



# Annual Report

July 1 2020 - June 30 2021



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

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

Weave Youth & Community Services  
ABN 77 722 376 568



## Acknowledgements

Weave 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 45 year history who have guided and taught us about how to walk 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 Karlie Stewart, whose art features throughout this report. Karlie is a Wandj Wandj woman from Yuin Country on the South Coast of New South Wales and is the Program Manager of Weave's Aboriginal Healing Program.

The artwork on this page, 'Dubays', is comprised of acrylic dots and linework on canvas and was painted by Karlie for our Weave Women & Children's Centre. 'Dubays' tells the story of the strength, resilience and beauty of Aboriginal women, who are the backbones of Aboriginal communities.

The images on the cover of this report were taken by Louie Godbold and Nell Thomson as part of our Youth Week 2020 Project 'What You Don't See'.



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## **Our Purpose**

To empower people to change their lives.

## **Our Vision**

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

## **Our Values**

Respect  
Integrity  
Fairness and Justice  
Equity  
Sustainability  
Collaboration and Good Practice  
Creativity, Perseverance and a Sense of Humour



## Who We Are

Weave is a not-for-profit organisation that provides a way up and a way forward for children, young people, women, families and communities facing complex social issues. Weave began in 1976, when a group of local Aboriginal women in Redfern/Waterloo advocated for services, activities and support for local young people.

Our diverse range of programs have been designed to help tackle issues related to poverty, homelessness, domestic violence and abuse, mental health, alcohol and drug misuse, family breakdown, relationship issues, discrimination and the impacts of intergenerational trauma and significant social and systemic disadvantage.

Our sites are located on Gadigal and Bidjigal Land with offices in Waterloo, Woolloomooloo and Malabar, Sydney.

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 45 years have been designed to respond to that complexity.

We are a team of 48 dedicated and passionate staff members who work tirelessly across a range of programs that provide holistic, intensive one on one support in addition to facilitating community programs, groups and events throughout the year.

Our Board is made up of industry leaders and subject matter experts, who along with our dedicated team of 230 volunteers, invest their time and energy to help us build a strong, connected community. Partnering with like-minded businesses, organisations, foundations 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 Healing 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:

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

### **Weave Kool Kids Program**

Bidjigal Land  
1B Prince Edward St, Malabar

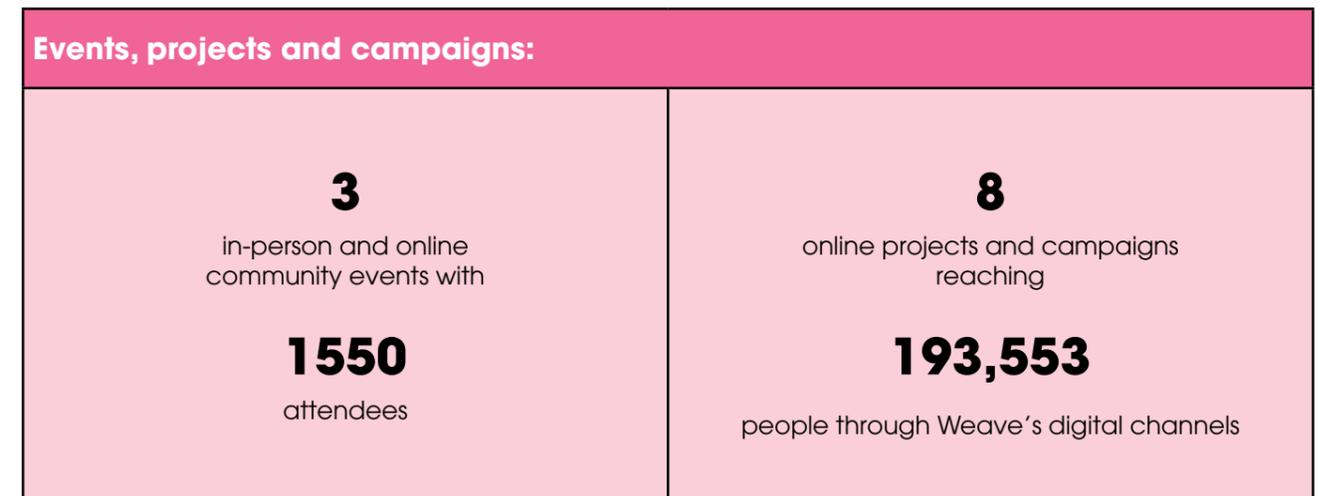
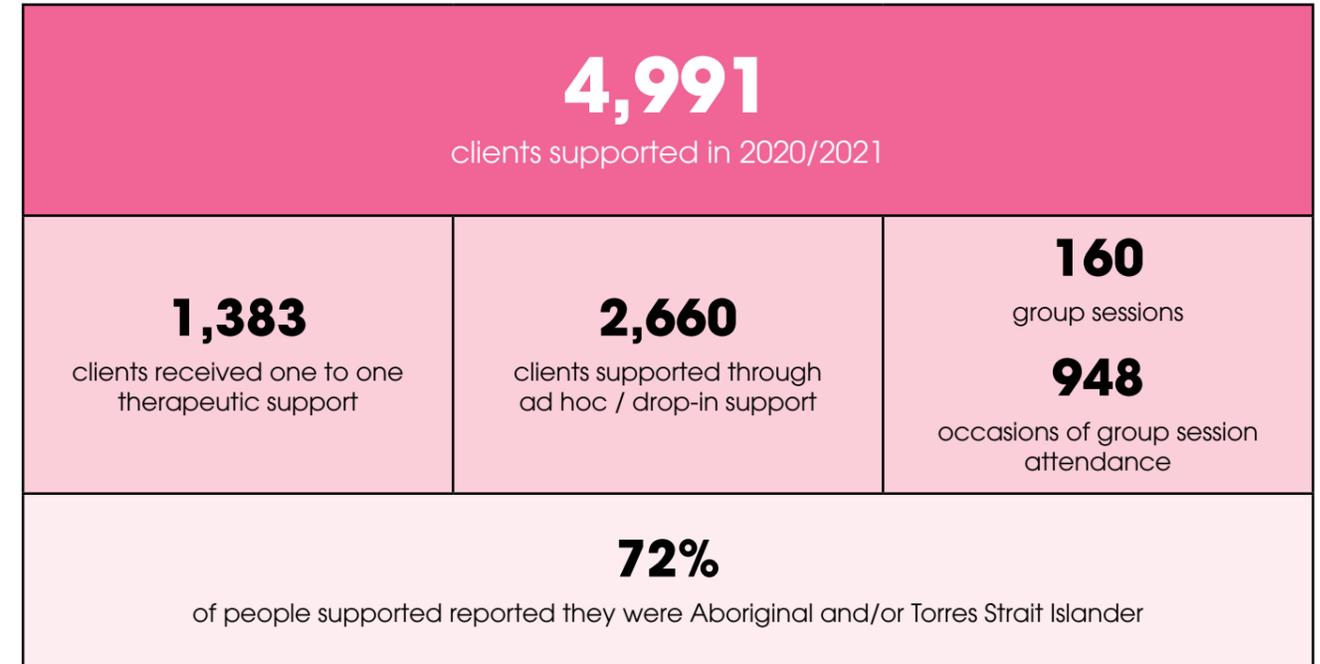
Programs operating from here include:

