

# Annual Report

July 1 2023 – June 30 2024



# 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 First Nations people.

We honour and express gratitude to the many Aboriginal and/or Torres Strait Islander community members, clients, staff and Board Members who have guided us over our 48 year history.

We acknowledge and thank Karlie Stewart, whose artwork features throughout this report. Karlie is a Yuin woman from the South Coast of New South Wales. Karlie is the Community & Culture Lead at Weave Youth & Community Services and the author of Weave's Aboriginal Healing Framework.

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

Cover image and many of the photographs throughout this report were taken by Tristan Stefan Edouard.

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



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# 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

- 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 48 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 local 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 and for the communities we support, ensuring that our impact is meaningful, and transformative.

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 leaving prison or otherwise involved in the criminal justice system, 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.
- Events and creative projects, designed with our communities, that bring people together and celebrate the strength and stories of the people and communities we walk alongside.

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.

We are a team of over 50 passionate and committed staff members who work tirelessly across a range of programs to provide holistic, wrap-around, intensive one on one support for clients and families, as well as designing and holding community events, groups and creative projects.

Our Board is made up of industry leaders and subject matter experts with a deep understanding of the issues impacting our communities. Our Board members, along with our dedicated team of volunteers, contribute their time, energy and expertise to help us empower people to change their lives. Working alongside our 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 in the communities we work with.

# Our Programs

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.

## Aboriginal Cultural Engagement Program

Healing-centred cultural engagement activities for Weave's Aboriginal and/or Torres Strait Islander clients, families and local communities.



## Creating Futures Justice Program

Comprehensive support for Aboriginal people to successfully transition out of the criminal justice system and live fulfilling lives in their community.

## Driving Change Program

Supports people facing multiple barriers to obtain their driving licence, which has a profound impact on the lives of our clients and community members.



## Speak Out Dual Diagnosis Program

Addressing the challenges of co-occurring mental health and substance use issues by providing practical and therapeutic support for young people.



# Our Programs

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.



## Weave Kool Kids Program

A holistic, skills-based early engagement and development program that supports over 140 children and young people and their families in the La Perouse/ South Maroubra and Redfern/Waterloo areas.

## Weave Women & Children's Centre

Intensive wrap-around support for women experiencing domestic and family violence and abuse and for women and children facing multiple complex issues and barriers.



## Weave Woolloomooloo

A vibrant youth centre supporting children and young people living in the Woolloomooloo community. Weave Woolloomooloo provides casework to young people and families and offers creative and innovative youth-led projects and events that build the capacity and cohesion of the community.

## Weave Tutoring Program

Educational support and guidance for children and young people in our communities.



# Our Sites

Located on unceded Gadigal and Bidjigal Land.

## Weave Waterloo

Gadigal Land  
1B Elizabeth Street,  
Waterloo



Programs operating from here include:

- Management & Administration Staff
- Speak Out Dual Diagnosis Program
- Creating Futures Justice Program
- Aboriginal Cultural Engagement Program
- Driving Change Program
- Tutoring Program

## Weave Woolloomooloo

Gadigal Land  
49 McElhone Street,  
Woolloomooloo



Programs operating from here include:

- Holistic casework support for young people and families
- Groups, activities, creative projects and events for local young people
- Play therapy for children and creative therapies for young people
- Driving Change Program
- Tutoring Program

## Weave Women & Children's Centre

Gadigal Land  
133 Morehead Street  
Waterloo



Programs operating from here include:

- Holistic casework support for women and children
- 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



# Chair Report

Jonathon Captain-Webb



Yaamagara Ngiyanu,

It is both an honour and a privilege to continue to lead the Board of Weave Youth & Community Services, guiding us through a pivotal phase of growth and impact. This year marks my second year as Chair, following my tenure as Deputy Chair, and I am deeply grateful for the opportunity to work alongside our dedicated Chief Executive Officer and the exceptional team at Weave.

Over the past twelve months, the Weave Board and Administration have worked diligently to uphold the highest standards of governance and financial sustainability. Our commitment has been unwavering as we navigated the challenges and opportunities of this period. We have expanded our governance structure with the establishment of the Community and Cultural Subcommittee and the Nomination and Remuneration Committee.

These additions reflect our dedication to broadening our oversight and ensuring that our governance practices evolve in line with our strategic goals.

Sustainability has been a key focus, and we have successfully diversified our funding streams, ensuring that Weave remains financially resilient in light of funding uncertainty and the current financial climate. Our efforts in this area are crucial for supporting our mission and delivering impactful services to the community.

As we move forward, I am inspired by the dedication of our team and the ongoing support from our community. Together, we are creating lasting change, and I am excited about the positive impact we will continue to make in the coming year.

I take this opportunity to also thank my fellow Board Directors (listed below) who were part of the Weave Board for the whole or part of Financial Year 2024. Their dedication, commitment and hard work throughout the year has been instrumental in Weave's success in empowering people to change their lives.

Peggy Dwyer (Vice Chair)  
Chris Mills (Treasurer)  
Christopher Whitnall (Secretary)  
Merydith Clark  
Roxanne Saunders  
Nellie Pollard-Wharton  
Dean Kelly (retired 4 July 2023)  
Helen Graney (retired 6 November 2023)

Yaalu,



Jonathon Captain-Webb  
Chair  
Weave Youth & Community Services

# CEO Report

Siobhan Bryson



It is an enormous privilege to lead this wonderful organisation and to write this 2023-2024 CEO Message.

As a place-based organisation located on Gadigal and Bidjigal Lands in Sydney, we have a deep and long-standing commitment to the communities we walk alongside.

I have been reflecting a lot on our work at Weave, and on what an honour it is to be trusted to walk alongside our inspirational clients and communities to bring community-led solutions and aspirations to life. At Weave, community is everything - it is our origins, it is at the heart of every decision we make about how we grow and develop, it is the foundation of our advocacy and purpose and our guiding light.

Any success of Weave is the success of our communities. Our diverse and holistic range of programs, events and services are co-designed with our communities and clients to respond to issues that are important to them. We deliver our services based on what they tell us they need and what works best for them. As a result, the demand for our services remains consistently high, with rates of self-referrals and referrals from family and community running at 65-70%. Evaluations of our programs and services consistently show transformational outcomes and overwhelmingly positive impacts for people and communities we support.

In these challenging times, it's easy to feel overwhelmed by the complexity of socio-political problems and feel that we can't make an impact. However, we see time and again that the solutions lie in the knowledge, experience and expertise of our clients and communities and to have impact you need to back these community-led solutions. The problem is, the systems and institutions with the power to effect change have yet to recognise and value that wisdom. In fact, the opposite is too often the case. A recent example is the NSW Government's punitive and regressive tightening of youth bail laws which has resulted in more Aboriginal young people in juvenile detention.

The outcome of the Voice referendum in October 2023 dealt a massive blow to Aboriginal and Torres

Strait Islander peoples and was a huge missed opportunity for learning and growth as a Nation. Following the overwhelming 'No' vote, and the concerning spike in racism, we strengthened our organisation's commitments to show up with and for our Aboriginal and Torres Strait Islander clients and communities to support self-determination and meaningful healing outcomes.

