.

How We Operate



GOVERNANCE AND MANAGEMENT REPORT

This year the Red Earth Community Foundation has continued to support our South Burnett community through developing our local leadership cohort and working on a range of projects for the benefit of the Foundation and for the community.

A community foundation is a philanthropic organisation that builds a community's capacity for self-help - it can provide funds; address community needs and facilitate partnerships between groups in a community to find solutions to local issues.

Earlier in the year, the Red Earth Board members welcomed Natalie Egleton, CEO of Foundation for Rural and Regional Renewal (FRRR) to facilitate some Strategic Planning sessions to update our forward plan. We reviewed the last five years of Red Earth's strategic plan and set to work on finessing our vision, mission and focus areas for how Red Earth can support the South Burnett region to thrive into the future.

In summary, I am excited to confirm Red Earth's vision statement has been updated to "an even better South Burnett... for everyone".

Our most visible activity is the South Burnett Community Leadership Program, and we were again delighted to have 23 participants join us for Program 5 in February and March 2018 in the beautiful Bunya Mountains.

The Program is facilitated by McAllister Leadership and supported by Vision 21 - the alumni of the Building Rural Leaders program. We were thrilled to welcome attendees from our neighbouring region, and I would like to express my thanks to BIEDO for securing funding from FRRR to support seven (7) participants from the North Burnett region. For 2018, we had participants from right across two regions with backgrounds and roles in a range of industries. They came together as individuals one Sunday lunchtime in February, and left the mountains on a Tuesday afternoon in March with new friends, a strong sense of belonging, and knowing they are a vital part of our wonderful South Burnett and beyond.

The combination of the SBCLP residential program and ongoing learning through our alumni days is building a strong network across our region, and again we have seen our alumni go from strength to strength - evidenced by the impact they are having in our region, and the collaboration they are building within their organisations, community, employers and businesses they run or manage.

When we formed the Foundation, investing in people was one of key conversations and part of our strategic plan. This year we celebrate 103 alumni of the leadership program across five Programs, a significant achievement for a community facing a range of seasonal, economic and industry challenges.

In 2017/18 some of our highlight projects have been:

- Facilitated the fifth South Burnett Community Leadership Program (SBCLP)

- Organised two SBCLP Alumni Development Days

- Developed an ongoing learning framework and connection for our leadership program alumni

- Finalised our 2018-2023 Strategic Plan

- Commenced delivery of a series of workshops titled "Building a Stronger South Burnett"

In November 2017 Red Earth received a \$20,000 grant for the 2018 project “Building a Stronger South Burnett” from the Australian Government through their Building Better Regions Fund.

The Building a Stronger South Burnett Series is open to and attended by members of the public as well as our community leadership program alumni and to date the feedback has confirmed the workshops and study tours have been a great success. Presenters and thought leaders from all over Australia have visited the South Burnett to share their wisdom and experience in areas including social impact, communication and philanthropy. All of the presenters have been inspired by the Community Leadership Program and what it offers our region and are keen to support Red Earth into the future.

Two (2) Study Tours were included in this series, with one to Toowoomba to gain an insight into organisations having a positive social impact, and the other to Brisbane, where participants gained an insight into how policy is developed, and the workings of a media organisation such as the ABC.

In Toowoomba, we were given insights into a range of social enterprises including eRaced, Sunrise Way, Toowoomba Club House, Ability Enterprises and YellowBridge. All were generous in sharing their wisdom and inspired by our region’s desire to learn and grow. In Brisbane, Red Earth was graciously hosted by our local Member of Parliament, Deb Frecklington, enabling an ‘insiders’ view of Parliament House, and our tour included meetings with industry, departmental staff and fellow members of Parliament. These rich learning experiences provided valuable insights for all involved and inspired them to continue working towards an even better South Burnett.

The workshops and study tours would not have run so smoothly without the capable administration provided by Kylie van Schyndel and Tina Torrens of Torkit Business Solutions - proud members of our alumni.

Red Earth are honoured to be the recipients of the 2019 South Burnett Mayor’s Charity Ball and appreciate the faith that Mayor Keith Campbell shows in Red Earth Community Foundation South Burnett to strengthen our region.

We value the support received from so many in our region, our volunteer board members, SBCLP participants and the many volunteers who make the program possible, all who support the work we do, and all who inspire and challenge us to work towards an even better South Burnett - for everyone.