- Kool Kids Program
- Switch Leadership Program





## Weave in Numbers



# Weave in Numbers

<b>Waterloo HQ Programs</b>		<b>2020 / 2021</b>
<b>Creating Futures Justice Program</b>		
Number of clients		91
Percentage of Aboriginal & Torres Strait Islander clients		88%
<b>Speak Out Dual Diagnosis Program</b>		
Number of casework and counselling clients		118
Drug Health outreach counselling clients		80
Percentage of Aboriginal & Torres Strait Islander clients		82%
<b>Targeted Early Intervention Wellbeing and Safety Program</b>		
Number of clients		45
Percentage of Aboriginal & Torres Strait Islander clients		93%
<b>Driving Change Program</b>		
Number of Learner and Provisional Licences achieved		70
Total number of driving hours		2811
Percentage of Aboriginal and Torres Strait Islander clients		57%
<b>Tutoring Program</b>		
Number of tutoring students		75
Number of tutoring volunteers		66
Number of volunteer hours		758

<b>Weave Women &amp; Children's Centre Programs</b>		<b>2020 / 2021</b>
<b>Targeted Early Intervention Wellbeing and Safety Program</b>		
Number of clients		64
Percentage of Aboriginal and Torres Strait Islander clients		64%
<b>Staying Home Leaving Violence Program</b>		
Number of clients		165
Number of children on the SHLV Therapeutic Children's Program		8
<b>Parenting Groups</b>		
Number of women		39
Number of groups		5
<b>Victims Services Counselling Sessions</b>		
Number of clients		62

<b>Weave Community Hub Programs</b>		<b>2020 / 2021</b>
<b>Targeted Early Intervention Wellbeing and Safety Program</b>		
Number of clients		48
<b>Weave Community Hub Drop In Clients</b>		
Number of occasions of drop in support		446
<b>Specialist Homelessness Service</b>		
Number of clients		245
Percentage of Aboriginal and Torres Strait Islander clients		66%

<b>Weave Kool Kids Program</b>		<b>2020 / 2021</b>
Kool Kids Program participants		91
Number of Switch Leaders		39
Number of children receiving one to one Therapeutic Mentoring		63
Percentage of Aboriginal and Torres Strait Islander clients		89%



## A message from our Chair

This year saw the challenges arising from the COVID-19 pandemic significantly amplified across Australian communities, generating an ongoing health, social and economic crisis, with a lasting impact.

In September 2020, the Australian Council of Social Service published a report describing the impact of COVID-19 on the community sector, noting... "a workforce that cares deeply about the communities with which it works" and "a period of much complexity, unpredictability and challenge". Cortis, N & Blaxland, M (2020): Australia's community sector and COVID-19: Supporting communities through the crisis. Sydney: ACOSS

As always, however, the remarkable team at Weave, from the Board, to our Chief Executive Officer – the inimitable Siobhan Bryson, our Inspiring Leadership Team and those stalwarts at the coal face who go above and beyond each and every day – continue to demonstrate deep commitment and passion, rising to all challenges, and sticking to the path, despite converging crises and many ongoing and emerging constraints.

At a recent meeting of the Board to plan our forward strategic direction, we had the opportunity to reflect on our incredible journey of the past three years and to immerse ourselves once again in understanding the magic of Weave.

Our strategic plan commences with these words: "People will forget what you said, people will forget what you did but people will never forget how you made them feel." Maya Angelou. This ethos lies at the heart of Weave as an organisation and truly reflects its people.

We have had many successes in the past three years, but our greatest success continues to lie in our resolve to Strengthen (our organisation and our programs), Empower (our clients and communities to realise their hopes and dreams), and to Evolve (with community and client needs).

"We know that mental health is the number one issue of concern for young people across Australia, we know that suicide rates amongst young people (aged 7-15) have risen by 10% since 2016 and that Aboriginal men between age 15-25 have the highest suicide rates in the world; we know that Aboriginal people continue to be significantly overrepresented in the criminal justice and out of home care systems and that there is very little support for families whose children have been removed. We know that domestic and family violence continues to impact way too many families, and that loneliness and social exclusion are common experiences for many. We know that holistic, practical, wrap-around, culturally safe, flexible support makes a meaningful difference. The team at Weave is committed to working together with our communities and our partners to make a meaningful impact in these important areas". Weave Strategic Plan 2019-2021, Strengthen, Empower and Evolve.

These are the words that framed our strategy from 2019 to 2021. They remain key drivers, reflecting our Purpose: To empower people to change their lives; and our Vision for a strong connected community that values its members with opportunities and justice for all.

As part of our commitment to providing place-based, community led and culturally safe and responsive programs and services, our Aboriginal staff group have developed and documented our Aboriginal Healing Framework during the year. 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.

We take this opportunity to sincerely thank the team for generously sharing their knowledge and insights, for their guidance and wisdom and for their hard work in making the Aboriginal Healing Framework a reality.

This year also saw the Board undergo renewal and we welcomed three new Board

Members to the governing body – Dean Kelly, Roxanne Saunders and Nellie Pollard-Wharton, a truly amazing, inspiring, and committed group who join our wonderful existing Board Members: Christopher Whitnall; Sheena Polese; Helen Graney, Ingrid Emery, Merydith Clark, Warwick Hunt and our Vice Chair, Jonathon Captain-Webb. This team of talented and generous individuals is a force beyond measure! I once again take this opportunity to extend my sincere thanks for sharing your time, talents, and expertise, and for your continuing support and unwavering commitment to Weave.

On behalf of the Board, I would also like to reiterate our heartfelt thanks to the wonderful Weavers who are the soul of the organisation. We continue to feel a great sense of pride in our team and its accomplishments. Your hard work, dedication and passion are unparalleled, and we are privileged to be working alongside you.

This time of year also allows us to pause and give thanks to our dedicated volunteers including individuals, community groups and organisations. Thanks for all that you do – for your hard work, time, and patience. We sincerely appreciate you and words cannot express how grateful we are for your willingness to volunteer.

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

With sincere thanks and mad pride!

Dr. Peggy Dwyer

Chairperson



## A message from our CEO

security upgrades to keep these women and their children safe.

Despite the challenges posed by the pandemic and the lockdowns, we made great progress on our strategic plan; successfully achieved accreditation renewal for a further 3 years under ASES Standards; transitioned to a new cloud-based client CRM; navigated the Targeted Early Intervention transition for our Department of Communities and Justice funded Programs; successfully tendered for a 5-year contract with Transport for NSW for our Driving Change Program; began an exciting new partnership with Paul Ramsay Foundation to support expansion of our Creating Futures Justice Program and to employ a caseworker as part of our Kool Kids program; established our Aboriginal Healing Program in partnership with Vincent Fairfax Family Foundation and Jibb Foundation, which will allow us to roll out and build on our Aboriginal Healing Framework and foster healing; celebrated 20 years of our flagship Kool Kids Program; completed an independent evaluation of our Speak Out dual diagnosis program that highlighted the impact and importance of our holistic, wrap around support model for young people impacted by both mental health and AOD issues; completed a social return on investment study with EY which showed that our Creating Futures Justice program delivered \$4.74 dollars of social value for every dollar invested in the program; made some wonderful new connections with pro bono partners, community champions and donors; commenced a tailored Leadership Development Program to develop our leaders and managers; welcomed three incredible new Aboriginal Board members; grew and strengthened our workforce; saw more Aboriginal staff members in leadership roles at Weave than ever before; and together with Kobie Dee, Randwick City Council and the South East Sydney community, hosted the epic, community-led South East Block Party in April 2021.

What a wild ride 2020/2021 has been for everyone across the globe, and no less so for Weave. I am so proud of the Weave staff team, our clients, families and communities, our Board, our community partners, our volunteers, our financial supporters, government and philanthropic partners and everyone who came together to support us to achieve on our mission and strategic vision. I commend and thank you all for the spirit, resilience, compassion, courage, hard work and commitment you have shown in the face of great uncertainty and adversity. We could not do what we do each year at Weave without you.

