



For
Change
Co.

Annual Report



FY 2020-2021



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Executive Foreword

What a year! The challenges of lockdowns across Australia galvanised the For Change Co. team and ensured we came out the other side more resilient than ever. We were able to continue supporting our young people due to the dedication and compassion of our staff, volunteers and partners. If we were keeping our heads above water last year, we were in full-stroke this year as we secured two new social enterprise sites, grew our team, updated our name and evolved our impact model. The future is looking incredibly bright with up to seven social enterprise venues operating by mid 2022 and our capacity growing to support up to 45 young people at-risk of homelessness every year.

Reflecting on the past year, despite the incredibly challenging environment we were operating in, we accomplished significant achievements. Some of the highlights include increasing our behind-the-scenes capacity with an Operations Manager and a Marketing and Communications Manager, along with transitioning our Advisory Council into a formal Board of Directors. Later in the report, you will hear from our Board Chair, Chris Mills, about this process and the impact that it has already had on our organisation.

One of the biggest changes this year was updating our name to For Change Co. In the end the name surfaced as a natural choice, after much workshoping and exploration. For Change Co. reflects who we are and aims to succinctly communicate our standing as a group of people dedicated to creating social change. The new name also strengthens its role as an 'umbrella brand' connecting our social enterprise venues and clearly linking our work. As we continue on our journey as For Change Co., our mission remains the same: tackling youth homelessness together.

This year we also took a significant step in the monitoring and evaluation of our impact by undertaking an external 'Social Return On Investment' (SROI) report which was conducted by Social Ventures Australia and funded by the Helen MacPherson Smith Trust. This independent analysis and evaluation of our work demonstrated a significant economic and social return of \$2.21 for every \$1 in 2021 and a projected \$2.84 for every \$1 in 2022. These numbers show the value of our program and prove that our model is creating measurable and sustainable social change. You can read more about our SROI on [page 9](#) or check out the full report at the link below.



[For Change Co.
SROI report](#)

Throughout the pages of this report you will find evidence of our impact, both through our core impact but also through the lenses of sustainability, reconciliation, diversity and inclusion. Our small and mighty team knows that to truly achieve our mission of creating pathways out of homelessness for young people, we must also acknowledge and take action towards the surrounding social and environmental issues our community faces.

We'll leave you to explore the rest of the 2020-2021 Annual Report. To our community, thank you for your unwavering belief and support in the work we do. We cannot wait to head into our next chapter together.

**TENILLE GILBERT &
LEVI FERNANDEZ**
CO-FOUNDERS



Timeline



Welcomed our newest Board Member and Chair, Chris Mills.



Tenille won the Melbourne Business Network Young Entrepreneur of the Year Award.



We launched Melbourne Community Goods, a project where we created hampers that brought together products from across Melbourne's best social enterprises.



Launched our home.one online store including hampers and home.made products as a COVID pivot!



Our new food truck hit the road!



One of our trainees graduated and began a job with our Open Shift partner, Mr Burger.

JUL

AUG

SEP

OCT

NOV

DEC

2020



Coffee for Change at Chisholm officially opened, and was met with hordes of excited staff and students, keen to be caffeinated.



A new trainee cohort was onboarded, including three trainees from our housing support partner, Launch Housing.



Our first ever Operations Manager, Fi, started with a focus on supporting each of our hospitality venues to thrive.



One of our trainees graduated and began studying at fellow social enterprise Youthworx.

home.two reopened at The University of Melbourne with our new Manager, Chanel.



We hosted a graduation lunch for three of our graduating star trainees which all of our team attended to celebrate their achievements.



One of our trainees started work at our Open Shift partner YMCA Australia as well as at Learning Creates Australia.

We rebranded to For Change Co.!!

Our SROI report, which was funded by Helen McPherson Smith Trust and completed by Social Ventures Australia was released (read more about this on [page 9](#)).

Our new Directors joined the Board (read more about this on [page 23](#)).

JAN

MAR

APR

MAY

JUN

JUL

2021

Year in Numbers



1,186

hours
of training



28,871

\$ of paid
employment



74

hours of skills
development workshops



11

trainees



11

training modules
completed



5

graduates



5

pathways into
education/employment



1

Trainee
Takeover days



34,347

coffees
made

SROI

In early 2021, we collaborated with SVA to deliver a Social Return on Investment (SROI) analysis of our impact for 2020 and predicted impact for the coming years.

