





Weave Youth & Community Services is accredited under Australian Service Excellence Standards (ASES).

Weave is proud to be a registered charity with the Australian Charities and Not-for-profits Commission.

Weave Youth & Community Services
ABN 77 722 376 568





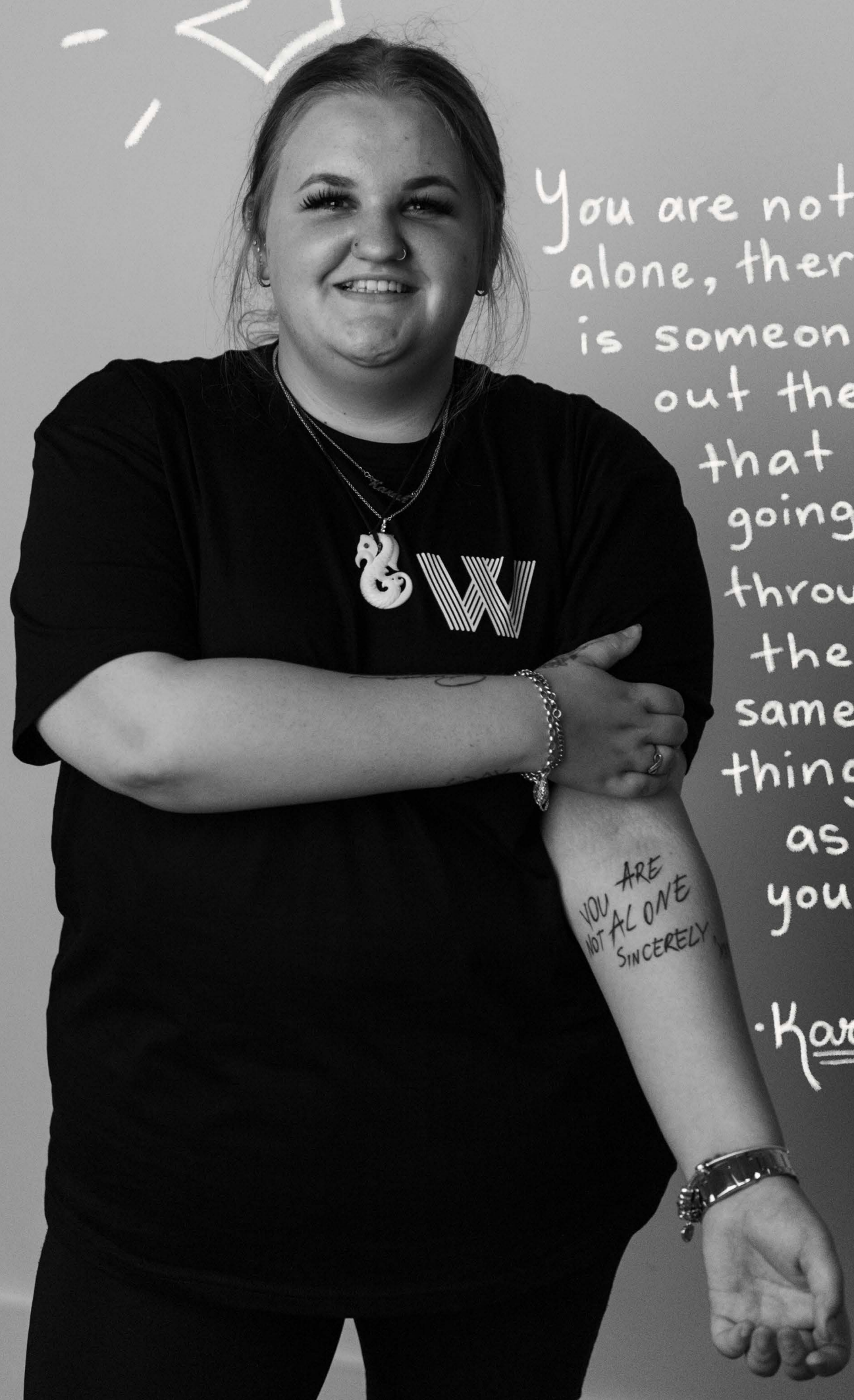
Acknowledgements

Weave always has and always will stand on Aboriginal land alongside our Aboriginal communities. Our sites are located on the land of the Gadigal and Bidjigal people. We recognise that their sovereignty was never ceded. We recognise the ongoing fight for self determination from oppressive government systems that were put in place to control and assimilate our First Nations people.

We also pay our respects to the numerous Aboriginal and/or Torres Strait Islander community members, clients, staff and Board Members over our 46 year history who have guided and taught us about how to work alongside them. We honour the resilience, dedication and strength that they have shown since invasion.

We acknowledge and thank Karlie Stewart, whose artwork features throughout this report. Karlie is a Wandj Wandian woman from Yuin Country on the South Coast of New South Wales. Karlie is the author and Manager of Weave's Aboriginal Healing Framework and is leading the rollout across the organisation of this critical framework.

We acknowledge Linda Jackson, whose artwork features in this report.



You are not
alone, there
is someone
out there
that is
going
through
the
same
things
as
you.

• Korah

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Our Purpose

To empower people to change their lives.

Our Vision

A strong connected community with opportunities, equity and justice for all.

Our Values

Respect

Integrity

Fairness & Justice

Equity

Sustainability

Collaboration & Good Practice

Creativity, Perseverance and a Sense of Humour

Who We Are

Located on unceded Gadigal and Bidjigal Land, Weave Youth & Community Services is a place-based community organisation that has been delivering a range of programs, supports and services developed with and for the community for over 45 years. Weave's purpose is to empower people to change their lives, and healing is at the centre of our work.



Weave Women & Children's Centre team



Weave's origins date back to 1976, when a group of local Aboriginal women in Redfern/Waterloo advocated for services, activities and support for local young people. We are grateful to those strong, passionate women. Today, our diverse range of programs and services support children, young people, women, families and communities, many of whom have been impacted by systemic disadvantage and intergenerational trauma.

As a result, the people we support at Weave often experience complex issues such as poverty, poor mental health and social and emotional wellbeing, domestic and family violence, homelessness, family breakdown, racism and discrimination, lack of access to opportunities, relationship issues, high levels of incarceration and alcohol and other drug issues.

As a non-Aboriginal controlled organisation, Weave is strongly committed to walking alongside Aboriginal people in their ongoing fight for justice and self-determination. Around 70% of all those we support across Weave are Aboriginal and/or Torres Strait Islander people. Around 20% of staff employed at Weave, and 45% of our current Board members are Aboriginal.

Our work at every level is guided by our [Aboriginal Healing Framework](#), developed by our Aboriginal Healing Framework Manager alongside our Aboriginal staff group, endorsed by the Weave Board, leadership team and management and committed to by all Weave staff, volunteers, students and Board members.

We are a team of 49 dedicated and passionate staff members who work tirelessly across a range of programs to provide holistic, wrap-around, intensive one on one support for clients and families, in addition to facilitating community events, groups and initiatives.

Our Board is made up of industry leaders and subject matter experts, who along with our dedicated team of volunteers, invest their time and energy to help us build a strong, connected community. Partnering with clients and community, like-minded businesses, community organisations, philanthropic foundations, individual donors and government funding bodies is key to strengthening our impact and creating meaningful, lasting change.