The challenges posed by the COVID-19 pandemic have highlighted the importance of Weave's long term, place-based work in the community. As vulnerable people struggled to navigate the pandemic, Weave was a beacon of hope, support and sanctuary. Because of the strong relationships and trust we have developed through more than 45 years of consistent, reliable support and community led service delivery, people knew they could reach out to us when they did not know where else to turn. They knew we would be there, and they knew we would respond to their individual needs in a practical, non-judgmental, culturally safe way. I cannot speak highly enough of the Weave team who worked tirelessly to support our people and found creative ways to stay connected at a time when people felt overwhelmed, scared and confused. They are heroes. I am grateful that we were able to keep our doors open and continue to have a strong presence on the ground in the community throughout the lockdowns.

Sadly, we saw a significant increase in demand for support from our women's domestic and family violence program, and a huge spike in requests for security upgrades from women who were unsafe in their homes. Thanks to our supporters we were able to raise funds to implement

Alongside the many successes and highlights in 2020/2021 there were lots of new and ongoing challenges: we continued our 20-year battle to find sustainable funding for our Kool Kids Program that is such a critical part of the support network that empowers so many children, young people and families; faced the loss of our Specialist Homelessness Services (SHS) funding, despite consistently high demand for homelessness support, particularly for Aboriginal young people; continued to advocate for access to social and affordable housing, particularly for Aboriginal people in the face of long waiting lists, dwindling social housing stock and a proliferation of housing redevelopments and developments in our communities; campaigned to change attitudes, and create a society where everyone takes responsibility to eliminate the gender based violence and abuse that continues to impact too many women; advocated to raise the age of criminal responsibility so that children are supported and cared for, rather than locked up and criminalised; and continued to amplify young people's voices as they spoke up about the need for reform in our mental health system, and a range of other systemic issues that impact them.

Thank you all for being part of our journey in 2020-2021 and for your support and friendship. We need you all more than ever as we continue our work to empower people to change their lives, and advocate for a more socially just and equitable society.

Siobhan Bryson

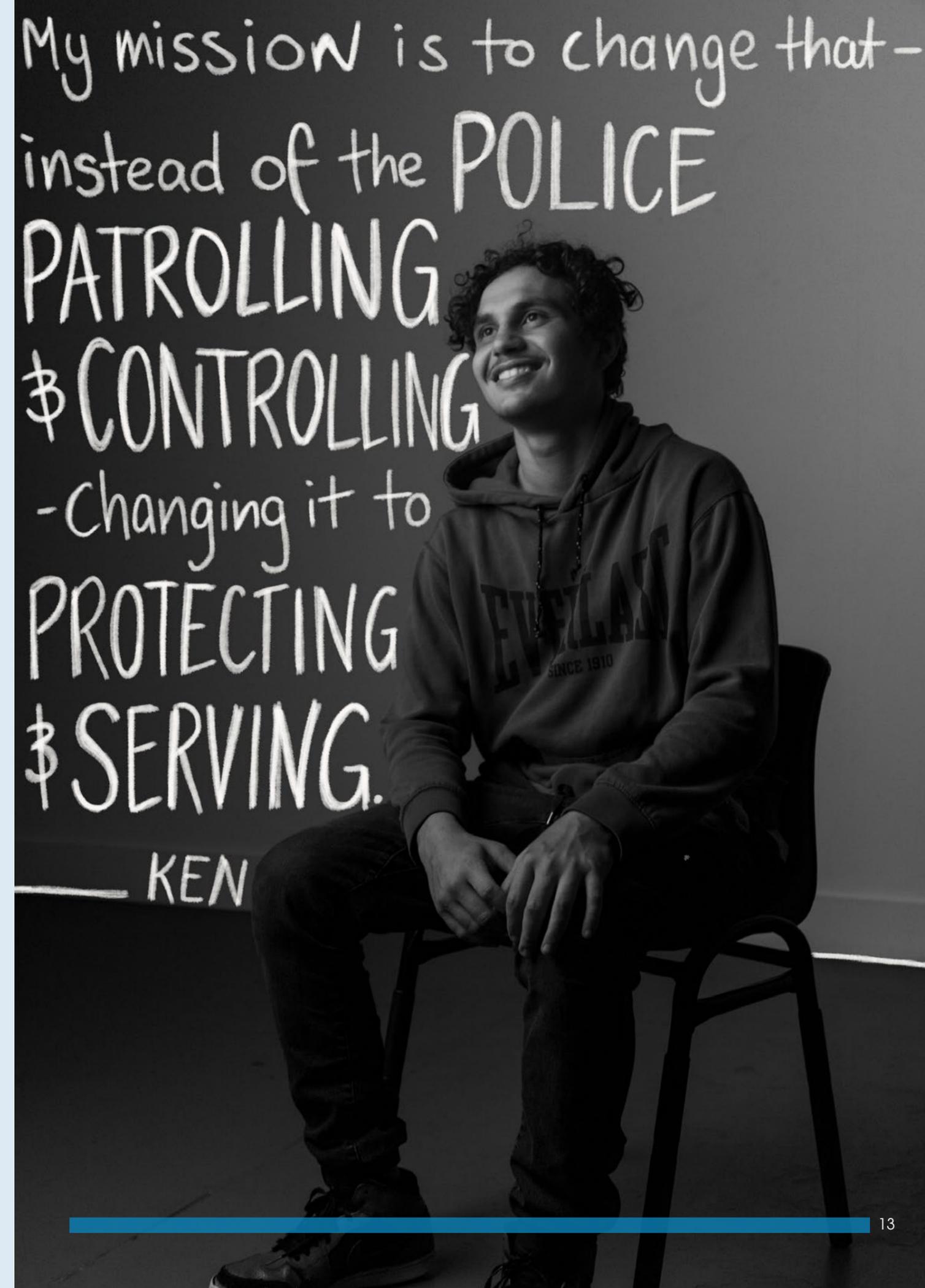
CEO

## Celebrating Young People and Community with Creativity + Advocacy

Since the beginning of the COVID-19 crisis, our teams at Weave have been working creatively to find ways to celebrate our clients and community and continue running our projects and campaigns, many of which have been adapted to work on our digital platforms.

"It is fantastic to see the diversity of the young people who participated in the 'What Is Your Utopia' Project and to hear their inspiring unique perspectives. These young people demonstrated so much courage, strength and resilience and such a deep understanding of what's important in life. Congratulations to all the young people and staff involved in creating this safe and inclusive space, and for providing this wonderful platform for young people's voices to be heard."

Siobhan Bryson  
Weave Youth & Community Services CEO



## What You Don't See



**"We are paving the way for the future generation."  
- April**

'What You Don't See' is a partnership between young people, City of Sydney, Weave Youth and Community Services, Koori Radio, National Art School (NAS) and the Community Media and Training Organisation (CMTO). The project was originally created for the City of Sydney's Youth Fest 2020 to be showcased as a multimedia exhibition at 107 Projects in Redfern.

Due to COVID-19 limitations, 'What You Don't See' was completed as an online exhibition and digital campaign in September/October 2020.

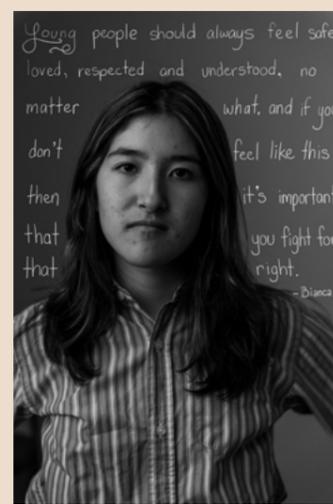


The project features portraits and audio interviews that capture the stories of 17 young people from NSW, with a focus on the rights of young people. Koori Radio, The National Art School and CTMO ran workshops with the Weave Youth Advocates and other young people from the local community to teach them how to facilitate interviews, tell stories from a strengths-based lens, use audio and editing equipment and develop skills in creative direction, photography, curation and editing.

