



Biennial Report

1 July 2018 - 30 June 2020





Acknowledgements

Weave stands on the land of the Gadigal and Bidjigal people. We recognise that their sovereignty was never ceded.

We recognise their ongoing fight for self determination from oppressive government systems that were put in place to control and assimilate our First Nations people. We share our thoughts and love with the countless victims of this systemic oppression.

We also pay our respects to the numerous Aboriginal community members, clients, staff and Board Members over our 44 year history who have guided and taught us about how to work alongside them. We honour the resilience, dedication and strength that they have shown since invasion.

Weave always has and always will stand on Aboriginal land alongside our Aboriginal communities.

We acknowledge and thank the artists whose art features in this report and represents our programs at Weave, Linda Jackson and Karlie Stewart.

This report features photography by Speak Out Project Worker, Laura Mangen, and our creative partners, Tristan Stefan Edouard and Benny Edwards, whose film and photography captures and celebrates our work and community.

The cover image of this report was taken by Benny Edwards during our Creating Futures Camp.



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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The Enemy V

Suicide Prevention & Wellbeing Education

Our Purpose

To empower people
to change their lives.

Our Vision

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

Our Values

Respect
Optimism & a Sense of Humour
Integrity
Fairness & Justice
Good practice
Sustainability



Who We Are

Since 1976, we have been providing a range of services for children, young people, women and families who face complex issues such as homelessness, family breakdown, mental health and substance use issues and are impacted by intergenerational trauma and significant systemic disadvantage.

Our work at Weave is centred on empowerment and connection. Our name “Weave”, reflects the complexity of life and the multiple strands that hold us together and connect us with others.

The broad range of programs and services we have developed with communities over the past 44 years have been designed to respond to that complexity.

We are a team of 51 dedicated and passionate staff members who work tirelessly across a range of programs that provide holistic, intensive one on one support to around 2,000 people per year in addition to facilitating community programs and events that are accessed by around 5,000 people per year.

Our Board is made up of industry leaders and subject matter experts who along with our dedicated team of 178 volunteers invest their time and energy to help us build a strong, connected community.

Partnering with like-minded businesses, organisations and funding bodies is key to strengthening our impact.



Our Sites



Weave Headquarters Waterloo

Gadigal Land
1B Elizabeth Street, Waterloo

Programs operating from here include:

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

Weave Women & Children's Centre

Gadigal Land
133 Morehead Street, Waterloo

Programs operating from here include:

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



Weave Community Hub

Gadigal Land
49 McElhone Street, Woolloomooloo

Programs operating from here include:

- Youth Specialist Homelessness Service
- Targeted Early Intervention Wellbeing and Safety Program
- Targeted Early Intervention Community Strengthening Program

Weave Kool Kids Program

Bidjigal Land
1B Prince Edward St, Malabar

Programs operating from here include:

- Kool Kids Program
- Switch Leadership Program





A message from our Chair

Dr. Peggy Dwyer

In 2020 Weave celebrated over 44 years of working with our inspiring communities. Since its establishment in 1976, Weave has created connections with hundreds of people facing a diverse range of complex social issues. That equates to four generations of families.

My own journey with Weave started around the year 2000, when I was still a young criminal lawyer and relied heavily on the dedicated youth workers at Weave (then South Sydney Youth Services) to help reconnect young people with their families and community in a way that gave them the best chance to stay out of the criminal justice system. In the years that followed, Weave has grown so much and has continued to thrive by strengthening its relationships with clients, community and valued partners.

I often reflect on what it is that makes Weave so successful and so loved. There are a few golden threads, but an important one is that when Weave staff meet with a client, they see the whole person and the depth of the programs available mean that clients, and those close to them, are helped in every aspect of their lives, in a holistic, meaningful and sustainable way. Although we are dedicated to setting and achieving goals, staff remain flexible enough to listen to, and meet community needs.

I encourage everyone to watch the video "Stories of Lived Experience" (available on our website). Produced as part of our 2016 evaluation, this video features clients and families that have been connected to Weave over the years. It demonstrates that at Weave all clients have a voice, with mutual respect the key to sustaining our relationships.

One major challenge for the organisation is that because programs are so successful, they are highly sought after and we cannot always meet the demand. There are waiting lists for all our programs and there are some geographical areas we are not able to reach, in spite of obvious need. A challenge for the Board is to help increase funding so that we can always provide the level and type of supports that clients need. The Board of Management remains committed to ensuring adequate resourcing to support a high quality rollout of Weave's programs and expanded reach, year on year.

"I often reflect on what it is that makes Weave so successful and so loved. There are a few golden threads, but an important one is that when Weave staff meet with a client, they see the whole person and the depth of the programs available mean that clients, and those close to them, are helped in every aspect of their lives, in a holistic, meaningful and sustainable way."

Over the past year, the Weave Board and Management have been focussed on the implementation of our Strategic Plan 2019 to 2021: Strengthen Empower and Evolve. Underpinned by a number of focus areas including: supporting children and young people to thrive; improving the mental health & wellbeing of our communities; reducing the over-representation of Aboriginal people involved with the criminal justice system; keeping families safe and connected; and nurturing strong connected communities - the plan sets the framework for our work and how we operate as an organisation.

Our aim is to strengthen Weave and our programs; empower our communities to realise their hopes and dreams; and evolve with community and client needs.

This year saw the Board undergo renewal following the retirement of several long term Board Members. We have welcomed the fresh insight, skills and wisdom of Marcia Ella-Duncan; Warwick Hunt; Merydith Clark; Ingrid Emery, April Edwards and Sam Alderton-Johnson, who joined our talented existing Board Members: Christopher Whitnall; Sheena Polese; Helen Graney and Jonathon Captain-Webb.

I take this opportunity to thank the Board for their tireless efforts to promote the work of Weave and to advocate on its behalf, and for their focus on transparent, ethical and effective decision making, best practice corporate governance and steady stewardship. I would like to publicly acknowledge the many, many hours that they selflessly volunteer to help ensure the success of Weave to empower the communities we serve. A quick glance at the profiles of the Board reflects their high calibre, and I remain humbled to be the Chair of this amazing group. The Board would also like to extend sincere and grateful thanks to our talented CEO Siobhan Bryson, who continues to do an outstanding job in overseeing Weave's operations.

On behalf of the Board, I offer my sincere thanks and deep respect to the Weave team, who go above and beyond every day, performing their work with professionalism, skill, goodwill, humour and genuine love. That, my friends, is the magic of Weave.

Weave is also fortunate to have a band of dedicated volunteers including individuals, community groups and businesses who give generously of their time - helping to strengthen our programs and reduce costs. Our volunteers are worth their weight in gold! I take this opportunity to thank them for being such an important part of our organisation.

I would also like to thank our partners, donors and government for their support throughout the year. You play a critical role in helping us to achieve our Mission and we never take that for granted.

I believe that the upcoming year will be an exciting and positive period for Weave and the communities we serve. I know that all readers will share my enthusiasm for our collective future and I look forward to engaging with you in the period ahead.

Dr. Peggy Dwyer
Chairperson

A message from our CEO

Siobhan Bryson

Reflecting on my first 2 years in the CEO role at Weave, I could not be prouder of what we have achieved along with our partners in the community, our financial supporters including government, our volunteers, and the Weave Board and staff team.

