

Annual Report

1 July 2024 – 30 June 2025



Acknowledgements

Weave always has and always will stand on Aboriginal land.

Our sites are located on the lands 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.

As a non-Aboriginal organisation, we are committed to continuing to build our cultural capability and our capacity to provide culturally safe services and support for Aboriginal and Torres Strait Islander 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 for almost 50 years.

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.

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

The artwork featured on this page is from our Weave Women & Children's Centre archive, part of a collection of artworks discovered at the site during renovations. The artist is unknown.



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** About Weave
- 2** Our Sites
- 3** Our Programs
- 4** Chair Report
- 5** CEO Report
- 6** Treasurer Report
- 7** Community & Culture Lead Report
- 8** Weave in Numbers
- 10** Our Strategic Focus Areas – Support children, young people, women and families to thrive
- 13** Our Strategic Focus Areas – Contribute to the healing and wellbeing of individuals and communities
- 19** Our Strategic Focus Areas – Walk alongside Aboriginal people and communities in their fight for self-determination
- 21** Our Strategic Focus Areas – Roll out our Aboriginal Healing Program and embed our Aboriginal Healing Framework
- 22** Our Strategic Focus Areas – Advocate alongside our clients and communities to affect systemic change
- 23** Financials
- 24** Our Volunteers
- 25** Our Board
- 26** Thank You

About Weave



Weave Youth & Community Services is a place-based, community-centred organisation located on unceded Gadigal and Bidjigal Lands in Sydney, with a deep and long-standing commitment to the people and communities we work with. Our purpose is to empower people to change their lives.

Weave began in 1976, when a group of local women advocated for support and services for young people in Redfern and Waterloo. 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.

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 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-centred 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 leaving prison or otherwise involved in the criminal legal system, to give them the best chance of a successful life away from the criminal legal system.
- Support to obtain a driver's licence; and free tutoring support for children and young people who have limited access to tailored educational support.
- Events and creative projects, designed with and for our communities, that bring people together and celebrate the strength and stories of the people and communities we walk alongside.

Our Programs

Weave's programs provide practical and therapeutic support for children, young people, women and families facing complex social issues, many of whom have been impacted by systemic disadvantage and intergenerational trauma.

Creating Futures Justice Program

Weave's Creating Futures Justice Program provides tailored, intensive support for young people (aged 10-30) who are involved in the criminal legal system, with priority for Aboriginal and/or Torres Strait Islander young people.

Weave Kool Kids Program

The Weave Kool Kids Program provides therapeutic programs, mentoring and casework support for children, young people and families in South East Sydney. Through long-term support and fun, skills-based activities, children and young people (aged 7-18) have opportunities to build confidence, strengthen connections to culture and identity and become leaders in their communities.

Weave Women & Children's Centre

Weave Women & Children's Centre provides support for women with children (aged under 13) facing complex issues and intensive support for women and children experiencing domestic violence and abuse.

Speak Out Dual Diagnosis Program

Weave's Speak Out Dual Diagnosis Program provides practical and therapeutic support for young people (aged 12-28) experiencing co-existing mental health and alcohol and other drug challenges.

Weave Woolloomooloo

Weave Woolloomooloo provides case management for young people and for families with children (aged under 13), a safe space for local young people, and creative youth engagement programs and events that build capacity and community cohesion.

Driving Change Program

Weave's Driving Change Program supports people facing multiple barriers to obtain their driving licence. Participants in the program receive support through all stages of the licensing journey, from one-on-one support with online test practice and supervised driving lessons, to gaining their unrestricted licence.

Weave Tutoring Program

Weave's Tutoring Program provides free tutoring and consistent support for children and young people who have limited access to tailored educational support.

Our Sites

Our sites stand on unceded Gadigal and Bidjigal Lands.

Weave Waterloo

Gadigal Land
1B Elizabeth Street, Waterloo

- Programs operating from here include:
- Management & Administration Staff
 - Speak Out Dual Diagnosis Program
 - Aboriginal Cultural Engagement Program
 - Creating Futures Justice 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
 - Youth engagement programs, creative projects and events 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 Maliya,

It has been both an honour and a privilege to serve as Chair of the Board of Weave Youth & Community Services throughout 2025.

This year marks my third and final year in the role, and I am deeply grateful for the opportunity to work alongside our dedicated Chief Executive Officer and the exceptional team at Weave. I am pleased to be handing over the role of Chair to Nellie Pollard-Wharton and have every confidence in her leadership as Weave continues into its next chapter.

Over the past twelve months, the Board and administration have remained strongly committed to the highest standards of governance, accountability, and financial sustainability. Together, we have navigated a year of both challenges and opportunities with diligence and purpose. A key milestone in 2025 was the expansion of our governance arrangements through the establishment of a Fundraising Committee. This has strengthened Weave's capacity to attract diversified funding streams, supporting long-term financial sustainability and ensuring our continued ability to deliver critical services to the individuals, families, and communities we serve.

As we look ahead, I am continually inspired by the dedication of Weave's staff and volunteers, as well as the steadfast support of our partners and community.

Collectively, we are enabling meaningful and lasting change, and I am confident that Weave will continue to have a strong and positive impact in the year ahead.

I would also like to sincerely thank my fellow Board Directors who served throughout the year. Their commitment, expertise, and generosity of time have been instrumental in Weave's success and in empowering people to create positive change in their lives:

- Peggy Dwyer (Vice Chair)
- Chris Mills (Treasurer)
- Christopher Whitnall (Secretary)
- Merydith Clark
- Roxanne Saunders
- Nellie Pollard-Wharton
- Mathew Roope

It has been a privilege to serve alongside you all and to contribute to the important work of Weave.

Yaalu,

Jonathon Captain-Webb
Chair | Weave Youth & Community Services

CEO Report

Siobhan Bryson



As I write this CEO message for Weave's FY25 Annual Report, I am overwhelmed with gratitude to the many people who make up the Weave community.

Before sharing highlights and opportunities for FY25, it's important to acknowledge the harsh realities we've faced alongside our communities amid troubling conservative shifts globally.

- Here in NSW our clients and families felt the impact of regressive tough on crime policies and punitive legislation that continued to worsen the already shameful over-representation of Aboriginal and Torres Strait Islander people in the criminal justice system.
- Mass resignations of psychiatrists strained an already overstretched public mental health system.
- Violence and sexual assault against women continued to rise, with Aboriginal and Torres Strait Islander women still facing disproportionately high rates: up to 34 times more likely to be hospitalised and 11 times more likely to die from assault than non-Indigenous women.
- Aboriginal and Torres Strait Islander children continued to be removed from their families at 12 times the rate of non-Aboriginal children when what's needed is holistic, culturally safe support for those families to stay together.
- Additionally, we have witnessed an increase in experiences of all kinds of racism and discrimination including individual, systemic and institutional.
- All this, combined with the housing crisis, rising food insecurity, and income support levels failing to keep pace with the cost of living, meant that demand for Weave's services grew significantly.
- In the face of this increasing demand and ever increasing costs it's more challenging than ever to secure ongoing, sustainable funding for our work.
- As a result, in FY25 we had to make the devastating decision to close our Aboriginal Cultural Engagement Program and reduce staffing levels in several others.
- We are determined to find a way to sustain and grow this work, because we have a deep commitment to our communities, and a legacy to honour that we take very seriously.

Despite these challenges and setbacks there are so many highlights and much to be proud of for Weave in FY25.

- We continued to see the strength of intergenerational connections formed over almost 50 years of Weave's history, reflected in the growing number of staff, including leaders and managers who are former clients and program participants. This is a powerful testament to the impact of long-term, place-based, community-centred work.
- Guided by our Aboriginal Healing Framework and the leadership of our Community & Culture Lead and Committee, we deepened our cultural capability as a non-Aboriginal organisation walking respectfully alongside communities on Gadigal and Bidjigal lands. In November 2024, the Weave staff and Board shared an extraordinary cultural camp on Yuin Country with Uncle Dean Kelly.
- Creative projects and events that bring people together to connect, support each other, have fun and celebrate community strength and resilience are key to our work at Weave. Along with many creative, therapeutic groups and events, in FY25 we held our 17th Mad Pride event; a vibrant Youth Week event in Woolloomooloo and a beautiful NAIDOC celebration on our rooftop in Waterloo.
- In partnership with Kobie Dee and Randwick Council, we held a highly successful fifth and final South East Block Party, bringing together around 4,000 people. The spirit of generosity and kindness and the magic of place-based, community-led work was evident in abundance.
- As a place-based organisation, a key marker that lets us know if we are delivering what's needed in our communities in the way it's needed is the rate of self referrals and referrals from family, friends and local community. In FY25 that rate remained at around 65-70%.
- It is extremely heartening and humbling to have grown our individual donor and philanthropic income in FY25. Partnering with like-minded, generous, values-aligned people and foundations enhances our impact and allows us to sustain our work and plan for the future.

