



*a place for healing, support & social action*

ANNUAL REPORT  
**2022-2023**

# An ongoing commitment to strengthen our First Nations Allyship

Zig Zag acknowledges the strength and resilience of First Nations people in this country and honour the continuation of this oldest living culture on Earth.

Zig Zag acknowledges the disparity of outcomes and access for young First Nations people and their communities and as an intersectional feminist organisation, Zig Zag continues to seek ways to learn (and unlearn), improve our practice, better engage, collaborate, and partner with First Nations young women and communities in ways that are meaningful and respectful. We are committed to continuously reflecting and improving our practice and responsiveness in culturally safe ways.

We continue to seek opportunities to advocate with, amplify voices and walk alongside First Nations communities to challenge the ongoing socio-political barriers, racism and oppression that continue to violate communities through the ongoing legacy of European colonisation.

Workers met monthly throughout the 2022 – 2023 period to actively focus on strengthening our 'First Nations first' approaches here at Zig Zag. This year, we focused on:

- Defining what *allyship* to First Nations peoples means for us at Zig Zag and what it actually looks like in action.
- Actively listening, learning, building and strengthening relationships with some amazing First Nations workers, Elders, artists and community members who we work alongside to support young First Nations people here at Zig Zag.
- Facilitating opportunities for the First Nations young women we support to connect with culture and people in their communities. (eg: Seeking funds to offer a 6 week First Nations Art group each week, facilitated by amazing artist Kylie Hill and her artistic mob; assisting northside young women to link with *Strong Women Talking* courses; and partnering with community to plan the delivery of an annual 'First Nations Women's Wellbeing Day')
- Continuing to 'show up' at NAIDOC events, Sorry Day Commemorations, acknowledging important commemorative dates and attending community sector events across the greater Brisbane region.



Print resources (pictured above) from our July 2022 "V.O.I.C.E.S\* for Change" project (\*Videos Of Ideas, Collective Experiences and Stories) to give young women accessing our services a VOICE to their stories, by young women, for young women. Gratitude always to our First Nations Cultural Consultant **Yarraka Bayles of BlackCard** and thanks to **Nadine Foley of Culture Weave** along with the creative **Vision Team** from **Triple A Media** (Murri Radio). These posters can be accessed via our website.

This project was made possible by the funding support of **The Lord Mayor's Charitable Trust**.





Zig Zag Young Women's Resource Centre Inc.

# Annual Report

## July 2022 – June 2023

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Staff and management of Zig Zag Young Women's Resource Centre respectfully acknowledge First Nations' People of Australia as the Traditional Owners of the lands. We acknowledge and honour the Elders past, present, and emerging for their role as the original custodians of the land and waters of Meanjin, known since colonisation as the Brisbane region, the Jagera people of Brisbane South, the Turrbal people of Brisbane North and the people of Quandamooka in the southern Moreton Bay region. As First Nations Allies, we continue to learn and aim to always improve in the work we do, and we welcome any feedback.



Zig Zag Young Women's Resource Centre is proudly funded by





# Chairperson's Report

The Management Committee would like to acknowledge and pay our respects to the traditional custodians of the land on which Zig Zag operates, the Jagera, Turrbal and Quandamooka people, and to their Elders, past and present. We acknowledge the ongoing strength, resilience, and contributions of First Nation's peoples in our community, and we stand in solidarity with their journey toward justice and reconciliation.

On behalf of the Management Committee it is my pleasure to share some of our accomplishments and achievements during another year of high demand and continued rental housing crisis. In this context, Zig Zag has undergone substantial growth and development to continue providing high quality, specialist youth-homelessness and sexual assault support services for young women and gender diverse people. Notable pieces of work include:

- Ratified organisational wide strategic plan 2023-2026.
- Supported the establishment of a new model of service including the creation of an intake team and donations administration position to provide more holistic support for young people accessing our services.
- Review of leadership roles within the organisation, resulting in the refinement of the CEO, CFO, and Centre Support Coordinator positions to better align with the heightened responsibilities inherent in these roles.
- Preparation to commence enterprise bargaining with staff in early 2024 to develop a new contemporary enterprise agreement which supports staff wellbeing, attraction and retention.
- Invested in a secure, cloud-based client data system to streamline data management and support planning.
- Finalised onboarding to the National Redress Scheme.

We would like to express our gratitude to our funding bodies, the Department of Housing (formally the Department of Communities, Housing, and Digital Economies) and the Department of Justice and Attorney-General for their ongoing support of Zig Zag's important work. We would also like to thank our community supporters for their generous donations, fundraising efforts, and small grants which have

allowed young women and gender-diverse individuals to access essential financial support and emergency relief. Zig Zag's ability to deliver specialist youth homelessness and sexual assault support services is only possible thanks to the ongoing support of our Government and community partners.

In the face of an unprecedented housing crisis and consistently high service demand the Management Committee want to particularly acknowledge and thank the team of staff who offer counselling, advocacy, group work and housing support to the young people who access Zig Zag's services. Your ability to sustain the high standard of this work in the current climate is an affirmation of both your professionalism and care. Sincere thanks also to the centre support team without whom this work would not be possible. We thank: Liz, Sonja TH, Sonja MC, Emily, Laura, Tina, Alice, Danieka, Andrea, Kirsty, Naomi, Shannah, Sara, Jordy, Hrisoula, Jane, Jacqui, Bess, Anne, Deb and Shirley. The management committee would also like to thank Stephanie Anne for the steady hands of her leadership, strategic vision, expertise and warmth over another year.

I would like to acknowledge and thank my fellow Management Committee members for their time, dedication and expertise over what has been a truly busy year. Thank you to Sue Agnew, Rochelle Keegel, Lulu Milne, Jill McKay, Katherine Webber, Janet McKeon, Helen Hobbs, Kelly Sumner, Ann-Marie Saini, Tori Large, and Anda Davies.

Lastly, we wish to convey our genuine appreciation to the young women and gender-diverse young people engaging with Zig Zag services. Thank you for trusting us and being instrumental in shaping the positive impact we strive to make.

