

ANNUAL REPORT 2022/23



RED EARTH
Community Foundation
South Burnett Ltd



Table of Contents

Welcome	3
Our Vision	3
Our Mission	3
Our Values	3
About Us	5
Chair’s Message	6
General Manager’s Message	7
Strategic Plan Strategy Pillars	8
Our Year in Review	10
Local Philanthropy	11
Red Earth 10 Year Anniversary	11
Red Earth Community Leadership Program (RECLP)	12
Co-Design Workshops	16
Future Drought Fund - Community Impact Program	18
Drought Resilient: Future Ready Burnett Inland	20
2022 Leadership Forum	22
Inaugural Hub in a Pub	25
Dinner with the Captains	25
South Burnett Mental Health Golf Challenge	25
Gifts in Memory	26
Ambassador’s Program	26
Governance	27
Red Earth’s Giving Sub Fund	28
Red Earth Community Foundation Board	29
How We Are Structured	33
Red Earth Community Foundation Team	33
Red Earth's Journey as the Backbone of the Region	34
Financial Review	36
Our Future is in Our Hands	46
Honouring Our Founding Members	47

Welcome

Welcome to the 2022-23 Annual Report for Red Earth Community Foundation.

What a year it has been. 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

"Growing an even better Burnett Inland."

Our Mission

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

**Burnett Inland means South Burnett, North Burnett and Cherbourg local government areas*

There are three (3) ways you can help Red Earth Community Foundation grow:



Time - Volunteering your time and talents to be a member of one of the sub-committees i.e., governance, granting, project delivery, leadership, fund raising or other sub-committees that build an even better Burnett Inland for the future.



Talent - Sharing your ideas with other like-minded people about how to respond to the immediate needs or help co-design our long term future to maximise the opportunities in our region.



Treasure - Giving some of your treasure (money) today, or work with Red Earth to establish a fund that continues your legacy after you're gone. Red Earth can make your giving impactful through supporting causes important to you and your family.

Our Values

- We Care
- We have Courage
- We Collaborate
- We have Commitment





**As your Community
Foundation, we
are committed to
providing a space
where you can be
part of planning your
future upon a reliable
backbone.**



About us

We are strengthening the connections in our community.

Red Earth was established by local community leaders in 2013 to support the Burnett Inland region to thrive into its future.

The founders of Red Earth recognised the Burnett Inland, particularly following the millennial drought in the early 2000's and the 2010/2011 flood, needed a vehicle that could harness the pace of change occurring in rural Australia to ensure all our challenges could be kept ahead of and opportunities maximised for future generations.

Having begun with a South Burnett focus, Red Earth has now expanded to include the North Burnett and Cherbourg Aboriginal Council local government areas.

Red Earth exists for the people who call these regions home, and focuses on identifying and harnessing human, financial and other resources to strengthen the capacity of individuals and their networks across the Burnett Inland.

As a philanthropic organisation, Red Earth exists to invest in people as a vehicle for change for the betterment of the Burnett Inland. Formed by community-minded leaders with a passion to see the region flourish, Red Earth belongs to everyone who lives here, or who leaves and wishes to continue giving back.

Red Earth enables the Burnett Inland to:

- **Invest in enhancing local people's capacity to improve their individual and region's long term outcomes with support for leadership development, education, resilience and resourcefulness.**
- **Strengthen existing, and develop new, partnerships with national organisations to build our region's resilience and long term capacity**
- **Increase the pool of philanthropic donors who can financially contribute to supporting Burnett Inland initiatives.**
- **Support young people with skills and opportunities to fully participate in society, now and throughout their lives**
- **Respond to regional challenges and opportunities, including climate change, industry changes and renewable energy transition impacts**
- **Foster creativity, entrepreneurship and leadership across all industry and socio-economic sector**
- **Celebrate and showcase our successes to a local, state, national and international audience**
- **Co-design its future**
- **and so much more.**



Chair's message

The past year has marked a significant chapter in Red Earth's journey, characterised by growth and jubilation. Commemorating a decade of our community foundation and a decade of our community leadership program, these milestones prompt a pause for reflection on our accomplishments and the path that lies ahead for our region.

In the pursuit of regional resilience, Red Earth has embarked on a multi-year partnership with the Foundation for Rural and Regional Renewal (FRRR). Together, we aim to empower our communities to co-design strategies that define resilience amidst the challenges of an increasingly variable climate. This collaborative effort reflects our commitment to sustainable development and community-driven solutions.

Collaboration extends to the realm of renewable energy, where Red Earth has aligned itself with proponents of clean and sustainable initiatives. Our support for these projects is a testament to our dedication to shaping a future for our region to participate in a future that is both vibrant and environmentally conscious.

The crowning moment of our tenth year was the celebratory evening that welcomed many back to our region. This gathering not only commemorated our past but also served as a platform to showcase the achievements and vision of our alumni. It was a testament to the impact of a decade of nurturing leaders and fostering a community committed to positive change.

The infusion of new leaders into our community leadership program has strengthened our network, with over 200 alumni now contributing to the growth and resilience of our region. Simultaneously, our board has undergone renewal, with retiring members making way for new directors. Board sub-committees are playing a pivotal role in supporting effective governance.

Investing in our team has been a priority for the board, exemplified by the strategic appointments of Melinda Jones as General Manager and Jane Hodgkinson in Administration. This investment has facilitated our engagement at regional, state, and national levels, with Melinda's notable presentations at two conferences on the work in the Burnett Inland.

The Board of Red Earth takes immense pride in the collective efforts of our team. The diverse contributions of time, treasure, and talent underscore the myriad ways in which individuals come together for a common purpose. As we reflect on a gratifying tenth year, we eagerly anticipate the unfolding decades, confident in our ability to continue making a positive impact on our region and beyond.

Georgie Somerset AM

Chair

Red Earth Community Foundation



General Manager's message

The Red Earth team's efforts this past year have been guided by our strategic vision, shaped by research from the Burnett Inland Futures work. Witnessing Red Earth evolve into a backbone organisation for the Burnett Inland has been truly exciting. In a short span, we've taken practical steps to fortify the region, ensuring a legacy that future generations will appreciate for decades to come.

A personal highlight was collaborating with the Board to update Red Earth's strategy, fostering teamwork through a session with the board and a subsequent team planning session. This laid the groundwork for crafting an Operational Plan and Budget that align with our strategic direction.

Our "Red Report" for 2022/23 provides a glimpse into the cross-sector collaborations unfolding across the region. From the annual leadership program to the inaugural Red Earth Leadership Forum, community engagement sessions, and Future Drought Fund Co-Design workshops, we've tackled the complexities of our challenges with unwavering commitment.

Midway through this financial year, I assumed the role of General Manager, entrusted by the Board to execute the updated strategy while ensuring the continuity of project delivery. My commitment to expanding our impact, footprint, and realising the board's strategic vision remains steadfast.

The Red Earth Team has generously contributed their talent, skills, and experiences to support both myself and the Foundation's Vision. Leading this team through the 2022-23 year has been an honor, marked by the successful delivery of impactful programs and activities, many of which are highlighted in this report.

Notable achievements include the inaugural Red Earth Community Leadership Program, presentations of the Burnett Inland Futures Research report, and various auspiced activities contributing to the betterment of the region. Co-creating a partnership agreement with the Foundation of Rural and Regional Renewal stands out as a significant time commitment and accomplishment, securing a total investment of over 2 million for Red Earth and the Burnett Inland in the coming years.

In last year's report, I urged everyone to double down and press forward. Now, as we delve into 2023/24, I encourage you to buckle up and hold on tight. This year promises even greater strides as we continue to harness our region's greatest asset—its people—to co-design an even Better Burnett Inland for future generations. Our goal is not just to make it better for them, but to empower them to create futures that surpass our present achievements.

Melinda Jones MBA

**General Manager
Red Earth Community Foundation**



Strategic Plan | Strategy Pillars

Outcomes against Pillars 2022/23



Program & Service Development and Delivery

Aim: Enhance Red Earth's leadership development programs and collaborate with other leadership providers to expand RECLP.

Achievement: The Red Earth Community Leadership Program is a nationally recognised program featuring in numerous publications across the state and nationally.

We received recognition nationally with the inclusion of Red Earth being identified as an 'outstanding example of resilience-building innovation and best practise' by Emergency Management Victoria and inclusion on their interactive portal.

In addition, the General Manager was invited to speak at the Community Foundation Australia National Forum in regards to the Leadership program and the Burnett Inland Futures research report and the legacy impact.

Aim: Increase the participation of diverse groups through developing additional inclusive Red Earth Community Leadership Program (RECLP), including the funding model, that attract youth, First Nations people, CALD and PwD to participate.

Achievement: At the commencement of 2023, Red Earth was successful in being awarded the Future Drought Fund Community Impact Program (FDF:CIP) Lead Organisation through the Foundation for Rural and Regional Renewal (FRRR) and the Australian Rural Leadership Foundation (ARLF). One of the program funding through Red Earth is the Cherbourg Community Leadership Program. This program is the co-design phase of the creation of a first nation program for the Burnett Inland region. Funding is being sourced for the delivery of the program in 2024.

ARLF and Red Earth will host a Leadership Program in the Darling Downs/Goondiwindi region early 2024.

Aim: Host an annual Leadership Forum that provides access to thought leadership, updates community on the implementation of our strategy and provides an active connection for RECLP alumni to engage in the BIFs implementation and partnered projects.

