



**For
Change
Co.**

**Impact
Report
2021-22**



Contents

Introduction	5
A Message From Our Co-Founders	6
The Year in Numbers	8
The Challenge	10
Our Response	13
Our Approach	14
Our Programs	14
Our Impact	28
Our Results	32
Future Forward	34
Our Impact in the Broader Community	36
Our Team	38
Our Partners	40
Support Us	42
Financials	44

Acknowledgement of Country

For Change Co. acknowledges the Traditional Owners of the land on which we work, the Wurundjeri and the Boon Wurrung People of the Kulin Nation. We pay our respects to Elders past, present and future and acknowledge that sovereignty has never been ceded. Always was, always will be, Aboriginal Land.

At For Change Co.,
we believe in instilling
confidence in and
celebrating the resilience
of young people.

Introduction

For Change Co. is a hospitality-based social enterprise that exists with the mission of eliminating youth homelessness through our cafe venues. Our venues are located in Melbourne's CBD, Parkville (Melbourne Uni), Brunswick, Middle Park and soon Bellfield in Melbourne's north – **100% of profits are invested into our mission.**

We support young people affected by homelessness or disadvantage by employing and training them within our group of cafes to build their workplace skills, confidence and experience. In addition, every trainee leaves our program with the tools to create a future of their choosing. Upon completion of our program, over 90% of trainees transition to ongoing employment or education pathways.

The lockdowns and restrictions brought about by Victoria's response to the COVID-19 pandemic severely impacted For Change Co.'s community of young people and the operations of our social enterprise. Rather than accept the circumstances, we adapted our program so our young people could continue their journey.

For Change Co.'s unique approach and programs provide lasting change with clear economic, social and individual benefits.

A Message From Our Co-Founders

We have come a long way since the depths of the COVID lockdowns in Melbourne last year. **We have reopened all of our existing venues, opened two new venues, built our training program back up to pre-COVID capacity and doubled the size of our team.**

However, despite our growth as an organisation, the truth is that the current outlook for young people is increasingly tough. The cost of living crisis, which includes intense rental pressure, is creating more everyday stressors for young people and pushing more young people into housing instability and homelessness. As an organisation, we are working to understand and adapt our solutions to continue to pursue our mission in these changing times. Our mission remains the steadfast commitment we have had since we began to create pathways out of homelessness for young people through a social enterprise model.

This annual impact report will give you insights into the work we have done this year in creating over 1,700 hours of training and employment and transitioning 17 young people out of the cycle of homelessness and into the future of their choosing. Along with this, we are proud to have developed multiple local employment partnerships to give every participant the best opportunity to move into stable employment after our program. In addition, we have refined the workshops and extra supports available to participants to boost the wraparound level support provided.

FY22 also marked the end of our most recent strategy, allowing us to reflect and review where we're at as an organisation and where we want to be. Our FY23-FY25 Strategic Plan was developed with the input of multiple leaders and supporters in the sector and refined by our Board and Executive Team. The strategy is audacious, but so is our vision of a Melbourne free of youth homelessness. You can read more about the strategy and what we hope to achieve later in the report.

FY22 also marked the end of a chapter, as Levi finished his operational role as our Head of Partnerships. Levi has been a key driver of our mission and values as an organisation and has brought so many wonderful people into our work; we certainly would not be where we are today without him. Levi will continue to drive the organisation forward as a member of our board.

Finally, thank you for being a part of the journey and supporting our work. We are incredibly grateful for the community we have built and proud of the impact we have been able to have and will continue to have together.

Tenille Gilbert and Levi Fernandez
For Change Co. Founders



Tenille Gilbert



Levi Fernandez

The year in numbers



1,729
Hours of Paid Training

FY22

8,992
Hours of Paid Training

All Time



\$38,447
of Paid Employment

FY22

\$197,824
of Paid Employment

All Time



10
Graduates
With 7 Currently In The Program

FY22

50
Graduates

All Time

Delicious FY22 numbers



41,886
Coffees Made



5,382
Crêpes Made



6
Training Venues

The Challenge



Young people enter homelessness through no fault of their own. In 2020–21, **one in six** homeless service clients was aged **15 to 24**.



An estimated **17,600** young people will be seeking homelessness assistance this year. (Australian Institute of Health and Welfare, 2021) and **13,000** of those young people will present alone.



We know that young people experiencing homelessness or disadvantage face greater barriers to accessing education and employment. These barriers are due to a range of factors, such as; a lack of stable housing, limited access to mentors and role models, and a lack of skills, experience and community networks. In addition, they face discrimination from the stigma often attached to homelessness.

To break the cycle of homelessness, a young person needs guidance, stable housing and access to employment an education.

We provide training and employment and work closely with expert partners to provide wrap-around support.



