

BAXTER & GRIMSHAW FOUNDATION Inc.

Business Plan 2020 – 2025

Our Vision

Building self-confidence and empowering disadvantaged youth through maritime training and experience

Executive summary

The Baxter & Grimshaw Foundation Inc. is a unique, registered charity in South Australia that funds scholarships for disadvantaged youth to improve their self-confidence and self-reliance through maritime training and experience — opportunities that they may not otherwise have. Maritime training is a proven way to gain, also, life skills such as teamwork, leadership and communication. The scholarships cover a range of training opportunities for youth that are provided by various training agencies and organisations. This Plan informs businesses and the community on the purpose, governance and aspirations of the Foundation — aspirations that businesses and the community can be part of through financial support of the Foundation.

Formation of the Foundation

The Baxter & Grimshaw Foundation Inc. superseded the Seven Seas Club Australia Baxter & Grimshaw Trust which was discontinued in 2020. The Foundation has similar Objects to the Trust and the assets of the Trust were transferred to the Foundation. The Foundation was incorporated under the *Associations Incorporation Act SA 1985* in April 2020 and was registered as a not-for-profit charity by the Australian Charities and Not-for-profits Commission in July 2020.

The Foundation maintains a strong link with the Seven Seas Club of Australia Inc. with the Office-bearers of the Foundation being SSC members.

The Foundation — now and in the future

- The Foundation in 2020 — an inaugural Foundation establishing government registrations and business practices required of a not-for-profit charity.
- The Foundation in 2021 — a Foundation that is establishing relationships with training providers, agencies that work with disadvantaged youth and agencies that support charities; and funding scholarship opportunities that may arise.
- The Foundation in 2025 — an established Foundation that is funding scholarships that are open to eligible recipients and is successfully attracting private and corporate financial donations for its sustainability.

Purpose of the Foundation

The Objects of the Foundation are to:

- (a) Financially support young people (25 years old or younger), especially disadvantaged young people, to gain nautical training and/or experience through the Baxter & Grimshaw Scholarship Fund — opportunities that they might otherwise not normally have.
- (b) Provide positive opportunities for young people to pursue a maritime career.
- (c) Collaborate with agencies that work with disadvantaged young people and with agencies that provide nautical training and/or experience for youths.
- (d) Financially support any nautical charity in accordance with the Objects of the Foundation.
- (e) Perform other functions that are ancillary, incidental and conducive to attaining the Foundation's Objects.

Need for the Foundation

The Foundation is the only not-for-profit charity in South Australia that has its objects solely focussed on providing a wide range of maritime training and experience for disadvantaged young people — it seeks to build on the achievements of the discontinued Baxter & Grimshaw Trust, having the advantage of being an incorporated association and a registered charity. Disadvantaged young people refers to youth who are adversely affected by financial hardship, physical disability and/or domestic circumstances.

Scholarships improve the self-confidence and self-reliance of recipients through maritime training and experience — opportunities that they may not otherwise have. Maritime training is a proven way to gain, also, life skills such as teamwork, leadership and communication.

Impact of the Foundation

The scholarships may open the opportunity for recipients to have a career in the merchant/defence navy and other maritime pursuits in the fishing, tourism and competitive sailing industries, for example. The Foundation is also confident that recipients will be better placed to contribute to society in general and be encouraged to lead a healthy lifestyle.

Some of the benefits and experiences gained by recipients of the former B&G Trust's scholarships are given in the website www.sevenseasaustralia.com.au. — benefits that the Foundation seeks to build on.

Values

- Helping the lives of disadvantaged youth
- Collaboration
- Innovation
- Open and accountable
- Fairness and equity

Business model, including Baxter & Grimshaw Scholarship Fund

The Foundation is incorporated under the *Associations Incorporation Act SA 1985* (Incorporation No. A44199); is a not-for-profit charity registered with the Australian Charities and Not-for-profit Commission (No. 38139126378); with ABN 38 139 126; and is tax exempt.

The Foundation is administered by a Board comprised of six Directors. The Office-bearers (Chair, Secretary and Treasurer) are members of the Seven Seas Club of Australia Inc. Each of the other three Directors need not be a member of the Seven Seas Club. Each Director has a one-year term ending on the 31st December each year, with the right of re-appointment for up to five years.

The Foundation operates under:

- Baxter & Grimshaw Foundation Inc. Rules, amended September, 2020,
- Business Plan, 2020-2025.

Scholarships are funded through the Baxter & Grimshaw Scholarship Fund (having a separate bank account) with the purpose of the Scholarship Fund being to provide money for scholarships, bursaries or prizes which:

- (a) Financially support young people (25 years old or younger), especially disadvantaged young people, gain maritime training and/or experience at approved Australian courses — opportunities that they might otherwise not normally have.
- (b) Provide positive opportunities for young people to pursue a maritime career.
- (c) Are based on merit or for reasons of equity.

The Trust directly funds service providers to fulfill the maritime training and experience requirements of a particular scholarship, such provision being accountable to the Foundation but being actioned independently of the Foundation.

Process of the B&G scholarship Fund

- Recipients of a scholarship must be 25 years old or younger, especially disadvantaged young people.
- The scholarships are promoted through relevant organisations/associations/clubs, e.g. One & All, Novita, AMFA, Sailability, yacht clubs.
- Scholarships are open to eligible candidates based on merit or for reasons of equity.
- Service providers are funded directly to provide relevant training and experience for scholarship recipients.
- Recipients are required to sign an agreement with the Foundation denying Foundation liability for any personal or material loss or damage incurred with the scholarship; submit a written report to the Foundation; where reasonable, address a Seven Seas Club Dinner on their training and experience gained through the scholarship; and agree that any such information can be published on the Foundation's webpage and/or used in promotional material by the Foundation.

Resources

The Foundation is aware of the knowledge and experience of a number of agencies/associations that may help to achieve its objectives. Such agencies/organisations include Australian Charities and Not-for-profit Commission, Our Community, Making Waves (NSW), Volunteering Australia, Philanthropy Australia, NOVITA.

Financial resources will be sought through business and community donations. Deductible Gift Recipient (DGR) status is being sought with the Australian Taxation Office.

Finance

Financial management of the Foundation is based on a conservative approach to investment and expenditure of funds according to its financial management strategy which is reviewed annually.

Strategic Plan

The Baxter & Grimshaw Foundation is recognised as an influential charity financially supporting mainly disadvantaged youth build their self-confidence and self-reliance.

Goals

1. Scholarships are funded for young people to gain nautical training and experience.
2. Relationships are established with relevant agencies and associations to provide maritime training and experience.
3. The Foundation and its achievements and opportunities are promoted widely to the community and businesses.
4. The Foundation is managed effectively in an open manner.

For further information contact the Secretary, Baxter & Grimshaw Foundation Inc.

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