Achievement: The inaugural Leadership Forum was held in Murgon on 28th of July 2022.

Aim: Burnett Inland Futures (BIF) – Implement BIFs recommendations to enable Red Earth to embed itself as the backbone structure that supports the long term viability of the Burnett Inland.

Achievement: The FDF:CIP and Leadership Forum activities commenced the embedment of Red Earth as the backbone structure to support the Burnett Inland.



Marketing Advocacy Promotion

Aim: The Burnett Inland is recognised as a thriving region.

Achievement: Red Earth Leadership Forum and working group activities (Hub in a Pub) featured as a Department of Agriculture, Fisheries and Forestry case study.

Stronger engagement with storytelling, media and social media.



Revenue/Resourcing Development & Distribution

Aim: Secure financial sustainability to fund program delivery and resourcing.

Achievement: The RECLP in 2023 was fully funded by internal funders within the Burnett Inland, no external funds were sourced.

Secured funding through the DRFR program, FDF:CIProgram.

Aim: Grow our corpus and financial reserves to adequately resource our vision.

Achievement: Commenced drafting the Charter and Guidelines for the Red Earth Future Funds with will be the guiding documentation to grow Red Earth corpus and financial reserves.

Aim: Establish the legal and financial structures for the Red Earth, and all associated processes to ensure Red Earth is meeting and exceeding all regulatory requirements.

Achievement: Commenced creation of governance policies, including the Delegation Policy from the board to the executive officer.



Backbone Facilitation

Aim: Strengthen Red Earth's governance framework to ensure sustainability.

Achievement: Commenced creation of governance and operational policies.

Aim: Empower future leaders so there is succession planning for directors and key roles around the Red Earth table.

Achievement: Creation of board skills matrix to ensure diversification around the table.

Aim: Invest in skills in our region that enable governance succession planning.

Achievement: Establishment of subcommittees:

- Finance, Risk and Audit
- Philanthropy and Fundraising
- Projects
- Leadership and Culture

Pitch workshop: Kim and myself participated in a free online workshop through Community Foundation Australia to develop "Pitches" for funding. Kim's pitch was focused on the leadership program and mine was developed around the Burnett Inland Futures program. We are planning on developing pitches for Gifts in Memory and our Social Impact programs. When we have finalised our two current pitches, we will share a record video of them with the board.



Governance & Structure

Aim: Ensure Red Earth is trusted by Burnett Inland people to support their legacies and philanthropy.

Achievement: Board Team Assessment with Big Goals: One full day workshop.

Aim: Ensure our structure enables accountability and transparency for our community, partners and donors.

Achievement: Commenced creation of governance and operational policies.



Local Philanthropy

Central to Red Earth's mission is the ethos of paying it forward, a principle that permeates our endeavours. From orchestrating the annual Red Earth Community Leadership Program to leveraging our philanthropic structure, which disbursed over \$90,000 from the Mayor's Red Earth Flood Appeal in 2013, we remain dedicated to fostering community well-being. Recently, our governance enabled the realisation of the much-anticipated community-built "Peanut Sculpture" in Kingaroy.

Our governance structure stands as the backbone of the Burnett Inland, facilitating partnerships with national and local organisations and individuals who share Red Earth's vision. Through these collaborations, we've garnered vital funding to fortify our region's resilience and establish connections that unite donors in support of Burnett Inland initiatives. Red Earth's funding, sourced from philanthropic individuals, organisations, and secured grants, fuels our vision of "growing an even better Burnett Inland."

Philanthropy, for us, transcends financial contributions—it encompasses the invaluable gifts of time and skills. Whether a modest donation of \$2 or a more substantial commitment of \$2 million, whether contributing two hours a week or dedicating two weeks, each act contributes to the shared goal of enhancing our community.

Our ultimate aspiration is to cultivate a lasting, substantial financial asset that belongs to the Burnett Inland community. This asset, generated through community-owned philanthropy, embodies our commitment to public benefit. We strive to uphold a backbone structure that evolves through continuous co-design, paving the way for practical steps essential in constructing a Burnett Inland that future generations will inherit with pride, envisioning a legacy 20, 30, and 50 years hence. Our dedication remains unwavering as we forge ahead in shaping a resilient and vibrant future for the Burnett Inland.

Red Earth 10 Year Anniversary

Red Earth was officially registered as Red Earth Community Foundation South Burnett Limited on the tenth day of January 2013. Throughout 2023, Red Earth celebrated those who strived willingly in the years prior to the 2013 milestone, and those who have been the keeper of the founding member's vision.

Images and stories of the founding members were shared across our social media platforms in the lead up to the 10 anniversary celebration event being held in July 2023.

As part of understanding how Red Earth has grown and delivered on its mission to act as a catalyst for change a survey was undertaken of the RECLP alumni to gauge the 10-year impact of Leadership Program. The impact results will be released at the Annual Red Report event, where celebrations will be held for the Red Earth Leadership Program as it enters its 10th year of continuous delivery since 2014.



Red Earth Community Leadership Program (RECLP)

Red Earth's mission comes to life through its flagship initiative—the Red Earth Community Leadership Program (RECLP). This program exemplifies our commitment to investing in our region's most valuable asset—our people. At its core, the program imparts the fundamental value that “we are all leaders,” fostering a collective sense of leadership among participants.

Now nationally recognised and entirely self-funded from within the region, the RECLP has reached a remarkable 203 alumni across the Burnett Inland and beyond over the past decade. In 2023, the program accommodated a full roster with 21 participants, reflecting its growing impact.

Aligned with the “Building Rural Leaders” framework, the program provides diverse learning opportunities. A panel of community representatives meticulously selects participants, ensuring a mix of ages and backgrounds. This diversity enriches the collaborative efforts dedicated to enhancing the long-term resilience of the Burnett Inland Region.

Delivered over two three-day sessions in the serene Bunya Mountains, the program offers participants a retreat from daily life, free from mobile phones and emails. This intentional setting allows individuals to focus on personal development, laying the groundwork for effective leadership.

Volunteers, often program alumni, generously contribute their time, preparing meals and engaging in regular discussions about their leadership journeys. The impact is profound, with participants inspired to explore new employment opportunities or apply newfound skills in vital roles within their local communities.

Red Earth values the extensive partnerships formed across the Burnett Inland, recognising the invaluable investment of time, money, and volunteering from partners. This collaborative effort ensures the continued success of the annual residential program and alumni activities. As we celebrate these achievements, Red Earth remains committed to nurturing leadership and resilience, fostering a brighter future for the Burnett Inland and its communities.

The Program Facilitators

Heather Ellis (Blue Wren Connections) and Pamela McAllister (McAllister Leadership) combine their specialties in leadership and community development to deliver this tailored program.

Heather brings over 25 years' experience working in communities and has a passion for community leadership. Heather provides creative, organic, and energised ideas to advance people's capabilities and goals.

Pamela has delivered leadership development for over thirty years in regional communities for government, science and agriculture students at University of Queensland. A career-long engagement with rural people through Landcare and Leadership has driven her care and concern for assisting regional communities to thrive.

Red Earth thanks Pamela and Heather for their partnership over the years and their generous contributions that has benefitted so many beyond the residential and alumni days. This year we welcomed Jonas Ogonowski as a co-facilitator.

Jonas Felix (Being & Becoming Integral Coaching) has over 10 years' experience as a counsellor, coach and community educator helping people become more capable, connected and fulfilled. He has volunteered on independent school boards and professional development committees in the Greater Brisbane region and is driven to help leaders and communities grow capacities they need to thrive in a changing world.

Each year we are blessed to have generous contributions made from local producers, many of whom are Red Earth Community Leadership Program (RECLP) Alumni members to ensure our participants are well-fed throughout the program. BIEDO and KCCI provided Flavours of our Land sample bags, instead of a grazing table for this year's program for each participant to understand the amazing produce grown in the Burnett Inland.

A huge thank you to these sponsors who provided items for the BIEDO/KCCI Flavours of our Land sample bags:

- Bunya Beef
- Taabinga Wines
- Sunpork Fresh Foods
- Plenty Foods

So many amazing breakfasts, lunches and dinners made with local foods!

Plus a huge thank you to these sponsors who provided items for the BIEDO/KCCI Flavours of our Land sample bags:

- Queensland Natural Garlic
- Push Pull Marketing PR & Events
- JJ's Kitchen
- Yanjala Honey

The 2023 Red Earth Community Leadership Participants were:

Carissa Beddows	Tayla Layt	Melanie Hood
Michelle Johnston	Dylan Long	Jane Hodgkinson
Madison Low	Anna Usher	Megan Nilon
Joshua Gleich	Thomas Carroll	Bonnie Trevanion
Kimberley Kunde	Grantly Arrell	Tahlia Lyons
Jarad Munro	Darrin Kefford	Avril Linsket
Leanne Hams	Tanya Zollinger	Chantal Harth

The 2023 Red Earth Community Leadership Sponsors were:







Co-Design Workshops

Funding was provided through the Australian Government Building Better Regions Fund (BBRF) Grant to commence the next stage of this work in 2022 – 2023, and this will involve investing in people across our region as we move the Burnett Inland Futures report to the next stage. Red Earth is confident our communities will embrace this opportunity and are already having many conversations and taking the time to develop a shared vision for the future.

