

ANNUAL REPORT 2022



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We live and work on unceded Kurna Lands.
We pay our respects to Aboriginal elders past,
present and emerging.

It is our great pleasure to present our annual report for 2021-2022 financial year, with some overflow to Christmas 2022! Please enjoy.

Our New Chair in 2022!

Mary-Anne Healy was warmly welcomed as the GOGO Foundation's new Board Chair in February 2022. She brings with her feminist leadership, compassion a deep understanding of culture, place and environment to ensure social wellbeing, humility, generosity and continuous growth and learning.

Dear friends of GOGO,

I can't believe that it has already been more than a year!

I have had much to learn and luckily have the amazing and unstoppable Sarah Gun, Founder and CEO to work with. I am continually in awe of Sarah's passion and enthusiasm for the work of GOGO, while also supporting and lifting others up. Sarah has led, reviewed, improved and led again 4 rounds of the Inclusive Work Program while also conceiving and launching Up by GOGO, our new social enterprise, and continuing work with GOGO events. The South Australian social enterprise sector is incredibly lucky to have a leader like Sarah working in this space - thank you for all you do Sarah. And thank you to our GOGO Foundation and GOGO events staff who work with Sarah to do this meaningful work.

*I'd also like to express gratitude for my colleagues on the Board for their ongoing commitment and participation. **Thank you to Yvonne Karabatsos, Lisa Pritchard, Tamryn Herridge, Harriet Gun and Sarah Gun.** Thank you also to our supporters who have provided support in many forms - advice, pro-bono services, donations, connections, opportunities to speak to share our mission, challenges and impact.*

Mary-Anne Healy

Letter from the CEO

2021-2022 was a year of consolidation, learning and enthusiasm.

We built our staff from three to six, built our experience and knowledge, ran the IWP 4 times and continually improved the offering to ensure the best outcomes for participants, and most importantly, we were able to see the life-changing impact of our work. I am grateful to the Board for their time and generosity and for their increasing support and commitment to our mission as our organisation grows and matures. Our commitment to develop sustainable income streams

and employment through our social enterprises is exciting and challenging and not without risks. I am grateful for their trust, belief, oversight and governance as we test, trial and grow these new opportunities. I am also honoured that the Board placed great value on GOGO events and that this social enterprise is now owned by the GOGO Foundation.

A big call out to Lisa Pritchard, our founding Treasurer and committed advocate to GOGO and our mission for your five years of service. I am so grateful to Lisa for coming on this journey with me, throwing herself in in 2017 and believing in the future that we have now created. Heartfelt thanks forever.

The 'GOGO Group' is taking shape, with our social enterprise Up by GOGO in start-up phase alongside GOGO events on a post-covid re-boot, and the Inclusive Work Program continuing to produce powerful outcomes as it responds to the specific needs of each group of participants. The next period promises to be a constructive consolidation across the group with the potential for growth and deeper impact emerging as governments and the business community lean deeper into their ESG and CSR commitments, and social procurement literacy and strategy unfolds across all sectors.

Sarah Gun



Inclusive Work Program participants at a work immersion with Beyond Bank

Board updates and changes

New constitutional objects

To reflect our evolving vision for new systems, we have reviewed and updated the Object of our Constitution. The Board feels this new object more accurately reflects the diverse ways in which we are working, and creates opportunities for new approaches and collaborations:

The objects for which the Company is established, as a public benevolent institution, are to relieve the poverty or distress of disadvantaged and marginalised people in need, particularly women, so as to build an equitable, socially and economically inclusive society by creating, implementing and supporting mechanisms and programs to challenge, reduce, prevent and remove social disadvantage for such people in need, including (but not limited to):

- (a) Indigenous people;*
- (b) Refugees and culturally and linguistically diverse people;*
- (c) Women with lived experience of mental illness, abuse, trauma, family and domestic violence and sexual abuse;*
- (d) Children and Youth with lived experience of mental illness, abuse, trauma, family and domestic violence and sexual abuse;*
- (e) People with a disability;*
- (f) People experiencing housing insecurity or homelessness or people who are at risk of homelessness; and*
- (g) People who have been incarcerated*
- (h) non-binary people;*
- (i) LGBTQI+ people; and*
- (j) single parents and their children including foster and kinship carers and children in their care*

Our Mission

Our mission is to foster equity in society by using our skills, networks, partnerships, financial mechanisms, voice, advocacy, programs, events and intuition to challenge, dismantle, prevent and remove disadvantage and marginalisation to bring about equity, inclusion, agency and full community participation for all people, but in particular women and non-binary people.