Having the capacity to commission this report allowed us to demonstrate the true value of our impact through the external and thorough consultation of stakeholders engaged with our organisation.

SVA's SROI report found that in 2020 for every **\$1 invested in For Change Co, a value of \$1.28 is created**. This is a notable achievement given the disruptions (COVID, lockdowns, etc.) faced in the industry and by For Change Co. during this year. Not only this but the SROI report forecast that **in 2021, every \$1 dollar spent would create \$2.21 in value and in 2022, this would increase to \$2.84 in value**.

It was an incredible process and witnessing the development of such an amazing report was a valuable learning opportunity for the team. The findings provide clear standards that we can work towards as we look to evaluate and grow our impact into the future.

Check out the link below for a full copy of the SROI report.



[For Change Co.
SROI report](#)



Total value

The total present value of the social value expected to be created from the investment is:

2021: **\$1.44m** | 2022: **\$2.18m¹**



SROI per \$1

For every \$1 invested, the amount of social and economic value expected to be created is:

2021: **\$2.21** | 2022: **\$2.84**

The home.plate Journey

COFFEE FOR CHANGE RMIT TRAINING

Provides an introduction to the hospitality skills utilised later in the program. This is facilitated by the low demand space of RMIT training.

Skills focus:

- Coffee making
- Understanding different types of coffee orders
- Workspace and coffee machine maintenance

Cycle of homelessness

1

Step 1
Referred by
housing service
providers

2

Step 2
Begin training at
The Coffee Cart
Changing Lives
(Module 1)



HOME.ONE BRUNSWICK

Broadens the trainee's capacity given through increased technical skills training that can occur in the space.

Skills focus:

- Point Of Sale operation
- Customer service
- Food handling
- Floor management and table service

HOME.TWO MELBOURNE UNIVERSITY

Consolidates the previous skills and experience of the trainee and exposes them to the higher workflow of home.two where the trainee acts as a fully fledged employee.

Skills focus:

- Trainee initiative
- Autonomous Problem Solving
- Effective Communication in a working space
- Teamwork
- Staff expectations and responsibility



4

Step 4
Move through to train at home.two (Module 3)



3

Step 3
Move through to train at home.one (Module 2)



5

Step 5
Move into the Open Shift program, entering into future employment or education and the future of their choosing (Open Shift program)

home.plate journey

Impact Update

What a year 2021 has been! Much like last year, we have experienced a number of challenges across the last 12 months but have been lucky to have many wins as well.

After a period of temporary closure during the early months of the financial year we were able to begin welcoming trainees back into our program. It was so rewarding to see the trainees return to the workplace and to quickly rebuild their skills and confidence after an extended period being stuck at home.

It was important that we learnt from this period of program suspension and **experiencing these challenges has allowed us to better prepare for future lockdowns. We've successfully put procedures in place to maintain the operations of our program** and the engagement of our trainees with the skills development opportunities it offers.

March 2021 marked a huge turning point for our program as we were able to reopen Coffee for Change at RMIT Training. This allowed us to increase the capacity of our program by welcoming a new cohort of trainees for the first time since the pandemic began. We were able to utilise a refined induction and training process which has contributed to a more supported and structured environment and has seen greater engagement and retention of our trainees.

The second half of 2020 saw us develop our 'Open Shift employer network' of businesses and organisations keen to implement some great social change into their business model by employing graduate trainees.

It was amazing to see the early pilots of these pathways realised as two of our trainees were able to begin education and employment at Mr Burger and Youthworx respectively. This network continued to grow into 2021 as we saw more of our trainees graduate our program and transition into further work and education through Learning Creates and YMCA Victoria.

Ultimately, it's a huge credit to our training staff and venue managers for their patience over this tumultuous period to provide such consistent support to the trainees upon their return to the program. It's given us great confidence in continuing to grow the program as well as our future employment opportunities. It's also given us confidence in continuing to grow the program as well as our future employment opportunities. This will increase the support that we can offer a greater number of young people into the future.

JOE MCALLISTER
PROGRAM MANAGER





Open Shift Partners

Our work would not be complete without the support of our employment and education partners who support graduates to choose their next chapter in creating their own pathway out of the cycle of homelessness:

YMCA VICTORIA

YMCA Victoria have provided opportunities for graduates to upskill and be employed in customer service roles at their community leisure centres.