- We completed independent evaluations of the Weave Kool Kids and Creating Futures programs in partnership with Yulang Indigenous Consulting, with both evaluations confirming the significant value, social return on investment and impact of these key Weave programs.
- We also undertook extensive consultations with clients, staff, volunteers, funders, partners and community stakeholders to inform the development of our 2026–2028 Strategic Plan.
- Advocacy remains a cornerstone of our work. In FY25, alongside everyday advocacy and centering and elevating client and community voices, we campaigned to Raise the Age of criminal responsibility from 10 to 14 as part of a coalition led by the Justice & Equity Centre, contributed staff and client insights at the NSW Drug Summit, delivered our Be The Change campaign during the 16 Days of Activism Against Gender-Based Violence, and continued to advocate for social and affordable housing through the Redfern Waterloo Aboriginal Affordable Housing Alliance.

Looking ahead, 2026 marks a very special milestone: Weave turns 50! That's half a century of showing up for communities, adapting, growing, and staying deeply connected. Half a century of being place-based, community-led, and unwavering in our commitment. We look forward to celebrating this incredible milestone with our communities and supporters.

I am enormously grateful to the Weave staff team who are second to none, the Weave Board led by Jonathon Captain-Webb, volunteers, clients, families and communities, community partners, our donors, government, corporate and philanthropic partners, and the many people who continue to stick with us as we work to achieve on our purpose to empower people to change their lives.

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 2025.

I am pleased to report that Weave delivered a strong financial result in FY2025 and continues to maintain a healthy financial position. This success reflects the shared commitment of Weave's Board, management, staff and community of supporters to support the people and communities that Weave walks alongside.

Weave delivered a higher than budgeted surplus of \$1,292,734 in FY2025 (FY2024: \$877,349) primarily due to higher than anticipated donations and investment income. Revenue increased 18.4% in FY2025 to \$7,843,775 (FY2024: \$6,622,737).

Pleasingly, and in line with Weave's commitment to establishing a sustainable and diverse revenue base across the government and non-government sectors, non-government grants increased by 21.2% and investment income increased by 73.4% in FY2025.

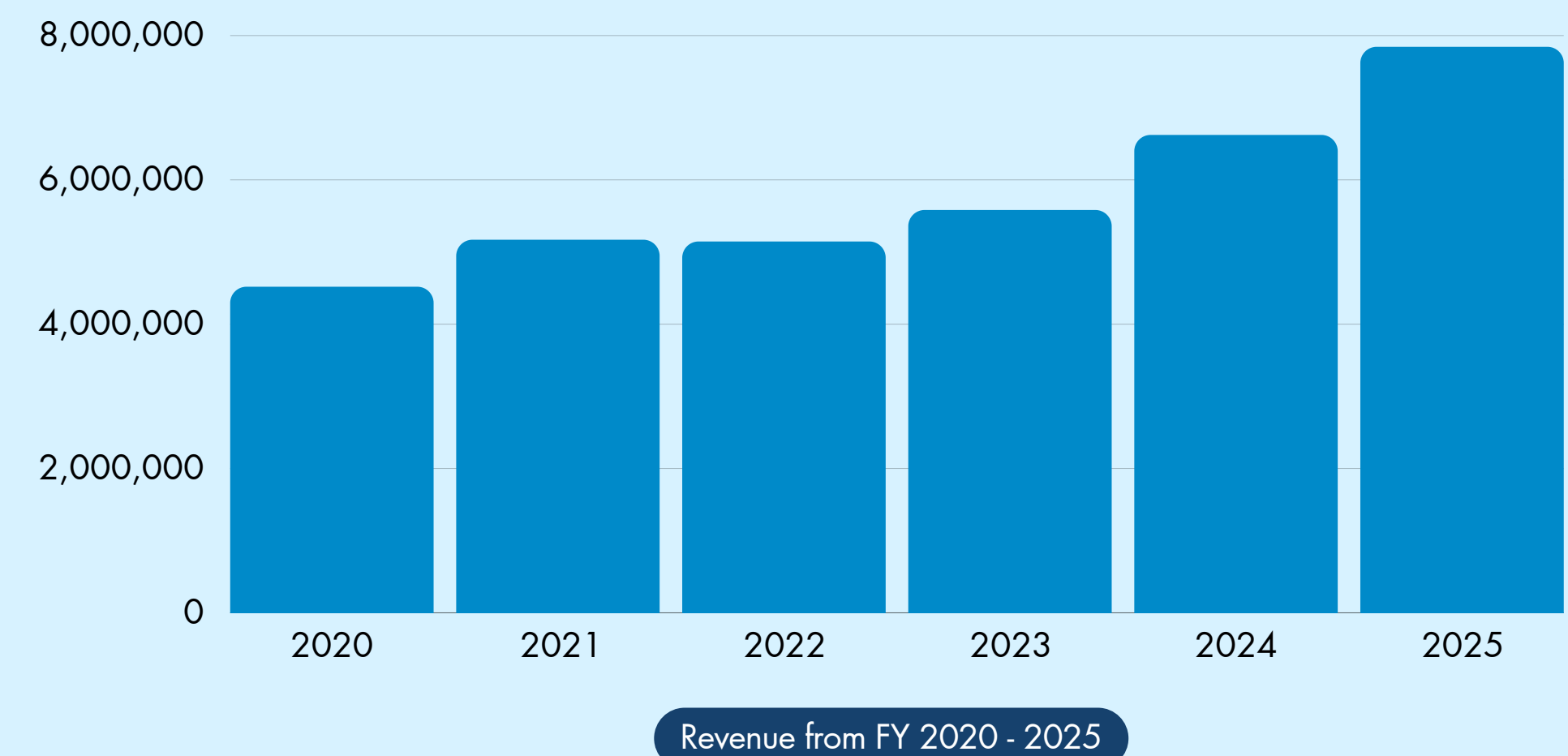
Weave is focused on delivering its programs and services in a sustainable and financially responsible manner with expenditure increasing by 14.0% to \$6,551,041 in FY2025 (FY2024: \$5,745,388) predominantly due to staff roles that were open during FY2024 being filled in FY2025.

Weave continues to maintain a healthy financial position with cash and other financial assets of \$6,479,719 as at 30 June 2025, an increase of \$1,755,597 on the prior year. Net assets increased to \$5,323,819 (FY2024: \$4,031,085) in FY2025.

Weave's strong financial performance and healthy financial position in FY2025 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 FY2025 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 2025 will be available on the Australian Charities and Not-for-Profits Commission (ACNC) website.

Chris Mills
Treasurer | Weave Youth & Community Services



Community & Culture Lead Report

Karlie Stewart



Walawaani njindiwan,

I write this report with great pride as the Community & Culture Lead at Weave Youth & Community Services. First and foremost, it's an incredible privilege to lead the Aboriginal Staff Group at Weave; there were 13 of us in the year 2024-25 across multiple Weave programs and in a variety of roles, including frontline and management roles. I extend this same appreciation to our Community & Culture Committee, which is made up of Weave's 3 Aboriginal Board Members. I want to acknowledge the incredible leadership, knowledges and experiences as Aboriginal peoples that they bring to Weave every day. As we move closer to celebrating Weave's 50 year milestone, it's necessary for me to acknowledge the guidance, wisdom and voices of our Aboriginal Staff Group, Community & Culture Committee, Aboriginal clients, community and friends that have contributed to our success.

Over the past year, Weave has made leaps and bounds in two priority areas: growing Weave's capabilities for culturally safe and responsive service delivery, and growing Weave's culturally safe internal operations as an organisation. All of our staff and some of the Board have engaged in various opportunities including Anti-Racism training delivered by Indigenous X and multi-level cultural responsiveness training facilitated by Indigenous Allied Health Australia, both of which are underpinned by Weave's Aboriginal Healing Framework, and inform our ongoing service delivery and organisational capabilities.

