



Impact Report



2025



Cultural Acknowledgment

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 diverse communities. Brave is committed to respecting the sexuality, gender, culture and heritage of each person we encounter, inside and outside our organisation.

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She [mentor] just kept, you know, motivating me to get it [goals] done... and you know messaging and motivating like that because I don't have anyone you know by my side in my ear you know doing that, so that was helpful.”

Supporting Expecting & Parenting Teens program participant

Our Vision

A future where every young parent and their child thrives and belongs

Our Values

Inspire

We support and encourage our community to dream

Empower

We champion and resource individual potential

Connect

We establish and strengthen collaborative relationships

Empower

We champion and resource individual potential

Connect

We establish and strengthen collaborative relationships

Our Mission

Walking alongside and championing young parents as a Centre of Excellence

Our Purpose

Unlocking the boundless potential of young parents

Lana's Story

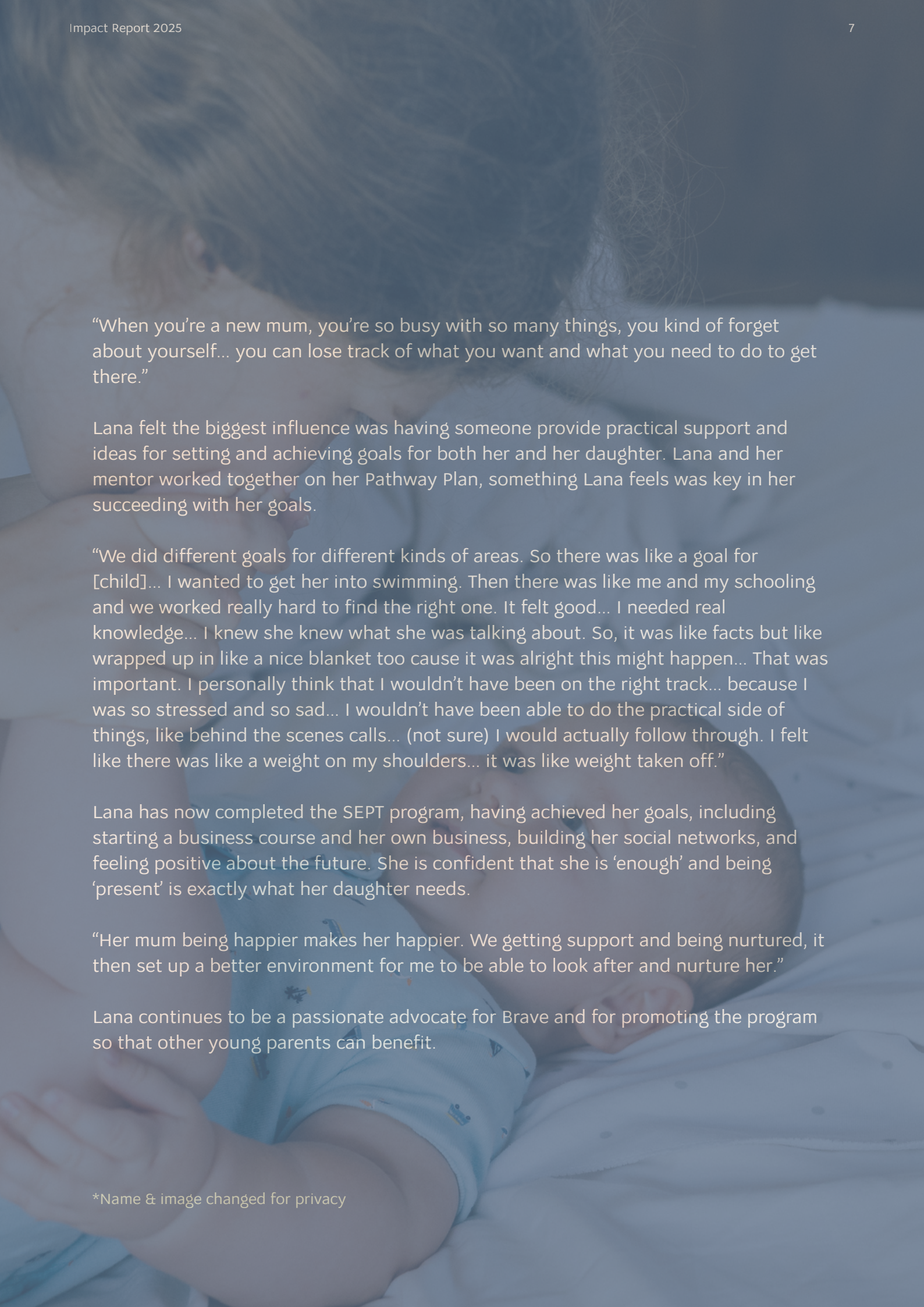
Lana was 19 years old and a new mother to a baby girl when she was referred to Brave by a midwifery centre. She had recently separated from her violent ex-partner and was experiencing depression and anxiety. Her initial hope was for support with her mental health and wellbeing, to return to study, and to establish a safe life for herself and her daughter. Unsure about what the program had to offer, she felt overwhelmed by her situation and was nervous to talk to people.

