



Weave Youth & Community Services

# Annual Report

Report from 1 July 2016 to 30 June 2017





## **ACKNOWLEDGEMENTS**

Weave would like to acknowledge and pay our respects to Australia's First Nations People, the traditional custodians of this land.  
This land is, was and always will be Aboriginal land.

We would like to express our gratitude to the children, young people, families and communities who have allowed us to be a part of their story, their journey, their strength and resilience for the past 40 years.

We would like to acknowledge the artists whose works feature in this report - Linda Jackson and Maria Luiz. We also thank our creative partners Tristan Stefan Edouard and Benny Edwards who have taken the photos and captured the moments over the last 12 months.



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# Our Purpose

## Our Vision

A strong, connected community that values its members with opportunities and justice for all

## Our Mission

To empower people to change their lives

## Our Values

Respect  
Optimism and a  
Sense of Humour  
Integrity

Fairness and  
Justice  
Good Practice  
Sustainability



## Our Name

When we embarked on the challenge of changing our name from South Sydney Youth Services in 2010, we invited our clients, community members, stakeholders, Board and staff to support us in the process and contribute their ideas.

The name Weave was put forward by a 12 year old girl. It reflects the complexity of life and the multiple strands that hold us together.

Our name represents the many integrated programs we provide and the way our clients are able to weave in and out of support as they need it.

It is about connecting people and the wider community and strengthening the bonds that help reduce isolation. Each thread is enriched and strengthened through the work we do and the relationships we build.

We acknowledge, understand and celebrate the lives that come together in a complicated rich weave.





## Who We Are

Weave began 40 years ago when a group of local Aboriginal parents concerned for the welfare of their children on the streets late at night advocated for the creation of a local youth service. We have grown and expanded in response to what the community need. We continue to be strongly embedded in the communities we operate in, providing responsive, collaborative and consistent support.

We offer a diverse range of programs that support children, young people, families and communities facing disadvantage and complex social issues including poverty, drugs and alcohol and mental health issues, homelessness, domestic violence, family breakdown and isolation.

The suite of programs we provide creates holistic, tailored support for clients and families at all life stages. Our programs range across the life span, from early intervention and prevention programs working with families with babies and children, through to programs supporting people with complex issues in their adult lives.

Building long term therapeutic relationships that are client-centered, strengths based and culturally safe is at the core of how we connect with people. We work from a trauma informed framework, understanding the impact that traumatic experiences have on people's physical, mental, emotional and spiritual wellbeing.

Our core purpose is to empower people to change their lives by providing access to appropriate support, and access to opportunities that enable people to reach their full potential.

We feel privileged to walk alongside our clients as they navigate the issues they face. We value their stories, their wisdom and their hopes and aspirations for their future.



**"It is an enormous privilege for Weave to have 40 years of meaningful connection with our inspirational communities. It is so special to walk alongside 4 generations of families and to be part of their journey."**

- Siobhan Bryson, Operations Manager,  
Weave Youth & Community Services



## Weave's 40 Year History

**1976.**

South Sydney Youth Services established by a group of local parents who were concerned about the welfare of children on the street late at night.

**2001.**

Receives charity status. South Sydney Youth Services commences services in La Perouse via a small pilot program called Kool Kids Club.

**2010.**

Established Weave Arts Centre.

**2012.**

Weave's new facility at Waterloo Oval officially launched.

**2014.**

Weave voluntarily achieves accreditation at certificate level under ASES Standards and becomes QIP's first community organisation to be fully accredited with no quality improvement plan required.

**1993.**

Incorporated as a not-for-profit association.

**2006.**

The Shop Women and Children's Centre became part of South Sydney Youth Services.

**2011.**

South Sydney Youth Services renamed Weave Youth Family Community to better reflect the organisation and its range of services.

**2013.**

Weave rebranded and renamed Weave Youth & Community Services.

**2017.**

Weave celebrates 40 years. Opened its doors to Weave Community Hub in Woolloomooloo. Established 'Creating Futures' Justice Program.

## Our Locations:

**Weave Youth & Community Services**  
Head Office Waterloo

**Weave Women & Children's Centre**  
Waterloo

**Weave Kool Kids Club**  
Maroubra

**Weave Community Hub**  
Woolloomooloo



## Message from the Chair Rebecca Wallace



I am pleased to present my Chair's Report for another year in which continuous improvement and best practice Corporate Governance remained at the centre of the Board's focus.

The Board's responsibilities under the Associations Incorporations Act 2009 (NSW) and the Governance Standards made in accordance with the Australian Charities and Not-for-profits Commission (ACNC) Regulations, continue to be exercised with due diligence and care.

This year saw the formation of a standing Board Committee, the Audit & Finance Committee, charged with assisting the Board in fulfilling its oversight responsibilities with regard to: financial reporting; systems of internal control and risk management; the external audit process; compliance with laws and regulations, and with the code of conduct. I would like to take this opportunity to thank my fellow Committee Members: Jacqui Walshe (Treasurer and Committee Chair), Trudi Mitchell (Vice Chair) and Samuel Brazel (Secretary) for allocating additional time and resources to this important role.

2016/17 also saw the Board move to recruit suitable candidates to fill the positions of Youth Representative (provided for under the Weave Constitution). Samuel Brazel and Jonathon Captain-Webb were appointed by the Members at the 2016 Annual General Meeting. Both Samuel and Jonathon have brought a new voice and fresh perspective to Board discussions and are a very welcome addition. I would like to thank Sheena Polese and (former Board Member) Michelle Aleksandrovics Lovegrove for volunteering their skills and expertise to support and develop our Youth Representatives as Mentors.

This year also saw the Board embark on a process of Self-Assessment through completion and return of a Board Performance Survey. The outcomes of the Survey will help to create an Action Plan for further Board improvements and will feed into the Board Succession Planning process.

During the year our long time and well respected CEO, Shane Brown, commenced a much deserved twelve month sabbatical. Following an intensive Recruitment process overseen by the Board, Greg Benson was engaged as Interim CEO of Weave. The Board warmly welcomes Greg to the Weave team and acknowledges his significant contributions since stepping into the role.

I would also like to take this opportunity to extend a sincere vote of appreciation to Helen Graney (Committee Chair) and the other Members of the Weave 40 Year Anniversary Committee who convened during the year to oversee event planning for the festivities held on 29 June 2017 at Doltone House. The evening was the culmination of many months of planning and was a wonderful celebration of all those involved with Weave including current and past Board Members, management, staff, clients, partners and supporters. While other sections of this Annual Report celebrate our key operational results and successful service delivery, it is timely to acknowledge that it is the people of Weave that continue to make this organisation truly special.