Yours in solidarity,

**Amy Seymour-Jones**  
Chairperson

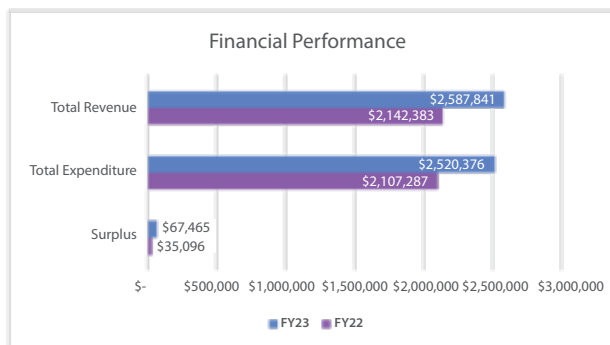


**Throughout this report we reference young women and young people: which includes all young women / young person aged 12-25 years of age and is inclusive of non-binary and gender diverse young people who access Zig Zag services.**

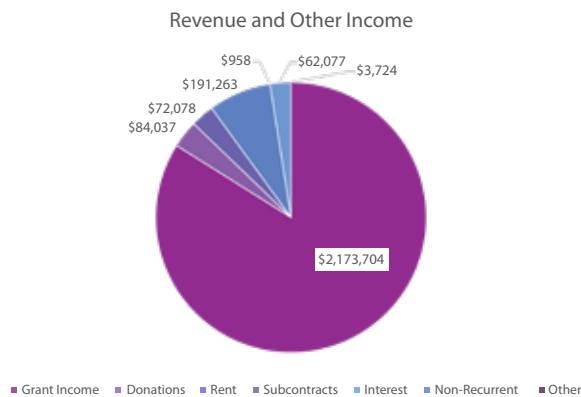
# Treasurer's Report

On behalf of the Management Committee of Zig Zag Young Women's Resource Centre Inc., I am happy to present the Financial Report for the financial year ending 30 June 2023. I can confirm that, in the auditor's opinion, they represent a true and fair view of Zig Zag's financial position and performance for the year.

**In summary, Zig Zag's financial performance resulted in a surplus of \$67,465 for the year with total assets of \$1,083,397 and members funds of \$516,423 as at 30th June 2023.**



**Zig Zag's total revenue was \$2,587,841 comprising:**



**We gratefully acknowledge grant funding from:**

*Department of Justice and Attorney General*

- Sexual Assault, Support and Prevention Program **\$471,723**
- Brisbane North Sexual Assault Response (BNSAR) in partnership with BRISSC **\$361,281**
- Brisbane Southwest Support (BSwS) Sexual Violence Prevention Program (in partnership with BRISSC, IWSS and Murrigunyah) **\$144,475**
- COVID State Enhancement funding (total across all service sites) **\$86,050**
- COVID NPA Enhancement funding (total across all service sites) **\$344,750**

*Department of Housing (formally the Department of Communities, Housing, and Digital Economies)*

- Housing & Homelessness Support Program **\$694,503**
- Intensive Housing Support Program **\$258,840**

Many thanks to our supporters whose generous donations allow Zig Zag to respond in a compassionate and timely way to provide practical support to our clients. Donations from the community totaled \$84,037 during the year, including proceeds of several major fundraisers held on our behalf by organisations including: Shaffson Hotel, Loreto College Cooparoo, Women In Insurance, Ingrained Foundation and Camp Hill Bowls Club. I would also like to acknowledge the on-going financial support from Easts Leagues Foundation, Lady Bowen Trust, Lord Mayor's Community Trust, Australian Communities Foundation, Shepherd Family Foundation, Zonta and StreetSmart.

While Zig Zag's financial resources have grown, the scale of the demand for youth homelessness and sexual assault support services continues to grow much more. In the face of this overwhelming demand, the staff team at Zig Zag continue to meet these challenges with professionalism, creativity, and compassion. I trust it helps them to know that everyone associated with Zig Zag values and admires their dedication.

My particular admiration goes to our CFO, Liz MacDonald whose expertise and exactitude enables Zig Zag to meet its financial obligations and make the most of every precious dollar. I must also mention, Sonja Ter Horst, Sonja Moore-Carter and Emily Julius in the Centre Support Team who provide much needed support to the Management Committee to assist us to meet our governance obligations.

I am very grateful to our CEO, Stephanie Anne, whose excellent leadership qualities empowers and motivates both our staff and Management Committee. I can't wait to see what we can all achieve together in the year ahead!

I'd also like to acknowledge and thank Brad Harbourne from Haywards Chartered Accountants and recommend Haywards Chartered Accountants continuing appointment as auditor for the next financial year 2023-24.

**Suzanne Agnew**  
**Treasurer**



# Donations and Grants

*We wish to extend our sincerest thanks to the Easts Leagues Club, Lady Bowen Trust, Zonta Brisbane Sunrise, The Shafston Hotel (Publinc), The Ingrained Foundation, Women in Insurance, StreetSmart, Real Asset Management Group, Lord Mayor's Charitable Trust, The Etre Foundation, and all the individuals, groups and businesses that have generously supported our work.*

Without the assistance of these donations, fundraising, and community grants we would be unable to assist young people and accompanying children to arrange the many diverse items they need including: transportation of household items; the purchase of furniture and essential whitegoods; new household setup items; access to medication and education; and assistance with general life situations that can often lead young people into unmanageable debt, tenancy breaches, and evictions. These grants and donations make a huge difference in the lives of young people experiencing homelessness, who often have very limited financial resources and may experience unexpected expenses due to the crisis nature of homelessness, developmental age, social inequality, systemic racism and poverty.



The **Easts Leagues Club Community Benefit Fund**, whose grant enabled Zig Zag to provide 40 young people with financial support to maximise their capacity to live independently, provide a safe and stable environment for their children, promote self-reliance and life skills, and improve social, economic and health outcomes.

*The ongoing housing crisis has led to an unprecedented demand for our services, with young women and children facing increased housing instability and financial hardship.*

We would like to thank **Laura Cooper** for her amazing regular delivery of baked goods that were enjoyed throughout the year.



We would also like to thank **Amy Shambrook** for her incredible never-ending support in organising donations and for being a champion for Zig Zag throughout the wider community.



## Other donations and funds generously provided included:

- **Brisbane Girls Grammar** - organised for their students to donate Christmas gifts
- **Baby Give Back** provided packs of quality new and pre-loved baby items
- **The Givit website** – was used to facilitate donations needed by specific young women from community members
- **Camp Hill Bowls Club** – organised a local fundraiser event with proceeds to Zig Zag
- **Zephyr Education Inc.** – provided school book, uniform support and laptops for children and young people
- **SleepSafe** – provided sheet sets for young people
- **StreetSmart** – approved a grant submission for the provision of pantry items to address the increase in demands caused by the cost-of-living crisis
- **Good 360/Big W Carindale** – provided home set up and clothing items for young people which were offered as part of the 'Free Shop' at the end of year young people's Christmas party 2022.
- **LifeChurch** – donated wonderful food hampers for end of year holiday season

*"I'm a mum with two little kids and I cant afford child care on Centrelink but I cant work either to get more money because I dont have anyone to look after them... It's hard affording food and life with rent so high...free food helps out alot"*



### Donations Worker Updates

March 2023 saw the implementation of the two-day per week Donations Coordination Administrator role in response to an increase in donations enquiries and the cost-of-living

crisis driving a need for an onsite food and essentials pantry.

Sonja MC was appointed to this position and immediately went about expending the **StreetSmart** Community Grant to stock a central pantry at Camp Hill with additional donated funds used to maintain it on an ongoing basis.

The role also saw the creation of the Blanket Drive which was supported by a social media campaign run in collaboration with Emily, the Administration Worker. This drive was the first in a larger plan for seasonal drives across the year. The Blanket Drive was a HUGE success with 230 blankets donated. A special thanks to Amy Shambrook for once again playing a massive role in the success of this drive.

