

Annual Report

July 1 2022 – June 30 2023

WEAVE
YOUTH & COMMUNITY SERVICES



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 47 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 Wandi Wandandian 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.

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

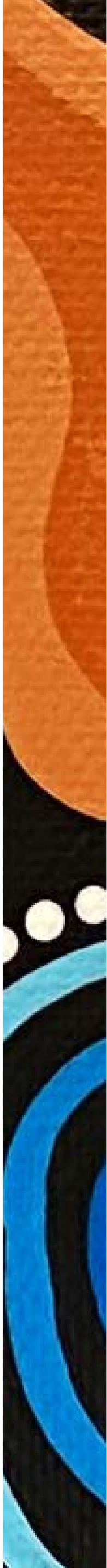
Weave is proud to be a registered charity with the Australian Charities and Not-for-profits Commission.

Weave Youth & Community Services
ABN 77 722 376 568



Contents

1	Our Purpose, Vision and Values	16	Speak Out Young Women’s Group
2	Who We Are	17	Mad Pride 2023
3	Our Sites	18	Weave Aboriginal Healing Program
4	Messages from our Chair and CEO	20	Weave Kool Kids Program
6	Weave in Numbers	22	Driving Change Program
8	South East Block Party	23	Tutoring Program
10	Weave Woolloomooloo	24	Our Volunteers
12	Weave Women & Children’s Centre	25	Financials
14	Creating Futures Justice Program	26	Our Board
15	Speak Out Dual Diagnosis Program	27	Thank You



Our Purpose, Vision & Values

Our Purpose

To empower people to change their lives.

Our Vision

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

Our Values

Justice

Courage

Community-Led

Respect

Connection

Diversity



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 Youth & Community Services is a place-based, community-led organisation located on unceded Gadigal and Bidjigal Lands in Sydney, with a deep and long-standing commitment to the communities we walk alongside.

Our purpose is to empower people to change their lives and healing and connection is at the centre of our work.

As a non-Aboriginal organisation, we have a commitment to continuing to build our cultural capability and our capacity to provide culturally safe services and support for Aboriginal and Torres Strait Islander people. Our approach is shaped by our Aboriginal Healing Framework that guides every level of our organisation. Over 70% of those we support are Aboriginal and or Torres Strait Islander people and we stand in firm solidarity with them in their ongoing fight for justice and self determination.

Weave began in 1976, when a group of local Aboriginal women in Redfern/Waterloo advocated for support and services for young people. We are grateful to those strong, determined women. Their vision for better opportunities for young people remains at the heart of our work today. We have continued to design services with the communities we support, ensuring that our impact is meaningful, and transformative.

Weave is committed to advocating for changes to systems that continue to oppress, marginalise and exclude people.

We strive to build strong, connected communities with opportunities, equity and justice for all, and our holistic, community-led work creates meaningful, lasting change.



Our diverse and holistic range of programs and services support children, young people, women and families, many of whom have been impacted by systemic disadvantage and intergenerational trauma. We provide consistent, trusted support and genuine care to our communities, including:

- Wrap-around support for children, young people and families who face challenges including poverty, lack of access to opportunities, homelessness, racism and discrimination.
- Intensive, specialist support for women and children impacted by domestic and family violence and abuse.
- Holistic support for young people impacted by mental health and drug and alcohol issues.
- Tailored support for people who have recently been released from prison to give them the best chance of a successful life away from the criminal justice system.
- Support to obtain a driver's licence and free tutoring support for children and young people who otherwise couldn't afford it.

We are a team of 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

Located on unceded Gadigal and Bidjigal Land.

Weave HQ Waterloo

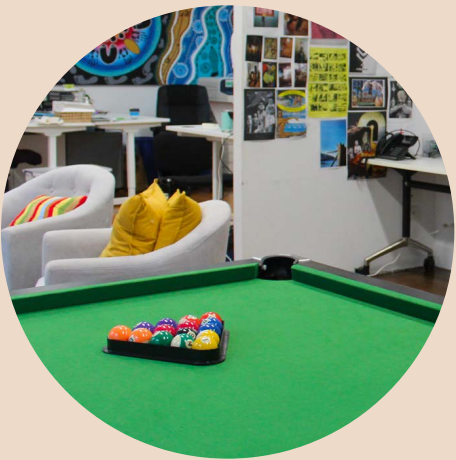
Gadigal Land
1B Elizabeth Street,
Waterloo



- 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 Woolloomooloo

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 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 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 CEO



I am honoured to write this CEO update for Weave’s annual report for FY23.

As the impacts of the Covid 19 pandemic eased off in FY 22-23, there were many new challenges and hardships that hit the community sector, and the people and communities Weave supports, particularly hard. The critical shortage of housing, sky-high inflation, and cost of living pressures have pushed people further and further into poverty; domestic and family violence rates continued to increase and more and more people were impacted by mental health challenges. Additionally, our Aboriginal and Torres Strait Islander clients, families and communities continued to experience high levels of racism and discrimination and the ongoing impacts of colonisation and dispossession. On top of all this, they also had to endure the trauma of being exposed to the tsunami of ugly, hateful, racist dialogue, lies and misinformation about them in the months leading up to the Voice Referendum.

These challenges, arguably more formidable than the pandemic itself, have strained our resources as we contend with sustained high demand for our services. Regrettably, unlike the government’s swift response to the Covid-19 crisis, no such emergency measures have been put in place to respond to these pressing issues.

Additionally, the environment we are operating in is increasingly complex. The growing administrative and compliance burdens on not-for-profit organisations, coupled with rising expenses and insufficient recognition of the true costs of our operations, further strain our already stretched resources.

At Weave, we’ve engaged in challenging conversations and advocacy efforts, alongside our peak bodies and sector partners, to lobby for funders to cover the full cost of running our programs and services. We’re grateful to our funding partners who have engaged in these discussions, and who understand the importance of a strong, healthy community sector for achieving real, transformative impact.

We’ve also witnessed a surge in demand from young people grappling with mental health and substance use challenges. Our Speak Out Dual Diagnosis Program, one of the few community-based services supporting these young people who often fall through the cracks, has experienced high waitlists throughout the year

Tragically, the rates of domestic and family violence have increased since FY22, and these rates continue to be far higher for Aboriginal and Torres Strait Islander women. 57 women were killed in 2022 by a current or intimate partner, and already from January to the end of November 2023, 54 women have been murdered. Unsurprisingly, the demand for support from Weave’s domestic and family violence program has remained high. Urgent investment in gender-based violence prevention is long overdue. We are immensely proud of Regan Mitchell, our former Women and Children’s Centre Manager who is leading the charge at Our Watch as Head of Aboriginal and Torres Strait Islander Strategy. We are also pleased that our Deputy Chair, Peggy Dwyer, (who has just been appointed as a Senior Counsel!!) has been working in the Northern Territory on a critical inquest into the tragic deaths of four Aboriginal women killed in domestic violence incidents. It is well past time that the issue of

violence against Aboriginal and Torres Strait Islander women is given the focus it needs and deserves.

We farewelled Mardi Diles after 17 years of service and commitment and we are grateful for her immense contribution to Weave and our clients and community. We wish Mardi and her family well as they commence an exciting new chapter in their lives.

Despite the challenges, there was much to celebrate!

- We thanked Peggy Dwyer for her exceptional commitment as Chair of the Weave Board and welcomed Jonathon Captain-Webb as our new Chair. Jonathan brings enormous value to the role having grown up in Redfern and used Weave’s services as a young person combined with his immense cultural knowledge and strategic capability;
- our Aboriginal Healing Framework Manager and our Aboriginal staff hosted our first ever whole of Weave staff and Board 3-day On Country Camp, led by Uncle Dean Kelly;
- we strengthened our Aboriginal Cultural Engagement work, providing one on one mentoring, cultural camps and cultural engagement opportunities for Weave clients;
- we held an incredible face-to face Mad Pride event (after 2 years online due to Covid) at Pact Theatre where we came together to break down stigma and celebrate the creativity and capability of young people with mental health experiences;
- in partnership with Kobie Dee and Randwick Council, we hosted the highly successful South East Block Party in April 2023 and signed a 3-year partnership agreement with Randwick Council to cement its place in the community;
- with support from the Paul Ramsay Foundation, for the first time ever, we secured funding for the Weave Kool Kids Program for the next 3 years;
- strengthened our work supporting participants of the Walama List at the District Court and shored up core funding for the Creating Futures Justice Program;
- worked hard to prepare for our accreditation renewal under ASES Standards;
- finally managed to upgrade the soundproofing at our Waterloo HQ premises;
- undertook some renovations at Weave Woolloomooloo and commenced the process to undertake some upgrades at Weave Kool Kids Program office in Malabar;
- embarked on a comprehensive evaluation of our Weave Kool Kids Program and Creating Futures Programs in partnership with Yulang;
- strengthened our relationships with existing partners and supporters and connected with some fabulous new ones who share our values and passion;
- embarked on a new donor CRM and committed to a process to ‘futureproof’ Weave so that we can sustain our work for as long as our communities need us;
- and undertook a process to review our organisational structure and worked with pro bono partner, EY to design a structure to better support our work across the organisation.