YOUTHWORX

Youthworx provides accredited training in creative industries, screen and media for young people at risk of or experiencing homelessness.



MR BURGER

Mr Burger was our first ever Open Shift partner, leading the way for other employers to also entrench social change within their businesses. Scan the QR code below to see a video of this awesome partnership and its impact on Jess.



[Watch the Mr Burger video](#)

LEARNING CREATES

Learning Creates values the life experiences of young people in informing the future of education, providing our graduates with this unique experience to be involved in creating systems change.





Trainee Workshops

In addition to our regular training program, the past financial year has seen us utilise the lack of typical training opportunities, to provide workshops to trainees engaged in our program and beyond. We have run customer service and operations training in an online format, for our trainee cohorts, during periods of lockdown. We also introduced our trainees to financial literacy MoneyMinded workshops facilitated by the Brotherhood of St Laurence in early 2021 as well as both an employment goals workshop and a tour of the Wood and Co Coffee Roastery.

Finally, in late 2020, we ran a series of in person workshops at both the Kangan and Holmesglen Education Youth First foyers. These workshops focussed on employment goals and were crucial to providing the students at these foyers an opportunity to re-engage with the employment market and set some personal goals following an extended period of lockdown where job opportunities were significantly reduced.

These workshops increase the knowledge and skills development opportunities for our trainees and are now an integral part of our program structure. We're excited to deliver them to future cohorts of trainees.



Extended Support Program

In spite of the suspension of our program for large parts of 2020 due to the COVID-19 pandemic, we have continued to review and expand our program offering to new trainees. Our March and May trainee intakes have coincided with the trialling of our new Extended Support Program. This module involves greater collaboration with our youth homelessness providers to offer trainees greater mentorship and deeper support in realising their goals whilst involved in the program.

These goals extend beyond the baseline education, skills development and employment opportunities we offer and extend to the trainees goals linked with wellbeing, social connectedness, financial planning / budgeting, and many more goals within the scope of our capacity. We're excited to continue this pilot through 2021 and into next year and work with our youth homelessness partners to continue to refine it and consolidate its impact.

Testimonials

Jess' story

Jess recently graduated from home.plate and has transitioned to work at our 'Open Shift' employment partner: Mr Burger. On top of her new work, Jess is also employed with the Melbourne convention and Exhibition Centre and studying physiotherapy.

Jess has always been a great person to work with who's made a great contribution to our cafe spaces. She's even keen to keep volunteering at our Crepe Van over the summer!

How has For Change Co. assisted you in being able to transition from the Launch Housing foyer into more independent housing?

[For Change Co.] has helped in providing work through the training program so I then had money for rent and other stuff

What have you been up to since you graduated from home.plate?

I have been working at mr burger between the trucks at Welcome to Brunswick and Yarraville Gardens.

Talk us through the volunteer work you're doing with Frontyard youth Services?

I'm a part of both the youth action group and the frontyard youth advisory committee. The youth action group was just for this year where we ran 2 campaigns online.

How has your experience at For Change Co. improved your wellbeing?

My experience at [For Change Co.] has increased my self confidence with learning new skills and developing skills I already have. Through this experience I have also increased my confidence in my ability to adapt my current skill set to other jobs.



Kate's Story

How has For Change Co. assisted you in building your skills and confidence?

For Change Co. has assisted me to develop transferable workplace skills in customer service, team work, and leadership. For Change Co. has also assisted me to develop specific barista and hospitality skills. Developing these skills has helped me build confidence to pursue new opportunities.

Talk us through your role at Learning Creates.

My work through Learning Creates is part of a wider Social Lab community. Collectively we are prototyping and testing a new national education recognition system that better represents young people's skills and abilities than the current year 12 certificate. I am on the Industry Pathways team who are focused on young people's transitions from education into employment. My role as a Project Assistant is to provide administrative, research, and analytical support to two community-based teams in regional Victoria and Tasmania in developing their prototypes.

What have you been up to since you graduated from our training program?

Since graduating from the program I have commenced two roles. One as a Customer Service Officer with the YMCA. The other as a Project Assistant with Learning Creates Australia where I initially started as a volunteer. I have also continued my studies at university.

How has your time at For Change Co. improved your wellbeing?

