



Connecting people to opportunities



President's Message

Welcome to Incubate.

Incubate has been a burning idea for Ikenna and I for a number of years. It came about when we started meeting an increasing number of young people through the justice system who were surprised to see lawyers from an African Australian background. Some of them admitted they believed it was impossible to be a lawyer or other professional here.

This was surprising because we knew many skilled migrants who believed and experienced the opposite. They were high achieving doctors, lawyers, accountants, lecturers, nurses, entrepreneurs, fashion designers, musicians and so on. We came to believe this gap could be bridged by forming a mentoring organisation to link these two groups together and to other opportunities in the wider community.

That was the genesis of Incubate. To test our idea, we have been a founder-funded and board-managed organization, to give us the evidence base to leverage into the next phase of our growth. Our key programs, rated 5 stars by our attendees are:

- Incubate Job Ready Program
- Incubate Career Forum
- Incubate Guest Mentor Series
- Incubate Youth Conference
- Partnership programs with other organisations.

Future programs in development include our Entrepreneur Series, Music/Arts Club, Additional Career Forums and In-depth Conversations.

This independent approach has helped us test our programs' impact, build our membership and choose our partners. We are grateful to have our programs supported by many professionals, private organisations and donations from African Australian businesses and individuals.

As we continue to grow, our goals for the next year include:

CONSOLIDATING KEY GAINS

We will continue to improve our programs and develop additional programs as requested by our members.

BEING FINANCIALLY SUSTAINABLE

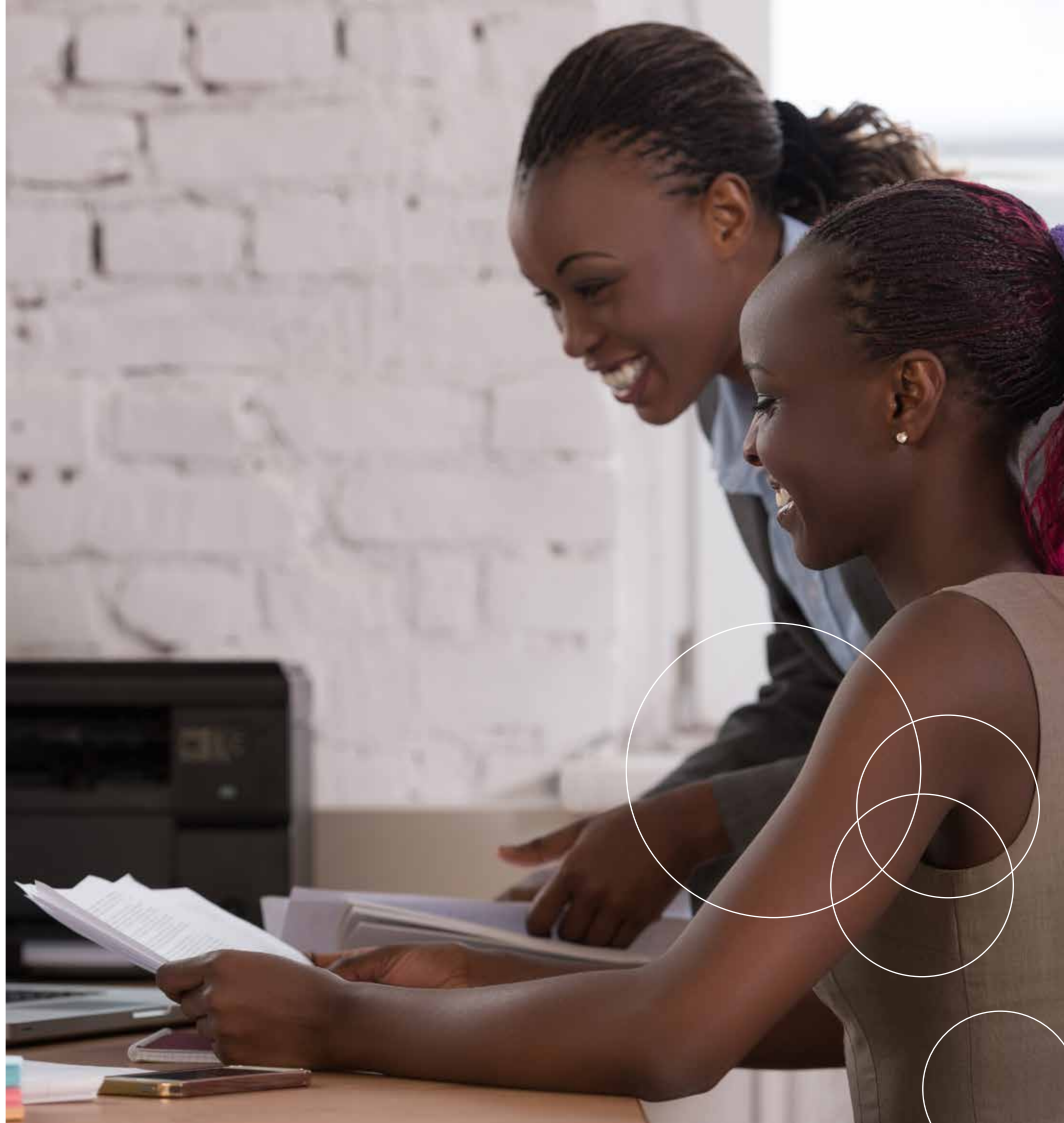
It is crucial that we are a sustainable organisation to continue our work. We will refine our social enterprise model to ensure we can deliver programs year in year out and employ staff to run the day to day operations.