I would therefore like to take this opportunity to pay tribute to those who have worked with me, to the Association's founders and inspiration, and to the many people who have served faithfully through the years to foster Weave and to make it the success it is today.

I extend thanks and appreciation to my colleagues for the way in which they have exercised their responsibilities as Board Members: Trudi, Jacqui, Helen, Peggy, Samuel, Annick, Sheena, Jonathon and Michelle (who stood down from the Board in August this year) you are a truly inspirational group of people, giving freely of your time and expertise to ensure the good governance and strategic oversight of Weave.

While my period of tenure on the Board is drawing to a close, I am very much looking forward to the year ahead and to our continued growth and development.

### Current Directors

Rebecca Wallace (Chair)  
Trudi Mitchell (Vice-Chair)  
Jacqui Walshe (Treasurer)  
Samuel Brazel (Secretary)  
Annick Clifford  
Peggy Dwyer  
Helen Graney  
Sheena Polese  
Jonathan Captain-Webb

### Former Directors

Michelle Aleksandrovics Lovegrove  
(Former Secretary)  
Louise Wagner (Former Board Member)



## Message from the CEO Greg Benson

June 2017 saw our CEO Shane Brown start a well-deserved 12-month sabbatical. I was honoured to step into the role and lead Weave during his absence. I am proud to be a part of a well respected, innovative, and community embedded organization, that prides itself on listening to people and working together to respond to their identified needs.

It was with great excitement that I joined the team during a time of growth, overseeing the delivery of a host of newly implemented Weave programs including our Creating Futures program which aims to support 18-30 year olds exiting custody. The creation of Weave's Work Ready Hub and Weave's Social Enterprise "Fernside Food", both providing training and employment experiences for the local community, and our Psychological Support Services that provides free counselling for people seeking support to manage their mental health.

We also expanded our services with the opening of the Weave Community Hub based in Woolloomooloo. A place that is open to the community where people can access support for their children and family, parenting programs and assistance for people who are homeless or at risk of homelessness. Woolloomooloo is a bustling and vibrant part of Sydney, and we are excited to play a role in continuing to cultivate a positive and active community.

The magic of Weave is only possible through the work and dedication of our team. They bring professionalism, creativity and are solution focused to help empower people to change their lives. Over the last two years our team has grown with new people bringing new skills, expertise and practice to Weave.

Our Volunteers play an important role in how we support our community, from mentoring people whilst helping them to get their driver's license, to sharing their knowledge with children and young people through free school tutoring, to driving the Streatbeat bus to make sure young people get home safe on a Friday and Saturday night. Volunteers have a huge impact on the lives of children and young people and we are grateful for the time they invest and the difference they make.

Thank you to the Weave Board of Directors who also volunteer their time to bring their expertise, governance, and leadership to our organisation. They are a highly skilled and dedicated group who believe in the vision of Weave. I'd particularly like to thank our Chairperson Rebecca Wallace, who brings huge amounts of energy and expertise and will leave the Chair position having strengthened Weave's governance.

Lastly I'd like to thank all our donors, individuals and organisations that have partnered with us both financially and through shared initiatives. It is your contribution that enables us to deliver ongoing services. We value working together in collaboration and collectively we have had a positive impact on the communities we support.



2018 is shaping up to be a big year for us and the communities we work with. The Waterloo area will be undergoing a major transformation over the next two decades, with 2018 being a significant year in the planning of the redevelopment. Weave will ensure the voices of young people and the community are front and center in the planning process.

We look forward to developing our vision and planning our future direction as we embark on designing our 2018-2020 Strategic Plan. We will continue to listen to our community and work together to create programs and initiatives that continue to meet people's needs.

**Greg Benson**  
CEO



## Weave in Numbers 2016 - 2017

Our holistic service provision includes delivering programs that focus on:

Intensive Client-Centred Support  
Project & Group Work  
Community Development Initiatives

**1991**  
clients supported

Total number of individual clients supported through casework and counselling and intensive program support

**641**  
groups with a total of  
**8345**  
participants /  
attendees

**35**  
community  
development  
initatives and  
events

### Intensive Client Centred Support Breakdown

	Female	Male
Aboriginal and/or Torres Strait Islander	722	553
Non Aboriginal and/or Torres Strait Islander	410	306
Total	1133 (57%)	858 (43%)
% of Aboriginal and/or Torres Strait Islander	63.8%	64.3%

**Aboriginality: Overall 64.2%**

**Note:** the above statistics relate only to individual clients who have received intense ongoing support. These numbers do not include all the people who attended groups and events.

**Our team of dedicated, passionate and committed staff has significantly grown over the last 12 months**



Weave now employs a total of 57 employees (including casuals).

20% of part-time and full-time staff are Aboriginal.



## Program Highlights Speak Out Dual Diagnosis Program

### Weave's Speak Out Dual Diagnosis Program was established in 1997.



Weave's Speak Out Dual Diagnosis program works with adolescents and young adults aged 12 to 28 years, experiencing co-existing mental health, alcohol and other drug challenges.

The program continues to deliver flexible quality services that support young people experiencing dual diagnosis, to deal with practical issues and receive trauma counselling.

The program also offers project work, events and group work opportunities. This gives young people opportunities to connect with themselves, with each other and the broader community. They also act as meaningful soft entry points into the program.

### Key Highlights

The Speak Out Dual Diagnosis Program won the award for **Excellence in Community Drug Treatment** at the NADA Awards in 2016.

Established a partnership with **NSW Drug Health** who provide an outreach AOD specialist counsellor to Weave 1.5 days per week increasing our counseling capacity.

### Snapshot: from July 2016 - June 2017

**234** individual clients were supported  
**67%** of clients are Aboriginal  
**80%** aged 18 – 28 years

#### Top 3 presenting counselling issues:

Alcohol and other drugs  
Family  
Trauma



## Program Highlights Kool Kids Club

**Weave's Kool Kids Club was established in La Perouse in 2001 and in the Inner City in 2016.**

Weave Kool Kids Club is an early intervention and prevention program that provides children aged 7-13 opportunities to engage in recreational activities and mentoring that focus on improving social health and wellbeing, connection to culture and promote strength and resilience.

Activities are purpose driven and designed to address underlying issues, and create a safe environment to engage kids and provide tailored support that allows them to have fun, make friends, develop their self-esteem, learn new skills, address their fears and their anxieties.