“Look to be honest, I think I was in a really stressed-out state... [child's] father that was not very nice to me and his girlfriend at the time. I was in a really like survival state...I think I was nervous to talk to anyone at that point, because I was scared about what was going to happen with [child]. I felt like I had to hide from the world a bit.”

Life as a new mum was overwhelming and Lana was seeking someone who would be a trusted sounding board and listen without judgement. She found an immediate connection with her mentor. Importantly, she valued that her mentor was available, consistent and understanding when she was at her darkest points and couldn't communicate.

“We definitely hit it off straight away. She was a very easy person to talk to, even though I was still very wary... she really like put me at ease. All I wanted to get out of it was just to have someone to help me, cause I was so out of my depth... I wanted someone that's on my team. [Mentor] said, 'it's ok, I'll keep reaching out to you... I'm here when you need'. That was good because like you'd be feeling guilty and stuff. But when she said that... it just took away a whole level of guilt... I could pick up the conversation and she'd just be like, I'm glad you're feeling better... I don't think I've experienced another program like that that's um, that available.”

Lana saw her mentor as a critical support during her transition to parenthood, while looking to the future.



“When you’re a new mum, you’re so busy with so many things, you kind of forget about yourself... you can lose track of what you want and what you need to do to get there.”

Lana felt the biggest influence was having someone provide practical support and ideas for setting and achieving goals for both her and her daughter. Lana and her mentor worked together on her Pathway Plan, something Lana feels was key in her succeeding with her goals.

“We did different goals for different kinds of areas. So there was like a goal for [child]... I wanted to get her into swimming. Then there was like me and my schooling and we worked really hard to find the right one. It felt good... I needed real knowledge... I knew she knew what she was talking about. So, it was like facts but like wrapped up in like a nice blanket too cause it was alright this might happen... That was important. I personally think that I wouldn’t have been on the right track... because I was so stressed and so sad... I wouldn’t have been able to do the practical side of things, like behind the scenes calls... (not sure) I would actually follow through. I felt like there was like a weight on my shoulders... it was like weight taken off.”

Lana has now completed the SEPT program, having achieved her goals, including starting a business course and her own business, building her social networks, and feeling positive about the future. She is confident that she is ‘enough’ and being ‘present’ is exactly what her daughter needs.

“Her mum being happier makes her happier. We getting support and being nurtured, it then set up a better environment for me to be able to look after and nurture her.”

Lana continues to be a passionate advocate for Brave and for promoting the program so that other young parents can benefit.