In November of 2025, our entire team had the privilege of attending an all-staff cultural camp on Dharawal land led by Uncle Dean Kelly and Weave's Aboriginal Staff Group. This 3 day camp gave all non-Aboriginal staff the opportunity to experience the power and significance of cultural experiences, to understand more intimately why culture is so important to the wellbeing and healing of our Aboriginal clients, staff and communities.

The camp was a reflection of Weave's commitment to practicing and operating in alignment with our Aboriginal Healing Framework and its main goal: genuine and sustainable healing outcomes for Aboriginal peoples in our Weave community.

In addition to building our own capabilities, we've also had opportunities to contribute to capacity building and research with partners, collaborators and friends in our Weave community. In June 2025 Weave contributed to a research project titled 'Decolonising Themes in Policy and Practice', which was a joint collaborative research project between the University of Sydney and the University of British Columbia in Canada. This experience was an example of how important it is to nurture partnerships that allow us to platform practice to theory in ways that can bring about meaningful change for the communities we walk alongside. We recognise the importance of partnerships as an integral part of our commitment to culturally responsive practice and social justice, and will continue to use these partnerships to promote and platform the voices and solutions of our Aboriginal clients and communities.

As we head into 2026 and Weave's 50 year milestone, I want to take this opportunity to thank the people and communities that have helped us become who we are over the last 5 decades: clients, staff, friends and partners, Board members and community members. I am especially grateful to the Aboriginal peoples in our communities who advocate fearlessly, tirelessly and endlessly; We are committed to meaningful and sustainable healing for Mob and walking alongside you in this ongoing fight for self determination and justice.

Karlie Stewart
Community & Culture Lead | Weave Youth & Community Services

Weave in Numbers



6,472
clients supported in 2024/2025

1,229 clients received ongoing intensive support	144 people provided with tailored, supported referrals to appropriate services	1,558 people supported through adhoc/drop-in support	94 groups 595 group sessions 3,541 occasions of group session attendance
--	--	--	--

75%
of people supported reported they are Aboriginal and/or Torres Strait Islander

Events, Projects & Campaigns:

7 community events 4,684 attendees	4 campaigns and projects 208,922 people reached through Weave's digital channels
---	---

Weave in Numbers

Weave Waterloo Gadigal Land		2024/2025
Creating Futures Justice Program		
Number of intensive casework clients		96
Percentage of Aboriginal and Torres Strait Islander clients		90%
Speak Out Dual Diagnosis Program		
Number of intensive casework and counselling clients		102
Number of Drug Health outreach counselling clients		45
Percentage of Aboriginal & Torres Strait Islander clients		79%
Aboriginal Cultural Engagement Program		
Number of program sessions and activities		54
Number of attendees		246
Percentage of Aboriginal & Torres Strait Islander clients		100%
Driving Change Program		
Number of clients supported		317
Total number of driving hours		3,785
Total number of people supported to take the L's + P's tests combined		161
Number of volunteers		53
Total number of volunteer hours contributed		2,123
Percentage of Aboriginal & Torres Strait Islander clients		68%
Tutoring Program		
Number of tutoring students		116
Number of tutoring volunteers		135
Total number of volunteer hours contributed		2,125
Percentage of Aboriginal & Torres Strait Islander clients		74%

Weave Women & Children's Centre Gadigal Land		2024/2025
Targeted Earlier Intervention Program		
Number of women and families supported		55
Percentage of Aboriginal and Torres Strait Islander clients		73%
Staying Home Leaving Violence Program		
Number of women supported through intensive casework		60
Number of security upgrades for women		85
Direct services to child		23
Percentage of Aboriginal & Torres Strait Islander clients		44%
Victims Services Counselling Sessions		
Number of clients		95
Percentage of Aboriginal & Torres Strait Islander clients		68%

Weave Kool Kids Program Bidjigal Land		2024/2025
Weave Kool Kids Program and Switch Leadership Program		
Number of children supported through Weave Kool Kids Program		90
Number of young people supported through Switch Leadership Program		14
Number of children supported through one-to-one therapeutic mentoring		18
Number of families supported through intensive casework		10
Percentage of Aboriginal and Torres Strait Islander clients		90%

Weave Woolloomooloo Gadigal Land		2024/2025
Targeted Earlier Intervention Program		
Number of families supported through intensive casework		58
Number of young people supported through youth engagement programs		45
Percentage of Aboriginal & Torres Strait Islander clients		67%

Support children, young people, women and families to thrive

Our Strategic Focus Areas

Weave Kool Kids Program – NAIDOC Workshop

The Weave Kool Kids Program provides early intervention after school, school holiday and youth leadership programs, mentoring and casework for children, young people and families in South East Sydney. The program creates opportunities for children and young people to build skills and confidence and strengthen connections to community, culture and identity.

To celebrate NAIDOC 2025, young people from Weave’s Kool Kids Program and Lapa Bummies joined Kobie Dee, along with JD Sports Australia, Shane Cooka and And People for a 'Next Generation: Sneaker Art & Storytelling Workshop'. The workshop was held on Gadigal Land and facilitated by Kobie Dee and Shane Cooka, who combined their creative talents and visions to inspire and celebrate the next generation.

Kobie Dee is a Gomeri and Wodi Wodi man, a master storyteller and hip hop artist and also a former Weave Kool Kids Program participant. Shane is a Guwa-Koa and Wulli Wulli artist, creator and designer.

The young participants were invited to tell their stories and explore identity through a sneaker art and storytelling workshop, guided by these two mentors who tell powerful stories, celebrate culture and embody excellence through their art and creativity. The sneakers were displayed at the JD Sports East Gardens store on Bidjigal Land.

The young people in our communities are inspiring young leaders, advocates, artists and storytellers and elevating their voices is at the core of all our programs including the Weave Kool Kids Program. Thank you to Kobie, Shane, JD Sports AU and AndPeople for creating this incredible opportunity to celebrate this year's NAIDOC Week and theme of 'The Next Generation: Strength, Vision & Legacy', in such a special and meaningful way.



Tutoring Program Highlights

Weave’s Tutoring Program provides free educational support to children and young people who otherwise couldn’t afford to access tutoring.

Our Tutoring Program has over 100 students carefully matched with volunteers who meet weekly at the Waterloo Library or Weave Woolloomooloo.

Recently, Weave’s Tutoring Program started working with Inner Sydney High School out of their Aboriginal Space twice a week, with support from trained volunteers. This initiative began in response to a need to support young people connected to Weave Woolloomooloo to successfully transition to high school. Weave’s Tutoring Program staff attend alongside Youth Engagement Staff from Weave Woolloomooloo. The program attracts large numbers of students and Inner Sydney High staff are highly complimentary of Weave’s ability to attract hard-to-engage students.



“Thank you from the bottom of my heart for all you do to make this tutoring program possible for families like mine.

Now that we have you I don't know what we would do without it!”

– Tutoring parent

Support children, young people, women and families to thrive

Our Strategic Focus Areas

Celebrating women at Weave Women & Children's Centre

Weave Women & Children's Centre provides support for women and children facing complex issues, including intensive support for women and children experiencing domestic violence and abuse. For International Women's Day 2025, we came together at Weave Women & Children's Centre on Gadigal Land to celebrate the incredible women and girls in the Redfern and Waterloo community — their stories, their leadership and the important role they play in keeping culture and community strong. The space was full of colour, laughter and connection. Everyone made their own flower bouquets, shared homemade scones, and yarned over cups of tea. Weave's Community & Culture Lead, Karlie Stewart, created a beautiful artwork on the front window for the occasion, telling stories of womanhood and connection. The event was a powerful reminder of what happens when we slow down, show up for each other and honour the matriarchs in the community.

We also marked International Women's Day 2025 with an early morning surf session hosted by Let's Go Surfing at Bondi Beach. Over 70 women joined Let's Go Surfing founder Brenda Miley for a surf lesson, followed by breakfast where our Weave Women & Children's Centre team shared more about our life-changing programs. Let's Go Surfing raised \$3,000 for our Weave Women & Children's Centre and we're so grateful for the long-term partnership we have with Brenda and the team and the support they have given to the women, children and families we work with.