To all our supporters, we are grateful for the opportunity to continue working with you. We believe 2016 will prove to be an exciting year to inspire, create and grow together!

Zione Walker-Nthenda
President
Incubate Foundation Incorporated



Our goal is for members to reach their full potential and to contribute to others



Acknowledgements

Corporate Support



ThoughtWorks®



State Support



VICTORIAN
multicultural
commission



Community

African Think Tank Inc.



Business



Individuals

Justice Josh Wilson, QC
Justice Shane Marshall
Ms Carolyn Sparke, QC
Ms Nyadol Nyuon
Dr Belchi Chiezey
Dr Julie Carlisle
Dr and Mrs Ekeanyanwu
Uzo Aduba
Mrs Claire Alale
Dr Scott Donnellan
Mr and Mrs Temi Ajayi
Ukari Warmann
Ms Mayase Jere
Slaters & Gordon staff volunteers

Mentors And Work Placements

Adaobi Udechuku
Ursula Bernstaed
Pasanna Mutha-Merenge
Abigail Sullivan
Women's Legal Service Victoria
Victorian Bar

Other Support

MyriaD Consultants
Somali Australian Friendship Association
Africa Day Australia

Awards

- Celebrate African Australians, Female Leader Award 2014
- Africa Media Awards 2015, Community Builder Award
- Slater & Gordon Community Chair Award 2015



Guest mentor attendees and Uzo Aduba, star of Orange is the new Black



Incubate Board members supporting the African Music and Cultural Festival



Incubate Board with the Honourable Matthew Guy



Incubate Treasurer, Fred Alale with Helen Kapalos, Chair of the Victorian Multicultural Commission



Incubate board members at the African Leadership Forum



Incubate Co-founders, Ike and Zion with Opposition Leader, the Honourable Matthew Guy