There have been many challenges impacting Weave and our clients and communities including the housing crisis, inflation and cost of living pressures combined with no corresponding increases to rates of government benefits. There have also been alarming increases in rates of domestic violence and sexual assault, widespread racism and increases in numbers of client referrals for our services. Weave, like all frontline services across the community sector, is struggling to meet the ever increasing demand for support and underfunding of the sector poses a huge risk to the fabric of our society.

Despite these challenges, there's much to celebrate:

- As a non-Aboriginal organisation we deepened our commitment to building our Cultural Capacity now and into the future.
- Renewal of our Accreditation under the Australian Services Excellence Standards for a further three years.
- Upgrading our spaces, including acoustic improvements at Waterloo HQ, creation of a new trauma-informed counselling room and mural with the help of Canva volunteers, and upgrades to our Weave Kool Kids Program office in Malabar with FDC Building.
- Development of our Future Proofing Strategy to ensure the sustainability of our work and launching our Weave Salesforce CRM to better manage volunteers and donors.
- Strengthening our digital channels and processes with support from our talented volunteer, Nick Marko.
- Raising awareness of the context and drivers of gender-based violence with our 2023 Be The Change Campaign.

- Producing a phenomenal South East Block Party 2024, with our partners Kobie Dee and Randwick Council, where the community came out in force and showed just how strong, proud and talented they are.
- Smashing stigma around mental health at our 16th youth-led Weave Mad Pride event.
- Celebrating Youth Week 2024 with a vibrant art exhibition in Redfern and a community celebration in Woolloomooloo.
- Advocating alongside the Justice & Equity Centre on the Raise The Age campaign.
- Launching the Youth Bail Advocacy Program in partnership with the Aboriginal Legal Service NSW/ACT.
- Deepening our collaborations and partnerships with many key partners.

I am immensely proud of and grateful to the Weave staff and leadership team, the Weave Board, our clients, families and communities, volunteers, community and NFP partners, 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.

A handwritten signature in black ink, appearing to read 'S. Bryson'.

Siobhan Bryson  
CEO  
Weave Youth & Community Services

# Treasurer Report

Chris Mills



It is my pleasure to present the Treasurer’s Report for Weave Youth & Community Services for the year ended 30 June 2024.

I am delighted to report that Weave continues to deliver steady and sustainable growth while maintaining a healthy financial position. This success reflects the shared commitment of Weave’s Board, management, staff and community of supporters to sustain and grow our work to empower people to change their lives.

Weave delivered a higher than budgeted surplus of \$877,349 in FY2024 (FY2023: \$264,726), due primarily to a combination of a number of positions being vacant and sound financial management. Revenue increased 18.6% in FY2024 to \$6,622,737 (FY2023: 5,582,701) largely driven by increases in grants from Government (Federal, State and Local) and Foundations & Trusts. Pleasingly, Weave generated \$292,289 of income from distributions and growth in the value of financial assets in FY2024 (FY2023: \$183,953), an increase of 58.9%.

Weave remains committed to becoming a strong and sustainable organisation with growing and diverse sources of revenue across the government and non-government sectors.

Weave continues to invest responsibly in the delivery of its programs and services which resulted in expenditure increasing by 8.0% to \$5,745,387 in FY2024 (FY2023: \$5,317,553).

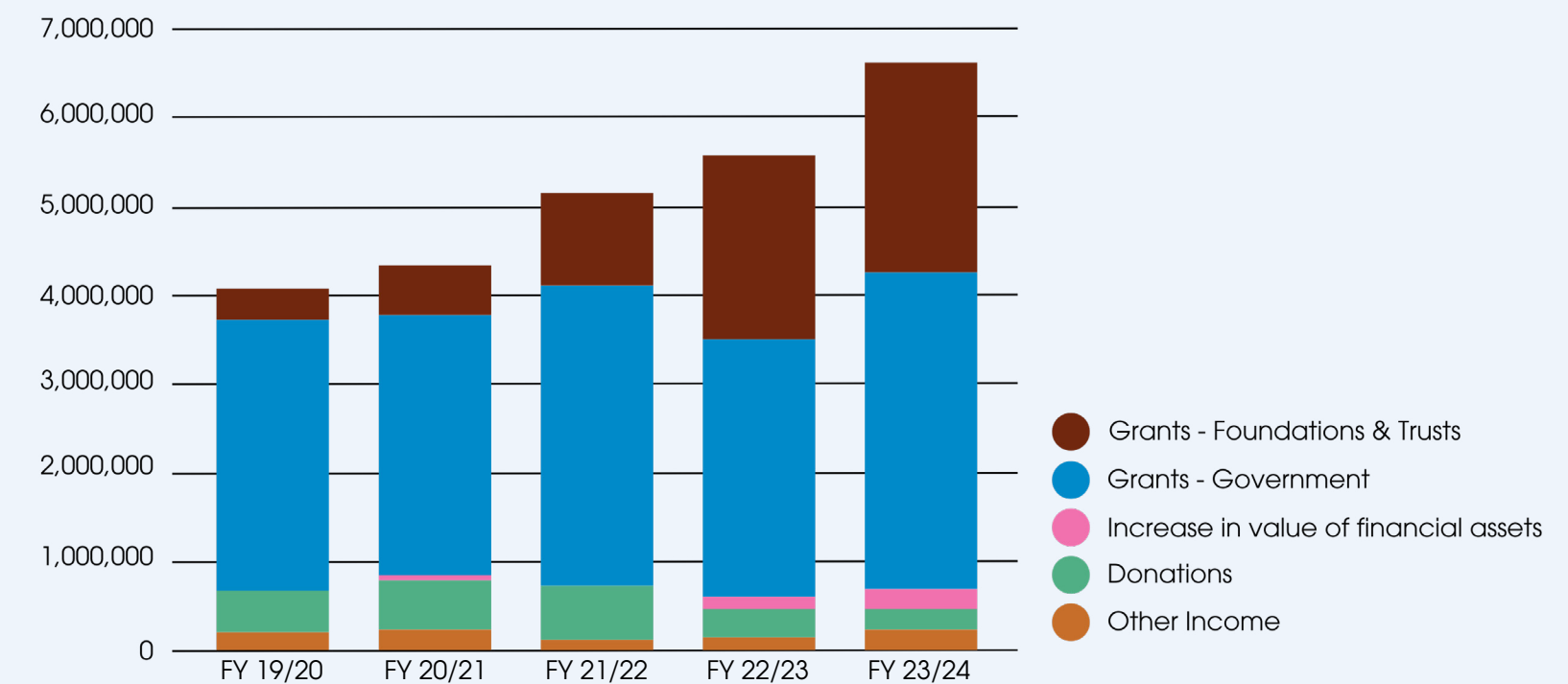
Expenditure growth was also impacted by delays in filling vacant staff positions as management focussed on carefully identifying the right candidates for these roles.

Weave maintained a healthy financial position in FY2024 with cash and other financial assets of \$4,724,122 as at 30 June 2024, an increase of \$511,311 on the prior year. Additionally, the FY2024 surplus increased net assets to \$4,031,085.

Weave’s continued steady financial performance and healthy financial position in FY2024 would not have been possible without the dedication of Weave’s CEO and staff and the support of Purpose Accounting. Thank you for your continued support and ongoing commitment to Weave’s purpose.

The FY2024 financial statements were prepared in accordance with Australian Accounting Standards and the Australian Charities and not-for-profits Commission Act 2012 and have been independently audited by SDJA Audit Specialists. The financial statements for the year ended 30 June 2024 will be available on the Australian Charities and Not-For-Profits Commission (ACNC) website.