Impacto Consulting worked closely with the team from Red Earth to develop a co-design a training program that included face-to-face and online training supported by coaching and a comprehensive workbook that contained all of the worksheets required for the participants to be able to co-design with their community.

Session 1

The first in-person session was held at the Wondai Memorial Hall in Wondai, focused on helping participants understand the importance of co-design and how to apply this approach to their community work. Various tools and techniques were explored to understand challenges and generate ideas. A prototyping exercise was conducted to showcase how to transform an idea into a workable concept that the co-design team can test before implementation.

Topics Covered:

- Co-design what it is and how it can benefit the community
- Setting up your co-design for success
- Building understanding and empathy
- Creating and testing your ideas

Attendees: 16

Session 2

The second session was an online session that was also recorded for the participants who could not join live. In this session, time was spent understanding how to implement an idea and create a 'concept in a page' to further develop the ideas that were created in the first session. Consideration was then given to understanding if the concept was a success and how information could be captured using qualitative and quantitative measures. At the end of the session, participants discussed how they would implement their learning and the kitchen table conversations each participant would facilitate. The session included some time to build a plan to consolidate their knowledge and get the participants co-designing with the community.

Topics Covered:

- Implementation of your initiatives
- Evaluation of your initiative
- Implementing what you have learned

Attendees: 8

Session 3

The final session was a share back where the participants had the opportunity to share with each other the tools and methods they had used and share their wins and learning opportunities with each other. It also allowed participants to provide feedback on the tools provided and suggest any improvements.

Attendees: 2 one-on-one sessions



Future Drought Fund – Community Impact Program

Co-Design working in Nanango

At the end of January more than 80 individuals from a wide range of organisations across two drought regions (Burnett and Darling Downs – made up of 8 local government regions: Bundaberg, North Burnett, South Burnett, Cherbourg, Toowoomba, Western Downs, Southern Downs and Goondiwindi LGA) regions and beyond came together to share their collective wisdom and co-create projects under the Foundation for Rural and Regional Renewal Community Impact Program that is funded through the Australian Governments Future Drought Fund.

The following organisations were represented during the process: Burnett Inland Economic Development Organisation, ARLF, DAFF, DAF, Western Downs Regional Council, Toowoomba Regional Council, QMDCL, Qld health, RDA DDSW, Chinchilla Community Centre, Live Better Monto, RDMW, QRIDA, South Burnett Regional Council, Bundaberg Regional Council, Rural Financial Counselling Service Southern Qld, Agforce, Momentum Mental Health, GrowCom, Tafe QLD, Education Qld, Burnett Catchment Care Association, Nanango Community, Uni SQ, Red Cross, Burnett Mary River Group, CatholicCare Southern QLD, Kingaroy Chamber of Commerce, North Burnett Community Services, Cherbourg Aboriginal Shire Council, Gundoo Early Childhood Learning Centre, Cherbourg Community Services, Red Earth Community Foundation, InFarm, North Burnett Regional Council, Premiers Department, NBN Co, Queensland Farmers Federation, Rural Aid, and FRRR.

The co-design workshop was developed through a two-step process:

1. An initial online survey was conducted to measure community resilience based on the elements of the Mindaroo Resilience Framework.
2. A face-to-face workshop was held in the RSL hall in Nanango on January 31st. Over 80 attendees participated in a three-phase workshop which:
 - Used focus questions to frame up the impact of drought on local communities and individuals and supported thought and discussion relating to possible solutions and alternative options.
 - Introduced the FRRR / University of Sydney Resilience Framework.
 - Guided the participants through a three-phase process of developing project ideas to solve the identified problems / pain points, pitching the project to their group, and refining the project until final projects were presented

The following activities were undertaken after the face to face workshop:

1. Small group interviews were conducted on site at Cherbourg with groups of key stakeholders as a light touch co-design process. Follow up communication was done via phone and email to establish a project in collaboration with Red Earth.
2. Online co-design workshop – utilizing Teams and Miro platforms on 10 February 24 people participated in a workshop that:
 - Evaluated and discussed the findings from the Nanango workshop relating to the drought impact questions
 - Guided participants through a process of evaluating and understanding 3 personas and completing empathy mapping using Miro for each one
 - Supported participants to work in small groups to co-design a project addressing the identified pain / gain points from the persona exercise, within the program framework, using a Miro design napkin framework tool.

A small group of key stakeholder representatives evaluated the projects against the FRRR criteria to establish which ones would progress.

Future Drought Fund – Community Impact Program

Co-Design working in Nanango cont...

Successful delivery partners and projects that will be rolling out from August 2023 – June 2025:

Project or Initiative Title: Building Healthier Communities

Delivery Partners Momentum Mental Health

Project Details: Enhance community and wellbeing through place-based, locally delivered training & workshops /conversations. Additional goal to offer funded training that meet specific community needs, eg MHFA. Flexible Service delivery mode with aim to grow skills and resources in community (local upskills, not FIFO).

Project or Initiative Title: Cherbourg Leadership Program

Delivery Partner: Red Earth Community Foundation

Project Details: Co-design a culturally appropriate, place-based leadership program for the Cherbourg community. The program would aim to:

- Develop existing and emerging leaders and more broadly empower people to find a 'voice', engage in civic decision making, build community communication and resilience, and enhance community cohesiveness and engagement.
- Develop community leadership skills to increase empowerment and participation in community decisions and to build drought and disaster resilience and preparedness.
- Support emerging generations of leaders, link to broader government community leadership.

Project or Initiative Title: Sharing Models of Successful Groups

Delivery Partner: Burnett Catchment Care Association (BCCA)

Project Details: Establishment of community-led producer groups, which build social cohesion, provide access to targeted support services / information and aid in peer-to-peer learning and support. Communities of practice are established with different agricultural groups to support farming families with social support and interaction, with the sharing of best practice, innovation and drought solutions the 'hook' to get them along.

Project or Initiative Title: Water and Weather

Delivery Partner: Queensland Murray Darling Catchment Ltd

Project Details: Work with children in schools to build their awareness and understanding of the importance of quality water and the impact of weather patterns. Teachers will be upskilled to deliver program in ongoing sense. This project will include information sharing with young people and their families and will integrate with local farmers through the gathering and sharing of weather and water data and knowledge.

Project or Initiative Title: Ag Tech in Action in the Burnett

Delivery Partner: Burnett Inland Economic Development Association (BIEDO)

Project Details:

Establish a pilot model with intent to be replicable.

- Build social connection through events/workshops/field days that attract a rural clientele, giving them a reason to attend and the chance to connect with others- improving existing networks and knowledge of Ag Tech solutions to Drought Management issues.
- Be delivered in school or targeting school aged children to provide an opportunity for students and schools to develop relationships in and knowledge of the Ag industry.
- Provide guidance and opportunities for students to access current networks and to develop youth specific networks and to foster an interest in the future of Agriculture.

Disaster Resilient: Future Ready Burnett Inland

Securing funding for a transformative three-year initiative, the Disaster Resilient: Future Ready Burnett Inland project marks a collaborative effort between Red Earth Community Foundation, the Foundation for Rural & Regional Renewal (FRRR), and the Minderoo Foundation, supported by the Australian Government through the National Emergency Management Authority.

This groundbreaking initiative is designed to empower local community members, grassroots organisations, and community networks across the Burnett Inland region. Through a collaborative delivery approach, these stakeholders will develop, and lead initiatives aimed at strengthening awareness, increasing preparedness, and enhancing overall resilience to the impacts of climate changes, natural disasters, and other disruptions.

The initiative's core philosophy is firmly rooted in community-led, resilience-building activities. It envisions an agenda and solutions crafted by the very individuals it aims to benefit—local people, for local people. This approach ensures that the responses are contextually relevant, fostering a sense of ownership and sustainability within the communities.

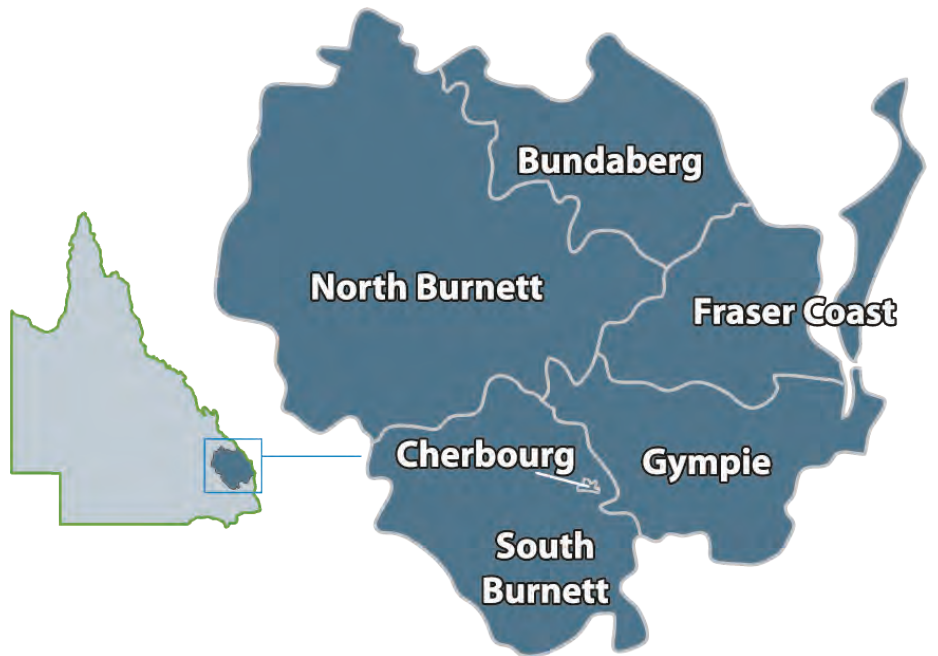
As the project unfolds, we anticipate a wealth of information emerging over the coming years. This initiative is poised to be a catalyst for positive change, setting the stage for community-driven resilience initiatives that will endure and evolve beyond the project's duration. Red Earth is proud to be at the forefront of this collaborative effort, shaping a future where communities are not only prepared for challenges but are empowered to thrive in the face of adversity.