Kool Kids Club  
La Perouse



Kool Kids Club  
Inner City

### Snapshot

Number of Children – **210**

Number of Young Leaders/  
Peer Mentors – **68**

Aboriginal Children - **90%**

Partner Primary Schools - **6**



**"I hope the Kool Kids programs stay in the community forever. Kool Kids builds the confidence in their young Aboriginal employees and helps them become role models in the community. We need more of these programs as it helps children stay focused in their lives and have more respect for others."**

Auntie Maxine, Aboriginal Liaison Officer Creativity Inc



## Program Highlights Kool Kids Club

### Kool Kids Club Highlights

A Historic Moment: On Saturday the 9th of July 2016 Kool Kids Club opened the Waratahs game at Moore Park. The performance is significant, as the NSW Waratahs have not done a cultural round before.

Winner of the **Outstanding Program Supporting Indigenous Young People** at the 2016 NSW Youth Action awards.



### A really Kool Kid Beau Foster

Beau Foster, a young Yuin Dharawal man was a participant of our La Perouse Kool Kids Club Program since the age of 9. Beau was actively engaged in the program throughout his childhood and went on to become a Switch Leader providing peer mentoring to children transitioning from primary school to high school.

In 2016 we are proud to announce that we employed Beau as our first ever former Kool Kid as an Aboriginal Activities Worker. Beau is doing an incredible job running programs that support children to learn new skills, promote good values, connect with community and facilitate cultural experiences.

**"I thank you Beau for being such a strong role model for my children,  
thank you for everything you do for our community"**  
- mother of a Kool Kid at Namatjira BBQ



## Program Highlights Kool Kids Cultural Camp

In April 2017 our Inner City Kool Kids Club coordinated a Culture Camp to Bundjalung Country (Ballina) thanks to a Weave Aboriginal Activities Worker, Matt Gordon. Matt was keen to take the children to his country and create an experience that showcased where he was from and where he grew up. The children were introduced to Elders in Matt's community giving them the opportunity to learn about the importance of culture, language and traditional practices.

For many of the children it was the first time they travelled on an airplane and left their families. During the camps we challenge the children to try things they have never done before, so they can get out of their comfort zones. This includes group activities which enables them to build new relationships, learn how to trust people, build on their social skills and ultimately improve their confidence and independence.





## Program Highlights Specialist Homelessness Services (SHS)

### Weave's Specialist Homelessness Service (SHS) was established in 2015.

Our SHS team continue to provide intensive support to young people who are homeless or at risk of homelessness, helping them find safe and affordable accommodation options, and supports people to set up their new homes. Full household set up includes providing all or most furniture, homewares, white goods and bedding.

#### Snapshot

200

Young people supported

Full household set up

26

Partial household set-up

19

#### Case study:

Samantha was 19 years old when she presented to Weave with her daughter. She was living with her mother in overcrowded conditions and wanted to move in with her partner, who was couch surfing at the time, so they could live together as a family. Samantha wanted to work part-time but needed assistance getting her daughter into daycare.

With help from SHS, Samantha and her partner were approved for a transitional housing property, which would give them the opportunity to pay reduced rent so that they could secure a day care placement and employment.

With the support of Weave, the family's move into transitional housing eliminated their risk of homelessness and allowed Samantha to access the support to complete her course as well as obtain part time employment. Weave also assisted in day care placement for Samantha's daughter, a few days a week, which she really enjoys.

Samantha's partner has completed a number of training opportunities and has secured full time work as a labourer.

**"We know that a little bit of the right support at the right time makes a big difference."**

- Weave Youth & Community Services



## Program Highlights Weave Women & Children's Centre

The Women & Children's Centre has been part of Weave Youth & Community Services since 2006.

The Women & Children's Centre provides holistic support for women with kids and women leaving violent relationships.

### Case Study:

Kathy presented at Weave Women and Children's Centre after fleeing domestic violence, her baby in her arms and without any shoes on. Weave were able to assist in finding temporary accommodation for Kathy and her three children, where they stayed for four weeks. As a non-resident, Kathy is ineligible for social housing, however Weave Caseworkers advocated for Kathy and her family daily until safe and stable accommodation was obtained through FACS. This perseverance paid off as Kathy and her children now live in a property in a location unknown to the perpetrator.

Through the Staying Home Leaving Violence (SHLV) Program, we were able to secure the property and move Kathy and her children into their new home. The Women and Children's Centre staff took a team approach, sourcing furniture and other home wares for the family and ensuring the empty apartment felt like a home on their first night.



Weave staff and advocates at Poet's Corner  
White Ribbon Day Event November 2017

The SHLV Program caseworkers supported Kathy in providing her statement to police, taking out an AVO, and throughout the entire court process. Kathy's caseworker provided practical assistance in finding local childcare for the children. Kathy was proactive in seeking employment, and was successful, now working a full time job to support herself and her children.

Kathy is a hard-working and dedicated woman and mother. Kathy is optimistic about the future and is appreciative of the support she and her children received from Weave.

## Key Highlights Snapshot

We partnered with The Caterer Sydney, who have provided free meals to women and children leaving violent relationships and living in temporary accommodation.



**46** women and **35** children were supported to leave violent relationships

**41** women were supported to be safe by upgrading security

**70** women with **93** children were supported through casework and case management support

**20** women accessed evidence based parenting programs

**133** women accessed regular drop in support and practical assistance



## Program Highlights Driving Change



**"It's not just a license to drive, it's a license to live"**

- Mick Gooda

Royal Commissioner for the Royal Commission into the Child Protection and Youth  
Detention Systems of the Northern Territory

### Weave's Driving Change Program was established in 2015.

A licence is something that many of us may take for granted, not realising how much we use it or what life would be like without it. It's symbolic of feeling socially included while giving us the freedom to be independent and mobile. Sadly this is an achievement that is out of reach for many young people in Sydney.

To gain a Learner's Licence in New South Wales, a person must pass a computer-based knowledge test. Many Aboriginal or young people facing disadvantage struggle to pass this test due to low literacy and numeracy levels, a lack of appropriate official identification documents, and an inability to pay the fees for the test.

The Driving Change program addresses this by providing information and support for pre-Learners, assisting with gathering the necessary identification and providing the opportunity to take the test for free.

A learner under 25 must then complete a minimum of 120 hours of on-road experience with a fully licensed driver before they can attempt their Provisional Licence test. This makes gaining a licence unattainable for many Aboriginal and disadvantaged young people who do not have stable, fully licensed adults in their lives, or access to a car. The Driving Change Program addresses this need by pairing volunteer drivers with learners, and giving them access to our Weave vehicles in order for the learner to gain their on-road experience and their provisional license.