New team members

Board

Mayra Ykeizumi joined us as our Administrative Assistant after Sarah met her volunteering as an TAFE Event Management Graduate. Mayra has a passion for Social Enterprise after working with SE in remote areas in Brazil. Mayra won the inaugural Bill Spurr Tourism Excellence Student Award late 2022. We are delighted to have her join the team.

New GOGO Foundation staff

Malika Singh joined our staff officially in July 2022 after providing mentoring support to our IWP participants in her role at Jigsaw in IWP Round 2. Mali was incredibly popular and impactful with our participants and our team. Her kindness, maturity and ability to communicate and connect so beautifully with participants meant we couldn't wait to invite her in! Mali is an international student of Bachelor of Applied Social Science (Community Service) at Torrens University.

Shanelle Rigney completed Round 3 of the IWP. Shanelle's commitment to the IWP whilst tackling untold challenges showed us all her immense power and resilience, and Shanelle joined our team as our IWP Plus Co-ordinator. Her role has evolved to Lived Experience Expert after we secured funding from the Department of Human Services and our generous donor Mary-Anne Anderson. Shanelle teaches us daily about the importance of the life changing work we are doing at the IWP, where the weaknesses lie and where we can improve our offering.

Our social enterprises

GOGO Events

With Sarah as the CEO, GOGO Events was founded and has continued as a stand alone social enterprise since 2000. The time felt right for the Foundation to own GOGO Events and after advice from Minter Ellison the share transfer from Sarah to the GOGO Foundation took place in November 2022. The GOGO Foundation is now the sole shareholder and parent company of GOGO Events.

With business and governments' increased awareness for social procurement due to active advocacy from the social enterprise sector over the past years, GOGO Events will work strategically to secure long-term multi-event contracts with government agencies and



businesses in growth sectors including the NFP sector. GOGO Events will continue to deliver social impact, regenerative environmental practices, and generate income for the Foundation.

Sarah will continue as CEO GOGO Events, working closely with Janine Vella, GOGO's Manager of Events for the past 6 years. Thank you to Janine for your generosity, hard work and beautiful customer service to GOGO's clients over these years, particularly as energy was focussed on setting up the IWP. Your resilience and commitment through this

transition and through Covid has maintained our event business in a safe and stable position for future growth.

UP by GOGO

UP by GOGO, our new social enterprise in the circular economy has been in concept development for several years. The business is a zero waste relocation service for people moving from one home to another, saving valuable goods from going to landfill by repurposing and redistribution, and creating jobs for people facing complex barriers to employment. UP was officially launched at the Green Industries/Collab4Good Innovation Incubator in August 2022, along with a crowdfunding campaign to cover the cost of our first move - generously created by our Board Member Yvonne.



The purpose of UP is to create employment for graduates of the Inclusive Work Program, to generate income for GOGO Foundation, to

redistribute material and household goods to where they are valued, and to contribute to a reduction in global warming through reduced carbon emissions.

Sarah is working on funding models, investment, business development, social procurement, operations, information technology, user experience for customers and key partnerships.

Auspicing

This year we have continued to deepen impact and collaboration through auspicing. Our successful auspicing of [Indigital](#) has enabled the piloting of their digital skills program with schools within Western Sydney's 'Belonging Program', and Kemps Creek in NSW. Indigital schools program enables Indigenous and non-Indigenous kids to connect with and learn from Indigenous Elders about cultural knowledge, history and language, all while learning digital skills in cutting-edge technologies like augmented reality, animation, audio recording and coding.

GOGO Foundation has received an administrative contribution through auspicing, thereby creating an additional income stream to support our social impact work.

Inclusive Work Program

Overview

The Inclusive Work Program (IWP) breaks the cycle of disadvantage for women and non-binary people with complex barriers to employment by building their wellbeing, work skills, confidence and capability and supporting them into safe sustainable employment.