2018 - 2020 have been massive years for Weave and a time of real growth and development as an organisation. In that time Weave, like everyone else, has had to navigate some unprecedented challenges including the COVID 19 pandemic in 2020. Weave has been an essential service over the Covid-19 lockdown. We have been on the frontline through this crisis and through many other crises over the past 44 years, and we will be here with our sleeves rolled up, ready to do what's required to help vulnerable people through whatever future crises lie ahead.

Despite these recent challenges, we have made significant progress in advancing the key focus areas outlined in our 2019 - 2021 strategic plan, reviewed and strengthened our organisational structure, consolidated and bedded down key programs, and made great strides in evaluating our work.

Something that stands out for me when I reflect on Weave and the work we do, is the meaningful change that's made possible through the holistic range of programs, services and opportunities to connect that Weave offers. The range of ways to engage, combined with individually tailored, wrap around support provides the best possible chance for each person to flourish and for connections to be made that strengthen communities. The outcomes for individuals and communities demonstrate that the whole really is greater than the sum of its parts. This rich tapestry is one of Weave's greatest strengths.

A highlight for Weave in 2018 - 2019 was the Cultural Health and Wellbeing camp we facilitated as part of our Creating Futures Justice Program along with Joe Williams and The Wakageiti Aboriginal Corporation. The young men who participated in this camp described it as "a transformational experience". Connection to culture is key to enhancing social and emotional wellbeing for Aboriginal people, and in order to facilitate that connection, in 2019 we developed an Aboriginal Cultural Support Program to make sure we continue to create opportunities across Weave for camps and cultural connection.

Additionally, we are very proud of the new Aboriginal Healing Framework developed by our Aboriginal staff group in 2020. This framework captures our key beliefs, practices and commitments that contribute to culturally safe ways of working with Aboriginal people and communities and importantly, our commitment to attracting, supporting, developing and retaining Aboriginal staff at Weave.

The 2020 Black Lives Matter movement is shedding light on the systemic racism, discrimination and injustice experienced by Aboriginal people, something that we at Weave are all too aware of. Social justice, equality and fairness are at the heart of who we are and what we do and our work is dedicated to tackling the impacts of intergenerational trauma and disadvantage, advocating for systemic change and creating a way up and a way forward for those seeking our support.



"I believe passionately in the power of the work we do at Weave. I see it and feel it every day.

I have seen the intergenerational change that is possible with the right support and we are committed to continuing to advocate for the systemic change that's so desperately needed to achieve justice and equity."

The recently completed 3-year independent evaluation of our Creating Futures Justice Program, tells a rich story of the impact this program is having on reducing the over representation of Aboriginal people in the criminal justice system and giving people a fair chance at life. One key finding from the April 2020 report found that the reoffending rate within 12 months for Creating Futures participants was around 4% compared with the NSW rate of around 57%.

We secured a new space for our Kool Kids Program in Malabar with support from Randwick Council and hosted a very successful 2019 Gala, which brought together a broad range of Weave friends and supporters to celebrate the enormous change we have been able to spark together. Thanks to our superstar volunteer Chris Howard we were able to purchase an additional car for the Driving Change Program which has allowed us to better support the La Perouse community to learn to drive, in partnership with the La Perouse Local Aboriginal Land Council.

We continue to advocate with our community allies around key issues impacting our clients and community, such as reducing the over representation of Aboriginal people in the criminal justice and out of home care systems, supporting women and children to be free from domestic and family violence, the Waterloo redevelopment and improving the mental health system. I believe passionately in the power of the work we do at Weave. I see it and feel it every day. I have seen the intergenerational change that is possible with the right support and we are committed to continuing to advocate for the systemic change that's so desperately needed to achieve justice and equity.

We remain focused on our mission to empower people to change their lives.

Thank you all for being part of our journey in 2018-2020 and for your support and friendship. We look forward to continuing to work with you to spark change and create pathways.

Siobhan Bryson
CEO

Continuity of care and connection in a crisis - COVID-19

As the serious implications of the COVID-19 global pandemic grew during the first few months of 2020, key challenges arose for Weave as an organisation. The partial closure of our sites during lockdown measures resulted in some reduction of our face-to-face services and temporary suspension of some programs accessed by our communities. At the same time issues such as domestic and family violence, mental health and substance use issues, isolation and pressures on families were worsening. We also faced increased difficulties raising crucial funds with the cancellation of our annual Weave Gala and pressures on funding streams we rely on.

The impacts of the COVID-19 crisis have continued to highlight the importance of the very foundations of our work at Weave: community and connection. We have been overwhelmed with gratitude for the kindness we have received through donations and support from friends and supporters of Weave.



With the generous donations we have received we have been able to support our communities with:

200
blankets

200
sleeping
bags

150
toiletries
kits

Fresh produce x
100
families per week

Cooked meals x
200
per week

3 tonnes
of essential
supplies
distributed

100
hand sanitisers
distributed

80
laptops and
tablets



Weave In Numbers

2018/2019

1956

clients received
intensive one to one
therapeutic support

72.4%

of clients reported they
were Aboriginal and/or
Torres Strait Islander

864

groups with a total of
9733 participants

46

community events
with a total of 5409
participants

2019/2020

2067

clients received
intensive one to one
therapeutic support

73%

of clients reported they
were Aboriginal and/or
Torres Strait Islander

***336**

groups with a total of
3819 participants

***19**

community events
with a total of 2668
participants

*COVID-19 impacted our ability to deliver face-to-face groups and events in 2019/2020

“Not everything that counts can be counted, not everything that can be counted counts.”

- Albert Einstein

Alongside the data that represents our work, we know how important other outcomes, moments and connections that cannot be measured or captured in numbers are. Our work at Weave is deep and long term. We value relationships, human connection and meaningful outcomes and we prioritise the quality of our work over quantity.

As Weave continues to grow, and demand for our programs continues to increase, we are focused on building our capacity to further deepen our work with communities in order to create transformational change and break cycles of intergenerational trauma and disadvantage.

Our place-based and long-term connections to these communities remain the foundation of our work and focus for our future.