Advocating to change oppressive systems and policies is at the heart of our work at every level.

- As part of the Redfern/Waterloo Aboriginal Affordable Housing Alliance, we had success in achieving a commitment of 15% of social and affordable housing in the Waterloo redevelopment to be designated for Aboriginal and Torres Strait Islander people;
- worked with our partners at Public Interest Advocacy Centre on the Raise the Age Campaign to raise the age of criminal responsibility;
- worked in partnership with the Aboriginal Legal Service to design programs aimed at keeping Aboriginal children out of the criminal justice system;
- advocated for better police accountability;
- pushed for family support and challenged practices, systems, and power imbalances that work against keeping families together;
- worked with peak bodies to highlight the need for expanded tailored, trauma informed support for young people experiencing mental health issues;
- called out racism at individual and institutional levels,
- and continued to centre and amplify community, young people and families’ voices and spoke up about the need for reform in the systems and institutions that impact them.

As a non-Aboriginal organisation, we acknowledge that we have a responsibility to commit to an ongoing journey of building our cultural capability and cultural responsiveness to ensure we provide culturally safe support for Aboriginal and Torres Strait Islander people, and a culturally safe workplace for our Aboriginal staff. We are committed to this ongoing work individually and as an organisation.

As always, I am immensely proud of the Weave staff and leadership team, our clients, families and communities, our Board, community and NFP partners, our volunteers, placement students, financial supporters, government and philanthropic partners, and the many people who continued to stick with us as we worked to achieve on our purpose to empower people to change their lives.

Now more than ever our communities need our support and we are more determined than ever to continue to stand in firm solidarity with Aboriginal and Torres Strait Islander people in their ongoing fight for justice and self-determination.

Siobhan Bryson
CEO
Weave Youth & Community Services

A message from our Chair



Yaama Gara Nginyanu,

For me, my journey with Weave started a long time ago as a young Aboriginal boy in Redfern utilising the services of Weave, and now I have the honour and a privilege leading the Board and working alongside the Chief Executive Officer. This year marks my first as the Chair of Weave Youth & Community Services, following my tenure as the Deputy Chair. I am honoured to lead our dedicated team as we navigate the organisation through its next phase of growth and impact.

The Board has displayed exceptional commitment over the past twelve months, diligently working to uphold the highest standards of governance, delivering the Weave Strategic Plan, and ensuring the financial sustainability of the organisation. This unwavering support has been instrumental in providing the necessary foundation for Weave's continued success.

Weave recently underwent a rigorous re-accreditation process against the Quality Innovation Performance Health and Community Standards. I am delighted to report that Weave not only met these high standards but also surpassed industry benchmarks in several key areas. This accomplishment reflects our commitment to excellence in all facets of our operations.

Additionally, Weave is currently celebrating our first full financial year as a Company Limited by Guarantee under the Corporations Act 2001, after transitioning from an Incorporated Association. This is a significant achievement. This transition reflects our dedication to adaptability and strategic evolution, positioning Weave for continued success and impact in the community.

There have been a few changes in the composition of the Weave Board, during the FY23 financial year we bid farewell to our outgoing Treasurer, Ingrid Emery, whose contributions were invaluable to the organisation. Simultaneously, we extended a warm welcome to Chris Mills, our new Treasurer and Chair of the Weave Audit and Risk Committee. Chris brings a wealth of experience that will undoubtedly strengthen our financial oversight.

The Weave Board and Administration have prioritised culture and community at the core of our organisation. A testament to this commitment is the development of the Weave Healing Framework Policy. This policy underscores our dedication to future-proofing Weave by embedding the highest standards of cultural safety and capability throughout the organisation.

These key points encapsulate some of the significant milestones and efforts undertaken by Weave over the past year.

I would like to extend thanks to the communities and clients that continue to trust Weave to deliver critical services to their community and families. As a volunteer board, I want to thank every Director for the endless support and collaboration to ensure Weave can deliver those critical services to our communities and clients.

Yaalu,

Jonathon Captain-Webb
Chair
Weave Youth & Community Services

Weave in Numbers

<div>5,351</div> <div>clients supported in 2022 / 2023</div>			
<div>1,307*</div> <div>clients received ongoing intensive support</div>	<div>400</div> <div>people supported through coordination of tailored referrals onward</div>	<div>802</div> <div>people supported through ad hoc / drop-in support</div>	<div>84</div> <div>groups</div> <div>506</div> <div>group sessions</div> <div>2,842</div> <div>occasions of group session attendance</div>
<div>72%</div> <div>of people supported reported they were Aboriginal and/or Torres Strait Islander</div>			

*Including children and family members of clients who also received support

<div>Events, projects and campaigns:</div>	
<div>8</div> <div>in-person and online community events with</div> <div>7,458</div> <div>attendees</div>	<div>8</div> <div>projects and campaigns reaching</div> <div>121,385</div> <div>people through Weave's digital channels</div>

Weave in Numbers

Waterloo HQ Gadigal Land		2022 / 2023
Creating Futures Justice Program		
Number of intensive casework clients		108
Percentage of Aboriginal & Torres Strait Islander clients		85%
Aboriginal Healing Program		
Staff and Board Aboriginal Cultural Engagement		
Staff and Board Cultural Camp - 3 day camp		1
Number of cultural camp attendees		45
Staff On Country Days		4
Number of On Country Day attendees		30
Aboriginal Cultural Engagement for Clients		
Number of clients who received regular cultural support		30
Number of Cultural Engagement Programs (eg Yarn, Tea and Tucker, Cultural Camps, On Country days)		10
Number of program sessions		58
Number of attendees		222
Percentage of Aboriginal & Torres Strait Islander clients		100%
Speak Out Dual Diagnosis Program		
Number of intensive casework and counselling clients supported		144
Drug Health outreach counselling clients		55
Percentage of Aboriginal & Torres Strait Islander clients		65%
Driving Change Program		
Total number of clients supported		172
Percentage of Aboriginal & Torres Strait Islander clients		49%
Total number of driving hours		3,068
Total number of people supported to take the L's + P's tests combined		163
Total number of volunteer hours contributed		2,441
Number of volunteers		61
Tutoring Program		
Number of tutoring students		119
Percentage of Aboriginal & Torres Strait Islander clients		45%
Number of tutoring volunteers		87

Weave Women & Children's Centre Gadigal Land		2022 / 2023
Targeted Earlier Intervention Wellbeing and Safety Program		
Number of families supported		57
Percentage of Aboriginal & Torres Strait Islander clients		80%
Staying Home Leaving Violence Program		
Number of intensive casework clients		84
Percentage of Aboriginal & Torres Strait Islander clients		58%
Number of security upgrades		108
Direct services to child		29
Percentage of Aboriginal & Torres Strait Islander clients		85%
Victims Services Counselling Sessions		
Number of clients		65
Percentage of Aboriginal & Torres Strait Islander clients		75%

Weave Woolloomooloo Gadigal Land		2022 / 2023
Targeted Earlier Intervention Wellbeing and Safety Program		
Number of clients		41
Percentage of Aboriginal & Torres Strait Islander clients		56%
Community Strengthening Program		
Number of group sessions, community events and community engagements activities		161
Occasions of attendance at group sessions, community events and community engagement activities		1,265

Weave Kool Kids Program Bidjigal Land		2022 / 2023
Number of children on Weave Kool Kids Program		99
Number of Switch Leaders		35
Number of children receiving one to one therapeutic mentoring		23
Number of families supported through intensive casework		10
Percentage of Aboriginal and Torres Strait Islander clients		89%

South East Block Party 2023

On Friday 21 April 2023, Weave together with Randwick Council and Kobie Dee held the South East Block Party on Bidjigal Land at Coral Sea Park Maroubra.

For the third year in a row, #SouthEastBlockParty has been a celebration of community, connection, young people and music.

At Weave, we know the power of genuine community connection and we created South East Block Party with Kobie Dee and Randwick council to celebrate the strengths of the communities we work with. We are so proud and excited to see this event grow each year.

This year we had games and activities, food trucks and live performances by Kobie Dee, Tasman Keith, Billy Maree, Sailor Goon, Lil Arts, Dylan Voller, KP Hydes and Emerald Brunt.

Young people from our Weave Kool Kids Program were heavily involved in the planning of the event. South East Block Party is an event embedded in their local community and having meaningful contribution from these young people is crucial to the success of the event.

We thank each and every person who came together to make this day so special. We loved seeing so many families and people connected to Weave at South East Block Party celebrating with their community.

We acknowledge Kobie’s music, advocacy and message and the inspiration he provides to young people in his communities and people following his journey. Kobie is a true role model!

Thank you to our event sponsors and partners who made this event a huge success for the third year in a row. South East Block Party would not be possible without the support of sponsors, partners and Weave supporters who help us create meaningful, positive experiences for the community.