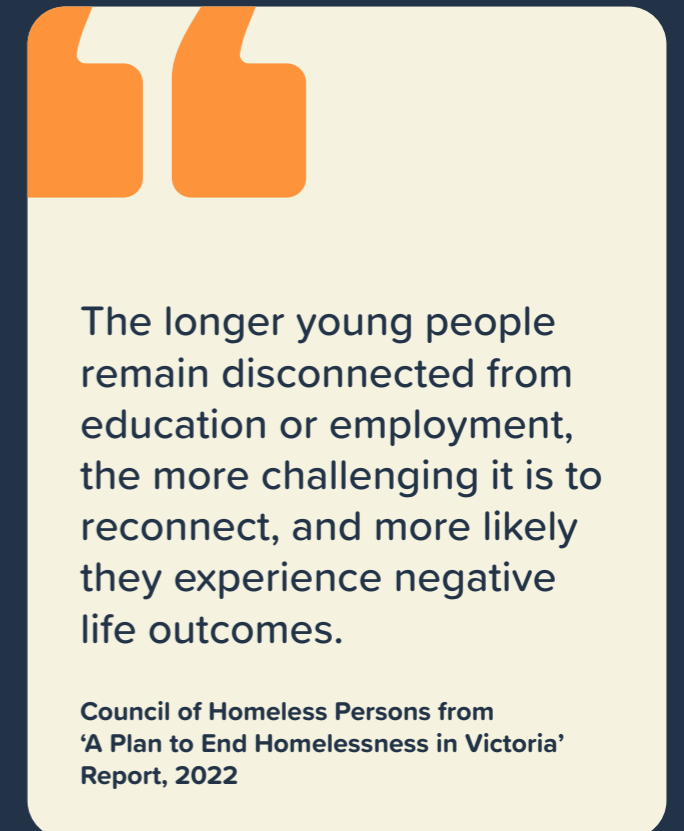
Our Response

The societal issue of youth homelessness is complex and needs a profound response. Young people need a solid pathway out – more than just a one-day or one-week workshop – to rebuild their confidence and determination and to connect to a fulfilling and independent future.

For Change Co.'s response is profound and highly effective. We focus on one key area – employment, which directly flows into other key areas. We provide paid employment and training to support young people to break the cycle of homelessness and create a future of their choosing.

We don't work alone. We have created partnerships outside our organisation to provide wrap-around support for each young person.

Every time we make a decision, we ask ourselves, is this getting us closer to achieving our mission of eliminating youth homelessness?



The longer young people remain disconnected from education or employment, the more challenging it is to reconnect, and more likely they experience negative life outcomes.

Council of Homeless Persons from 'A Plan to End Homelessness in Victoria' Report, 2022

Our Approach

Our proven model – of focusing on employment – is a person-centric approach, working with each young person to realise their goals and ambitions. Our team and programs provide essential skills and build a solid foundation for confidence and autonomy.



All participants have displayed positive shifts in their confidence that I noticed throughout my various interactions with them. I think you folks are doing an outstanding job, and we are very appreciative of the program.

Ann Howie,
Relationships Coordinator
at Launch Housing

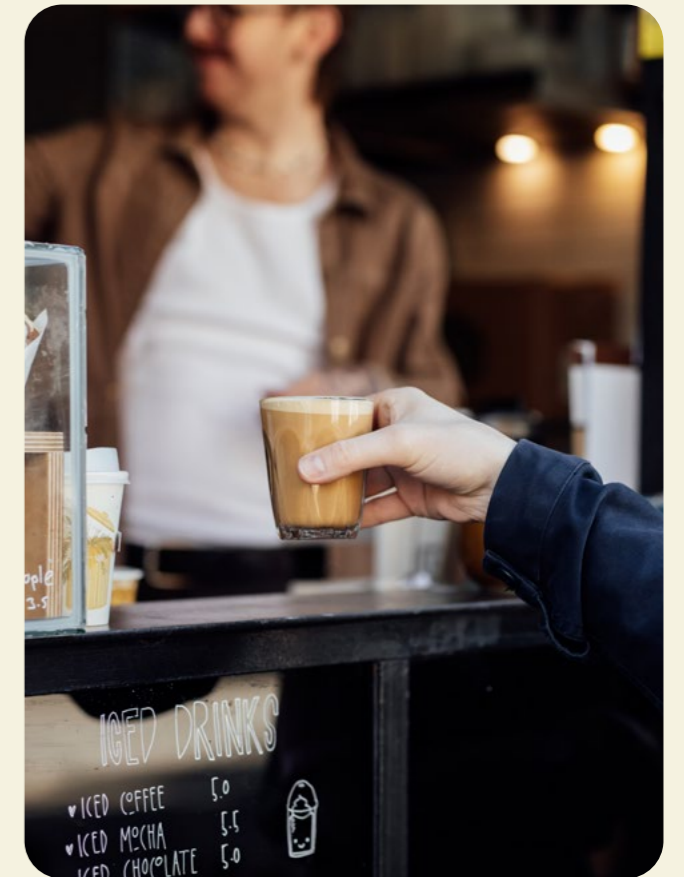
Our Programs

- 🕒 home.plate
- 🕒 Module 3+
- 🕒 Open Shift
- 🕒 Extended Support Program
- 🕒 Skills+

home.plate

Our flagship training and employment program. The program has been designed based on evidence of what works to support youth employment and follows a 'three module' building their knowledge and skills as they transition through.

home.plate not only builds hospitality skills for participants, but also builds broader employability skills and experiences. The program creates a community of support for the participants and seeks to develop confidence and goal-setting behaviours which the young person can take with them as they pursue the next stage of education and employment in their pathway out of the cycle of homelessness.



Extended Support Program (ESP)

Many young people we work with struggle with creating a vision for their future, goal setting, self esteem, mental health, confidence and social connectedness; the lockdowns and social restrictions in recent years only exacerbated these issues.

We addressed these challenges by strengthening our Extended Support Program (ESP).

The ESP provides;

- Advanced goal setting and mentoring sessions
- Strengthening connections to the community
- Assisting trainees to get back on track with pursuing personal goals

This program has now become part of the framework of our home.plate program and extends past graduation.


In 2021



7
ESP
Participants



106
Hours of
Extended
Support



I got a few shifts at home. one after a lockdown and it really helped to connect with people and gave me peace of mind. Even before Covid, For Change Co. helped with my mental health because I could talk to the trainers. I see them as friends. They've always been really helpful and open to helping in whatever way possible.