The social media efforts of the Administration team have also included thanking donors big and small who have supported Zig Zag. This has led to increased donations and engagement from the wider community as well as the community sector, businesses, and government representatives.

**Thanks Streetmart for the invaluable pantry supplies, your community work is appreciated!**



*Young mums/young people primarily access our pantry for food and our general emergency assistance for essential living items because they have insufficient income or resources to meet their basic needs. On the whole the causes of poverty and disadvantage are structural and systemic however young people are further affected due to no accumulated resources.*

**The Blanket Drive was a HUGE success with 230 blankets donated.**



**Thank you to the Lady Mayoress Ms Nina Schrinner and Ms Fiona Sperou, from the Lord Mayor's Charitable Trust, for ongoing support of our many projects.**



**Thank you ALL!**

We appreciate your kindness, generosity and ongoing support of the work we do and the support you show young people.





# Homelessness and Housing Support Program

Zig Zag's Housing Support Program works alongside young women and gender diverse people aged 16 – 25 years who are experiencing homelessness and/or housing instability. This Program offers brief and intensive housing support including assertive outreach and mobile services, a supported accommodation program and group work activities and programs.

***In the 2022 – 2023 financial year, Zig Zag Housing Support Program provided:***

- ★ **2985 hours** of intensive planned support across all planned support programs to **78** young women and gender diverse people.
- ★ **339 young women** and gender diverse people were also provided with crisis and brief support, and specialised information, advice and referrals.
- ★ **60% identified as Aboriginal and/or Torres Strait Islander and 21% are from Culturally and Linguistically Diverse backgrounds.**

## Housing support programs and services

### Supported Accommodation Program and Tenancy Support

Zig Zag manage nine units of supported accommodation across both the Carina and Greenslopes area. Housing Support Workers offer young women and gender diverse people specialised planned support to exit homelessness, develop tenancy and day-to-day living skills, address life barriers such as mental health, drug and alcohol concerns, legal issues, pregnancy and parenting support, and to transition to independence and sustain longterm safe and stable housing.

***13 young women and gender diverse people were accommodated during the 2022 – 2023 period, along with 17 accompanying children.***

Supporting tenants to transition from the supported accommodation program during this period has been extremely challenging due to the impact of the housing crisis and the scarcity of affordable, appropriate and stable housing options for the young people and families we support. As a result, we are seeing our tenants experience much longer stays in our accommodation program as exit points remain few and far between. Unfortunately, scarce

exit options also result in reduced opportunity for young women and gender diverse people who are experiencing homelessness to gain much needed access into our supported accommodation program. These types of 'bottle-necking' issues, across both private and social housing systems, have presented some significant challenges this year and we hope to see some real solutions, such as increases to affordable housing stock and targeted funding for youth specialist homelessness services in 2024 and future years ahead.

Despite these challenges however, we saw **4 tenants** and their accompanying children transition from our supported accommodation program into either social, community and private accommodation options, and **3 new young families entered**.

***1080 hours of support and 3127 nights of accommodation was provided to our tenants during the 2022 – 2023 period.***

Each of the young people who exited are now successfully sustaining their longterm tenancies in the community. The new families who entered our program have settled in well, building new tenancy sustainment skills and working alongside support workers to address a range of life goals such as pregnancy and parenting support, training and employment as well as assistance with legal issues and mental health.

***Property upgrades this financial year have included:***

- New flooring for one unit at the Carina property and three of the units at the Greenslopes block.
- Replacement of older whitegoods with brand new appliances across a number of units.
- New TVs were purchased for each of the units and professionally mounted.
- A pantry and donation program commenced providing free food, toiletries, cleaning products and other household items for all tenants.

### Intensive Housing Support Program

Zig Zag's Intensive Housing Support program delivers flexible mobile and outreach based supports to young women and any



accompanying children who are experiencing homelessness or housing instability in the community. This year has seen safe and affordable housing options for young women become significantly reduced due to the lack of housing supply and affordability crisis. As such, the Intensive Housing Support program has needed to focus on responding to the growing number of young women and children experiencing homelessness in the community, alongside supporting young women who are housed to sustain their tenancies.

**50 young women and gender diverse people were supported under the Intensive Housing Support Program during the 2022-23 period, over 1905 hours of support.**

**60% identified as Aboriginal and/or Torres Strait Islander and 21% were from Culturally and Linguistically Diverse backgrounds.**

The Intensive Housing Support program meets with young women and gender diverse people in the places and spaces comfortable and appropriate for them and offers a range of intensive supports and advocacy to young people. They are often experiencing complex mental health issues, managing drug and alcohol problems, experiencing domestic, family, sexual and community violence, navigating child safety involvement, NDIS access/support and legal/court support. Often the young people we are meeting with have experienced persistent periods of homelessness and/or housing instability and need specialist supports that can appropriately respond to multiple, complex and intersecting needs, including the multiple societal barriers that marginalised and diverse groups of young people face.

#### **Centre-based support and the Immediate Housing Response for Families (IHRF) Programs.**

Big changes have been piloted at Zig Zag this year to better respond to the significant increase in demand for services and to address the concerning amount of feedback young women and gender diverse people have reported regarding challenges in accessing and connecting with services across the sector.

This has led to the development and implementation of a **new Intake Team at Zig Zag!** The centre based support and IHRF programs have been delivered predominantly within the scope of the Intake team, alongside Sexual Assault funding. We wanted to create a 'no wrong door' approach and any young woman or gender diverse person calling into Zig Zag can access immediate supports that include:

- Needs assessment including risk assessments and safety planning
- Housing and homelessness supports such as accessing crisis or short term accommodation, applying for social or private housing and new household set ups
- Immediate support to respond to experiences of sexual assault and referrals
- Information and referral support
- Brief planned supports (including practical, financial and emotional support)

#### **Housing Support Program staff update**

**Housing Team support workers are:**

- **Laura** – Team Leader Housing Program
- **Tina** – Housing Support Worker
- **Dani** – Intensive Housing Support Worker
- **Andrea** – Tenancy Worker (Locum)

In the 2022-23 period, staff changes in the Housing Team were:

- Alice moved on from the Intensive Housing Support Worker position. Thank you Alice for the beautiful energy, smiles and super hard work you brought to the team and this role!
- Naomi (Tenancy Worker) was successful in recruitment for the locum Intake Support Worker position to cover Kirsty who is on maternity leave.
- Shirley has supported both the Housing and Intake team with relief work, she finished her time with Zig Zag this year.



Kirsty, Laura, Shirley, Alice (front) Tina & Naomi

*"Thanks to the openness and respect from the young people we walk alongside.  
"...remembering the journey is just as important as the destination!"*



# Sexual Assault Support and Prevention Program **Wider Brisbane Region**

## **Sexual Assault Team staff update**

The Sexual Assault team has seen many changes to staff during the 2022-23 period, with some long-term staff moving on and new workers moving in.