“I’m still pumped from South East Block Party #3! From planning an event on the roof top at Weave with my brothers where the whole community can come together without any drugs or alcohol showing these young people that we don’t need those things to have a good time, to having the first #SouthEastBlockParty and knowing right there and then that this is exactly what our community needs and now we got to experience it for the third time! I just want to say a massive thank you to everyone that was involved in bringing this event to life, the whole community from Lexo to Duffys, Maroubra to Lapa, Matto to Little Bay, the whole South East and everyone who made the trip to join us on Bidjigal Land. Thank you for showing up each year and making South East Block Party what it is.

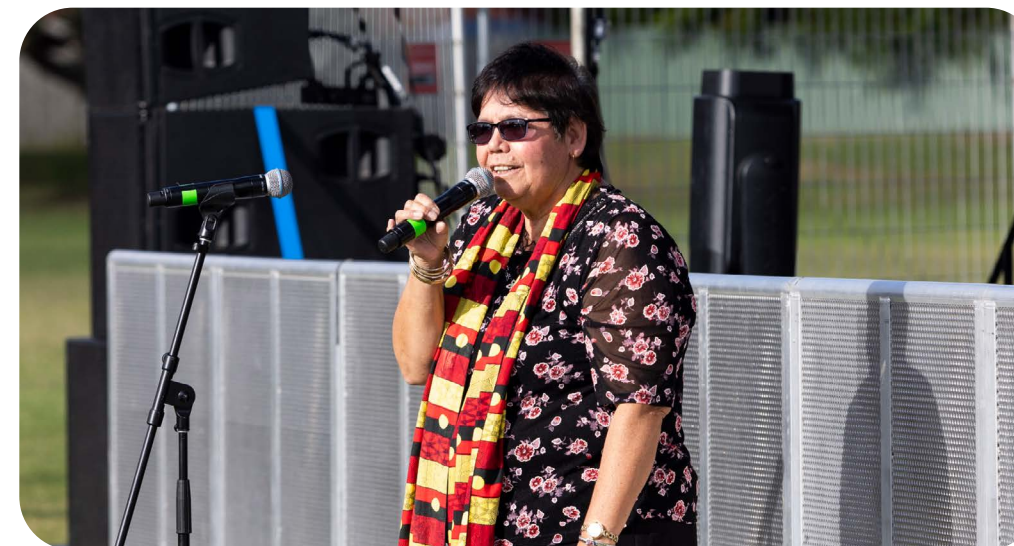
I also want to say a huge thank you to the sponsors investing in this important community event.”

- Kobie Dee



South East Block Party 2023

On Friday 21 April 2023, Weave together with Randwick Council and Kobie Dee held South East Block Party on Bidjigal Land at Coral Sea Park Maroubra. For the third year in a row, #SouthEastBlockParty has been a celebration of community, connection, young people and music.



“Kobie Dee you are an extraordinary role model leading the way for the next generation.

It was a privilege to experience your big, brave, beautiful heart and to feel the tight-knit community love. I love the enormous respect offered to the Elders in this very special local community. Congratulations Kobie, we will never forget this beautiful event.”

– Kylie Kwong

Weave Woolloomooloo

Weave Woolloomooloo has been continuously working to create a warm, accessible youth-friendly space for young people in the Woolloomooloo community. This youth focus is in alignment with the revised strategic direction developed in 2021, which focuses on streamlining service delivery for children and young people, with priority given to people living in Woolloomooloo, Kings Cross and Darlinghurst.

Our Weave Woolloomooloo team provides casework to young people aged 12-25 years and families with children in their care up to 12 years.

Weave Woolloomooloo has been collaborating with other Weave programs and other local services to build connections and strengthen impact. Our Weave Woolloomooloo team continue to listen to and be guided by their local community to contribute to healing and wellbeing.



Programs for Children + Young People

Our Weave Woolloomooloo team have been running a series of fun and creative programs and events to engage local children and families. These have included outreach programs, in school activities and engagement at the local primary school. Ongoing monthly community BBQ's in collaboration with the Woolloomooloo working group (WWG), quarterly back to school BBQs, high school aged kids program in collaboration with the Girls and Boys Brigade, an Art exhibition for our local young artist's as well as supporting numerous exhibition entries in Weave's annual Mad Pride event.

Play Therapy

In 2023, Weave Woolloomooloo launched a specialised one-on-one counselling service for clients, which incorporates play therapy and Sensory Motor Arousal Regulation Treatment (SMART). Facilitated by Heather Coull who, in addition to working with Weave for 15 years as a Caseworker/Counsellor, also has a Masters Degree in Child Play Therapy. The target group for this service is families with children (5 – 11 years) and young people (12 – 24 years) living in Darlinghurst, Kings Cross or Woolloomooloo.

"I felt like being supported by Weave has been life changing and I've been telling all of my friends that they should come to Weave because of the difference it has made to my life. I feel so comfortable coming here now and I know all the team and they know me."

– Weave Woolloomooloo client

Woolloomoolivin' Festival

On Saturday 13th August 2022 our Weave Woolloomooloo team hosted a games table at the Woolloomoolivin' - Annual Festival of Urban Arts and Culture in Woolloomooloo, working towards increasing staff networking and collaboration in the community and engagement in community events. It was a great event, attended by around 600 community members.

Collaborations with Weave Programs

Weave Woolloomooloo has been collaborating with Weave's Aboriginal Cultural Engagement team to set up one-on-one cultural mentoring for our Aboriginal clients. The team has also been working closely with Weave's Tutoring Program team to assess local needs and provide tutoring services for children in the Woolloomooloo community.

Working together with Weave's Driving Change team has made it possible for young people to achieve their driver's licence and open up new opportunities in their lives.

Back to School BBQs

The Weave Woolloomooloo team has been hosting 'Back to School BBQs' at Plunkett Street School, welcoming parents and carers to enjoy bacon and egg rolls with their kids before the school day starts. A number of family groups told us that they came to school early specifically to spend the time together enjoying breakfast!

Weave Woolloomooloo



Youth Week 2023

During Youth Week in April 2023, Weave Woolloomooloo collaborated with local organisations, Hope Street, Girls & Boys Brigade and the City of Sydney to hold a Youth Week Event for young people in Woolloomooloo. The event was really well received by the community with over 150 young people coming out to celebrate with us.

As part of the event, we had a food truck, DJ, basketball competition, raffle, tennis, face painting, temporary tattoo stand and art activities facilitated by the Art Gallery of NSW. We would like to say a special thanks to Sam Donni from NSW Police for providing prizes for the kids.

Young people and families connected to Weave Woolloomooloo participated in the event and in the planning during the lead up to Youth Week. Young people helped to design the flyers and contributed their ideas for the event. The collaborative spirit of Weave and local organisations and agencies in Woolloomooloo was a highlight of the day.

“There was a very strong, authentic and casual ‘Woolloo vibe’ where the community came together to share some good food and have a yarn. It was a wonderful opportunity to celebrate our special community and the amazing young people who live here.”

– Christopher, Weave Woolloomooloo Youth Engagement Worker

Weave Women & Children's Centre

Weave Women & Children's Centre continues to provide intensive support to women through both the Staying Home Leaving Violence Program (SHLV) and the Targeted Early Intervention Program (TEI). Our Weave Women & Children's Centre team work hard to be responsive, supportive and provide holistic support to women and children accessing our programs and services.

In May 2023, our Weave Women & Children's Centre Program Manager, Regan Mitchell, attended the Wiyi Yani U Thangani National Summit. Weave Women & Children's Centre team members attended the Inaugural Australian Domestic, Family and Sexual Violence Recovery and Healing Conference.

Our Weave Women & Children's Centre team continues to activate their wonderful new space and since the launch in 2022, has opened up the space for use by other local services to strengthen and extend impact.



Celebrating Children's Week 2023

Weave Women & Children's Centre celebrated Children's Week 2022 with exciting events throughout October. We hosted a Surfing Day at Bondi Beach with Let's Go Surfing, ran a hip hop event and for our younger bubs we had a swimming day at Gunyama and a special sensory play group.

Thank you to the families and children who took part in these events and helped us celebrate Children's Week!

Ron Hoenig Visits Weave Women & Children's Centre

We were pleased to host Ron Hoenig, MP and Member for Heffron, at the Weave Women & Children's Centre on 7 February 2023 as he presented us with a cheque for \$28,000 from the NSW Community Building Partnership Program which provides grants for infrastructure projects that deliver positive social, environmental, and recreational outcomes, while also promoting community participation, inclusion and cohesion.

This funding has allowed our Weave Women & Children's Centre to purchase a new car for outreach casework. During the visit our Program Manager and Domestic Violence and Prevention Specialist, Regan Mitchell, spent time informing Ron about the causes, systematic drivers and impacts of Domestic and Family Violence (DFV).