Chris Mills  
Treasurer  
Weave Youth & Community Services



# Weave in Numbers

<b>6,978</b> clients supported in 2023 / 2024			
<b>1,310*</b> clients received ongoing intensive support	<b>548</b> people supported through coordination of tailored referrals onward	<b>1,648</b> people supported through ad hoc / drop-in support	<b>81</b> groups <b>559</b> group sessions <b>3,472</b> occasions of group session attendance
<b>74%</b> of people supported reported they were Aboriginal and/or Torres Strait Islander			

\*a large number of our individual clients who received ongoing intensive support have children and family members who also receive support and who are not included in this number.

<b>Events, projects and campaigns:</b>	
<b>7</b> community events with <b>6,035</b> attendees	<b>6</b> projects and campaigns reaching <b>118,975</b> people through Weave's digital channels

# Weave in Numbers

Waterloo HQ   Gadigal Land		2023 / 2024
<b>Creating Futures Justice Program</b>		
Number of intensive casework clients		99
Percentage of Aboriginal & Torres Strait Islander clients		87%
<b>Aboriginal Cultural Engagement Program</b>		
Number of clients supported through one on one cultural mentoring		14
Number of clients who received regular cultural support		75
Number of program sessions		84
Number of attendees		357
Percentage of Aboriginal & Torres Strait Islander clients		100%
<b>Speak Out Dual Diagnosis Program</b>		
Number of intensive casework and counselling clients supported		131
Drug Health outreach counselling clients		55
Percentage of Aboriginal & Torres Strait Islander clients		68%
<b>Driving Change Program</b>		
Total number of clients supported		366
Percentage of Aboriginal & Torres Strait Islander clients		54%
Total number of driving hours		3,136
Total number of people supported to take the L's + P's tests combined		153
Total number of volunteer hours contributed		3,136
Number of volunteers		54
<b>Tutoring Program</b>		
Number of tutoring students		109
Percentage of Aboriginal & Torres Strait Islander clients		60%
Number of tutoring volunteers		115

Weave Women & Children's Centre   Gadigal Land		2023 / 2024
<b>Targeted Earlier Intervention Wellbeing and Safety Program</b>		
Number of women and families supported		63
Percentage of Aboriginal & Torres Strait Islander clients		78%
<b>Staying Home Leaving Violence Program</b>		
Number of intensive casework clients supported		81
Percentage of Aboriginal & Torres Strait Islander clients		53%
Number of security upgrades for women		154
Direct services to child		20
<b>Victims Services Counselling Sessions</b>		
Number of clients		101
Percentage of Aboriginal & Torres Strait Islander clients		81%

Weave Woolloomooloo   Gadigal Land		2023 / 2024
<b>Targeted Earlier Intervention Wellbeing and Safety Program</b>		
Number of families supported through intensive casework		57
Percentage of Aboriginal & Torres Strait Islander clients		70%
<b>Community Strengthening Program</b>		
Number of group sessions, community events and community engagements activities		178
Occasions of attendance at group sessions, community events and community engagement activities		1,720

Weave Kool Kids Program   Bidjigal Land		2023 / 2024
Number of children on Weave Kool Kids Program		86
Number of Switch Leaders		14
Number of children receiving one to one therapeutic mentoring		11
Number of families supported through intensive casework		10
Percentage of Aboriginal and Torres Strait Islander clients		90%

# Always Was Always Will Be

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 recognises that we are a non-Aboriginal organisation that works predominantly with Aboriginal and Torres Strait Islander clients across Aboriginal communities within the Sydney City and South-East Sydney communities. We operate on Gadigal and Bidjigal Country that always was and always will be Aboriginal land, and work with Aboriginal peoples whose sovereignty over this land has never been ceded. With this recognition of who we are as an organisation and the environment we work within, Weave is committed to working in culturally safe and responsive ways for our Aboriginal and Torres Strait Islander clients, staff and local communities. This commitment is reflected through our organisations' daily work, changes to our organisational structure and the development and implementation of our Aboriginal Healing Framework and other relevant policies.

Changes to our organisational structure include the creation of a Community and Culture Lead role and the Community and Culture Committee, both of which work together to grow Weave's capability for culturally safe and responsive practice. The Community and Culture Lead role (CCL) is positioned within Weave's leadership team with the purpose of contributing cultural perspectives and guidance to the organisation, fundamental decision-making and to platform culturally relevant opportunities for growth and development across Weave. This role is vital in supporting

the ongoing development of our staff to ensure culturally safe and responsive service delivery for our Aboriginal and Torres Strait Islander clients and community, as well as the recruitment and retention of Aboriginal and Torres Strait Islander staff into our organisation.

The Community and Culture Committee is a new addition to Weave's organisational structure and is comprised of Weave's Aboriginal Board members. This Committee has been developed to provide support and additional guidance to the Community and Culture Lead role as well as the CEO. Together, the Community and Culture Lead, the Community and Culture Committee and the CEO work alongside each other to ensure culturally safe and responsive service delivery and organisational operations are prioritised and acted upon. The development of the Community and Culture Lead role and the Community and Culture Committee is a reflection of the emphasis that Weave places on our commitment to contributing to genuine and sustainable healing outcomes for Aboriginal and Torres Strait Islander clients, staff and local communities.

A fundamental outcome of the Community and Culture Lead role in 2024 has been the rollout of Weave's Aboriginal Healing Framework into a policy for all of Weave staff, students and volunteers. This document outlines specific areas of organisational operations and service delivery that embody culturally responsive practice at Weave. The work of all of our staff, students and volunteers

at Weave is guided by the Aboriginal Healing Framework; the Framework provides a clear guideline of the priority areas for Weave as an organisation and also the Community and Culture Lead. Some of the priority areas that have been acted upon in the last year are listed below:

- The ongoing recruitment and retention of Aboriginal staff at Weave.
- Providing one-to-one and group support to Aboriginal staff to ensure health and wellbeing support, and career progression in ways that are meaningful to them. This has seen the promotion of Aboriginal staff into key roles across Weave.
- The development of policies and procedures that are relevant to Aboriginal staff to ensure fair and equitable engagement at work to mitigate the burden that Aboriginal staff often carry in non-Aboriginal organisations.
- Tailored training opportunities both in-house and externally to support staffs' practice in alignment with the Aboriginal Healing Framework. Training has included 3-level Cultural Responsiveness Training administered by Indigenous Allied Health Australia and Anti-Racism Training facilitated by IndigenousX, both of which were compulsory for all Weave staff.

# South East Block Party 2024

To celebrate Youth Week 2024, Weave Youth & Community Services, in partnership with Kobie Dee; a Gomeri man, rapper and master storyteller, and Randwick Council, held the fourth annual South East Block Party at Coral Sea Park in Maroubra.

Thousands of local community members, including children, young people and families, gathered on Bidjigal Land on 24th April for live performances, food, games and cultural activities. This was an all ages, drug and alcohol free event.

With a celebration of culture at the heart of the event, South East Block Party 2024 opened with a Smoking Ceremony and dances from the Gamay dancers and Weave's Kool Kids Program dancers.