IWP was created to address the specific needs of women and non-binary people with lived experience of domestic violence, sexual abuse, negative experiences of the child protection system, intergenerational poverty and disadvantage, long-term unemployment, poor mental health, racism and social isolation on their journey into safe, sustainable employment. We offer places in our program through agencies that provide support for this vulnerable group, however the majority of participants are warm referrals from our network or IWP graduates.

Overcoming the complexity and trauma of these experiences requires person-centred, curated care of participants. Our nine week program positively impacts the wellbeing,

agency, self-confidence and belonging to society of participants through establishing trust, building understanding and self-awareness, empowering with knowledge, work skills and a wellbeing toolkit.

Our carefully curated course teaches and provides mentoring for participants who learn wellbeing skills, transferable foundation work-skills, and an understanding of working in a modern workplace. Additionally, we build financial and digital literacy, an understanding of diversity in the workforce and a strengths-based approach to careers and future opportunities. We then work with our employer partners to introduce and secure employment in desirable and fulfilling work that is safe, secure and suitable.



Certificate II in Community Services

From Round 2 and Round 3, eight participants have completed a Cert II in Community Services while completing the Inclusive Work Program, with another five soon to receive certificates. 40% of those women had no qualification before IWP.

In November we were delighted to have a number of these participants presented with their Graduating Certificate at Parliament House SA by Katrine Hildyard, the State Minister for Women. This was a very special occasion and a huge milestone for the graduating participants of the IWP. 26 participants also completed a First Aid Course through IWP.

Grant Outcomes

Between Oct 2021 and Dec 2022 GOGO Foundation delivered four rounds of Inclusive Work Program with funding from the Women’s Leadership Development Program - Office for Women (Department of Prime Minister and Cabinet). Outcomes from the program demonstrate that with wrap-around care, careful programming curation and impactful content, barriers to employment can be removed and pathways and jobs in safe, suitable, secure employment can result. 33 women and non-binary people commenced IWP, and **27 completed the 9 week program**. Of these 27 participants we can now share:

100% increased or maintained their personal wellbeing

100% increased or maintained belief in their work abilities

96% increased or maintained confidence in getting a job

100% increased clarity on their next steps for career development

100% able to identify and articulate the strengths and weakness of their work skill set

Participants engaged in work or study 6 months after finishing IWP:

78%

100%

Program satisfaction

A number of those who were unable to complete IWP for personal reasons have been offered the chance to repeat the program or attend missed sessions in Round 5 Feb 2023.

Advocacy during IWP for our program participants

In response to the systemic and personal barriers experienced by program participants, GOGO Foundation staff have engaged in significant advocacy work in 2022. Removing these barriers is vital to ensuring safe passage through the IWP and into a safe and stable future.

Despite the existence of many social supports in Australia, these services can be complicated, discriminatory and have significant barriers to entry. Supporting IWP participants to navigate these services including public housing, legal services, child protection, medical health and wellbeing, hospital services, debt rectification, tertiary education rectification, home affairs and immigration require us to undertake strong, committed ongoing advocacy to ensure resolution to remove these complex barriers.

Some examples of this include:

- Accessing and attending Women's Legal Services
- Applying for birth registration, identification and medicare cards for a one year old Aboriginal child
- Liaising with Child Protection and allied services to advocate for the strong and protective relationship between a mother and baby to ensure the security of this relationship
- Liaising with Women's Safety Services and DV Crisis line
- Seeking advice from SAPOL about outstanding charges, bail, breaches of bail, Intervention order clarification, increasing intervention orders
- Advocating to Centrelink for emergency payments and clarification on income
- Liaising with mental health triage on two occasions seeking access to community mental health support. (Interestingly denied both times - not complex or vulnerable enough)
- Arranged for access of emergency prescription of medication due to inability of the participant to secure timely medical appointments
- Visiting participants in emergency departments, mental health and diabetes wards in hospitals
- Supporting women out of unsafe workplaces

This level of support is not available to these women through any other means.

The enormity of the relief from ongoing trauma, shame, exclusion, isolation, time consumption and injustice these barriers create can not be understated. It creates space for hope, trust and possibility and some peace. It is incredibly demanding, persistent and rewarding work for our team.