'What You Don't See' focuses on storytelling and portrait taking and provides a space for young people to discover confidence in themselves, their abilities and their voice. Throughout the project, the young people involved in the project have felt seen, heard and valued through shared vulnerability, respect, support and a whole lot of creativity.

The intimate stories shared within this project shone light on issues such as displacement, gendered violence, mental health, racism and discrimination. They provide an insight into these young people's achievements in the face of adversity and their hopes and dreams for a future where their rights are respected.

# WHAT YOU DON'T SEE.



# Weave Digital Threads

In response to the COVID-19 lockdown in Sydney in 2020, our Weave Programs came together to develop an online community space on Instagram called **'Weave Digital Threads'**.

Weave Digital Threads is made up of different threads of content to keep our community members inspired, educated and connected during lockdown.

The project reached **18,539** people through social media.

**#StoryThreads** shared information about our youth-led podcast **'What You Don't Hear'** - featuring interviews with people sharing stories of lived experiences and discussions about important issues impacting young people.

**#CreativeThreads** shared art activities for fun and reflection and interactive projects that are easy to do at home.

**#YarnandCreate** shared knitting and crochet projects, inspired by our Knitting Group at our Woolloomooloo Community Hub.

**#WellbeingThreads** shared tips, strategies and resources for self-care and looking after our mental health during lockdown.

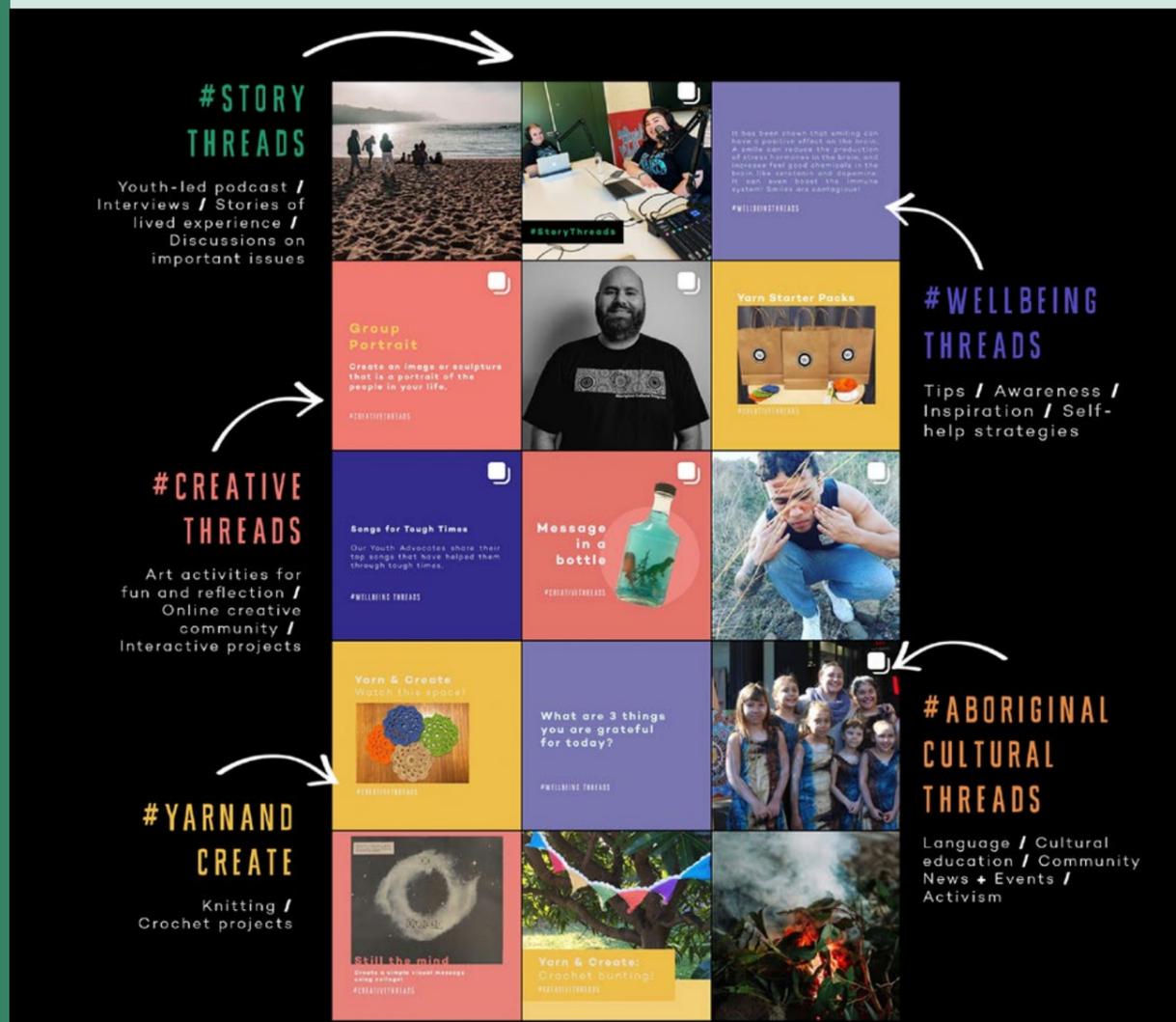
**#AboriginalCulturalThreads** shared community stories, cultural education and language resources.

# What You Don't Hear Podcast

**What You Don't Hear** is a podcast created by Weave's Youth Advocates that creates a safe space for young people to feel seen, heard and respected.

The podcast was released on Spotify and Apple Podcasts. The episodes explore youth advocacy and the different elements involved in advocating by and for young people around issues including young people's mental health experiences and the importance of culture for healing. Each episode features guests and honest conversations that unpack the issues impacting young people.

"What You Don't Hear is a podcast for young people, by young people, with young people. We're here to have a chat about the everyday issues facing young people." - Hosts, Karah & Sienna



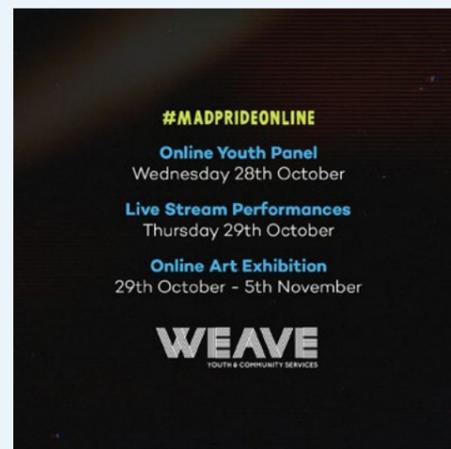


## Mad Pride Online

Each year during Mental Health Month, Weave hosts **'Mad Pride'** - a free, youth-led event that creates spaces to celebrate the creative achievements and capability of young people and to break down the stigma and barriers associated with mental health experiences.

Mad Pride is led by a Youth Steering Committee supported by Weave's **Speak Out Dual Diagnosis Program** - a program that provides wrap-around support for young people aged 12-28 years who are experiencing co-existing mental health and alcohol and other drug challenges.

In 2020, we took **Mad Pride Online**, and created a digital version of the event to connect with our community and find new ways to celebrate young people's creativity and explore journeys of healing.



### Live Streamed Performance

Mad Pride Online's Live Streamed Performance created a platform for young emerging artists to showcase their music and song writing. We streamed the event to our Facebook community and on our Mad Pride website.