**Chris*,
Graduate Trainee**


John's Story

John* began our program in November 2021. He brought a great sense of humour and a larger-than-life personality to his work in our program. Though John was managing some very complex needs external to our program, his work with us provided great structure and routine and a safe space to be himself.

John had many different passions and hobbies and was very goals oriented. The key benefit of our program was the wrap-around support we could provide John in helping him set clear personal and professional goals and work towards them.

One of the ways we were able to support John was through the training workshops we provide our trainees. For example, John attended our financial literacy workshop, where he learned how to budget and manage his finances better. He also participated in an employment goal setting workshop, where we were able to help him write a resume and prepare for job interviews.

John also participated in our ESP, where we provided mentorship and support to John in his life outside our program and helped him connect with different people and organisations in line with his personal goals. Thanks to the Kathleen Syme Library and Spaces Presents, we arranged a crash course in music production. John got to create some beats and record some of his music in a professional studio; this was a big win for John, made possible by his work in the ESP.



I don't know what I would have been like without For Change Co., they have been supporting me so much and I'm feeling really grateful for how that's been helping me emotionally and physically. The trainers are so good to talk to and hang out with and teach me really unique skills that I've never learned before.

The financial literacy workshops have helped me understand my finances better and plan ahead. I use their budgeting resources all the time and whenever I want to spend money on something I always do my maths and check to see that I will always have enough money for rent and bills.

I loved the studio time! I just love to create because it's good for my mental health!

John

* all names of program participants have been changed for privacy reasons

Skills+

The Skills+ program provides additional skills to our trainees' toolkits. Skills+ is a series of workshops encompassing a wide range of skills development tailored to the needs of the young person. Skills+ is an incorporated unit within our home.plate program.

The program includes:

- Financial literacy workshop; develops a trainee's knowledge around tax, super, financial goal setting and budgeting.
- Employment goals planning; provide trainees with confidence to explore their medium and long term career goals.
- Customer service workshop; opening the trainees to a myriad of customer service scenarios they may not have experienced and how to feel more comfortable in their roles as trainees.
- 'Your rights at work' workshop; which helps trainees better understand how to appropriately stand up for themselves in the workplace and manage tricky conversations with managers and other staff.
- A roastery tour and training session at Five Senses roastery; deepening our trainees' knowledge of specialty coffee and the wider industry.

With the current times already brimming with fresh anxiety around the rising cost of living, we've bolstered our financial literacy workshop, providing the skills and support to our young people on their journey towards financial independence.

“

The workshops that I have attended over the last few weeks have been excellent. With the roastery tour, I learned so much. One thing that was very interesting to me was learning about all the different processes and connections that are involved in this industry. With the Financial Literacy workshop I've been learning how to actually budget.

It's been very helpful and informative. It's a privilege to work with For Change Co., as they don't only help me financially but help me build myself as a person. Whether it be by running excellent workshops that help me better spend my pay or by being patient with me in the workplace and giving me time to learn, improve and grow.

Mir*,
April 2022 Graduate

In 2021



10
Workshops



49
Hours of
Participant
Engagement



Module 3+

In 2022 we launched Module 3+, a paid traineeship with partner organisations.

Module 3+ allows a trainee to transition from our program to a new employment and skills environment with a partner organisation that aligns with the trainee's goals. This opportunity offers specialised skills training and fast tracks the trainee's transition to employment opportunities in an industry of their choice.

We work with the partner organisation to help them develop a training framework and remain a layer of support to the trainee and the employer throughout the paid traineeship.

Our launch partner for this program was Attica – a world renowned restaurant in Melbourne. With the successful launch of this new module, we are looking to partner with businesses in and beyond hospitality.



Michael & The Attica Traineeship

Michael* began our home.plate program at the start of 2022. From the start, he showed he was a quick learner, picking up the technical skills very quickly. Michael also demonstrated a high level of professionalism in working with his trainers and his approach to customer service. He brought tremendous energy to work and was passionate about building his knowledge of the hospitality industry to become a master of his role, whether it was as a head barista, back of house or front of house.

One of the most exciting partnerships we developed over the financial year was with Attica. When Attica offered a nine-week paid traineeship to one of our trainees, we knew Michael was the perfect candidate for the role. He was extremely excited to take on a new challenge and deepen his skills and experience. So, for his third module, Michael transitioned to working 2-3 days a week at Attica (often for 8-9 hours per shift).

We worked with Attica to provide a skills training framework in line with our program, which allowed Michael to work across roles, across the venue.

Michael thrived in this new environment, even picking up extra shifts when they were available. It was an enriching experience for him and the team at Attica.



It was great. I got to learn a load of skills that I would otherwise never have learned, and in an environment that very few people will have the opportunity to experience. It was fascinating to witness the functioning of a world class team and try to absorb their principles.

**Michael,
June 22**


We enjoyed having Michael work with us, the team enjoyed having him here. We loved having someone in our team that was learning and contributing - it was really lovely. We would love to do this again.

**Kylie Staddon,
Attica Operations Manager**

Open Shift

A post-program employment pathway. Partnering with like minded employers who can provide post-program employment for our graduates is crucial to our impact model. Moreover, it is vital for the ongoing success of our trainees as they transition to economic independence.

This involves support for the graduate and employer from our team and works off the idea that by bridging the gap between our program and future employment we can give participants the best chance at success. Some of our Open Shift partners include YMCA Victoria, Anthropology Cafe and Mr Burger.