As the local delivery partner, Red Earth will work at the local and regional level to inform the program design and implementation, coordinate program activities, engage local partners, facilitate local relationships, harness local knowledge and networks, and ensure that all aspects of the project bring value and add capacity to existing systems, processes, and local work to date.

- NEMA's Preparing Australia Grant budget is \$1,014,759.20 (ex GST). This includes \$981,782 cash received through the Program. In-kind contributions will also be made to support the project delivery by FRRR (\$33,060 – Partnership Management contribution and administrative functions) and the community representatives (volunteer time) from across South and North Burnett regions (valued at \$76,800).
- Minderoo budget is \$1,900,982.23 (ex GST). Giving a total of \$2,915,741.43 for the DR:FR Burnett Inland Program
- Red Earth Contract agreement is \$818,141 (ex GST), made up of \$168,000 – Place Based Partner costs, internal funds for program staff valued at \$524,500 and operational funds spent in region valued at \$145,641
- Remaining funds sit with FRRR, valued at \$2,097,600.43 (ex GST). This is made up of \$133,591.58 Partnership Management, internal funds for program staff/resources valued at \$764,008.85 plus external Community Initiative Grants available in the Burnett Inland of \$1,200,000

Over 80% of project expenditure will be invested in the Burnett Inland region.





2022 Leadership Forum

On July 28, 2022, approximately 100 community leaders convened for the inaugural Red Earth Leadership Forum, representing diverse sectors across the Burnett Inland. Notably, the majority hailed from the not-for-profit, community, and farm business sectors, with a significant representation of ages 35-44 and 45-54, and a remarkable 82% female attendance.

Themed "Cultivating our Future," the Forum provided a platform for attendees to envision the Burnett Inland in 2060. The agenda, guided by MC Wendy Agar, encompassed a Welcome to Country by Aunty Florence Bell, addresses by MP Deb Frecklington and Red Earth Community Foundation Chair Georgie Somerset, keynote speeches, panel sessions, and personal leadership journeys shared by program graduates Misty Neilsen, Amiel Nubaha, Amanda Wenck, and Scott McLennan.

Dr. Chad Renando presented the Burnett Inland Futures research report, unveiling future scenarios and emphasizing the region's unique challenges as the "hole in the donut" where investments often bypass. National thought leaders, including Natalie Egleton, Professor Dr. John McVeigh, Barry Irvin, and Dr. Chad Renando, reflected on the Forum's discussions and envisioned the future of the Burnett Inland.

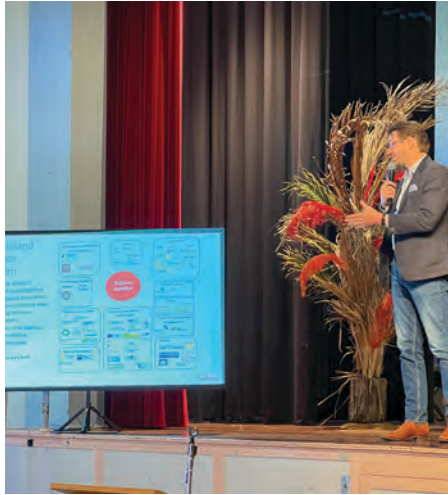
Barry Irvin shared impactful insights from his experiences shaping the long-term future of the Bega Valley and Bega Australia, along with his contributions to a charity for children. Workshops explored a 2060 perspective on topics like food systems, tourism, industrial development, and innovation. Attendees proposed "Big Ideas for a Better Burnett Inland" and committed to actionable takeaways in three focus areas.

The Forum outlined a regional collective impact strategy, focusing on shared voice, advocacy, policy, measurement, mapping, inclusion, and collaboration. Proposed initiatives include a shared narrative, alignment of a backbone structure, metrics framework development, and the establishment of action working groups.

The Forum reinforced the region's commitment to co-designing its long-term future, acknowledging challenges like drought, flood, and economic shifts. The graphical representation of "call to action" themes showcased the region's resilience and courage. The insights gained from each focus area contribute to advancing the next stage of a resilient and courageous Burnett Inland. The inaugural Red Earth Leadership Forum has become a pivotal milestone in shaping a vibrant and sustainable future for the Burnett Inland.







Inaugural Hub in a Pub

An initiative from the Leadership Forum and driven by South Burnett Regional Council (SBRC) saw the first Hub in a Pub delivered in partnership with Red Earth. It was held at the Carrollee Hotel on 15 September 2022, with guest speaker Emma Black from Black Box Co Presenting. The second Hub in a Pub was held at the Kingaroy Hotel on 27 April 2023, with guest speaker Rebecca Guest from The Fold Media. Hub in a Pub is funded by Red Earth Community Foundation and supported by South Burnett Regional Council and the Australian Government's Black Summer Bushfire Recovery Grants Program.

Helping the Burnett Inland Thrive...

Dinner with the Captains

Red Earth Community Foundation played a pivotal role in facilitating the success of the 2023 Dinner with the Captains fundraiser held 29 July 2023. By providing governance oversight, handling ticketing and sales, and managing finances, our team ensured the execution of this annual event organized by the South Burnett Relay for Life committee. The funds raised during this gathering contributes to the overall pool that supports cancer support services. Beyond logistical support, Red Earth also leveraged its philanthropic structure to assist with event promotion through our social media channels. This collaborative effort significantly lightened the administrative burden on the event organisers, allowing them to focus on the broader planning and execution aspects, ultimately contributing to the success of the fundraising initiative.

Testimonial

“Overall, the Red Earth Community Foundation was fabulous to work with and played a critical role in the success of the 2023 Dinner. Their involvement allowed the organisers to focus on the larger aspects of planning and execution, knowing that the essential logistical and financial tasks were being managed. As a result, the event was able to run smoothly and is expected to be a great success, with the organisers eagerly looking forward to reporting on its overall outcome in the 2024 Red Report.”

South Burnett Mental Health Golf Challenge

Gavin (Spud) Jones and Scott Henschen embarked on a goal during a series of golf events – to raise awareness about mental health and to raise over \$50,000 to contribute to mental health initiatives in the South Burnett Region.

Red Earth Community Foundation played a crucial role by providing valuable governance, philanthropic guidance and administrative support as the auspice for the South Burnett Mental Health Golf Challenge. The golf events were initiated in March 2023 and were completed in October 2023. The support provided by Red Earth included assistance with grant writing, helping donors in achieving their giving objectives with potential tax deductibility, financial management, social media promotion, and various behind-the-scenes tasks. The foundation's involvement proved instrumental in enabling the organisers to realise their ambitious goals.

Testimonial

“There were 4 challenges held in this financial year and the support from the team at Red Earth was fantastic and this contributed to the success of these events. Many thanks to Red Earth Community Foundation for taking care of the finer details of fundraising so efficiently.

Golf Challenge events were held at: Blackbutt on 25th March, Proston on 22nd April, Kumbia on 27th May, Wondia 17th June. With three more challenges to be held in Kingaroy on 8th July, Nanango on 19th August and Murgon on 30th September, with the final challenge, including an charity auction, to be held at the Kingaroy Golf Club on the 14th of October 2023.

The organisers, Gavin (Spud) Jones and Scott Henschen, look forward to being able to provide the outcome for the entire challenge in the 2024 Red Report.”

Gifts in Memory

In 2020, we introduced the “Gifts in Memory” initiative, providing a meaningful way to honor the lives of loved ones who have passed away. This special initiative allows individuals to donate in memory at any time, either on significant annual occasions or as a one-off tribute.

Upon receiving your “Gift in Memory,” our dedicated team of volunteer writers collaborates with you to craft a poignant memoir celebrating the life you wish to honor. These personal stories are permanently documented and shared on our website and social media platforms, creating a lasting tribute.

Donors have the flexibility to specify if their ‘in memory’ gift is allocated to particular areas of support or contribute to our growing corpus, which aids in making our region an even better place for everyone. The Red Earth Community Foundation eagerly anticipates collaborating with individuals, families, and groups to ensure that the memory of their loved ones lives on, fostering a sense of community and connection.



Ambassador Program

We are thrilled to have our Ambassador Program, an opportunity to be part of the growing army of people giving the foundation a ‘leg up’. The great news is you can be a Red Earth Ambassador and live outside the region.

The Ambassador Program is critical to the Foundation’s ongoing success. It essentially invites local people, some who are already connected into the Foundation’s different activities to learn more about the Red Earth’s objectives, activities and achievements to date. It’s a simple way to ‘spread the word’ to others in the community and together continue growing our locally owned Community Foundation.

Ambassadors are encouraged to provide feedback on issues concerning the community and communicate with their peer networks to foster greater understanding about the breadth reach broader demographics.