*Name & image changed for privacy

2025 at a Glance

Participant Snapshot

409

Young Parents
in Brave
Programs

88%

Female

11%

Male

1%

Gender
diverse

58%

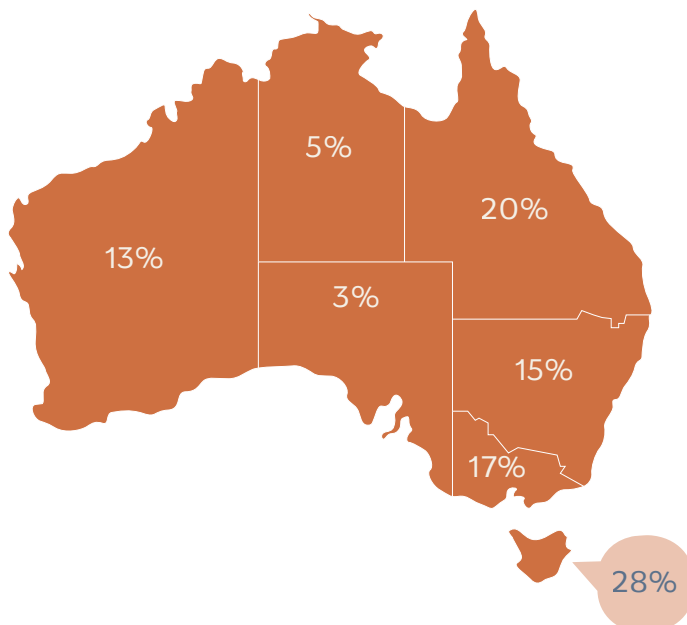
Aged 19 or
Younger

More than

1 in 3

First Nations

Participants by State



66%

Pregnant at
Referral



Program Snapshot

407

Graduated or
Closed

97%

Satisfaction
with Mentor
Relationship

191

Closed with a
Pathway Plan

4.6

Average goals

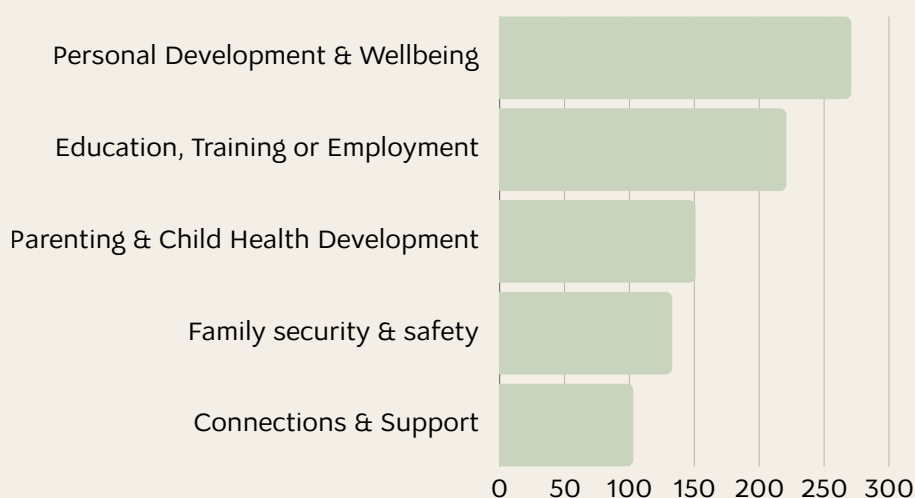
89%

Goals Set,
Achieved or
Progressed

75%

Improvement in
Family
Relationships for
Young Dads*

Participants Set Goals Relating to:



*Data based on participants who completed final outcome assessments



Chair's Message

The achievements of the Brave Foundation during this last year are outstanding, and a true tribute to the skill and expertise of the leadership and staff. They testify to the aptness of the very name of Brave – strength in the face of challenge! And challenges there have been aplenty in terms of achieving sustainability, growing our capacity to meet the needs of young parents and supporting staff as we maintain the excellence that honours the values that underpin our work. The courage and boldness of the leadership and staff and their diligence and dedication are what has enabled Brave to achieve these results. We have worked untiringly to keep building a culture of support for young parents and staff that is respectful and inclusive, evidence based as well as responsive to an ever-changing policy environment. Multiple public acknowledgments in the form of awards and research partnerships have invigorated us during the year.

As important, and fundamental to our mission of championing young parents, is the heroism and honesty of parents with lived and living experience of young parenthood that have driven the work and provided the evidence for, and intentionality of, this mission. Indeed, we have this year celebrated the recruitment of two young parents with contemporary lived experience who participated in the SEPT program into our staff cohort. This has augmented the contributions made by our advisory group and the integrity with which we can keep acknowledging that the voices and wisdom of young parents infuse our work, efforts and planning.

Parenthood is itself a turning point. For young parents, it is marked with the contradictory realities of managing the vicissitudes alongside valuing the joys of young parenthood. As is so readily apparent in the way they describe their experiences, young parents face multiple barriers as they seek, sometimes desperately and against huge odds, to nurture their babies at the same time they are managing past and ongoing traumas and finding their own familial, educational and vocational life paths.

Our Model of Mentoring has continued to be refined and has proven itself to be both efficacious and transferable as we launched into an exciting partnership about lived experience with the Minderoo Foundation. Our vital and ongoing engagement with First Nations' colleagues has seen us establish and progress our Reconciliation Action Plan and successfully appoint an Aunty in Residence. We have been successful in acknowledging and celebrating young dads with the launch of the Young Dads' program. Finally, but not least we have developed as a Centre of Excellence and are bravely running an interdisciplinary symposium this year, appropriately called 'Turning Point' which focuses on policy development evidence for pre-birth and infant safety.

**Professor Maria
Harries AM**

CHAIR



CEO's Message

Strength through connection was the hallmark of Brave's work in 2025.