Incubate president at the CYALA career forum, a youth led event

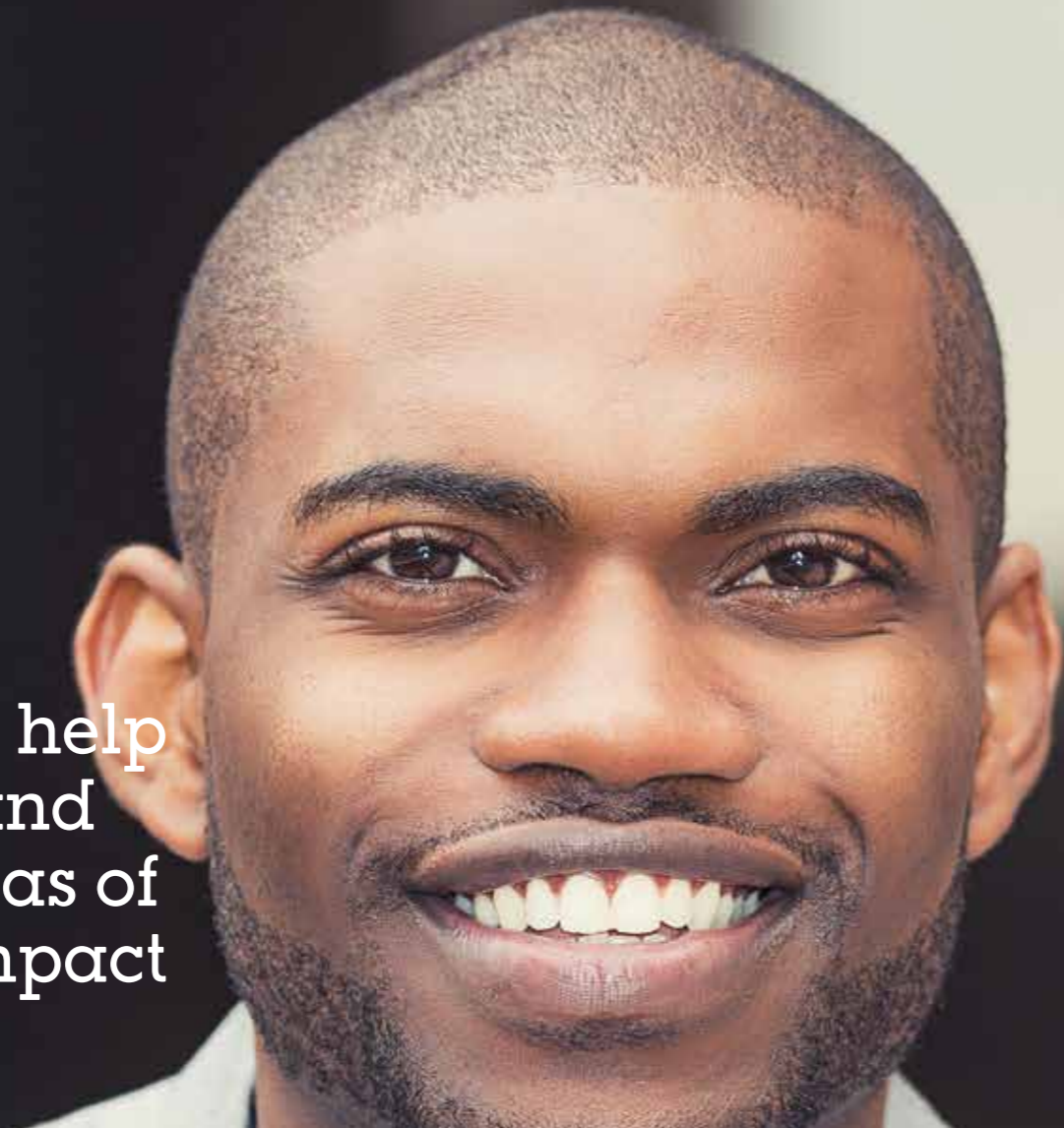
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I migrated to Australia in search of opportunities and a better life, just like every dream chaser. But I soon realized how challenging it was to break into the job market especially one that has to do with my background- Accounting. Part of the problem was my inability to craft a winning resume/cover letter which is very important to get a chance at an interview. After putting in so many applications without any success, I got a last-minute invitation to the Job Ready Program organised by the Incubate Foundation. Thanks to the program, I now work at one of Australia’s largest banks.

- Gabriel Ogbomo

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Our surveys help us identify and focus on areas of need and impact



Introduction

VISION

African Australians contributing their talents in every walk of life.