Driving Change Program Updates

Weave's Driving Change Program supports people facing multiple barriers to obtain their driving licence. Participants in the program receive support through all stages of the licensing journey, from one-on-one support with online test practice and supervised driving lessons, to gaining their unrestricted licence.

The program continues to experience high referral and waitlist numbers, highlighting the need for this support in the communities we work with. Providing holistic, trauma-informed support to people in Redfern, Woolloomooloo, Maroubra, La Perouse, Glebe and Marrickville, participants in the Driving Change Program receive support gaining required identification and clearing fines to enable them to get their Learners licence as well as one-on-one support with Driver Knowledge Test practice and supervised driving lessons.

Over the last 12 months, our Driving Change Program team have hosted two workshops, covering the basics of car maintenance and collaborating with NSW Fair Trading to provide tips for buying a used car. This interactive workshop provided information regarding legal, financial and practical considerations when buying a used vehicle.

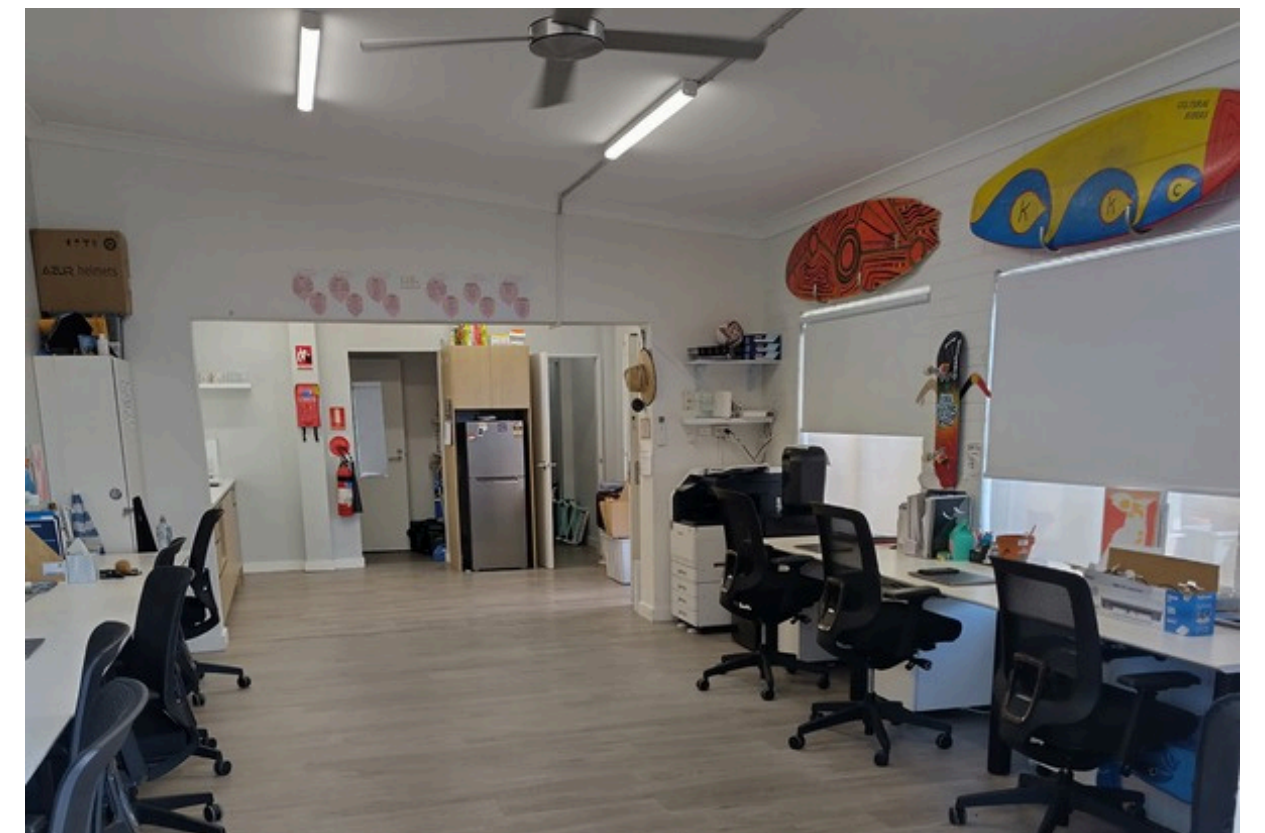


Weave Kool Kids Program Space

The Weave Kool Kids Program provides therapeutic programs, mentoring and casework support for children, young people and families in South East Sydney. Through long-term support and fun, skills-based activities, children and young people (aged 7-18) have opportunities to build confidence, strengthen connections to culture and identity and become leaders in their communities.

In 2025, we undertook a renovation of our Weave Kool Kids Program site in Malabar with the support of FDC Construction. The work focused on ensuring our space is fit-for-purpose, including the creation of a dedicated casework and counselling room with a private entrance for clients, a significant redesign of our main office space which includes a new kitchenette (allowing us to run cooking programs and provide nutritious food for the young people), new shade cloths for our outdoor areas and painting the outside of the building.

Since the renovation, it has been wonderful to see the space enlivened with new programs and our new casework and counselling space utilised by community members accessing confidential support.



Weave Woolloomooloo Updates

Weave Woolloomooloo provides case management for young people and for families with children (aged under 13), a safe space for local young people, and creative youth engagement programs and events that build capacity and community cohesion.

Our Weave Woolloomooloo team has been supporting large numbers of young people and families through casework support. Weave Woolloomooloo Youth Engagement Workers continue to successfully engage local young people in after school and holiday programs.

Our Weave Woolloomooloo team has continued to build a collaborative program with Inner Sydney High School, supporting Aboriginal students by providing drop-in youth programs and tutoring sessions. This program was developed to support young people who are connected to Weave Woolloomooloo to successfully transition to high school and have access to focused support from tutors and Weave Woolloomooloo team members with whom they have trusted relationships. We are grateful for the ongoing support of ARUP, providing volunteers from their staff to facilitate the one-on-one tutoring sessions at Inner Sydney High School. The sessions are supporting large numbers of students who face challenges that make it difficult to engage in formal learning environments. The sessions have resulted in positive outcomes for students and increased capacity to engage at school.



Creating Futures Justice Program Updates

Weave's Creating Futures Justice Program provides tailored, intensive support for young people (aged 10-30) who are involved in the criminal legal system, with priority for Aboriginal and/or Torres Strait Islander young people.

Our team of qualified caseworkers provide holistic support tailored to the needs and goals of each client. This includes trauma-informed, culturally responsive casework, coordinated referrals, supported therapeutic engagement across mental health, drug and alcohol treatment, housing, education and employment as well as access to cultural, therapeutic and prosocial activities that support wellbeing and connection. Clients have opportunities to strengthen cultural identity and belonging through participation in cultural camps and activities where young people can connect with mentors and peers and increase confidence and emotional regulation.

The program supports young people who are transitioning from custody to community, on bail, involved with courts or police, on community orders or engaged in restorative justice processes including youth justice conferences, the Walama List and Youth Koori Court. In addition to wrap-around casework, advocacy and court support, our Creating Futures Justice Program actively collaborates with a wide range of correctional centres, Community Corrections, Youth Justice and community partners including Redfern Aboriginal Legal Service and Homes NSW. Strong community partnerships and cross-sector collaborations contribute to improved outcomes for clients and ensure young people are supported holistically and advocated for across systems.

The program provides support for two main cohorts: 10-17 year olds through partnerships with the Aboriginal Legal Service and Youth Justice, and 18-30 year olds, including wrap-around support for Walama List participants at the NSW District Court.

The Walama List is a therapeutic, restorative justice program for Aboriginal and Torres Strait Islander people, who are being sentenced for criminal matters in the District Courts within the Greater Sydney Area. The program uses a collaborative approach involving caseworkers, Elders and judges to provide culturally safe support aimed at reducing recidivism.

Demand for culturally-safe, long-term support consistently exceeds current resources, especially for clients requiring intensive therapeutic casework and housing support. Despite this, Creating Futures Justice Program clients continue to experience positive outcomes as evidenced by the recently completed independent evaluation undertaken by Yulang Indigenous Evaluation.

