



# Brave Foundation

## *Impact Report*

2022

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ACKNOWLEDGEMENTS

Brave Foundation acknowledges the Aboriginal and Torres Strait Islander peoples of this nation as the traditional custodians of the lands on which our organisation works. We pay respects to Elders past, present and emerging.

Brave's work also brings us into contact with people from culturally and linguistically diverse (CALD) backgrounds. We commit to respecting the culture and heritage of each person we encounter, inside and outside our organisation.





# Rose's story



**“We wanted to break generational trauma we’ve got by letting her know we are always there. My family sucks, Ash’s family sucks, but she has always known who her mum and dad are.”**

**After more than a year of commitment, determination and hard-work alongside Brave Mentor Sophie, Rose and boyfriend Ash have created a safe and secure home for Bella.**

Rose was 16 when she welcomed Bella via emergency c-section and they were living with Ash’s family. After less than a month at home, Bella was placed in temporary foster care because behaviour of other people sharing the house made it unsuitable for a child, and Rose and Ash could not find alternative accommodation. As a non-Australian citizen, Rose is not entitled to government financial support and was unable to get emergency housing.

Sophie has worked with Rose for most of this year, helping with referrals to housing organisations and engaging with legal organisations regarding visas and citizenship. But through it all Bella has been the focus.

In the last few months, Rose has graduated high school (the first in her family), been accepted into university, got a full time job and moved into stable housing. All while juggling visits and overnight stays with Bella, who is now back in their care.

Rose has achieved all but one goal - to receive her Australian citizenship.

# Impact Summary 2022

Founded, designed, and led by women with diverse lived experience, Brave Foundation is Australia's first national not-for-profit dedicated to equipping pregnant and parenting young people with resources, referrals, and education opportunities to facilitate happy, healthy, and skilled families.

247

YOUNG PARENTS  
CURRENTLY IN PROGRAM

15

MENTORS WORKING  
AROUND AUSTRALIA

500

CHILDREN POSITIVELY  
IMPACTED

178

PARTICIPANTS  
GRADUATED

# 240

YOUNG MOTHERS

# 7

YOUNG FATHERS

# 80%

PARTICIPANTS  
ACHIEVED AT LEAST  
ONE GOAL

# 70%

PARTICIPANTS ACHIEVED AN  
EDUCATION, TRAINING OR  
WORKFORCE PARTICIPATION GOAL

# 900

REFERRALS TO SPECIALIST  
& TARGETED SUPPORT  
ORGANISATIONS

# 73

PARTICIPANTS IDENTIFY  
AS ABORIGINAL & TORRES  
STRAIT ISLANDER

# CEO's message

It's hard to capture in a few brief paragraphs just how remarkable the last year has been. With support from our incredible partners, we have been able to significantly grow our capability and capacity - extending our reach to support many new young parents.

Drawing from the lessons and insights of Brave's early experiences, we focused on strengthening the quality of the program, building new ways to measure our impact and sharing more about the successes of the incredible parents we work with.

Our mentors walk alongside inspiring young parents and their children all around the country, in person and online. They are the heart and soul of Brave, supported by our Program Support team in Hobart and our Melbourne Head Office.

As CEO, I am privileged to frequently meet with our team, our Board, our partners, and our program participants. Every exchange I have affirms the shared commitment of all to seeing young parents, their children and their future generations thrive!

I am incredibly proud of the results that we can share in our first Brave Impact Report. It is reflective of the commitment of our small team and it is a tribute to the tenacity and potential of all young parents.

**Jill Roche**

CEO

## OUR VISION

WE WANT TO SEE FUTURE GENERATIONS THRIVE

## OUR PURPOSE

TO UNLOCK THE BOUNDLESS POTENTIAL OF YOUNG PARENTS

## OUR MISSION

COLLABORATIVELY BUILDING A VILLAGE OF SUPPORT, BY CREATING A NETWORK OF MEANINGFUL CONNECTIONS TO IDEAS, PEOPLE, SERVICES AND RESOURCES



CEO JILL ROCHE (CENTRE) WITH PARTICIPANTS KIARA & TAYLOR

## OUR VALUES

- INSPIRE
- EMPOWER
- CONNECT
- INCLUDE
- INNOVATE

# Our 2022-25 Goals & Achievements

## 1

### INCREASE IMPACT

INNOVATE & EXPAND PROGRAM OFFERING

- ESTABLISHED VIRTUAL MENTOR PROGRAM
- ADAPTED PROGRAM TO INCORPORATE CULTURAL SENSITIVITIES
- FOUNDED NAVIGATORS NETWORK
- ESTABLISHED EMPLOYEE-LED CONTINUOUS IMPROVEMENT WORKING GROUP

## 2

### INCREASE REACH

GROW NUMBERS REACH & NEW CLIENT GROUPS

- ESTABLISHED VIRTUAL MENTOR PROGRAM TO REACH REGIONAL & RURAL PARTICIPANTS
- APPOINTED NEW MENTORS IN BURNIE (TAS), QUEENSTOWN (TAS), CAIRNS (QLD) & PERTH (WA)