A difference between 'Building a pathway' and 'Removing a barrier'

In the IWP we build pathways and remove barriers. It is helpful to understand the difference, and the importance of each of these important practices.

Building a pathway is creating the right internal conditions for a person to thrive in life and in work. This includes building emotional awareness, resilience, wellbeing and wellbeing tools, life and work skills, skills capability, confidence and access to opportunities.

Removing a barrier is eliminating the demand on time, emotions, anxiety, stress, interference, preoccupation, and trauma caused by persistent external conditions that stand in the way of moving forward in one's life. They also stand in the way of one's ability to visualise themselves in a safe, calm and peaceful future.

IWP Plus: an ongoing community

By the end of IWP Round 4 in December 2022 we had 40 women in our community of graduates (including the Pilot group) and others who may not have completed the course but continue to be welcomed and supported in our community. This is a beautiful, inclusive, welcoming and kind community where women can find love, support, understanding and friendship. It has become clear that this ongoing community is one of the keys to overcoming the trauma and isolation participants have experienced, and is vital for the long term success of IWP.

In September we welcomed IWP Round 3 graduate Shanelle Rigney as our IWP Plus Co-ordinator. We look forward to the ongoing development of this community and whatever the participants would like to become. Initial ideas and activities include social networking opportunities, well-being events, micro-skills training, attending festivals and artistic events, and catching up for coffee or a walk.

The IWP Plus is to date unfunded.

Future of IWP

In 2022 we delivered four rounds of IWP through funding provided by the Federal Office for Women's Womens Leadership Development Funding.

Further funding from the Office for Women is not yet available. The GOGO Foundation Board committed existing funds to support the continuation of IWP, with a fifth round delivered in Feb-April 2023.

Sarah is working on developing diversified income streams to ensure the ongoing delivery of the IWP. This includes investigating opportunities with Federal and State Governments, corporate partnerships, philanthropic funding and the Board has established a yet to be named 'fundraising committee' to support this effort.

A priority for this funding is to ensure the GOGO Foundation staff are employed in safe, sustainable and reliable work in the form of annual or bi-annual contracts.

During 2022 Sarah was invited to explore opportunities to expand the program to regional areas in SA and NSW. Whilst expansion is possible and there seems a need for our offering across Australia, expansion is currently beyond the resources of our team. So our focus

during the coming 12 months is to secure two years of local funding to run the IWP in Adelaide. Once this is secure, we can explore further afield to wherever it is needed.

Advocacy for system change

We are committed to advocating for change to policy, shift mindsets, influence changemakers, bring in collaborators, point out the holes and suggest new ways. This is system level advocacy. Making the lived experiences and voices of our participants lived heard, and influencing change is a very important part of our CEO's work.

Policy advocacy we contributed to:

- The insecure work study at the Working Women's Centre
- Zali Steggles Federal Climate Action policy through the BCorp Community
- The minimum superannuation pay gap removal in the 2021-2022 Federal Budget through our submission with the Economic Security for Women's Alliance.
- Sarah's Board membership of the Working Womens Centre, now part of the emerging national network of women's centres who are implementing legal services to fulfil Recommendation 53 of the Respect@Work report by Kate Jenkins.
- Sarah was again on the Regional Panel for Westpac Social Change Fellowship selection

CEO Sarah Gun is regularly asked to speak to audiences about social enterprise, social procurement, the Inclusive Work Program and issues concerning barriers to safe secure work for marginalised women. Sarah uses these opportunities to open participants' eyes to how mindful spending can contribute to the wellbeing of marginalised people through social procurement, the need for charity to address the entrenched imbalances in society, the opportunity to create social harmony and community wellbeing through inclusive approaches to business and policy, and the barriers that exist in society for those most marginalised. Wherever possible Sarah will request a speaker fee or a donation to the Foundation in return for her time. In 2022 she has presented to:

- Social Enterprise World Forum with Collab4Good
- Circular Economy Social Procurement workshop with government departments
- City of Salisbury
- Walker Wayland Accounting Summit
- Perks Women in Business
- Partnerships for social procurement at Auricon

Sarah also had meetings with the Department of Human Services and the Minister for Women's office.