This program is designed to assist Red Earth communicate to a growing pool of people about the challenges and gaps identified and share with our community and other organisations how we are working to strengthen our region for the long term.

We invite you to come onboard and be part of the army of people purposefully creating the future they plan for.

Should you wish to become involved in our ambassador program please email the Red Earth team at info@reearth.org.au.



Governance

Red Earth's governance and program delivery reached a new milestone during this financial year with the development and adoption of its first Operational Plan and Budget aligned with the current strategy. A big thank you to the hard work of the Red Earth team and board of directors.

A new computer system, The SupporterHub – a customer relationship management and donor management system was purchased to support Red Earth's growth and vision. The system enables the team to track, manage and create relationships with back-end support that leverages value from our growing range of events, programs and donor sub-funds.

Red Earth also introduced a key number of policies:

Governance Suite

- Delegation Policy
- Conflict of Interest

Community Suite

- Access & Equity Policy
- Sponsorship Policy
- Affirmative Action Policy
- Anti-Discrimination Policy
- Social Media Policy
- Vulnerable People Policy

Human Resources Suite

- Red Earth Employee and Volunteer Handbook
- Red Earth Values
- General housekeeping matters such as use of social media & email access
- Harassment & discrimination
- Grievances and dispute resolution
- Workplace health and safety
- Confidentiality
- Volunteer & Employee Acknowledgement
- Working With Children Framework

Working with Children

- Working with Children Framework
- Working with Children Policy
- Employee & Volunteer Register
- Mandatory Reporting Policy
- Mandatory Reporting Protocol
- Information Brochure: Know the Signs.

General Operations

- Privacy Policy
- Data Breach Policy
- Data Breach Protocol
- Data Breach Checklist
- Data Breach Process
- Feedback & Complaints Policy
- Complaints Handling Procedure
- Complaint Register
- Whistleblowers Policy
- Media Relations Policy



Red Earth's Giving Sub-Fund

Red Earth values the strong relationship it has with the Foundation for Rural & Regional Renewal (FRRR). As well as providing us with formation and resources, we greatly appreciate the support that FRRR provides Red Earth through a specially dedicated fundraising account "Red Earth Community Foundation South Burnett Resilience Fund" (RECFSB Resilience Fund). <https://frrr.org.au/giving/appeals/red-earth-community-foundation-south-burnett-resilience-fund/>

This means you can make a tax-deductible gift to FRRR and ask it to be credited towards the RECFSB Resilience Fund. After the appropriate arrangements have been agreed between FRRR and Red Earth, FRRR will make a grant of the money raised (less fees) to the Project / Activities.

Talk to a Board Member about this to understand how we can work together to build the long term resilience of the Burnett Inland.

Our vision is to see the Red Earth Community Foundation South Burnett's Resilience Fund held with FRRR grow! This opportunity is available to everyone who seeks tax deductibility for their giving regardless of whether it is weekly, monthly, yearly or one-off amounts. Together we can do even more!

As an example, in 2019 local South Burnett Councillor, Kathy Duff made a donation through Red Earth's sub fund with FRRR to enable the purchase of shops for the Proston community. Specific charitable initiatives in partnership with Red Earth's enables donations like this to receive the appropriate tax-deductible arrangements with the ATO.

Since 2020 other private donors have established sub-funds within the FRRR structure.

This is another great reason to encourage more local philanthropy so we can secure the kind of future Burnett Inland residents and communities aspire to. For more information visit Red Earth's website: www.redearth.org.au/resilience-fund

Who is FRRR?

FRRR The Foundation for Rural & Regional Renewal (FRRR) is a not-for-profit organisation that harnesses the power of collective investment between government, business and philanthropy to improve the lives of those living in rural, regional and remote Australia. Through the FRRR partnership, donor partners can utilise FRRR's unique tax status to attract funding from any entity (such as Item 2 DGR donors e.g. PaFs, PuAFs, Trusts and Foundations; and non-DGR listed donors e.g. high net worth individuals), as well as support projects outside the remit of their own operational scope as no special tax status is required for FRRR's grantees. This enables donors to partner with FRRR in ways which are beyond FRRR's usual standard operations and grants programs.

Giving Sub-Fund Accounts broaden the reach of both the Donor partner and FRRR's philanthropy into rural, regional and remote Australia, via the operation of boutique giving programs through the partnership. These accounts ensure that FRRR's unique tax status is made available to the philanthropic sector as a whole and used effectively and efficiently to address the disadvantage rural, regional and remote communities face in accessing philanthropic funding. www.frrr.org.au/cb_pages/giving_sub_fund_accounts.php

Want to get on Board?

As an individual or a business, you can get onboard with Red Earth to help create a long-lasting legacy by asking FRRR to allocate your giving to Red Earth's South Burnett Resilience Fund. Once the funds build up, or if it is a one-off arrangement, Red Earth and FRRR will work together to put the appropriate arrangements in place. FRRR will then make a grant of the money raised (less fees) to the project or activities agreed.

If you would like to find out more about how you can work with Red Earth to build the long-term resilience of the Burnett Inland email info@redearth.org.au and we will be in touch.

Red Earth Community Foundation's Board

Chaired by Georgie Somerset the Red Earth Community Foundation is guided by a strategic board of directors who volunteer their professional expertise to the Foundation. The directors bring different skills, life experiences and their expertise to the table. Each of them shares a passionate belief that we must invest in people to be the vehicle for change for a better Burnett Inland.

At this year's strategic planning session, the board agreed to introduce, and actively participate in the following sub-committees:

- Finance, Risk and Audit – Stephanie Whitaker (Chair), Scott McLennan, Georgie Somerset
- Fundraising and Philanthropy – John Carey (Chair), Carl Rackemann, Bobby-Leigh Redgard, Scott McLennan, Georgie Somerset
- Projects – Fleur Anderson (Chair), Carl Rackemann, Bobby-Leigh Redgard, Georgie Somerset
- Leadership and Culture – Andrew Zerner (Chair), Belinda Gangemi, Carl Rackemann, Georgie Somerset

Our directors value and support our staff to ensure that we are focussed on delivering Red Earth's long term strategic plans and to fulfil our legislative and legal obligations in accordance with the Australian Charities and Not-for-Profit Commission (ACNC), the Australian Taxation Office (ATO), the Australian Securities and Investments Commission (ASIC), the Associations Incorporations Act of Queensland and all other relevant acts.

Our 2022-2023 Board of Directors



Georgie Somerset AM - Chair

Georgie is a rural leader who grows beef at Durong with her family. She established her first business at the age of seventeen, setting her on a career path that has focused on rural and regional communities ever since. Georgie is a connector of ideas, networks and people, as comfortable in the cattle yards as she is in the boardroom, using her well-honed skills to navigate the road in between.

Georgie is General President of AgForce Queensland, deputy chair of the Royal Flying Doctor Service - Queensland Section, and also serves as a director for the ABC, the Foundation for Rural and Regional Renewal and the National Farmers' Federation. As founding Chair of Red Earth Community Foundation, Georgie seeks to invest in her regions' future for generations to come. A believer in investing in people and lifelong learning, she invites all to come on the journey to create an even better future for all!

John Carey - Director

John is a highly skilled engagement professional with many years of experience in building and nurturing long-term relationships and networks that facilitate long term outcomes for individuals, community organisations and industry, particularly in rural and regional Qld. He has enjoyed a diverse career encompassing banking and finance, public service, local government, and is currently a long term employee in the energy sector.

Having grown up in rural Queensland, John possesses a deep understanding of the unique challenges and opportunities that exist in regional areas. He brings a blend of strategic thinking, care and compassion and practical application of his expertise and experiences to Red Earth and has been instrumental in many of the initiatives that are helping the Burnett Inland create solutions and pathways towards their preferred future.

John is Stanwell's Stakeholder Engagement Manager (Southern Qld) and the Deputy Chair of Red Earth Community Foundation. He is also a board member of Regional Development Australia, Wide Bay Burnett.



John's extensive experience, combined with his passion for regional development, philanthropy, and sustainable energy, sees him dedicating his time and energy to being part of the Red Earth team helping build better futures for everyone.

In addition to his professional roles, John is also a civil marriage celebrant, allowing him to play a meaningful role in supporting hundreds of couples progress their relationship to marriage.

His vision for Red Earth is growing a substantial corpus that enables the Burnett Inland to fund its preferred future.

Carl Rackemann - Director



Carl knows a thing or two about harnessing the power of community through his role as patron of the annual South Burnett Relay for Life fundraising event. While the rest of Australia knows him as a handy cricketer, Carl's local reputation is based around his agricultural business and his outstanding commitment to the local branch of Relay for Life, which has raised over \$1M for the Queensland Cancer Council to date under his patronage.

He cites his decision to return to his childhood farming roots over a potential coaching career in international sport as the only rational choice. That decision allowed him to share time with his family and friends in a rural community setting, where he began creating the connections and networks that would lead him to Red Earth.

Carl understands the long-term value of Red Earth Community Foundation to the region and sees a future where the South Burnett has developed a healthy community confidence and high level of self-reliance.

Andrew Zerner - Director



After completing a Bachelor of Applied Science in Rural Management through the University of Queensland, Andrew returned to the family farm where he ran a successful dairy operation with his parents near Murgon. Later, this operation was converted to a beef enterprise allowing Andrew to work both on and off farm, where he worked part-time for local agribusinesses including developing and implementing Quality Assurance programs.