Weave In Numbers

Weave Headquarters	2018 / 2019	2019 / 2020
Creating Futures Justice Program		
Number of clients	42	55
Percentage of Aboriginal & Torres Strait Islander clients	98.8%	92%
Speak Out Dual Diagnosis Program		
Number of casework and counselling clients	215	159
Drug Health outreach counselling clients	30	30
Percentage of Aboriginal & Torres Strait Islander clients	75.5%	76%
Targeted Early Intervention Wellbeing and Safety Program		
Number of clients	76	66
Percentage of Aboriginal & Torres Strait Islander clients	89%	91.5%
Aboriginal Cultural Program		
Number of clients		160
Driving Change		
Number of Learner and Provisional Licences achieved	123	125
Total number of driving hours	817	908
Percentage of Aboriginal and Torres Strait Islander clients	55%	52%
Tutoring Program		
Number of tutoring students	46	56
Number of tutoring volunteers	47	54
Number of volunteer hours	510	767
Case Management for Sydney Local Health District Trainees		
Number of trainees case managed		21
Light Up Program		
Number of students	91	119
Number of workshops	72	109

Weave Women & Children's Centre	2018 / 2019	2019 / 2020
Targeted Early Intervention Wellbeing and Safety Program		
Number of clients	49	49
Staying Home Leaving Violence Program		
Number of clients	43	68
Parenting Program		
Number of women	29	26
Number of children	39	32
Victims Services Counselling		
Number of clients		49
Number of sessions		520

Weave Community Hub	2018 / 2019	2019 / 2020
Youth Specialist Homelessness Service		
Case managed clients	76	63
Number of clients supported with brokerage funds	116	104
Targeted Early Intervention Wellbeing and Safety Program		
Number of families	50	47
Number of children	52	40
Targeted Early Intervention Community Strengthening Program		
Number of drop in clients	1178	990

Kool Kids Program	2018/2019	2019/2020
Number of Kool Kids	104	102
Number of Switch Leaders	30	40
Percentage of Aboriginal and Torres Strait Islander clients	95%	95%

The background of the page is a dark field covered in traditional Aboriginal art. It features intricate dot patterns in various colors (red, yellow, blue, white) forming concentric circles and wavy lines. There are also stylized figures and symbols, including what appear to be kangaroos or similar animals in red and white. A wide, semi-transparent blue horizontal band runs across the middle of the page, serving as a backdrop for the text.

Program Feature:

Creating Futures Justice Program

Weave's Creating Futures Justice Program is an intensive support service for young people leaving custody or otherwise involved in the criminal justice system. The program provides court support, advocacy and wraparound casework tailored to the needs and goals of each client.

Many people leaving the prison system aren't equipped to deal with the challenges of life. Sadly, all too frequently, people who had served prison terms were turning up on our doorstep wearing their prison greens with no clue of where else to go, or how to navigate a world that has changed so much.

Creating Futures was established in response to these needs and aims to address the over-representation of Aboriginal people in the criminal justice system. The program is designed to support and empower Aboriginal people who have recently been released from prison, and give them every chance to create a positive future for themselves.

Creating Futures Evaluation Report 2020

Weave engaged independent researchers to evaluate Creating Futures over a three-year period beginning in 2017. The researchers worked with Weave, with oversight by Indigenous-controlled organisations, to develop an evaluation framework which combined interviews, client Yarning Circles and collection and analysis of client data, to assess whether the program meets its three key aims.

Those aims are:

- reducing client contact with the criminal justice system
- supporting clients to meet their goals, and increase their sense of purpose, self-worth, social inclusion and dignity via the use of an Aboriginal Healing Framework
- utilising processes which represent good practice in post-release support and align with the program's theory of change

The key findings of the report highlight the impact of the program in reducing client contact with the criminal justice system, showing how the recidivism figures for Creating Futures clients compare very favourably with the recidivism rates of Aboriginal people of the same age range in NSW. According to BOCSAR data, in 2016, 55.7% of Aboriginal people aged 18-30 reoffended within 12 months of being released from custody. In 2017, the rate was 57.3%. The average rate of reoffending among Creating Futures clients across the evaluation period is 4.11%. While these figures are descriptive only (due to the absence of relevant control factors in the comparison group), they are still compelling. Key findings of the report also highlight the successful impact of an Aboriginal Healing Framework to support clients, as well as good practice in post-release support. We outline the recommendations of the report below.

We extend our gratitude to Melanie Schwartz and Mareese Terare for their research and involvement in this project.

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

- Legal service provider



Creating Futures Evaluation Report Recommendations

Recommendation 1

That the capacity of Creating Futures be increased by:

- a. Lowering the eligibility age to 14 or 16, and adding a further worker to specialise in that demographic.
- b. Increasing the upper limit of the age eligibility to 35, and adding a further worker to specialise in the older client (25-35) demographic.
- c. Adding two more caseworkers for the current Creating Futures demographic, to increase the number of clients that the program is able to support to meet current demand.

Recommendation 2

That attention to accurate collection of client data be continued, and that this is entrenched as part of Creating Futures processes.



Recommendation 3

That funding be sought to provide brokerage support for Creating Futures clients over the age of 25 years.

Recommendation 4

That funding be sought for cultural activities and support for Creating Futures clients, including the partial funding of a salary for a cultural support worker to ensure dedicated time towards the Creating Futures program.

“I don’t think there’s another, not another organization like it: they push, they fight an uphill battle every day to help people out. And they’re doing a really great job.”

- Creating Futures client





Creating Futures Cultural Health & Wellbeing Camp

Walu-Win Gundyarri - Healthy Spirit

In August 2018, we facilitated a Cultural Health & Wellbeing Camp - Walu-Win Gundyarri - in partnership with Joe Williams from The Enemy Within - Suicide Prevention & Mental Health Wellbeing Education and Wakagetti Indigenous Corporation to provide an opportunity for young Indigenous men to reconnect with themselves and their culture.

Over three days, the group engaged in a tailored program addressing issues impacting health and wellbeing, and gained knowledge and experience of Aboriginal culture, history, identity and healing.

This camp was organised in response to the feedback we continually receive from our community. Every time we consult with local Aboriginal clients, families, leaders and community members, we are told that we need to create experiences that help Aboriginal young people connect to their culture. They tell us it's important for their sense of purpose and identity and supports them to heal from intergenerational trauma.

Joe Williams from The Enemy Within facilitated honest conversations about mental health and suicide prevention, better ways of coping and the impact of trauma and substance use.

The young men spent time learning traditional dance, and joined the Wakagetti Indigenous Corporation for a corroboree, a powerful opportunity to connect with culture and better understand themselves and the world around them.

“Being out here and learning culture, and being away from phone reception and cities and being away from so many people, you gain a headspace where you learn who you are and who you want to be.”