My time at For Change Co. has improved my wellbeing by providing a supportive community who have helped me to build my confidence.



Launch Housing Testimonial

“For many of our students, the traineeship program was their first experience within the ‘employment’ sector, building on their fundamental employment character and skills within hospitality. The traineeship has had lots of positive impacts on our students, the key theme being around their confidence and increasing their employability attributes/ skills. For example, many of our students who were previously quiet or reserved in nature have developed great speaking skills and have been able to hold conversations confidently.

It provided them with a gateway not only into the hospitality sector, but also building upon their various transferable skills that can be taken into a variety of different roles. Every student that has engaged with the program has consistently shared the same themed feedback and that is how incredibly supportive, patient and welcoming the program staff have been.

The program and partnership with For Change Co. has been incredibly valuable and instrumental for us in helping to deliver three of our six service offers to our students (Employment, Education and Civic Participation).”

ABDULLAH LARY

HEAD OF TRANSITIONS AT LAUNCH HOUSING'S
KANGAN EDUCATION FIRST YOUTH FOYER



Creating Sustainable Change

What makes our program unique:

The following elements of the home.plate program are key drivers of social and economic value for young people and other stakeholders.



Post graduate assistance is provided to gain employment (interview prep/references; referrals)



Strong relationship with support services and the community



For Change Co. is independent, flexible and responsive to participant and customer needs



Tailored support based in evidence is provided to trainees (Advantaged Thinking Framework)



Trainees receive real-world training and paid employment



Training is holistic including hospitality skills, confidence, wellbeing, independence and work rights



Opportunities to step up are embedded (trainee takeover day; progression of modules)

Our Five Pillars of Sustainable Change



Housing

"I think definitely being financially stable and budgeting. Being able to afford things. It's the most essential thing. I don't think I would be able to do this without them."

82%

of graduates transitioned to independent housing during or after their engagement with the program*



Employment

"Once I started working at For Change Co., I had more experience on my resume. It helped me get a job."

100%

of trainees who graduated our program were able to access further employment and / or education.



Education

"Even during the shut-down, we get to attend workshops and improve our resume. Just now we had a workshop on how to do our taxes & super. I think this is information that you can get anywhere but this information is personalised. "

100%

of trainees showed an increase in their total work readiness as well as their confidence in their hospitality skills.



Confidence

“I am more introverted, and it was hard for me to talk to customers but For Change Co. helped me to interact with others. It’s a learning environment and it gave me a lot of skills socially. Everyone is patient with you and they understand you.”

In spite of lockdown, measures for quality of life remained steady

3.6/5

Quality of life

5.8/8

Wellbeing



Community

“For Change Co. taught me about networking a lot. The main thing they gave me is the connections with other people.”

Social Connectedness survey responses asked trainees about how connected they felt to a community

73%

rated their connection to community as >

8/10**

*of all graduates from January 2020 onwards

**100% registered a score of 6.5/10



Governance and Strategy

Introducing Our Board

I was thrilled to join the Board of For Change Co. in June 2020. I come from a background of working with young people in homelessness service settings and have seen first-hand the positive impact that For Change Co. makes on the lives of young people.

I am also proud to follow in the footsteps of Dan Poole, who reached the natural conclusion of his time on the Board as I joined. I thank Dan for his enormous contribution over the years and feel fortunate that he is only ever a phone call away.

Tenille, Levi and the rest of the organisation have demonstrated terrific stewardship throughout COVID-19. This has ensured continued growth, despite extended periods of lockdown. As you've already read, we bolstered our staffing capacity and we are working towards opening two new venues, which will increase the number of young people we can work with in the future. There is plenty for us to feel proud of as we reflect on the year that's been, and plenty to feel excited about as we head into the 2021-22 financial year.

We held eight Board meetings in the 2020-21 financial year and continued to improve our governance, supporting the executive leadership with key business decisions and overseeing a:

- Comprehensive policy review
- Review of insurance policies
- Financial audit
- Employee satisfaction survey
- Strategy review, including our impact model
- Name change.

We also drew support from our knowledgeable Advisory Council, which came to an end in June 2021 after a year and a half of operation. We are excited to announce that three former Advisory Council members – Paul Benveniste, Judy Hargrave and Myles Munro – have transitioned onto our Board of Directors, now making six of us. Each new Director brings so much expertise and enthusiasm to the organisation.