Our Sites



Weave Headquarters Waterloo

Gadigal Land
1B Elizabeth Street, Waterloo

Programs operating from here include:

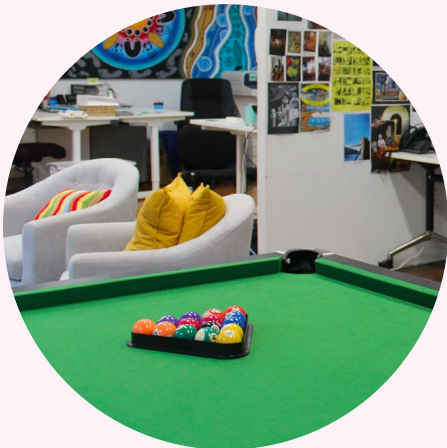
- Management & Administration Staff
- Speak Out Dual Diagnosis Program
- Creating Futures Justice Program
- Targeted Earlier Intervention Wellbeing and Safety Program
- Aboriginal Healing Program
- Driving Change Program
- Tutoring Program

Weave Women & Children's Centre

Gadigal Land
133 Morehead Street, Waterloo

Programs operating from here include:

- Targeted Earlier Intervention Wellbeing and Safety Program
- Staying Home Leaving Violence Program



Weave Woolloomooloo

(previously Weave Community Hub)
Gadigal Land
49 McElhone Street, Woolloomooloo

Programs operating from here include:

- Targeted Earlier Intervention Wellbeing and Safety Program
- Targeted Earlier Intervention Community Strengthening Program

Weave Kool Kids Program

Bidjigal Land
1B Prince Edward Street, Malabar

Programs operating from here include:

- Weave Kool Kids Program
- Switch Leadership Program





A Message from our Chair



It is an honour to be writing my last report as Chair of the Board. Whilst my role will be changing, my commitment to Weave Youth & Community Services Ltd (Weave), its Board, staff, stakeholders, and the communities we walk alongside, remains unwavering.

I would firstly like to say a special thank you to Siobhan Bryson, our fabulous CEO, the Leadership Team, staff, and Weave volunteers.

2022 remained an exacting year for all in the community sector, with Weave not immune to these challenges. We continued to deal with the COVID-19 pandemic and new and emerging variants, organisational change – with loss of some key personnel and community members, a change in federal government, staff shortages across all sectors, wage, and cost of living pressures, and continuing and increasing demand for services and support.

Despite the many challenges, we have remained committed to the spirit of Weave, to our charitable purpose, core values, and the Strategic Objectives detailed in our newly adopted [Strategic Plan](#).

As always, the entire Weave family has pulled together to meet the ongoing challenges demonstrating resilience and adaptability.

The many working parts of Weave are essential to our operations, with each playing a key part in the success and reputation of us as an organisation.

As always, I take this opportunity to acknowledge that our leadership team and staff are the public face of Weave, and our excellent reputation in the community is the direct result of their diligence, hard work, empathy, and tenacity.

Year in review / standouts during tenure

This year was one of major change at Weave. We acknowledge the work associated with our transition from NSW Incorporated Association

to a Company Limited by Guarantee structure. This change was the direct result of organisational growth, which led to our exceeding the NSW Fair Trading policy thresholds for small scale, not-for-profit operations.

Whilst we are all still learning the nuances of our revised Constitution, and the slightly different hats we wear as Company Directors, we look forward to the benefits and opportunities that derive from this change in structure and accountability.

During the year we also adopted a new Strategic Plan, [Towards Healing](#), that builds on the success of its predecessor.

The Plan gives us all pause to revisit our Values as an organisation. It is these values that underpin all that we do and form the bedrock of the Weave magic.

Respect

We respect the land we live and work on. We respect the traditional custodians of the land. We value their unique wisdom and knowledge, and we acknowledge that sovereignty was never ceded.

We respect all our clients, community members, partners, volunteers, and colleagues.

We treat all people as unique, valued individuals and we believe that people and communities are the experts in their own lives.

Integrity

We are honest, transparent, and ethical in our practice.

Fairness and Justice

We believe that everyone deserves to be treated fairly. We take a stand against injustice at every level and work hard to challenge and change oppressive systems.

We walk alongside First Nations people in their fight for self-determination.

Equity

We understand that people come to us with different needs and circumstances. It's not an even playing field. We tailor support to give each individual what they need to be successful. We are inclusive and we do not discriminate.

Sustainability

We strive to build sustainability into our work and our plans on all levels (e.g. funding, resources, growth, staff wellbeing and retention, environmental), enabling us to commit to our place-based work alongside communities, and provide respectful continuity of care and support.

Collaboration and Good Practice

We are client and community-led and we develop relationships of trust and mutual benefit. We collaborate to help create long-term change, influence government policy, and contribute to better outcomes for our clients and communities.

We are committed to continuous quality improvement, and we rely on good evidence of what works, including regular feedback from our clients, to guide our practice. We are continuously improving our data collection systems to help us track our work and our impact.

Creativity, Perseverance, and a Sense of Humour

We understand the complexity of social issues and we find creative and flexible ways to achieve outcomes despite obstacles. We are persistent and we don't give up on people or communities when things get tough. We are in for the long haul and willing to do the hard yards. We focus on strengths and capabilities and build on these to create meaningful, lasting change.

We believe that shared humour connects us and helps sustain us in our work alongside clients, colleagues, and communities.

When reflecting on these values and applying that lens to the past year and my tenure as Chair, it is notable that as a Board and as an organisation we embrace these values in all of our interactions, particularly with regard to our decision-making processes. As a Board, Executive

and staff team, our interactions are filled with respect, integrity, fairness, justice, collaboration, creativity, perseverance, and importantly - good humour.

A key example of the Weave magic was the way that we all came together as a group at the healing session led by our young men on the rooftop. I think that I speak for all in reiterating how grateful we were to be part of that experience, to have an opportunity to connect in a different way and on a different level, outside of the Boardroom. We came with open hearts and open minds and learnt so much from Uncle Dean and our emerging leaders.

Our Block Parties were also highlights for the year. I have precious memories of the community of Moree celebrating together with Weave and the Just Reinvest Team, all to the soundtrack of Kobie Dee, and other talented artists. These events provided an important opportunity to come together with community and to celebrate.

It has been a big year for Weave, with some key losses within the organisation and for the community. We pay our deepest respect to those who have left us and thank them for being part of the journey.

Our Aboriginal Healing Framework enshrines our commitment to working in culturally safe and responsive ways, with both the Board and Management continuing to support our Aboriginal staff group in its ongoing development and implementation.

There are many, many other successes throughout the year / during my tenure - far too many to capture here - including our strong financial performance as detailed in our audited Financial Statements, and the positive response to our end of financial year fundraising campaigns.

In terms of governance, the Board continued to recognise the importance of an appropriate committee structure to assist in the organisation's efficient and effective operations.

The Board resolved to continue our two standing committees, Audit and Risk Committee and Governance Committee, and to introduce a new Committee, Community and Culture

Committee.

These Committees enable Directors with particular skills and expertise to have a primary role in overseeing specific areas of operations and governance.

Committees report on meetings and decisions to the full Board through detailed Minutes and regular reporting as part of the standing Agenda. This provides oversight and opportunity for other Directors to question and test Committee recommendations.