This year we saw impressive live performances by Minty and Stephen Wilson, Lil Arts, That Gurl Bella, Pannia, JK-47 and of course headliner Kobie Dee, with a surprise guest appearance by Barkaa. This year's event had a giant inflatable obstacle course, teacup rides, hair braiding and barbers giving free haircuts, lawn games, face painting, a bustling kids art and craft tent, a basketball comp, 6 food trucks and stalls and more, all free to the community!

Collaboration with other services is an important part of South East Block Party and many people and organisations contributed their time, energy, and skills to the event by running informative stalls and activities. Thank you to Na Joomelah, The Shack (Benevolent Society), The Salvos, Mudgin-Gal, and the Uncles with the Kinchela Boys bus for being part of this year's event. South East Block Party was dreamed up by Kobie Dee and Weave's young men's group to showcase local talent, raise awareness of mental health experiences, and celebrate the strengths of the communities we work with.

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!

South East Block Party would not be possible without the sponsors, partners, volunteers and Weave supporters who help us create meaningful, positive experiences for the communities we work with.

At Weave we know the power of genuine community connection. The moments of celebration and togetherness at these events are significant for us and the communities we walk alongside. They reflect the strength and stories of these communities, their generosity and compassion, their hopes and dreams, diversity, pride, and the shared humanity that connects us all together.

Our deepest gratitude to every person who came together to make this day so special, the most important of those being the greater community who all showed up with such togetherness and ownership of this wonderful event.



# South East Block Party 2024

To celebrate Youth Week 2024, Weave Youth & Community Services, in partnership with Kobie Dee, a Gomeri man, rapper and master storyteller, and Randwick Council, held the fourth annual South East Block Party at Coral Sea Park in Maroubra.



“From the Welcome to Country, smoking ceremony and cultural dances, to the joy on the children’s faces, the sense of togetherness and pride in community and culture was so strong and palpable everywhere you looked. Kobie Dee’s strong, positive messages and his love for the South East community shone through as strongly as the full moon that lit up the sky.”

— Siobhan Bryson, CEO | Weave Youth & Community Services



# Weave Woolloomooloo

Weave Woolloomooloo is a vibrant youth centre located on Gadigal Land in the heart of Woolloomooloo. It is a welcoming and safe space for young community members and young families from the area and surrounding suburbs, providing case management for young people aged 12 to 24 and young families with children in their care aged under 12, with priority given to people living in Woolloomooloo, Kings Cross and Darlinghurst.

Weave Woolloomooloo offers creative and innovative youth-led projects, events and groups that meet the needs of young people and build the capacity and cohesion of the community as well as play therapy for children aged 5 to 12 and creative therapies for young people 12 to 25 years old.

Over the last 12 months, Weave Woolloomooloo has continued to be guided by clients and community, particularly the young people accessing the service, and have been adapting the term and school holiday programs based on feedback and input from young people.

The team has been collaborating closely with other services in Woolloomooloo to deliver programs and also to coordinate their separate programs to ensure no overlap or service gaps. There has been strong collaboration between Weave Woolloomooloo and other Weave programs, where programs and projects delivered alongside Weave's Tutoring Program, Aboriginal Cultural Engagement Program and Driving Change Program are creating immense value and impact for the community. Weave Woolloomooloo continues to prioritise local children, young people and families for casework support.

## Weave Woolloomooloo Art Exhibition

In July 2023, Weave Woolloomooloo hosted an Art Exhibition 'My Woolloomooloo', featuring over 20 artworks created by local children.

## Back to School BBQs

The Weave Woolloomooloo team has been hosting the Plunkett Street Public School Back to School BBQs, joined by Weave's Aboriginal Cultural Engagement team and Weave's Tutoring Program team who have been building strong connections with the local young people and families in Woolloomooloo.

## After School Programs

The team at Weave Woolloomooloo have developed a number of after school programs for young people in the local area, including Basketball Court Outreach, an Art, Literacy and Podcast Program, Wednesday High School Drop In Program, Thursday Primary School Program and Friday Youth Space Program (Years 6 and up).

These programs are created in consultation with local young people. The Thursday after school drop-in for primary school students is busy and full of laughter, while the Tutoring Program students and tutors work quietly upstairs.



# Weave Woolloomooloo

## Weave Woolloomooloo Youth Week 2024

On 17th April 2024, Weave Woolloomooloo held a Youth Week event where local young people and their families enjoyed skateboard building, skateboard riding clinics, art activities, face painting, a food truck, DJ, games and more! Weave Woolloomooloo organised the day with the support of local young people, Hope St and the Girls and Boys Brigade. A huge Thank you to Concrete Skate Supply, for providing all the young people who signed up to the workshop with a free skateboard and to Youth and Family Connect, Firstdraft, and the Art Gallery of NSW who supported us to create a positive event for our community!



# Weave Women & Children's Centre

Since 1988 Weave Women & Children's Centre has been a safe, supportive place for women & children in the heart of Redfern/Waterloo.

Weave Women & Children's Centre (WWCC) is a key part of Weave Youth & Community Services. Our WWCC provides holistic, client-led casework support for women with children (up to age 12), and specialist case management for women and children experiencing domestic and family violence and abuse.

At Weave Women & Children's Centre, we work from a trauma-informed, strengths-based perspective, with a focus on empowering women and strengthening child safety and wellbeing.

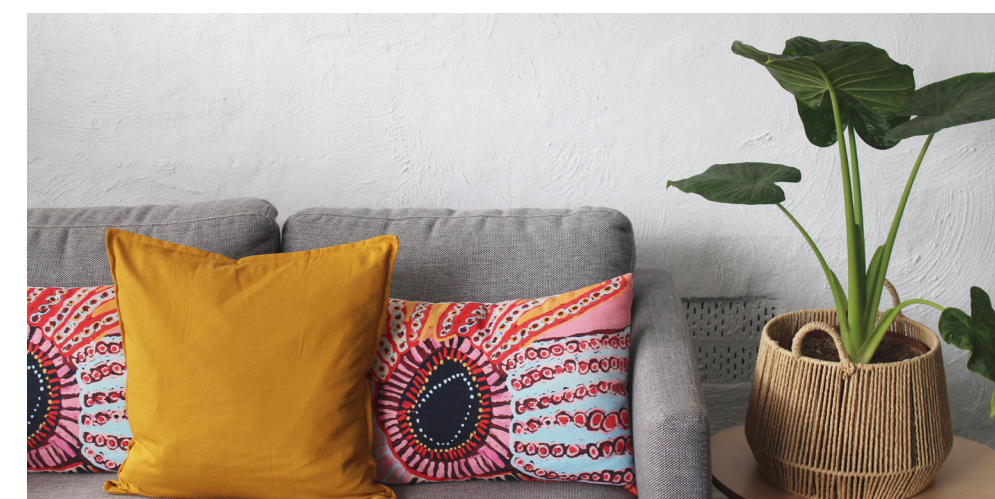
We do this through;

- Offering a safe and welcoming space for women and children to come together for mutual support, connection and empowerment;
- Supporting women to identify and build on their strengths and providing wrap-around therapeutic casework support;
- Ensuring the safety of women and their children through security audits and security upgrades and specialist domestic violence support;
- Supporting women to make positive life choices and engage in healthy relationships;
- Reducing vulnerability factors, such as homelessness, domestic violence, drug and alcohol issues, and child protection risks;
- Providing practical support such as free tutoring, assistance with security upgrades, removalist costs, assistance with school and childcare enrolments, uniforms, cost of living support and other forms of practical support; and
- Access to play therapy support for children

Women are the backbones of families and communities and yet they continue to experience violence and sexual assault at alarming rates. Aboriginal & Torres Strait Islander women are disproportionately impacted by family and domestic violence. They are 34 times more likely to be hospitalised due to violence than non-Indigenous women and six times more likely to die as a result of family violence.