We deliberately invested time in building and deepening relationships which I am confident is apparent in the remarkable outcomes achieved in just 12 months. We were connected to more young parents in one year than ever before in our history.

With openness and curiosity, we entered many new and exciting research and funding arrangements, while continuing to nurture and grow relationships with values aligned partners. We embraced every opportunity to draw upon and share knowledge with parents, peers and policy makers through informal discussions, formal submissions, and participation in conferences and events. I was personally able to connect with many stakeholders attached to our expansive network across the country, and this provided invaluable moments of challenge, affirmation, and inspiration.

While progressing Year 1 activities across the four domains of our strategy, Vision 2030, we also reflected deeply on the expressions and actions that uphold our commitment to placing lived experience at the core. Those of us with lived experience had opportunity to sit in conversation with those navigating contemporary living experience of young parenthood.

Appreciating that hindsight and foresight are both powerful tools, we were able to refine our Model of Lived Experience and develop a strong, experience informed, People and Culture Strategy that supports our workforce today, while preparing the ground for the workforce of the future.

Collectively we navigated through moments of uncertainty – a state of being that many families experience daily – and throughout, our staff remained steadfast in their focus on delivering outcomes for young parents and their children.

Our coming of age was publicly recognised through our 16th birthday events in the many communities in which we work, while internally we were able to celebrate our organisational maturity demonstrated by the increasing rigour provided through the development of proprietary models and process to underpin our work.

I am grateful for the generosity of the people I am surrounded by every day. Staff who share their expertise, experiences and encouragement so willingly. Public servants who engage with Brave with respect for the insights we hold. Partners who trust in Brave's intent to be a supportive and collegiate partner. Volunteers who freely give their time and expertise. Our Board Members who govern with wisdom and courage, providing counsel, guidance and challenge. And most importantly, young parents around the country who choose to bring us into their lives so that we might be part of the village that supports them and their children to thrive!

Jill Roche

CEO

Achievements

ENHANCE DELIVERY OF SUPPORT PROGRAMS

- Appointed Aunty in Residence
- Recruited two former program participants to dedicated Lived Experience positions
- Implemented Reflect Reconciliation Action Plan (RAP)
- Developed the Practice Governance and Continuous Improvement Framework
- Focused practice enhancements on equipping staff with mental health first aid skills, and knowledge of safety planning and action
- Celebrated the role and achievements of young dads with the official launch of the Young Dads Program
- Commenced professional development workshops for young parents in the Empowering Voices of Young Parents Advisory Group

STRENGTHEN EVIDENCE & AMPLIFIED PROFILE

- Designed Australia's First National Symposium on Pre-Birth and Infant Safety Reports
- Facilitated young parents to participate directly in government forums, workshops, surveys and media opportunities, including attending MP meetings at Australian Parliament House with Lived Experience Staff
- Submitted comprehensive response following participation in Department of Social Services Families and Communities Activity Programs Reform consultations
- Partnered with Centre of Research Excellence in Stillbirth and Melbourne University to successfully secure research project funding from the Medical Research Future Fund
- Published Final Evaluation of Young Dads Pilot
- Provided expert guidance on three Steering Committees (Red Nose, BEST, ParentsNext)
- Celebrated Brave Foundation's 'Sweet 16', engaging new supporters via successful fundraising campaign
- Established seven new formal research partnerships with universities in three states
- Invited to join global Young Parents Network, as first Australian member organisation
- Young Parent and CEO appointed to Commonwealth Government Parents Advisory Group (PAG)

630

Young Parents
Referred to Brave by
Community Partners

SECURE SUSTAINABLE & DIVERSE INCOME

- Selected as Future Generation Australia (ASX listed fund) social impact partner 2025-2029
- Established new multi-year partnership with Minderoo Foundation launching Lived Experience focused program 'Our Voices, Our Lives, Our Future'
- Secured renewed multi-year funding from Tasmanian Government Department of Premier and Cabinet
- Transitioned Young Dads Program from pilot to full scale in Victoria with multi-year support from RM Ansett Trust managed by Equity Trustees
- Received Victorian Government grant in association with the Victorian Early Years Awards Ministers Award
- Received philanthropic support to convene Australia's First National Symposium on Pre-Birth and Infant Safety Reports

DEEPENED ORGANISATIONAL CAPABILITY & HEALTH

- Made enhancements across organisation via Continuous Improvement activities delivering on six quality initiatives
- Successfully recruited young parents from various states as new EVYP advisory group members
- Developed comprehensive People and Culture Strategy aligned to Vision 2030
- Achieved Employee Sentiment Survey engagement result which placed Brave in top 10% of National NFP organisations
- Developed and implemented Succession Planning Framework
- Supported a Masters of Evaluation placement to commence development of a Theory of Change and evaluation approach for the Empowering Voices of Young Parents Advisory Group

"I always get very anxiety-ridden when I meet new people and get shy about it... She was just really nice and patient with me."