Emma is extremely bright and capable. She is organised, can think logically and creatively and listens to feedback well. Emma is proactive in her approach and takes time to listen deeply. I commend her on her general outlook and approach to the work she has done with us. I know Emma will make an asset to any organisation that she joins.

Learning Creates,
Open Shift Employer

By partnering with other businesses, we are creating an empathic community, destigmatising youth homelessness, and creating more opportunities for young people.

Linda & Our Open Shift Program

Linda* began our home.plate program in March 2021. Though a little quiet, Linda quickly displayed a great talent for coffee making and a diligent work ethic. Although she was most comfortable behind the coffee machine or working behind the scenes in food preparation, Linda also showed great courage in stepping out of her comfort zone and didn't shy away from the customer service training required of her as part of her training. Linda's confidence continued to grow throughout her time in the program. When a job opportunity came up at Anthropology Cafe in October of 2022, Linda jumped at the chance to begin work at their venue.

Anthropology provided a supportive environment for Linda to transition into and allowed her to continue to develop her skills. Linda continues to work at Anthropology Cafe, and accessing this new employment allowed Linda to transition out of her supported housing at the end of 2021. She has coupled this employment with her university study and contributes significantly to her new workplace and the broader community.

This partnership with Anthropology Cafe is an example of For Change Co.'s Open Shift employment network. For Change Co. continues to expand this network and provide more employment opportunities to our program graduates.

“

I liked being in a supportive environment and learning new skills.

Linda

I witnessed a big shift in confidence and a big shift in leading conversations. They have stated they loved it and are very grateful for the program and the experience it has given them.

**Kieran,
Linda's support worker**

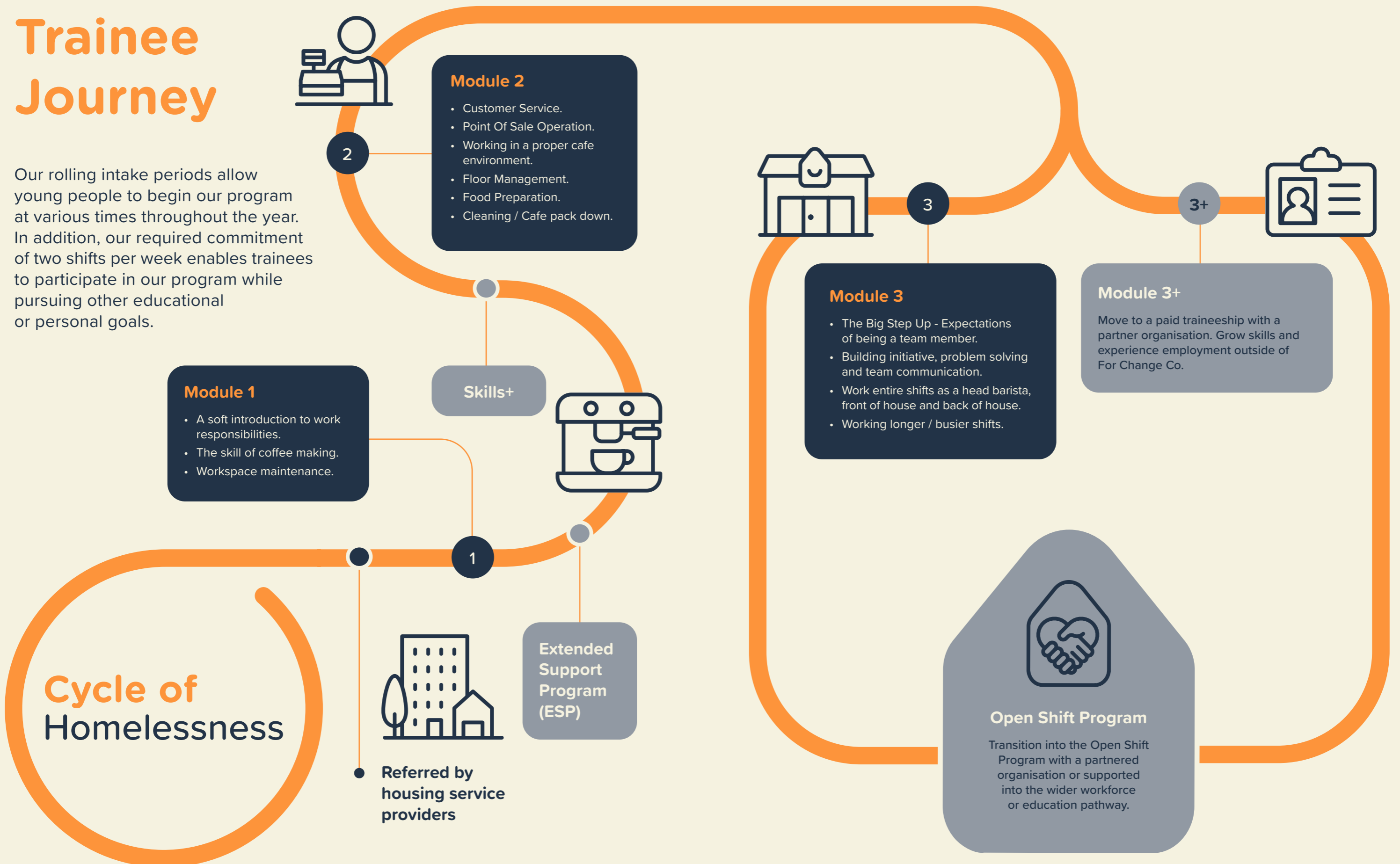
Linda has been a great addition to our team. She is keen and has the right attitude to continue to develop her skills. She has come to us with a really good level of coffee knowledge and barista skills which will ensure her progression in the industry.