NSW Bureau of Crime Statistics and Research (BOCSAR) data shows that over the ten years to June 2024 recorded incidents of domestic violence related assault increased 2.8% per year on average and sexual assault increased 8.4%. In the context of these devastating statistics, the work of our Staying home leaving Violence team is more critical than ever.

The complexity and intensity of the work of our Women's Centre Targeted Earlier Intervention Program has continued to increase as women and children are impacted by the skyrocketing cost of living, housing shortages and the ongoing trauma and disempowerment caused by interactions with oppressive government systems.



# Weave Women & Children's Centre

## International Women's Day 2023

On International Women's Day 2024, Let's Go Surfing held their annual surf morning at Bondi Beach to bring women together and raise awareness of domestic and family violence and abuse.

Our Operations Manager, Nicole, attended and spoke about the work of our Weave Women & Children's Centre to the 80 participants and the event raised \$2500 for Weave!



## Kids Tent at South East Block Party 2024

Our Weave Women & Children's Centre team hosted the Kids Tent at South East Block Party, organising lots of creative activities for the kids and families at the event.

Held on Bidjigal Land, South East Block Party 2024 welcomed thousands of young people and families for a celebration of community, connection and music.



"Weave Women & Children's Centre has been a constant in our community and I have found connections and support services since I first found myself single and homeless with a young boy. Thank you to everyone who has donated and continues supporting the staff to provide this essential support for our continued growth and healing"

– Weave Women & Children's Centre client

# Speak Out Dual Diagnosis Program

Our Speak Out Dual Diagnosis Program provides practical and therapeutic support to young people experiencing co-existing mental health and alcohol and other drug challenges.

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 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.

## Youth Week Art Exhibition

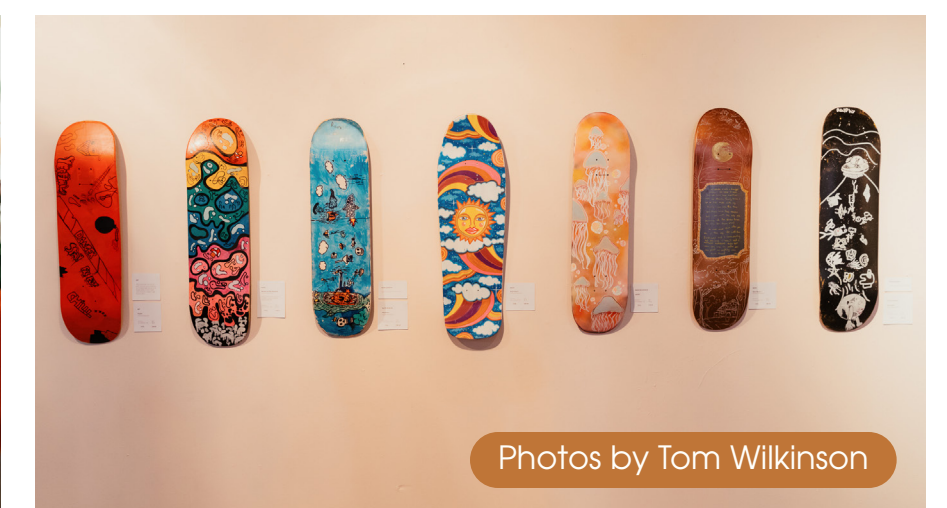
After the overwhelming success of Mad Pride's Art Wall, our Weave Youth Advocates who lead and plan the event came up with the idea to create an Art Exhibition for young people to exhibit and sell their work. After every piece was sold at Mad Pride 2023, and some artists secured future commissions from attendees, the group saw that there were further opportunities for community creative expression. Members of Weave's Young Women's Group, who planned the event, attended a session on how to curate and design an art exhibition, giving them both creative and event planning skills for future work.

During Youth Week 2024, Weave's Speak Out team hosted an Art Exhibition at 107 Projects on Gadigal Land in Redfern. Speak Out hosted a series of art workshops, that also functioned as Art Therapy groups (hosted by Speak Out Program Art Therapist Giulia), to help young people create art works that they would like to contribute to the show. The team ran weekly art Young people connected to Weave and other local youth services, local schools and community members were invited to submit art, and we had 36 young artists exhibit their work. Many of these talented young artists exhibited and sold their work for the first time.

Children and young people from our Weave Woolloomooloo community submitted artwork for the exhibition, and attended the opening night event with Weave Woolloomooloo Youth Engagement Worker, Hugo.

"The youth week art exhibition gave me a chance to challenge myself socially and creatively. It was such a fun and rewarding experience."

– Young artist



Photos by Tom Wilkinson

# Mad Pride 2023

Mad Pride is a free, youth-led event designed for and by young people. The event is an opportunity to celebrate young people's creativity, and break down the stigma around mental health experiences.

Weave's Speak Out Dual Diagnosis Program team supports a committee of young people who plan, prepare and curate every detail of the event.

In October 2023, we hosted our 16th Mad Pride, Weave's Annual Mental Health Month event.

Weave's Speak Out Dual Diagnosis Program team work to support a committee of young people who plan, prepare and curate every detail of the event. These young people brought so much creativity to Mad Pride 2023, and we are grateful for their commitment to celebrating young people and community.

The event opened with an Acknowledgement of Country by Weave Board Member, Roxanne Saunders, and a smoking ceremony led by Mark Thorne and Beau Foster from our Aboriginal Cultural Engagement team. Mad Pride attendees enjoyed food, activities and an art exhibition of beautiful work, before watching performances of singing, rap, poetry and spoken word by our talented, young performers.

Special thanks to our event sponsors and partners – City of Sydney, South Eveleigh, Jack Morton, Woodburn Creative Studios, Manoosh Pizzeria, Aplenty Catering, Trolley'd, Amanaki Studios and Tristan Stefan Edouard.

"I had the pleasure of attending Weave's inspirational 2023 Mad Pride Event on 26th October 2023. Mental health is something that affects all of us to some degree throughout our lives, and it was so great to see young people with lived experience leading the charge to break down stigma and showcase the talent and creativity of people impacted by mental health experiences.

I've been connected to Weave for over 3 years now, and I'm a massive admirer and supporter of the team and their work to empower people to change their lives.

Their genuine commitment to the community is palpable. I love how they work in genuine collaboration with people and communities to not only design services and supports to facilitate individual and collective healing, but to break down barriers, create opportunities and celebrate together."

– Kylie Kwong



# Young Women's Group

Weave's Young Women's Group, set up in 2022, has become a safe space for young women to celebrate and support each other, hold vulnerable conversations, upskill, have fun and share food.

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 continues to attract high numbers each week. Our Speak Out team plans weekly sessions and outings that focus on mindfulness, self-care and creativity.

Sessions have included trauma-informed yoga with live cello, cooking classes, clay and art workshops and an outing to see Horizon by the Bangarra Dance Company at the Opera House.

