

Three local Toowoomba charities have partnered to offer your workplace a distinct corporate social responsibility (CSR) advantage.

Workplace Giving

Making a Difference to Local Lives

"Helping one person might not change the world, but it could change the world for one person".

-Helen Barry



About the Charities



Hope Horizons (www.hopehorizons.com.au)

Born from a desire to see free allied health services provided for those living with cancer in the region, while ever cancer remains our mission is to diminish its impact.

Our services are provided with **no out-of-pocket expense** to our clients, with the gap costs covered wholly by our fundraising efforts.

We now have a brand new home, the [Jenny Black Cancer Wellness Centre](#) which has been built through the generosity of the Black family and the entire Toowoomba community.

Our services are available to people directly affected by cancer and their families who live in the Darling Downs and Southwest Queensland regions.

Our services are designed to assist in the often difficult times which accompany a cancer diagnosis and treatment.



Momentum Mental Health (www.momentummentalhealth.com.au)

Momentum is a not-for-profit passionate about mental health and wellbeing, particularly prevention and we are leading the way in contemporary mental health and wellbeing programs.

We are a small team consisting of fifteen staff including ten Wellbeing Coaches who provide **FREE** community 1:1 and group coaching support to people who want to work on their mental health and wellbeing.

We provide several different local services to suit needs across the mental health continuum: from wellbeing support through to clinical psychology **services (bulk-billed with no out-of-pocket expenses)**.

In 2023/24 Momentum had 5,350 attendances from 434 members aged 16 years to 83 years!

In October 2023, Momentum won two awards at the Toowoomba Chamber of Commerce Business Excellence Awards:

1. Award for Excellence in Community/Not-for-profit
2. Award for Excellence in Health and Wellbeing.

Lifeline is a wholly local not-for-profit which has been based in the Darling Downs and South West Qld for 49 years. All funds we raise remain in our region and are given back to our community. We provide a range of services and supports to individuals and families including crisis counselling, mental health, domestic and family violence services, financial counselling, gambling, child and family specific and youth programs.

We deliver these services in and around Toowoomba, Dalby, Warwick, Oakey, Tara, St George, Roma, Cunnamulla and Charleville. A lot of the community don't realise that although the Lifeline brand is a national one, the individual centres like Lifeline Darling Downs and South West Queensland are locally owned and operated. We have a team of around 40 counsellors and support workers who deliver much needed services to people who are experiencing crisis and distress. We are a relatively small team who do a whole lot for the community when they need us the most with a focus on engaging and empowering individuals to ultimately build more resilient communities.

Who Can I Give To?

So, to make this a choice motivated by the individual beliefs of each employee, three charities based here in Toowoomba have partnered to present options to your workforce.

The options are:

1. Hope Horizons Cancer Wellness Centre
2. Lifeline Darling Downs & South West Qld Ltd
3. Momentum Mental Health

Studies have shown workplace giving creates a positive relationship between employers and employees while also making a significant societal impact.

The fourth option is to not take part at all, giving the entire decision to your employee.

Providing opportunities for employees to give back to their communities shows an employer's commitment to achieving a greater good.

Why We Are Working Together

We are three local charities that recognise that our community have different needs at different times. For many of our community members, they are impacted by many different things including mental health such as depression and anxiety, or physical health including cancer.

The World Health Organisation (2008) defines health as:

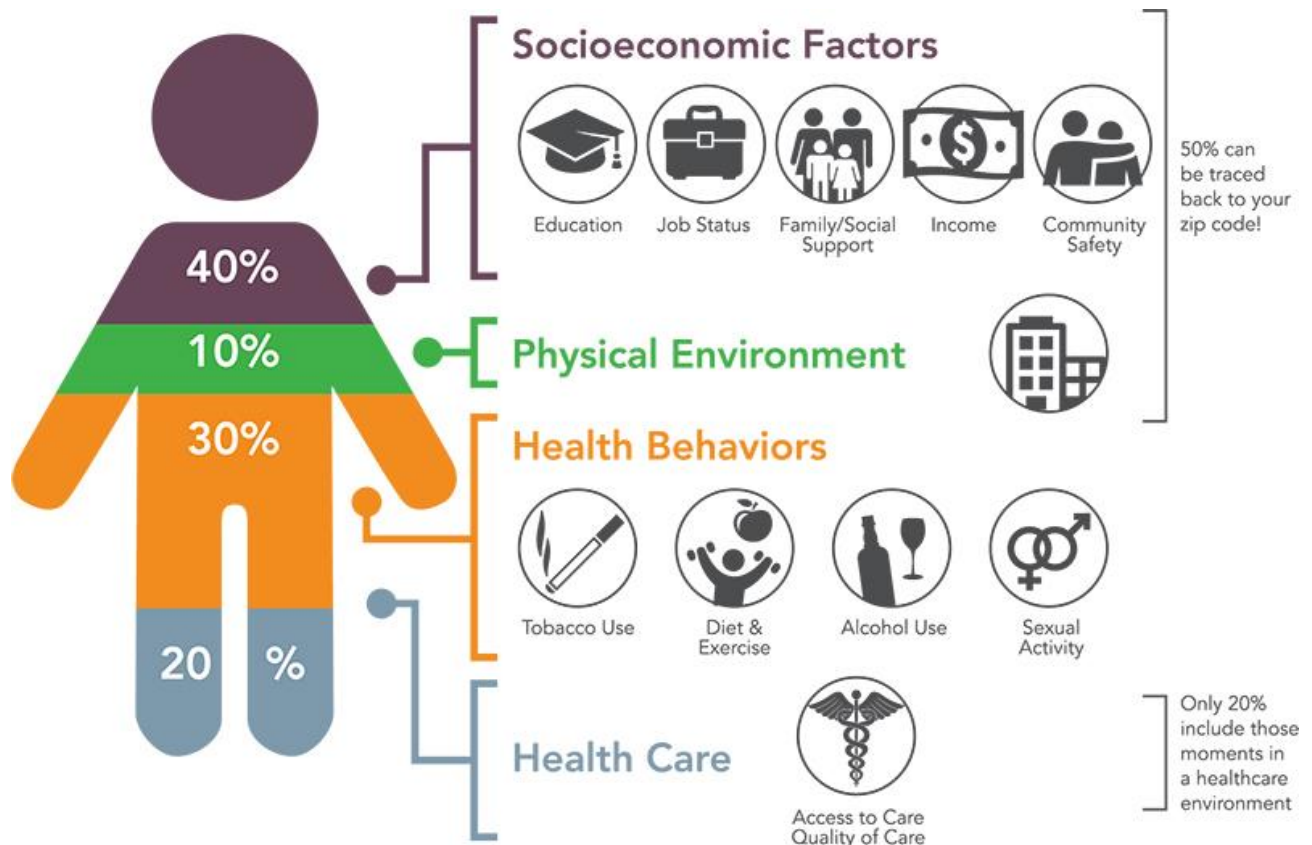
“a state of complete physical, mental and social well-being and not merely the absence of disease or infirmity”.

We know that one in two people will get cancer and one in two people will experience a mental health issue in their lifetime. These factors are influenced by the social determinants of health.

The social determinants of health are “the non-medical factors that influence health outcomes. They are the conditions in which people are born, grow, work, live, and age, and the wider set of forces and systems shaping the conditions of daily life”.

The Social Determinants of Health account for 80% of health outcomes and only 20% of health is impacted by clinical care.

Our community is supported and need the services of all three charities.



Why Give?

Corporate social responsibility (CSR) initiatives such as partnering with local and regional charity organisations can improve a company's brand image and reputation by demonstrating your commitment to creating a positive social impact within your region.

Studies show that participating in workplace giving programs increases an employee's sense of purpose and fulfilment. This can translate to :

- improved job satisfaction
- more company loyalty
- and higher productivity levels.

10 Benefits for Employees of Helping Others

1. Feels good When you help others, it can promote physiological changes in the brain linked with happiness.

2. Gives you a sense of purpose Helping others can make you feel rewarded, fulfilled and empowered.

3. It's contagious People are more likely to perform feats of generosity after observing another do the same. This effect can ripple throughout the community, inspiring dozens of individuals to make a difference.