Supporting Expecting & Parenting Teens program participant

Centre of Excellence

As a Centre of Excellence for Young Parents, Brave maintained its focus on delivering excellence in outcomes for young parents, led and informed by those with lived and living experience.

Throughout the year, Brave exemplified this role by sharing research and evaluation findings openly, amplifying impact through strong partnerships. We continue to collaborate with, and learn from, other organisations supporting young parent-led families, bolstering our work alongside young parents in policy and advocacy to support the work of government and community services in being better able to respond to their specific needs.

It is Brave's national presence, combined with our expansive partnerships and relationships at a local, state, national and international level that demonstrate Brave's position and strength in working collaboratively with those who support young parent-led families, and importantly, young parents themselves.



Turning Point

Planning for Turning Point, Brave's first national symposium on pre-birth and infant safety reports, has continued to advance with strong momentum building ahead of the event in March 2026. Bringing together lived and living experience voices, practitioners, policymakers and researchers, the symposium will highlight emerging approaches in early intervention and ensure young parents play a central role in shaping the future of support systems.

Brave is excited to host this important gathering in Melbourne/Naarm and to platform the key voices and promising practices driving change in this space. This work aligns closely with Brave's Vision 2030, strengthening our role as a national leader in advocating for safe, connected and supported pathways for every young parent-led family. The symposium marks a pivotal moment in the national conversation about pre-birth and infant safety reports. By centring lived experience, sharing evidence and collaborating across sectors, Turning Point aims to contribute to meaningful, long-term reform.



Participation

Conferences

The Brave team, including young parent representatives, were invited to be involved in the following forums:

PRESENTED:

- Australian Fatherhood Research Symposium
- Child & Adolescent Mental Health Conference
- Family & Relationship Services Australia Conference
- OPEN Symposium
- TasCOSS Conference

PARTICIPATED:

- Australasian Evaluation Society International Evaluation Conference
- SNAICC'25 National Conference
- QCOSS Conference
- WACOSS Conference
- Child Protection & Youth Justice Forum
- Family Services Symposium
- Reframing Addiction Forum
- Perinatal & Infant Mental Health Conference
- Thrive National Youth Summit





Awards & Acknowledgement

- Recipient of The Minister's Award in the 2025 Victorian Early Years Awards
- Finalist in the Prevention Excellence category of the Queensland Community Impact Awards 2025
- Semi Finalist in the Healthy Tasmania Health & Wellbeing category of the Tasmanian Community Achievement Awards 2025
- Finalist in the Social Impact Excellence Award for the 2025 Third Sector Awards

Research

Brave has established several formalised research partnerships:

- University of Tasmania, Peter Underwood Centre external evaluation of the Supporting Expecting and Parenting Teens program in Tasmania
- University of Melbourne Young Dad's Scoping Review
- University of Newcastle Young Dads SMS4Dads Project
- University of Queensland Medical Research Future Fund (MRFF) Safer Baby (SEEK): Strengths-based Education, Empowerment and Knowledge for help-seeking during pregnancy (consultations with young parents commencing in 2026)
- Western Sydney University Birth Experience Study (BEST) International Birth Experiences Steering Committee
- Red Nose National Co-Design Miscarriage and Early Pregnancy Loss Project Steering Committee, and consultation with Brave's Empowering the Voices of Young Parents (EVYP) Advisory Group

Brave has supported several other research activities:

- University of Queensland Connections Research: Social Isolation, Loneliness and DFV
- Parenting Research Centre (PRC) Parenting Today Study
- Best Practice in Early Childhood Intervention (ECI): Understandings, Challenges and Solutions

Amplifying Voices

Empowering the Voices of Young Parents Advisory Group

Throughout 2025, the Empowering the Voices of Young Parents (EVYP) Advisory Group provided a valued and ongoing platform for young parents to inform, influence and strengthen policy, program design and service delivery. Meeting on a monthly basis, EVYP brought together lived experience insights that enhanced understanding of the needs, priorities and barriers facing young parents. The group contributed to more inclusive and responsive decision making through structured advice, constructive dialogue and sustained engagement with stakeholders. EVYP's work in 2025 demonstrated the importance of consistent participation, representative voice and respectful partnerships in shaping initiatives that better support young parents and their children.