### Snapshot

**166** current program participants

**120** people got their Ls

**34** people got their Ps

**30** volunteers

**1713** hours volunteers spent with our learners



## Program Highlights Streetbeat

### Weave's Streetbeat Transport Service was established in 1999.

#### Snapshot

**381** young people used Streetbeat in 2017

Streetbeat provided over **1500** safe trips home for young people

Streetbeat late night transport service is a free service that picks up young people and takes them home, or to another safe place on Friday and Saturday nights from 9pm-2am.

This service would not be possible without the dedication of our volunteers. We thank them for giving up their Friday and Saturday nights to make sure that young people in our community have a safe and reliable service.

### In 2017 Weave became a provider of Psychological Support Services for the Central Eastern Sydney Primary Health Network.

We provide therapy sessions for people with mild mental health issues who are seeking community based support. The service prioritises community members who have barriers to accessing mainstream mental health support including children and young people and Aboriginal people. We have engaged 5 clinicians who are able to support community members from Central and Eastern Sydney through to the Sutherland area.

We deliver this service as a partnership with One Door and Twenty 10.

#### Snapshot

Between January – June 2017 we supported **44** community members



## New Initiatives Work Ready Hub & Youth Advocate Program

### Work Ready Hub

The Work Ready Hub aims to improve the long term educational and employment prospects of young people aged 12 - 28 years who are disengaged or excluded from mainstream opportunities. The program offers a comprehensive program of initiatives using community leadership, active community participation, work readiness training and strategic partnerships with training and employment providers. These initiatives assist young people to develop confidence, gain skills, become better equipped to make informed decisions regarding their education, career aspirations and pathways into employment.

### Weave Youth Advocate Program



**In December 2016 Weave won the Youth Action Award for most Outstanding Youth Participation.**

The Youth Advocate Program provides leadership opportunities for young people aged 18 – 28 years by increasing the involvement of young people in the design and implementation of youth-led projects within Weave. In addition to this the Youth Advocates are an advocacy group who represent the needs and views of local young people to community and relevant stakeholders.

#### The Youth Advocate program offers a combination of:

- Professional development training e.g.: working with young people, mental health and wellbeing, information provision, public speaking and event management.
- Paid work experience e.g.: Survival Tips photo booths, working on community events, school/youth group workshops and consultation participation.



## New Initiatives

### Weave Community Hub

#### The Weave Community Hub was established in Woolloomooloo in 2016.

A reflection by Freya Conomos, Team Leader Weave Community Hub

In September 2016, Weave was engaged to provide a service in the heart of Sydney's Woolloomooloo. After an initial celebratory BBQ to introduce ourselves to the community, the next few months were spent renovating the building and creating a welcoming space for the community.

The Weave Community Hub is home to child, youth and family caseworkers, a community development worker and a team leader. Our well established youth Specialist Homelessness Services (SHS) team also moved into the Hub so they could be more centralised.

An official launch was held in March 2017 bringing together local services, stakeholders and members of the community. We had a beautiful smoking ceremony and a Welcome to Country by local Elder Auntie Selena, as well as special guest speakers Marie Bashir and Lord Mayor Clover Moore.

After a series of community consultations to hear about the needs, hopes and aspirations of our local community, we began to deliver family casework and community development initiatives.

We started with a Harmony Day lunch where everyone could bring a plate of their favourite cultural dish, bonding cultures over a shared meal. We all ate too much, laughed too much and got to know each other in a different way. Food really does bring people together.

In the spirit of celebrating local community members, we also held a Mother's Day morning tea, offering homemade scones and handing out flowers to our local mothers, grandmothers, carers, foster mothers – anyone who has cared for a family in some capacity. We had a picnic on the grass in Forbes St with the added surprise of a local man playing guitar and singing for us.

These small events have been a lovely way to introduce ourselves to our new neighbours and offer additional support in the form of casework to families. In addition to casework support, our Hub is open to other organisations and community members to utilise the space. We have a play group with Save the Children; deliveries of groceries for community members is provided by OzHarvest, one of our rooms was used as an art studio for a little while by a local artist while he moved home, community yoga classes, and many other things.

We have also started some of our own groups to address social issues raised. The Hidden Hub runs every second Friday night, a place where young people can learn to cook dinner, have a meal together, and watch a movie.





## New Initiatives Weave Community Hub



Our biggest event was in collaboration with a group of local residents, who asked us to assist in coordinating two NAIDOC events; an outdoor movie night and a NAIDOC celebration festival. Both were a huge success. Our movie night was held in the Forbes St Reserve during the school holidays, we watched 'The Sapphires' and had a great turn out. We all laughed and sang along to the movie while munching on pizza and popcorn.

A few days later we had the annual NAIDOC festival. We had stalls for local community members as well as organisations, a BBQ with a tasting of crocodile and kangaroo sausages (both very delicious!), rides for the kids, a photo booth, and an Elders tent with homemade curry. The local kids performed a song as well as a host of Aboriginal bands playing for us, including the Donovans, the Black Ferns, The Green Hand Bands, Thaylia, and an amazing performance by Nana Miss Koori Overall, the day was a lot of fun for the whole community with over 500 people attending.

We want to thank our hard working and patient local NAIDOC Committee for all of the work that they put into the festival, guiding Weave and volunteering their time for the love of their community. Passion is what makes us keep going every day.

We look forward to next year, and we believe the Weave Community Hub will be further embedded in the Woolloomooloo community. We are planning to have more parenting groups, service drop ins, group work, more frequent community conversations and ongoing casework for families and young people.



## New Initiatives Creating Futures Justice Program

### **Weave's Creating Futures Justice Program was established in January 2017.**

A community based post release and diversionary program providing targeted support for Aboriginal and non-Aboriginal people aged 18-30, living in or with a strong connection to the City of Sydney LGA.

The program was developed to address the overrepresentation of Aboriginal people in the criminal justice system, and in response to local community needs. Sadly, many young people released from jail were turning up on our front door step wearing their prison greens with no knowledge of where else to go, or how to navigate the world.

We offer a 12 month holistic program that provides bail, pre and post release support and diversionary options. We connect with people 12 weeks before release and support them to integrate back into the community ensuring they have every opportunity to transition successfully. Our team provides practical support such as obtaining ID's and setting up bank accounts, referrals to specialised services and access to cultural health and wellbeing initiatives.