National Sorry Day 2023

Weave Women & Children's Centre recognised National Sorry Day on 26 May 2023 with a gift of flowers to Kinchela Boys Home Aboriginal Corporation (KBHAC) by our SHLV caseworker Shereen Laing. National Sorry Day is an important opportunity to remember and acknowledge the mistreatment of Aboriginal and Torres Strait Islander people who were forcibly removed from their families and communities, which we now know as 'The Stolen Generations'. Kinchela Boys Home Aboriginal Corporation is located right next door to our Weave Women & Children's Centre on Gadigal Land in Waterloo, and supports the survivors and family members of the Stolen Generation, playing a critical role in the healing of these communities.

Our Weave Women & Children's Centre senior team members, Regan Mitchell and Andrea Hadaway attended a rally on 13 February 2023 in Martin Place on the anniversary of the National Apology to the Stolen Generations hosted by AbSec and Kinchela Boys Home Aboriginal Corporation. The rally called for the full implementation of the 'Family Is Culture Report' recommendations. There were a number of moving and emotional speeches highlighting the lack of progress since the time of the apology and the shameful increase in the number of Aboriginal children removed from their families and communities. We are proud to support our neighbours, KBHAC, in the important work they do advocating for change.



Weave Women & Children's Centre

International Women's Day 2023

This year, our Weave Women & Children's Centre hosted a lunch at the centre for International Women's Day (IWD) for clients on 7 March 2023. The UN International Women's Day theme for 2023 was 'Cracking the Code: Innovation for a gender equal future' and calls on us to imagine a gender equal world, a world free of bias, stereotypes, and discrimination, a world that's diverse, equitable, and inclusive, a world where difference is valued and celebrated. It calls on us to collectively forge women's equality.

Weave Women & Children's Centre Program Manager and Domestic Violence Prevention Specialist, Regan Mitchell, was invited to be a guest speaker with the Sydney Women's Fund & Be Kind Sydney at Koda Capital on 15 March 2023 to talk about the IWD theme of "Cracking the Code: Innovation for a gender equal future." Regan gave an incredibly powerful speech to over 50 Koda Capital staff members across at least 5 states and even some international staff. Regan presented and discussed the drivers of gender-based violence and the role of gender inequality, and concluded with a challenge for each participant to enact change in their own lives

Chris Wilson, Philanthropy and Social Capital Partner at Koda Capital, said "such an eye opening session! I loved the call to action for the men in the room to show their vulnerability to other males."

Our CEO, Siobhan Bryson, was invited to contribute insights for International Women's Day by our community partner South Eveleigh.

Siobhan says "For me, cracking the code means questioning and exposing systems, codes of behaviours, beliefs, expectations and barriers that serve to hold women back, devalue and disempower them. Also cracking the code of silence and smashing the shame that shuts women down and perpetuates the status quo. I believe it's important to always speak out in every context against gender inequity, to put in place flexible work arrangements that support women's engagement in the workforce, to foster career development opportunities for women and to take a strong stand against violence and abuse."

"Advocating for systemic change to smash the patriarchy is how we disrupt systems, beliefs and behaviours that foster entrenched inequality." – Siobhan Bryson



Creating Futures Justice Program

Weave's Creating Futures Justice Program provides intensive support to young people aged 10-30 leaving custody or otherwise involved in the criminal justice system, on bail, community orders or court diversion.

Creating Futures provides court support, advocacy and wrap-around casework support tailored to the needs and goals of each client.

Our Creating Futures Program continues to provide wrap-around casework support to participants in the Walama List Pilot in the NSW District Court, a sentencing court for Aboriginal and Torres Strait Islander offenders which commenced in 2022.

Our caseworkers develop client-led case plans that support clients with a range of issues including: obtaining ID and licences, housing, income support, legal issues, paying off fines, applying for residential rehabilitation, referrals for drug and alcohol counselling, engaging with mental health professionals, counselling to address grief & loss, trauma, relationships and healing, health checks, pro-social activities, employment and training support and disability support.

Strengthening Connections

As well as individual casework, the Creating Futures Justice Program assists our clients to participate in activities to strengthen their connections in the community and to develop positive pro-social relationships.

Creating Future's OzTag team participated in the 2023 Sydney OzTag Winter Tournament, with games held throughout the year at Wentworth Park in Glebe.

Playing OzTag allows the players to reconnect with fellow participants, reinforce positive behaviours, rejoin sporting events (sometimes after significant periods of time in custody) and learn to support each other positively on and off the field. At the end of the 12 week season, 10 - 15 Creating Futures clients contributed to the team.

Some of the feedback received from players have included:

- How special it is to be able to support and mentor the younger players and become role models themselves.
- How much they appreciate having the opportunity to join a team sport setting
- How OzTag brings back positive memories for a lot of the players.

Our Creating Futures Justice Program Youth Caseworker has also started running pro-social activities, such as rock climbing, with small groups of young people in 2023.

Collaborations and Advocacy

Our Creating Futures team continues to collaborate with local schools to support our clients with participation in education. Consistent communication, feedback and attendance at school meetings has assisted in providing wrap around support for young people. CF staff attend milestone assemblies, cultural events, liaise with the principal, teachers, social workers, and support staff.

Creating Futures continues to attend the Raise the Age NSW Campaign meetings to try to raise the age of criminal responsibility to prevent arrests and gaoling of 10-13 year olds (and disproportionately Aboriginal and Torres Strait Islander children). Case workers have also participated in Rountables around relevant justice issues such as reducing recidivism, building pathways out of the justice system and the impacts of fines on children.



“Our clients inspire us everyday. We want them to have happier, healthier lives.”

– Patty, Creating Futures Senior Caseworker

Speak Out Dual Diagnosis Program

Our Speak Out Dual Diagnosis Program, which provides practical and therapeutic support to young people experiencing co-existing mental health and alcohol and other drug challenges, continues to experience extremely high demand.

Weave’s Speak Out Program launched in 1997, and was the first program established for young people in NSW with coexisting challenges related to mental health and alcohol and other drug use.

Speak Out is a community based program funded by the Federal Department of Health through the Central and Eastern Sydney Primary Health Network that supports young people (aged 12-28).

Speak Out uses a holistic model of care that responds to the issues that young people identify as their priorities. Support for achieving mental health, alcohol and drug outcomes is woven into the overall program of support, which can also include support around housing, justice system engagement, employment and education, family relationships, and social and cultural connection.

Speak Out Evaluation Launch

In December 2022, we proudly launched our Speak Out External Evaluation Report on Gadigal Land in Redfern. The launch was attended by a number of key external stakeholders, including NSW Health, CESP HN, other NGOs and public schools, alongside members of Weave’s community, Weave Board members and Weave staff.

The launch was hosted by our current Programs Lead and previous Speak Out Program Manager Dylan Clay, who spoke to the key findings and recommendations of the evaluation.

Our CEO, Siobhan Bryson, provided an overview of Speak Out’s history, providing more than two decades of service delivery. Our Weave Youth Advocate Sienna Pavone spoke about her experiences of the program, focusing predominantly on her involvement with Speak Out project work.



Clients’ Words from our Speak Out Evaluation

“I’ve never, I’ve never felt more comfortable, welcomed, listened to than being in this program. They value our voice and they value our opinion.”
– Speak Out client

“They (Speak Out) have helped me be a leader, a mentor, a support to others in my community.”
– Speak Out client

“I think for me, being Indigenous and seeing a lot of Indigenous people coming in and out of the service group, one thing was that cultural safety that people talk about. All those sorts of little things around Weave means you just naturally feel comfortable there.”
– Speak Out client

Young Women's Group

In March 2022, our Speak Out Program launched Weave's Young Women's Group. The group was created in response to young women in the community voicing their desire for a safe space to come and connect with other young women, have fun and explore a deeper connection to each other and themselves.

The group meets fortnightly at Weave Waterloo on Gadigal Land. Weave's Young Women's Group welcomes all female-identifying and non-binary young people aged between 18 - 26 years old.

The Young Women's Group has become a safe space to celebrate and support each other, hold vulnerable conversations, have fun and share food. The group continues to foster a sense of belonging to a Sisterhood and a safe community, providing respite from the stresses of daily life and a place to experience joy, creativity and self-development.

The Young Women's Group continues to work with a large number of young women each fortnight. The group continues to grow organically and has recently seen participants of the group begin to take ownership of the space more and more, as was always intended in the initial planning and strategy of the project. Examples of this range from our participants leading the Acknowledgement of Country at the start of groups, through to part-facilitating sessions alongside Weave staff.



Facilitating Speak Out staff observed a noticeable increase in confidence and participation amongst all group participants



Facilitating Speak Out staff observed positive and supportive friendships forming between the participants that extend beyond the group.



In March 2023, our Speak Out Program staff led a two-night camp for the Young Women's Group participants. The camp was a therapeutic space, filled with activities, deep-conversations and time in nature. The camp was held around the twelve-month anniversary since the group's starting in March 2022.