The work of Weave's Creating Futures Justice Program team is held in high regard by lawyers, judges, magistrates, community partners and judicial system staff and it is well recognised that the support clients receive from the program leads to significantly improved, long-term outcomes for young people.

Youth Bail Advocacy Program:

Our Youth Bail Advocacy Program (BAP) sits within Weave's Creating Futures Justice Program and is delivered in partnership with the Aboriginal Legal Service, Redfern.

The BAP works in close collaboration with families, schools, police Youth Liaison Officers, courts, Youth Justice, lawyers, youth services and a wide network of local organisations to reduce the likelihood of incarceration and support meaningful, long-term outcomes for young people aged 10-17. The flexible, holistic, client-led, culturally responsive model of the BAP leads to consistently positive outcomes for clients.

In addition to one-on-one casework support, our team leads prosocial activities with small groups of young people, incorporating therapeutic casework support that addresses collective challenges and builds trust. This approach has led to extensive positive outcomes for clients, including employment, completion of training programs, reengagement in education, stronger relationships and connections, increased capacity to manage difficult emotions, reduced police contact and fewer new charges. Additionally we have seen increased willingness by young people to engage with restorative justice initiatives such as Youth Justice Conferences, which are designed to divert young people from the criminal legal system.

Contribute to the healing and wellbeing of individuals and communities

Our Strategic Focus Areas

Speak Out Dual Diagnosis Program – Youth-Led Creative Advocacy Projects and Events

Weave's Speak Out Dual Diagnosis Program provides practical and therapeutic support for young people aged 12-28 experiencing co-existing mental health and alcohol and other drug challenges. The program uses a holistic, flexible model of care that responds to the issues that young people identify as their priorities.

Support for achieving mental health and alcohol and drug outcomes is woven into the program model, which often includes support around housing, criminal legal system involvement, employment and education, family relationships and social and cultural connection.

Through Weave's annual Mad Pride event and the Youth Advocates and Sugar Gliders groups, Speak Out also creates opportunities for young people to engage in groups and creative projects and events. These spaces allow young people to share stories, build skills and confidence, connect to culture and be celebrated for their strengths, creativity and leadership. Our groups and projects are designed and led by young people connected to Weave, and focus on advocacy and belonging. Through these opportunities young people are valued, heard and empowered in all aspects of who they are.

Mad Pride 2024

Thank you to everyone who joined us at #MadPride2024 in October 2024 at Carriageworks on Gadigal Land.

Mad Pride is a free community event designed for and by young people. The event celebrates young people's strengths and vision, and aims to provide a safe and supported platform for young people to their mental health experiences.

This was the 17th year Weave has hosted a Mad Pride event. Weave's Speak Out Dual Diagnosis Program team supports a committee of young people who plan, prepare and curate every detail of the event. These young people brought so much ambition, creativity, thoughtfulness and energy to making Mad Pride 2024 an unforgettable event.

Mad Pride opened with a heartfelt Acknowledgement of Country by Weave Board member, Nellie, and a smoking ceremony led by Uncle Dean, with Mark and Beau from Weave's Aboriginal Cultural Engagement team. A highlight of the opening ceremony was seeing young people from the Weave Kool Kids Program perform three traditional dances outside in the afternoon sunlight, with the grand facade of the old Carriageworks building in the background.



Contribute to the healing and wellbeing of individuals and communities

Our Strategic Focus Areas

Mad Pride 2024

The theme for Mental Health Month 2024, "Let's talk about it", inspired in-depth conversation amongst the young people on the planning committee about the ways we talk about our mental health experiences, who we feel we are able to talk to and where are the places we can talk about them safely. The young people identified that the existence of communal spaces, known as 'third spaces', are at threat of disappearing due to technology and the new way we socialise and connect with others, and it is becoming rare to find places to make friends and talk with others face to face. The planning committee decided to focus on creating Mad Pride as an example of a safe third space.

Highlights from Mad Pride 2024 include:

- A large streetscape mural and activities which supported the 'third space' theme and encourage connections and conversations. Activities included art, games, facepainting and a photobooth.
- A portraits corner where strangers can draw each other's portraits and 'have a conversation without words'.
- 100 handwritten conversation cards which offered prompts to get to know the people around you.
- Food by Shorty's Burgers, Salvation Army sausage sizzle, Krispy Kreme donuts, popcorn, slushies and fairy floss.
- The Mad Pride Art Exhibition which featured over 50 original artworks made by young local artists, many exhibiting and selling work for the first time.
- Impressive performances of rap, spoken work and song by young artists.
- An Elders VIP Tent with tea, food and a fire pit.
- An original meditative soundscape, created by Weave's Sugar Gliders Group, which could be heard on a loop in the 'Serene on the Green' tent; a sensory chill out space.



Photos by Natalie Petersen

"We are committed, for at least for one day, to bring life to a place in which young people, and all people, can exercise their need for communication, social interaction and self expression. We are dedicated to bringing forth the discussions of vulnerability and mental health to undercurrent the fun and excitement that these communal spaces hold and to inspire all to seek these opportunities for human connection."
— Weave Youth Advocates

Contribute to the healing and wellbeing of individuals and communities

Our Strategic Focus Areas

Sugar Gliders Group

The Weave Young Women's Group 'Sugar Gliders' was set up to provide a safe space for female identifying and non-binary young people aged between 18 - 26 years old. Sugar Gliders creates opportunities for young people to celebrate and support each other, hold vulnerable conversations, learn skills, have fun and share food together.

Sugar Gliders continues to hold fortnightly groups at Weave Waterloo on Gadigal Land, with around 10 to 12 young people attending each session. Recent activities include:

- Attending the award winning show 'A Simple Space', an acrobatics show, at Carriageworks.
- Holding a choir night, with group singing, as well as a music therapy session.
- Visiting the Sydney Observatory and enjoying a facilitated session by observatory staff.
- Celebrating the end of the year with a gourmet picnic catered by Aplenty and held in Jubilee Park. Everyone opened gifts, shared their achievements over the past year and what they're grateful for.
- Participating in a still life painting class organised and led by Speak Out Project Worker Imogen Guest.
- Holding a Vision Board session to set intentions for the year.
- Taking part in a Canva session where volunteers taught the group how to use their software, learn basic design principles and to create their own custom merchandise. Canva generously had these printed and one week later the group received their hoodies, mugs, and tote bags with their personal designs on them.

Weave's Young Women's group attended Bamarang bush camp where they recorded the sounds of the bush around them.

"The crackling of embers, the singing of birds, the flow of the river, the footsteps embracing the earth and the unbridled joy and laughter born from the growing bonds and connections that the young women have built with this experience. These sounds come together to create a therapeutic, primal feeling of connection with life, both in human and nature, all underscored by the harmonious tones of talented youth advocate members.

This audio snapshot hopes to paint a picture of the very human need to create bonds, in any environment, and to reconcile and restore with this inherent attribute of the human spirit.'

– Weave Sugar Gliders group



Speak Out Youth Week Project 2025 – Self Care Kits

Each year, during Youth Week, young people connected to Weave’s Speak Out Dual Diagnosis Program through the Weave Youth Advocates group and the Sugar Gliders group work on creative advocacy projects and events that celebrate and elevate the voices and perspectives of young people.

For Youth Week 2025, our working group identified that there might be young people in our community who are not able to attend events in person due to mental health, accessibility, age, and other barriers. To reach these people and to address isolation the working group came up with the idea to design 100 self-care kits to be distributed across youth services and refuges in our local community.

The aim was for these kits to bring a sense of community and connection by way of peer support. The activities in the kits are therapeutic, creative, stimulating and encouraging of healthy practices. The packages included painted clay pots that the young people made, Aesop beauty products, therapeutic activities designed by the young people and soy candles made by the young people.

The project was really well received by young people and services in our community, and highlights the value of young people’s creativity and advocacy.

Thank you to Belgravia Leisure, Aesop, Jolly Soles, Pat and Stick’s Ice Cream, Kil.n.it, NSW TAFE and the City of Sydney for supporting this important project.



Weave Woolloomooloo Youth Week Event 2025

Weave Woolloomooloo hosted their Youth Week event on the 16th of April 2025, with collaboration from key local services including KRC, Hope Street and more. The event was a success, offering the community a great day with free food, a skateboarding workshop, basketball comp, and a DJ.