PRINCIPLES

Gratitude, Giving and Growth

PHILOSOPHY

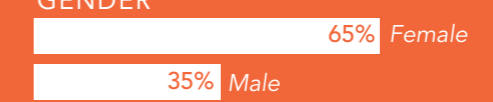
As a triple bottom social enterprise, we ensure that in all areas of our management, practice and service, we are socially, environmentally and fiscally responsible.

STRATEGIC FOCUS

Our strategic focus is social inclusion by connecting people to opportunities. We do this by developing programs to foster Professional Development, Personal Development and Positive Narratives.

MEMBERSHIP

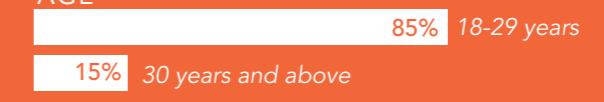
GENDER



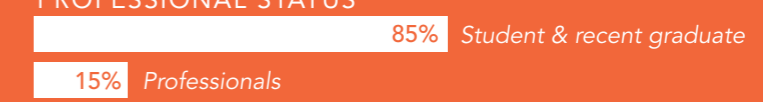
HERITAGE



AGE

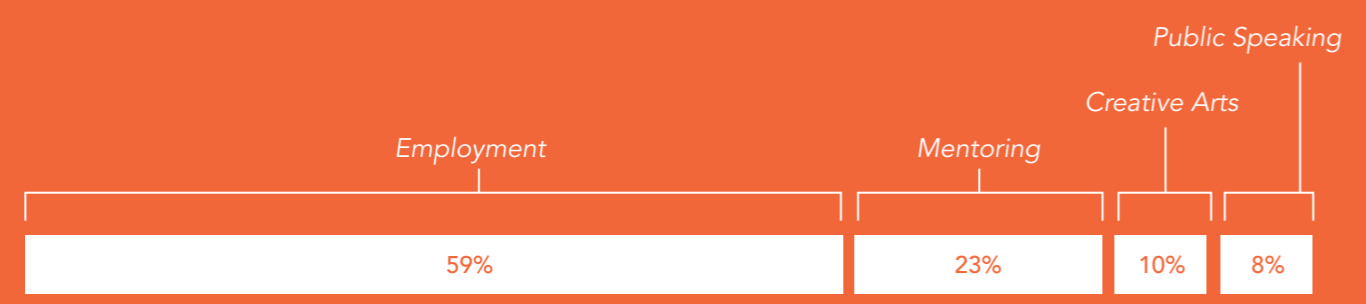


PROFESSIONAL STATUS



AFRICAN YOUTH INTEREST

Incubate Survey 2013



INCUBATE SURVEY

Additional surveys are conducted through our website and program evaluations throughout the year to further refine and align our programs with the needs of our members.

Our team

BOARD

The administration and management of the organisation is run by the Board with our volunteers providing important assistance.



PRESIDENT AND CO-FOUNDER

Zione Walker-Nthenda

Zione Walker-Nthenda has been a lawyer for over 15 years. She started her career in intellectual property law with a brief stint in documentary film-making. She focused on social justice work as a lawyer in family violence, family law and child protection and now works in stakeholder engagement and culture change in the public sector. She also has experience in law reform, legal education & program design and facilitation.



VICE-PRESIDENT AND CO-FOUNDER

Ikenna Nwokolo

Ikenna Nwokolo is a senior lawyer and practice group leader at Slater & Gordon lawyers, where he has worked for over 20 years. As a lawyer, he has been involved in many successful high profile precedent setting cases. He is also a co-founder of the African Music and Cultural Festival and is on the board of AMES. Ikenna has been a mentor to incarcerated African Australians and to postgraduate students at Melbourne University.



TREASURER

Fred Alale

Fred Alale is a management consultant at KPMG. He holds a 1st Class Honours Degree in Accounting and Finance as well as being a Chartered Certified Accountant (ACCA UK). Fred has over 12 years finance and consulting experience including business and financial process improvement, budgeting & planning and board governance. He has worked with a number of global companies and governments in both the UK and Australia. He is currently the President of the Nigerian Society of Victoria and co-founder of the African Music and Cultural Festival.