We look forward to further strengthening our governance systems and practices in the year ahead.

Thanks

It is with great pride that I have acted as Chair of Weave.

Looking towards the future, there is a lot to be optimistic about!

I would like to sincerely thank the Weave staff and Board for their incredible efforts during my tenure, but particularly over the last three years in which we have faced an unusual period in our history.

Directors continue to bring passion and dedication to their role, sharing ideas and experience and going far above and beyond the demands of the position to ensure Weave's success.

I would like to thank our communities for their continuing trust in Weave as an organisation.

I would also like to wish our incoming Chair every success, knowing that they will bring their own unique perspective, knowledge, wit, and humour to the position. I look forward to helping in any way, and to continuing to bask in the magic of this extraordinary organisation.

With gratitude and thanks to you all,



Dr. Peggy Dwyer
Chairperson

A Message from our CEO



There is no doubt that FY 2021-2022 continued to present complex challenges that hit the social services sector, and the vulnerable people we support particularly hard. I am immensely proud of the Weave staff and leadership team, our clients, families and communities, our Board, frontline community and NFP partners, our volunteers, placement students, financial supporters, government and philanthropic partners, and the many supporters who stuck with us as we worked to achieve on our mission, refreshed our strategic direction, and centred culture as a critical pathway to healing.

Despite the continuing and ever changing challenges of the Covid 19 pandemic and lockdowns, Weave continued to stay open and provide support, care and connection to clients and communities. We worked with our corporate partners and supporters in the community to provide hundreds of laptops and data to families, made sure people had food, medicine, essential supplies, reassurance and connection, and we advocated with government and other key agencies in the community to ensure a coordinated approach to community support.

Increased demand for support from our women's domestic and family violence (DFV) program continued, including requests for security upgrades from women

who feared for their safety in their homes. Tellingly, BOCSAR data revealed that in the 5 years prior to June 2022, recorded incidents of domestic violence and sexual assault increased in NSW while all other crime categories were either stable or declined. We were able to slightly expand our DFV program as DCJ increased funding across the state, but the demand we are experiencing far outstrips the resources we have to respond. We are grateful to our supporters who donated to help us meet requests for security upgrades for vulnerable women and children.

We saw increased demand for support from young people experiencing both mental health and alcohol and other drug challenges. The stark lack of services equipped to provide tailored dual diagnosis support has put additional pressure on our Speak Out dual diagnosis program, which has been shown to successfully engage these young people, and through provision of holistic, wraparound services, supports them to achieve meaningful outcomes. You can read the recently completed Speak Out Evaluation Executive Summary Report [here](#).

Despite the challenges, stress and uncertainty posed by the pandemic and lockdowns, we worked together to develop our new 3 year Strategic Plan, [Towards Healing](#); transitioned our legal structure from an

Incorporated Association to a Company Limited by Guarantee; partnered with Kobie Dee and Just Reinvest NSW on the successful Moree Block Party; contributed to the evidence base of what works for community strengthening and social and emotional wellbeing; strengthened our partnership with the Paul Ramsay Foundation and commenced provision of wrap around support for participants of the newly launched Walama indigenous list at the District Court; made great progress on rolling out our Aboriginal Healing Framework and on facilitating connection to culture and country through our Aboriginal Healing Program, including working with Wildflower landscaping to create a rooftop healing garden, On Country days for teams and young people, revamping our Women's Centre space to create a beautiful nurturing space with Aboriginal culture at the centre; completed the independent evaluation report for our Speak Out Dual Diagnosis Program; reached thousands of people through successful online community led events such as Mad Pride; achieved great outcomes with pro bono partners, community champions and donors; grew and developed our Aboriginal workforce in line with our Aboriginal Healing Framework, strengthened internal systems and processes including IT upgrades; reviewed our organisational structure to

increase our focus on quality improvement; and together with Kobie Dee, Randwick City Council and the South East Sydney community, hosted the second epic, community-led [South East Block Party](#) in April 2022.

Alongside the many successes and highlights in 2021/2022 there were lots of new and ongoing challenges and issues requiring vigilance and advocacy: the team was devastated by the loss of our dear friends and colleagues, Mel Leaudais in September 2021 and Lianne Zimble in July 2022. These were exceptional women who we will never forget and whose legacy lives on at Weave.

We continued our 21-year battle to find sustainable funding for our Weave Kool Kids Program; as part of the Redfern/ Waterloo Aboriginal Affordable Housing Alliance, continued to advocate for access to social and affordable housing for all and in particular for Aboriginal people in the Redfern/ Waterloo area; advocated for proper resourcing of the social services sector in partnership with NCOSS and Philanthropy Australia; campaigned to change attitudes and create a society where everyone takes responsibility to eliminate gender based violence and abuse through our DFV Program and Be The Change Campaign; worked with partners at Aboriginal Legal Service to lobby for programs

aimed at keeping Aboriginal children out of the criminal justice system and advocated to raise the age of criminal responsibility; participated in Family is Culture consultations, and advocated with DCJ for reforms to the child protection and out of home care systems to address the vast over representation of Aboriginal children; advocated for proper consultation, education and training prior to implementing the new coercive control legislation; advocated for better police training and accountability; worked with peak bodies to highlight the need for expanded tailored, trauma informed support for young people experiencing mental health issues, and continued to centre and amplify community and young people's voices as they spoke up about the need for reform in the systems and institutions that impact them.

We could not have done all of this without the wonderful partnerships and collaborations we are privileged to be part of. Thank you all for being part of our journey in 2021-2022 and for your support and friendship. We need you more than ever as we continue our work to empower people to change their lives, nurture healing and advocate for a more socially just and equitable society.



Siobhan Bryson
CEO



Weave in Numbers

4,370 clients supported in 2021 / 2022		
1,382 clients received one to one therapeutic support	1,500 clients supported through ad hoc / drop-in support	48 groups 343 group sessions 1488 occasions of group session attendance
73% of people supported reported they were Aboriginal and/or Torres Strait Islander		

Events, projects and campaigns:	
6 in-person and online community events with 4338 attendees	6 online projects and campaigns reaching 106,245 people through Weave's digital channels

Weave in Numbers

Waterloo HQ | Gadigal Land

2021 / 2022

Creating Futures Justice Program	
Number of intensive casework clients	119
Percentage of Aboriginal & Torres Strait Islander clients	87%
Aboriginal Healing Program (new program commenced late in FY 22)	
Number of clients supported through cultural engagement	11
Number events + activities for clients	4
Percentage of Aboriginal & Torres Strait Islander clients	100%
Speak Out Dual Diagnosis Program	
Number of intensive casework and counselling clients supported	146
Percentage of Aboriginal & Torres Strait Islander clients	61%
Drug Health outreach counselling clients	60
Percentage of Aboriginal & Torres Strait Islander clients	90%
Targeted Earlier Intervention Wellbeing and Safety Program	
Number of clients supported through intensive casework	40
Percentage of Aboriginal & Torres Strait Islander clients	98%
Driving Change Program	
Total number of clients supported	170
Percentage of Aboriginal & Torres Strait Islander clients	45%
Total number of driving hours	2240
Total number of L + P plates achieved	143
Total number of volunteer hours contributed	1944
Tutoring Program	
Number of tutoring students	64
Percentage of Aboriginal & Torres Strait Islander clients	44%
Number of tutoring volunteers	70
Number of volunteer hours	685