We were joined by families, children, young people and community members from Woolloomooloo and surrounding areas. Thank you to everyone who joined us to create a positive, meaningful community event and everyone who celebrated Youth Week 2025 with us.



Contribute to the healing and wellbeing of individuals and communities

Our Strategic Focus Areas

South East Block Party 2025

To celebrate Youth Week 2025, Weave Youth & Community Services, in partnership with Kobie Dee and Randwick Council, held the fifth South East Block Party community event on Bidjigal Land at Coral Sea Park in Maroubra.

We were joined by over 4,000 community members, including children, young people and families who came to South East Block Party to celebrate young people, music, community and culture. The event featured games and cultural activities, free food and an incredible line up of performances by Akilaqui, Lil Arts, Zipporah, Wali Diid & Tayway, Flewnt & Inkabee, Kobie Dee and special guest headliners King Stingray.

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

2025 marked the final year of Weave's involvement with the event, as we reached the end of Weave's five-year funding and collaboration with Randwick City Council to deliver South East Block Party with Kobie Dee. It is likely that this event will take a break after 2025, but we are confident that it will be back, stronger than ever in the future. Weave is excited to pass the baton to Kobie Dee and his team, after a break, to continue to lead, grow and celebrate this beautiful community event.

Highlights of South East Block Party 2025:

- Special performance by young people from our Weave Kool Kids Program, performing a song created during a hip-hop program with Kobie Dee.
- Surprise guest performance by Barkaa.
- Free barber, face painters and Boomalli Weaving tent.
- Beautiful performance to open the event by Gamay Dancers.
- Livestream of event into two Juvenile Justice centres and more to come across NSW.
- Our MC Trei mentored young people from the Weave Kool Kids Program who took the stage at South East Block Party to build their skills and confidence.

“Everywhere you turned there was laughter, conversation, genuine engagement, love and connection. The magic of place-based, community-centred work was evident in abundance.”
— Siobhan Bryson, CEO
Weave Youth & Community Services



Walk alongside Aboriginal people and communities in their fight for self-determination

Our Strategic Focus Areas

NAIDOC 2024

In July 2024 Weave's Aboriginal Cultural Engagement Program hosted a fantastic NAIDOC event on the rooftop at Weave Waterloo on Gadigal Land. Celebrating the NAIDOC theme 'Blak, Loud and Proud', we held a special edition of our weekly Yarn, Tea & Tucker session, and heard inspiring words from Aunty Julie Welsh, Jonathan, Captain-Webb, Chair of the Weave Board, and Gloria Duffin, a descendant of a Kinchela Boys Home Stolen Generation family member. Our Weave community came together to celebrate the enduring, unwavering commitment to keeping the fire burning.

It is an enormous privilege for us at Weave to walk alongside our Aboriginal and Torres Strait Islander clients, communities, staff and Board members every day.



Stitch Coffee NAIDOC Cups

We also celebrated NAIDOC 2024 with a special edition of our Weave Donation Day at Stitch Coffee. Every month, Stitch Coffee holds a donation day, where \$1 from every coffee sold at their cafes, and from every bag of coffee sold online is donated to Weave. To mark NAIDOC, the Stitch Coffee cups featured a sticker with an artwork created by our Weave Kool Kids Program Manager, Cianni Roberts.

Stitch Coffee has partnered with Weave since 2021, and we are deeply grateful for their ongoing commitment to supporting and amplifying our work and programs.



Aboriginal Affordable Housing Alliance

Weave is a core member of the Redfern Waterloo Aboriginal Affordable Housing Campaign. The campaign consists of an alliance of Aboriginal community-controlled organisations and allies campaigning to ensure that as gentrification and redevelopment progresses in the area, Redfern remains a place of central cultural and social significance for Aboriginal people and a place where they can still afford to live.

The Alliance has advocated for guarantees of targets of a minimum of 10% social and affordable housing for Aboriginal people in any redevelopments on government owned land in the area, and Aboriginal employment targets for construction and service as well.

The Alliance has successfully achieved a commitment from the NSW Government of 15% Affordable Housing for Aboriginal people in the Waterloo redevelopment. A massive win that goes beyond the minimum of 10%.

Another key part of the work of the Alliance is ensuring the partners in any developments in the area are held accountable to the local community and that the local community is properly informed and consulted about any proposed changes that impact them. This has been achieved through ongoing meetings with key stakeholders, and forums for community to hear directly from those stakeholders and have an opportunity to ask questions and raise concerns.

Weave is proud to be an ally organisation in this campaign that is having a significant impact on shaping the future of Redfern/Waterloo.

Walk alongside Aboriginal people and communities in their fight for self-determination

Our Strategic Focus Areas

Aboriginal Cultural Engagement Program

Weave's Aboriginal Cultural Engagement Program (ACE) is a client-facing program 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 their cultures.

The ACE Program prioritises healing-centred practices for Aboriginal and Torres Strait Islander clients and their communities with the intention of supporting genuine and sustainable healing outcomes. The program provides support to young people through cultural camps and group activities to:

- Develop strategies to cope with life's stresses.
- Connect to culture/identity.
- Develop cultural skills.
- Help increase social participation.

Recent activities include:

- Yarn, Tea & Tucker weekly sessions at Weave Waterloo on Gadigal Land.
- Recreational trips to Phillip Cook Pool, Clovelly Beach and the Sydney Observatory.
- Cultural camps, including a camp at Bonnie Vale Camp Grounds on Dharawal Country, facilitated by cultural leaders alongside the ACE team.

Unfortunately, at the end of June 2025 Weave's Aboriginal Cultural Engagement Program came to an end. Despite continued concerted efforts over the last 2 years, we have been unable to secure funding to sustain the program.

This has been an extremely difficult decision and it does not represent a lessening of Weave's commitment to facilitating cultural engagement opportunities for our clients and communities, or to building our cultural capability as an organisation. This is an imperative aspect of our work at Weave, and we will remain committed to finding ways to continue this important work together with our team and partners in the community.

We acknowledge and celebrate the enormous impact of the Aboriginal Cultural Engagement Program. The team, past and present, have supported our clients and communities and created opportunities for healing, pride, connection and strength in culture and identity.



Roll out our Aboriginal Healing Program and embed our Aboriginal Healing Framework

Our Strategic Focus Areas

Cultural Camp

In November 2024, Weave staff attended a cultural camp at Bamarang on Yuin Country. The camp was designed and led by Weave's Community & Culture Lead and Aboriginal staff to build internal cultural capacity and reinforce the Aboriginal Healing Framework in practice. Facilitated in partnership with Uncle Dean Kelly, cultural activities and opportunities for learning included a possum skin workshop, gathering traditional foods, walks on Country and most importantly, time together to yarn, share and learn.

This was Weave's second cultural camp for staff, providing an opportunity for all Weave staff and Board members to gather and learn, with Aboriginal cultural teachings at the core of the experience. Prioritising cultural camps and opportunities for learning is a reflection of Weave's commitment to develop our organisation, staff and board members' culturally responsive and safe practice.

The time spent together on Yuin Country created opportunities for our team to feel the power, weight and importance of culture and ancient cultural practices. Through our engagement, we can nourish our own understanding of culture and how important it is to the healing of Aboriginal and Torres Strait Islander peoples, families and communities.



"I'm so grateful to have had the opportunity to share those special moments on beautiful Yuin Country with the Weave team. I loved looking around and seeing people working on their possum skins and learning to weave around the fire, the beautiful Sunrise Ceremonies, cooking and sharing food together, doing the pippi dance on that beautiful beach and learning so much all the time from our wonderful Aboriginal staff members who shared so much of themselves with us.

I would like to thank our Community & Culture Lead, Karlie Stewart for the work, thought and care she put into creating this special experience on her beloved Yuin Country for us. It was an absolute privilege to have Uncle Dean Kelly with us, so generously sharing culture and teaching us about what's really important."

– Siobhan Bryson, CEO, Weave Youth & Community Services

Advocate alongside our clients and communities to affect systemic change

Our Strategic Focus Areas

Be The Change

The 16 Days of Activism Against Gender-Based Violence is an annual international campaign that calls for the prevention and elimination of violence against women and girls. Each year, during the 16 Days of Activism, we focus on different aspects of domestic and family violence and abuse through our Be The Change campaign. Be The Change was created in 2019 by our Weave Women & Children's Centre team, who provide on the ground, intensive, wrap-around casework support for women and children experiencing domestic and family violence and abuse.