In 2025, the exciting Our Voices, Our Lives, Our Futures Project was launched under philanthropic funding from the Minderoo Foundation through their Elevate Diverse Voices partnership. This project has allowed Brave to onboard two Lived Experience roles in 2025, with two more roles to be appointed in 2026. The dedicated Lived Experience EVYP Coordinator role and Lived Experience Co-Researcher roles started with Brave in 2025, and will strengthen participation, continuity and impact, ensuring young parent voice is embedded across the organisation.

“Having walked the same path, I understand the vulnerability that can come with seeking support, and how empowering it can feel to be listened to and respected. My perspective guides how I listen, communicate and advocate for all young parents. The most important thing to me is that young parent voice is embedded in the support that we give and that our work continues to reflect real experience, the needs and the strengths of the families that we support.”

Lived Experience Brave staff member



“ Well, it [Brave] kind of gave me, I would say like confidence that I am able to do this, I'm able to be a good mum and, um, like get through things that I need to get through and to achieve goals and all that stuff... Just the, the support of my mentor.”

Supporting Expecting & Parenting Teens program participant

*Quote not connected to photograph

Innovation

“Whether that be the goals and just the way that the program runs, [mentor] was just patient. And that's something that really helped me... I think I just, I just felt comfortable talking to them about when something come up that made me feel pretty sad and they'd let me talk about it a little bit.”

Supporting Expecting & Parenting Teens Program participant

Young Dads Program

After piloting the co-designed Young Dads Program support model in 2024, Brave conducted an in-depth evaluation of the Young Dads Pilot Project, building on and evaluating the discovery, co-design, and pilot delivery of the program. The to-be-released report summarises lessons learned and recommendations to further develop and strengthen the Young Dads Program.

100% of young dads (who completed assessments) showed improvements in at least 5 of 8 life domains

80% of goals set by young dads were achieved

Findings and consultation with young dads, stakeholders and experts supported the broad use of Brave's current Model of Mentoring, with adjustments to further address the unique circumstances of young fathers. The Pilot provided rich insights into young fathers' needs, challenges, and preferences, with early evaluation data showing the program's strong potential to support young fathers to achieve their goals.

Victorian Young Dads Launch

The Young Dads Program in Victoria officially launched following a successful pilot. The pilot achieved strong outcomes in supporting young fathers to reach their goals through tailored mentoring, education and employment pathways, and community connections. The program was celebrated at Whitten Oval on Wednesday 8 October, with Parliamentary Secretary for Men's Behaviour Change Tim Richardson MP, representatives from Equity Trustees, community partners, and young dads in attendance.

A significant three-year contribution from the RM Ansett Trust will enable Brave to transition the initiative into a full-scale program, continuing its vital support for young dads across Victoria.

“I had a good time but I reckon [my son] loved it as much as we did. It was great hearing what you had to say yesterday and being part of the program – was the best!”

Young Dad



Continuous Improvement



My lived experience gives me a deep understanding of how complex and challenging the journey into parenthood can be especially when it happens at a young age. Having navigated systems that weren't always designed to be supportive or understanding I know how important it is to feel heard respected and not judged. That perspective strongly shaped the way I connect with young parents today in my role."

Lived Experience Brave staff member

Brave's Continuous Improvement Working Group (CIWG), the Empowering the Voices of Young Parents (EVYP) Advisory Group, and the dedicated Lived Experience roles collectively represent a mature and integrated approach to quality and accountability. Together, these mechanisms ensure that improvement priorities are informed by lived experience, frontline insight, program support knowledge, and evidence.

Brave's annual Continuous Improvement Workplan aims to ensure high quality operations and outcomes for participants and staff were delivered throughout 2025. The Workplan reflects a group of projects delivered by staff and aligns improvement actions with strategic objectives, evidence insights and emerging risks and opportunities, and supports regular review of progress and outcomes. This structured approach enables Brave to demonstrate accountability, embed distributed learning over time, and continuously strengthen the effectiveness and impact of its services for young parents and their families.

This year, the Working Group delivered initiatives to:

- Enhance organisational performance monitoring and compliance
- Commenced review of online communications with participants
- Commenced implementation of Brave's Reflect RAP endorsed by Reconciliation Australia
- Implemented a number of WHS activities to enhance staff safety and wellbeing

Cultural Progress

Brave is proud to have completed its first Reconciliation Action Plan (RAP) - an important milestone in Brave's ongoing reconciliation journey. Developing a RAP has allowed Brave to reflect deeply as an organisation and as individuals, acknowledging both the progress made and the long path of continued learning ahead. Brave recognises the RAP as one significant step towards embracing, respecting and learning from First Nations colleagues, participants, partners and communities.