## Young Women's Camp at Bamarang Bush Retreat

In June 2024, 8 members of Weave's Young Women's Group attended a Young Women's Camp held over three days at the beautiful Bamarang Bush retreat on Dharawal Country near Nowra.

The camp opened with a Possum Skins activity which was facilitated by Karlie Stewart, Weave's Community and Culture Lead.

The group took part in creative activities including ceramics and natural silk dyeing and enjoyed cooking meals together. There was quiet time spent in nature, walks down by the river and evenings spent huddled around the fire, sharing stories, playing games, and laughing together.



# 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.

## On Country Days

Weave's Creating Futures Justice Program team has been working in collaboration with Uncle Dean Kelly from NSW Parks and Wildlife (and former Weave Board Member) to offer On Country days for young men connected to the program. The groups have been running fortnightly and create a chance for participants to connect and use culture to learn about healthy relationships. Some of the feedback from the young men when asked about their time On Country has been:

- Beautiful
- Peaceful
- Appreciative
- Blessed to be free, connecting to culture
- Best day I have had in ages, can't wait to do this again

In December 2023, following the success of the On Country days, our Creating Futures team ran a 4-day Gulaga Cultural Leadership Camp with Uncle Dean Kelly on Yuin Country on the South Coast of NSW.

The young men were supported by the Creating Futures team, Uncle Dean Kelly, our Aboriginal Cultural Engagement team and a staff member from our Speak Out Dual Diagnosis Program team.

## Community-Based Project Winners

Our Creating Futures Justice Program was awarded a Silver Award in the category of 'Community-Based Project Winners' in the Australian Crime and Violence Prevention Awards (ACVPA). Program Manager, Janelle, attended the award ceremony in October 2023, on Ngunnawal Country in Canberra, where Ngunnawal Elder, Aunty Violet Sheridan, gave a beautiful Welcome to Country. There were 41 applicants in total and only 9 winners so congratulations to the Creating Futures team, past and present, and all the incredible young people who have been involved in the program since it started in 2017.

This video was created as part of the awards, featuring Patty and Drew from our Creating Futures Justice Program team.

## "Change Through Walama"

Creating Futures staff attended the Walama List NAIDOC Event on 5 July 2023. A client from the program submitted artwork for the event which was hung in the Downing Centre for the month of July. The artwork is entitled "Change Through Walama" and the artist says "the colours in the paints are always changing, which reflects how I am changing through the Walama List Program".

The Walama List is an alternative sentencing procedure for Aboriginal and Torres Strait Islander people, who have criminal matters in the District Courts within the Greater Sydney Area. Our Creating Futures Justice Program team provides wrap-around casework support to participants in the Walama List.





# Aboriginal Cultural Engagement Program

Weave's Aboriginal Cultural Engagement (ACE) Program 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.

## Weekly Programs

Our Aboriginal Cultural Engagement Program team runs weekly Yarn, Tea & Tucker sessions and ACE's Friday Program.

Yarn, Tea & Tucker invites young people and community members to join sessions on the rooftop at Weave Waterloo and share a meal and connect around the fire.

ACE's Friday Program provides the opportunity for the young people of our communities to connect to country and reconnect with culture through mentoring with Beau Foster, our Aboriginal Cultural Engagement Facilitator.



## NAIDOC 2023

Our Aboriginal Cultural Engagement (ACE) Program team hosted a NAIDOC edition of Yarn, Tea & Tucker on the rooftop at Weave Waterloo on Gadigal Land for NAIDOC 2023.

Celebrating the theme "For Our Elders", the event opened with a smoking ceremony from our ACE team and young men connected to the program and an acknowledgement of Country by Aunty Julie Welsh.

Julie's daughter, X, gave a beautiful dance performance and we connected with young people, families and supporters to celebrate and honour Elders in our community.



## Young Women's Camp

In November 2023, Cianni Roberts, from our ACE team, led a Women's Cultural Camp for a group of young Aboriginal women connected to ACE or other Weave programs.

All of Weave's female Aboriginal staff also attended the camp. The total group was 16 people, with another three external facilitators joining, including Aunty Calita Murray, who led the group through cultural activities and teachings.

"Aunty Calida was fantastic and I really enjoyed the traditional ceremonies and I could see the young people did too." - Kiarah, Weave Kool Kids Program Youth & Community Worker

"I enjoyed having an open dialogue in a safe space about the racism and systemic issues we face." - Mel\*, young person

"It was amazing to see all of the girls get along so well, even if they had issues in the community or before they connected on camp." - Lulu, Weave Creating Futures Program Caseworker

"Being in nature was really great and the ceremonies were amazing." - Sal\*, young person

*\*names have been changed for confidentiality*

# 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.

## Cultural and Therapeutic Mentoring

Weave Kool Kids Program team is currently working with 12 children who receive cultural and therapeutic one-on-one mentoring. Sessions are designed based on the individual needs and goals of each child and are focused on emotional regulation, culture, strengths-based activities and leadership skills.

Our Weave Kool Kids Program team report improved self-esteem, cultural knowledge, connection to identity, social and leadership skills and healthier and stronger relationships for the children who take part in one-on-one mentoring.

## Switch Surf Camp

Weave Kool Kids Program hosted the annual Switch Surf Camp in April 2024. Ten young people joined the camp, run in collaboration with 'Let's Go Surfing'. The feedback has been excellent and the young people enjoyed the time away.



## Community Collaborations

Our Weave Kool Kids Program team have been strengthening connections with services in La Perouse, including LPLALC, Gujaga Foundation, Strengthening Our Mob.

For Term 4, 2024 Weave Kool Kids Program collaborated with Na Joomelah to run a 4 week workshop with our Switch Leaders. The Na Joomelah program focuses on tackling smoking and vaping issues for young people and in the community.

In Term 3, 2023 Weave Kool Kids Program collaborated with the Gujaga Foundation to run a 7 week language and cultural program. The young people who participated received a lot of value from this program and it added another layer of cultural support and connection to the current cultural programs and mentoring at Weave Kool Kids Program.

Our Weave Kool Kids Program dancers performed at the La Perouse Public School 2023 Christmas Markets and at South East Block Party 2024.



# 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. Driving Change continues to experience a very high demand, with a constant waitlist of people from the communities we work with.

## NRMA Learner Driver Workshop

After the success of our 2022 Learner Driver Workshop, we hosted a free workshop with NRMA in May 2024 at Weave Waterloo HQ. We had 11 participants and 1 volunteer. 2 of the participants were young mums who came with their kids. The workshop included a talk about vehicle, bicycle and pedestrian safety, followed by a demonstration of basic mechanics by the NRMA patrol officer. Participants learned about tyre pressure, checking oil, coolant, and water levels, as well as what to look for in a second hand car. issues and much more.



One of our Weave clients, Linda\*, an Aboriginal young person, has experienced significant domestic and family violence and trauma and struggles with severe anxiety.

Our Driving Change team supported Linda to slowly build trust in her driving mentor, navigate the systems and manage her anxiety by practising the Ps Driving Test multiple times in situations of safety and control, in line with trauma-informed practice. Linda was accessing counselling at Weave which provided additional support to address her trauma and mental health experiences.

Through this wrap-around support, Linda was able to achieve her P licence on her first attempt and is a naturally skilled and safe driver.