At Weave we believe we all have a responsibility to create a society where domestic and family abuse and violence is never accepted. We are committed to continuing to advocate for systemic change and playing our part to end violence against women.

During the 16 Days of Activism Against Gender-Based Violence in November 2024, our Be The Change campaign focused on sharing resources and projects that can help us understand the key drivers of violence that we see play a role in our on the ground domestic and family violence program. The drivers of violence are the most consistent predictors of men's violence against women and explain gendered patterns of violence. Understanding the drivers of violence is a crucial step in taking action to prevent violence against women. Gender-based violence occurs in all communities across Australia, but violence is preventable. To end violence against women we need to understand it.


By sharing resources and projects that highlight the drivers of violence, we hope to increase awareness and understanding of how we can all be a part of taking action, challenging these norms and working together to prevent violence against women.

Follow us on LinkedIn, Instagram and Facebook to read more about our Be The Change campaign and find more information [here](#).

At Weave we believe we all have a responsibility to create a society where domestic and family violence and abuse is never accepted.

We are committed to continuing to advocate for systemic change and playing our part to end violence against women.

#BeTheChange



Impact Policy Episode - "Cultural lens into the National Cities of Violence against Women"

- Challenges faced by Aboriginal and Torres Strait Islander women
- Importance of community-led solutions to end violence against women
- The role of men in changing, disrupting behaviour and promoting positive responses
- The importance of cultural connections in ending violence against women
- Evidence underpins action
- Evidence-led funding in addressing violence against women
- Importance of holistic support and primary prevention work

Disproportionate impact of violence on Aboriginal and Torres Strait Islander women

Drivers of violence against Aboriginal and Torres Strait Islander women

Her Story Consulting, Tangemore Council, Women's Safety Services of Central Australia (WSSCA)

Weave Youth Advocates

Weave's Youth Advocates Program, which is part of our Speak Out Dual Diagnosis Program, received a commendation from the Betty Makin Awards for their efforts in leading Mad Pride and Speak Out's Youth Week project. Although they didn't win, it was excellent to see their efforts recognised in this way and we are so grateful for their work, creativity and advocacy.

Tylah, a Weave Youth Advocate, was also nominated and received a commendation for her individual efforts in supporting Weave's youth-led projects and her attendance and advocacy at the NSW Drug Summit. Tylah was involved in the youth seminars in the lead up to the NSW Drug Summit, advocating for young people's perspectives to be represented at the event. We are so inspired by Tylah's skills, contributions and insights.



Raising The Age Campaign

#RaiseTheAge is a national campaign that was formed in 2020, when a coalition of Aboriginal and Torres Strait Islander organisations and legal, medical and human rights groups came together to push every single state, territory and federal government to change the laws so that children under 14 cannot be sent to prison. Aboriginal and Torres Strait Islander communities, organisations and activists have been pushing for the age of criminal responsibility to be changed for decades, having seen first hand how locking away young children and removing them from their communities and families only does more damage. Across Australia, children as young as 10 are being arrested, charged with an offense, hauled before court and locked away in prison cells. Aboriginal and Torres Strait Islander children are disproportionately impacted and instead of listening to evidence, experts and community, more state governments are doubling down on punitive approaches that harm children. This isn't justice, it's a crisis.

At Weave, we know that community-led and centred solutions work. We firmly stand with the call to raise the age of criminal responsibility. We know that the younger a child is when they come into contact with police and the criminal legal system, the more likely it is they will have further contact across their lifetime. Jail is no place for a 10-year old!

Children who are struggling need to be wrapped around with care, understanding and support, not imprisonment and punishment away from their families and community. It makes absolute sense economically, socially and morally to raise the age of criminal responsibility and invest in services that can provide the tailored support needed to achieve better outcomes for these children and their families.

Drew, a caseworker from our Creating Futures Justice Program team, and Weave's CEO, Siobhan, have been actively involved in the Raise The Age Campaign, featuring in media content and advocating for the the minimum age at which a child can enter the criminal legal system to be raised from 10 to at least 14 years of age.

You can find out more about #RaiseTheAge [here](#).

Financials

Financial Performance

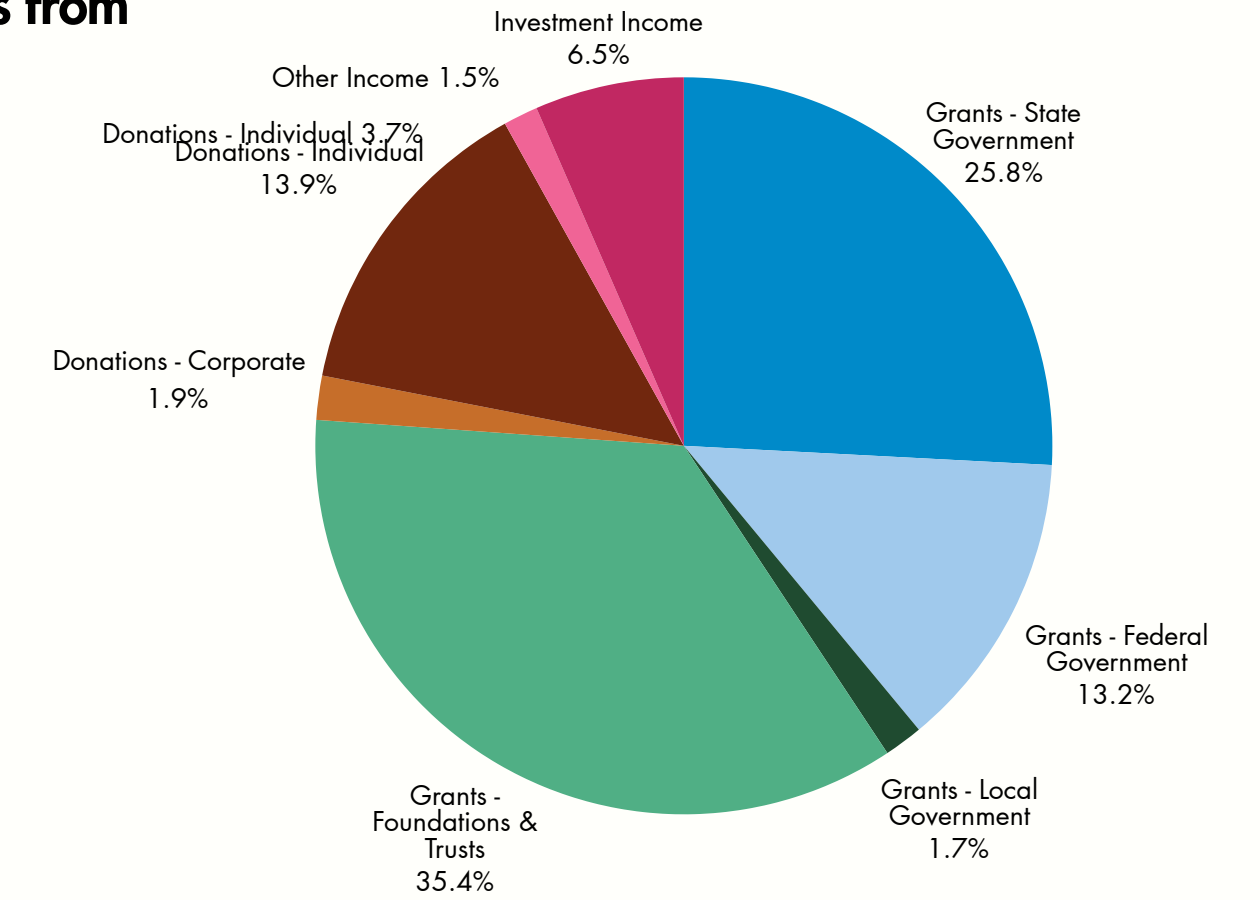
Revenue	30 June 2025	30 June 2024
Grants – State Government	\$2,026,092	\$2,435,070
Grants – Federal Government	\$1,032,316	\$1,010,766
Grants – Local Government	\$133,100	\$191,905
Grants – Foundations, Trusts and Others	\$2,779,427	\$2,364,883
Donations - Corporate	\$151,687	\$76,980
Donations – Individual	\$1,088,249	\$156,654
Other Income	\$125,882	\$84,801
Investment Income	\$507,022	\$59,831
Total	\$7,843,775	\$6,380,890
Expenses		
Direct Service Delivery	\$5,556,814	\$4,674,251
Fundraising, Communications and Partnerships	\$483,219	\$478,210
Administration and Corporate including Depreciation and Organisation Evaluation	\$511,131	\$592,927
Total	\$6,551,164	\$5,745,388
Operating Surplus	\$1,292,611	\$635,502
Other items		
Gain/(Loss) on disposal of motor vehicles	0	\$9,389
Gain/(Loss) on revaluation on financial assets	0	\$232,458
Net Surplus	\$1,292,611	\$877,349