I thank Victoria Cosgrove and Caryn Kakas for your participation on the Advisory Council. What a pleasure it was to work alongside you.

I also thank our staff, volunteers, Board and community for their tenacity, resolve and kindness over the past 12 months, and I can't wait to see what we can achieve together in the coming year.

CHRIS MILLS
CHAIR OF THE BOARD



Reconciliation Action Plan

This year we have begun the process of writing and submitting our first Reconciliation Action Plan which maps out actions related to the 'Reflect' stage of Reconciliation Australia's framework. As a social enterprise that exists to tackle a social issue in Australia, we are committed to acknowledging the intersectionality that plays a part in the issue of homelessness, and in particular in the over representation of young people of Aboriginal or Torres Strait Islander backgrounds within the homelessness community.

As an organisation we are committed to creating a welcoming and culturally safe environment for all Aboriginal and Torres Strait Islander peoples, in listening to and being guided by the insights of locals and elders, and in examining our whole organisation's ability to contribute to greater reconciliation within Australia.

The Reflect RAP will set clear targets for how we begin to assess our organisation's commitment to reconciliation, forming relationships with local Indigenous elders and representatives, educating our team about the issue and looking at 'how' we make our money as well as 'what' we do with it and where we can adapt practices that support reconciliation. Over this 12-18 month process we look forward to sharing our journey with our supporters and to demonstrating full transparency as we go amongst this work.





Sustainability

As an organisation that exists to support young people and to ensure that they are able to create a future of their choosing, we know that without radical change the future of our climate will greatly affect us being able to achieve this for generations to come. That is why we are committed to putting in place the most sustainable methods of work possible and ensuring that we can have a positive environmental impact.

We have practiced strong sustainability for several years now and are constantly working to improve our sustainability practices, however, for the first time this year we are working with the wonderful team at Westpac to form a sustainability report and strategy.

The baseline report will identify our current work being done and our strategy will set out clear goals for the next three years as we work on the following areas.



**Carbon
neutral**



**Plastic
free**



**Plant based
food menu**



**Local suppliers
(i.e. coffee
and food)**



**Waste
reduction/
zero waste**



Partners

We firmly believe that everything For Change Co. has achieved is a direct result of the people and organisations we work alongside within our community. It's a diverse collection of people who have decided to take a stand and ensure that the young people we work with have the support they need to live fulfilling, healthy and independent lives. So it's from the bottom of our hearts and with utmost sincerity that I thank every single one of you who has supported For Change Co. over the past year.

We're still in the sweet spot where we're lucky to have personal relationships with our partners and I can't see this changing despite our current and projected growth. One of the best bits about working at For Change Co. is welcoming new people into our community and working together to support our young people. The next 12 months at For Change Co. are shaping as some of our most important yet and we feel confident that we're prepared for it with our amazing partners by our side.

LEVI FERNANDEZ
HEAD OF PARTNERSHIPS

-
- The Ascot Lot
 - Australian Executor Trustees
 - ANZ
 - Banyule City Council
 - Barr Family Foundation
 - Bennelong Foundation
 - BlueRock
 - Breathe Architecture
 - Chef's Hat
 - City of Melbourne
 - Cloud Architecture
 - The Cluster
 - Department of Transport
 - Equity Trustees
 - The Ellingworth Legacy
 - Fernandez-O'Neill Family
 - First Moves Digital
 - Five Senses
 - The Foundation for Young Australians
 - Gembridge
 - The Grants Hub
 - Hall & Wilcox
 - Helen Macpherson Smith Trust
 - Hope Street Youth and Family Services
 - ING
 - Inner North Community Foundation
 - The Janice Durkin Family Gift
 - Jointly Builders
 - La Marzocco
 - Launch Housing
 - Matana Foundation
 - Melbourne City Mission
 - Moreland City Council
 - Mr Burger
 - Mutual Trust
 - MyCause
 - Nightingale Housing
 - RMIT Training
 - Salesforce
 - StreetSmart Australia
 - The University of Melbourne
 - VCF Bird Family Charitable Trust
 - Westpac
 - Wetherall Family Foundation
 - Wombat Housing
 - Yarra Trams
 - YMCA Victoria
 - YouthWorx

Our Upcoming Venues

New social enterprise venues give us the opportunity to achieve many goals;