Given the year of groups and activities, the group of women attending left knowing one another, creating a baseline of safety and connection to build from at the camp. Three members of our Speak Out team facilitated the camp, and the group was also joined by Auntie Calita Murray, who led cultural activities for the group.

"During camp, I learned that it's OK to have strong emotions and express them and it's alright to let others hold space for you."

"It makes me happy to know that I can be myself in such an inviting space."

Mad Pride 2023

Mad Pride is a free youth-led event that celebrates the wisdom and creative achievements of young people whilst working to break down the stigma and barriers associated with mental health experiences. Mad Pride 2022 was held on Thursday 27 October on Gadigal Land at PACT Erskineville.

This was our 15th Mad Pride event, and it was so special to hold an in-person event after two years of online Mad Pride events (due to the Covid-19 pandemic). Mad Pride has always been a safe and welcoming space for young people and community members to share their journey of lived experiences with mental health. This year's event was an important reminder of the significance of community coming together and supporting each other's mental health.

Our Mad Pride Youth Steering Committee held over 18 planning meetings in the lead up to the event to plan their creative ideas and engage the community.

This year we had;

- Over 300 event attendees
- 12 x youth steering committee members
- 8 x young performers
- 19 x artworks by young people in the community art exhibition
- Over 15 x youth services and organisations who supported young people to contribute to or attend the event

We extend a very special thank you to everyone involved in creating such a positive event, our Weave Youth Advocates, Mad Pride Youth Planning Committee, Speak Out team, artists, performers, event partners and everyone who attended, including our Weave Board members! It was so nice to see so many people from our communities there to support each other and celebrate together and to see young people and families who have been connected across our programs over many years, all showing up for each other.

Laura Mangen, Speak Out Project Worker, reflected that there were so many highlights, but "it is always the quiet conversations, realisations, reflections, acts of bravery, creativity and collaboration" that she had the privilege of being witness to from the young people involved, reminding her of why "these kinds of opportunities are so valuable in building community, self-confidence and growth".

Feedback from our Mad Pride Youth Steering Committee Members

My favourite thing about planning Mad Pride 2022 was;

- 'Being together with so many people, community and feeling connected to the Weave family.'
- 'Seeing the joy of everyone coming together.'
- 'The people I got to meet along the way.'
- 'Being of service to others.'
- 'Experiencing positive mental health benefits from being connected to Weave.'
- I felt a sense of safety and community.'

What have you learnt about yourself whilst being a part of Mad Pride 2022?

- 'How important community is to me.'
- 'That I have a lot to offer and to trust my own knowledge and wisdom.'
- 'It built my confidence.'
- 'It helped me to discover my skills.'
- 'I liked sharing my creativity and how I see the world with others.'



Photos by Natalie Petersen

Weave Aboriginal Healing Program

Weave’s Aboriginal Healing Program encompasses our Aboriginal Healing Framework and Aboriginal Cultural Engagement.

Over 70% of all those we support across Weave are Aboriginal and/or Torres Strait Islander people. As a non-Aboriginal controlled organisation, Weave is strongly committed to walking alongside Aboriginal people in their ongoing fight for justice and self-determination. We have a responsibility to strive to ensure our service delivery and all levels of our operations as an organisation are culturally safe, trauma-informed and healing-centred.

Our Aboriginal Healing Program focuses on long-term and sustainable healing outcomes for our Aboriginal and Torres Strait Islander clients through the facilitation of cultural engagement opportunities and through practising and operating in alignment with the Aboriginal Healing Framework.



Weave Cultural Camp

In July 2022, Weave held its first whole of Weave cultural camp, facilitated by our Weave Aboriginal Healing Framework Manager and Aboriginal Cultural Engagement team. All staff were required to attend this cultural training and development experience. We were also joined by three Board members. As a group, we spent three days on Dharawal Country participating in cultural learning and activities led by our inspiring Aboriginal staff group, Uncle Dean Kelly and Auntie Calita Murray.

This work is aligned with our Aboriginal Healing Framework and is part of our ongoing commitment to continuing to build our cultural capability and our capacity to provide culturally safe services.

As a non Aboriginal organisation, this is a deep and long-term priority for Weave, and we stand with Aboriginal and Torres Strait Islander people in their ongoing fight against systemic oppression and injustice. We recognise that the social, economic, political, emotional, psychological and physical health and wellbeing of Aboriginal and Torres Strait Islander peoples is dependent upon the dismantling of the systems that continue to impact their communities. We recognise our role in supporting our Aboriginal and Torres Strait Islander communities in their individual and collective healing journeys by providing holistic, trauma-informed and strengths-based practice grounded in and guided by our Aboriginal Healing Framework.



“Thank you to everyone who attended camp, the whole experience exceeded all my expectations. I’ve honestly been feeling very energised since we left. Thank you to each and everyone of you for being so patient, open to learning our culture and being present.

A huge thank you and congratulations to Karlie Stewart for being the one behind the scenes of organising the logistics with this camp, you are amazing and you should be so proud of yourself sis!

Thank you to Uncle Dean, Auntie Calita and the Weave Aboriginal staff group, I’m grateful to be able to learn from each and everyone one of you!”

– Tash, Aboriginal Cultural Engagement Facilitator

“The whole of Weave Cultural Camp was extraordinary and we are all so grateful to have had that experience with the team and some Weave Board Members. This was an extraordinarily special experience in so many ways and on so many levels, and it definitely exceeded any expectations I had. I am feeling very honoured and privileged to have had the opportunity to experience everything we did together over the 3 day camp. Karlie Stewart, Program Manager of our Aboriginal Healing Framework, did a stellar job and worked so hard and put so much thought, care, love and respect into pulling everything and everyone together to make this camp so special. You should indeed be very proud of yourself Karlie, in my time at Weave I can honestly say I have never been part of a more powerful and meaningful whole of staff experience.

Massive thanks and respect to the whole Weave Aboriginal staff team, Karlie, Daniel, Regan, Beau, Mark, Tash, Cianni and Emily, who worked so beautifully together and stepped up into new cultural responsibilities with such grace, generosity and humility.

And of course the wonderful Uncle Dean and Auntie Calita. How lucky were we to spend all that time in their warm and generous company, and to learn from their humility, vast knowledge and wisdom. Myself and the whole Weave team felt so cared for and looked after by you all, right from the start when you cooked lunch for us at Bonny Vale, until the very end when we said our goodbyes. We all happily put our trust in you all because we knew we were in very safe hands.”

– Siobhan Bryson, CEO Weave Youth & Community Services

Weave Aboriginal Cultural Engagement

Aboriginal Cultural Engagement (ACE) sits under the umbrella of Weave’s Aboriginal Healing Program. ACE is our client-facing program that has been designed to specifically support Weave’s Aboriginal and/or Torres Strait Islander clients, families and local communities, to connect to and strengthen their relationship with culture; whether it’s exploring their family tree, learning more about where they’re from, connecting with other Aboriginal people/mob and going on Country and/or cultural camps.

Cultural Mentoring

Our Aboriginal Cultural Engagement (ACE) team launched one-on-one cultural mentoring for young people across Weave sites and programs in 2023.

The purpose of cultural mentoring is to support young people and facilitate healing-centred practices for our Aboriginal and Torres Strait Islander clients and their communities, with the intention of supporting genuine and sustainable healing outcomes. One-on-one mentoring is guided by the young person and sessions focus on the cultural goals that they set for themselves, in collaboration with their mentor from Weave’s ACE team.

One-on-one sessions are focused on weekly engagement with ACE staff through sharing knowledge, learning and embracing Aboriginal culture through cultural experiences.

ACE Friday Program

The ACE Friday Program was developed for young men in the South East community with a focus on providing opportunities for them to connect to Country and culture. The team took a group of five young men to a range of cultural sites, including on Darramurra-gal Country at Ku-Ring Gai National Park and on Bidjigal Land at La Prouse.

Activities are designed to run alongside school attendance, by departing in the afternoon from school, so that young men who have disengaged from school are encouraged to attend.

Yarn, Tea & Tucker

Our Aboriginal Cultural Engagement team have been running Yarn, Tea & Tucker sessions on Gadigal Land on the rooftop at Weave Waterloo since the beginning of 2023. The sessions have had increasing numbers of clients and community members join us for meals and activities, including a yarnning circle held by Auntie Julie Welsh.

The sessions are open to young people, clients, community members and staff from all Weave sites, programs and communities.



“Yarn, Tea & Tucker has been such an important program at Weave because it provides our clients and community members with a place to come each Wednesday and enjoy nice food and a safe space to yarn on our rooftop garden. Yarn Tea & Tucker has been ACE’s longest running program this year and we have seen it grow from just a couple of clients and community members to a solid group base of people each week. We create a yarnning circle where our clients can talk about anything while enjoying a nice meal. Yarn Tea & Tucker has been going strong with the help of our ACE Team and a couple of volunteers who give up their time to make sure it runs smoothly.”