It was with a heavy heart that the Sexual Assault team said farewell to Jacqui, who had been with the organization since 2017. Jacqui has moved to Melbourne to share their skills and wisdom with a new community. We wish to extend our gratitude for the care and support Jacqui provided to young people accessing Zig Zag services over many years and the support, wisdom and care afforded to the team.

Furthermore, the team also said goodbye to Greta. As Zig Zag said goodbye to Greta, the Sexual Assault team welcomed Shannah into a new Intake Support Worker role, as we saw the transition of this role move from the Sexual Assault team to the creation of the new Zig Zag Intake Support Team.

## **Sexual Assault Counselling and Support Workers:**

- **Jordan** - Team Leader Sexual Assault Program
- **Jane** - Sexual Assault Counselling and Support Worker (Camp Hill/Nundah)
- **Anne** - Sexual Assault Counselling and Support Worker (Camp Hill/Richlands)
- **Hrisoula** - Sexual Assault Counselling and Support Worker (Nundah/Camp Hill)
- **Deb** - Sexual Assault Counselling and Support Worker (Nundah/Camp Hill)
- **Bess** - Sexual Assault Counselling and Support Worker (Richlands/Camp Hill)

## **Snapshot statistics**

A snapshot of the work undertaken in 2022-23 by Zig Zag's Sexual Assault Support and Prevention Program for the Wider Brisbane region (*snapshot for one of three of our programs*):-

- ★ **449 hours of specialist sexual assault counselling, support, group work and advocacy** was provided to young people, and their parents, carers and supporters at Camp Hill.
- ★ **591.5 hours of community education and engagement work** was undertaken with young people and the wider community.

Community education work focused on building participants' knowledge and awareness about sexual violence, consent, and healthy relationships, and their ability to respond to these issues.

## **Counselling, support and advocacy**

Zig Zag has continued to see a momentous increase in demand for specialist sexual assault counselling services across all sites, with the steepest escalation being at our Brisbane North and Camp Hill locations. Zig Zag continues to see a considerable rise in the number of referrals from within the community and through the Queensland Police referral service.

## **Sector connections**

Participation in networks is a key component of the work that Zig Zag undertakes. Through connection with other services in different contexts, workers are able to find out information, share ideas, and unite to develop collaborative projects and initiatives. Consistent participation in networks has created strong networks for Zig Zag and seen the evolution of significant community projects and opportunities for collaboration over systemic advocacy. Primary networks for the *Wider Brisbane Sexual Assault Support and Prevention program* this year have included: Queensland Sexual Assault Network (QSAN); Northside Sexual Assault Action Network (NSAAN), the Sexual Violence Liaison Officer (SVLO) Networks, the Queer and Trans Working group Against Violence (QTWAV) and the Greater Brisbane Sexual Assault Interagency Network.

Further work within the QSAN network was undertaken to help make the QSAN network more inclusive. Subcommittees were formed from this year's QSAN operational planning day to support services to become trans-inclusive and create safe spaces for trans and gender diverse survivors as well as to create a framework for more meaningful collaborative with external services supporting marginalised survivors. Action that has come out of these working groups included receiving a grant to engage Dragan Zen Wright (Blue Knot) to provide Trans-Inclusion training to the QSAN network by the end of 2023.

# Sexual Assault Support and Prevention Program

## Brisbane North Sexual Assault Response

The Brisbane North Sexual Assault Response (BNSAR) partnership has successfully completed its fifth year of operation. The BNSAR is a formal partnership between Zig Zag and the Brisbane Rape and Incest Survivor's Support Centre (BRISSC) to provide essential specialist sexual assault services in the Brisbane North region.

On behalf of the partnership, Zig Zag would like to thank Northside workers for their dedication to meet the needs of young people, women and survivors of sexual violence in this region during the 2022-23 financial year.

### **Snapshot of statistics – Brisbane North**

- ★ **2469 hours of specialist sexual assault counselling, support, group work and advocacy** was provided by Zig Zag to young women, their parents, carers and/or supporters at Nundah.
- ★ **597 hours of community education work** was undertaken by Zig Zag with engagement with over 589 people, including young people of all genders and the wider community.

Community education work focused on building participants' knowledge and awareness about consent, sexual violence, healthy relationships, and accessing and utilising formal and informal support networks.

### **Counselling, support and advocacy**

Referrals to Zig Zag's BNSAR program have continued to increase steeply for the 2022-2023 financial year. To help support the increase in demand, Jane increased her hours at Nundah in providing support to survivors and facilitating community education on the Northside. This transition commenced in June, 2023.

### **Sector connections**

Hrisoula, Deb and Jane have continued to collaborate with BRISSC to facilitate the running of the Northside Sexual Assault Action Network. This network has created a wide range of meaningful community education programs and a way to connect with important local services.



## Brisbane Southwest Support Sexual Violence Prevention Service

The Brisbane Southwest Support (BSwS) Sexual Violence Prevention Service completed its seventh year of providing support services to community in the Brisbane Southwest Region in 2022-23. The BSwS is a collaborative model of service involving a formal partnership of four specialist sexual assault services:


1. **Murrigunyah Aboriginal and Torres Strait Islander Corporation for Women (Murrigunyah);**
2. **Immigrant Women's Support Service (IWSS);**
3. **Brisbane Rape and Incest Survivors Support Centre (BRISSC); and**
4. **Zig Zag Young Women's Resource Centre Incorporated (Zig Zag).**

Zig Zag would like to thank the Inala Management group and all BSwS workers for their hard work during the 2022-23 financial year.

### **Snapshot of statistics**

- ★ **1040 hours of specialist sexual assault counselling, support, group-work and advocacy** was provided by Zig Zag to young women, their parents, carers and/or supporters at Richlands.
- ★ **277 hours of community education and engagement work** was undertaken, with young people of all genders and the wider community. Community education work focused on building participants' knowledge and awareness about consent,





sexual violence, healthy relationships, and accessing and utilising formal and informal support networks.

### ***Counselling, support and advocacy***

This year, counselling and support at BSWS has been impacted by the housing and cost of living crisis. Most survivors accessing the service have reported struggling with financial hardship and housing instability. This has directly impacted survivors capacity to engage in sexual violence counselling and support, due to both physical financial barriers and the emotional stress. BSWS

have continued to focus support more around housing and employment support as well as financial assistance for survivors.

### ***Sector connections***

Throughout 2022-23, Bess, Jordy and Stephanie have continued to collaborate with BRISSC, IWSS and Murrigunyah to participate in regular Inala Management Group meetings to ensure the effective running of the BSWS service partnership.

## **Intake Support Team Report**

### ***Intake Support Team development***

Since the COVID-19 Pandemic, Zig Zag has seen an ongoing increase in demand for both Housing and Sexual Assault support. Furthermore, many young people referred to Zig Zag were presenting with both housing and sexual assault support needs (often along with a range of other immediate and brief support needs). In response to the increasing demand and complexity, Zig Zag staff engaged in multiple collaborative decision-making processes (within Program areas and as a whole organisation) alongside gathering data and engaging in feedback processes with young people, to engage in an intake evaluation and program development process.