"Many people exiting custody feel ill equipped. Not knowing where they will live, how to open a bank account and access basic services can be overwhelming without support. We believe that with the right support, people exiting custody can successfully transition to community and give back to their community."

- Melissa Merritt  
Creating Futures Program Manager





## New Initiatives Creating Futures Justice Program

### The program aims to:

1. Significantly reduce high numbers of Aboriginal people entering the criminal justice system
2. Reduce the number of Aboriginal people re-offending once leaving custody
3. Provide practical and meaningful opportunities for young adults to be respected participating members of the community

Creating Futures provides culturally safe support to Aboriginal men and women, giving them every chance to engage in service provision that empowers them to change their lives and reduce the risk of reoffending.

**"We have a national responsibility to reduce the overrepresentation of Aboriginal people in custody and we need targeted, community based, culturally safe programs like Creating Futures that provide community based options."**

- Greg Benson, CEO Weave Youth & Community Services

### Snapshot

**51** people have been supported on the program

**72%** men **28%** women

**7** of those were diverted from a custodial sentence via referral to the program

NSW  
Reoffending  
rates for Aboriginal  
adults:

**56%**

Reoffending  
rates for Creating  
Futures participants:

**8%**



## New Initiatives Community Building



RedLink is a place based approach to enhance service delivery to vulnerable community members living in the Redfern public housing estates. It is a co-location model which brings together FACS staff, social workers, health professionals, service providers and tenants to identify and co-design solutions to meet local needs. Weave partnered with Redlink on the projects below in 2016/2017.



### Redfern Men's Cave:

The Redfern Men's Cave is a men's social group that runs out of the community room at the Poet's Corner housing estate in Redfern. Social activities have included monthly excursions to places like Taronga Zoo, movies, fishing and bushwalks.

#### Snapshot

**30 - 40** men attend the group each week  
Facilitated **8** monthly excursions

### Breaking the Cycle of Domestic and Family Violence

The Weave Women and Children's Centre partnered with Redlink to develop community initiatives to break the cycle of Domestic and Family Violence in Redfern.

This has included supporting a women's social group that connects women in the local community and provides them with access to specialised support workers in areas such as domestic violence, housing, family support and substance abuse.

### Fernside Food:

Fernside Food is a social enterprise pilot project designed to engage young people living in social housing by providing hospitality training and employment opportunities.

#### Snapshot

**12** people completed a food prep training course

Participants gained a Statement of Attainment in Commercial Cooking and Safe Food Handling

Provided paid casual work experience

Sold food at **8** community events





## New Initiatives Community Building

### Poet's Corner Renovation Project

With a commitment to building a strong connected community, we were thrilled when Weave received a grant from FACS to renovate the public garden space in front of Poet's Corner shops. This space has so much potential to not only be a beautiful space that's a source of community pride, but also a space that more practically meets the needs of the community.

Through consultations with the community, interviews with residents and multiple design drafts, we worked alongside the Poet's Corner community to reimagine the space.

Weave would not be able to accomplish this task without the hard work and generous contributions of our project partners Cadence & Co., Sticks & Stones Landscape Designs, BC Films and The Botanical Gardens Community Greening Project, and the Redfern Men's Cave who will build new benches and tables.

The project has been a team effort that will be completed by late 2017.

### McKell Urban Forest Project

The Urban Forest Project was a community-based initiative designed to beautify the hallways within the McKell building in Redfern. We partnered with Redlink, freelance artist Peta Morris from The Kid Creative, and local photographer Tristan Stefan Edouard to capture the portraits of McKell and the Poet's Corner residents.

The project aimed to build community cohesion and improve the aesthetics of the community whilst giving residents a chance to positively contribute to their home environment.

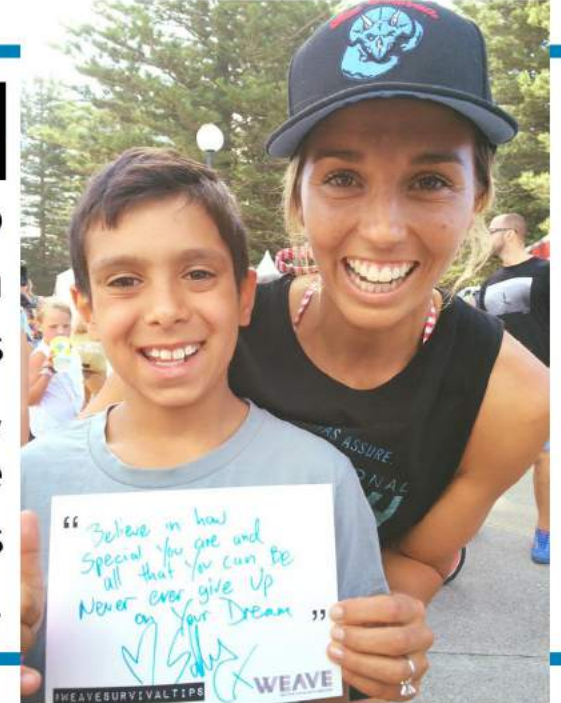




## A Year of Highlights

### #WEAVESURVIVALTIPS

Our mental health and wellbeing campaign continues to roll out with great success collecting up to 3000 tips from community members including high profile celebrities such as Ada Nicodemou, Adam Briggs, Sally Fitzgibbons, Lynn McGranger, Anthony Mundine and many more. We also rolled out our second year of #WeaveSurvivalTips coffee cup campaign with the support of local cafes.



### Step Into The Future – Google HQ

In partnership with Talent Rise we took 50 young people to explore the digital and tech world and show them what's possible. It was an inspirational afternoon with lots of guest speakers sharing their career pathways and entrepreneurial journeys.



### Mad Pride 2016 - Learn & Grow

A free event during mental health month showcasing the creative achievements of young people, while breaking down the stigma associated with mental health experiences.



### Youth Week 2017 – Be Here. Be Heard

We partnered with the City of Sydney and kicked off the launch of Youth Week 2017 and the 19th Annual Fernside Festival.





## A Year of Highlights



### Kool Kids Bus

We launched our second Kool Kids Bus in November 2016. We had the privilege of working alongside a group of grandmothers and local Elders to develop the artwork for the bus, and ensure the art was a reflection of the community we support.

### The Australian Ballet came to Waterloo

During the July school holidays Weave partnered with The Australian Ballet and their education program, to deliver 4 days of dance workshops to a group of Weave children.