– Mark, Aboriginal Cultural Engagement Program Manager



“A real highlight of our ACE Friday Program has been witnessing the young men experience a deep connection to culture. This program gives our young people the opportunity to experience and learn new cultural skills and stories of their local community or the surrounding areas.

The program aims to create a spark in our young people to want to go back to Country where they are from to learn about their own culture. Each week we do something different like visiting rock carvings, bush walks and sacred sites.”

– Beau, Aboriginal Cultural Engagement Facilitator



Weave Kool Kids Program

Since 2001, Weave’s Kool Kids Program has provided consistent, trusted support and genuine care to the children, families and communities we walk alongside. Weave Kool Kids Program supports children, young people and families who face complex social issues such as poverty, family breakdown and mental health issues that are symptomatic of the impacts of systemic disadvantage and intergenerational trauma.

Weave Kool Kids Program provides long-term connection to positive relationships, and support for children to learn, grow and develop together with their peers in their community.

Through Weave’s Kool Kids Program, children and young people remain engaged in education and participate in fun, skills-based activities after school that highlight their strengths, improve social and emotional wellbeing and foster respect.

Community Collaborations

In 2023, Weave Kool Kids Program started a collaboration with Gujaga Foundation in La Perouse. Gujaga has been delivering weekly programs for our young people centred around culture and language. Weave Kool Kids Program participants from La Perouse have been learning traditional Aboriginal Dances, taught by Aunty Kirsty Beller, a local Aboriginal elder and language tutor at Gujaga Foundation. The participants and Aboriginal staff were taught three local dances which the young people then performed at NAIDOC events, school events, Weave events such as Mad Pride and other local community events such as La Perouse Land Council’s “Carols by the Sea”.

In 2023, Weave Kool Kids Program partnered with Indigigrow, an Aboriginal owned and led organisation, to build a Bush Tucker and Medicine Garden at our Weave Kool Kids Program office in Malabar, on Bidjigal Land.

This garden will continue to allow for organic interactions between young people who drop into the office, and is used in specific programs tailored to cultural knowledge. The garden has instilled a sense of pride and purpose in both Weave Kool Kids Program children and staff who have been caring for the garden and watching it grow.



End of Year Wrap-Up Party

In December 2022, we celebrated the end of the year with our Weave Kool Kids Program Wrap-Up Party.

The event started with a Smoking Ceremony by our Aboriginal Cultural Engagement (ACE) team and young men connected to our ACE Program. Former Weave Kool Kids Program participant, Kobie Dee, volunteered his time to come and perform and ‘rap’ up our Weave Kool Kids Program Wrap-Up event. Thank you to all of our Weave Kool Kids Program participants - the children, young people, Switch Leaders and families who joined us on the day to celebrate the Weave Kool Kids Program connections and community.

“As a team, we had such a special experience at the Wrap-Up Party, spending meaningful time with the kids and families connected to the program, playing games and eating good food. There was such a beautifully strong sense of community, family and connection today, and that speaks so much to the work the team do within this community, as well as the incredible community we are privileged to walk alongside.” - Tate, Weave Kool Kids Program Manager

Weave Kool Kids Program

Indigenous Surf Camp

In 2022 and 2023, Weave Kool Kids Program ran two school terms of weekly Surfing Program sessions for Aboriginal and Torres Strait Islander children and young people. In April 2023, these children and young people attended a 3 day Surf Camp at Gerroa on Dharawal land with Surf Camp Australia during the school holidays.

The camp was a huge success, offering an opportunity for our young people to learn to surf, connect with each other, experience new places and engage in cultural activities with our Weave Kool Kids Program team. The entire group developed their surfing ability, with a few standout young people ending the week with standing up on more waves than they were falling down. The feedback from the young people and staff was resoundingly positive.

Our Weave Kool Kids Program staff did an excellent job facilitating the experience and managing the intensity of a three day camp with a large group of young people with professionalism, passion, empathy and attentive care. Our Weave Kool Kids Program team were able to build deep connections with the young people and hold space during both the therapeutic activities and the recreational activities which included games and touch footy.



Switch Leadership Camp

The Weave Kool Kids Program has evolved and grown in response to requests from children who were about to transition to high school and wanted to remain connected to the program.

Our 'Switch Leadership' Program was developed to support young people transitioning from primary school to high school and has been highly successful.

Switch Leaders remain engaged by learning how to be mentors to the younger children on the program. These young people then assist on the programs with the 7-12 year olds as peer mentors.

In January 2023, the Weave Kool Kids team ran a Switch Leadership Camp for young people on the program. The 3 day camp was held in Gerroa on Dharawal land and young people loved doing activities such as swimming, archery, the flying fox and giant swing and playing games. The young leaders stayed in cabins together, trading stories and yarns.



“The Switch Leaders all reflected that they loved just being there. Being together and connecting with the staff and connecting with their culture were the highlights for everyone. Every single Switch Leader wants to come to the next camp and have been asking when it will be as they’re so excited. ”

– Emily, Weave Kool Kids Program Aboriginal Youth and Community Worker

Driving Change Program

Our Driving Change Program, which supports people facing multiple barriers to obtain their driving licence, continues to have a profound impact on the lives of our clients and community members. The program also continues to experience a very high demand, with a constant waitlist of people from the communities we work with.

Over the past year we have purchased a new automatic car for the program and upgraded our manual car. We now have a total of six cars as part of the program and we hope to expand the impact of Driving Change with the addition of another vehicle, which will enable us to assist an additional 20-30 learners per year.

You can support our Driving Change Program and help us to extend and deepen this life-changing impact by becoming a driving volunteer.

NRMA Learner Driver Workshop

On 18 October 2022, Weave's Driving Change team hosted a Learner Driver Workshop in partnership with the NRMA. The workshop covered topics like what to know and look for when buying a car, how to check oil, tyre pressure and who to call when having car issues and much more.



300 P Plates!

In March 2023, through the incredible work of our 60+ volunteers, Weave's Driving Change Program celebrated supporting a massive 300 community members to gain their driving licence. This achievement opens up a world of opportunities for our clients and their families.

“One of our Driving Change clients is a young man with 3 children and he is the first one in his immediate family to gain his licence - this is a life changing achievement that will have long-standing, ripple effects.”

– Leanne, Driving Change Program Manager

“Weave has been such an amazing organisation and has helped me so much throughout the years. In my life I’ve struggled with multiple learning disabilities, so I struggled with the driving test. Every time I went for a test, I failed.

In my early 20s I connected with Weave, but due to health circumstances, I pulled out multiple times. Leanne, the amazing manager, has always been generous and encouraging of me despite my lack of willingness to continue the program. She never gave up on me, and she was always understanding and empathetic towards my situation.

When I was in my late 20s, I successfully gained employment, which required a driver’s licence. The Weave team assigned an appropriate volunteer mentor. She consistently showed up for me twice a week and never gave up on me. She also helped with work-life skills and social skills, and it was a blast socially being able to work with her.

I can participate in the workplace with my disability due to Weave’s supportive commitment. Weave provides constant motivation, continuity, compassion, and kindness through their multidisciplinary and intersectional approach.

I’m so grateful, and I know a huge part of my independence and career is because of Weave. Thank you so much to the team and the donors who make this possible.”

– Driving Change client

“Calida was so kind and helpful and now I have my drivers licence and a car and that has meant I could get a job and now my life has been transformed.”

– Driving Change client

Tutoring Program

Weave’s Tutoring Program is a free service offered to families in our communities who could not otherwise afford tutoring, and provides educational support to children and young people.

The program was established in 2009, in response to the increasing number of children and young people needing extra support and guidance with their school work and with no other means to access that support.

Tutoring Program

Our Tutoring Program recently expanded from Waterloo and Malabar to our Weave Woolloomooloo site, with support from a partnership with Australian Numeracy and Literacy Foundation (ANLF).

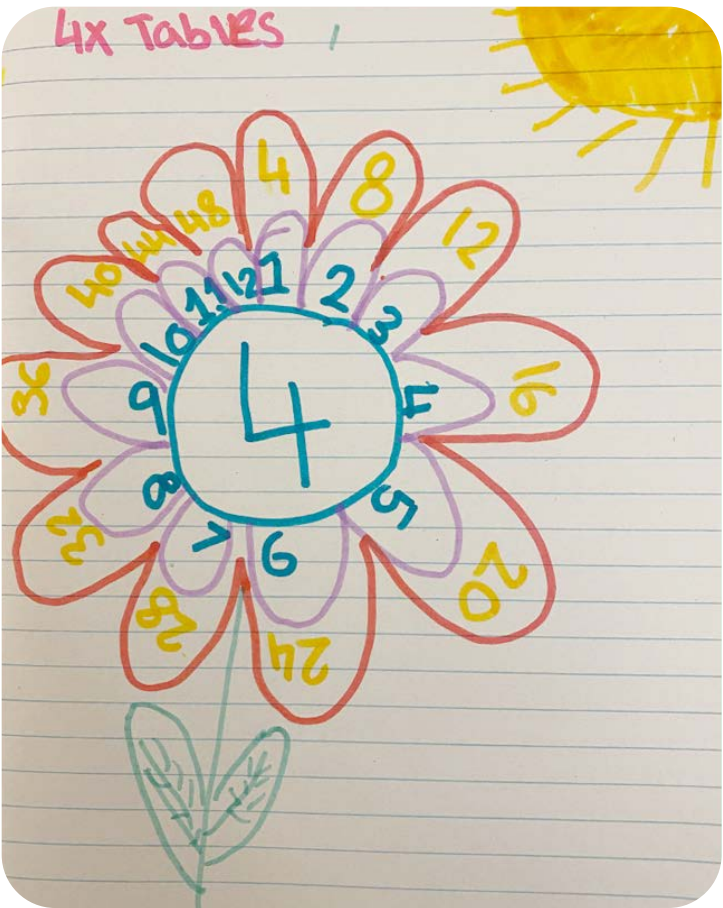
Our Tutoring Program is made possible by our incredible Volunteer Tutors, who dedicate their time and support and are committed to creating a positive impact in the lives of children and young people in our communities.