In response, a whole of organisation Intake Support Team at Zig Zag was created, to allow for Intake Support workers to provide a holistic response to young people's needs as a team whilst combining the knowledge and expertise brought from each team.

The evaluation and collaborative decision-making process began in September 2022 and the creation of the Intake Team model came to fruition in May 2023 – with the development of new systems and processes and the creation of a third Intake Support worker role to allow the team to work effectively.

Thanks to the Zig Zag staff for their support, wisdom and engagement in this massive process, with particular thanks to the Intake Support workers who have been instrumental in the process – Kirsty, Naomi, Shannah and Greta.

### ***Intake Support Team staff update***

#### ***Intake Team support workers are:***

- **Shannah** – Intake Support Worker
- **Naomi** – Intake Support Worker
- **Third Intake Support Worker** - recruited 2023

### ***Intake, assessment, support & advocacy***

Zig Zag has continued to see a momentous increase in demand for specialist Sexual Assault Support and Housing Support, across all service sites. Some observations the team have made in their first months of working in the new Intake Support Team model include:-

- o High numbers of school aged young people under 18 being referred for sexual assault support and counselling. Many of these young people are interested in group work and are requesting some groups be scheduled outside of school hours.
- o Across the sexual assault service sector, services are experiencing high wait times. Consequentially, Zig Zag is receiving many referrals from other services, as a preferred service with wait times of 3-4 months, rather than a six month plus wait list with other services. The reduced wait times for sexual assault counselling and support at Zig Zag has been a result of the creation of the Intake Support Team who have been able to provide immediate brief support to young women to ensure contact is timely and responsive.
- o The housing crisis continues to impact on those seeking accommodation. Since there is limited movement within social and community housing vacancies, there are limited short, medium and transitional vacancies. All these vacancies are competitive and extremely difficult to obtain. Many young people seeking housing have accessed multiple housing support services – so the team are finding ways to work collaboratively with other housing support services to ensure effective support is being provided and avoiding double up of service provision.

# Zig Zag End of Year Party

## Young Women's Gatherings

We value social gatherings, celebrations and our end of year party as important for our health, wellbeing, enjoyment and for building social connections together!

December 2022 saw us all gathered to enjoy our annual Young Women's *End of Year Party*. We appreciated being able to provide a fabulous array of presents from the generous Brisbane Girls Grammar School who every year take time to consider those in the community who have done it tough, and spread a little joy!

We also received children's gifts from the The Lord Mayor's Charitable Trust and the kind donations received from community and local businesses. Without this support we wouldn't be able to provide a day filled with gifting and fun activities. A day where young people get to enjoy a moment, find some 'me' time, especially for our young single mums and 'fill up' with some creative chill time.

This year approximately 60 young women and children enjoyed a variety of activities including a 'weave workshop' delivered by the creative *Culture Weave*; terracotta pot painting and planting; face & nail painting; professional massage in the chill-out zone; a 'shop setup' for clothes, gifts and toy giveaways; and the kids enjoyed an inflatable ball play pit and craft area; Feedback from young women is always positive with loads of fun chatter, peer connections and comments of returning next year!





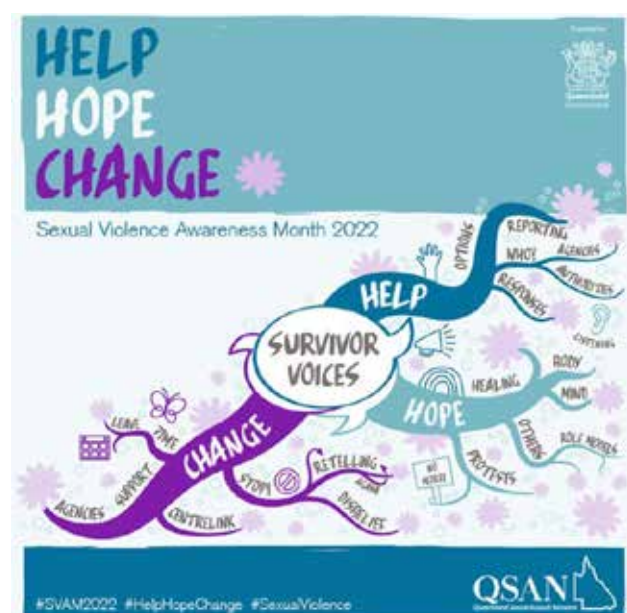
# Group Work at Zig Zag

Each year Zig Zag workers facilitate a range of different group programs, across our various sites. Given the diverse range of young people's interests, Zig Zag runs creative workshops, social connection groups, educational groups and social action groups.

## August-October 2022 – Help, Hope, Change Workshop Series

QSAN held the *Help, Hope, Change* campaign, launched on 13 October 2022 at the Queensland Parliamentary Annex. In August 2022, QSAN services held 11 workshops with survivors across Queensland.

'*Help, Hope, Change*' art workshops were held at multiple sites. Deb and Jacqui hosted a series of three workshops at Woolloongabba and NSSAN workers hosted workshops in September, where participants were invited to share what helped them following sexual assault, what gave them hope, and what would they change.



A summary of workshop themes was then provided to the Attorney General to assist in future policy development and law reform responses. Some primary themes from the workshops included:

- The overwhelming need to be believed by family, friends, service providers, the police and legal system.
- The need to work at the survivor's pace and in unison with them.
- Getting the right information early and being referred to the correct agencies was important (so not on a referral roundabout).

- The lack of trauma informed approaches in the legal system. Key issues were the lack of communication, the time delays and retelling their story.
- More access to and faster ability to obtain specialist counselling and psychological support – waiting periods to access specialist services are extremely difficult for survivors.
- The importance of advocacy and advocates speaking up and out against sexual violence and fighting for victim rights and the importance of victim/survivors being involved in advocacy themselves.

As part of Sexual Violence Awareness Month (SVAM), members of the northside team were part of the NSAAN (Northside Sexual Assault Action Network's) Art Project. Northside workers collaborated with workers from Northside Connect, BRISSC, and WWILD Sexual Violence Program for these workshops focusing on the SVAM theme of '*Help, Hope, Change*'. Participants were invited to create a post card, that would be displayed at the NSAAN SVAM launch on 20 October. Approximately 30 workers, survivors and supporters attended. The launch event included an art installation of the framed post cards, accompanied by live music, refreshments and a light lunch. The postcards were also printed in a booklet for participants and organisations to be able to share with others.





### **POWA (Program of Women's Activities)**

Throughout 2022-23, Zig Zag has continued to deliver POWA, a social and activity-based group for young women and gender diverse people. The group runs fortnightly during the school terms and transport support is provided to facilitate the attendance of young people and alleviate any access barriers. Children are welcomed and young people engage in shared activities, conversation, peer support and sharing food together. Young people engaged in activities such as jewellery making, creating terrariums and vision boarding, with outings to South Bank.