*\*name has been changed for confidentiality*



## 400 P Plates!

In April 2024, our participant Telisha passed the driving test with flying colours and became the 400th person to gain their Ps licence with support from the Driving Change Program.

“I am really happy with the support from the DC program. It was a really hands on experience, I learnt a lot, and there was so much support.” – Telisha

“Even though it’s taken me so long I’m so glad that I’ve finally got my licence. I can get Mum to her appointments, I can get to work, I have my wings now, I can fly. It was an amazing journey, and it’s inspired me to do so much more with my life. I’m now enrolled in uni to do nursing.”

– Driving Change Program participant

# 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.

Our Tutoring Program runs from Waterloo and Woolloomooloo.

Tutoring continues to host large numbers of students, with over 100 students regularly attending tutoring sessions at Waterloo and Woolloomooloo.

As part of our Weave Woolloomooloo Tutoring Program our Tutoring Program Assistant Amanda collaborated with the Australian Numeracy and Literacy Foundation to deliver an educational hip-hop workshop for a group of young people. The young people worked on their own lyrics to understand storytelling structure and language. The workshops were incredibly successful and well attended.

Our Tutoring Program supported **109** young people to pursue their goals.

**115** volunteers contributed **1,580** hours to our Tutoring program.

## Highlights from our Tutoring Program

- A high school student whose tutor has focused with her on English has gone from 52% on her last school report to a B (mid 70s%).
- A year 3 student who is selectively non-verbal has been working with her tutor on reading aloud with confidence. Her teacher now reports that she is enthusiastically participating in readers theatre in the classroom.
- A year 5 student who could not do any times tables at the beginning of Term 1 has now mastered her 2s, 3s, 4s, 5s, 10s, and is almost at mastery on 6s, 7s, 8s, and 9s.



# Our Volunteers

This year, our incredible team of 279 volunteers have contributed 6419 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.

We are so grateful for our dedicated and generous volunteer team, who support a range of Weave's programs. Our volunteers 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 and share their time, skills and expertise.

Thank you to our volunteers for the individual and collective impact they create.



## Volunteer Celebration 2024

During National Volunteer Week in May 2024 we hosted a Volunteer celebration at South Eveleigh to thank and honour our team of Weave Volunteers.

Volunteers from across our Weave programs joined us for an evening of connection and celebration of the incredible impact they create.



Over  
**270**  
volunteers

Over  
**6400**  
volunteer hours

Over  
**\$300,000**  
financial equivalent

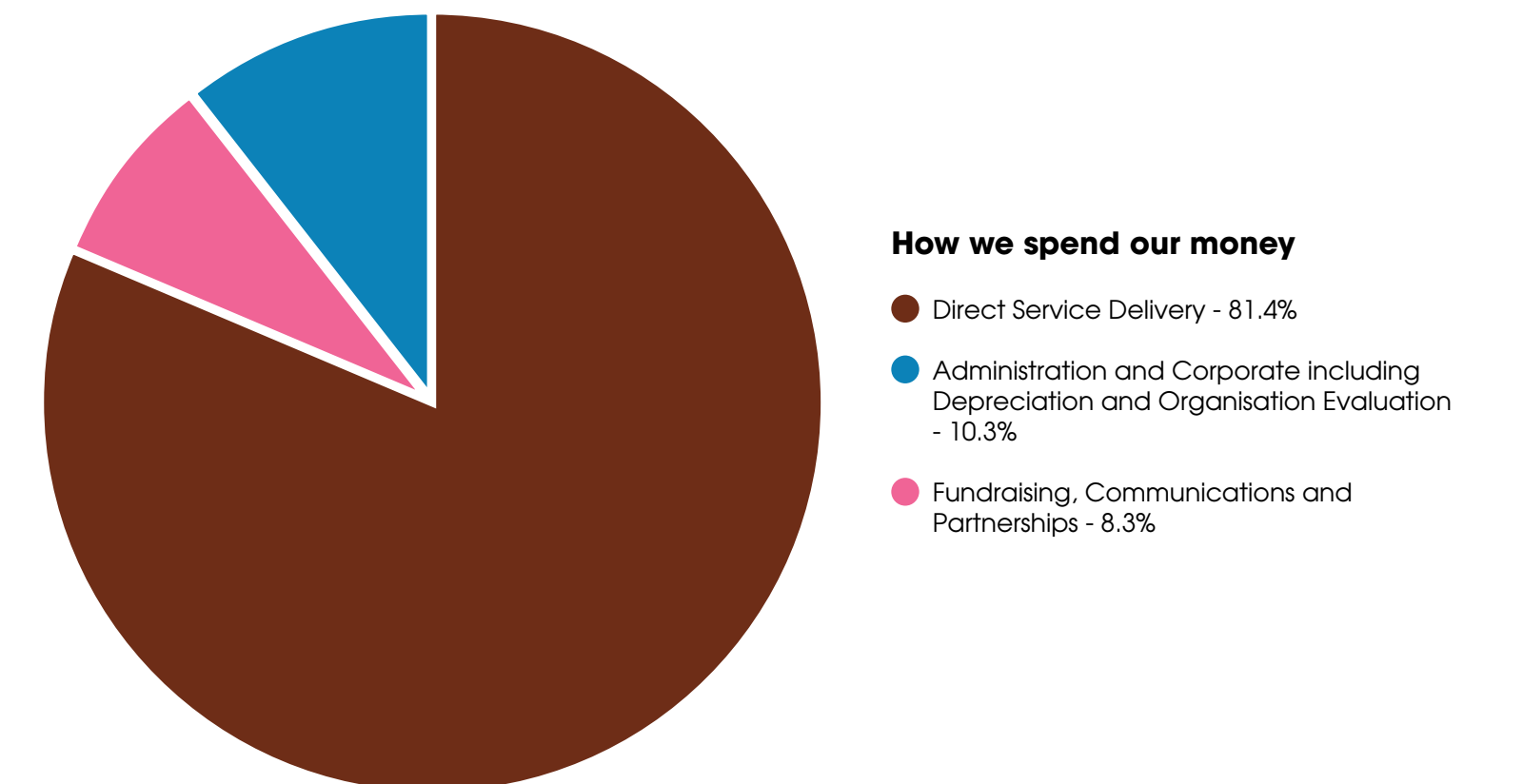
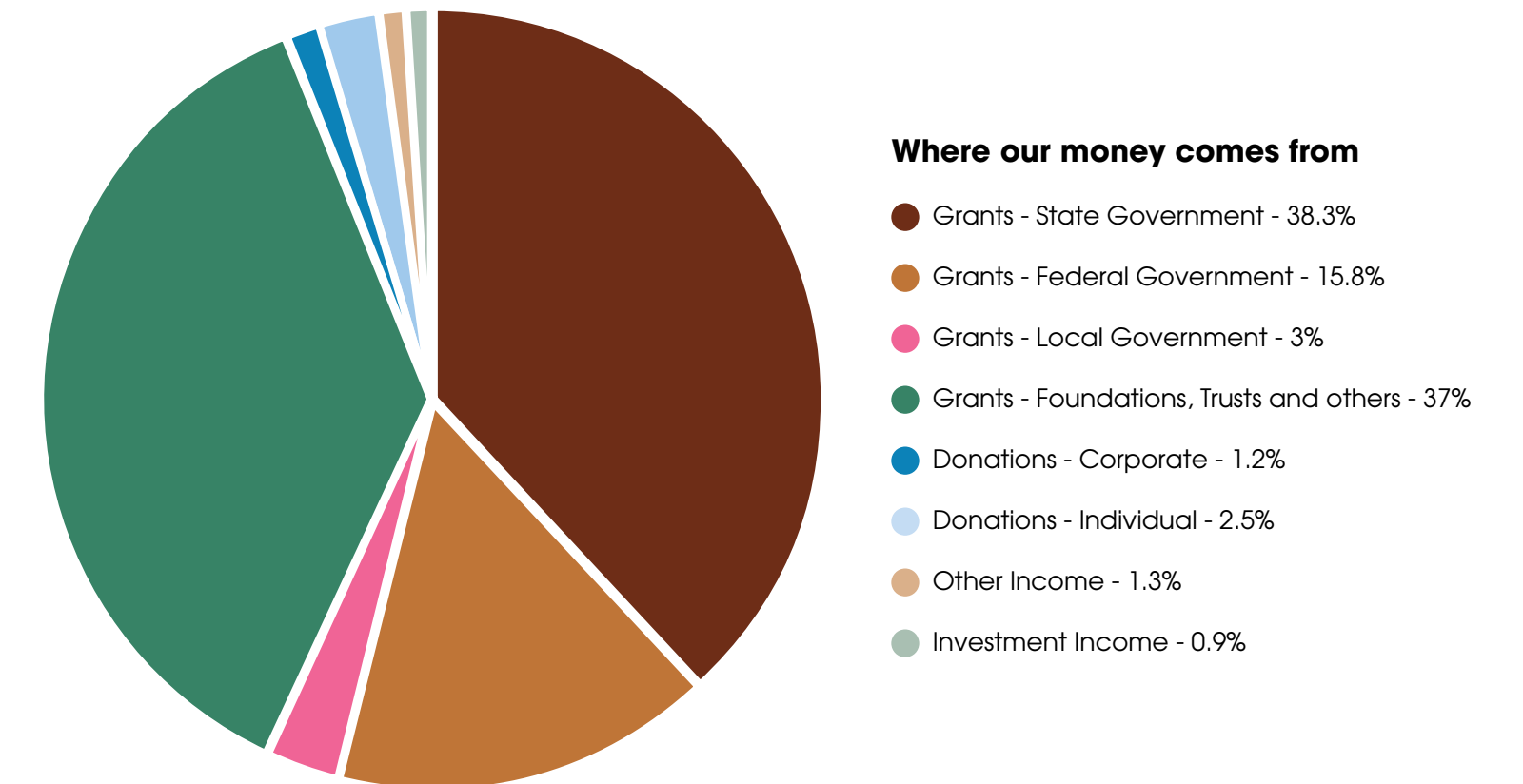
Over  
**50**  
Driving Change  
Volunteers