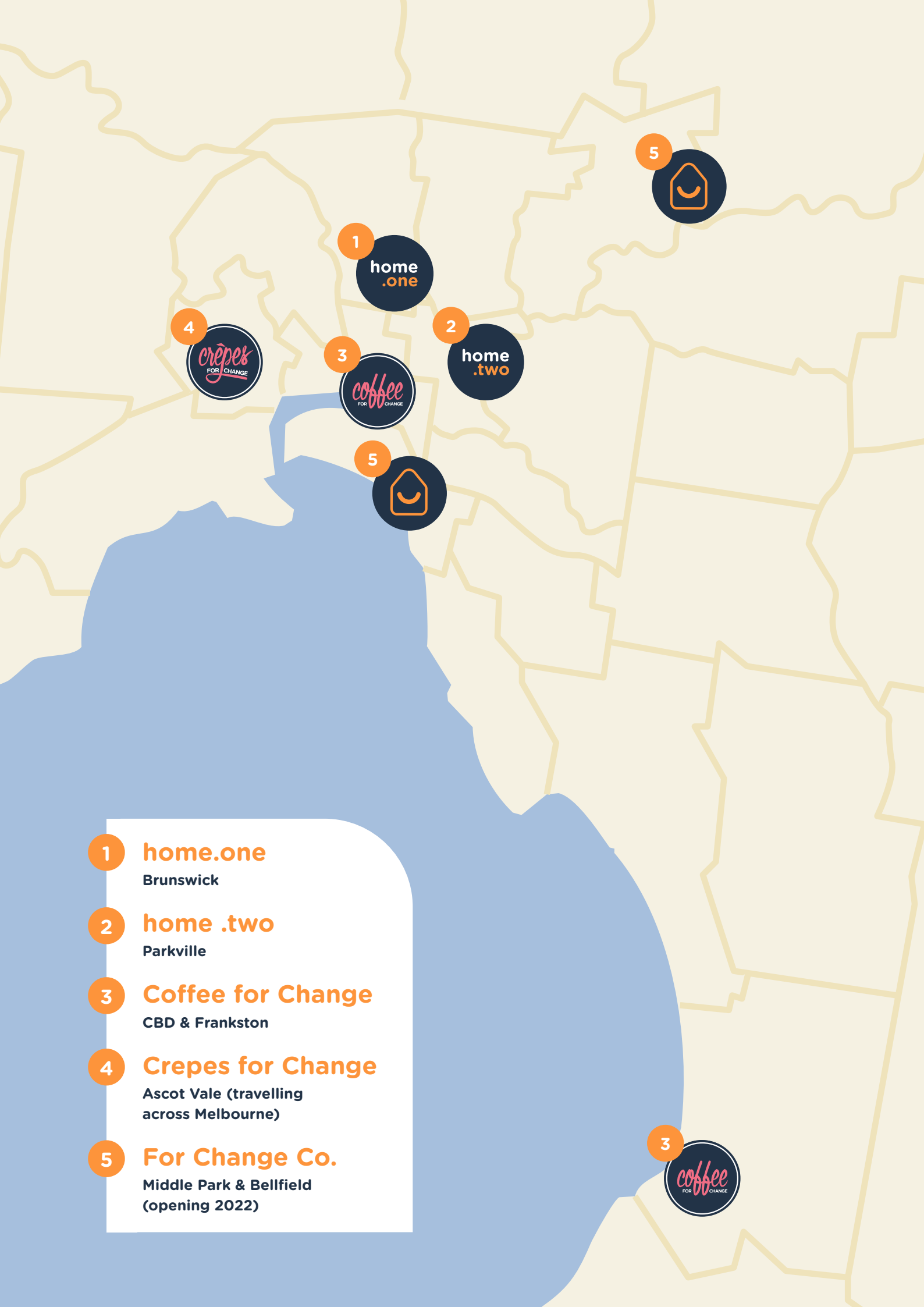
- they create more spaces for young people to participate in our home.plate Training and Employment Program
- They allow us to generate more profit to put back into our impact
- And, they allow us to engage with a new community and to give more people the opportunity to be involved in our everyday work simply through purchasing a coffee or a treat from us

In late 2021, we will be opening our third social enterprise cafe in Middle Park, with the generous support of Yarra Trams and the Department of Transport. This is a unique opportunity to start up a Melbourne-quality cafe that the community will love, and engage with the local housing support services to create training and employment opportunities for our young people based in the Port Phillip area.