POWA has helped to break down social isolation and keep young people connected, particularly in the context of stretched services, as well as the current housing and cost of living crisis.

***We are very grateful to the Lord Mayor's Charitable Trust for their generous support of POWA throughout 2022-23.***





### **International Women's Day (IWD) – 8 March 2023 - Picnic in the Park**

Jane and Deb hosted a picnic in the park at Barrambin/Victoria Park. Transport support and lunch were provided and Jane hosted IWD trivia with prizes. Board games and ball sports were also played. Positive feedback was received from participants regarding food, event and vibe of the day. Five young women, a mother, and puppy participated in the picnic.



Bess, Milena (BRISSC) and Linda (IWSS) hosted an **International Women's Day event at BSWs**. The day was enjoyed by about 25 women and included lunch, a yarnning circle and reflections on the IWD theme. Later the same week the BSWs team womaned a stall at Inala HUB's IWD event. Approximately 150 women visited the stall, received BSWs resources and participated in a succulent potting activity.

### **Creative Workshop Series, April - May 2023**

Deb and Jacqui delivered another series of weekly art workshops, providing social connection, informal peer support and opportunities to seven young people to express themselves creatively using an array of media including painting, collage, printing, clay and drawing.

Three of these workshops were facilitated again by artist Nancy Brown, who assisted young people to create tile designs before combining these to make several montage designs then printed on t-shirts and bags. Nancy was then also commissioned to print these designs onto 50 tote bags for Zig Zag to be available to young people for general use.

The program went for 6 weeks, with food and transport support provided each week. The final session was a café lunch and celebration of creativity with a visit to the Gallery of Modern Art (GOMA) in South Brisbane.

### **Feedback on the workshops included:**

- "It was a really great experience by joining the workshop, where we learned lots of different things to work with" and that the workshops "help women to grow, know themselves, and great excuse to get themselves out of the house"; and were "very positive and welcoming atmosphere/ vibe".
- Young people reported finding most valuable the "socialising, creative thoughts, friendly environment, coping strategies" and "being able to express my creativity with others – seeing other's work inspired me and I loved getting to see other's creative expression".



### **BSWS trauma sensitive movement group**

Workers from Zig Zag and IWSS commenced a 5-week trauma sensitive yoga group. This group included psychoeducation around somatic processing of trauma and practices from yoga and chi-gong. Each week women from the community would attend class, followed by a 30min social morning tea.

### **Reclaim group**

Bess and Anne co-facilitated the Reclaim group in May – June 2023 at Camp Hill. The group was

focused on providing a space for young people to increase social connections, learn about trauma and the impact on the body, learn somatic strategies for grounding and emotional regulation and create art focused on their own goals for self-care and self nourishment. There were several young people interested in the group, however only two or three young people were able to actually attend the sessions and the decision was made to postpone the group with the aim to reestablish it later in the year (October- November 2023).

## **Community Education and Engagement**

This financial year, opportunities for community education ebbed and flowed, due to the ongoing impacts of the COVID-19 pandemic and the added impacts of the 2022 Brisbane floods. Despite these challenges, Zig Zag staff engaged in a variety of community education opportunities, across all regions of Brisbane, including groups, events and online education and engagement:

- QTWAV, DFSV amongst the LGBTQIA+ community forum
- NAIDOC events across Brisbane
- Survivor-led Consent Resource Development group
- SVAM events
- QSAN working groups

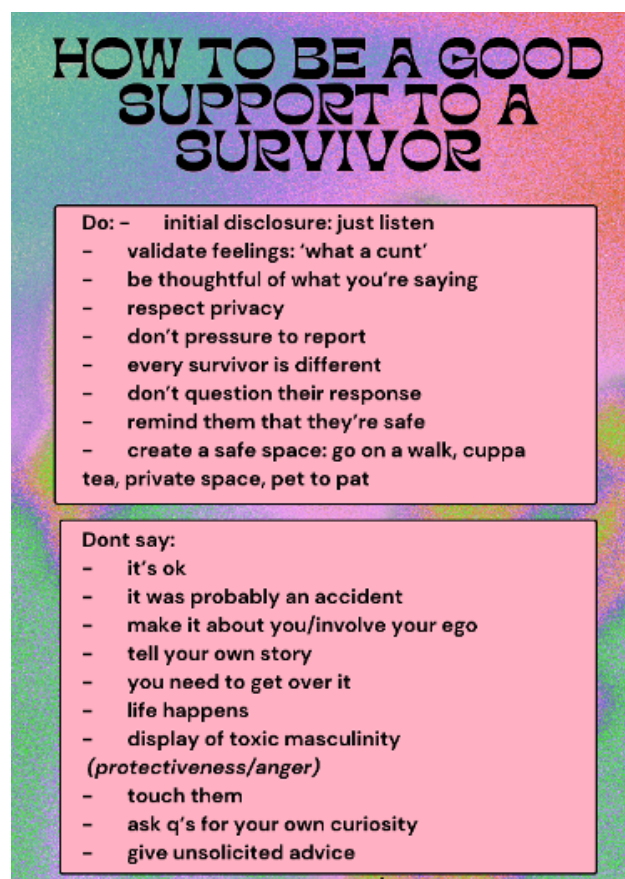
### **Survivor-led Consent Resource Development group**

Zig Zag staff member Jordan was engaged to facilitate a survivor-lead resource development project. The project involved workshops with young people, exploring topics related to sex, consent and relationships through activities and conversation. Insight from these conversations was collated so it could be used to inform a consent resource, designed by group participants. After a year of ongoing workshops, the group chosen to do an online resource that would sit alongside the Zig Zag website. The group began designing and working out what content they wanted to include. The groups' participants engaged in a workshop with True Relationships around how to run a focus group to gather information and feedback from other survivors (with the hope to make the resource as inclusive as possible).

The group has sustained participation for over a year and participants have given great feedback...

*Participants said they felt more able to call out everyday sexism and coercive behaviors if they saw it. All of them highlighted they felt more able to see problematic messages about relationships in media. All of them highlighted they felt more confident to be able to spot red flags and coercive behaviours when dating.*

Webmaster Ange was hired at the end of this financial year to build the project. The group have a few more sessions to finalise how the content will be displayed and to incorporate the focus group feedback. This project is predicted to be concluded by the end of 2023.







### **QWAV, DFSV amongst the LGBTQIA+ community forum**

Members of the Zig Zag Trans Inclusion working group attended the QWAV gender based violence forum to gain a deeper understanding into the specific experience and needs of the LGBTQIA+ community regarding domestic and sexual violence. This provided a great opportunity to network and collaborate with other Gender-Based Violence and LGBTQIA+ support services across Brisbane.