Georgie Somerset
Chair
Red Earth Community Foundation

BOARD



Georgie Somerset

Georgie Somerset is a beef farmer and rural leader with experience in agribusiness, rural tourism and regional development. Her work involves identifying opportunities, resolving issues and creating linkages and networks across rural sectors.

Actively involved in the family owned beef property in Queensland's South Burnett, and mother of three children, Georgie is on the board of Children's Health Queensland, with responsibility for pediatric services across Qld as well as the Lady Cilento Children's Hospital, the board of AgForce Qld, The ABC Board and the Royal Flying Doctor Service (Qld Section) as well as being involved with various industry and community groups. Georgie's life combines cattle yards and board rooms, committee chairing, and long drives for short meetings.

A fellow of the Australian Rural Leadership Foundation, the Australian Institute of Company Directors and the Institute for Resilient Regions, Georgie believes in lifelong learning and education, is passionate about regional communities as a place to live, work and raise a family and its opportunities, and raising her family.



Karen Seiler

Karen has been a partner in earthmoving and farming enterprises in the South Burnett for the past 39 years, and is a Qualified Counsellor.

As a mother of five children, raised and educated in the South Burnett, she has strong understanding of the challenges and opportunities that families face in the region. Working actively in rural community support role for over five years has enhanced Karen's desire to help create a more resilient Burnett.

Karen contributes to stronger rural communities through executive roles such as President of QRRRW N Barambah branch, several Farmer Health Steering groups with National Centre for Farmer Health and Deakin University. She also assists Downs and West Community Support to deliver programs to farming women.

Enjoying the ongoing journey of continual learning and having had the opportunity to participate in several Leadership programs herself, Karen is passionate about helping others explore their potential and build a stronger more vibrant South Burnett.



John Carey

John has been part of the South Burnett since 1999 and has been working alongside community leaders and organisations to help the region build a great future.

His passion is to encourage people and communities to be part of creating solutions to their challenges and opportunities, and he brings first-hand experience in developing strategic relationships and community investment programs.

John contributes his talents to the South Burnett in different ways, including volunteering his time as a master of ceremonies for civic functions and a committee member of the South Burnett's peak economic advisory committee "South Burnett Directions". John has held executive committee positions with many South Burnett based organisations since 1999.

John has an extensive background in establishing award winning philanthropic programs such as the South Burnett Youth Investment Program and rural community development. He is also a respected South Burnett marriage celebrant, with a current day job that sees him managing community relations in communities where Stanwell's generation and mining assets are based.



Mandy Bishop

Mandy is the proud mother of four boys and a successful business owner in the region.

She grew up on the land in the Darling Downs and has now lived in the South Burnett for 23 years. Throughout her life, she has always been a part of a farming enterprise. Mandy and her husband Russell, have substantially grown their business from a 750 sow piggery to now be a part owner of a successful 3700 sow piggery in the North Burnett.

At any one time, the couple have up to 20,000 pigs growing in their own and contracted grower's sheds.

Mandy is passionate about the region and her community. After participating in the Red Earth Community Leadership Program she feels she has developed skills across all facets of her family business and community life.



Carl Rackemann

After a cricket career lasting 17 years at first class level where he represented Australia, Queensland and Surrey, Carl Rackemann now lives on the family farm west of Wooroolin with his wife Louise and children Maddie and Tommy.

His grandfather settled the property in 1898. Following his playing days, he worked in cricket commentary in TV, radio and newspapers both in Australia and overseas, before coaching Zimbabwe's national team from 1999-2001.

He spent many years on the boards of several cooperative housing societies, had two terms on the board of Queensland Cricket, and is now a board member of South Burnett's Red Earth Community Foundation.

Since its inception 10 years ago, he has been patron of South Burnett Relay For Life raising money for the fight against cancer.



Kristy Frahm

Kristy Frahm is the CEO of the Burnett Inland Economic Development Organisation Inc (BIEDO).

Kristy has been a small business owner, working with local Government, tourism and community groups, and while she is a bookkeeper by training, the South Burnett Community Leadership Program gave her the confidence to undertake her current role. This, combined with strong family ties in small rural areas, means Kristy has realised her 'dream job' with BIEDO whose mission is 'supporting rural business and community'.

Kristy and her husband raise their two daughters on a property near Proston in the South Burnett, and embrace all that farm-life has to offer. Grateful for the opportunity to work and play in rural and regional communities, Kristy strives to support, develop and share our greatest regional asset - human capital.





Cr Ros Heit

Cr Ros Heit has lived in the South Burnett for over 30 years and was elected to the South Burnett Regional Council in 2013. Currently holding the portfolio of Finance, HR and ICT she works hard to provide the best services to our ratepayers whilst keeping rates affordable.