Weave Women & Children's Centre | Gadigal Land**2021 / 2022**

Targeted Earlier Intervention Wellbeing and Safety Program	
Number of intensive casework clients	73
Percentage of Aboriginal & Torres Strait Islander clients	75%
Staying Home Leaving Violence Program	
Number of intensive casework clients	85
Percentage of Aboriginal & Torres Strait Islander clients	47%
Number of security upgrades	109
Percentage of Aboriginal & Torres Strait Islander clients	28%
Number of children on the Therapeutic Children's Program	21
Percentage of Aboriginal & Torres Strait Islander clients	67%
Parenting Groups	
Number of sessions	26
Number of clients	24
Percentage of Aboriginal & Torres Strait Islander clients	12.5%
Victims Services Counselling Sessions	
Number of clients	80
Percentage of Aboriginal & Torres Strait Islander clients	68%

Weave Woolloomooloo | Gadigal Land**2021 / 2022**

Targeted Earlier Intervention Wellbeing and Safety Program	
Number of clients	65
Percentage of Aboriginal & Torres Strait Islander clients	57%
Community Strengthening Program	
Number of group sessions, community events and community engagements activities	38
Occasions of attendance at group sessions, community events and community engagement activities	506

Weave Kool Kids Program | Bidjigal Land**2021 / 2022**

Number of children on Weave Kool Kids Program	90
Number of Switch Leaders	25
Number of children receiving one to one Therapeutic Mentoring	12
Percentage of Aboriginal and Torres Strait Islander clients	88%

45 Years of Weave

To celebrate our 45th year of service in 2021, we reflected on Weave's journey since 1976 and chose 45 key moments from Weave's 45 years to share across our digital channels, including events, projects, program highlights and key moments from Weave's history.

Weave began in 1976, when a group of local Aboriginal women in Redfern/Waterloo advocated for services, activities and support for local young people. Since then, we have continued to grow and evolve our place-based work in response to community needs. Our work over the last 45 years has centred on connection and empowerment, providing responsive, collaborative and consistent support to create meaningful, lasting change.

Over the years we've had the privilege of walking alongside our inspirational communities as they strive for self-determination. We've supported many families across generations, and seen the difference that holistic, trauma informed, culturally safe support can make to people's individual and collective healing. While we are proud to have come this far, and we also understand there is still much work to be done.

We know that alongside our work with individuals, families and communities, structural change and systemic reform are needed in order to overcome ongoing inequalities and the impacts of intergenerational trauma.

In celebrating this important milestone for Weave, we acknowledge, thank and honour all our staff, clients, families, communities, Board members, volunteers, community partners, financial supporters, government and philanthropic partners, and everyone who has been a part of the Weave journey over the past 45 years. Thank you all for being part of the Weave journey.

See our full 45 Years of Weave campaign on our digital channels.



Towards Healing.

In early 2022, we launched our new three-year Strategic Plan **“Towards Healing”**. Healing is the overarching focus of Weave’s 2022-2024 Strategic Plan, and we will be guided by our Aboriginal Healing Framework as we implement our strategy over the next three years.

Our Key Strategic Focus Areas are:

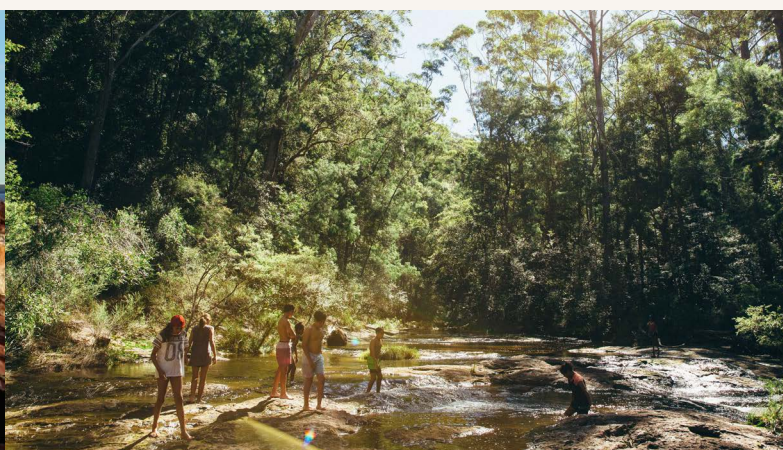
1. Support children, young people, women and families to thrive.
2. Contribute to the healing and wellbeing of individuals and communities.
3. Walk alongside Aboriginal people and communities in their fight for self determination.
4. Roll out our Aboriginal Healing Program and embed our Aboriginal Healing Framework.
5. Advocate alongside our clients and communities to affect systemic change.

Weave’s Aboriginal Healing Framework seeks to guide the development, promotion and implementation of healing-centred practice for our Aboriginal and Torres Strait Islander clients and their communities, with the intention of supporting genuine and sustainable individual and collective healing outcomes.

Practising in alignment with our Aboriginal Healing Framework will benefit and contribute to improved wellbeing and better outcomes for all our clients and community members. In the context of the global pandemic that has impacted us all over the past two years, healing and connection is something we need more than ever.

Our Strategic Plan was developed in consultation with the Weave Board, Leadership team and staff, with insights from our clients and community. Pro bono facilitation support was generously provided by Carly Lloyd from Fresh Thinking Consulting. We are grateful for all of their valuable contributions and commitment.

Our Strategic Plan will be supported by annual operational plans, with detailed actions aligned to the strategic focus areas and key enablers. We look forward to collaborating with our clients, communities, partners and supporters as we work to progress our strategic objectives.





Weave Woolloomooloo

Weave Woolloomooloo was established in 2016 on Gadigal Land in Woolloomooloo.

Following a range of community consultations and conversations, at the end of 2021, the Weave Community Hub (WCH) in Woolloomooloo developed a new strategic direction, streamlining the casework and community development parts of the Program to be centred around children and young people aged 12-24 years, and families with children under 12 years in their care, with priority given to people living in the Woolloomooloo, Kings Cross and Darlinghurst.

In line with this new strategic direction, and in consultation with local young people, we have changed the name of the Centre to Weave Woolloomooloo to better reflect this change and the current focus of the work.

Weave Woolloomooloo is dedicated to creating a warm, safe and supportive youth and family friendly space, where young people from the local community can come to access support and engage in projects and activities that empower them to change their lives. Creative youth-led projects, events and groups were rolled out throughout 2022, with the objective of meeting the needs of young people and building the capacity and cohesion of the community.

Creating Futures Justice Program

Weave's Creating Futures Justice Program was established in 2017 to support Aboriginal people aged 18 – 30 in contact with the criminal justice system to transition from custody to the community and live contributing, fulfilling lives. This change is brought about through a strengths based, client led, trauma informed, culturally safe, wrap around case management model delivered within Weave's Aboriginal Healing Framework.

The program was designed to meet an identified need for a trusted local service that specifically targeted young people on release from jail – a cohort that was consistently seeking support through Weave's drop-in services and who clearly needed a specialised program to support them.