Over **2000 people** tuned into the Live Streamed Performance, to enjoy performances by headline artist Kobie Dee, Petria Bride, Lil Arts, Sentimé, Johnny from the Burbs, Mohammed Awad and Imagine the Rapper. The show was opened by Yaama Boys, a young Indigenous dance group.

### Youth Expert Panel

The Mad Pride Youth Expert Panel provided an opportunity for professionals within the youth, mental health and social services sectors to hear the invaluable insights of young people, as they discussed their unique needs, challenges, hopes and aspirations, as well as how the sector can better consider and respond to the needs of young people.

For Mad Pride Online 2020, we were joined by **60 attendees** for the Youth Expert Panel, who tuned in to listen to the wisdom, insight and stories of the panelists.

### Online Art Exhibition

The Mad Pride 2020 Art Exhibition was a unique collection of artworks from young people in the community that explored the theme **'How we heal: creators of our own wellbeing.'**

This art exhibition was a way for young people to showcase their art and get the recognition and exposure they deserve. This platform centred the artists as having the power to know themselves and acknowledge their learning, growth and experiences gained through their journey of healing.



Weave Youth Advocates who ran the Youth Expert Panel

# What is Your Utopia?



'What Is Your Utopia?' is a youth-led podcast series developed for Youth Week in the City 2021 produced by Weave Youth & Community Services and the City of Sydney.

Our Weave Youth Advocates created this podcast series as a platform for young people to share their voices and inspire hope and connection after a difficult year.

Using their skills in interviewing, podcasting and holding space for other young people, the Youth Advocates facilitated a series of conversations with young people from across The City, sharing their vision for the change they want to see in the world and in their communities, and how they can bring about that change as young people.



The series celebrates the 2021 Youth Week theme - **'Together more than ever'**, and the conversations are full of authenticity, as this diverse and passionate group of young people speak to their desire to live in a more inclusive, compassionate and kind society.

Streaming from Weave's YouTube channel, Instagram IGTV channel, Facebook Page and Spotify, the series features over 90 minutes of content across 8 episodes.

At the core of the episodes, young people spoke about the need for more kindness, compassion and acceptance of difference for ourselves, each other, within our communities and from people and systems in power.

**This is their utopia.**



# South East Block Party

On April 16 2021, Weave Youth & Community Services, together with Kobie Dee and Randwick Council put on a Block Party in Coral Sea Park Maroubra for Youth Week 2021. The Block Party brought the community together on Bidjigal Land to share food, art, activities and live music.

The event was created to showcase local talent, bring young people together and celebrate community. The opening ceremony of the Block Party featured Ngaran Ngaran dancers and a smoking ceremony. Young people, families and children gathered and enjoyed meals from food trucks, a basketball comp, service stalls, kids activities, a community art wall and performances by Young Guns Original, Planet Vegeta and Barkaa. Kobie Dee performed a headline set, sharing his story and connection to the community, and bringing energy and inspiration to everyone who came together to share this epic experience.

Over 1000 people attended the event and Weave received overwhelmingly positive feedback about the profound impact of the Block Party on the local community.

South East Block Party was sponsored by TATU, Sony Music Publishing, Neura, Aboriginal Health and Ageing Program and O'Brien Criminal and Civil Solicitors. This event would not have been possible without our event partners, sponsors and supporters. We thank them for helping to create a meaningful, impactful experience for the community.

"There are no words that can express what last night meant to me. For the people that have grown up in Lexo I know that they will agree with me when I say that our community needed this. Last night I seen faces that I grew up with, faces that I hadn't seen in years, I seen my whole community together with nothing but love and pure happiness and love.

I grew up across from Coral Sea Park and everyday I would look out at the park and think I'm going to do a show there and last night it happened. Having thousands of people from the community and outside the community there for this Block Party made my dream become a reality. Thank you to every single person who showed up. I love you all."

- Kobie Dee



Photos by Tristan Stefan Edouard

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

Weave Youth & Community Services stands on the land of the Gadigal and Bidjigal people. Over our 45 year history, numerous Aboriginal community members, clients, staff and Board Members have guided our work as an organisation and taught us how to walk alongside them. We honour the resilience and strength of First Nations people and recognise their ongoing fight for self-determination.

As a non-Aboriginal controlled organisation we are committed to standing alongside our Aboriginal staff, clients and communities in their ongoing fight against systemic oppression and injustice. We recognise our role in supporting this fight, through supporting our Aboriginal and Torres Strait Islander clients and communities on their individual and collective healing journeys.

In 2020, we produced **'Always Was, Always Will Be'** - a short film produced by Weave in partnership with local grassroots organisations Tribal Warrior and Redfern Aboriginal Medical Service.

The film was produced alongside Weave's Aboriginal staff, and features clients and community members who share stories of connection to land and place on Gadigal and Bidjigal land.

"Our culture is the thing that's going to save us and that culture is the traditional culture and it's also contemporary Aboriginal Redfern culture of self determination, of community control, of activism. It kind of goes along with Always Was Always Will Be, this will always be Aboriginal land because we're not going away without a fight, despite the many years and the many Government policies that were put in place to strip us of our culture they haven't been successful. We always have been and always will be Aboriginal people."

- Daniel Daylight  
Weave Community and Culture Lead,  
and Creating Futures Program Manager

72% of Weave's clients are  
Aboriginal and/or Torres  
Strait Islander



Artwork by Karlie Stewart



Weave's Aboriginal Staff Group



Stills from 'Always Was, Always Will Be'

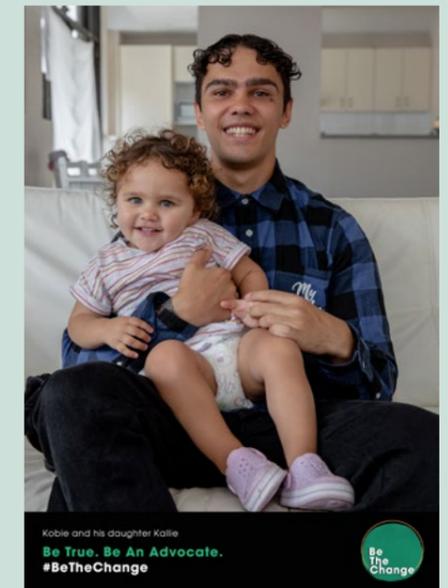


Domestic and family violence and abuse is still considered a private domain when it is undeniably a public issue. Weave's **Be The Change** campaign was created in 2019 to raise awareness of this issue and educate and empower our communities to be involved, to be vocal, to be true, to be supportive, to be non-judgemental and to be an advocate.

At Weave, we believe we all have a responsibility to create a society where domestic and family violence and abuse is never tolerated or accepted. We are committed to continuing to advocate for systemic change and being part of breaking the cycle of gender-based violence and abuse.

Each year, during the 16 Days of Activism against Gender-Based Violence, we focus on different aspects of domestic and family violence and abuse through our **Be The Change** Campaign.

In 2020, our campaign became a digital project - capturing the stories and portraits of 6 men who are connected to Weave and who embody the values of our 'Be The Change' campaign - **Be Vocal, Be True, Be Supportive, Be Non-Judgemental, Be an Advocate**. We shared these stories across our social media and digital channels with the hope that more men will feel empowered to be involved in conversations about this issue and to take action if someone in their life is experiencing domestic violence and abuse.



Portraits by Tristan Stefan Edouard

“**Be vocal**’ resonates with me as it highlights the important role of men being vocal in our peer groups and wider communities and talking about domestic violence. It’s rare for it to come up as a topic of conversation, but an important part of raising awareness and creating change is feeling confident to speak to your mates about these issues.