Social enterprise social procurement suppliers to the GOGO Foundation include:

- Foodprint Experience (eventcatering)
- Mobo Group - InStitches (sewing)
- Minda Group - BlendCreative (GOGO Foundation Website design)
- VUPR- Through The Funding Network alumni community
- Whitebox Enterprises - Up by GOGO Business model development

Social impact - a new artistic representation

Finding easy mechanisms to communicate our impact, and to make our work visible and accessible for all is important. The opportunity to create visual representation of the circumstances our IWP participants experience, along with the barriers they have to a stable safe life was embraced by our very creative Board Member, Harriet Gun. We are delighted to share on the following page the icons Harriet has created for future communication of our work.

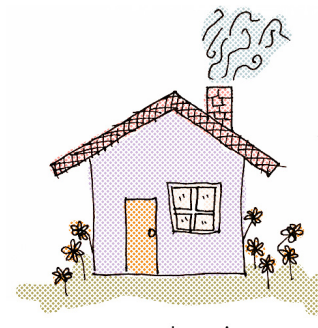
Barriers women face when finding employment:



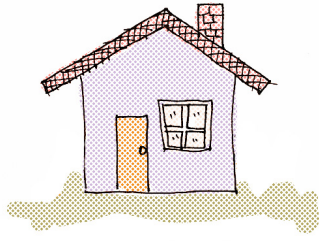
Secure housing
Owns house



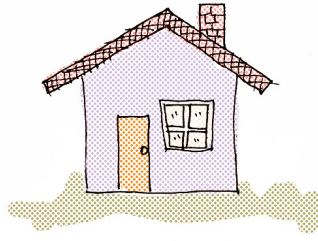
Secure housing
Renting



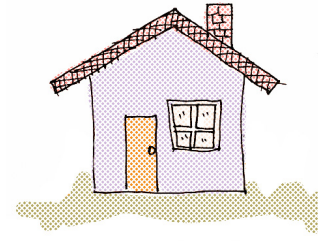
Secure housing
SAHA



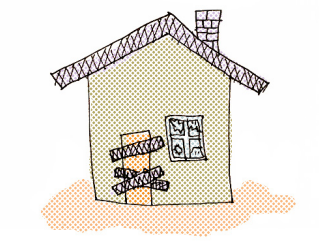
Insecure housing
SAHA



Insecure housing
Renting



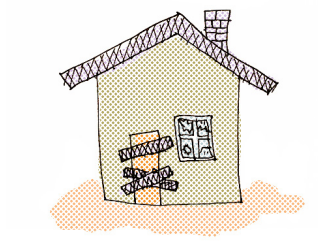
Insecure housing
Owns house



No housing
Temporary accomodation



No housing
Emergency accomodation



No housing
Living in a shed



Foster or kinship
childhood trauma



FDU in Childhood



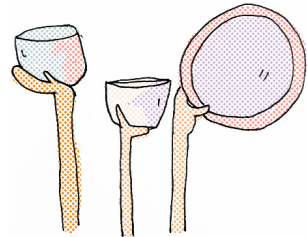
Childhood trauma



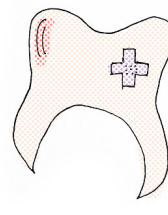
Childhood sexual abuse



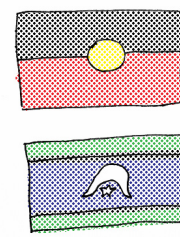
Addiction
Alcohol / drugs / gambling



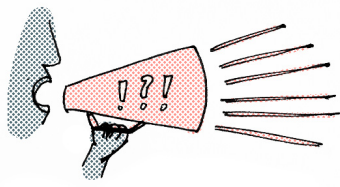
Poverty



Dental issues



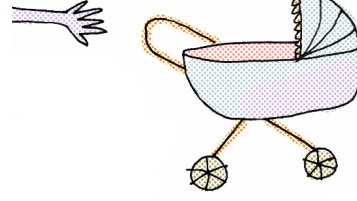
Aboriginal or
Torres Strait Islander



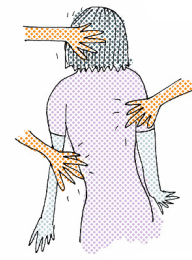
Coersive control
domestic violence



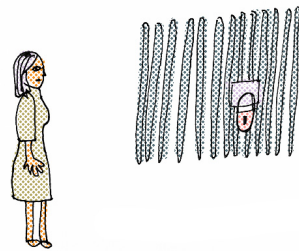
Physical domestic violence



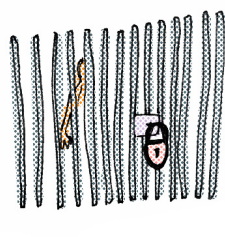
Children removed or in care



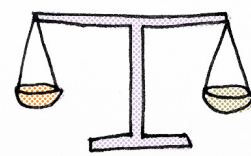
Rape and/or sexual assult



Partner incarcerated



Incarceration



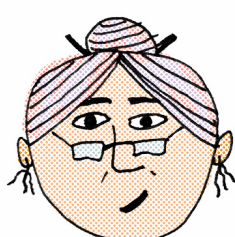
Legal issues



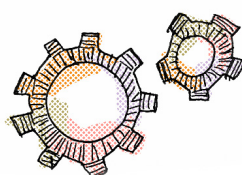
Mental ill-health



Single mother



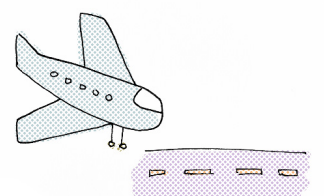
Ageism



Employment



Physical illness and/or injury



Migrant or refugee

Financial and pro bono support

In the 2021/2022 financial year GOGO Foundation received funding from diverse supporters:

- Auspicing partnerships with Indigital
- Westpac Foundation
- Mary-Anne Anderson
- Federal Office for Women, Department of Prime Minister and Cabinet
- Department of Human Services SA

We also received pro-bono services and assistance from multiple supporters:

- DWMA - auspicing alignment assessment and paperwork