### Voices from the Rooftop

We invited our community to gather on the rooftop at Weave HQ on Thursday 11th August 2016, to share how they were impacted by the Four Corners documentary of young people in detention, at the Don Dale facility in the Northern Territory.



## Social Issues Strategy

### Bullying, Suicide & Ice

Bullying, Suicide and Ice are three issues that impact our clients, families and communities in detrimental ways. Over the last 12 months we embarked on developing a social issues strategy that gave us the opportunity to step outside our daily roles and create space to reflect, review and consider new ways of working with people experiencing these issues.

We were extremely fortunate to engage an external facilitator – Carly Westwood from Fresh Thinking, who invested her skills and time pro-bono to work with us on developing this important piece of work.

In addressing the briefs Carly utilised a technique called Human Centred Design:

**“Human Centred Design is a human-centred approach to innovation (or creative problem solving) that draws from the designers’ toolkit to integrate the needs of people, the possibilities of technology, and the requirements for business success”**

- Tim Brown, CEO and President of IDEO



Carly Westwood

**Human centred design puts the person or community at the heart of the work**

The process involved us consulting with our clients, community, stakeholders and experts in their fields, reviewing data and research for clues on existing gaps and challenges within the Bullying, Suicide and Ice spaces. From this we gained hundreds of insights that then allowed us to identify what the gaps were, and what the new opportunity areas were for new or improved ways of working across these issues at Weave Youth & Community Services.

After developing these opportunity areas and developing prototypes, we ran a number of focus groups with key stakeholders to test the ideas and seek their advice and wisdom on how to build on the ideas moving forward.

Our anti-bullying campaign #CoolToBeKind has been developed as a result of our social issues strategy. We are now delivering workshops with our Kool Kids Program and in local schools to children that are identified at risk. The campaign revolves around "kindness". Kind to self, kind to others and kind to the environment.

Another strong outcome of the strategy across all three issues was the need to create lots of opportunities for our Aboriginal clients to connect with their culture, traditional healing practices and projects that improve their health and wellbeing.

We thank Carly for helping shape a way forward to improve outcomes for young people affected by Bullying, Suicide and Ice. We now have a strategy that allows us to advocate to peak bodies, government, and other stakeholders about these issues young people face, with solid recommendations that have been tested and supported by the young people and community members themselves.



## Social Issues Strategy #CoolToBeKind Campaign



# #COOLTOBEKIND

### WHAT

Cool to be Kind is a Kindness Campaign, developed by Weave Youth & Community Services to promote kindness, positivity and teach kids how to be kind to themselves, kind to others and kind to the environment.

### WHY

The campaign evolved out of our Social Issues Strategy, seeking to understand better ways of supporting kids and young people to tackle bullying. Through a structured process utilising Human Centred Design Thinking, the idea of a kindness campaign emerged. We noticed that there were lots of campaigns and projects out there that focused on what to do if you're being bullied, what to do if you see someone being bullied and how not to be a bully. There was nothing out there that was teaching and encouraging kids the alternative way of being.

### HOW

Cool to be Kind features a series of activities that highlight what it means to be: Kind to self | Kind to others | Kind to the environment. We use these activities to stimulate and encourage people to engage in kindness in their daily lives.

### GET INVOLVED

If you are interested in rolling out this campaign or keen to know more, please get in touch!  
[mardi@weave.org.au](mailto:mardi@weave.org.au)





## What We Achieved Awards



Weave won the **Mental Health Matters Award** in the category of **Aboriginal Social & Emotional Wellbeing**. "Stories of Lived Experience" captured Aboriginal people's lived experience of therapeutic relationships and service delivery. These insightful stories helped build an understanding of how the mental health sector can better support the social and emotional wellbeing of Aboriginal communities.

Our **Weave Kool Kids Program** won the **Youth Action Award** for most outstanding program supporting Indigenous young people.

Our **Youth Advocate Program** won the **Youth Action Award** for the most Outstanding Youth Participation Award.

## Betty Makin Youth Week Awards 2017

Siobhan Bryson won City of Sydney Youth Worker Hall of Fame.

Siobhan has been working at Weave Youth & Community Services for over 15 years. She has made a significant difference to the lives of many local young people, particularly Aboriginal young people during her days as Aboriginal caseworker/counsellor. As Operations Manager at Weave, Siobhan has ensured that the culture of Weave and the way we work with communities is collaborative, meaningful, respectful and empowering. She was part of the founding group that started Just Reinvest NSW advocating against the over-representation of Aboriginal Young People in Custody and today continues to advocate for social justice and ensures that Weave is at the forefront of raising awareness and advocating for change and for programs that provide early intervention and prevention support that enable young people to break the cycle of disadvantage and incarceration.



**"Siobhan is a dedicated, passionate, inspirational person to work alongside. She deserves the recognition for her long commitment and continued passion and dedication to youth work and the sector."**

- Mardi Diles Partnerships & Marketing Manager, Weave Youth & Community Services



## What We Achieved Weave Charity Gala



### Together we raised \$141,000.

This year we welcomed 600 people at Doltone House Pyrmont, to celebrate our 40 year anniversary. It was our biggest event ever and we thank everyone that came along to help raise essential funds to keep our programs going so that we can keep supporting children, young people, women and families facing complex issues and difficult circumstances.

Money was raised 5 ways on the night through:

- Raffle tickets
- Wishing Wall
- Art Wall
- Silent Auction
- Live Auction

We are very thankful for all the support received on the night and felt very humbled by people's generosity. The biggest highlight for us was having Weave clients and community members purchase tickets to support the event and share the night with us.

A very big thank you to our key partners: Telstra, EY, Jack Morton, MMW & The Monkeys. Your ongoing support is the primary reason we are able to have events like this.



JACK MORTON



mmw3degrees

**"I feel so proud to be here tonight and to be part of the Weave family. Weave has done so much for me and I love all the energy and positivity in the room."**

- Client of Weave



## Tutoring & Volunteering Programs

### Weave's Tutoring Program was established in 2012.



Our Tutoring Program was developed in response to the high numbers of children and young people needing extra support with school work. The program is offered free for students whose parents or guardians cannot afford to pay for tutoring.

Our tutors are volunteers who feel passionate about education and supporting children to feel confident at school.

#### Tutors Reflection

"Being a tutor with Weave has been an incredibly rewarding experience for me. I have worked alongside my tutee for a few years now and in that time I have watched her excel at her studies and become more confident in her own abilities. I don't credit myself for making that happen - she did that on her own - but I feel glad to have supported her through it. Being part of the tutoring program has also helped me feel part of the community and brings positivity into my life. I will definitely continue to tutor with Weave as long as I can. Thank you Weave for enabling me to have this great experience."