### **Northside NSAAN 2-Day Generalist Worker Skill-Building Workshop & Reflective Session**

As part of the work of the NSAAN, Jane, Hrisoula and Bec (from BRISCC) developed and facilitated an intensive 2-day generalist worker skill building program. Over 2 days 22 workers, (including DFV counsellors, intake workers, youth workers, LGBTQIA Helpline staff and many others from Brisbane and surrounding areas) engaged with interactive activities around topics including: what is sexual violence, impacts, consent and adjoining case studies, principles of support, applying principles to practice, and responding to disclosures. The training included a presentation and Q & A with Northside Sexual Violence liaison officer Damon Mulcahy and hearing recorded feedback from a focus group of survivors, "hearing from the experts" with their suggestions for workers supporting survivors. Positive feedback was received in the workshop from participants around the usefulness of the content and format including the group discussions. The final stage of the program was an online reflective session to allow participants to reflect upon their experiences of putting the new knowledge into their practice.



### **Community Connections Parents Info Night series**

Jane and Hrisoula facilitated an info session for parents of high school aged children on the topics of Sex, Consent & Healthy Relationships, as a part of the Community Connections parents night program. The interactive workshops included facilitated discussion between parents about their experiences in talking with their children around these topics. Positive feedback was received from participants and Community Connections.

### **Mental Health week expos and the North West Child Youth Mental Health Service afternoon tea**

Bess and Ritu (IWSS) attended Glenala State High, Sunnyback High and University of Queensland (UQ) for Mental Health week expos. BSWs hosted a stall, with resources and interactive games, including the 'Consent T-Shirt activity'. Across these 3 sites, roughly 215 people visited with the stalls and engaged in conversation around sexual violence awareness and prevention.

Zig Zag also participated in the North West CYMHS (Child Youth Mental Health service) afternoon tea in October 2022. Workers from youth focused organisations across Brisbane North met at CYMHS Keperra office and provided brief presentations on support and programs offered by each organisation. Hrisoula provided a presentation outlining the support and programs offered by Zig Zag at Nundah. Trends were discussed amongst the group in particular all organisations noted significant increases of demand for counselling and support and growing waitlists for support and opportunities for collaboration were discussed.

### **Vietnamese children's Moon Festival**

BSwS and Zig Zag workers held an information stall on Saturday evening in Richlands at the Vietnamese Community in Australia (VCA) children's Moon Festival. The event was attended by approx. 5000 people with around 400 participants interacting with the stall in some way. Workers conducted a popular rock painting activity with the children and shared information about the service with adults/parents. The event was also an opportunity to meet and build connections with other local services.



### **Mindful movement classes at Inala TAFE Wellbeing Day**

Bess and Linda (IWSS) facilitated 3 mindful movement classes at Inala TAFE. Workers shared resources and info for BSWs service and linked with support officers within TAFE. Approximately 150 students attended the sessions, all from CaLD backgrounds including Somali, Vietnamese, Ukraine, Sudan and more. The workshops received positive feedback, with participants requesting to come to the BSWs Trauma Sensitive Movement groups.

### **Sorry Day commemorative plaque site ceremonies attended**

In 1998, six commemorative Sorry Day plaques were installed by Brisbane City Council as a mark of respect, apology and remembrance for the *Stolen Generations*.

*These significant park locations are near what was then, 'receiving' Homes and Institutions to which Aboriginal children, stolen from their families were taken, between 1897 and 1970.*

*Kalinga Park, was chosen as a commemorative site representing the surrounding Homes and Institutions of St. Vincent's Home (Nudgee), Diamantina Orphanage, Magdalen Asylum and Holy Cross Industrial School for Girls (Woolloowin) and Tufnell Girls' Home and Tufnell Industrial School (Nundah). Kalinga Park was seen as a place of safety and peace, making it a perfect location for reconciliation. (Taken from the 2014 Brisbane Sorry Day Commemorative Plaque booklet)*

Public ceremonies are held each year at these six sites around the 26 May for National Sorry Day.

Individual Zig Zag staff attended a variety of Sorry Day ceremonies across Brisbane and Hrisoula attended the Kalinga Park, Nundah commemorative plaque site. This ceremony is annually organised by the Noonga Reconciliation Group and First Nations Elders. Hrisoula connected with the organising group and other northside sector workers providing information on Zig Zag support programs.



### **Strong Women Talking - Cent Sale**

Zig Zag attended Strong Women Talking Cent Sale fundraiser in May 2023. Strong Women Talking is currently an unfunded Northside First Nations organisation founded by CEO Sono Leone. Strong Women Talking runs cultural healing workshops for First Nations women impacted by domestic and family violence and intimate partner violence. Hrisoula attended the fundraiser alongside other workers from across Brisbane Northside including police liaison officers, DV and refuge workers. Hrisoula engaged in networking with other workers, providing information about Zig Zag services and made a donation to support the work of Strong Women Talking on behalf of Zig Zag.

### **NAIDOC Family Fun Day (Northside, Inala & Logan)**

Zig Zag staff attended multiple NAIDOC events this year; Northside NAIDOC family fun day at Koobara Kindy, Taigum and Bess and BSWs staff attended both the Inala and Logan NAIDOC family fun days.

At the Northside NAIDOC event we hosted a stall with information and resources facilitated two activities: Grounding Stones painting/decoration and Question & Answer: Consent & Healthy Relationships.

Unfortunately due to circumstances beyond our control, Zig Zag was unable to host a stall at Logan or Inala NAIDOC events, however staff attended to support community and chat with local Elders, community and services.







## Young Woman's Story...

### "A Very Deep Mental Rescue"

This young mum has accessed both support programs at Zig Zag, transitioning over a few years from homelessness, to our supported tenancy and on to her own independent social housing unit with her young child. With housing now stable, she is focusing on trauma recovery.

Before Zig Zag I accessed another support service in Brisbane when I was kicked out of my friend's nan's (they didn't help much, just put me in a motel for 2 days). Before that I was with Roseberry in Gladstone, they helped me find somewhere temporary to stay after I experienced domestic violence.

At Zig Zag my voice is heard, I'm listened to, my flaws aren't thrown back in my face. Previously in counselling I was told issues were all in my head and were because of issues with my parents.

Throughout my life my voice has been shut down and I've not been believed. This includes when I was sexually assaulted as a child and my foster carer told me I must have imagined it. The reason I came to Zig Zag is because of the sexual violence I've been through. Being believed has made a big difference in my life.

When I first called Zig Zag I spoke to Shirley (Housing worker), I got the number for Zig Zag from my friend's nan she told me "call these people they can help you find somewhere safe to stay". I was trying to get away from an unsafe living situation where I was being assaulted by my ex-partner. Shirley sent me one of those deadly Zig Zag texts "hey how are you, do you need any help?" After getting some help I moved back to Rockhampton but I remembered the

good experience I'd had with Zig Zag. When I came back to Brisbane and was assaulted again I thought to call Zig Zag, I spoke to Greta about the sexual violence I was experiencing in my home. Greta said "it's ok, we'll get you out of there". Zig Zag helped me get a room at a motel, I didn't have any money for food, they took care of everything, booked me a taxi for me and my son and gave me food vouchers. It's life changing.