Our Tutoring Program supported **119** young people to pursue their goals.

87 volunteers contributed **1,438** hours to our Tutoring program.

Feedback from our tutoring students:

- “I’m more confident in spelling”
- “Things feel easier like timetables and maths”
- “I am spending more time on studying for tests.”
- “My marks are improving in English”
- “I am reading more books”
- “Excellent maths marks!”
- “I feel a lot more confident and think I’m doing better on tests.”
- “I borrow books from the school library now”
- “In a maths test I found it less challenging”
- “It’s easier at school.”
- “I got better results!”
- “When I do poetry I have more ideas.”



Our Volunteers

Our volunteers support a range of Weave’s programs – they mentor students accessing our Tutoring Program, supervise learner drivers as part of Weave’s Driving Change Program, make sure our rooftop garden is always well watered and cared for, transport kids to Sunday morning Nippers, help us to deliver community events, share their skills, and so much more.

We are so grateful for our dedicated and generous volunteer team, and the impact they create both collectively and as individuals.

This year, our incredible 273 volunteers have contributed 5,317 hours of their time.

Thank you to our wonderful Weave volunteers who consistently show up for our community and contribute to our Weave programs to help us empower people to change their lives.

Volunteer Celebration 2023

We were delighted to host a Volunteer Week 2023 Celebration to thank our volunteers and celebrate their impact.

At this event, one of our incredible volunteers shared a few words about his experience with Weave. Nick has volunteered for both our Tutoring Program and Driving Programs and contributes his in-depth IT skills and knowledge to our team to help us improve our digital capacity.



“The smallest of actions can yield the most profound of impacts.”

Before I started volunteering with Weave, I found myself regularly complaining about the injustices of the world, expecting some big change to happen overnight. Saying things like “Why aren’t people doing anything?” Then I realised something that, as a software engineer, I regularly have to remind myself, I am people! Often, we get caught up in the grand narratives of life, the giant leaps forward, the game-changing moments. But if my experiences over the last year have taught me anything, it is this – the smallest of actions can yield the most profound of impacts.

When we are tutoring, on the surface, an hour or two a week, a couple of maths problems, a few reading assignments, may seem minor to us. But in the grand scheme of things, these moments matter. These are the moments when a child, who may not have had anyone believe in their potential before, feels seen, feels heard, feels valued. These are the moments when a child realises that their circumstances do not define them, that they can dream bigger, aim higher.

Similarly, teaching people to drive. It may seem like a simple skill – after all, millions of people around the world drive every day.

But as our instructors know, the truth is, to someone who has never sat behind the wheel (and to their instructor), it’s a terrifying prospect.

And yet, with each lesson, with each small success, with each fear overcome, you can see the change. Confidence blossoms, independence is fostered, and new opportunities are unlocked.

Each one of these actions, in isolation, may seem small. But, when you zoom out and look at the larger picture, the impact is enormous. These small changes have a ripple effect, extending far beyond what we can see. A child tutored becomes a child who believes in themselves, who goes on to excel at school, and maybe even become the first in their family to attend university. A young adult who learns to drive gains not just a licence, but a passport to new opportunities.

Do not underestimate the power of small changes. Every tutoring session, every driving lesson – it all matters. It’s all part of a greater whole, a collective effort to create a better world, one small action at a time.

It is these small changes that have the power to transform lives, communities, and the world.

– Nick, Weave Volunteer



Financials

2022 / 2023

Financial Performance

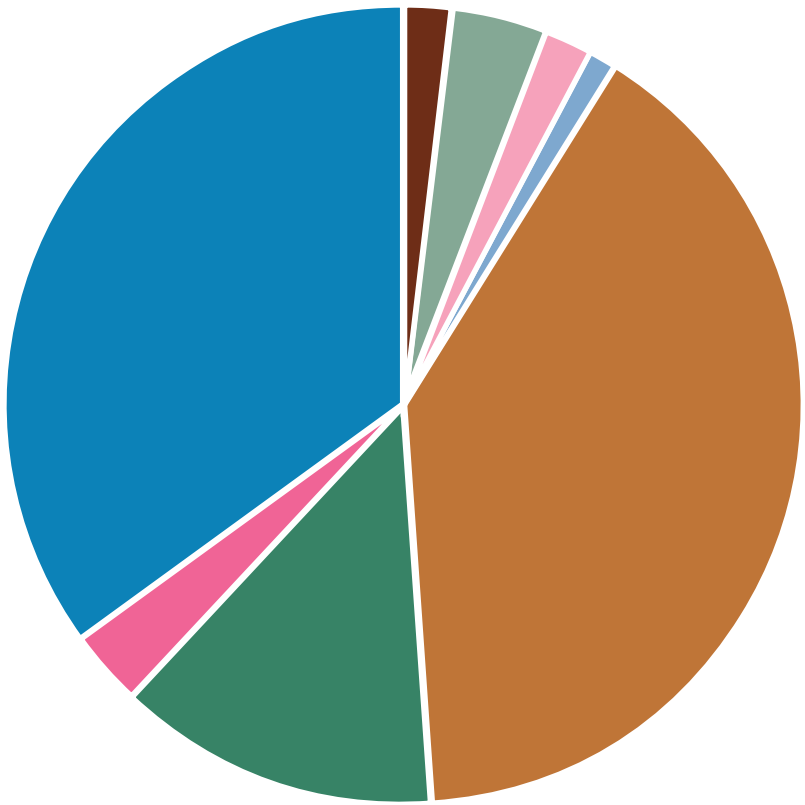
Revenue	30 June 2023	30 June 2022
Grants – State Government	\$2,195,224	\$2,248,952
Grants – Federal Government	\$723,340	\$792,157
Grants – Local Government	\$170,340	\$147,100
Grants – Foundations, Trusts and Others	\$1,902,489	\$1,197,814
Donations - Corporate	\$92,650	\$162,723
Donations – Individual	\$225,617	\$423,174
Other Income	\$86,976	\$50,941
Investment Income	\$48,814	\$68,918
Total	\$5,445,450	\$5,091,779
Expenses		
Direct Service Delivery	\$4,283,969	\$3,985,856
Branding, Fundraising, Partnerships and Marketing	\$448,878	\$334,078
Administration and Corporate including Depreciation and Organisation Evaluation	\$584,704	\$368,936
Total	\$5,317,551	\$4,688,871
Operating Surplus	\$127,899	\$402,908
Other items:		
Gain/(Loss) on disposal of motor vehicles	-\$424	-\$7,755
Gain/(Loss) on revaluation on financial assets	\$137,251	-\$262,837
Net Surplus	\$264,726	\$132,316

Financial Position

Total Assets	\$5,293,999	\$5,167,536
Total Liabilities	\$2,140,263	\$2,278,526
Net Assets	\$3,153,736	\$2,889,010