Throughout my life, it’s been important to understand what it means to be an Aboriginal man. A strong part of our culture is respect for mother earth, and through that respect for women and mothers. The respect for mother earth is at the very core, and that respect passes on to the women we come in contact with in our lives.”

- Kuyan (pictured top left, with younger brother Luis).

# CELEBRATING 20 YEARS OF KOOL KIDS

**Over the past 20 years, Weave's Kool Kids Program has provided consistent, respectful, trusted support and genuine care to the children, families and communities we walk alongside.**

Weave's **Kool Kids Program** works with children, young people and families who face complex social issues and who are impacted by systemic disadvantage and intergenerational trauma. 87% of the children and young people supported through the program are Aboriginal and/or Torres Strait Islander.

A key pillar of the program is supporting children to stay engaged in their education. Encouraging and rewarding school attendance is embedded into the Kool Kids model. Since the program's inception 20 years ago, school attendance rates have improved exponentially for Kool Kids participants. Strong partnerships with schools and families are central to this foundational outcome.

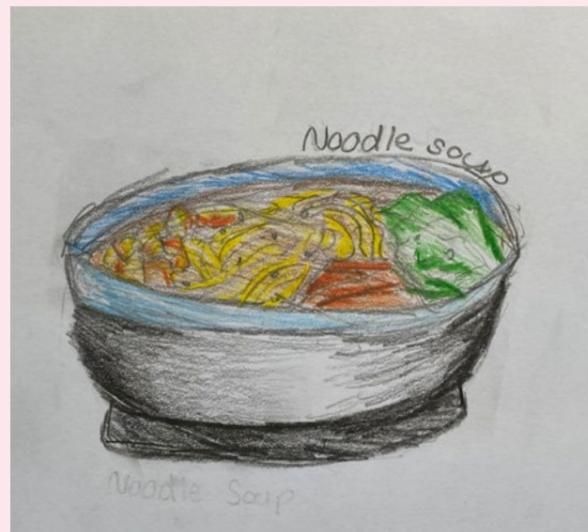
Building on these foundations, the program provides fun, skills-based therapeutic programs that strengthen children's social and emotional wellbeing, create opportunities to develop leadership capabilities and connect with their culture and community.



"The fact that we're still here after 20 years says that we're meant to be here. The community wants us here, we want to be here and there's still a need for what we provide; a service that is trustworthy and holistic and so embedded in the community."

- Tate, Kool Kids Program Manager





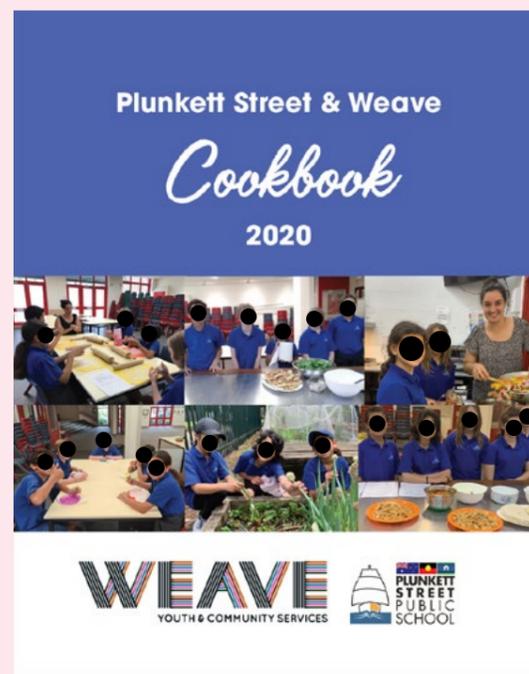
## Plunkett Street & Weave Community Hub Cookbook

In November 2020, our **Weave Community Hub** in Woolloomooloo collaborated with Plunkett Street Public School & Pre-School to run a healthy cooking project, **'Fun & Food - Healthy Me'**.

This project was established in the context of several years of strong collaboration between the two organisations, and a partnership to administer a project through a health promotion grant, provided by South Eastern Sydney local Health District.

**'Fun & Food - Healthy Me!'** involved 4 cooking classes delivered by staff from the Weave Community Hub and Plunkett Street School. The senior class at the school, Coraki, practiced and refined their cooking skills and learned to cook four healthy recipes, each from a different culture.

The students produced a cookbook to take the theme of healthy cooking and eating home to share with their families and to celebrate the diverse cultures that make up the Woolloomooloo community.

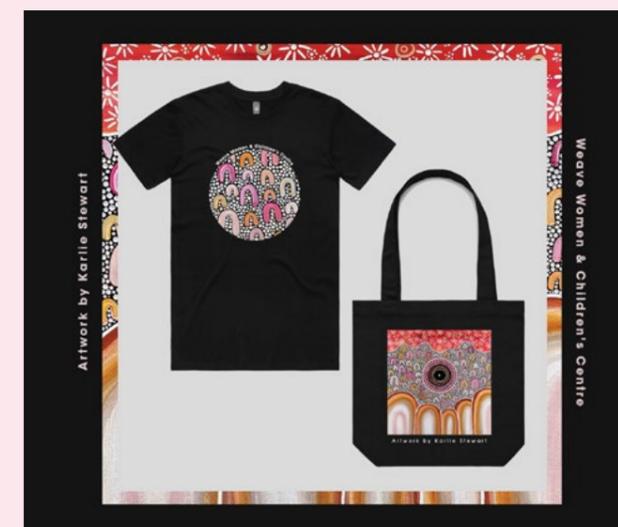
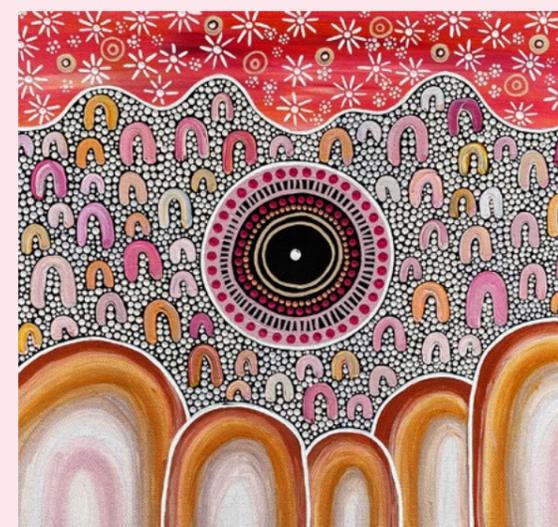


## Weave Women & Children's Centre Tees + Totes

In December 2020 we launched our **Weave Women & Children's Centre Tees + Totes**. The artwork **'Dubays'** was developed by Karlie Stewart, Weave's Aboriginal Program Manager, to represent our Women & Children's Centre. Karlie is a Wandj Wandj woman from Yuin Country on the South Coast of New South Wales.

**'Dubays'** tells the story of the strength, resilience and beauty of Aboriginal women, who are the backbone of Aboriginal communities. In many Aboriginal cultures across the country, including the artists' own, women are often regarded as the most sacred aspect of Aboriginal peoples' being, as it is through women and mother earth that we are born and that we learn our initial ways of being and our responsibilities to our families and our communities. The twinkling of stars in the upper section of the painting represents our old people who have passed before us, who have passed down their stories and wisdoms, ensuring that we continue to live our sacred ways of life, whilst the yarning circle in the foreground and the many symbols often regarded as those belonging to women in the middle section, represents the passing on of systems of knowledges around being Aboriginal women. The birthing caves at the bottom of the artwork are a reflection of the ongoing connection and relationship that Aboriginal women share with sacred Country, and the opportunity this gives us to continue birthing generations of strong, resilient and connected babies.

**'Dubays'** was printed onto tees + totes which were available to purchase on our Weave online store to raise money to support the Weave Women & Children's Centre work in supporting women and children facing complex social issues.