This year, Brave was also honoured to welcome Aunty Di Baldock as its first Aunty in Residence, further strengthening a commitment to cultural safety and culturally informed practice. Embedded within Brave, Aunty Di provides cultural guidance across program design, staff learning, community engagement and ethical storytelling. Supported by Minderoo Foundation, the first phase of this initiative includes recruiting a First Nations Lived Experience Coordinator to lead Brave's First Nations Young Parent Advisory Group, with Aunty Di offering mentorship and cultural leadership. Together, these developments mark meaningful progress towards walking alongside First Nations families with integrity, respect and genuine partnership.



“You know, I was really proud of myself for being able to achieve those goals, and to get the help that I needed for that from the Mentors.”

Supporting Expecting & Parenting Teens program participant

Isaac's Story

Isaac, 19, reached out to Brave after learning he and his partner were expecting their first child. Having heard positive feedback from his ex-partner (who had gone through the SEPT program), he hoped the program would help him prepare for parenthood and create a safe, stable environment for his baby.

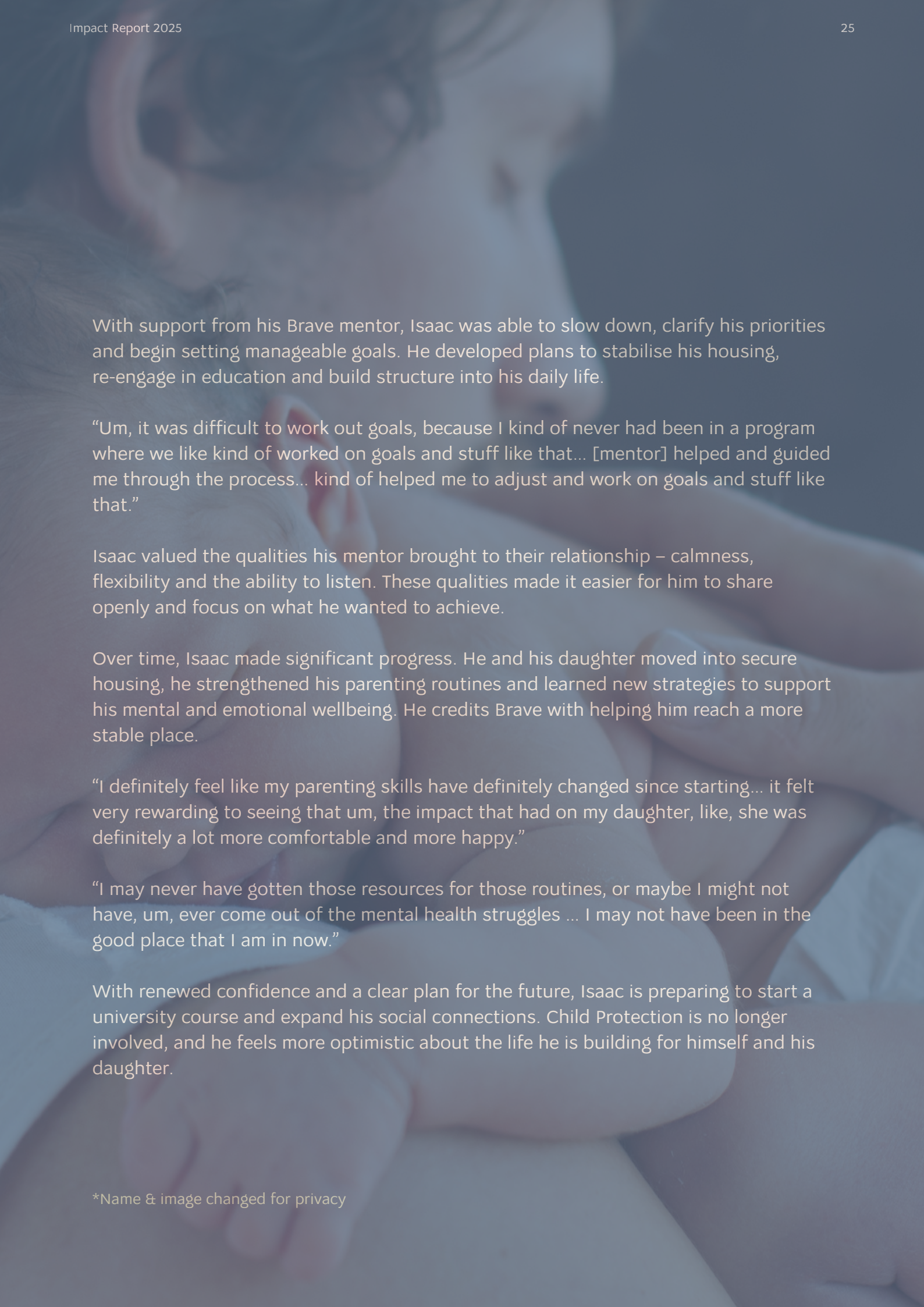
“She seemed to really enjoy it, so I kind of had that prior knowledge... it made me want to participate in the program... and wanting what's best for her [child] and, you know, whatever I can do to make the most comfortable and safe environment for her...”