Ros was previously area Manager for Uniting Care Community and has a background in social work, employment services and youth work as well as running a small property with her husband in Wooroolin.

Ros promotes the South Burnett as a great place to live and is passionate about developing the potential of the area whilst maintaining the long term sustainability of its environment, the viability of rural industries and the friendliness of country living.



Sarah Vanderkolk

Sarah lives with her family in the South Burnett. Sarah has been involved in many sporting committee's including President of Barambah United Football Club Inc., Chairperson of Football South Burnett and Women's Chairperson of Football South West Qld.

Sarah volunteers her time as coach for junior and senior teams at all levels and has been a volunteer with Barambah United Football Club for 9 years at many different levels.

Sarah attended the SBCLP in 2017 to further her leadership skills, to be able to work with members to help grow the sporting clubs and to encourage junior players to pursue their dreams.

2018 Red Earth Committee Members

The Board would like to thank and acknowledge the following committee members for their support of Red Earth Community Foundation South Burnett Limited:

- Jules Entwistle
- Kirstie Schumacher
- Steph Denman
- Kylie van Schyndel

OUR YEAR IN REVIEW

AGM Dinner – December 2017

Red Earth Community Foundation hosted its AGM in Murgon at the Royal Hotel on 13th December. Carissa Beddows was announced as the first recipient of the QRRRWN Bursary. Carissa received \$1000 to further her studies. The 2018 participants of the SBCLP were announced. Guests heard from Carl Rackemann, Skye Douglass and Kathy Cope as they shared how the leadership program has supported them on their leadership journey.



South Burnett Community Leadership Program 2018

The program invests in our greatest asset - our people - guiding their leadership journey and instilling the core value - "we are all leaders". For the fifth year, Red Earth facilitated the South Burnett Community Leadership Program with another 23 participants, extending the SBCLP Alumni to 103.

Based on the 'Building Rural Leaders' framework, the program offers diverse learning opportunities. Participants must apply and are selected by a panel of community representatives. The panel aim to select a group of all ages and from all different walks of life. Participants must be dedicated to improving themselves, their business, industry or community and be willing to collaborate with others to improve the resilience of the South Burnett region.

The program was delivered over two, three day sessions at the Bunya Mountains, enabling participants to escape their everyday lives and retreat without the interruption of mobile phones or email.

Chair, Georgie Somerset and her volunteers prepared meals in the house kitchen, while participants gathered downstairs. Participants have met regularly to discuss their leadership journeys since participating in the program. Some were inspired to follow other employment opportunities, while some have been instrumental members of their local communities, through sporting clubs, school committees and alike.

The program will be delivered again in 2019 with another 23 participants joining the Alumni including participants from the North Burnett.

Program Facilitator

McAllister Leadership is a consulting and training business owned by Pamela McAllister. Pamela presented the Building Rural Leaders Program for eight years and continues to promote the knowledge and skills of leadership in her current consultancy work.

Pam delivers the program with the support of community facilitator Heather Ellis - a cofounder of the program. They are both passionate about supporting rural communities and have been instrumental in establishment of the program and we'd like to thank them for their continued support and commitment.



Strategic Planning

On Sunday 11th February 2018, the board members spent the morning at the Bunya Mountains to meet with Natalie Egleton from FRRR to review their strategic plan. As a result the board have updated and revised a number of key components.

RECF have included 4 Strategy Pillars that underpin all of its operations:

- Impact
- Thrive
- Leadership
- Celebrate



South Burnett Community Leadership Program Alumni

The Alumni is a mechanism to support continued learning, to ensure what participants learn about themselves whilst completing the program, is put into practice. It's an open and honest forum, where one can share their thoughts in a trusted and supported environment. Graduates from the South Burnett Community Leadership Program were invited to participate in two Alumni Leadership Development Day's held in February at the Bunya Mountains and again in October at Mulanah Gardens.

The purpose of the Development Days are to strengthen the connections within the Alumni in a way that supports the community and the region. These opportunities enable former participants to reflect on their learnings and insights, whilst concentrating on some skills or techniques that support continued growth and development.

A key focus of the February development day was to explore different facilitation roles and skills to enhance leadership. The session involved helping the Alumni decide what facilitative role to select when working with different people or situations. Participants explored three of those roles in more detail: General Facilitation, Action Learning Facilitation and Coaching. Along with Pam, the Alumni were treated to 2 guest workshop presenters, David Bennett, who is an international executive coach from New Zealand and Heather Ellis from BlueWren Consulting. Alumni members who attended the Development Day in February also had the opportunity to sit in on the Strategic Planning Session which was hosted by Natalie Egleton, CEO FRRR.