- Uncle Waylon
Wakagetti Indigenous Corporation



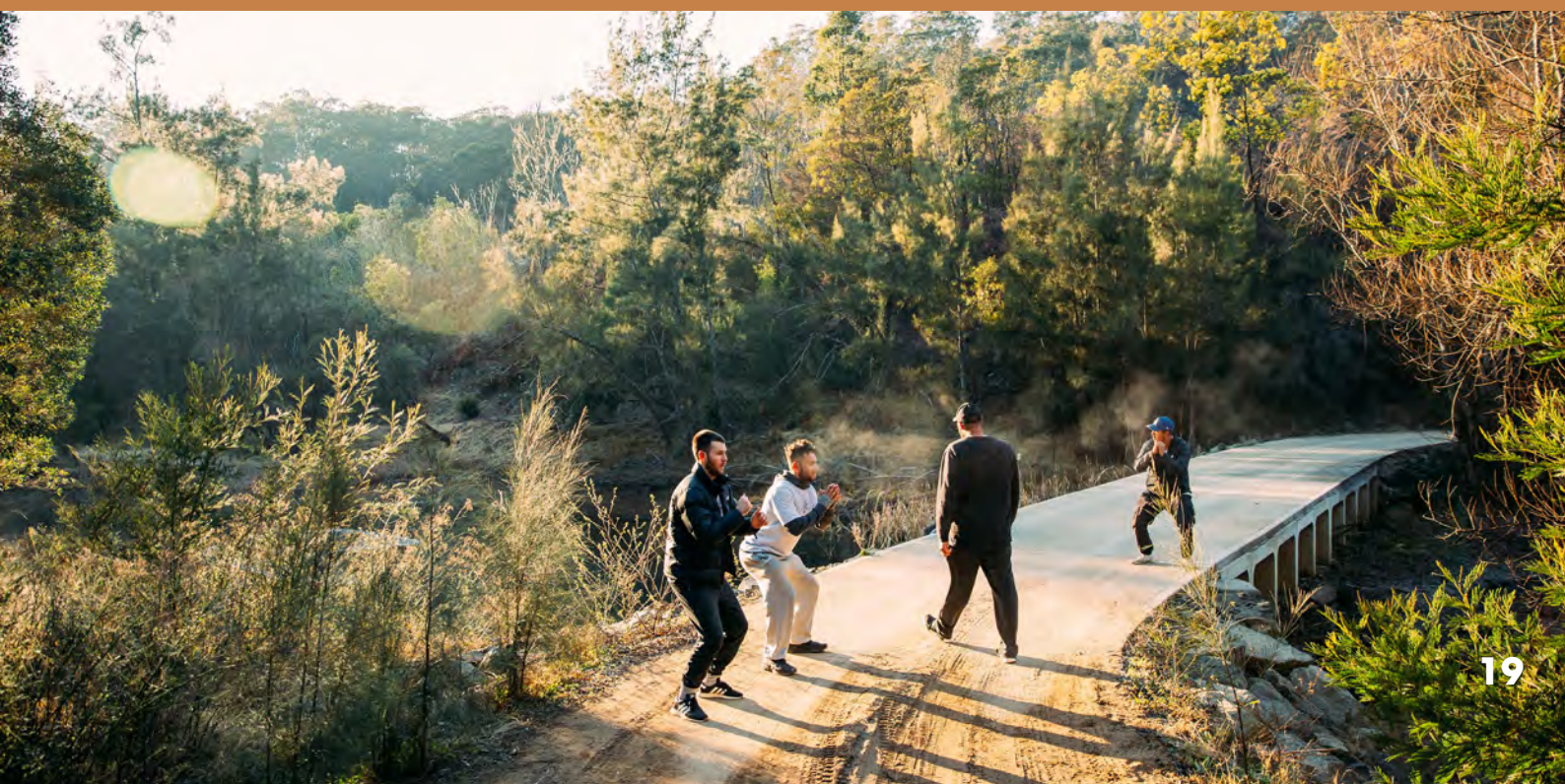
“When we dance, we dance for our mother (earth) we connect to the spirit of the old people, the same dances handed down, we connect to country and the importance of showing our respect to the old people, the animals and those who have gone before us.”

- Joe Williams
The Enemy Within

WAKAGETTI
INDIGENOUS CORPORATION



The Enemy Within





Be Vocal
Be Supportive
Be Non-Judgemental
Be True
Be Involved
Be An Advocate
Be The Change

Program Highlight:

Staying Home Leaving Violence Program

Client Story

Our CEO, Siobhan, contacted Lisa to thank her for making regular financial donations to Weave. When Lisa replied, we learned that she is a former client of our Domestic and Family Violence Program and shared the below story about the impact the program had for her and her family.

"Dear Siobhan,

Thank you so much for your email. I'm very happy to continue contributing to such a valuable and "life changing" organisation as Weave. The financial and other support my children and I received, to leave violence and stay at home, at a highly scary, critical and unsettling time in our lives was transformational. Having the locks changed on our house allowed us to settle back home after violence caused our family breakdown.

This was not the first occasion of violence experienced. But it was the last. And that's what made the biggest positive difference to our lives. I am working full time now and my kids are happy and healthy. We will be forever grateful for the support we received from Weave to leave the cycle of violence."

- Lisa



Be The Change Launch

Our Be The Change campaign was created to raise awareness of domestic and family violence and abuse, share lived experiences and educate and empower people to take on the responsibility for creating a world in which violence against women and children is never accepted.



We launched the campaign with a community morning tea featuring performances and guest speakers.

"Violence and abuse within an intimate relationship can be perceived as private and personal. It makes us uncomfortable, so uncomfortable that we remain silent. I am grateful to be part of a team and organisation working to break these silences."

- Regan Mitchell

Weave Domestic and Family Violence Program Caseworker

Follow our Weave social media pages for Be The Change campaign updates.

The background of the entire page is a vibrant Aboriginal dot painting. It features a large, stylized flower in the center with a green and yellow center and white petals. The background is filled with a dense pattern of small dots in various colors, including yellow, orange, pink, and white. There are also larger, stylized circular patterns in the background, some with concentric circles and others with wavy lines. The overall design is rich and culturally significant.

Program Feature:

Aboriginal Cultural Program

Our Aboriginal Cultural Program was launched in 2019 to engage Aboriginal young people who are involved with Weave and the communities we work with and provide opportunities for connection to culture, land and identity.

A key outcome of research and community consultations undertaken by Weave and more broadly highlights the importance of connection to culture, country and language as key to supporting Aboriginal young people and building their resilience.

Our Aboriginal Cultural Program focuses on addressing our clients cultural and spiritual needs, recognising the holistic Aboriginal view of health that encompasses mental health, physical health and social and emotional wellbeing. The program creates cultural workshops and experiences for clients and community members alongside existing Weave programs.

Yarn, Tea & Tucker is a cultural drop-in session, facilitated by the program and hosted weekly on our rooftop at Weave. These sessions provides a safe space for Aboriginal clients and community members to connect with other Aboriginal people, participate in cultural activities such as art, and have a feed, a cup of tea and a yarn around a fire.

Experiences facilitated by the program that run alongside other Weave programs include trips to Wattamolla in the Royal National Park and fishing trips with our Creating Futures clients, cultural activities run during our Kool Kids Salt Water Dreaming Camp and during other Weave events such as our Mad Pride Youth Event. These trips and activities provide space for connection to culture, forming positive social connections and building resilience.

The Aboriginal Cultural Program is a key part of our Digital Threads project, posting weekly content that shares cultural education, language and community news and updates.





Program Highlight:

Kool Kids Saltwater Dreaming Surf Camp

Our Aboriginal Saltwater Dreaming Surf Camp has been a Kool Kids highlight for many years. Surf Camp Australia host our two day camps, and provide surf lessons, meals, accomodation and lots of laughs in the sunshine.

Lynette Mackenzie, ex-professional surfer, is a long-term supporter of our Surfing Program and joined us for our 2018 Saltwater Dreaming camp. Lynette's knowledge and surfing expertise is invaluable and the time she spends with the Kool Kids always provides a lot of inspiration. Our time at Gerroa was made up of 3 surf lessons, cultural activities and lots of time exploring nature around this beautiful part of the South Coast of NSW.

We were joined by Aunty Julie, from Galamban Extraordinary Aboriginal Experiences, who spent the evening with us sharing dreamtime stories around the campfire. The Kool Kids particularly enjoyed the story of how the platypus was created by the water rat and black duck. Our Kool Kids Program has a long history and connection with the South Coast community, and with Aunty Julie who grew up in the La Perouse area.