Today, Andrew and his wife Katie continue to live on the family property and run a commercial beef trading enterprise, where Andrew follows his passion for Regenerative Agriculture by profitably increasing soil carbon with cattle via grazing principles. This first-hand experience is valuable in Andrew's role as a consultant for RCS Australia, working with farming clients across Australia, using knowledge and appropriate management to reduce inputs and improve profitability and balance in people's lives.

Andrew sees Red Earth as a critical component in building vibrant farms and communities; where people are happy, healthy, secure and at peace; where people feel supported and connected and the next generation has wonderful opportunities to create wealth and then pay it forward themselves.

Fleur Anderson - Director Retired 25/04/2023



Fleur Anderson is a cotton grower and advocate for rural communities based in Theodore, Central Qld. Fleur grew up on her family property at Dalby on the Darling Downs and got great enjoyment being a part of her family's operation there. She now lives in Theodore with her husband Kirk on his family farm with their two 'farm kids' Tilly 12 and Munro 8.

Fleur enjoys juggling multiple interests in particular her governance and strategy roles on Boards addressing the interests of rural Australia such as Red Earth as well as Cotton Australia and the Central Qld Hospital Foundation.

Fleur is also the Regional Director (Central) for Rural Economic Development in the Department of Agriculture and Fisheries.

Fleur is a great believer in the power of local leadership. She has completed Young rural leaders and future cotton leaders when she was 'younger' and the Australian Rural Leaders Program, and is working towards her Masters in Governance and Leadership.

A strong advocate for community resilience and assisting communities to find their own community led social and economic strategies, Fleur is positive about the vibrant future ahead for rural and remote Australia.



Belinda Gangemi – Director

Belinda's memories of growing up on a farm in the South Burnett highlight the value of connections made from community engagement whilst displaying an understanding of both the challenges and rewards of rural life and primary production enterprises.

After a 25-year career in rural and remote education Belinda seized the opportunity to remain in Kingaroy to develop her knowledge and utilise her skills to lead the expansion of an agricultural company.

During this experience she has realised the value of inter-generational weaving and is committed to building supportive, strong, and resilient teams Belinda believes the greatest outcomes are achieved if we harness strengths and provide opportunities to develop weaknesses.

She views Red Earth Community Foundation as a driver to foster vibrant communities providing an investment in Burnett Inland for generations to come. As an alumna of the Red Earth Community Leadership program Belinda is passionate about providing such opportunities to allow individuals to embrace leadership within their own lives – at individual, family, community, or corporate governance level.



Scott McLennan – Director

Born and spending his early years in the South Burnett, Scott has always had a distinct passion for all things related to life in regional and rural Queensland. Once university life in Brisbane was completed Scott began a 12-year journey working throughout the entire state, in relieving and education roles in every major (and many minor) hospitals in regional Queensland.

Scott has now over 35 years' experience in the Medical Imaging field. In more recent times he has focussed on the delivery of Radiology services both in his own business interests, as a consultant and mentor or other like-minded professionals in the regional Australia private and public sector.

An enthusiastic proponent for espousing the benefits of professional health careers (or any careers for that matter) Scott has very recently collaborated with a number of universities to provide positive career pathways for high school and university students who hail from the country. He sees the untold potential in many bush kids, who often possess hard work ethics and community values.

Scott has a love of his young family, and enjoys his precious spare time with them, on a golf course (sometimes in different parts of the world) and on a push bike. The French and Italian Alps and the wines and champagnes from those countries are a particular delight.



Stephanie Whitaker – Director Retired 25/04/2023

Stephanie grew up in the Top End and came to Queensland to study at Emerald Agricultural College. Since then, she has lived in the Wide Bay Burnett region, with over twenty years in the inland Burnett.

Stephanie previously owned a livestock and property agency and a livestock selling centre in the North Burnett, and currently, with husband Lance, operates a commercial beef cattle enterprise near Murgon. Stephanie has also worked in the health and community development sector, and has held board positions on local, regional and national organisations.

Her skills and experience include leading teams, project management and communications and marketing. Most recently Stephanie has been involved in research into the social value of saleyards through the Australian Livestock Markets Association.

She is passionate about giving everyday people a go at knowledge and skill development, fostering self-leadership and building communities by building individuals. Stephanie sees the Red Earth Community Foundation as an organisation that can support Burnett communities and bring leadership, knowledge and skills development to all of our community; building strong communities for the future.



Bobby-Leigh Redgard – Director

Bobby has always had a passion for helping people, this passion was enriched when she met her husband and his family. They have been great advocates for their community of Mundubbera for many years, they taught her the importance of everyone having equal opportunities and rolling up your sleeves to lend a hand is not for praise or recognition but just to lend a hand.

If you are counting the hours of community service you do, you might just be in it for the wrong reason. Bobby has carried this in personal and professional life. Bobby's own family taught her hard work and education is the key for moving forward.

All these attributes makes Bobby passionate about the Red Earth Leadership program, because a good leader, no matter what level or title, is able to bring out the best in people working together to achieve the same goal.

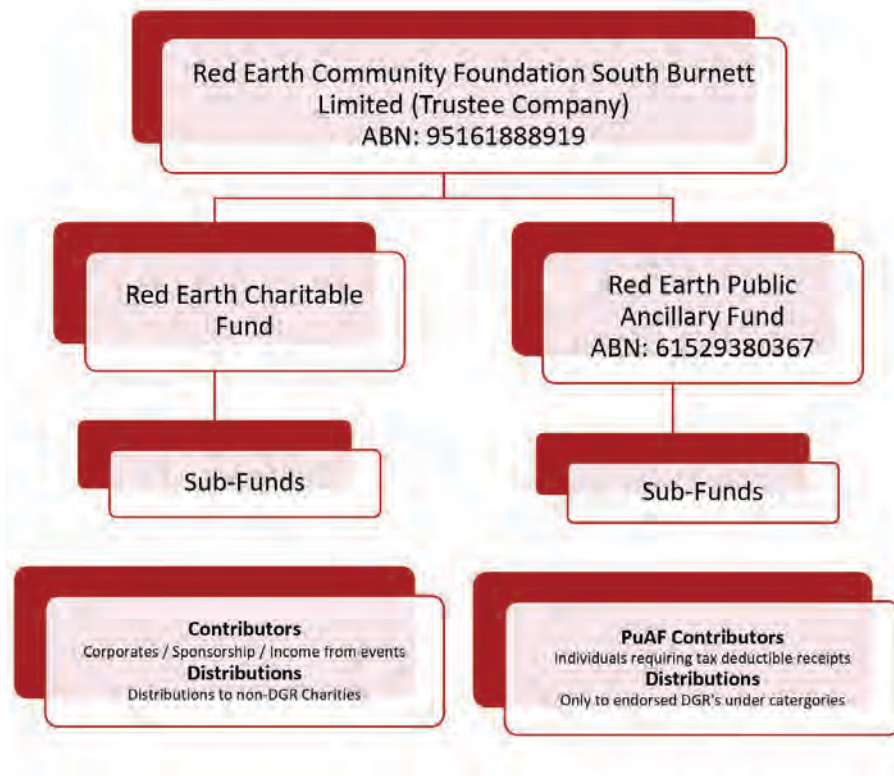
As a Community Service Coordinator, Bobby is usually on the front of seeing people at their worst, whether it be during financial struggles, grief or a surprise change in circumstance. She takes great pride in being able to navigate people through these times with empathy and respect but most of all allowing them to choose the right path for themselves.

Bobby is a strong advocate and believe projects need to be community driven to allow our communities to have greater ownership within the project. She likes to remind the community

during all events, the Monto Neighbourhood Centre isn't hers, it is theirs, and if they want to see something, come in to discuss as she has an open-door policy to all.

Bobby has seen this with events such as flood and drought within the North Burnett, all communities come together to pick up the pieces and start again. The resilience of the Burnett communities is unlike any other, they work well to achieve their goals and are passionate about their small communities.

How We Are Structured



How we operate

- We are open and inclusive
- We have a legacy mindset
- We build capacity and capability for our region
- We are accountable

Red Earth Community Foundation team

The Red Earth team consists of our leadership program alumni, including our directors, and we utilise a blend of volunteer and paid services, intentionally seeking to develop sustainable capacity within our region.

Welcome to Jane Hodgkinson who commenced in the role of Admin Officer in January 2023 and thank you to Wendy Thorsborne who completed her project contract at the end of 2022.



