

PRF Social Enterprise Growth Incubator

Applications open 17 November and close 5:00pm AEDT 9 December. Program commences 27 February 2023.

[Application Form in PDF](#)

[Link to Incubator Info page and online application](#)

Frequently Asked Questions

Eligibility

- 1. My social enterprise work is not directed towards breaking cycles of disadvantage in at least one of the 3 key strategic impact areas; however, it has collateral effects on these outcomes. Can I apply?**
No. The main purpose of your social enterprise should be breaking cycles of disadvantage in Australia through one of the following impact areas: thriving children (early years or school age), employment, or justice & safety.
- 2. We have a stable team of volunteers but don't have 2.0 FTE yet. Can I apply?**
No. The program requires participating organisations to have a full-time engaged team of at least 2.0 FTE.
- 3. Is it mandatory to already have a Theory of Change?**
At this stage you should have some kind of Theory of Change and/or impact model in place, however we'll work with you on refining and clarifying it.
- 4. Our revenue is not very high. Is there a minimum we should be looking at to be considered?**
You need to show stable revenue over a period of at least 1-2 years and have sustainable growth projections. Enterprises in the early stage with very little financials and still ideating on a business model that is stable and sustainable are not encouraged for this cohort.
- 5. My social enterprise is part of a larger organisation (e.g. not-for-profit, university) which means we don't have independent governance structures. Can I apply?**

You're welcome to apply and we'll assess your application equally. Please make sure, however, you can demonstrate your social enterprise is breaking cycles of disadvantage in Australia through one of the following impact areas: thriving children (early years or school age), employment, or justice & safety.

Growth Incubator Program

6. Is it mandatory to attend all the sessions?

Yes, all sessions are mandatory. There will be some flexibility around when you can undertake the two sprints in May and August to help ensure the timing works for you.

7. Does it need to be the CEO/Founder to attend?

Yes, the program is designed to provide the most value when the most senior person in the social enterprise (or at least one of the most senior people) participates. That could be the founder, the CEO or the key decision maker.

8. Can I bring my co-founder/other organisational member to the sessions?

Each organisation can put forward up to four (4) employees or senior contributors (board or advisory members) to attend. If you decide to gather a team to participate, all team members will need to attend all of the sessions rather than pick and choose. Co-Founders and key decision makers are encouraged, even if they're volunteers; however, entry level positions or casual volunteers won't be appropriate for the level of content we'll be covering.

9. Will the sessions be online or in-person?

During the application process, the interviews will be done online. When it comes to the incubator itself, Orientation Week, the two Sprint weeks and the final Demonstration Event will be in-person, in Sydney – we'll provide accommodation and travel for those outside of Sydney. There is flexibility around regular meetings with your Coach, however it works better for you – they can be online or in-person if you're in the same region. We'll also be looking at coaches spending time with you and your social enterprise onsite.

10. How many social enterprises will be participating in the program?

There will be up to eight (8) enterprises in the first growth cohort in 2023.

11. Will there be opportunities for peer-to-peer learning?

There will be plenty of opportunities for peer-to-peer learning throughout the program, especially during Orientation Week, the two Sprint weeks and the final Demonstration Event i.e. all the components that happen in-person, in Sydney.

12. What will I learn?

The content of the program will be customised towards your specific enterprise and social entrepreneur's experience, needs and development objectives. The two Sprints will cover Impact and Business Model, and Strategy and Finance.

13. How much time should I expect to commit?

The orientation week and the sprints will be in February, May, and August 2023, which will be the heaviest months in terms of workload – around 8 to 10 days per month. The other months will rely on you and your Coach, but usually around 3 days per month.

14. Is there a tenancy component?

We'll consider participants using the workspace at Yirranma Place (Darlinghurst, Sydney) outside of the mandatory face-to-face sessions on a case-by-case basis.

15. Who will be the Coaches?

The coaches are paid professional subject matter experts with diverse representation from across the impact and industry space and including First Nations peoples. The coaches will work with you on your specific enterprise's identified needs and development objectives. Coaches will have different areas of expertise, such as Theory of Change, impact measurement, business model, strategy, investment readiness, governance, and risk. Matching of coaches will be done after Orientation Week, giving us a chance to get to know each participant's needs, challenges and priorities and allowing us to provide the best coaching support possible.

16. What do you mean by 'possibility of capital'?

Capital will be considered during the program and will depend on the enterprise's growth ambitions identified through Orientation Week, sprints, and ongoing work with Coaches to flesh out their capital requirements.

17. Will PRF or Sefa Partnerships be taking equity?

Neither PRF nor Sefa Partnerships will be taking equity or provide equity funding for participants in the program. The incubator is focused on enterprises who are growing and will help them unlock access to capital for their requirements.

18. What happens after the program finishes?

The program will finish with a demonstration event in December where each enterprise will be given the chance to showcase their learnings, share their progress and outline next steps for their growth in front of partners, impact investors, philanthropic peers. Those enterprises will then be part of an alumni network of Paul Ramsay Foundation incubator participants which will grow to be a supportive group of peers, collaborators, and social entrepreneurs.

If you are unsure about certain questions or eligibility, we'd encourage you to either email us at incubator@paulramsayfoundation.org.au or apply anyway.

We can't wait to read your applications and are really excited at the prospect of working with some of you next year!