This is a key step in establishing 'place-based solutions' as a key strategy in strengthening the opportunity for participants in our program to exit the cycle of homelessness for the long term. By setting ourselves up near our beneficiaries, we can break down the barrier of physical access to employment that can exist for many young people. Along with this, we can create strong local connections which ensure that each participant has a community of support around them to guide them through the program and into the next chapter of their life.

We were overwhelmed by the support of this new venture shown through our crowdfunding campaign that raised over \$109,000 in just two weeks. This warm reminder of our community's support for our work is a huge motivator for our team. The Middle Park Cafe will support up to 30 young people per year through our program, equipping them with essential skills such as increased food handling, preparation and cooking, along with table service and creating strong customer relationships.





1

home.one

Brunswick

2

home .two

Parkville

3

Coffee for Change

CBD & Frankston

4

Crepes for Change

Ascot Vale (travelling
across Melbourne)

5

For Change Co.

Middle Park & Bellfield
(opening 2022)

3



Future

This is my (Levi) favourite thing to talk and write about when given the opportunity to reflect on For Change Co. I think it's because I'm given permission to pop my head above the clouds and dream (strategically, of course ;)) of the incredible things we are going to achieve. Our appetite for growth is fuelled by the grim reality that the number of young people at-risk of homelessness is growing. We have a responsibility to ensure that For Change Co. is increasing our capacity to support more young people in response to this.

We see our impact capacity growing via two streams; increasing the number of social enterprises in our portfolio and developing our philanthropic partnerships. Both of these will increase our revenue, which allows us to support a greater number of young people. More social enterprise venues provide us with more physical space to employ and train our young people. It's a simple growth model and we think it will hold us in good stead as we begin to enter our next chapter.

Despite everything that COVID has thrown at us we've successfully begun construction on two new social enterprise cafes in Middle Park and Belfield. These venues will be important additions to their local area by boosting employment, training and education opportunities. They also allow For Change Co. to be geographically aligned to serve areas with higher rates of youth homelessness. By early 2022, For Change Co. will operate 7 social enterprise venues across Melbourne with the capacity to support up to 20 young people at-risk of homelessness at any one time.

To account for the growing number of young people engaging in our services we need to expand Open Shift, our employment partner network. We work with this amazing group of businesses to support the transition of our young people from our impact programs into further employment. We're excited to build relationships with values-aligned organisations keen to provide employment opportunities to our young people.



Support Us

There are several ways in which you can make a contribution to support the work of For Change Co.:



Become a philanthropic donor

Although For Change Co. generates the majority of our revenue through trade, philanthropy and donations allow us to build our capacity and to create more opportunities to change the lives of young people experiencing or at-risk of homelessness.



Become an Open Shift partner

If you own or manage a small to medium business in Melbourne and are often recruiting, being an Open Shift partner offers you the perfect opportunity to hire incredibly talented young people who have graduated from our training program and who are ready to take their next step towards independence.



Invite us to set up a cafe or coffee cart

If you work for a corporate organisation, university or simply know a great space where one of our cafes or coffee carts would fit in perfectly, we would love to chat more about how we can create a space that feeds and caffeinates your community whilst creating change for the lives of young people.



Visit one of our venues

Visit one of our venues or have our Crêpes for Change Food Truck come to you - put your money where your mouth is by making sure that you get your daily coffee with a side of good feels or have our food truck cater for your next event and share the good with your family and friends.

Financials

Profit and loss

	JUN 2021	JUNE 2020
Income		
Crêpes for Change	\$33,077.70	\$91,851.80
home.one	\$132,728.46	\$177,378.03
home.two	\$38,726.85	\$158,813.56
Hampers	\$11,697.14	\$0.00
Coffee for Change Chisholm	\$30,415.40	\$16,526.84
Coffee for Change RMITT	\$1,531.86	\$7,970.02
Total Income	\$248,177.41	\$452,540.25
Less Cost of Sales		
Opening Stock	\$5,177.57	\$3,520.00
COGS	\$91,364.47	\$130,087.94
Closing Stock	-\$5,488.37	-\$5,127.57
Total Cost of Sales	\$91,053.67	\$128,480.37
Gross Profit	\$157,123.74	\$324,059.88
Plus Other Income		
ATO - PAYG Cash Boost	\$34,746.00	\$0.00
Crowd-funding	\$4,509.24	\$21,007.38
Donations	\$6,138.02	\$19,824.78
Gain/(Loss) on Disposal of Fixed Assets	\$8,000.32	\$0.00
Grants Revenue	\$342,848.95	\$307,325.80
Interest Income	\$399.61	\$626.99
JobKeeper Subsidy	\$175,350.00	\$106,746.00
Vic Govt Grants (COVID)	\$22,000.00	\$0.00
Total Other Income	\$593,992.14	\$455,530.95