One of Weave's long term strategic priorities is to reduce the over representation of Aboriginal people in the criminal justice system. Creating Futures aims to reduce clients' involvement with the criminal justice system by building their family and community connections as a strong base for achieving education, employment, therapeutic and other personal goals.

In 2020 the Program was extended to support Aboriginal young people aged 10-17 years. The Creating Futures Service Model was adapted to tailor support to the needs of this younger cohort and their families.

An exciting new development for the Creating Futures Program in April 2022 was the launch of the Walama List in the District Court and Weave's key role in supporting Walama participants through our Creating Futures Program. This work has been made possible by support and funding from the Paul Ramsay Foundation. Walama List clients receive intensive, holistic casework and therapeutic support from our dedicated Creating Futures Program Caseworkers.

The kind of support provided includes:

- Support to obtain ID including birth certificates, medicare cards etc
- Support to access stable income
- Support to secure stable accommodation
- Support to obtain driver's licences and a range of trade certificates
- Support to set up Work and Development Orders to clear fines
- Help with finding education and training and employment opportunities
- Support to address drug and alcohol problems including counselling, help to access residential rehabilitation facilities
- Support to access mental health assessment and care, counselling for grief and loss, trauma etc
- Support with access to cultural engagement opportunities
- Support to connect with community, pro-social activities, health and fitness
- Assistance with accessing disability support

'Walama' is a word from the Dharug language meaning 'come back' or return. In the context of the Walama List, it is a coming back to identity, community, culture, and a healthy, crime-free life. The Walama List provides a therapeutic and holistic approach to sentencing eligible Aboriginal and Torres Strait Islander offenders. Walama achieves this by working with Elders and respected community members, government, and non-government services to address underlying needs and risk factors related to offending behaviour. The Walama List aims to reduce re-offending, keep communities safe and reduce the overrepresentation of Aboriginal and Torres Strait Islander peoples in the criminal justice system.

Weave is contributing to the independent evaluation of the Walama List and we hope that the demonstrated success of the Walama List will ultimately lead to the establishment of a Walama Court.

Every client I've had who's been engaged with Creating Futures is doing so much better than they would've otherwise ... they still slip up, but they're a hundred times better for being involved with Weave and the really passionate workers there." - Legal Service Provider

Mad Pride 2021

Mad Pride is a free youth-led event that Weave Youth & Community Services holds every year for Mental Health Month as a celebration of young people, their creativity, wisdom, capability and achievements. Mad Pride shines a light on mental health experiences by exploring a new theme each year.

In planning Mad Pride 2021, we were reminded that connection is so important for our mental health and wellbeing after another year of restrictions that increased isolation. With the theme of 'Connection Continues', we explored the importance of connecting to ourselves, each other, communities, culture and our land.

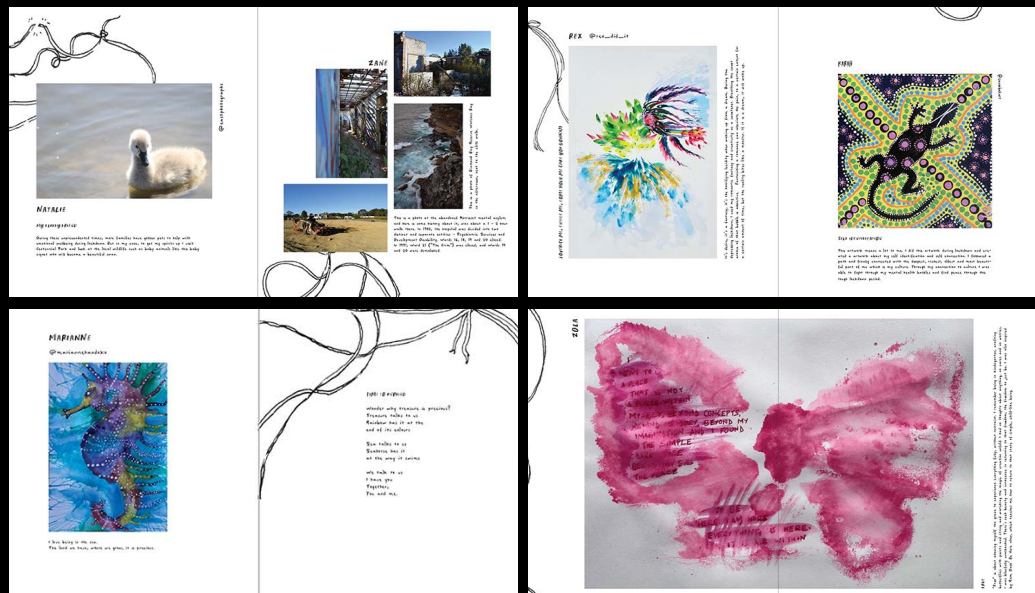
This was our second year of holding Mad Pride online. We created a Mad Pride Zine, a podcast episode, and facilitated a Youth Expert Panel to showcase young people's creativity, wisdom and expertise through storytelling, visual art, music, performance art and all forms of self-expression.

Betty Makin Youth Award Winners

Our Weave Youth Advocates won a Betty Makin Youth Award for Mad Pride 2021 in the award category "Individuals or groups who have made significant contributions in the past year to assist in building positive mental health or connection with their community through creative means such as drama, visual arts, digital media, literature, music and/or other art forms".

We congratulate the Weave Youth Advocates, who are supported by our Speak Out Dual Diagnosis Program, for this incredible achievement.





**Spreads from
Mad Pride
2021 Zine**

Zine

The [Mad Pride Zine](#) is a collection of music and visual art from young people exploring their individual mental health journey's, creative practices and this year's theme of Connection Continues. The Zine includes painting, photography, poetry, music & more.

Youth Expert Panel

The Youth Expert Panel provides an opportunity for professionals within the youth, health, mental health and social services sectors to hear the invaluable insights of young people, as they discuss their unique needs, as well as how the sector can better consider the needs of young people, become more youth-led and provide opportunities for our young people.

Through acknowledging the expertise of young people, the Youth Expert Panel creates a space within which young people can lead the youth-sector in identifying innovative, culturally appropriate and safe ways of connecting with young people. The panel this year was a collaboration between the Youth Block Youth Consultants and our Weave Youth Advocates, who generously shared their lived experiences, their ideas around healing and their insights to the professionals working in our sector. One word that resonated for all of the youth experts on the panel was "consistency".

Podcast Episode

In 2020, the Weave Youth Advocates launched a Youth-Led Podcast with the aim of staying connected to Weave, each other and their wider community during COVID lockdowns. They created a podcast called What You Don't Hear that unpacks social issues that affect young people and creates a safe space for young people to feel seen, heard, respected and welcome. COVID lockdowns and restrictions have had a devastating impact on the mental health and wellbeing of young people.

For Mad Pride 2021, we invited young people from across Sydney to submit voice recorded answers to a series of questions exploring mental health during lockdown and the ways we are staying connected, looking after our mental health and taking care of each other. The podcast episode shares the important voices, experiences and insights of young people and is available on Weave's 'What You Don't Hear' Podcast on Spotify and Apple Podcasts.