SECRETARY

Adaobi Udechuku

Adaobi Udechuku is a respected clinician, Perinatal Psychiatrist and co-founder of Glow Clinic specialising in perinatal mental health and well being. A longstanding Incubate admirer and mentor, she brings her leadership skills and passion for creative solutions and belief in 'paying forward' success to the next generation of African Australians.



YOUTH SECRETARY

Anyaak Abiel

Anyaak Abiel has an inspiring personal story of resilience which he uses in his volunteer work with the Salvation Army and Jesuit Social Services. He works with young people facing many challenges including incarceration. As a young person who has completed an advanced diploma of Justice and is undertaking a bachelor of criminology and psychology, he wants to link young people to varied opportunities.



EXECUTIVE MEMBER

Tenda Chimbari

Tenda Chimbari is the Co-founder and Managing Director of Rezi and a Client Relationship Manager at IBISWorld. He and his business partners started Rezi as a means of assisting students, young professionals and new migrants to Australia throughout each stage of the recruitment process. In the past he has also participated as a speaker at several TEDx events, using his gift for Spoken word Poetry as a vehicle to express and convey what life is like from the perspective of an African living in the diaspora.



VOLUNTEERS

Amani Nyikang

Amani Nyikang is one of Incubate Foundation volunteers. She graduated from La Trobe University in 2014 and works as a legal assistant. She was born in South Sudan and grew up in Australia. Amani has a strong passion for social justice and believes that it is important to give back to the community by volunteering with Incubate Foundation.



VOLUNTEERS

Linda Sangale

Linda Sangale has a Masters of Human Resources from Monash University. She is a HR professional with a passion for the non-profit sector. She has worked in Kenya and Australia in social inclusion through employment pathways, peace building, economic empowerment, gender and governance, HIV/AIDS intervention and social entrepreneurship. Linda is committed to volunteering her program development skills to Incubate Foundation to fulfil their mission of empowering young African Australians.



Incubate Guest Mentor Series - Special Guest Star

PROGRAM DEVELOPMENT

We develop programs on our own initiative or in collaboration with other organisations or individuals based on successful grant applications or our own funding.

This is an opportunity for members to meet highly accomplished people from any field to explore opportunities and be inspired.

Our Guest mentors have included actress Uzo Aduba, star of *Orange Is The New Black* who has won an Emmy®, SAG® and Golden Globe award®.

FEEDBACK

I feel so motivated to keep going, I loved her comment, "no one ever died from hard work"

ACKNOWLEDGEMENTS

AMES, African Think Tank, Nula Foods, AASO, Afrocare, Timi Alaere, Radskill Imaging.

SUPPORT US!

If you want to support us with an inspiring special guest mentor or provide other support for this program, contact us:

executives@incubatefoundation.org.au

Rating	★★★★★
Attendees	70 max
Ideal for	Everyone
Age range	Teens & over

Incubate Guest Mentor Series - For Youth Leaders

PROGRAM DEVELOPMENT

We develop programs on our own initiative or in collaboration with other organisations or individuals based on successful grant applications or our own funding.

This is an opportunity for members to meet highly accomplished people from any field to explore opportunities and be inspired.

One of our guest mentors was Ilyasah Shabazz, daughter of Malcom X and author of *Malcolm Little and Growing up X*.

FEEDBACK

Thank you so much for sharing this opportunity. It's good to know the leadership journey is tough for everyone.

ACKNOWLEDGEMENTS

Variety Children's Charity, Islamic Council of Victoria, Myriad Consultants, Sofitel Hotel.

SUPPORT US!

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executives@incubatefoundation.org.au

Rating	★★★★★
Attendees	10 max
Ideal for	Youth leaders
Age range	Exclusive event

Incubate Career Series - Incubate Corporate Forum

Our Career Series is a panel based discussion and networking event for young people to engage with professionals and get insider tips on how to get in, stay in and progress in your chosen field.