The Development Day held in October at Mulanah Gardens, covered the topic: Parallel thinking with Six Thinking Hats. The Six Thinking Hats allow people to creatively solve problems and make better decisions faster. The Alumni learnt several different ways of thinking which helps to avoid getting trapped by negative or critical approaches. The Six Thinking Hats help to foster collaborative thinking by putting egos aside to really listen to others and focus on a way forward.

These days enable the Alumni to practice skills like active listening and help deepen relationships of mutual benefit, create shared understanding and develop skills that foster confidence and resilience.

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**One of the biggest myths
about leadership is
you have to be
in charge to lead**

RED EARTH
community foundation
south burnett

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**Surround yourself with the
dreamers and the doers, the
believers and thinkers, but most of
all, surround yourself with those
who see greatness within you, even
when you don't see it yourself**

AUTHOR UNKNOWN

RED EARTH
community foundation
south burnett

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Building Better Regions Fund

Red Earth Community Foundation was successful in a grant application to Building Better Regions Fund to equip South Burnett's community leaders with skills, knowledge and experiences to maximise participation opportunities arising from natural, technological and other disruptors. The series titled 'Building a Stronger South Burnett' comprises workshops, study tours and alumni development days with guest presenters who are leaders in their field.

Philanthropy and Community Foundations Workshop - 23rd May 2018

Hosted by Natalie Egleton, CEO Foundation for Remote and Regional Renewal, participants gained insight on, how to be more involved in helping their community, how community foundations work, what other community foundations are doing and how can Red Earth create a lasting impact? The workshop was followed by a dinner where Natalie could engage further with those who attended the workshop and those who were unable to make it.

Social Impact - 13th June 2018

Lisa Ryan from Adaptive Leadership Australia was excited to head to Kingaroy to help us explore Social Impact. Lisa got the group thinking quite deeply on what social impact is, how we can use it to support our region, how to get involved in a social impact project, how it strengthens our community and how can we strengthen our existing social enterprises. Lisa stayed for dinner where attendees engaged in small group discussions on their involvement in Social Impact.

Social Impact Study Tour - 25th July 2018

To reinforce the Social Impact message that Lisa shared in the workshop in June, a small group of attendees went on a trip to Toowoomba to visit a number of businesses that have created positive change from social challenges resulting in significant outcomes for their community. The group visited E-Raced, Sunrise Way, Toowoomba Clubhouse, Ability Enterprises and Yellowbridge.



Study Tour Testimonials

The power of people never ceases to amaze me. Everyone we met has a story to share, and their one commonality - true passion and drive to do something for someone else. Truly inspirational and so many incredible nuggets of wisdom to bring back to the South Burnett.

Kirstie Schumacher

Do you know what I struggle with? Relaying a highly emotive experience to someone who wasn't present and 'toning it down' so as not to appear so dramatic that the person slowly starts heading for the closest exit. So I will try ... the study tour to Toowoomba left my heart full (of gratitude) and my mind wondering (of possibilities). Mental health doesn't discriminate. Nor does addiction. The people we met at these organisations work tirelessly to make the lives of those less fortunate have purpose and value. They didn't tell us that. They didn't have to. You only had to meet their clients and hear the happiness, see the success stories and feel the love (I warned you I'd get gushy!) to realise the greatness of their impact. Every now & then, we need to push ourselves out of our comfort zone - listen and learn from others: what's worked for them and perhaps what didn't. You're guaranteed to learn a thing or two about yourself in the meantime plus you'll always have a treasured bond with the people you shared the experience with. If you want anything to happen, stop waiting for permission. No one is going to pick you. You've got to pick yourself. Life is short and the 'perfect time' may never come. So if not now, then when?

Jules Entwistle

We visited a number of organisations that have created positive change from social challenges resulting in significant outcomes for their community and I have to say, boy am I inspired! The passion, energy and dedication displayed by each of the leaders working within the organisations we visited was nothing short of admirable! Like many others on this study tour, I am struggling to pinpoint a single highlight in a day full of highlights.... but if I had to pick one thing I was most impressed with, it would be what each of these places have in common. Each of these organisations have a strong set of values that are visible on walls and spoken with pride. But more than that, recruitment within these organisations is about alignment with the organisation's values over skills (which can be learned). I am a big believer in 'values-based' recruitment, so I was excited to see it working for so many impactful organisations. But wait ... there's more... After smiling all day, the smiles continued all the way home. The ideas, conversations and excitement on the trip back was equally amazing. I strongly recommend all programs and study tours delivered by the Red Earth Community Foundation. I have attended all this year and have found each and every one enormously valuable.