Just months after his daughter was born, Isaac's relationship ended and Child Protection became involved. His daughter was initially placed with her mother, and Isaac suddenly found himself navigating a complex and emotional situation. After a court hearing when his daughter was six months old, Isaac was granted sole custody.

“I just got custody of my daughter... and so everything was kind of up in the air. It was definitely very challenging because for the first three months I was with my daughter's mum and then we separated... and she got full custody for the interim... then all this stuff happened with Child Protection.”

Becoming a sole parent so quickly came with enormous pressure. Isaac was living with family, working a retail job and managing a psychiatric condition while trying to provide consistent care for his daughter. He knew he needed support to organise his life and build the routines and skills that would help him parent confidently. The sudden shift in responsibility was overwhelming.

“That was definitely very challenging ... it was a huge change and huge surprise. I had to get everything sorted within a day to have the little bubba and that's kind of when Brave got involved.”



With support from his Brave mentor, Isaac was able to slow down, clarify his priorities and begin setting manageable goals. He developed plans to stabilise his housing, re-engage in education and build structure into his daily life.

“Um, it was difficult to work out goals, because I kind of never had been in a program where we like kind of worked on goals and stuff like that... [mentor] helped and guided me through the process... kind of helped me to adjust and work on goals and stuff like that.”

Isaac valued the qualities his mentor brought to their relationship – calmness, flexibility and the ability to listen. These qualities made it easier for him to share openly and focus on what he wanted to achieve.

Over time, Isaac made significant progress. He and his daughter moved into secure housing, he strengthened his parenting routines and learned new strategies to support his mental and emotional wellbeing. He credits Brave with helping him reach a more stable place.

“I definitely feel like my parenting skills have definitely changed since starting... it felt very rewarding to seeing that um, the impact that had on my daughter, like, she was definitely a lot more comfortable and more happy.”

“I may never have gotten those resources for those routines, or maybe I might not have, um, ever come out of the mental health struggles ... I may not have been in the good place that I am in now.”

With renewed confidence and a clear plan for the future, Isaac is preparing to start a university course and expand his social connections. Child Protection is no longer involved, and he feels more optimistic about the life he is building for himself and his daughter.



“It was just nice to have support you know, like from someone that I know trusted and got a connection with you know, because I didn't really have anyone on my end personally.”

Supporting Expecting & Parenting Teens program participant

*Quote not connected to photograph

Acknowledgements

LIVED EXPERIENCE

Brave acknowledges and appreciates the courage and contribution of people with lived and living experience of young parenthood, their supporters and staff who work with them.

FUNDERS

- Australian Government Department of Social Services
- Tasmanian Government Department of Premier and Cabinet
- Paul Ramsay Foundation
- RM Ansett Trust (Equity Trustees)
- Shine On Foundation
- Minderoo Foundation
- Future Generation Australia

GIFT IN KIND

Thank you to the following organisations who provided GIK support to Brave during 2025, providing invaluable support to the young parents we walk alongside:

- Dress for Success
- Endota Spa
- Givit
- InfoXchange
- Share the Dignity
- TassieMums
- The Nappy Collective
- Thread Together
- We Care Connect

PARTNERS

Brave acknowledges the incredible work of our diverse range of partners who support young parents nationally. We value collaborative working relationships with place-based partners who have local knowledge and are also active in delivering services and supporting Australia's young parent population. Across the country Brave works closely with schools, hospitals, maternal, specialist allied health and child health care centres, Child and Family Learning Centres, community organisations, housing providers, family and domestic violence services and more. It is with the connection and support of these organisations that Brave is able to be confident young parents, and their families, have the best chance to thrive.





B R A V E

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