Our Corporate Forum was a fully catered event sponsored by KPMG in their Melbourne head office with a panel of professionals from various sectors at different career stages.

PANELLISTS

Chantelle Sullivan, Engineer, Toyota; Dieu Ndenzako, Stockbroker, Macquarie Bank; Ikenna Nwokolo, Lawyer, Slater & Gordon Lawyers; Fred Alale, Management Consultant, KPMG; Afriyie Richardson, Accountant, Bayer pharmaceuticals.

FEEDBACK

I was feeling so isolated at university. I hadn't realised there were so many successful Africans since I moved here. I can't wait for you to have a Doctor's forum.

ACKNOWLEDGEMENTS

KPMG

SUPPORT US

If you want to support us with an inspiring special guest mentor or provide other support for this program, contact us:

executives@incubatefoundation.org.au

Rating	★★★★★
Attendees	100 max
Ideal for	University students
Age range	18 & over

Incubate Career Series - Incubate Legal Program

An event sponsored by Slater & Gordon Lawyers with a panel of Judges, QC's and lawyers from the private and not for profit sectors to provide insight into employment opportunities and career options for law students. This intimate and highly interactive program links students to mentors from the Victorian Bar.

PANELLISTS

Justice Josh Wilson, QC, Federal Court Judge; Justice Shane Marshall, Federal Court Judge; Carolyn Sparke, QC; Nyadol Nyuon of Arnold Bloch Leibler Solicitors; Abigail Sullivan of Women's Legal Service Victoria; and Ikenna Nwokolo of Slater & Gordon Lawyers.

FEEDBACK

I got a mentor from the Victorian Bar in commercial law; the area I want to work in!

ACKNOWLEDGEMENTS

Slater & Gordon Lawyers, Victorian Bar.

SUPPORT US!

If you want to support us with an inspiring panellist (mentors) or provide other support for this program, contact us:

executives@incubatefoundation.org.au

Rating	★★★★★
Attendees	25 max
Ideal for	Law students
Age range	18 & over



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“I implemented all that I learnt from the job ready workshop on my resume, applied for jobs and I got two call backs within a week and a half after the workshop which then led to two interviews including the one I attended on Tuesday. None of this would have ever happened if I had not attended your workshop something I am forever grateful for. Again thank you for hosting the job Ready workshop.

- Colleen Chifamba

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Incubate Job Ready Program

Our key program led by a human resources expert will be back several times a year by popular demand. Many people found jobs or got interviews, which they have credited to this program.

It is a highly interactive program with our expert providing tips on how to find a job, where to look, and how to land the job in a workshop to develop a stand out CV, cover letter and interview role plays.

Our testimonials include people getting interviews and jobs within weeks of completing this program.

FEEDBACK

‘Since I arrived I had sent many applications with no response. This seminar was eye opening. I got my resume critiqued properly, participated in a mock interview, got tips on confidence building, interview techniques and lots more.

I put all I learnt into practice and not only did I start getting interviews but I eventually landed an analyst role in one of Australia’s leading banks. Thank you Incubate.’

EXPERT

Ukari Warmann, Human Resource Expert, Coles Pty Ltd.

SUPPORT US!

If you want to support us with an inspiring panellist (mentor) or provide other support for this program, contact us: executives@incubatefoundation.org.au

Rating	★★★★★
Attendees	25 max
Ideal for	Job Seekers
Age range	18 and above

Incubate Partnership programs

We provide guest speakers, panellists, facilitation and other support to a range of organisations, in particular youth led organisations. Some of these include the:

- The Sudanese Australian Youth Action Group (SAYAG) career forum
- Ted Baillieu Appreciation & Leadership Dinner
- Fitrah Identity program – ‘Fitting in and standing out’ workshop
- African Music and Cultural Festival
- Skin I’m in gala dinner
- Leadership Victoria New and Emerging Community Leaders Steering Committee and Mentor
- CYALA career forum

PARTNER WITH US

If you would like to collaborate in creating a program, finding a guest speaker or panellist for your event, please contact us at executives@incubatefoundation.org.au

Incubate Youth Conference - Accelerating Potential 2016

This is our first part funded program and it is supported by the Victorian Multicultural Commission.