Financial Position

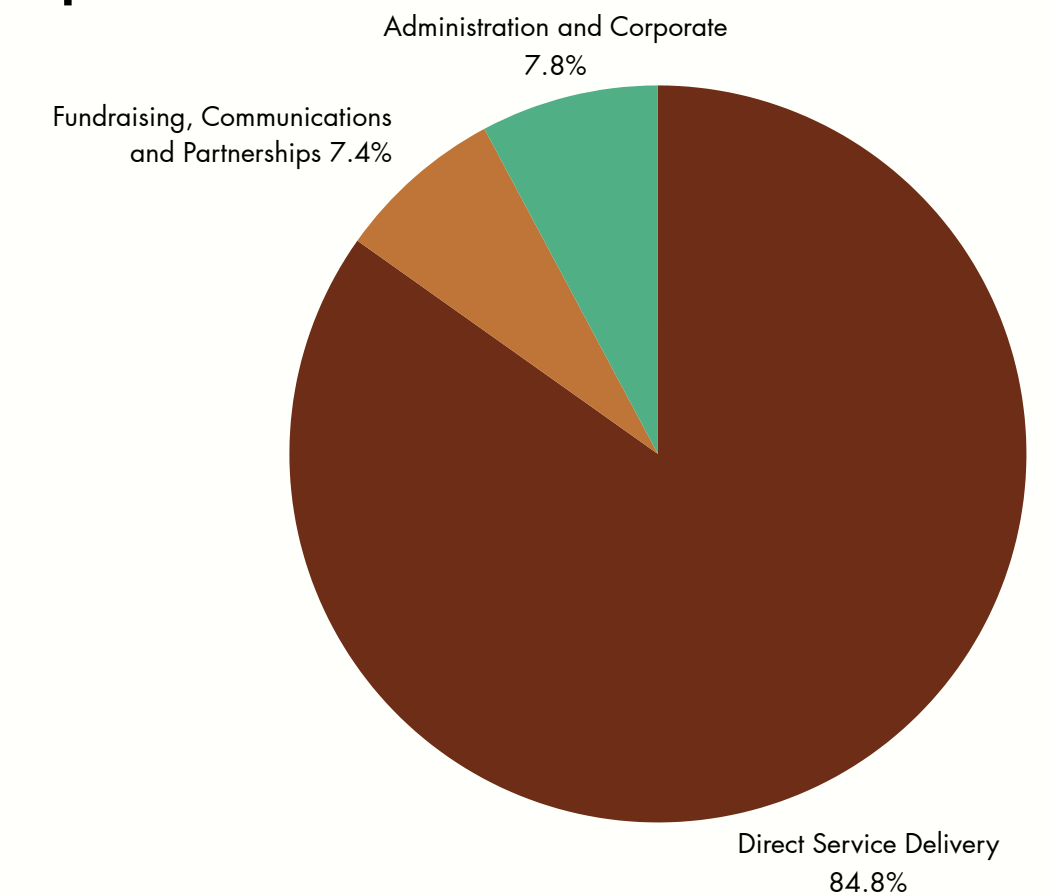
Total Assets	\$7,370,537	\$5,860,132
Total Liabilities	\$2,046,718	\$1,829,047
Net Assets	\$5,323,819	\$4,031,085

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.acnc.gov.au/>

Where our money comes from



How we spend our money



Our Volunteers

This year, our incredible team of 262 volunteers have contributed 5,284 hours of their time. Thank you to our wonderful Weave volunteers who contribute their wisdom, energy and support 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 share their time, skills and expertise to support a range of Weave's programs.

Our volunteers:

- Mentor students and provide valuable educational support as part of 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.
- Support us to deliver community events and projects that are focused on creativity and advocacy.

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

260
volunteers

5,284
volunteer hours

\$248,113
financial equivalent



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 to 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 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, 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 industrial 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.



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 and 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 focusing 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 Weave Woolloomooloo. She joined the Weave board in 2021 and is also a part of the Fundraising Committee. 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

Central Eastern Sydney Primary Health Network (CESPHN)
National Indigenous Australians Agency (NIAA)
Transport for NSW
Department of Communities and Justice New South Wales (DCJ)
Randwick City Council
City of Sydney
Paul Ramsay Foundation
Matana Foundation for Young People
The Scully Fund
Australian Chinese Charity Foundation (ACCF)
Bendigo Bank Community Connect Clovelly
Sydney Community Foundation/ Sydney Women's Fund
Commonwealth Bank
State Street Bank
Aboriginal Legal Service
Network of Alcohol and other Drugs Agencies (NADA)
Buck Foundation
Australian Philanthropic Services

Australian Jewish Funders - Tikkun Giving Circle
Mirvac/ South Eveleigh
Future Generation Global Investment Company
Future Generation (Intelligent Foundation)
Let's Go Surfing (LGS)
Internet Traffic Solutions Management Pty Ltd
Bennelong Reconciliation
Caffe Molinari
Blackwood Foundation
Future Women Pty Ltd
Trustee for Darin Cooper Foundation
Burton Taylor Foundation
Walter and Eliza Hall Trust
The Honig Foundation
The Power Principle
XV Group
Colin Biggers and Paisley Lawyers
Na Joomelah

Sony Music Publishing
The Harlyn Foundation
Igniting Change
The Ray & Margaret Wilson Foundation
ECRE (Stitch) Coffee
Polese Foundation
Norma Nelson Movement
Small's Deli
AFTRS Foundation
Adventure OSHC
NRMA
PFD Foodservice
Avyon Pty Ltd
Aeon Skin Pty Ltd
Good2Give
Citibank Europe
The Powder Principle

In Kind Support

NSW Land and Housing Corporation
City of Sydney
Randwick City Council
OzHarvest
Thread Together
ReLove
The Addison Road Community Organisation
Plate It Forward
Share the Dignity
Nandos Alexandria
The Reconnect Project
Place Design Group
Bingo Industries & Djurwa
Colin Biggers & Paisley Lawyers
Bird & Bird
Kingston Reid
Taronga Zoo Sydney
Manhattan Superbowl
Officeworks
Dandelion Network
Pymont Cares

GIVIT
Woolworths
Australian Literacy and Numeracy Foundation
SCEGGS Darlinghurst
Aesop Skincare
True Blue
Street Smart x Sheridan
Canva
JD Sports
Belgravia Leisure
PCYC
Story Factory
Totem Skateboarding
Na Joomelah
Let's Go Surfing
Kobie Dee
NRMA
Krispy Kreme
Baptistcare Hope Street
Concrete Skate Supply
Artspace

Pat and Stick's Homemade Ice Cream
Jolly Soles
Kil.n.it Ceramic Studio
Eora TAFE
MacMillion Publishers
Carriageworks
Jack Morton
Pop Up Gardens
dplr
Amanaki Studios
Exclusive Booths
Community Hair Project
Shorty's Food Truck
Liquid Creative
Kennards Storage
Audiocraft
Bangarra Dance Troupe
Aplenty
Art Gallery of NSW
Jackson Street
The Studio-X

The Shack - Benevolent Society
Kinchela Boys Home Aboriginal Corporation
The Salvation Army
Ben & Jerry's Ice Cream
Souths Cares
Kingsford Legal Service
Redfern Legal Service
Yulang Evaluations
State Street Bank
Make Space Counselling
Go-To Skincare
Northside Montessori School
Shopper Media Group
Hillsong
Hidden Door
Clarins Australia
Ritz Cinemas
DKSH
The Green Elephant



Weave Waterloo | Gadigal Land
1B Elizabeth Street Waterloo NSW 2017
PO Box 2459 Strawberry Hills NSW 2012
Phone: (02) 9318 0539

weave.org.au