**Guy,
Manager at Anthropology Coffee**



Trainee Journey

Our rolling intake periods allow young people to begin our program at various times throughout the year. In addition, our required commitment of two shifts per week enables trainees to participate in our program while pursuing other educational or personal goals.



Our Impact

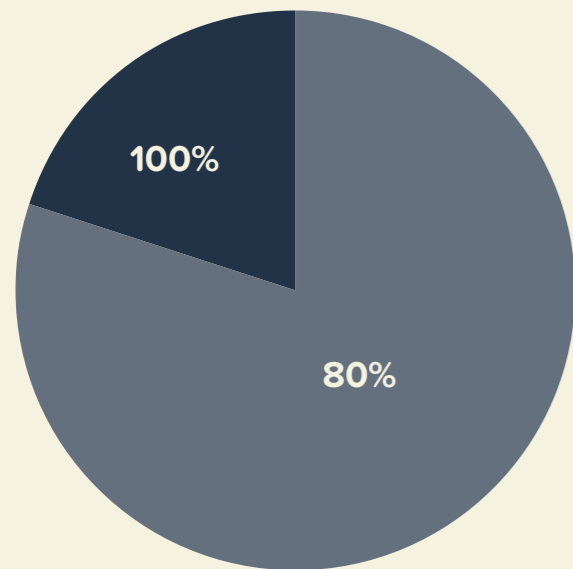
We measure our impact according to our five pillars of sustainable change.



Housing

We survey each graduate before, during and after our program. 100% of respondents were living in independent housing a year after completing our program, with 80% doing so within the first six months.

Post program
6 & 12 months



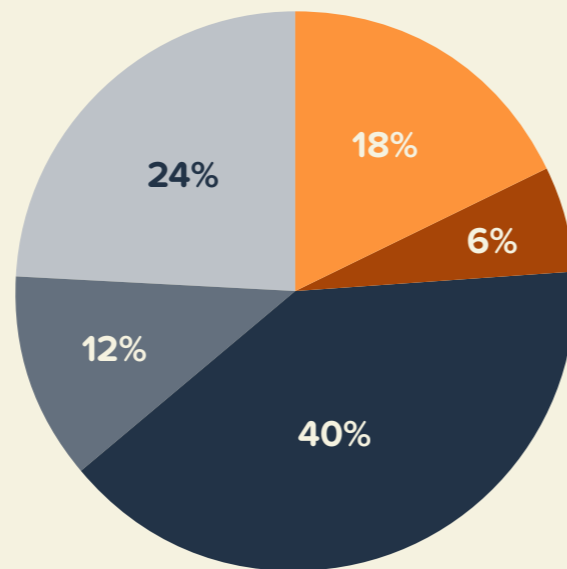
- Respondents who transitioned to independent housing within 6 months
- Respondents who transitioned to independent housing within 12 months



Education

Education is another area we see graduates pursuing, with 64% engaged in education six months after graduation and increasing to 75% after twelve months.

Areas of Education
Post Program



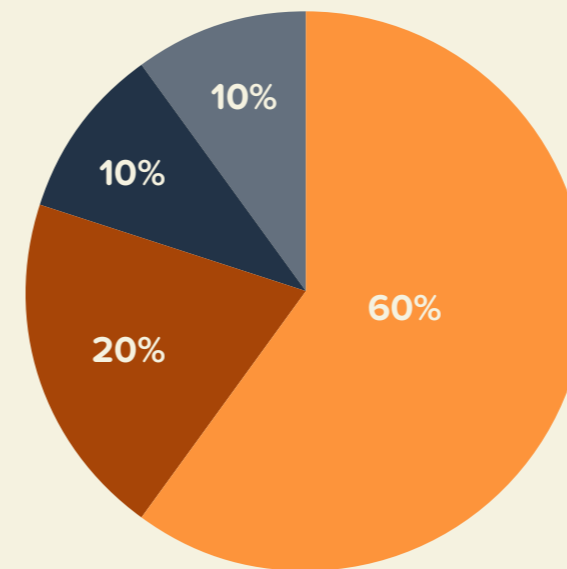
- University Degree
- VCAL
- TAFE / Diploma Study
- VCE Study
- Not Currently Engaged in Education



Employment

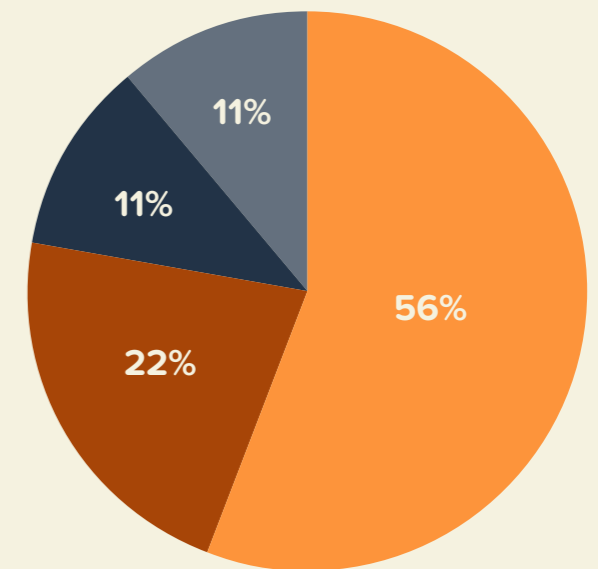
Our survey response shows that 90% of graduates transition to education, employment and, in most cases, both.