Melinda Jones

General
Manager



Kim Donohue

Project Manager
and Admin Support



Kylie Van Schyndel

Finance
Officer



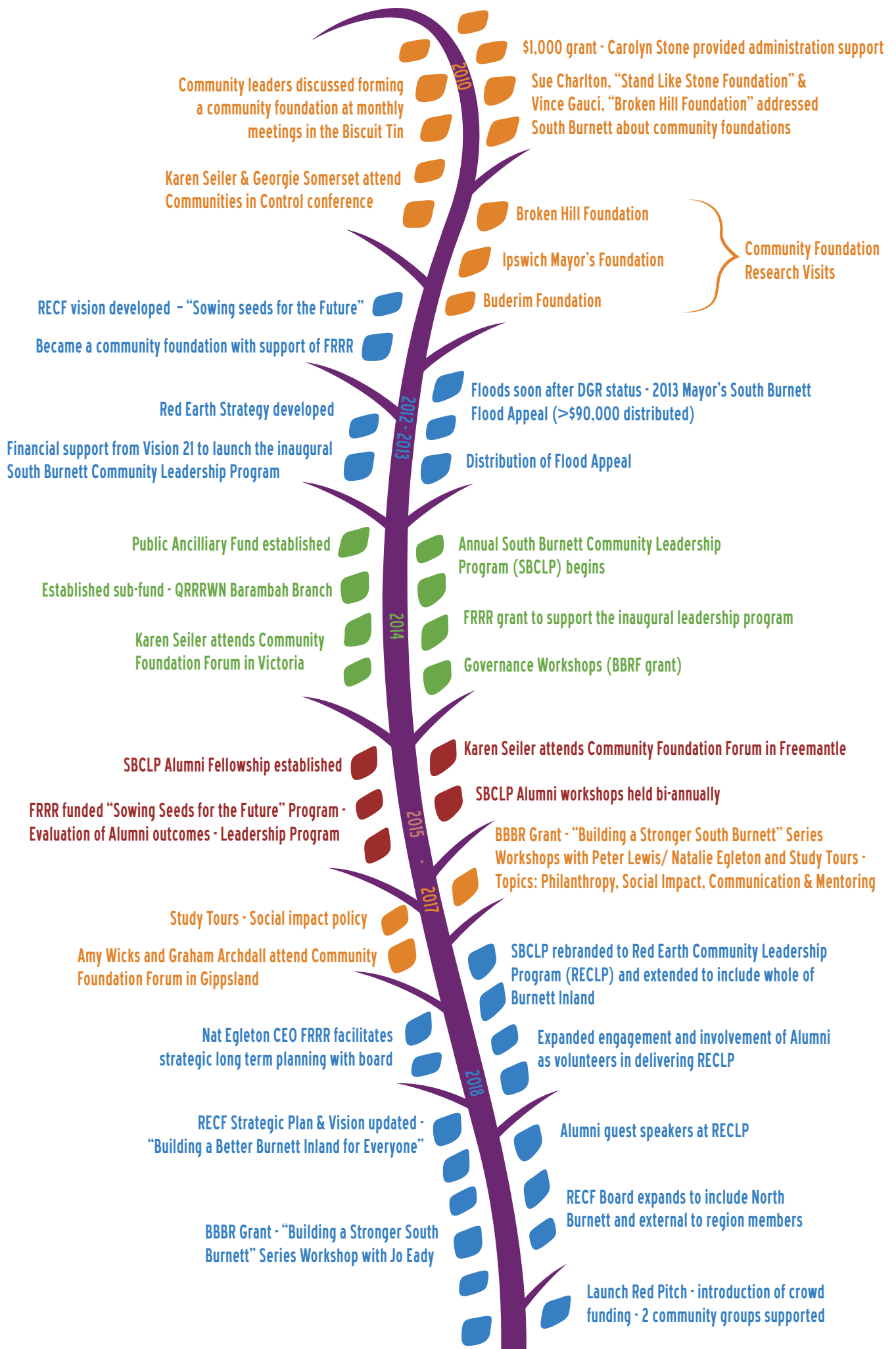
Wendy Thorsborne

Project
Officer



Jane Hodgkinson

Admin
Officer





Red Earth's Journey as the Backbone of the Region



**Red Earth Community Foundation
South Burnett Limited**

ABN 95 161 888 919

**Financial Statements
For the year ended 30 June 2023**

Hobbs & Assoc Pty Ltd

59 Haly St

WONDAI 4606

Phone: 07 4168 5999

Email: admin@hobbsandassoc.com.au

Contents

Committee's Report

Income and Expenditure Statement

Detailed Balance Sheet

Notes to the Financial Statements

Statement by Members of the Committee

Independent Auditor's Report to the Members

Red Earth Community Foundation South Burnett Limited

ABN 95 161 888 919

Directors' Report

Your directors present this report on the company for the financial year ended 30 June 2023.

Directors

The names of the directors in office at any time during or since the end of the year are:

Georgie Somerset
John Carey
Carl Rackemann
Andrew Zerner
Belinda Gangemi
Bobby-Leigh Redgard
Scott McLennan

Directors have been in office since the start of the financial year to the date of this report unless otherwise stated.

Operating Result

The loss of the company for the financial year after providing for income tax amounted to:

Year ended	Year ended
30 June 2023	30 June 2022
\$	\$
(5,195)	(7,921)

Principal Activities

The principal activities of the company during the course of the year were Operation of a community based charitable foundation.

No significant change in the nature of these activities occurred during the year.

Significant Changes in the State of Affairs

No significant changes in the company's state of affairs occurred during the financial year.

After Balance Date Events

No matters or circumstances have arisen since the end of the financial year which significantly affected or may significantly affect the operations of the company, the results of those operations, or the state of affairs of the company in subsequent financial years.

Future Developments

The company expects to maintain the present status and level of operations and hence there are no likely developments in the operations in future financial years.

Red Earth Community Foundation South Burnett Limited

ABN 95 161 888 919

Directors' Report

Environmental Issues

The company's operations are not regulated by any significant environmental regulation under a law of the Commonwealth or of a State or Territory.

Dividends

No dividends were declared or paid since the start of the financial year. No recommendation for payment of dividends has been made.

Share Options

No options over issued shares or interests in the company were granted during or since the end of the financial year and there were no options outstanding at the date of this report.

Directors Benefits

No director has received or has become entitled to receive, during or since the financial year, a benefit because of a contract made by the company or related body corporate with a director, a firm which a director is a member or an entity in which a director has a substantial financial interest.

Indemnifying Officer or Auditor

No indemnities have been given or agreed to be given or insurance premiums paid or agreed to be paid, during or since the end of the financial year, to any person who is or has been an officer or auditor of the company.


Proceedings on Behalf of Company

No person has applied for leave of Court to bring proceedings on behalf of the company or intervene in any proceedings to which the company is a party for the purpose of taking responsibility on behalf of the company for all or any part of those proceedings. The company was not a party to any such proceedings during the year.


Auditors Independence Declaration

A copy of the auditor's independence declaration as required under section 307C of the Corporations Act 2001 has been included.

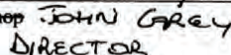
Signed in accordance with a resolution of the Members of the Committee.



Georgie Somerset
President



Mandy Bishop
Treasurer



JOHN CAREY
DIRECTOR

The accompanying notes form part of these financial statements.

Red Earth Community Foundation South Burnett Limited

ABN 95 161 888 919

Detailed Profit and Loss Statement

For the year ended 30 June 2023

	2023	2022
	\$	\$
Income		
10th Birthday Celebrations	5,800	
Donations and sponsorship	49,782	45,625
2023 SBMHGC	37,365	
Dinner With The Captains	22,909	
Grants received	7,867	19,365
Auspice - The Big Peanut		2,909
Other income		229
DR - FR - FRRR	33,455	
FRRR FDF1	8,806	
Interest received	4,423	545
Total income	<u>170,408</u>	<u>68,673</u>
Expenses		
10th Birthday Celebrations	313	
2023 SBMHGC	11	
Dinner With The Captains	199	
DR - FR - FRRR	33,431	
FRRR FDF1	33,984	
Administration expenses	9,028	6,300
Advertising and promotion	191	2,835
Audit fees	300	350
Auspice - The Big Peanut Expenses	130	5,706
Bank Fees And Charges	29	
Conference/seminar costs	5,774	1,696
Grant expenses	23,663	19,550
Insurance	2,269	945
Leadership program expenses	43,692	38,682
Printing & stationery	175	131
Subscriptions	4,322	400
Sundry expenses	45	
Superannuation	1,715	
Wages	16,330	
Total expenses	<u>175,603</u>	<u>76,595</u>

Red Earth Community Foundation South Burnett Limited

ABN 95 161 888 919

Detailed Profit and Loss Statement

For the year ended 30 June 2023

	2023	2022
	\$	\$
Profit (Loss) from Ordinary Activities before income tax	<u><u>(5,195)</u></u>	<u><u>(7,921)</u></u>

Red Earth Community Foundation South Burnett Limited

ABN 95 161 888 919

Detailed Statement of Financial Position as at 30 June 2023

	Note	2023	2022
		\$	\$
Current Assets			
Cash Assets			
RECF - Heritage S13		17,872	42
QRRRWN Bursary Heritage S26		10,424	10,191
RECF SB Ltd - Heritage S26.1		461,309	174,447
Everyday Mastercard		6	
		489,610	184,680
Receivables			
Trade debtors		5,974	279
		5,974	279
Total Current Assets		495,584	184,959
Total Assets		495,584	184,959
Current Liabilities			
Payables			
Unsecured:			
Unexpended Grants		281,818	
Secured:			
Trade creditors		141	
		281,959	
Current Tax Liabilities			
GST clearing		29,455	(1,252)
PAYG Withholding Payable		1,440	
Superannuation Payable		1,715	
		32,610	(1,252)
Total Current Liabilities		314,569	(1,252)
Total Liabilities		314,569	(1,252)

Red Earth Community Foundation South Burnett Limited

ABN 95 161 888 919

Detailed Statement of Financial Position as at 30 June 2023

	Note	2023 \$	2022 \$
Net Assets		<u>181,016</u>	<u>186,211</u>
Equity			
Retained profits / (accumulated losses)		<u>181,016</u>	<u>186,211</u>
Total Equity		<u>181,016</u>	<u>186,211</u>

Red Earth Community Foundation South Burnett Limited

ABN 95 161 888 919

Notes to the Financial Statements

For the year ended 30 June 2023

Note 1: Summary of Significant Accounting Policies

Red Earth Community Foundation South Burnett Limited is a company limited by shares, incorporated and domiciled in Australia.