Kristy Board

I signed up for the Red Earth alumni program mainly to support a great local initiative as well as to learn a few new things along the way. The study tour recently really showed me strengths in people that I would not have considered possible. All of our hosts were undertaking activities much ignored by the general public. Activities that go mostly unnoticed, but for the part of the community they touched it was a lifeline. People from different cultures struggling to find a place, helping those in need to fight addiction, people with disabilities undertaking micro enterprises, an employment service actively seeking the unemployable and a social lifeline to those in most need. Asked to select one favourite part is difficult. All aspects touched me in different ways. Each gave me a new perspective to addressing some of our community's biggest challenges.

Steph Denman

I took off my beat up farmer's hat for the day to go and have a glimpse outside of my bubble for a change. What an absolute privilege and pleasure joining in on that day proved to be. It was packed full of visits and talks with grassroots community organisations that are helping and supporting many of the disadvantaged people in their area and giving them hope. Along the way they are also helping raise the awareness of the wider community to the plight of the many different types of people whose lives are lived at great disadvantage compared to the general population. They are helping vulnerable people acquire life and job skills, but also a real sense of being cared about and belonging. They try to help them regain a connection to society and help them to participate and regain a sense of purpose and usefulness in the community. Listening to the volunteers and staff of these incredible groups with their amazing mindsets and strong will to work together to do good for others. Seeing their ingenuity, innovative ideas and hard work was inspiring. Shining examples of how ordinary caring people can pack quite a punch when it comes to social impact if they align themselves, construct a firm plan and work towards a common goal. It was an incredible showcase of how every small good deed each person performs can create a ripple in that big pond out there. It was amazing to see and experience firsthand and makes you realize that you too can create a ripple if you just pick up a pebble. My Grandmother was fond of saying 'charity begins at home'. I'm not sure if that is exactly correct, but after seeing how much impact these people are having in their own area, I am certain your very own local community is a great place to begin.

Helen Roth

FINANCIAL SUMMARY

Financial Overview

INCOME
\$54384

—

EXPENSES
\$45457

=

PROFIT
\$8927

Auditor's Report

Please see below copy of Financial Statement for the year ended 30 June 2018. If you would like to review the full report, please get in touch with one of the Red Earth Team.

Red Earth Community Foundation South Burnett Limited

Income and Expenditure Statement For the year ended 30 June 2018

	2018 \$	2017 \$
Income		
Donations and sponsorship	54,384	45,883
Grants received		4,000
Interest received		7
Total income	<u>54,384</u>	<u>49,890</u>
Expenses		
Advertising and promotion		140
Audit fees	245	340
Bank Fees And Charges	2	
Donations	1,000	
Leadership program expenses	44,094	38,987
Memberships		91
Printing & stationery	115	
Staff training		755
Total expenses	<u>45,457</u>	<u>40,313</u>
Profit from ordinary activities before income tax	8,927	9,578
Income tax revenue relating to ordinary activities		
Net profit attributable to the association	8,927	9,578
Total changes in equity of the association	8,927	9,578
Opening retained profits	51,727	42,149
Net profit attributable to the association	<u>8,927</u>	<u>9,578</u>
Closing retained profits	60,654	51,727

OUR FUTURE IS IN OUR HANDS...

A community is full of organisations, similar to constellations, with each having a name and purpose. Red Earth is an opportunity to link those constellations like a galaxy. Rather than reinvent the wheel by recreating something that already exists, Red Earth aims to support other community organisations through collaboration that benefits the broader community. By working together, we can build a resilient, prosperous, sustainable and self-reliant region now and for the future.

There are many ways one can participate in Red Earth and make a difference in the community in which they live. Red Earth would like to challenge everyone to consider how they may be able to be involved:

- Volunteering - your time and skills can assist the foundation to build strength and momentum
- Memorials - remember a special person and ensure their legacy continues with a scholarship, program, project or activity
- Benefactors - make a tax deductible donation
- Sponsors - financial contributions
- Partnerships - we value our relationships and know that these are the only way we can truly be a community foundation

If you are interested in being a part of Red Earth and developing a roadmap for the future please make contact with a board member.