FY22 | Transition to Education & Employment



- Transition to Education & Employment
- Transition to Employment
- Transition to Education
- Transition to Neither

FY22 | Areas of Employment
Post Program



- Hospitality
- Construction/Trade
- Retail
- Childcare





Confidence

We know greater self-confidence can lead to increased psychological well being, resilience and motivation to pursue goals. Giving trainees space to build their confidence underpins everything we do; from creating meaningful employment opportunities, fostering new friendships, to offering them tangible skills and encouragement.

Evaluation surveys demonstrated increased confidence for 94% of our trainees throughout their participation in our program.



I feel that Robert has become more responsible and provided him with structure when going through difficult times. I also feel it has made him more confident and been good for his self esteem. When I have spoken about the traineeship with him he has spoken about it with confidence and purpose.

Fiona,
Support Worker
at Wombat Housing Services



Community

Community is an essential pillar for our trainees as they transition out of the cycle of homelessness. Our graduate surveys demonstrate a steady increase in the connection to community, which can be attributed both to the networks they create within the workplace along with the supports developed through specialist housing services, support organisations and employers that they connect with post-program.



Our Results

Social Return on Investment (SROI) Evaluation

In 2021 we undertook an SROI Evaluation conducted by the team at Social Ventures Australia. This analysis was our first entirely external assessment of our program.

From the report, what became abundantly clear was the effectiveness of our program, both socially and economically.

The report found that by this year, For Change Co.'s program would deliver a \$2.84 social return on investment for every \$1 received.

The report uncovered strong results, especially during a COVID-affected period. Monitoring and evaluating the impact of our programs is essential for ensuring that we deliver real results for our young people.



Scan the QR code to read the full SROI report.



\$2.84
social return
on investment
for every
\$1 received

Sustainable Development Goals

The 17 Sustainable Development Goals developed by the United Nations provide an excellent platform to understand how our work contributes to these overarching global targets.

We have identified our contribution to the SDGs in the following ways:



No Poverty

Trainees are paid at the award rate for every hour they work with us.

76% of our trainees graduate from our program and transition to further employment, education or a mix of both – our programs provide clear opportunities and financial support for trainees to move out of poverty.



Good Health and Wellbeing

Engagement in employment and a community of support is essential for increasing the health and wellbeing of our participants.

Our graduate surveys measure general wellbeing improvement while trainees are in our program.



Decent Work and Economic Growth

Our Skills+ workshops contribute to positive outcomes, with our trainees collectively showing a reduction in economic strain post-program.

Further, For Change Co. provides both meaningful and decent work and supports trainees to transition into further decent work upon completion of the program.

82% of graduates are employed 6 months post-program, with 100% of respondents being employed post program.



Reduced Inequalities

Having stable housing significantly reduces inequities; most of our graduates achieve autonomous housing post program (62% of trainees within six months and 80% transitioning within 12 months).

The vast majority of our graduates, 76%, transition to further employment, education or a mix of both post program. Additionally, 82% of graduates are in employment within six months, and 100% of survey respondents are employed 12 months post program.

Future Forward

Overarching Strategy FY 2023-2025

In the early part of 2022, the executive team and board took the time to stop, reflect, explore and plan for our next three years ahead. Coming out of Covid lockdowns and into a new world, it was inevitable that our new strategy would need to look forward at how we can continue to grow and make an impact into the future.

Our strategy established four key pillars which we will use as guiding principles throughout the next three years including:

- 1 **Organisational sustainability** - working to ensure that the organisation is stable and sustainable enough to continue to execute our mission despite any key person loss or challenges that we may face.
- 2 **Financial sustainability** - creating a diverse range of revenue sources and having the ability to make financial plans for our organisation for multiple years ahead.
- 3 **Broaden and deepen our impact** - strengthening and increasing the number of training opportunities as well as diversifying the skills and experiences made available.
- 4 **Consolidate brand and identity** - creating a clear and concise brand identity that everyone who comes into contact with understands and feels a connection to.

For Change Cafe, Bellfield

We are excited to open our latest and largest social enterprise cafe, For Change Cafe, Bellfield, in the final quarter of 2022. We are eager to engage with the Bellfield community in this new location and to create a place-based program for local young people to access our programs.

In mid 2022, we opened a venue at Middle Park, a challenging year to open a hospitality venue. However, we see our communities returning strongly at each of our venues. Most importantly, we are able to increase the number of hours of training, employment, and support we provide.

Opening new venues allows us to increase our profitability and impact. In addition, the increased geographical spread of our locations enables us to work with a growing number of young people across Melbourne.



Expand Our Open Shift Network

Providing expanded opportunities for our graduates, we are working on expanding our Open Shift Employment Network and creating more opportunities for employers to be involved in our work. Partnering with employment providers ensures that the transition to ongoing employment is supported and supportive.

Expand Our Module 3+ Network

Our employment training is delivered within a hospitality environment; however, many of our trainees are interested in employment areas outside of hospitality. Expanding our network of Module 3+ providers, we can offer paid traineeships in supportive environments inside and outside the hospitality industry.

Expand Our Skills+ Program

With the current environment already brimming with fresh anxiety around the rising cost of living, we're expanding the number of young people who can access our Skills+ program providing the skills and support to our young people on their journey towards independence.

Platform For Change

Our Youth Advisory Program, Platform For Change, launched in October 2022. We are providing young people with a platform to advise on our programs and create a career pathway into the social services sector.