## 3

### FINANCIAL SUSTAINABILITY

GENERATE SUFFICIENT RESOURCES TO FUND & GROW PROGRAMS

- GRANTS RECEIVED FROM PAUL RAMSAY FOUNDATION, RM ANSETT TRUST (MANAGED BY EQUITY TRUSTEES), MYSTATE FOUNDATION, NT MENTAL HEALTH COALITION, ARCHBISHOP OF HOBART CHARITABLE FOUNDATION
- 20 MEETINGS HELD WITH GOVERNMENT REPRESENTATIVES
- SIGNED 3 FUNDRAISING PARTNERS

## 4

### GROW CAPABILITY

ATTRACT & RETAIN THE RIGHT PEOPLE TO DELIVER STRATEGIC PLAN

- 10 STAFF RECRUITED
- ESTABLISHED EMPLOYEE-LED WELLBEING WORKING GROUP
- NEW HR & FINANCE SYSTEMS
- INTRODUCED NEW EMPLOYEE ASSISTANCE PROGRAM
- ESTABLISHED ENTERPRISE SCORECARD REPORTING



# 5

## EXPAND NETWORK

BUILD STRATEGIC PARTNERS TO  
ENABLE PROGRAM OUTCOMES

- SIGNED 2 NEW PROGRAM PARTNERS
- MEMORANDUM OF UNDERSTANDING  
SIGNED WITH CAROLINE CHISHOLM  
SOCIETY

# 6

## INFLUENCE PUBLIC POLICY

CHANGE POLICIES TO POSITIVELY  
IMPACT OUR CLIENTS

- 2 SUBMISSIONS MADE ON BEHALF OF  
YOUNG PARENTS TO FEDERAL  
GOVERNMENT INQUIRIES





# Supporting Expecting & Parenting Teens Program

Our innovative mentor program and Pathway Plan framework was co-designed with young parents and is underpinned by the evidence based First 1000 Days model that supports early years of life. The program is available to participants for 12 months, however it can be reduced or extended depending on the parent's personal circumstances.

# 29%

OF PARTICIPANTS  
IDENTIFIED AS ABORIGINAL  
& TORRES STRAIT  
ISLANDER

Our priority cohorts are:

- Parents aged under 25 who began parenting at 19 years or under
- First Nations and Culturally and Linguistically Diverse parents aged under 25 who began parenting at 21 years or under
- Parents aged under 25 living with disability
- Parents aged under 25 living in rural, regional, and remote locations.

# 81%

OF PARTICIPANTS HAVE  
CURRENT & HISTORICAL  
EXPERIENCE OF FAMILY  
VIOLENCE

Our Supporting Expecting and Parenting Teens (SEPT) Program was designed with a primary focus on facilitating pathways for young parents to complete education goals and therefore enhance their potential to participate meaningfully in the workforce. We know educational attainment and workforce participation are key drivers to interrupting long term poverty and enhancing life outcomes. This continues to be our core business.

We have found that a Brave mentor may be the only person in a participant's life whom they trust and engage with. In response to this, we have stretched the capacity of the program over time to equally support the growth of a participant's life and parenting skills, addressing their safety and stability and encouraging their own health and well-being goals.

# 49%

OF PARTICIPANTS HAVE  
EXPERIENCE OF CHILD  
PROTECTION & LIVING IN OUT  
OF HOME CARE SETTINGS

This year we have recognised the critical importance of evolving our framework to also consider the intergenerational benefit of our program. Adapting the program to integrate approaches and support that also contribute to the wellbeing and development of the children of our participants.

# Our People

## Board

The Board includes:

- Prof. Maria Harries AM - Chair
- Angie Mastrippolito
- Ebony Curtis
- Irene Quah
- Mia De Leo - Company Secretary
- Rolf Brimfield
- Sabina Curatolo

## Senior Leadership Team

The Senior Leadership Team includes:

- Jill Roche - CEO
- Catherine Cooney - Head of Program
- Kate Derrick - Head of Operations
- Micaela Drieberg - Head of Government Relations & Partnerships
- Sue Wilson - Head of Transformation

Every member of the Senior Leadership Team either has direct lived experience or is closely connected to someone with lived experience of teen pregnancy and parenting.

17

PROGRAM DELIVERY  
TEAM MEMBERS

8

PROGRAM SUPPORT  
TEAM MEMBERS

47%

INCREASE IN STAFF  
FROM 2021



# Acknowledgements

Brave would like to acknowledge our partners and supporters who make our work possible.

Particularly the Federal Department of Prime Minister and Cabinet (Office for Women), the Tasmanian Department of Premier and Cabinet, Paul Ramsay Foundation, RM Ansett Trust (managed by Equity Trustees) and other philanthropic foundations.

And thank you to our generous donors who have supported our vision and mission.

A special acknowledgment to the strength of Brave staff, and the promise and tenacity of the young parents we work with.



WE THANK YOU FOR  
BEING PART OF THE  
BRAVE VILLAGE

Brave Foundation  
PO Box 990  
Ringwood VIC 3134  
0448 088 380  
[www.bravefoundation.org.au](http://www.bravefoundation.org.au)  
[info@bravefoundation.org.au](mailto:info@bravefoundation.org.au)