My entire life I've had bits of support here and there but not this type of support. I've never had the opportunities I've had before than that I have with Zig Zag. If you'd told me 10 years ago that I'd make artwork to raise awareness about sexual violence and this would be displayed at parliament house I wouldn't have believed you. All of my family can't believe my artwork has been shown at parliament house.

If I didn't connect with Zig Zag I would have killed myself. I wouldn't be here. I had a plan. If I didn't connect with Zig Zag I would have been on a bench with my son. I couldn't go home, I couldn't stay with friends they were using drugs and it wasn't safe to be there, I was running out of options. I'm so glad I took the step to say "I need help, please help me".

The girl I was a year ago, I wouldn't be alive right now. Now I have a roof over my head, I got the opportunity to move to my new place with my son and lots of support.

How, have Zig Zag supports contributed to this?

They've listened; They understand; They don't judge; They don't make me feel bad about needing support or feeling anxious; A lot started to change for me when I started counselling, now I don't think the same way as I did before, I don't feel the same way as I did before

You've (Zig Zag) given me the confidence to stand up between my brother and his partner and stay "stop" when he hit her. I used to feel that being hit was my fault, now my mindset has changed, now I have a voice, I didn't used to think I could say "no" to males, now I can say "no", now I know my mental health matters.

If this life story had a title, what would it be?

When I was growing up my foster grandfather taught me and my friend about a "deep water canoe rescue". It's when your canoe capsizes in deep water, you position the canoe so the water can drain out. I would call the story of my contact with Zig Zag **"A Very Deep Mental Rescue"**. I was drowning and I was rescued. The respect, understanding, being believed, being helped this is the deep mental rescue I've experienced.





## A Word from the CEO

ZigZag continues to demonstrate the importance of funding small specialist youth homelessness and sexual assault support services for young women and gender diverse people.

This year has seen significant organisational growth, change and development in response to the sustained high demand for specialist youth homelessness and sexual assault support services for young women and gender diverse young people aged 12-25 years. Zig Zag recognises the diversity among young people and works in ways that promote safety and are collaborative, inclusive, supportive and flexible.

We are excited to present a range of new initiatives that have been developed over this past year to enhance our service response to young people and further consolidate a 'whole of organisation' service model to counter the impacts of siloed funding which has included:


- Establishing a new model of service through the development of an Intake Support Team to provide a warm response to all initial enquiries and new referrals into Zig Zag's programs replacing separate (and siloed) Housing and Sexual Assault Program Intake processes. This new model of service builds on Zig Zag's relational and youth friendly approach to support young people's engagement; holistically assess needs, safety and risk; and provide crisis support, brief planned support, brokerage support / emergency financial assistance, advocacy and referral to meet the immediate, intersecting needs of young survivors of sexual assault and young people who are experiencing or at risk of homelessness.
- Developing a new purpose built, cloud-based, customised Service Record System (SRS) for client and case management data. Also providing Zig Zag with a secure, 'whole of organisation' client data management system that is fit for purpose across all funded programs. Incorporating current Infoxchange systems used within our Programs such as the Specialist Homelessness Information Platform (SHIP) to the Australian Institute of Health and Welfare (AIHW) and Queensland Police Service Referral Coordination Service

(Redbourne) for referrals coming into Zig Zag. This new client data management system will support our new model of service and enable improved support planning with young people. We anticipate the client data management system design will be finalised and implemented in 2024.

- Conducting a review of Zig Zag's organisational practice framework which articulates the shared values and approaches used within the organisation that includes intersectional feminism, anti-oppressive practice, trauma-informed practice, cultural safety, relational practice that centers young people and a commitment to critical reflection, collaboration and collective care.
- Creating a new Donations Coordinator Administrator position that holds responsibility for organising and coordinating in-kind goods and financial donations, as well as developing and supporting donor relationships with the wider community. This position has been perfectly filled by Sonja MC who transitioned to this role in March 2023 and Sonja has already established a new food pantry and coordinated multiple drives for essential items!

I would like to thank our exceptional staff team for meeting all of the challenges observed this year and acknowledge your immense patience, support and collective contributions to organisational change and development during a period of significant service demand (and sector fatigue). Thank you Liz, Sonja TH, Sonja MC, Emily, Laura, Tina, Alice, Danieka, Andrea, Kirsty, Naomi, Shannah, Sara, Jordy, Hrisoula, Jane, Jacqui, Bess, Anne, Deb and Shirley!

This year Zig Zag secured additional non-recurrent 'Immediate Housing Response to Families' (IHRF) funding to employ another Intake Support worker to assist marginalised young parenting women and their children who are experiencing homelessness (often due to domestic and family violence or sexual violence), and young families at high risk of homelessness with support to sustain a tenancy, secure emergency accommodation, or access new housing where possible. The IHRF funding also included much needed brokerage funds to assist young families with emergency accommodation, household items, storage and removal of furniture, rent assistance and other required emergency relief support.



Zig Zag has continued to engage in important systemic advocacy work over the 2022-23 financial year including:

- Ongoing monitoring and review of *Section 229BC Failure to Report* offence within the *Criminal Code Act 1899* in documenting the impact of mandatory reporting on children, young people and marginalised and disadvantaged communities; and actively contributing to the work of the *Failure to Report Working Group* to develop information resources, conduct sector-wide surveys, and prepare submissions for legislative amendments. Proposed amendments to Section 229BC are now being considered by the Legal Affairs and Community Safety Committee
- Advocacy and support in the development of responses to the National Housing and Homelessness Plan and Queensland Housing Summit through the Youth Housing Coalition Network (YHCN). I would like to thank Lorraine Dupree (Executive Director, YHCN) for her incredible diligence in collaboration, advocacy, and support of specialist youth homelessness services.
- Advocacy and sector development in my role as Treasurer of the Queensland Sexual Assault Network Inc. This year has seen substantive work in policy, legislative and systemic reforms with the implementation of the Women's Safety and Justice Taskforce recommendations. I would like to thank Angela Lynch (Executive Officer, QSAN), Sonia Solari (Administration and Communications Coordinator, QSAN) and my sector colleagues on the Management Committee of QSAN for their commitment and outstanding work in systemic advocacy, law reform, and sector development.

A BIG thank you must also go out to our highly skilled, experienced and dedicated Management Committee! Thank you to Amy, Sue, Rochelle, Lulu, Jill, Katherine, Janet, Helen, Kelly, Ann-Marie, Tori, and Anda for your enormous contributions and for your generous support offered to me and all staff throughout the 2022-23 financial year! It has been a MASSIVE year!

I would also like to acknowledge and thank Janelle Salmon at the Department of Housing (formerly the Department of Communities, Housing and Digital Economies); and Cheryl Walker at the Department of Justice and Attorney-General, for their advocacy and support of Zig Zag's work in their roles as Contract Service Officers.

And lastly a HUGE shout out and thank you to all our community supporters for their generous donations, fundraising efforts and small grants that have provided essential financial support and emergency relief to young women and gender diverse young people aged 12-25 years.

**Stephanie Anne**  
CEO











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