These camps would not be possible without the support we receive from the wonderful crews at Surf Camp Australia and Surfing NSW Indigenous Surfing Program.





A tribute to Lucy Porter

Lucy Porter, a Kool Kids grandmother and strong advocate for our work at Weave, passed away in 2020. Lucy was a much loved member of the La Perouse community and an active member of the Older Women's Network and a founder of the Aboriginal Support Circle.

Weave's CEO, Siobhan Bryson, wrote these words to share with Lucy's family and the Kool Kids community:



"Lucy Porter was one of the finest women I have ever known. From the moment I first met her I knew she was someone special whose impact and influence would stay with me forever.

She had a strength and grace about her and a deep, deep kindness and compassion. She was soft and gentle at all the right times, but she also had a fire in her belly and passion for social justice. She showed great courage and tenacity when it came to standing up for what is right and she never gave up on an important cause, no matter how hard it got.

Lucy's great love for her grandchildren, Lee, Ben, Kim and Alex was strong and unquestionable. She adored each and every one of them and did everything she could to give them every opportunity in life. They were her pride and joy and she got great pleasure from watching them grow and thrive and blossom into the extraordinary young people they are.

Lucy was a fierce advocate for Kool Kids and she was a much loved friend of Weave.

Lucy loved the program and wanted to make sure all of the incredible children and families connected to Kool Kids continued to have access to it. All of us at Weave feel very blessed and privileged to have known her and to be able to call her our friend. She inspired me from the start and she continues to inspire me now. We draw strength and inspiration from Lucy and we will always remember her incredible spirit."



Program Highlights: **Weave Community Hub**

Garage Renovations

The renovation of the unused garage and adjoining spaces of our Weave Community Hub in Woolloomooloo has allowed us to create a vibrant and practical space for our community to use.

It has become a place to run group activities, providing open space with an 'outside' feel and there is also a private and comforting counselling room for private conversations and casework sessions. The Weave Community Hub team has set up a functional laundry area to assist community members with laundry when needed, and use the space to wash and store donations of clothes and other items.

One of the highlights of the renovated area has been engaging our community members in helping us activate and develop the space. One local resident had the idea to host an art exhibition, so to officially open the space, we held our 'Artists of McElhone Street' Exhibition in April 2019, showcasing the diverse range of artists in the community and celebrating the beautiful new space.

OzHarvest Food Rescue Program

Our Weave Community Hub in Woolloomooloo partners with the Oz Harvest Food Rescue Program to assist families and community members who are experiencing financial stress and need extra assistance to feed their families. Each week, local community members volunteer to pack bags of food for between 35 and 50 families.

This program provides opportunities for people to connect and get to know each other, build confidence and contribute to a program that supports local families and minimises food waste.

The program continues to grow and at the end of 2018 we were honoured to have City of Sydney Lord Mayor Clover Moore drop by to visit Weave Community Hub and meet our wonderful volunteers.



The background of the entire page is a vibrant Aboriginal art design. It features a dark charcoal background adorned with various traditional motifs. A large, central circular motif is prominent, consisting of concentric rings of dots in shades of orange, red, and purple, surrounded by a thick white border. Radiating from this central circle are numerous white, U-shaped or 'combed' patterns. Other elements include smaller circular motifs with yellow and red dots, green dotted areas, and abstract shapes in orange and blue. The overall style is characteristic of Indigenous Australian dot painting and symbolic art.

Program Feature:

Aboriginal Healing Framework

Weave is committed to working in culturally safe and responsive ways and as part of that commitment we have supported our Aboriginal staff group to develop and document our Aboriginal Healing Framework. This framework guides the ongoing development and implementation of healing-centred practice for our Aboriginal and Torres Strait Islander clients and their communities, with the intention of creating genuine and sustainable healing outcomes.

Weave acknowledges and stands with Aboriginal and Torres Strait Islander people in their ongoing fight against systemic oppression and injustice. We recognise that the social, economic, political, emotional, psychological and physical health and wellbeing of Aboriginal and Torres Strait Islander peoples is dependent upon the dismantling of the systems that continue to impinge upon their communities. We also recognise our role in supporting this fight, through supporting our Aboriginal and Torres Strait Islander clients and communities in their individual and collective healing journeys by providing holistic, trauma-informed and strengths-based practice grounded in and guided by our Aboriginal Healing Framework.

In their ongoing fight, Aboriginal and Torres Strait Islander peoples have demonstrated their inherent resilience and strength, standing strong in the face of great adversity and exercising self-determination to fight for and demand justice. Weave acknowledges that Aboriginal and Torres Strait Islander peoples' strengths and solutions already lie within their communities, and therefore we would like to continue walking alongside our Aboriginal and Torres Strait Islander clients to support them on their individual and collective healing journeys and in bringing about the changes they seek to make.

Highlights 2018 - 2020



NAIDOC 2018: "Because of her, we can!"

Celebrating the achievements of Aboriginal & Torres Strait Islander Women with our Weave Community Hub Woolloomooloo.

The Woolloomooloo community NAIDOC event, supported by the Weave Community Hub, continues to grow each year and gives all members of the community an opportunity to come together to celebrate the rich history, culture, wisdom and achievements of Aboriginal and Torres Strait Islander Peoples. This year we celebrated with community film screenings and a fantastic community event filled with music, performances, activities for families and children and delicious food.

International Women's Day: Balance for Better

Our Weave women 'Balance for Better' with Let's Go Surfing at Bondi Beach

For International Women's Day 2019, Let's Go Surfing hosted a 'Balance for Better' Sunrise Surf Event, supporting our Weave Women & Children's Centre. The morning brought women together for a guided surf session, followed by breakfast and presentations from inspirational women in the surfing community, Brenda Miley and Jessi Miley-Dyer. The event raised \$3,500 to support our community to lead safe, healthy and happy lives free from domestic violence.



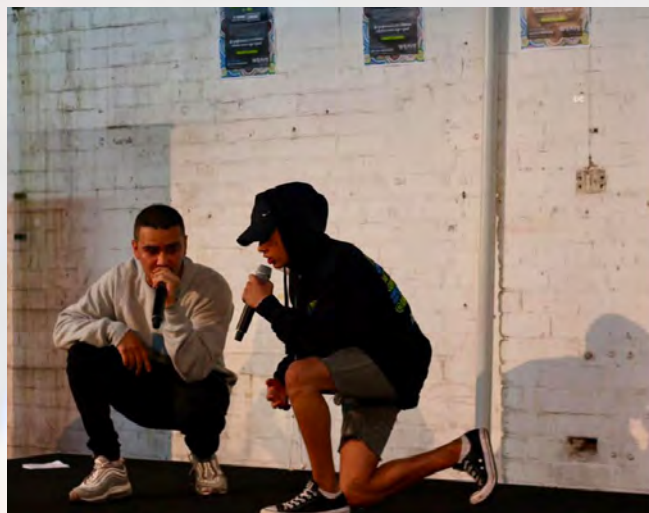
Betty Makin Youth Awards 2019

Sam George from our Creating Futures Justice Program won Youth Worker of the Year Award at the City of Sydney Betty Makin Youth Awards.

This award is an acknowledgment of all Sam's hard work, dedication and passion for empowering clients. Congratulations Sam!