#### Snapshot

**36** tutors have volunteered their time in 2016/2017

**38** student received free tutoring

### Volunteers play a big part at Weave.

They help with tutoring, driving lessons, mentoring, late night transport services, pro-bono services and they help run our events.

We would like to take this opportunity to thank every single person who has volunteered their time and their knowledge to help improve our service delivery and empower people to change their lives.

Total Volunteers in 2016/2017 **124**





## Corporate & Community Partnerships

### Corporate Partnership with EY



Weave is the NSW local charity partner of Ernst & Young. This partnership has continued to grow and strengthen over time. EY has provided pro-bono services to help us review our strategic direction, internal data systems and partnership pipeline. Their staff have volunteered at our events, run programs with our children and have raised funds for our services.



### Community Partnerships

We thank all our partners in 2016 and 2017 who have helped us to deliver programs and services to the people we support.





## Financials

### Income & Expenses

#### Financial Snapshot 2016/2017

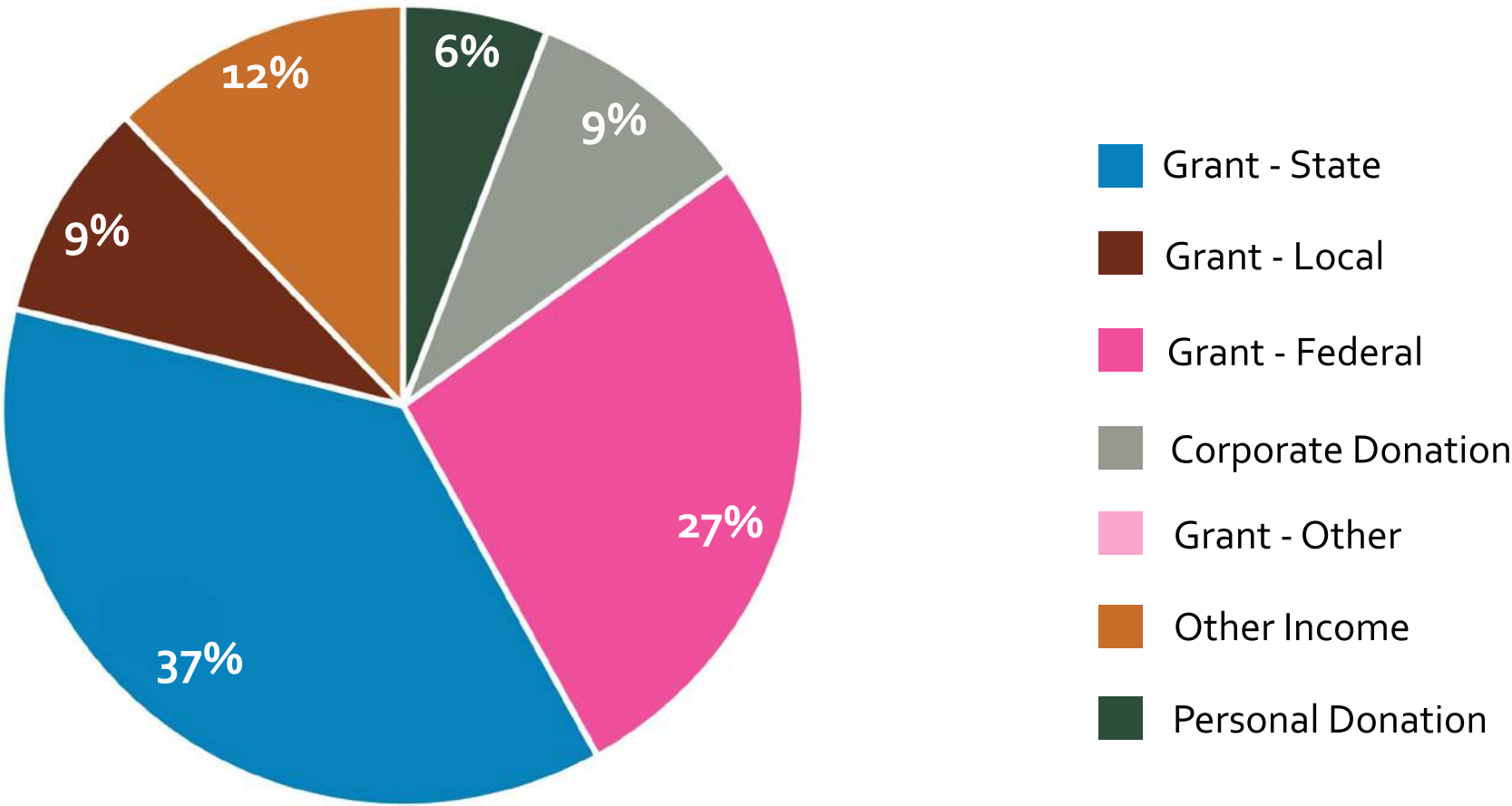
Income	FY2016	FY2017
Donation Income	414,385	266,404
Grant Income	2,331,096	3,011,806
Other Income	147,537	195,782
Total	2,893,018	3,473,992
Expenses	FY2016	FY2017
Programs	2,088,444	2,832,110
Administration	491,911	430,481
Partnerships, Fundraising & Marketing	68,826	152,253
Vehicles	65,832	58,966
Total	2,715,013	3,473,840

Please see the ACNC website on <http://www.acnc.gov.au/> to view our full financial statements for these periods.