South East Block Party 2022

On Wednesday 20 April 2022 we celebrated #YouthWeek by partnering with Kobie Dee and Randwick Council to host the second South East Block Party on Bidjigal Land. [South East Block Party 2022](#) was held at Arthur Byrne Reserve, Maroubra Beach, and the event was a celebration of community, connection, young people, culture and local talent. We were thrilled to see so many people in the community come together to enjoy food, live music, family activities and connection with each other.

With over 4000 people in attendance, the event was a huge success and we thank each and every person who attended South East Block Party and made it such a special day. The event was opened with a Smoking Ceremony and dances by xxx and the Weave Kool Kids Program dancers. We had a fantastic lineup of live music with performances by Walgett Bruvas, Young Guns Original, Madam3Empress, JessB, NTER, A.Girl and headline performance by Marouba's very own Kobie Dee. The food trucks provided delicious, free meals for everyone, and children and families participated in live art murals, face painting, games, activities and weaving workshops with Ngumpie Weaving.

#SouthEastBlockParty is about connection, pride in culture and community, good food, music, local talent, fun and laughter, breaking down barriers and genuinely celebrating the strengths of the communities we work with. We thank the sponsors and event partners who made this event possible, and we give special thanks and acknowledgement to Kobie Dee for using his platform to lead by example and supporting local talent to be seen, heard and valued.

Kobie says "This all started as a dream on the Weave Youth & Community services rooftop and to see this dream come to life for the second time is indescribable. I want to thank all my brothers who came to open the day with the smoking ceremony at the start and the young dancers from Weave's Kool Kids Program who showed so much pride in their culture. I cannot wait to do this again in 2023!" - Kobie Dee

Moree Block Party 2022

On Saturday 19th March 2022, Weave supported Just Reinvest NSW and Kobie Dee to host the first ever Moree Block Party on Gomeroi country at Moree SHAE Academy. Over 1000 people attended the free community event. It was incredible to see the community come together to celebrate and show support for their future leaders.

"To end the Gomeroi Nation Tour back in my hometown of Moree for #MoreeBlockParty was an experience that I will never forget. To see the whole community come together in celebration of our culture, of our art, of our strength and of our stories was massive. My hope is that the children of the next generation will forever remember this week and that's where change starts." - Kobie Dee





Weave Kool Kids Program

In 2022, Weave Kool Kids Program launched Cultural Mentoring and Cultural Programs for participants of the program.

Cultural Mentoring

Cultural Mentoring is a one-on-one support service provided by Weave Kool Kids Program Aboriginal staff. The aim of Cultural Mentoring is to support children and young people to:

- Build confidence and skills
- Achieve goals
- Increase school attendance and participation
- Connect to culture and identity
- Develop cultural skills and knowledge

Cultural Program

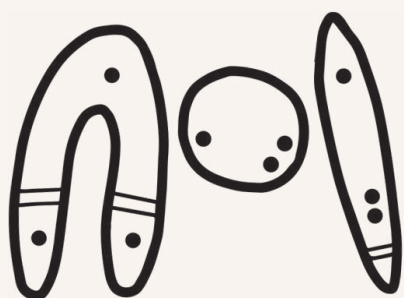
As part of Weave Kool Kids Program's Term Program, the team ran 'Cultural Boys Group' and 'Cultural Girls Group' Programs, consisting of seven weeks of cultural activities, topics and projects. The program was developed with support from Weave's Aboriginal Healing Program team, and included activities such as art, cooking, weaving and Aboriginal dancing with Aunty Kirsty Beller from Gujaga.

"For the last few weeks of the program we had the privilege of learning three amazing dances with the young people on the Cultural Program. We learnt 'welcome dance', 'ochre dance' and 'pippie dance' and were invited to East Village Shopping Centre to perform these wonderful dances. The young people were so excited to share and showcase what they had learnt."

- Beau Foster
Aboriginal Youth and Community Worker,
Weave Kool Kids Program

"During our Cultural Program, young people learnt knowledge and activities that help us connect to each other. They all got involved in the activities and enjoyed the program so much."

- Cianni Roberts
Aboriginal Youth and Community
Worker, Weave Kool Kids Program



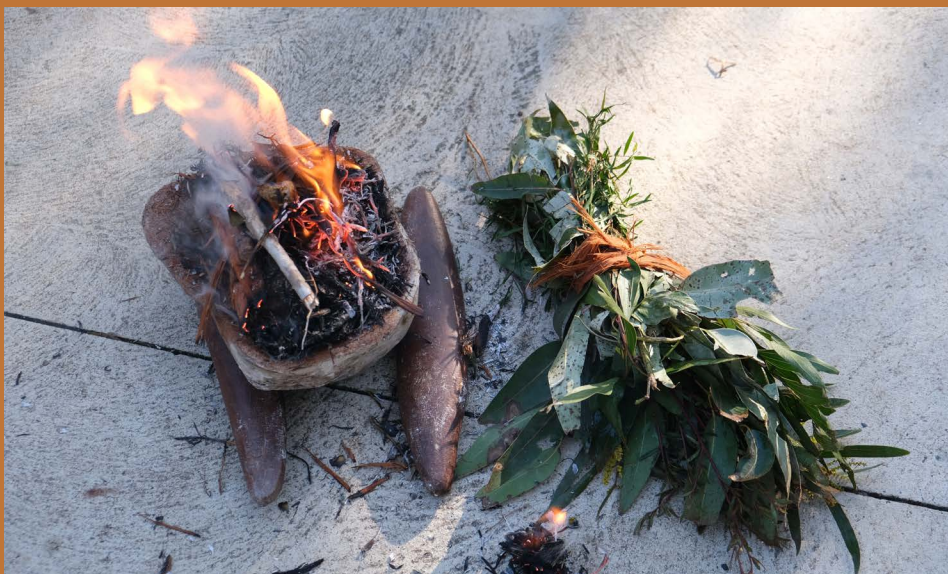
ABORIGINAL HEALING PROGRAM

In 2020, during NAIDOC week, we launched our Weave Aboriginal Healing Framework, alongside our short film project, ['Always Was Always Will Be'](#). Following on from this, in 2021 we launched our Weave Aboriginal Healing Program with support from our valuable partners Jibb Foundation and Vincent Fairfax Family Foundation (VFFF).

Weave's Aboriginal Healing Program allows Weave to roll out and embed our [Aboriginal Healing Framework](#) across our organisation, and provide responsive and tailored cultural engagement support in our communities to facilitate sustainable healing outcomes for Weave's Aboriginal clients and communities.

We know there is an urgent need for healing across our communities, and we have seen first hand the power and centrality of culture in the healing process. Weave has previously had limited capacity to comprehensively develop and embed our healing-centred practice across our organisation and programs in a resourced and systematic way.

Weave's Aboriginal Healing Framework is an overarching framework that stretches across all our sites and programs and extends from Board level right through to volunteers and student placements as well as staff, clients and community. It will inform all of our practice alongside communities, with elements of Aboriginal healing embedded at every level. We are grateful to our partners at Jibb and VFFF for investing in healing for our communities.



Weave Women & Children's Centre

Since 2021, our Weave Women & Children's Centre has been undergoing upgrades and renovations to improve the client experience of the spaces in the Centre.



This space is for women and children. Every detail has been designed and considered with our clients and community as the focus and with a commitment to creating a place that makes people feel safe, calm and supported. This is a space that our women and children deserve. Our Weave Women & Children's Centre is a place where the oldest living culture on the planet and the custodians and owners of this land are not just acknowledged but centred and celebrated.