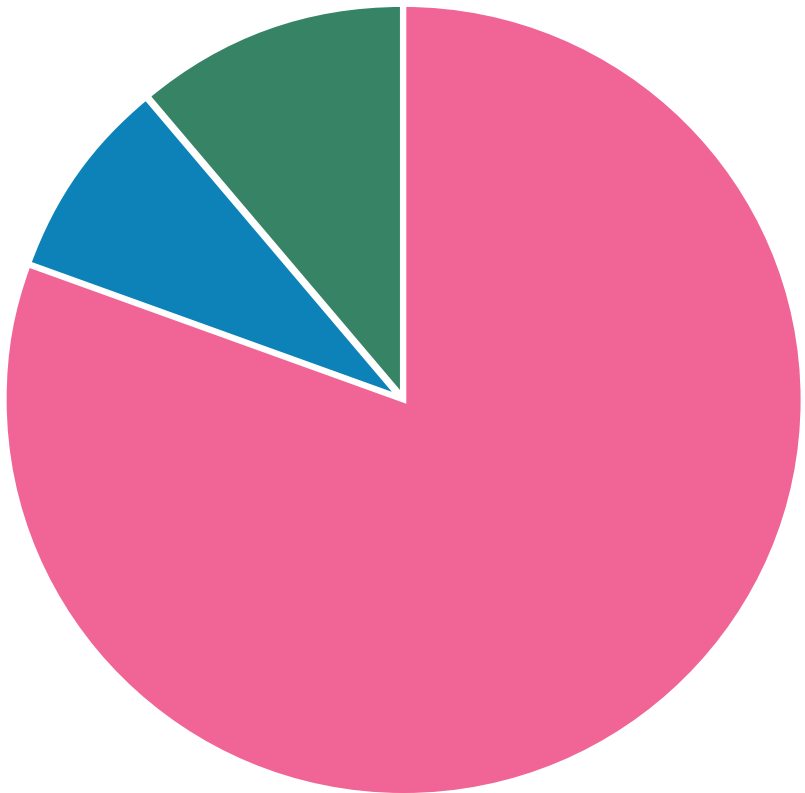
Weave Youth and Community Services maintained a strong financial position throughout the financial year and was able to pay its debts as and when they fell due. Retaining an appropriate level of net assets is important to help Weave operate effectively, and to allow Weave to meet current, unforeseen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



Where our money comes from

- Grants - State Government - 40.3%
- Grants - Federal Government - 13.3%
- Grants - Local Government - 3.1%
- Grants - Foundations, Trusts and others - 34.9%
- Donations - Corporate - 1.7%
- Donations - Individual - 4.1%
- Other Income - 1.6%
- Investment Income - 0.9%



How we spend our money

- Direct Service Delivery - 80.6%
- Administration and Corporate including Depreciation and Organisation Evaluation - 11%
- Branding, Fundraising, Partnerships & Marketing - 8.4%

Our Board



Jonathon Captain-Webb | Chairperson

Jonathon is a Gomeroi and Dunghutti man born and raised in the Redfern Aboriginal community, with a passion for Indigenous Affairs and Justice Reinvestment. Jonathan has a passion for working with Aboriginal people, creating sustainable relationships and delivering outcomes to Aboriginal communities, which has led Jonathon a career in Aboriginal policy reform and program implementation. Jonathon has both lived experience and a demonstrated history working with the complex social issues within Aboriginal communities and brokering cultural, social, and economic outcomes for Aboriginal clients and communities. Jonathan’s vision is to create culturally safe and responsive programs that authentically supports the Aboriginal communities whilst simultaneously achieving organisational outcomes.

Jonathon is currently the Director of Aboriginal Cultural Heritage, Land and Economy at Aboriginal Affairs, Department of Premier and Cabinet.

As well as being Chair of the Weave Board, Jonathon is Chair of Weave’s Community and Culture Committee.



Dr. Peggy Dwyer | Deputy Chair

Dr Peggy Dwyer has proudly served on Weave’s Board since 2015, and was Chair of the Board from 2018 – 2022, recently handing over the reins to Jonathon. 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 is passionate about using the law to assist people who have had a challenging start to life. While lawyers are important to help deal with the immediate crisis of a criminal charge, 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.

Peggy is a member of Weave’s Governance Committee.



Chris Mills | Treasurer

Chris Mills is the Head of Mergers & Acquisitions at Woolworths Group where he is responsible for strategic investments across the Group, including acquisitions and divestments. Chris has more than 20 years experience in finance, with a focus on corporate development, mergers and acquisitions, and equity and debt capital markets financings across the consumer, retail, healthcare and industrials sectors. Prior to joining Woolworths Group, Chris spent more than 15 years in investment banking with Goldman Sachs, where he was Head of Consumer, Retail and Healthcare in Australia & New Zealand, and Citi.

Chris is an energetic, strategic thinker who is committed to developing teams and driving organisational improvement. He is focused on building strong relationships and delivering positive outcomes.

Chris joined the Weave Board in October 2022 and was elected Treasurer. Chris is committed to supporting the team at Weave to empower young people, families and communities to change their lives through its programs, services and support.

Chris is Chair of Weave’s Audit and Risk Committee.



Christopher Whitnall | Secretary

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.

Christopher is Chair of Weave’s Remuneration and Nomination Committee.



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, she is committed to growing and developing public sector career pathways for Aboriginal and Torre Strait Islander employees and creating a workplace where everyone feels valued and respected, regardless of difference.

Roxanne is a member of the local Redfern community and has been an advocate for Aboriginal people, families who have been impacted by justice systems while working for Justice Health and Forensic Mental Health Network.

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 Chair of Weave’s Governance Committee and a member of the Weave Community and Culture Committee.



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 and joined the Weave Board in December 2018.

Merydith is a member of Weave’s Audit and Risk, Remuneration & Nomination and Governance Committees.



Helen Graney | Non-Executive Director

Helen Graney is the CEO of Jack Morton Australia and Weber Shandwick Australia. Helen has over 20 years’ experience in the field of marketing and communications.

A respected and resilient leader who thrives in a fast-paced, dynamic environment Helen is proud of her ability to lead through change, navigate complex challenges and galvanise teams. She is driven by a desire to deliver creative and impactful work for her clients, but her greatest passion is for mentoring and developing talent and for supporting a culture of constant curiosity within which her people can thrive and grow.

Helen joined the Weave Board in 2015, is a supporter and coach for Global Sisters and participates monthly in Mentor Walks.

Helen is a member of Weave’s Audit & Risk Committee and Remuneration and Nomination Committee.



Nellie Pollard-Wharton | Non-Executive Director

Nellie Pollard-Wharton is a proud Kooma woman, mother and social worker, born in Townsville, and raised in Mearjin (Brisbane), before moving to the Eora nation.

She is an Associate Lecturer in the School of Population Health, Faculty of Medicine, UNSW, whilst also undertaking her HDR program focussing on Aboriginal Community Led Solutions to Prevent Unintentional Child Injury.

Nellie holds a Bachelor of Social Work (Hons) from the University of New South Wales.

Nellie first joined the Weave family whilst on her clinical placement at the Weave Woolloomooloo Community Hub. She joined the Weave board in 2021 and is also a part of the Fundraising Subcommittee.

Nellie is passionate about Aboriginal and Torres Strait Islander health, wellbeing, self-determination and justice. In her various roles and community work she continues to develop her practice and pedagogy to ensure that Indigenous knowledges, genuine collaboration and leadership are core components of any actions associated with Aboriginal and Torres Strait Islander peoples.

Nellie is a member of Weave’s Community and Culture Committee.

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.

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

Government, Corporate and Philanthropic donors

Department of Communities and Justice
Central and Eastern Sydney Primary Health Network
National Indigenous Australians Agency
Transport for NSW
NSW Ministry of Health
Council of the City of Sydney
Randwick City Council
Sydney Local Health District
NSW Government Community Building Partnerships
Paul Ramsay Foundation
Gotcha4Life Foundation
Matana Foundation
Vincent Fairfax Family Foundation
Jibb Foundation
Trustees of the Scully Fund
Sydney Community Foundation/Be Kind Sydney/
Sydney Women’s fund
Sony Music Publishing
State Street Bank
Mirvac South Eveleigh
Bendigo Bank, Clovelly Community Bank
Colin Biggers & Paisley
Sage Automation
The Powder Principle
Future Generation Fund
Way Ahead Mental Health Association
AFTRS
ECRE Coffee
Feel Good Ink
O’Brien Solicitors

Byora Foundation
Margaret Johnson Foundation
Communications and Media Law Association - CAMLA
Future Super - Workplace Giving - Donation
Maria Walz Legal
Herbert Smith Freehills
TPG Telecom
Life of Colour
Djurwa
Technical Audio Group
Na Joomelah
AWS

In Kind Support

NSW Land and Housing Corporation
City of Sydney
Randwick City Council
EY Foundation
Plate it Forward
Oz Harvest
Pure Foundation
Kingston Reid Lawyers
ReLove
Bingo Industries
Dandelion Network
Shopper Media Group
Fresh Thinking Consulting
Talkforce
Vivienne Court Trading Pty Ltd
Work Club Sth Eveleigh
Lucky Kwong

Bastion
Colin Biggers & Paisley
Pinnacle Team Events
Mummies Paying It Forward
Thread Together
Sage Group
Vinnies
SleepSafe
Nandos
Place Design Group
Simply Giving
Tixana
Northside Montessori School
Hidden Door
Clarins
ASB
The Kid LAROI
Trolley’d
Aplenty
Jack Morton
Weber Shandwick
Herbert Smith Freehills
Gilbert & Tobin
Harness Projects
Canva
FI@World
Arup
Share the Dignity
Kobie Dee
Manoosh Pizza
Kennards



Weave HQ | Gadigal Land
1B Elizabeth Street
Waterloo NSW 2017

PO Box 2459
Strawberry Hills NSW 2012

Phone: (02) 9318 0539

weave.org.au