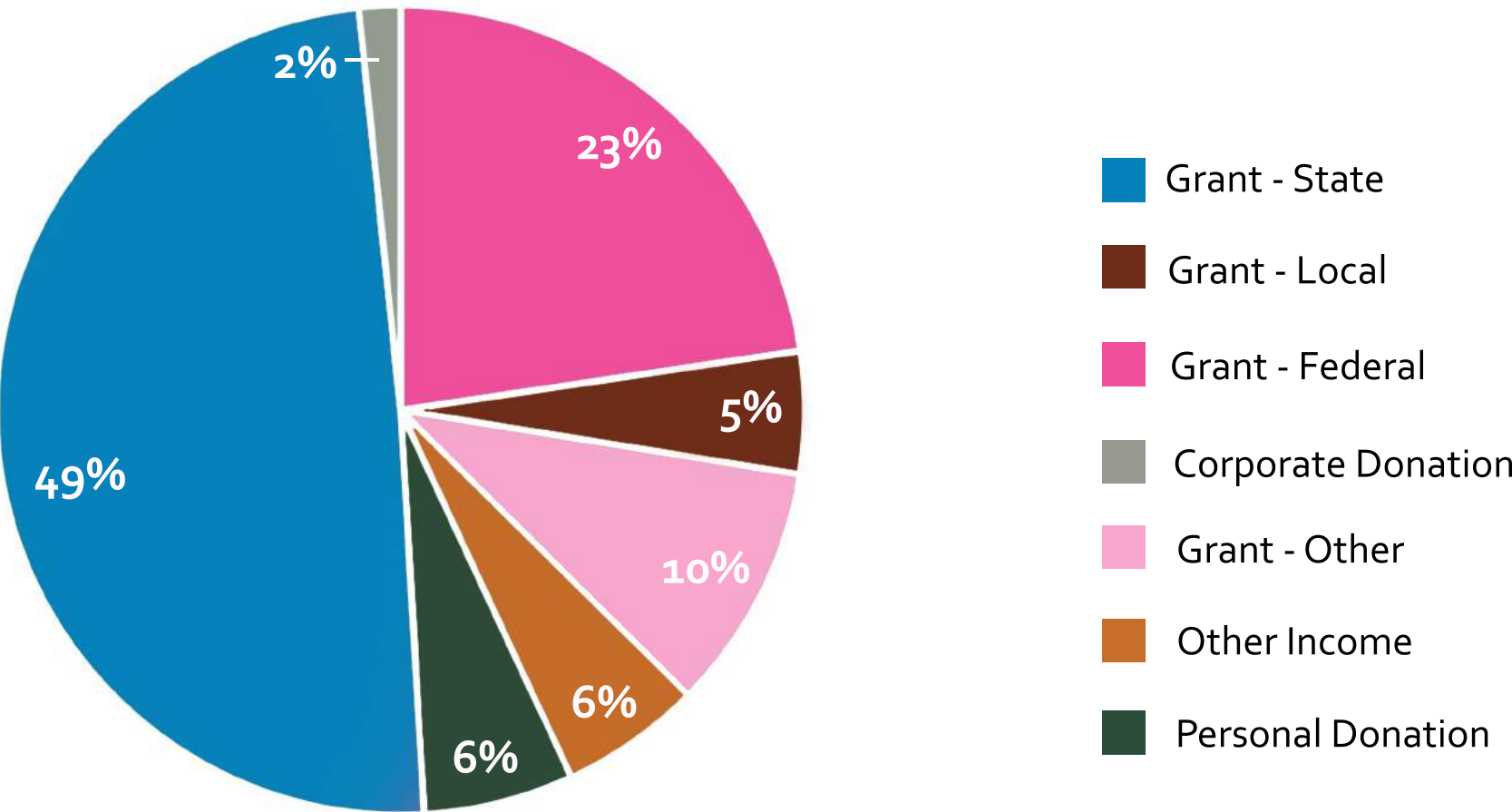


## Financials Income Breakdown

Revenue Split by Funding Source 2016



Revenue Split by Funding Source 2017





# Thank You To Our Supporters

We thank all of our funders, donors, partners and sponsors for supporting our work and enabling us to deliver programs to the people and communities we work with.

## Federal Government Funding

Department of Health  
Department of Prime Minister & Cabinet  
Central & Eastern Sydney Primary Health Network

## State Government Funding

Department of Family & Community Services  
Transport NSW - Roads & Maritime Services  
Sydney Local Health District

## Local Government Funding

City of Sydney  
Lord Mayors Trust fund Clover Moore  
Randwick City Council

## Donation Funds/Foundations

Vincent Fairfax Family Foundation  
Virgin Unite  
Igniting Change  
Property Industry Foundation  
Buck Foundation  
Future Generation Fund

## Other Funding

Barnardos Family Referral Service  
Inner West Partners In Recovery  
Bendigo Bank Clovelly  
South Eastern Sydney Local Health District  
(Namatjira funding for KKC)  
Standup

## Major Corporate Partners

EY – Ernst & Young NSW

## Major Individual Donors

Lynn Harvey  
Anne and Ted Robinson  
Mike Aitken and Ann Le Duc  
Rebecca Wallace Launch Group  
Chris Howard  
Richard Haddock  
Ivan Holman  
Jo Nash  
Mal McComas  
Scott Collings  
William Best  
Kumar Palghat  
Holt Properties  
Andrew Bakonyi

## Partners

Launchpad Youth Community  
(Specialist Homelessness Partnership)  
Fresh Thinking: Carly Westwood  
Telstra Team (Marketing & Media Department)  
The Monkeys  
MMW

Thank You



# Thank You To Our Supporters

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## Partners Continued

Launchpad Youth Community (Specialist Homelessness Partnership)  
Fresh Thinking: Carly Westwood  
Telstra Team (Marketing & Media Department)  
MMW  
The Monkeys  
Jack Morton  
All Sorts Fitness & Indoor Gym  
Deepend  
Sparke Helmore Lawyers  
Just Reinvest NSW  
Talent Rise  
Talkforce: Christopher Whitnall  
Surfing NSW  
Surf Camps Australia  
Concord Mental Health Unit  
Missenden Mental Health Unit  
Hourigan International  
Launch Group  
The Australian Ballet  
Cohort Digital  
Presentation Studios  
BC Films  
Tristan Stefan Edouard  
Commune  
AFL NSW  
Botanic Gardens & Centennial Parklands  
OEG- The Outdoor Education Group  
Sally Fitzgibbon Foundation  
Sydney Story Factory  
The Settlement Neighbourhood Centre  
Glebe Youth Service  
WAYS  
Souths Cares  
The Shack Youth Services - Benevolent Society  
Maroubra Beach Surf and Ski  
Christine May  
Tomasina and Eric Boone  
Linda Cassidy  
Jennifer Sharman

## Local Business Sponsors

Zeus Street Greek  
Zeus Surry Hills  
The Caterers Sydney  
The Abbots  
Scouts Honour  
Ragland  
Three Williams  
Vivo Café  
Ascham  
Trolleyd  
The Abbots Hotel  
Lize + Bath  
The North End Café  
Ciccione & Sons Gelateria  
Sette Posta  
East Village Shopping Centre

Thank You











Empowering people to change their lives

Head Office  
Cnr Elizabeth Street & Allen Street  
Waterloo NSW 2017

PO Box 2459  
Strawberry Hills NSW 2459

Phone: (02) 9318 0539



WeaveYouthFamily



@weave\_youth



@weave\_youth