Over  
**100**  
Tutoring Volunteers

# Financials 2023 / 2024

## Financial Performance

Revenue	30 June 2024	30 June 2023
Grants – State Government	\$2,435,070	\$2,195,224
Grants – Federal Government	\$1,010,766	\$723,340
Grants – Local Government	\$191,905	\$170,340
Grants – Foundations, Trusts and Others	\$2,364,883	\$1,902,489
Donations - Corporate	\$76,980	\$92,650
Donations – Individual	\$156,654	\$225,617
Other Income	\$84,801	\$86,976
Investment Income	\$59,831	\$48,814
<b>Total</b>	<b>\$6,380,890</b>	<b>\$5,445,450</b>
Expenses		
Direct Service Delivery	\$4,674,251	\$4,283,969
Fundraising, Communications and Partnerships	\$478,210	\$448,878
Administration and Corporate including Depreciation and Organisation Evaluation	\$592,927	\$584,704
<b>Total</b>	<b>\$5,745,388</b>	<b>\$5,317,551</b>
Operating Surplus	\$635,502	\$127,899
Other items:		
Gain/(Loss) on disposal of motor vehicles	\$9,389	-\$424
Gain/(Loss) on revaluation on financial assets	\$232,458	\$137,251
Net Surplus	\$877,349	\$264,726



## Financial Position

Total Assets	\$5,860,132	\$5,293,999
Total Liabilities	\$1,829,047	\$2,140,263
<b>Net Assets</b>	<b>\$4,031,085</b>	<b>\$3,153,736</b>

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/>

# Our Board



## Jonathon Captain-Webb | Chairperson

Jonathon is a Gomeri and Dughutti man born and raised in the Redfern Aboriginal community, with a passion for Indigenous Affairs and Justice Reinvestment. Jonathon 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. Jonathon'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 | Vice 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 Torres 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.



## Nellie Pollard-Wharton | Non-Executive Director

Nellie Pollard-Wharton is a proud Kooma woman, mother and social worker, born in Townsville, and raised in Meanjin (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 people and communities we work with.

We extend our heartfelt thanks to the many wonderful people 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  
City of Sydney  
Randwick City Council  
Aboriginal Legal Service  
Paul Ramsay Foundation  
Network of Alcohol and Other Drug Agencies  
Matana Foundation  
Vincent Fairfax Family Foundation  
Jibb Foundation  
Commonwealth Bank  
Trustees of the Scully Fund  
Sydney Community Foundation/Be Kind  
Sydney/Sydney Women's Fund  
Sony Music Publishing  
State Street Bank  
South Eveleigh  
Bendigo Bank, Clovelly Community Bank  
Colin Biggers & Paisley  
FICAP  
The Harlyn Foundation  
Future Generation Fund  
Way Ahead Mental Health Association  
ECRE Coffee  
O'Brien Solicitors  
Exchange House  
Australian Chinese Charity Foundation  
Byora Foundation  
Margaret Johnson Foundation  
Na Joomelah  
Let's Go Surfing

NSW Bar Association  
Herbert Smith Freehills  
Ascham Parents' Association  
XV Group  
The Power Principle  
The Social Economy Group

## **In Kind Support**

NSW Land and Housing Corporation  
City of Sydney  
Randwick City Council  
EY Foundation  
Plate it Forward  
Oz Harvest  
Addi Road  
Kingston Reid Lawyers  
Colin Biggers & Paisley  
ReLove  
Bingo Industries & Djurwa  
Dandelion Network  
Shopper Media Group  
Fresh Thinking Consulting  
Talkforce  
Vivienne Court Trading Pty Ltd  
Work Club Sth Eveleigh  
Lucky Kwong  
Mummies Paying It Forward  
Thread Together  
Nandos  
Place Design Group  
Northside Montessori School  
Hidden Door  
Clarins  
Trolley'd

Aplenty  
Jack Morton  
Weber Shandwick  
Herbert Smith Freehills  
Sydney Observatory  
State Library  
Passport Skate Co  
Carriageworks  
Audiocraft  
The Studio X  
JD Sports  
Equip Media  
Salvation Army  
Envirobank  
Pat 'n' Sticks  
Woodburn Creative Studios  
107 Projects Redfern  
Canva  
Commonwealth Bank  
Kil.n.it  
Arup  
Share the Dignity  
Kobie Dee  
Ooshman  
Kennards  
Officeworks  
Sydney Film Festival  
Sydney Writers Festival  
Aesop  
Concrete Skate  
Go-To Skin Care  
Hillsong  
LMG (Loan Market Group)  
The Green Elephant  
Group GSA





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