The renovations were completed in mid 2022 and we celebrated the new, improved space by inviting our community members to join us for an [Open Day](#), smoking ceremony and morning tea.

It was so special to have so many people turn up to see our new, improved space and to hear more about our work. We loved seeing people who have been connected to the Women & Children's Centre over many years, as well as meeting and welcoming new people from the community.

Our Weave Women & Children's Centre is located on Gadigal Land in Waterloo. We are so proud of the history of this building which has always been a safe space for women and children, and domestic and family violence has always been at the core of the work done here.

Our CEO, Siobhan Bryson, worked as a domestic violence and housing caseworker at the

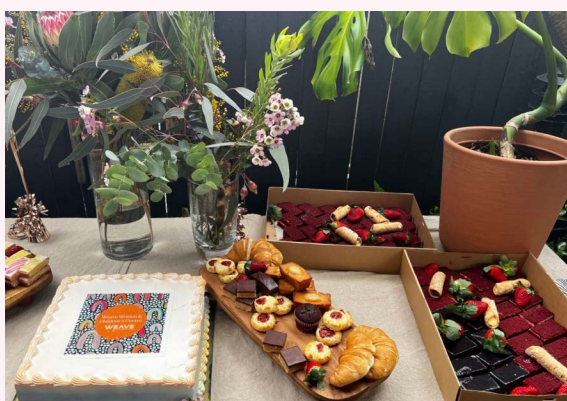




Women's Centre 30 years ago when it was The Shop Women and Children's centre, and it is fantastic that this critical work to keep women and children safe and to support families to thrive still continues today. Sadly, the need is greater than ever.

Thank you to Women NSW, Mirvac, Koskela, Bunnings Randwick, Ngumpie Weaving, Kinyalerrk and Kalari Art, Ecre/Stitch Coffee, Let's Go Surfing and Accor Australia for your contributions to the space.

Thank you to Aunty Calita Murray for opening the day with an Acknowledgement of Country and to Eric Brown, Harry Whitton, our Weave staff and the young men who performed a smoking ceremony to cleanse the space. Thank you to Ngumpie Weaving for holding space for women to weave in our beautiful upstairs room.



Our Volunteers

Our volunteers have donated almost 3,500 hours of their time. The financial equivalent of this time and knowledge is close to \$150,000. We know that the real impact of our volunteers is in the connections they make, the time and generosity they bring and the way they have turned up for our community consistently.

We thank our tutors, youth mentors, event volunteers, driving instructors and every single volunteer who has contributed to our Weave programs and helped us empower people to change their lives.

In 2021 - 2022

233

volunteers

contributed

3,426

volunteer hours

"I love the emphasis Weave places on tutors providing not just academic support, but emotional support and encouragement. Weave's Volunteer Program has done such a great job of keeping people connected during the pandemic. They pivoted quickly to Zoom learning, provided support for tutors who needed it, and are in regular touch with changes and updates. This is such an important, and relatively simple, way to make a difference."

- Tutoring Program Volunteer

Weave Driving Change Program

Many people face barriers and challenges when it comes to obtaining a driver's licence. Not having a licence can be a major setback in a young person's life, making it harder to find employment and holding them back from educational and social opportunities.

Weave's Driving Change Program aims to help people to overcome these barriers, achieve their licensing goals and open up new opportunities in their lives.

"I'm so glad I got my P's I've come so far since I came to Weave when I was 14 years old. I never thought this day would come! I'm truly proud of myself. I've started a new chapter in my life."

- Driving Change Program Participant



Our Board



Dr. Peggy Dwyer | Chairperson

Dr Peggy Dwyer has proudly served on Weave's Board since 2015 and held the role of Weave Chairperson since December 2017. Peggy is a barrister at Forbes Chambers, specialising in criminal law, coronial inquests and medical disciplinary matters. Prior to this, she worked as a solicitor for the Aboriginal Legal Service (ALS) in Redfern and the Northern Territory.

Peggy believes the work Weave does is truly transformative — she loves how Weave creates a safety net for young people and fosters a loving, safer community.



Jonathon Captain-Webb | Vice Chair

Jonathon Captain-Webb is a proud Aboriginal man from the Gomeroi and Dunghutti people. He is the Manager of the New South Wales Aboriginal Land Council's Land and Property Unit.

Born and raised in the Redfern/Waterloo area, from a young age Jonathon utilised the services available at Weave and to this day his family continue to do so. Jonathon completed a Bachelor of Arts and a Bachelor of Law at the University of New South Wales — during this time he grew a passion for social justice and the concept of justice reinvestment specifically relating to Aboriginal young people.



Ingrid Emery | Treasurer and Non-Executive Director Chair of the Audit & Risk, and Governance Committees

Ingrid Emery is General Manager Infrastructure at the Port Authority of NSW.

Ingrid joined the Weave Board in mid-2018 and took on the role of Treasurer from December 2018. Ingrid holds a Bachelor of Commerce (First Class Honours) and Bachelor of Arts from the University of Melbourne, and is a Graduate of the Australian Institute of Company Directors.



Christopher Whitnall | Non-Executive Director Chair of the Fundraising Committee

Christopher Whitnall is the Founder and Managing Director of Talkforce, a leadership and communication skills consultancy, providing services to the private, government, sporting and not-for-profit sectors. Christopher annually donates 15-20% of his time to non-profit organisations.

Christopher joined the Weave Board in December 2017 and is dedicated to assisting the Weave team build a strong, connected community and deliver services to young people and families that assist with their education and wellbeing.



Roxanne Saunders | Non-Executive Director

Roxanne Saunders is a proud Biripi woman from Taree on the Mid-North Coast of NSW and works in the Aboriginal People and Culture team for the Department of Planning, Industry and Environment.

Roxanne joined the Weave Board in 2020, as she is committed to making a positive difference through culturally appropriate policy development, services and programs that assist our amazing Weave team in delivering services to young people and families. Roxanne is also a local Waterloo resident.



Dean Kelly | Non-Executive Director

I am Dean Kelly and identify as a South Coast NSW Saltwater Yuin, Walbunja, Dhoorga Gurandji cultural man through my father, and Western NSW Freshwater stone country cultural Wailwan, Nypampai Man through my mother.

I am a member of the Botany Bay Aboriginal Community and am also accepted as belonging to the La Perouse Aboriginal Community and a member of the La Perouse Local Aboriginal Land Council. I am a Cultural Practitioner who enjoys sharing my knowledge of Aboriginal culture & heritage, which has been passed down through my family for countless generations.



Merydith Clark | Non-Executive Director

Merydith Clark is Head of Operational Risk at HSBC Australia and brings her expertise of Risk Management and Governance oversight to Weave. Merydith is a Chartered Accountant and a qualified member of the Australian Institute of Company Directors.

She has a strong interest in social justice and equality for all. Merydith joined the Weave Board in December 2018 and is also an integral member of Weave's Audit and Risk Committee.



Sheena Polese | Non-Executive Director

Sheena Polese is a developmental and leadership coach who runs her own professional coaching practice, FitMind Coaching. Sheena works with leaders to develop personal and team effectiveness and assists clients in their professional development, growth and performance.