Mad Pride 2018

Over 350 people joined us at our Mad Pride event, to Share The Journey and raise awareness of mental health experiences, smash stereotypes and celebrate the creativity and resilience of young people. We hosted our 2nd Annual Youth Expert Panel, where young people courageously shared their stories of lived experience and insights to help inform the sector about how to better support young people in our communities.



Kool Kids move to Malabar

In 2019, our Kool Kids Club gets a new home in Malabar, with the support of Randwick Council.

Youth Week 2019 Launch - Fernside Festival

A wonderful whole of community celebration, with young people at the centre.

To Launch Youth Week 2018, hundreds of people from across the community joined us in the sunshine at Fernside Skate Park in Waterloo for the annual Fernside Festival. The Fernside Skate and Scooter Competition was filled with energy and fun, live art, incredible performances, food and Indigenous games.



Driving Change achieves 100 P Plates!

In 2019, with the help of our volunteer drivers, we achieved our 100th P Plate!

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

Our Driving Change program aims to help people to overcome these barriers, achieve their licensing goals and open up new opportunities in their lives.

Highlights 2018 - 2020



Mad Pride 2019

This year we celebrated our 12th Annual Mad Pride Event! We held a Youth Expert Panel to highlight the stories, resilience and insight of the young people we work with. The event was filled with performances by young people - music, poetry, drumming and dancing, and featured lots of activities to raise awareness of mental health issues, smash stereotypes and celebrate creativity, community and young people.

Youth Career Expo

In November 2018, we hosted a Youth Career Expo at the Juanita Nielsen Centre in Woolloomooloo. The event included a Youth Panel to discuss overcoming barriers to employment as well as guest speakers and an expo of services and employers.



21 Years of Speak Out

At our Mad Pride Youth Event we celebrated 21 years of our Speak Out Dual Diagnosis Program. Established in 1997, Weave's Speak Out Dual Diagnosis Program works with adolescents and young adults aged 12-28 years experiencing co-existing mental health and alcohol or other drug challenges. Speak Out provides intensive, practical and therapeutic support. We were thrilled to be able to celebrate 21 years of this work and to provide opportunities at Mad Pride, and at other community events, for young people to share their stories!



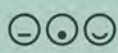
Weave Charity Gala: Spark a Change

At our 2019 Annual Weave Charity Gala we raised a total of \$161,291.

680 people joined us to Spark a Change and support the work we do at Weave. Highlights of the event included incredibly moving dance performances by The Warada Dancers and Kool Kids and community members, beautiful, vibrant art wall and wishing wall and inspirational stories about sparking change from two of our Weave staff members - Beau Foster and Karlie Stewart.



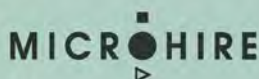
We thank our key partners for helping us deliver this wonderful event: Telstra; The Monkeys; EY; Jack Morton; Doltone House; MMW; MlrcoHire and Chief Entertainment.



JACK MORTON



mmw3degrees



doltone house



Chief
entertainment



Our Volunteers

We are grateful to the growing number of volunteers who provide support for many of our initiatives. Without their contribution we would not be able to run some of our community programs.

These remarkable individuals, who amongst other things, are compassionate youth mentors, patient driving instructors, drivers for our late night transport service and inspiring tutors who have a positive impact on the education of many young people.

In 2018 - 2019:



In 2019 - 2020:



NSW Youth Volunteer of the Year 2019

As a volunteer for our Driving Change Program, Chris has been helping young people to get their licence since 2016. Chris helps young people go through the process of obtaining their L's, driving for 120 hours, and finally getting the freedom to drive.

Chris is a huge supporter of Weave and is passionate about the work we do. He attends many of our events, he is continuously encouraging people to volunteer on our programs, and has hosted lunch parties for other Driving Change volunteers.

It is rare to meet a volunteer more engaged in our organisation and dedicated to supporting young people in our communities.



In 2017 through his own efforts and time, Chris raised enough money for Weave to buy two new cars for our Driving Change program. In 2018 Chris again raised funds for Weave to buy another car for the program for the La Perouse community.

From Chris' efforts, young people engaged in the Driving Change program now have access to four cars, allowing significantly more young people to access the program and gain their licence quicker.

Chris has donated over 480 hours of his time to young people engaged in the Driving Change program. Chris has helped four young people gain their P1 licence and three of them passed the driving test on their first go! Gaining a drivers licence opens up a world of possibilities for any young person, but for those facing disadvantage a licence can help young people have better access to employment and educational opportunities, and better health outcomes. We thank Chris for his ongoing contributions and all that he makes possible for the people we work with.

Weave's Patrons

In 2019, The Honourable Margaret Beazley AO QC, Governor of New South Wales and Mr Dennis Wilson granted Weave Youth & Community Services with Joint Vice Regal Patronage. We have been delighted to host Governor Beazley and Mr Wilson at our sites where they were able to spend time with our staff and clients. We also welcomed Governor Beazley and Mr Wilson at our 2019 Weave Charity Gala.

Her Excellency the Honourable Margaret Beazley AC QC is the 39th Governor of New South Wales, commencing her five year tenure on 2 May 2019.

Prior to her appointment as Governor, Her Excellency enjoyed a long and distinguished law career spanning 43 years, during which time she served as a role model for women in law at both the State and national level. Her Excellency brings her deep commitment to education, youth leadership, human rights and social justice to the role in service of the people of New South Wales.

We look forward to working with Governor Beazley and Mr Wilson to strengthen the impact of our work, raise the profile of our organisation and continue to empower people to change their lives.



Our Board



Dr. Peggy Dwyer
Chairperson

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

Peggy 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.



Christopher Whitnall
Vice-Chairperson

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.



Ingrid Emery
Treasurer and Non-Executive Director

Ingrid Emery is General Manager Infrastructure at the Port Authority of NSW, the NSW Government organisation that manages the navigation, security and operational safety needs of commercial shipping in Sydney Harbour, Port Botany, Port Kembla and the ports of Newcastle, Eden and Yamba.

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



Jonathon Captain-Webb
Non-Executive Director

Jonathon Captain-Webb is a proud Aboriginal man from the Gomeroi and Dunghutti people. He is the Manager of the New South Wales Aboriginal Land Council's Land and Property Unit. The work of Jonathon and his team directly enhances the cultural, social and economic opportunities for Aboriginal communities.

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



Sheena Polese
Secretary and
Non-Executive
Director

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

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



Helen Graney
Non-Executive
Director

Helen Graney is the Australian Country Head of global brand experience agency Jack Morton, part of one of the world's largest marketing holding companies. An experienced executive with over 20 years in marketing, sales and communications across a wide range of verticals and brands Helen engages at the C-level in the client's organisation, consulting on communication strategies, brand experience strategies, employee engagement and internal communications programs.

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



Merydith Clark
Non-Executive
Director

Merydith Clark is Head of Operational Risk at HSBC Australia and brings her expertise of Risk Management and Governance oversight to Weave. Merydith is a Chartered Accountant and a qualified member of the Australian Institute of Company Directors. She has a strong interest in social justice and equality for all. Merydith joined the Weave Board in December 2018 and is also an integral member of Weave's Audit and Risk Committee.