Basis of Preparation

The directors have prepared the financial statements on the basis that the company is a non-reporting entity because there are no users dependent on general purpose financial statements. The financial statements are therefore special purpose financial statements that have been prepared in order to meet the requirements of the Corporations Act 2001.

The company is a for-profit entity for financial reporting purposes under Australian Accounting Standards.

The financial statements have been prepared in accordance with the recognition and measurement requirements specified by the Australian Accounting Standards and Interpretations, and the disclosure requirements that are mandatory under the Australian Accounting Standards applicable to entities reporting under the Corporations Act 2001 and the significant accounting policies disclosed below, which the directors have determined are appropriate to meet the needs of members. Such accounting policies are consistent with the previous period unless stated otherwise.

Red Earth Community Foundation South Burnett Limited

ABN 95 161 888 919

Compilation Report to Red Earth Community Foundation South Burnett Limited

We have compiled the accompanying special purpose financial statements of Red Earth Community Foundation South Burnett Limited, which comprise the Statement of Profit or Loss and Other Comprehensive Income, Statement of Changes in Equity, Statement of Cash Flows and Statement of Financial Position as at 30 June 2023, a summary of significant accounting policies and other explanatory notes. The specific purpose for which the special purpose financial statements have been prepared is set out in Note 1 to the financial statements.

The Responsibility of the Directors

The directors of Red Earth Community Foundation South Burnett Limited are solely responsible for the information contained in the special purpose financial statements, the reliability, accuracy and completeness of the information and for the determination that the basis of accounting used is appropriate to meet their needs and for the purpose that the financial statements were prepared.

Our Responsibility

On the basis of information provided by the directors, we have compiled the accompanying special purpose financial statements in accordance with the basis of accounting as described in Note 1 to the financial statements and APES 315 Compilation of Financial Information.

We have applied our expertise in accounting and financial reporting to compile these financial statements in accordance with the basis of accounting described in Note 1 to the financial statements. We have complied with the relevant ethical requirements of APES 110 Code of Ethics for Professional Accountants (including Independence Standards).

Assurance Disclaimer

Since a compilation engagement is not an assurance engagement, we are not required to verify the reliability, accuracy or completeness of the information provided to us by management to compile these financial statements. Accordingly, we do not express an audit opinion or a review conclusion on these financial statements.

The special purpose financial statements were compiled exclusively for the benefit of the directors who are responsible for the reliability, accuracy and completeness of the information used to compile them. Accordingly, these special purpose financial statements may not be suitable for other purposes. We do not accept responsibility for the contents of the special purpose financial statements.



Hobbs & Assoc Pty Ltd
59 Haly St
WONDAI

11 December, 2023

Red Earth Community Foundation South Burnett Limited

ABN 95 161 888 919

Auditor's Independence Declaration

UNDER SECTION 307C OF THE CORPORATIONS ACT 2001

I declare that, to the best of my knowledge and belief, during the year ended 30 June 2023 there have been :

- (i) no contraventions of the auditor independence requirements as set out in the Corporations Act 2001 in relation to the Audit; and
- (ii) no contraventions of any applicable code of professional conduct in relation to the audit

Hobbs & Assoc. Pty Ltd
Andrew Hobbs, CA ANZ Member No. 275446
59 Haly Street, Wondai Qld 4606



Red Earth Community Foundation South Burnett Limited

ABN 95 161 888 919

Independent Auditor's Report

Report on the Audit of the Financial Report

Opinion

We have audited the financial report of Red Earth Community Foundation South Burnett Limited (the Company), which comprises the Statement of Financial Position as at 30 June 2023, the Statement of Comprehensive Income, the Statement of Changes In Equity and the Statement of Cash Flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies, and the Directors' Declaration.

In our opinion, the accompanying financial report of Red Earth Community Foundation South Burnett Limited is in accordance with the Corporations Act 2001, including:

- (a) giving a true and fair view of the company's financial position as at 30 June 2023 and of its performance for the year then ended; and
- (b) complying with Australian Accounting Standards to the extent described in Note 1, and the Corporations Regulations 2001.

Basis for Opinion

We conducted our audit in accordance with Australian Auditing Standards. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Report section of our report. We are independent of the company in accordance with the auditor independence requirements of the Corporations Act 2001 and the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 Code of Ethics for Professional Accountants (the Code) that are relevant to our audit of the financial report in Australia. We have also fulfilled our other ethical responsibilities in accordance with the Code.

We confirm that the independence declaration required by the Corporations Act 2001, which has been given to the directors of the company, would be in the same terms if given to the directors as at the time of this auditor's report.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Emphasis of Matter – Basis of Accounting

We draw attention to Note 1 to the financial report, which describes the basis of accounting. The financial report has been prepared for the purpose of fulfilling the directors' financial reporting responsibilities under the Corporations Act 2001. As a result, the financial report may not be suitable for another purpose. Our opinion is not modified in respect of this matter.

Information Other than the Financial Report and Auditor's Report Thereon

The directors are responsible for the other information. The other information comprises the information included in the Company's annual report for the year ended 30 June 2019, but does not include the financial report and our auditor's report thereon.

Our opinion on the financial report does not cover the other information and accordingly we do not express any form of assurance conclusion thereon.

Red Earth Community Foundation South Burnett Limited

ABN 95 161 888 919

Independent Auditor's Report

In connection with our audit of the financial report, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial report or our knowledge obtained in the audit or otherwise appears to be materially misstated.

If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Responsibilities of the Directors for the Financial Report

The directors of the company are responsible for the preparation of the financial report that gives a true and fair view and have determined that the basis of preparation described in Note 1 to the financial report is appropriate to meet the requirements of the Corporations Act 2001 and is appropriate to meet the needs of the members. The directors' responsibility also includes such internal control as the directors determine is necessary to enable the preparation of a financial report that gives a true and fair view and is free from material misstatement, whether due to fraud or error.

In preparing the financial report, the directors are responsible for assessing the company's ability to continue as a going concern, disclosing, as applicable, matters relating to going concern and using the going concern basis of accounting unless the directors either intend to liquidate the company or to cease operations, or have no realistic alternative but to do so.

Auditor's Responsibilities for the Audit of the Financial Report

Our objectives are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with the Australian Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this financial report.

As part of an audit in accordance with the Australian Auditing Standards, we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the company's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the directors.

Red Earth Community Foundation South Burnett Limited

ABN 95 161 888 919

Independent Auditor's Report

- Conclude on the appropriateness of the directors' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial report or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the company to cease to continue as a going concern.

- Evaluate the overall presentation, structure and content of the financial report, including the disclosures, and whether the financial report represents the underlying transactions and events in a manner that achieves fair presentation.

We communicate with the directors regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Signed on : 11-12-23



Andrew Hobbs, CA ANZ Member No. 275446

Hobbs & Assoc. Pty Ltd

59 Haly Street, Wondai Qld 4606

Red Earth Community Foundation South Burnett Limited

ABN 95 161 888 919

Directors' Declaration

The directors have determined that the company is not a reporting entity and that this special purpose financial report should be prepared in accordance with the accounting policies prescribed in Note 1 to the financial statements.

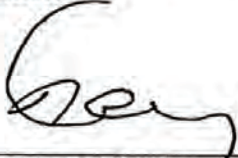
The directors of the company declare that:

1. the financial statements and notes are in accordance with the Corporations Act 2001:
 - (a) comply with Accounting Standards described in Note 1 to the financial statements and the Corporations Regulations; and
 - (b) give a true and fair view of the company's financial position as at 30 June 2023 and of its performance for the year ended on that date in accordance with the accounting policies described in Note 1 to the financial statements.
2. in the directors' opinion, there are reasonable grounds to believe that the company will be able to pay its debts as and when they become due and payable.

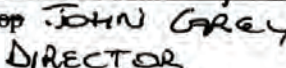
This declaration is made in accordance with a resolution of the Board of Directors.



Georgie Somerset
President



Mandy Bishop
Treasurer



JOHN CAREY
DIRECTOR

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 a way 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 in a collaborative way that benefits the broader community. This is what we mean by "backbone".

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, work, or want to retain an attachment to.

We invite you to consider how you can be involved through any of these ways (or others):

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 named fund, scholarship, program, project or activity

Benefactors - make a tax deductible donation through FRRR to Red Earth's Resilience Fund

Sponsors - be a regular financial contributor

Partnerships - we value our relationships and know that these are the only way we can truly be a community foundation.

Sub Funds - an individual or community organisation can create within the Red Earth structure a fund that can grow and be distributed according to their preference.

If you are interested in being a part of Red Earth and developing a roadmap for the future, please make contact Melinda Jones or any of our board members.

RED EARTH
Community Foundation
South Burnett Ltd



We acknowledge the founding members of the Red Earth Community Foundation working group and are grateful for their support and dedication in establishing the Foundation's journey in 2010:

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

Ros Heit

Dellese Heit

Susan Mortimer

Kathy Duff

Jeff Connor

Wayne Kratzmann

Nicole Connolly

Jacki Vreeken

Trudi Bartlett



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



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