## A Year of Fierce Advocacy

A day to day snapshot of our work at Weave and across our sites includes plenty of advocacy work - it is a significant part of how we do what we do. For us, advocacy is about hearing the individual and collective needs of our clients and their communities as well as the broader community, and using our platform to elevate their voices, speak to and raise awareness of our clients' needs, whether they be personal or collective. Our advocacy is purpose-driven and seeks to bring about meaningful change for our clients, their communities and society as a whole, particularly in regards to the issues that impact our clients and our communities.

Throughout our 45 years of engaging with and supporting our clients and community, it has become clear to us that the criminal and youth justice systems are particularly harmful for our clients and have especially deleterious impacts for our Aboriginal and Torres Strait Islander clients. In understanding the pervasive nature of policing and the harm of justice systems on our Aboriginal and Torres Strait Islander clients, Weave staff work around the clock to support our clients to minimise their contact with the police and justice systems. However, we also understand that changes must happen within the criminal and youth justice system in order



to bring about genuine and sustainable healing for our Aboriginal and Torres Strait Islander clients and communities. Daniel Daylight, Community and Culture Lead and Program Manager of Weave's Creating Futures Justice Program, and Karlie Stewart, Program Manager of Weave's Aboriginal Healing Program, are two staff who advocate fiercely against the injustices of policing, and the criminal and youth justice systems.

Both Karlie and Daniel have engaged in a variety of media opportunities to speak to important issues in our community, including around the Raise the Age campaign and discussing the harm in the current punitive policing measures of Aboriginal and Torres Strait Islander communities. Karlie and Daniel appeared in the Guardian on multiple and separate occasions, with Daniel co-authoring an article with Sarah Hopkins, and featuring in a separate podcast project and article about the youth Justice System. Karlie also appeared on ABC's The Drum to speak about the power of justice reinvestment in regards to the Raise the Age campaign.

Daniel and Karlie, along with our entire Weave community, engage in opportunities to advocate for the needs of our clients, our communities and our society as a whole in order to pursue and support genuine and sustainable healing for our clients, communities and wider society. We understand our role as a community organisation, especially in walking alongside our clients to empower them on their healing journeys.



## Waterloo Redevelopment

The inner Sydney suburbs of Redfern and Waterloo have long been the heart of Aboriginal rights, self-determination, community and culture in Sydney. In September 2020, in the face of the waves of development and rise in property prices in inner Sydney that is scattering the area's once-thriving Aboriginal population, the **Redfern Waterloo Alliance of Aboriginal Community Controlled Organisations and Allies** launched its campaign to seek government action and targets for Aboriginal affordable housing in the Redfern Waterloo area.

The campaign calls on the NSW government to deliver: (1) 10 percent Aboriginal affordable housing in all government redevelopments in the area; (2) an increase in Aboriginal social housing, ensuring that any community housing provider must either be Aboriginal Community Controlled and managed or work in partnership with an Aboriginal Community Controlled Organisation; and (3) Aboriginal jobs and ongoing employment, including targets for Aboriginal employment and contracts for construction and Aboriginal employment in the provision of ongoing services in all government redevelopments in the area.

Weave will continue to be part of this important campaign and we will also play a key role in ensuring the voices of local young people, especially Aboriginal young people are heard and that their current and future needs are properly considered in planning all aspects, including the human services aspect of the Waterloo redevelopment.

Visit the Redfern Waterloo Aboriginal Affordable Housing Campaign on Facebook to see footage of an online assembly as part of the campaign, featuring Weave CEO Siobhan Bryson and Weave staff members Beau Foster and Karlie Stewart.



## Parliamentary Inquiry into Coercive Control

In February 2020, our CEO Siobhan Bryson was invited to give evidence to a parliamentary inquiry into coercive control.

Siobhan contributed important insights into the circumstances faced by clients of Weave's Domestic and Family Violence (DFV) Program. Siobhan gave evidence to the Inquiry at Parliament House, showcasing the lifesaving work that our DFV Program caseworkers do, and also highlighting the bravery and strength of the women who come forward for support to find a safe life for themselves and their children.

We were privileged to bring the depth of our frontline experience to the inquiry, and present alongside Youth Action and other key organisations in the sector in the critical discussion around defining and criminalising coercive control.

# Speak Out Evaluation

Weave's Speak Out Program launched in 1997, and was the first community based dual diagnosis program established for young people in NSW. Speak Out works with young people (aged 12-28) with co-occurring mental health and alcohol and drug-related challenges.

Speak Out uses a holistic model of care that responds to the issues that young people identify as their priorities. The core elements of the program include casework, counselling, group work, events (including Mad Pride), community development and Youth Advocates program. Support for achieving mental health, alcohol and drug outcomes is woven into the overall program of tailored, holistic care, which can also include support around housing, justice system engagement, employment and education, family relationships, and social and cultural connection.

A snapshot of the current client caseload shows the average length of client engagement with Speak Out is 2.2 years. Approximately three-quarters of Speak Out clients identify as Aboriginal and/or Torres Strait Islander.

In August 2021, an independent evaluation of the last five years of Speak Out's operations was completed. Sixteen Speak Out clients and two Youth Advocates contributed their stories and insights to the evaluation. The evaluation outlines key demographics, strengths and challenges of the program and states that "the current Speak Out model is achieving short, medium and long-term outcomes for clients. It is strongly supported by Speak Out clients, is consistent with published National Guidelines and domestic and international literature, and is strongly endorsed by Speak Out staff, Weave senior leaders, local Aboriginal community leaders and external stakeholders."

The recommendations set out in the evaluation include:

- maintaining the existing core elements of the program
- maintaining and continuing to strengthen collaboration with other providers, and with the community, including the local Aboriginal community
- Increasing the capacity of the program
- continuing to advocate for the expansion of holistic, integrated support for young people affected by mental health and drug and alcohol challenges



## Our Volunteers

Our volunteers provide invaluable support to our programs at Weave. From compassionate youth mentors and inspiring tutors to patient driving instructors, our remarkable volunteers contribute their time and knowledge and create positive impact for the children, young people, families and communities we work with.



"I love volunteering with Weave because I can directly see the difference I'm making to the next generation.

Week by week I see my student improve, and seeing the joy, confidence, and zest for life that my student has developed is very empowering.

When we started, my student lacked confidence in math though I was sure he could become quite good at it. Over the weeks I've tried to demystify maths for him and as he's gained confidence and seen results in his own class quizzes. I can see that he is more confident not just in his maths ability but his ability to tackle other academic challenges.

Seeing my student's enthusiasm gives me enthusiasm for life as well and I would highly encourage tutoring for other people passionate about creating change in society."

- Weave volunteer

# Our Board



## **Dr. Peggy Dwyer | Chairperson**

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

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



## **Jonathon Captain-Webb | Vice Chair**

Jonathon Captain-Webb is a proud Aboriginal man from the Gomeroi and Dunghutti people. He is the Aboriginal Cultural Heritage Director at Aboriginal Affairs NSW, Department of Premier and Cabinet.

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



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

Ingrid Emery is the Executive Director Project Interfaces and Program Management Water Infrastructure NSW | Department of Planning and Environment.

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



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

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

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



## **Roxanne Saunders | Non-Executive Director**

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

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



## **Dean Kelly | Non-Executive Director**

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

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



## **Merydith Clark | Non-Executive Director**

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

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



## **Sheena Polese | Non-Executive Director**

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

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



## **Helen Graney | Treasurer and Non-Executive Director**

Helen Graney is CEO of Jack Morton and Weber Shandwick Australia, one of the world’s largest marketing holding companies.