Participants will receive training in youth-led meetings, advocacy, program development, implementation and measuring outcomes before putting their newfound skills to the test by completing a project to improve For Change Co.'s program and operations.

By bringing this advisory program in house, we seek to strengthen our current program framework and policy, allowing for greater inclusivity and, most importantly, increasing the social impact of our programs for current and future young people engaged with For Change Co.

As an organisation that began with a group of young people supporting our peers, we have always known the value of youth voices and believe in lifting these and giving young people a platform to make changes.

Our Impact in the Broader Community

For Change Co.'s primary mission is to support young people out of the cycle of homelessness. In doing this, we recognise the environment in which we work and the contributions that we, as a mission-driven organisation, can make towards Reconciliation, Diversity, Equity and Inclusion, and Sustainability. That is why we are committed to taking action to play our role in addressing these challenges.



Reconciliation

For Change Co. exists to address the social issue of youth homelessness, which disproportionately affects Aboriginal and Torres Strait Islander people. In response, we developed our first ever Reconciliation Action Plan (RAP). We are a highly values-driven organisation and believe strongly in our responsibility as a business to inbuild reconciliation into all of our work. We want our team and community to come on this journey and learn alongside us.

Our first 'Reflect' RAP has brought into focus where For Change Co. is currently on our reconciliation journey and the remaining gaps. We have seen an alignment and commitment from our whole team and community with the principles of the RAP. We have focused heavily on engagement in building up our knowledge and understanding of reconciliation and the role that we have to play.



Diversity, Equity and Inclusion

Diversity, equity and inclusion shifted into focus for For Change Co. this year when we recognised that our current team and community are not wholly reflective of the young people that we exist to support. To best deliver our programs to young people at-risk of homelessness who come from different backgrounds, we must aim to be a community of supportive role models in which they can see themselves reflected.

In addition, especially as a small organisation, we must be welcoming and inclusive. We engaged a volunteer external consultant and have begun an audit of our current practices, identifying gaps and forming a strategy to increase our team's diversity, equity and inclusion to create the best opportunities for young people. We have also implemented key recruitment and development strategies to strengthen our Diversity, Equity and Inclusion.



Sustainability

As an organisation that exists to improve young people's futures, it would be remiss of us not to do everything in our power to improve the future of this world for young people. Sustainability has always been a priority at For Change Co., and we have continued to build on this solid platform this year.

This year we engaged the support of a volunteer sustainability consultant to help us on our journey. As a result, we have increased sustainability awareness across our venues and achieved a single-use plastic-free status at our home.one cafe. We aim to achieve this at all of our venues next year.

Our Team



A Word From Our Impact Manager

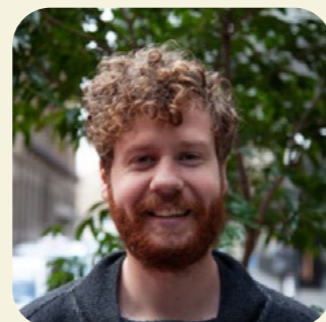
It's been another incredible and unexpected year at For Change Co. It's been so lovely to reflect on the last financial year and see the growth in all the impact numbers, including an increase in participants, an increase in the total hours worked and the number of young people who have graduated and transitioned to further employment and education.

However, numbers can't tell the whole story. In reflecting on the last financial year, I also think of the countless conversations with our trainees, past program graduates, youth homelessness partners and trainers about the positive benefit our program has had on each of our participants and the broader community. It's celebrating the successes like these that have helped keep us going and helped us strive to improve during another challenging financial year.

It's imperative to acknowledge the incredible team of trainers who work with our young people every day and provide outstanding support. Working with young people is often challenging, and that has especially been the case after the periods of lockdown. As such, we can attribute our success, over the past year, to the patience and care of our team.

Thank you so much for your support of our organisation. We're excited to continue to share our impact with you throughout the next financial year.

Joe McAllister
Impact Manager



The Board

- Chair** - Judy Hargrave
- Treasurer** - Paul Benveniste
- Director** - Chris Mills
- Director** - Myles Munro

Executive Team

- Managing Director** - Tenille Gilbert
- Head of Partnerships** - Levi Fernandez
- Impact Manager** - Joe McAllister
- Operations Manager** - Fiona Walker

Venues

- Crêpes for Change Manager** - Jillian Cameron
- home.one Manager** - Jamie Taylor
- home.two Manager** - Phoebe Smith
- Coffee for Change Manager** - Edward Coleman
- For Change, Middle Park Manager** - Ross Eckersley

Team

- Artem Chekmarev | Courtney Gregg | Ewan Thomas | Georgie Mason | Jess Downey | Laura Barnes | Madeleine Hayward | Madisen Stringer | Olivia Lapsley-Scott | Ryan Clark

Working at For Change Co., I love being able to see firsthand the impact our program/venues have on our trainees, watching them grow their confidence and skillsets! I really enjoy contributing to creating a more sustainable landscape for the hospitality industry through providing positive and inclusive work environments across Melbourne. The personal impacts working at For Change Co. has had on me have been significant and all positive - I'm looking forward to the future of the company!

Fiona Walker,
Operations Manager

I find my role at For Change Co. very rewarding, it has allowed me to truly analyse my own skill set and structure it into a way where it can be passed on to others. I have also learned about issues that affect young people and how we can provide support for them to enter into the world of work.

Ed Coleman,
Coffee For Change Manager

I love working at For Change Co. with such a motivated and dedicated group of people. It's amazing being a trainer and seeing our trainees grow in confidence and skills. It is an incredibly supportive environment.