	JUN 2021	JUNE 2020
Less Operating Expenses		
Depreciation	\$107,957.59	\$12,918.60
Leave Movement	\$10,286.74	\$0.00
Rent	\$14,212.63	\$7,053.01
Repairs & Maintenance	\$2,360.94	\$3,080.37
Site Fees	\$1,307.58	\$147.67
Utilities	\$8,578.43	\$10,174.84
Administrative & General Exp		
Advertising	\$3,831.31	\$6,869.19
Dues & Subscription	\$511.38	\$1,107.99
General Expenses	\$8,284.08	\$15,783.11
Historical P&L adjustment	\$0.00	-\$5,769.50
Impact General Expenses	\$594.91	\$342.00
Office Expenses	\$407.32	\$3,389.65
People & Culture	\$2,589.56	\$53.36
Professional Development Expenses	\$2,887.26	\$3,301.49
Software Costs	\$4,357.05	\$4,087.43
Total Administrative & General Exp	\$23,462.87	\$29,164.72
Bank Fees & Interest		
Bank Fees	-\$840.68	-87.89
Interest Expense	\$0.03	-2.44
Merchant Fees	\$2,384.89	0
Stripe Fees	\$3.76	0.46
Total Bank Fees & Interest	\$1,548.00	-\$89.87
Employment Expenses		
Employee Salary Package Expenses	\$23,612.51	\$0.00
Superannuation	\$29,889.53	\$40,356.01
Wages and Salaries	\$352,712.81	\$438,342.43
Trainee Wages and Salaries	\$30,950.76	\$38,481.15
Total Employment Expenses	\$437,165.61	\$517,179.59
Insurance Expenses		
Insurance	\$13,452.09	\$8,455.52
Total Insurance Expense	\$13,452.09	\$8,455.52
Legal & Professional Charges		
Bookkeeping Fees	\$1,019.47	\$788.46
Consulting & Accounting	\$36,458.75	\$15,045.61
Total Legal & Professional Charges	\$37,478.22	\$15,834.07
Motor vehicle expense		
Fuel/ Gas	\$846.29	\$1,892.69
Motor Vehicle Expenses	\$3,759.89	\$1,952.47
Total Motor vehicle expense	\$4,606.18	\$3,845.16
Total Operating Expenses	\$662,416.88	\$607,763.68
Net Profit	\$88,699.00	\$171,615.00

Balance sheet

	30 JUN 2021	30 JUN 2020
Assets		
Current Assets		
Cash and cash equivalents	\$347,062.00	\$186,792.00
Trade and other receivables	\$20,500.00	\$93,510.00
Inventories	\$5,488.00	\$5,178.00
Total Current Assets	\$373,050.00	\$285,480.00
Non-Current Assets		
Property, plant and equipment	\$3,593.00	\$61,454.00
Intangible assets	-	-
Total Non-Current Assets	\$3,593.00	\$61,454.00
Total Assets	\$376,643.00	\$346,934.00
Liabilities		
Current Liabilities		
Trade and other payables	\$25,764.00	\$100,502.00
Employee provisions	\$27,783.00	\$12,035.00
Total Current Liabilities	\$53,547.00	\$112,537.00
Total Liabilities	\$53,547.00	\$112,537.00
Net Assets	\$323,096.00	\$234,397.00
Equity		
Retained surplus	\$323,096.00	\$234,397.00
Reserves	-	-
Total Equity	\$323,096.00	\$234,397.00



For Change Co. would not exist without the support of a strong and passionate community. We are only able to create an impact on the lives of young people because of those who join us in working towards our mission. From staff, to volunteers, donors, philanthropists, service providers, industry partners and our friends in the social enterprise sector - thank you for believing in our work and for joining us to create this phenomenal community.



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**For
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