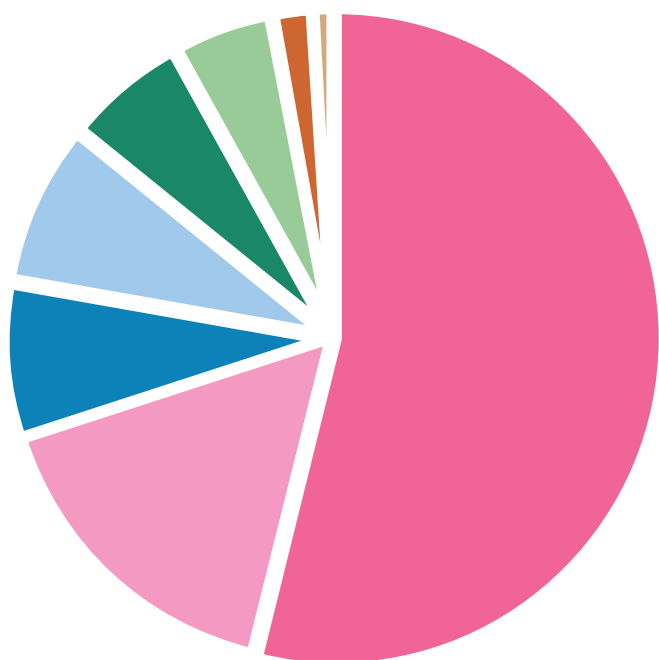


Judge Warwick Hunt
Non-Executive
Director

Judge Warwick Hunt was appointed to the District Court of New South Wales in August 2016. He was first admitted to legal practice in 1981. His interest in social justice means that his principal specialities have been criminal law and child protection. In past lives, his Honour has been Solicitor in Charge of the Prisoners Legal Service, a Magistrate in the Children's Court of New South Wales and a barrister at Forbes Chambers.

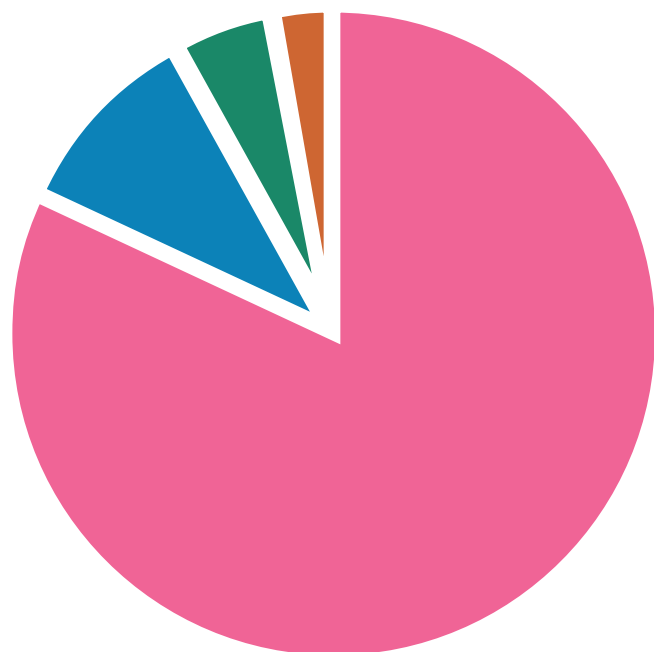
In the community sphere, he has been the Chair or director of various not for profit organisations. He is committed to supporting the work that Weave does in our community.

Financials 2018/2019



Where our money comes from

- Grants - State Government
- Grants - Federal Government
- Grants - Trusts, Foundations and others
- Other income
- Donations - Corporate
- Donations - Individuals
- Grants - Local Government
- Investment Income



How we spend our money

- Direct Service Delivery
- Administration and corporate including depreciation and organisation evaluation
- Partnerships and Marketing
- Direct fundraising

Financial Performance

Revenue	30 June 2019	30 June 2018
Grants - State Government	\$2,363,946	\$2,175,618
Grants - Federal Government	\$692,648	\$732,904
Grants - Local Government	\$97,091	\$52,091
Grants - Foundations, Trusts and Others	\$361,945	\$314,582
Corporate Donations and Contributions	\$280,097	\$307,889
Personal Donations	\$212,976	\$161,158
Other Income and Recoveries	\$343,213	\$134,758
Investment and Interest Income	\$44,921	\$52,650
Total	\$4,396,837	\$3,931,650
Expenses		
Direct Service Delivery	\$3,030,193	\$3,361,366
Direct Fundraising	\$106,858	\$25,986
Partnerships and Marketing	\$214,779	\$223,432
Administration and Corporate including Depreciation and Organisation Evaluation	\$859,368	\$303,047
Total	\$4,211,198	\$3,913,831
Operating Surplus	\$185,639	\$17,819
Other items:		
Gain/(Loss) on revaluation on financial assets	\$0	\$10,850
Net Surplus	\$185,639	\$28,669

Financial Position

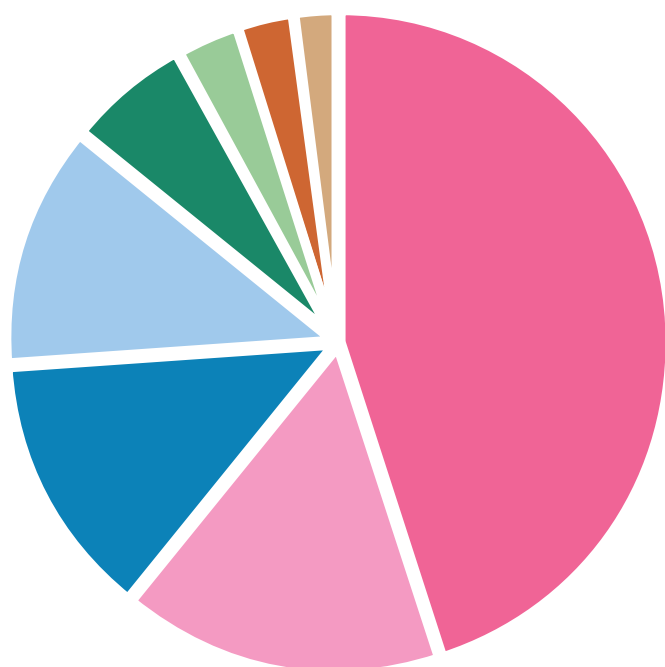
Total Assets	\$2,742,765	\$3,114,717
Total Liabilities	\$851,561	\$1,409,154
Net Assets	\$1,891,204	\$1,705,563

The revenue for Weave Youth and Community Services predominantly comes from State and Federal Government grants, and generous support from local government, corporate, community and individual donations. Two Gala events were held during the financial year, which resulted in larger direct fundraising costs though this was offset by increased donations and sundry income generated from the events. Total Revenue for 2018/19 financial year was \$4.4 million, which is shown broken down by source in the graph to the left.

Weave Youth and Community Services maintained a solid 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.