- Westpac Foundation - Board Observer and Ambassador program for the Foundation
- VU PR - developing Our Case for Support document
- Minter Ellison - business model development
- Beyond Bank - Work Immersion for the IWP
- Holman Hodge - office space for Board meetings and internal accounting resources
- City of Adelaide - a home for the IWP Pilot and Rounds 1 and 2
- Jigsaw - free use of their office facilities at their Pirie Street centre for Round 3 IWP
- Wyatt Trust - discounted rental at Inparilla for rounds 4 and 5 of the IWP
- Refuel Creative - support to launch UP by GOGO completing brand and web design
- Collab4Good - free access for UP by GOGO to the Circular Economy Incubator
- Coralus - ongoing support from the Activator and Venture community at Coralus
- The Funding Network - Alumni access to ongoing training, programs and community
- Torrens University - Student projects to support the development of UP

The future

As we complete this report in May 2023 and reflect on the 2021-2022 year, it is clear how far we have come in a relatively short time, and with so much learning. Our experience and understanding has evolved and matured over this time and we have many learnings and opportunities yet to come.

The significant funding we received from the Office for Women in the 2020-2021 Financial year will have been spent soon, and whilst we have applied for several large and small grants the future funding streams are not clear.

Our focus is to secure funding to provide secure employment for our CEO, and our staff for the coming two years to 2025, which will allow us to continue to deliver the IWP.

Strategic vision

Our high level Strategy for the 2022-2024 period has five elements:



We look forward to sharing further on our long-term strategy in the 2023 report.

THANK YOU

From all of us at the GOGO Foundation, we wish to offer a sincere thank you to all of our supporters. Without your words of encouragement, introductions and links, services and advice, financial backing and advocacy it would be impossible to do our work - and lonely! Being in this work with so many excellent people means so much to us.

To our event clients, thank you for your trust in us to represent you to your guests, clients and staff. Your trust in GOGO events means that we can carry on supporting women as they come on board to work with us, and for that we are so grateful.

And to all the people who have trusted us enough to join our programs, we are so humbled. We recognise how challenging it is to take a leap of faith. Thank you, and we look forward to being a supportive part of your journey for the long term!

 gogofoundation.org.au

 sarah@gogoevents.com.au

 [gogofoundation-au](https://www.linkedin.com/company/gogofoundation-au)

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ABN 40617397869

ACN 617 397 869