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

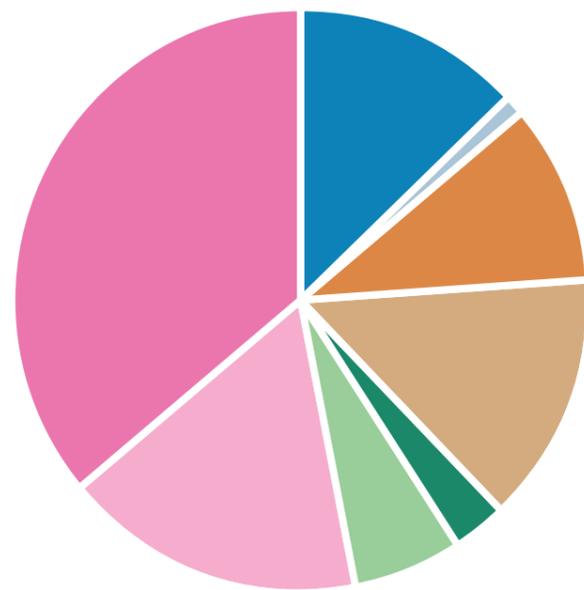


## **Judge Warwick Hunt | Non-Executive Director**

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

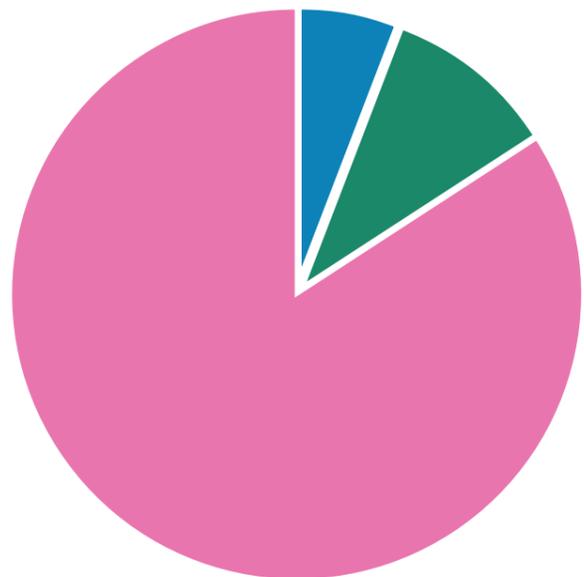
In the community sphere, he has been the Chair or director of various not for profit organisations. He is committed to supporting the work that Weave does in our community.

# Financials 2020 - 2021



## Where our money comes from

- State Government
- Other Income  
(including COVID-19 Cash Assistance and JobKeeper payments)
- Grants - Trusts, Foundations & Others
- Donations - Corporate
- Investment Income
- Local Government
- Donations - Individual
- Federal Government



## How we spend our money

- Direct Service Delivery
- Administration and corporate costs
- Partnerships and Marketing

## Finance Overview

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 events were held during the financial year due to the restrictions related to the COVID-19 pandemic, but the generous support from the State and Commonwealth Government and the Direct Donation Appeals resulted in increased donations and higher sundry income.

Total Revenue for the 2020/21 financial year was \$5.1 million, which is shown broken down by source in the graph above.

## Financial Performance

Revenue	30 June 2021	30 June 2020
Grants - State Government	\$1,856,378	\$2,043,445
Grants - Federal Government	\$703,912	\$700,803
Grants - Local Government	\$322,238	\$283,249
Grants - Foundations, Trusts and Others	\$630,297	\$578,604
Corporate and Personal Donations and Contributions	\$575,929	\$247,328
Other Income and Recoveries	\$897,521	\$517,154
Investment and Interest Income	\$144,489	\$148,385
<b>Total</b>	<b>\$5,130,764</b>	<b>\$4,518,968</b>
<b>Expenses</b>		
Direct Service Delivery	\$3,765,636	\$3,246,333
Branding, Fundraising, Partnerships and Marketing	\$294,003	\$178,583
Administration and Corporate including Depreciation and Organisation Evaluation	\$433,401	\$782,841
<b>Total</b>	<b>\$4,493,039</b>	<b>\$4,207,757</b>
Operating Surplus	\$637,725	\$311,211
<b>Other items:</b>		
Gain/(Loss) on disposal of motor vehicles	\$2,636	-
Gain/(Loss) on revaluation on financial assets	\$39,511	(\$125,595)
Net Surplus	\$679,872	\$185,616

## Financial Position

Total Assets	\$4,720,565	\$3,188,766
Total Liabilities	\$1,963,871	\$1,111,947
<b>Net Assets</b>	<b>\$2,756,694</b>	<b>\$2,076,819</b>

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

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

# Thank You

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

## Government, Corporate and Philanthropic donors:

Department of Communities and Justice  
Transport for NSW  
Ministry of Health  
Central and Eastern Sydney Primary Health Network  
National Indigenous Australians Agency  
City of Sydney  
Randwick City Council  
Sydney Local Health District New South Wales Land and Housing Corporation  
Paul Ramsay Foundation  
Launchpad Youth Community Inc.  
Gotcha4Life Foundation Ltd  
Matana Foundation Pty Ltd  
Vincent Fairfax Family Foundation  
Jibb Foundation  
Trustees of Scully Fund  
Rali Foundation  
Sony Music Publishing  
Impact 100 Sydney North  
State Street Bank  
Mirvac  
Australian Communities Foundation  
Ottoman Foundation  
Neuroscience Research Australia  
Bendigo Bank, Clovelly Community Bank  
Vivienne Court Trading Pty Ltd  
Igniting Change  
Community Enterprises Charitable Fund  
Future Generation Global  
Just Cares Foundation  
Cycle Recycle Club Waterloo  
O'Brien Solicitors  
Simply Giving  
Byora Foundation  
Streetsmart Australia

Laing O'Rourke Australia  
National Centre of Indigenous Excellence  
Margaret Johnson Foundation  
Way Ahead  
Older Women's Network  
Crawbuck Foundation  
Ascham School

## In Kind Support:

The Kings School  
EY Foundation  
Plate it Forward  
Oz Harvest  
Viral Kindness Sydney  
Pure Foundation  
The Walt Disney Company  
NPS MedicineWise  
Good360  
Kingston Reid Lawyers  
Gilchrist Connell Lawyers  
Run For Good  
Dandelion Network  
Ecre Coffee  
Shopper Media Group  
TATU  
Zig and Zag Daycare  
Konika Minolta  
Fresh Thinking Consulting  
Talkforce  
Dee Adam  
Rama Klevansky  
Susie Mullane  
K&L Gates  
Hidden Door  
Sydney FC  
Souths Cares  
Save the Children  
Mirvac

## Individual Donors:

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. Listed below are some of the individuals (not all) who generously donated to support our work.

### Platinum Donors

Lynn Harvey  
Richard Harris

### Gold Donors

Aimee Buchanan  
Paul and Louise Mulroney  
Phillip Boulten

Ann Le Duc  
Mike Aitken

### Silver Donors

Hugh Dillon  
Warwick Hunt  
Andrew Lawson  
Hament Dhanji

Kate Cotis  
Christopher Whitnall  
Palghat Family

### Bronze Donors

Rona West  
David Barrow  
Emma Sullivan  
Ragni Mathur  
Januet Manuell  
Angus Pitt  
Ross Steele  
Tim Game  
Chris Howard  
Steven Flatt  
Justin Punch

Evgenia Lednyak  
Stephen Burcher  
Anna Ralston  
Jason Dallow  
Peggy Dwyer  
Carly Lloyd  
Stephen Free  
Hanna Fink  
Lonergan Family  
Robert Watson



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Inside cover artwork by Karlie Stewart





YOUTH & COMMUNITY SERVICES

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