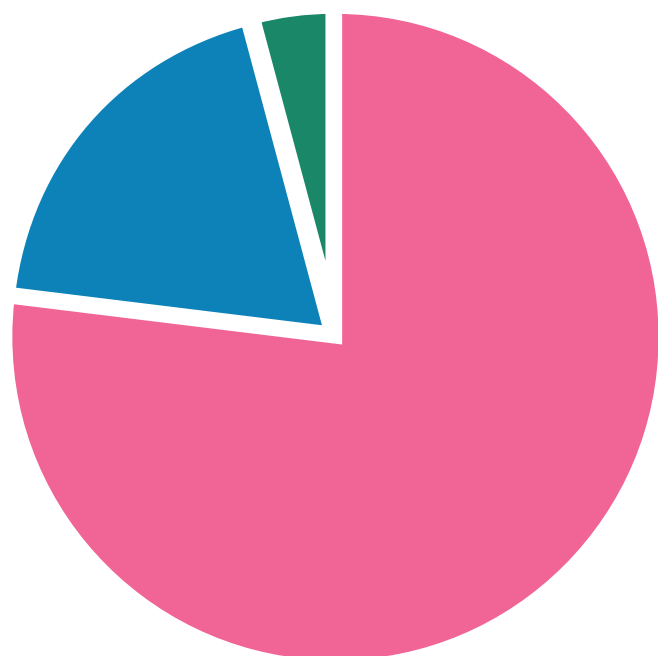
Please see the ACNC website to view our full financial statements for these periods <http://www.ocnc.gov.au/>

Financials 2019/2020



Where our money comes from

- Grants - State Government
- Grants - Federal Government
- Grants - Trusts, Foundations and others
- Other income including COVID-19 Cash Assistance and JobKeeper Payments
- Grants - Local Government
- Donations - Individuals
- Investment Income
- Donations - Corporate



How we spend our money

- Direct Service Delivery
- Administration and corporate including depreciation
- Partnerships and Marketing
- Direct fundraising

Financial Performance

Revenue	30 June 2020	30 June 2019
Grants - State Government	\$2,043,445	\$2,363,946
Grants - Federal Government	\$700,803	\$692,648
Grants - Local Government	\$283,249	\$97,091
Grants - Foundations, Trusts and Others	\$578,604	\$361,945
Corporate Donations and Contributions	\$98,659	\$280,097
Personal Donations	\$148,669	\$212,976
Other Income and Recoveries	\$517,154	\$343,213
Investment and Interest Income	\$148,385	\$44,921
Total	\$4,518,968	\$4,396,837
Expenses		
Direct Service Delivery	\$3,246,333	\$3,030,193
Direct Fundraising	\$2,080	\$106,858
Partnerships and Marketing	\$176,503	\$214,779
Administration and Corporate including Depreciation and Organisation Evaluation	\$782,841	\$859,368
Total	\$4,207,757	\$4,211,198
Operating Surplus	\$311,211	\$185,639
Other items:		
Gain/(Loss) on revaluation on financial assets	(\$125,595)	\$0
Net Surplus	\$185,616	\$185,639

Financial Position

Total Assets	\$3,188,766	\$2,742,765
Total Liabilities	\$1,111,947	\$851,561
Net Assets	\$2,076,819	\$1,891,204

The revenue for Weave Youth and Community Services predominantly comes from State and Federal Government grants, and generous support from local government, corporate, community and individual donations. No fundraising event was held during the financial year due to the COVID-19 restrictions, but the June 2020 Direct Donation Appeals and generous special COVID-19 support from the State and Commonwealth Government had resulted in increased donations and sundry income. Total Revenue for 2019/20 financial year was \$4.5 million, which is shown broken down by source in the graph to the left.

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

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

Thank You

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

Listed below are Government, Corporate and Philanthropic donors and supporters:

Department of Family & Community Services / Department of Communities and Justice	EY Foundation	Commonwealth Bank
Roads & Maritime Services/ Transport for NSW	Matana Foundation Pty Ltd	Matraville
Department of Prime Minister and Cabinet	Older Women's Network	Imagination
Department of Family and Community Services: Social Housing Improvement Fund	Aboriginal Support Circle	CHE Proximity
Department of Justice, Juvenile Justice	Vincent Fairfax Family Foundation	Kingston Reid
Ministry of Health	Trustees of Scully Fund	Gilchrist Connell
Office of Sport	Property Industry Foundation	Spark Helmore Lawyers
The Council of the City of Sydney	Community Sector Banking	Goodplate
Randwick City Council	Bendigo Bank, Clovelly Community Bank	The Caterer Sydney
South Eastern Sydney Local Health District	Jibb Foundation	Shopper Media Group
Sydney Local Health District	Vivienne Court Trading Pty Ltd	DP Carpentry & Maintenance Solutions
New South Wales Land and Housing Corporation	Restore Hope Foundation	SJK Electrical and Communications
EIS Health Limited	Igniting Change	Moving Against DV
Launchpad Youth Community Inc.	Virgin Unite	Bensons Locksmiths
Gotcha4Life Foundation Ltd	Pure Foundation	Amgen
	Goodridge Foundation	Share the Dignity
	Community Enterprises Charitable Fund	Jarjum
	Future Generation Global	Sonder
	Apollo Music Pty Ltd	Bingo Industries
	Tamarama Surf Club	Zig & Zag Long Day Care Centre
	Belmore Investments Pty Ltd	
	R/GA Media Group Pty Ltd	

We extend our heartfelt thanks to all of the many wonderful individuals who give generously to support our work. There are too many of you to name you all individually, but you know who you are and we appreciate each and every one of you.

Platinum Donors \$100K +

Lynn Harvey

Gold Donors \$10K +

Warwick Hunt

Aimee Buchanan

Paul and Louise Mulroney

Kathy Palghat

Gold Donors \$5K +

Christopher Whitnall

Sheena Polese

Phillip Boulten

Chris Howard

Rebecca Rigg

Anna Ralston

Susan Adams

Hament Dhanji

Kate Cotis

Amanda Watts

Silver Donors \$1K +

Peggy Dwyer

Steven Flatt

Ragni Mathur

Jonathan Marchbank

Helen Graney

David Barrow

Christophe Denoux

Alicia van Egdom

Stephen Burcher

Timothy Game

Anthony Nantes

Andrew Mcpherson

Anne Britton

Julia and Ian Pincus/Learmonth

Libby Bright

Justin Punch

Jane Holyman

Kathy Palghat

Troy Edwards

Caitlin McCarthy

Anna Katzmann

Ann Leduc

Mike Aitken

Lucy Porter

Pat Zinn

Michelle Black

Daniel Levin

Elaine Witton

Sean Taylor

Emma Whitnall

Simon Buchen

Jonathon Hunyor

Janet Manuell

Francesca Davis

Stephanie Dickson

Sekneh Beckett

Jennifer Sharman

Hugh Dillon

Kylie Scoullar

Kate Molloy

Scott Collings

Lindsay Ellison

Kain Warwick

Andrew Rennie

April Francis

Leonie Smyth

Carly Lloyd

Fiona Roughley

Nicholas Kelly

Tim Robertson

Christopher Mills

William and Vanessa Walsh

Andras Bakonyi

Craig Smith

Michael Schwartz

Zev Mekler

Leanne Cooper

William Best

Olav Nielssen

Michael Archer

William Power



COOL TO BE
KIND

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