4. Boosts your self esteem People who give back have been found to have higher self-esteem and overall wellbeing.

5. Creates stronger relationships When you help others, you give off positive vibes, which can rub off on peers and improve your friendships.

6. Creates a sense of belonging Helping others can help us to make new friends and connect with our community. Supporting local services helps your local community.

7. Keeps things in perspective Helping others, especially those who are less fortunate than yourself, can help to put things into perspective and make you feel more positive about your own circumstances

8. Can help you live longer Regular giving back can improve your ability to manage stress and stave off disease as well as increasing your sense of life satisfaction.

9. Gives you a sense of renewal Helping others can teach you to help yourself.

10. Become a glass half-full type of person Experts say that performing acts of kindness boosts your mood and ultimately makes you more optimistic and positive.

How Is It Done?

By making a convenient, pre-tax donation to a local charity through your organisation's payroll each pay period. Empowering your employee to make a meaningful difference to the community with the support of their employer.

Your workplace can magnify this commitment towards your employee's feeling of empowerment by matching each gift given, effectively doubling the initial contribution from the employee. Showing allegiance with the employee and the charity (or charities) chosen.

Research has shown that companies with strong CSR programs are more attractive to employees and partners and often perform better financially in the long run. This is because CSR programs can demonstrate a company's commitment to making a social impact, which is now more important to consumers and stakeholders.

Example: employee workplace giving

Jane works at Tilly's Crawler Parts and earns \$65,000 per annum.

Through a recent marketing campaign, Jane becomes interested in donating to a local Cancer wellness centre. She looks into entering a workplace giving program her employer has set up with the charity. However, she is unsure of the tax implications.

Jane's fortnightly income is \$2,492. She wants to make a regular fortnightly donation of \$15. Under workplace giving, her employer will take this out of her pay and reduce the amount of tax taken out each fortnight.

Jane estimates that this will reduce her tax payable by \$4 a fortnight or \$104 per annum. She also won't have to worry about keeping receipts and can simply claim a tax deduction equal to the amount of donations in her payment summary.

What you as the Employer needs to do

Employee participation

We will come to your place of work and do a short presentation on what it is we do!

To find out if your employees want to participate, after the presentation they will be given a brief of the three charities. You will also give them:

- a minimum donation amount per pay for each participating employee
- you will reduce the amount of tax you withhold from the participating employees' salaries to account for the amount donated each pay. Small donations will result in no or little change to the amount of tax to be withheld.

Employees who would like to participate then need to provide you with details of how much they will donate each pay and which charities they would like to donate to (from those you have selected).

You can start deducting the agreed donation amount from the income you pay to each participating employee and forward it to the relevant charity as a lump sum.

The workplace giving program does not affect the way your employees' gross income, super guarantee payments or fringe benefits are worked out.

Keep your employees informed

You will need to keep records of the amount donated on behalf of each employee and advise them in writing of the total amount donated at the end of the financial year. You can notify them by:

Letter or email

If you choose to provide this information to your employees in a letter or email, you must provide:

- your name and ABN
- the employee's name
- the total amount donated for the year
- that the amount was donated to a charity
- the financial year in which the donation was made.

By supporting your employees' desire to make a positive impact, you can create a more engaged and motivated workforce therefore investing in the success of your organisation.

Payment summary

You may choose to provide the information in the employees' payment summaries:

- ATO payment summaries have a 'Workplace giving' section where you can include the total amount of donations for the year.
- Self-print payment summaries will need a new line of text in the deductions and include 'Workplace giving' and the total amount of donations for the year.

When your employees complete their tax returns

Your employees' individual tax returns are not affected by workplace giving.

Donations made under a workplace giving arrangement and donations made direct to charities are reported in the same way on the tax return. This is regardless of whether you reduced the amount of withholding or not.

By partnering with one or all three of us, you can help build customer loyalty and strong stakeholder engagement. Implementing workplace giving programs is an easy way to connect your organisation with the positive brand and charitable work that each of these charities does for the SWQ region .

Visit the website:
<https://tinyurl.com/ToowoombaGiving>



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Being the richest man in the cemetery doesn't matter to me. Going to bed at night saying we've done something wonderful...that's what matters to me".

-Steve Jobs