Sheena has always held a keen interest in the community and social sector — she joined Weave's Board in 2016 and is also on the advisory board for 1 Million Women.



Helen Graney | Treasurer and Non-Executive Director

Helen Graney is the Australian Country Head of global brand experience agency Jack Morton, part of one of the world's largest marketing holding companies.

Helen joined the Weave Board in 2015 and is fiercely passionate about supporting the team to provide a way up and a way forward, empowering people to change their own lives.

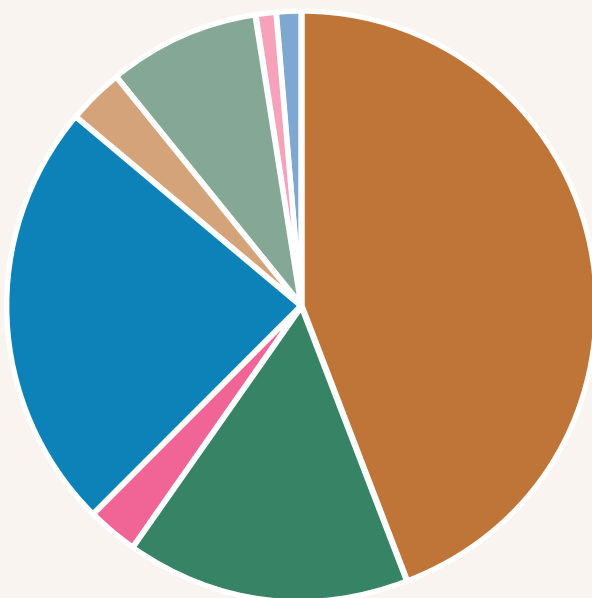


Judge Warwick Hunt | Non-Executive Director

Judge Warwick Hunt was appointed to the District Court of New South Wales in August 2016. His interest in social justice means that his principal specialities have been criminal law and child protection.

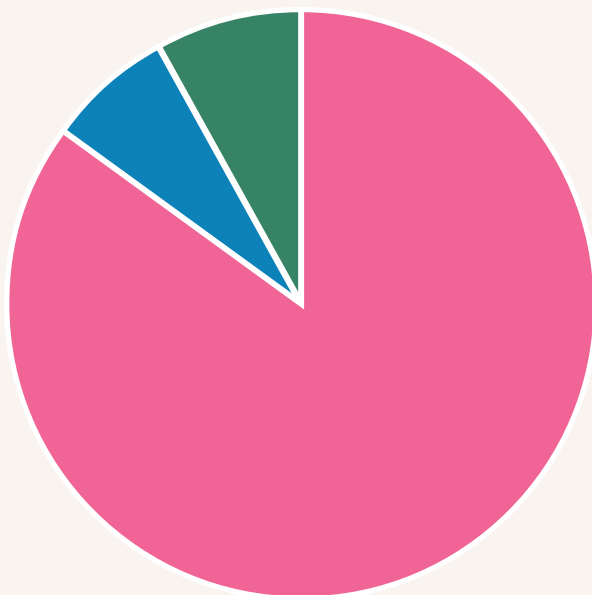
In the community sphere, he has been the Chair or director of various not for profit organisations. He is committed to supporting the work that Weave does in our community.

Financials 2021 / 2022



Where our money comes from

- Grants - State Government - 44.2%
- Grants - Federal Government - 15.6%
- Grants - Local Government - 2.9%
- Grants - Foundations, Trusts and others - 23.5%
- Donations - Corporate - 3.2%
- Donations - Individual - 8.3%
- Other Income - 1%
- Investment Income - 1.4%



How we spend our money

- Direct Service Delivery - 85%
- Administration and Corporate including Depreciation and Organisation Evaluation - 7.9%
- Branding, Fundraising, Partnerships & Marketing - 7.1%

Financial Performance

Revenue	30 June 2022	30 June 2021
Grants - State Government	\$2,248,952	\$1,856,378
Grants - Federal Government	\$792,157	\$703,912
Grants - Local Government	\$147,100	\$322,238
Grants - Foundations, Trusts and Others	\$1,197,814	\$630,297
Corporate and Personal Donations and Contributions	\$585,897	\$575,929
Other Income and Recoveries	\$50,941	\$897,521
Investment Income	\$68,918	\$144,489
Total	\$5,091,779	\$5,130,764
Expenses		
Direct Service Delivery	\$3,985,856	\$3,765,636
Branding, Fundraising, Partnerships and Marketing	\$334,078	\$294,003
Administration and Corporate including Depreciation and Organisation Evaluation	\$368,936	\$433,401
Total	\$4,688,871	\$4,493,039
Operating Surplus	\$402,908	\$637,725
Other items:		
Gain/(Loss) on disposal of motor vehicles	\$-7,755	\$-2636
Gain/(Loss) on revaluation on financial assets	\$-262,837	\$39,511
Net Surplus	\$132,316	\$679,872

Financial Position

Total Assets	\$5,167,536	\$4,720,565
Total Liabilities	\$2,278,526	\$1,963,871
Net Assets	\$2,889,010	\$2,756,694

Weave Youth and Community Services maintained a strong financial position throughout the financial year and was able to pay its debts as and when they fell due. Retaining an appropriate level of net assets is important to help Weave operate effectively, and to allow Weave to meet current, unforeseen or unplanned future costs and activities.

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

Thank You

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

Government, Corporate and Philanthropic donors

Department of Communities and Justice
Transport for NSW
Ministry of Health
Central and Eastern Sydney Primary Health Network
National Indigenous Australians Agency
City of Sydney
Randwick City Council
Sydney Local Health District
South Eastern Sydney Local Health District
Pure Foundation
NSW Government Community Building Partnerships
Paul Ramsay Foundation
Gotcha4Life Foundation
Matana Foundation
Kennards Foundation
Vincent Fairfax Family Foundation
Jibb Foundation
Trustees of Scully Fund
Sydney Community Foundation/Be Kind Sydney
Guyatt Barkia Endowment Fund
Sony Music Publishing
Lonergan Foundation
Full Stop Foundation
Accor Heartist Fund
CommBank Foundation
Sydney Community Fund: Impact 100 Sydney
APS Foundation
State Street Bank
Mirvac South Eveleigh
Neuroscience Research Australia
Bendigo Bank, Clovelly Community Bank
Igniting Change
Ethical Jobs
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Colin Biggers & Paisley
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Bennelong Foundation
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Oz Harvest
Pure Foundation
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ReLove
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Thread Together
Sage Group
Nandos
Place Design Group
Simply Giving
Tixana
Pinnacle Team Events
SleepSafe
Northside Montessori School
Vinnies
Hidden Door
Clarins
ASB
The Kid LAROI
Gemma Ryan

Individual donors

We extend our heartfelt thanks to all of the many wonderful individuals who give generously to support our work.

Listed below are our major donors whose contributions make a significant impact in delivering our programs and services.

Richard Harris
Mike Aitken
Hugh Dillon
Phillip Boulten
Palghat Family
Adam Casselden SC
Angela Cook
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Sasanka Handunnetti
Willa Neal
Susan Adams
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Stuart and Elise Williams
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Claire Monteilh
Emma Sullivan
Chris Howard
David Barrow
Christopher Whitnall
Timothy Game
Nicole Mekler



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