Jess Downey,
Cafe Trainer and Team Member

Our Partners

For Change Co. began because a group of people rallied to make an idea possible. To this day, we absolutely would not survive, let alone have an impact without the incredible support of our partners across a range of areas.

From the bottom of our hearts, thank you to:

Anthropology Coffee	Attica	Australian Communities Foundation
Bank Australia	Bank of Melbourne Foundation	Banyule City Council
Barr Family Foundation	Breathe Architecture	Bridge It
Brotherhood of St Laurence	Chef's Hat	Cloud Architecture
The Cluster	Creative Natives	Department of Transport
The Ellingworth Legacy	ETREA Foundation	Equity Trustees
Fernandez-O'Neill Family	Ferrero	FiftyFive5
Five Senses Coffee	Fluid Branding	The Grants Hub
Hall & Wilcox	Harold Mitchell Foundation	Hope Street Youth and Family Services
Inner North Community Foundation	Jack Brockhoff Foundation	The Janice Durkin Family Gift
Jointly Builders	Josh's Rainbow Eggs	JRF Furniture

La Marzocco	Launch Housing	Learning Creates
Lord Mayors Charitable Foundation	Matana Foundation	Melbourne City Mission
Moreland City Council	Mr Burger	MyCause
Nelson Alexander Foundation	Nightingale Housing	Other Birds
Paul Ramsay Foundation	RMIT Training	Salesforce
Salvation Army St Kilda	Serve It Up	Southport Community Housing
StreetSmart Australia	Sunshine Foundation	The University of Melbourne
Unox	VCF Bird Family Charitable Trust	Westpac Foundation
Wetherall Family Foundation	Wombat Housing	Yarra Trams
YMCA Victoria	YouthWorx	Youth Affairs Council Victoria

Support Us

Become a Philanthropic Donor

Although For Change Co. generates 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.

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.



Our Venues Are Located at:

home.one

6 Florence Street, Brunswick

home.two

Corner of Tin Alley and Union Road, The University of Melbourne, Parkville

For Change, Middle Park

Middle Park Lightrail Station, Canterbury Road, Middle Park

For Change, Bellfield

13 Daphne Cres, Bellfield

Coffee For Change

Level 4, 235-251 Bourke Street, Melbourne

Crêpes For Change

Book us for your next event!



Financials

Income Statement

	2022	2021
Revenue From Trading Activities	\$338,963	\$236,480
Sales	\$338,963	\$236,480
Less Cost of Goods Sold of Trading Activities	\$123,330	\$80,915
Gross Revenue From Trading Activities	\$215,633	\$155,565
Revenue From Other Sources	\$535,705	\$532,438
Donations	\$124,759	\$10,647
COVID-19 Government Assistance Payments	\$45,400	\$232,096
Gain on Disposal of Fixed Assets	–	\$8,000
Grants	\$364,951	\$269,598
Hampers	–	\$11,697
Interest Received	\$367	\$400
Reimbursements	\$228	(\$2,830)
RMIT - Service Fee	–	2,830



Scan QR Code to access our full audited financial statements.

	2022	2021
Expenditure	\$733,286	\$683,859
Advertising	\$10,258	\$3,831
Annual Leave Expense	\$3,914	\$10,287
Bank Fess	\$4,096	\$1,545
Bookkeeping Fees	–	\$1,019
Consulting & Accounting	\$14,663	\$36,459
Crêpes For Change Fuel / Gas	\$740	\$846
Crêpes For Change Motor Vehicle Expenses	\$1,110	\$3,293
Crêpes For Change Repairs and Maintenance	\$480	\$1,928
Crêpes For Change Site Fees	\$394	\$1,308
Depreciation	\$26,339	\$107,957
Dues & Subscription	\$1,559	\$511
Electricity, Gas & Water	\$10,958	\$8,578
General Expenses	\$3,009	\$8,920
Hamper Expenses	\$3,001	\$10,140
Impact Donations	\$1,433	\$595
Insurance	\$15,093	\$13,452
Middle Park Expenses	\$2,919	–
Office Expenses	\$58	\$407
People & Culture	\$2,193	\$2,590
Postage & Courier	\$17	–
Professional Development Expenses	\$2,601	\$2,887
Rent	\$7,998	\$13,709
Repairs & Maintenance	\$2,074	\$433
Salaries & Wages	\$568,199	\$417,856
Software Costs	\$4,527	\$4,357
Stripe Fees	(\$6)	\$4
Subcontractors	–	–
Superannuation	\$45,659	\$30,947
Total Expenditure	\$733,286	\$683,859
Net Surplus / (Deficit) Attribute to the Company	\$18,052	\$4,144

Balance Sheet

	2022	2021
Assets		
Current Assets		
Cash & Cash Equivalents	\$425,872	\$341,867
Trade & Other Receivables	\$7,115	\$25,696
Inventories	\$7,606	\$5,488
Prepayments	\$1,162	\$554
Total Current Assets	\$441,755	\$373,605
Non-current Assets		
Property, Plant & Equipment	\$93,893	\$3,593
Total Non-current Assets	\$93,893	\$3,593
Total Assets	\$535,648	\$377,198
Liabilities		
Current Liabilities		
Trade & Other Payables	\$535,648	\$47,923
Income Received in Advance	\$535,648	\$73,251
Provisions	\$535,648	\$17,483
Total Current Liabilities	\$279,055	\$138,657
Total Liabilities	\$279,055	\$138,657
Net Assets	\$256,593	\$238,541
Equity		
Accumulated Members Funds	\$256,593	\$238,541
Total Equity	\$256,593	\$238,541



Get in Touch

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