Our Youth Conference is a youth led event to showcase their abilities through passionate speeches about a range of issues.

It is an opportunity for decision makers to hear directly from our young people and for young people to interact with key decision makers and influencers in an intimate setting.

This program will be launched in 2016 with 4 workshops:

- Changemakers workshop
- Entrepreneurial workshop
- Well being and Identity workshop
- Job ready Workshop

ACKNOWLEDGEMENTS

Victorian Multicultural Commission

SUPPORT US!

If you want to support us with an inspiring panellist (mentor) or provide other support for this program, contact us: executives@incubatefoundation.org.au

Attendees	100 max
Ideal for	Everyone
Age range	Teens and above

Strategic Plan 2015-2017

VISION

African Australians contributing their talents in every walk of life

PRIORITY ACTIONS

1.

Professional Development

- Incubate Career Series
(Legal Program, Corporate Forum, Additional Professional Series).
- Incubate Job Ready Program
- Partnership Programs
- Entrepreneurship Programs

2.

Personal Development

- Partnership Programs
(Such as the Fitrah Identity Program, African Leadership Forum, Youth Led Programs).
- Incubate Youth Conference
(Accelerating Potential)

3.

Positive Narratives

- Community photobook
- Youth photobook
- Showcasing events
- Guest Speaking

KEY OUTCOMES

Outcome	Measures
• Social inclusion through employment	• Increased number of employment opportunities created for our members
• Contribution through volunteering, entrepreneurship and giving back	• Increased number of volunteer opportunities created for our members
• A positive narrative of African Australian youth centred on excellence	• Positive feedback and impact from celebratory events, photobooks, guest speaking and panellist participation

KEY PROJECTS

Youth Forum-Accelerating Potential

GOVERNANCE AND PARTNERSHIPS

- Incubate Board
- Partnership and Supporter Organisations

SUSTAINABILITY

Ensuring a sustainable financial and lean management model to continue providing impactful programs

POSITIVE NARRATIVES

Youth acknowledgements ▶ Youth and leaders photobook ▶ Community photobook ▶

PERSONAL DEVELOPMENT

Leadership programs ▶ Mentorship programs ▶ Development forums ▶

PROFESSIONAL DEVELOPMENT

Job ready program ▶ Career forums ▶ Entrepreneurs forum ▶

POSITIVE NARRATIVES

Youth photobook; created to develop positive narratives about our community and young people in particular to tell the stories of our young people, their successes and challenges so that key decision-makers in the private, public and not for profit sectors know who they are.

Leaders photobook; to tell the stories of our community through the lens of community leaders and others so that key decision-makers in the private, public and not for profit sectors know who they are and can make direct contact for any type of assistance.

Community photobook; has been created to develop positive narratives about a particular community to tell their migration, their successes and challenges so that key decision-makers in the private, public and not for profit sectors know who they are. These projects are initiated by and done in partnership with community groups.

Incubate Youth awards have been created to recognise and reward young people and promote their success and abilities to the wider community.

We will partner with government, NGO's and private companies to sponsor each award.

PERSONAL DEVELOPMENT

Mentorship program; we plan to run our mentoring program to prepare our mentors to mentor young people. We are developing it based on a 'power with' model rather than 'power over'.

Leadership program; our leadership program includes various workshops designed to meet key needs assessed on a yearly basis. Some of which include our Change Maker workshops, career forums, wellbeing and identity workshops.

Partnership Development; in partnership with other organisations, we design and deliver and promote self development programs for people in our community

PROFESSIONAL DEVELOPMENT

Job ready program; in partnership with a human resources expert we run a job ready program once a year for young people.

Career forums; in partnership with a private or public sector organisation we run a career forum once a year specialising in a particular sector or industry.

Entrepreneurs forum; in partnership with private companies and entrepreneurs, we run a forum to inspire people to develop their own ideas into businesses with a step by step guide.



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