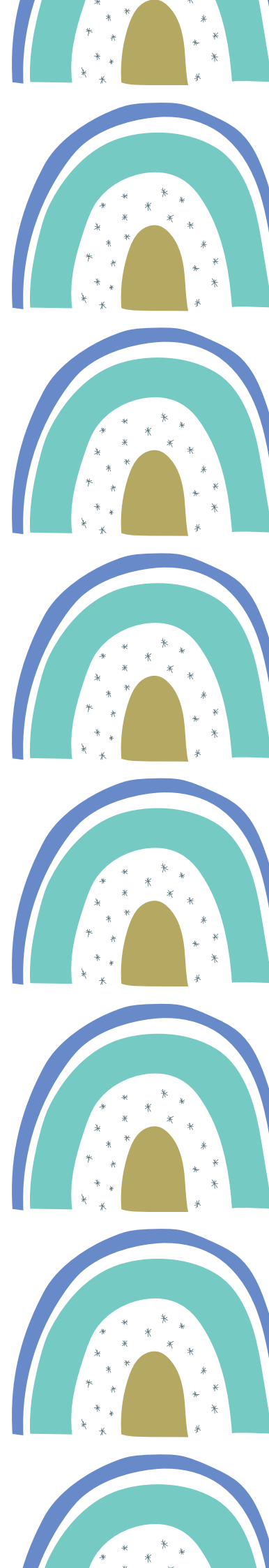


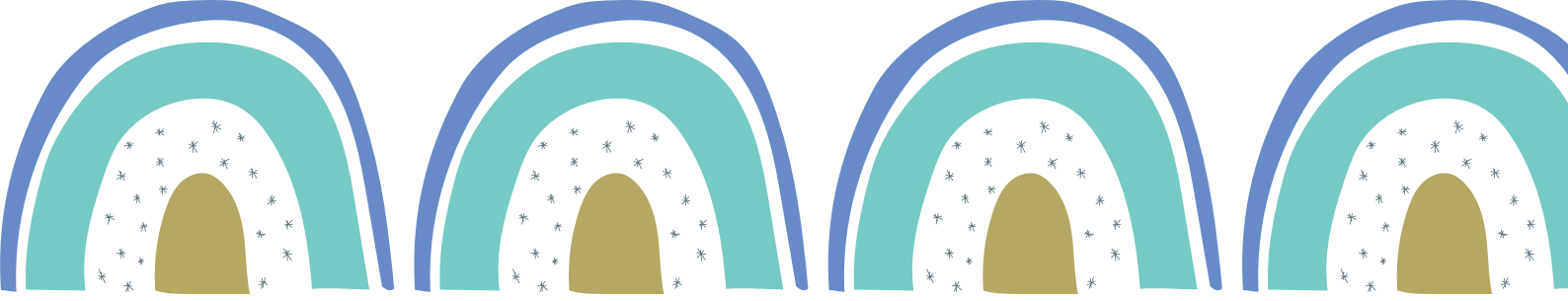
Impact Report 2024

Year Four

We acknowledge we live and work on Kurna land. We are deeply grateful to live and learn in this beautiful place and we thank the Kurna people for their continuous care and ongoing relationship with country.

 **GOGO**
FOUNDATION





A message from the Board Chair

As the Chair of the GOGO Foundation, I am immensely proud to share the remarkable achievements of our organisation over the past year. Our Inclusive Work Program (IWP) has continued to make a profound impact, supporting 95 women since 2021, with 42 completing the program in 2024 alone. These women, whom face complex barriers to employment, have shown incredible resilience and determination.

We received significant investments from the federal Department of Social Services and the SA Department of Human Services, enabling us to support 60 of Adelaide's most vulnerable women through the IWP in 2024-2025. Additionally, our collaboration with the Bradford Institute of Advanced Education has allowed IWP participants to achieve a Certificate II in Community Services.

We have also welcomed new team members, expanding our capacity to support more women each term. Our board has seen new additions, including Nick Whalan as Treasurer and Naomi Riach as Secretary, bringing fresh perspectives and robust discussions to our meetings.

Our social enterprise GOGO Events continues to thrive, providing transitional employment to IWP graduates and securing new funding to create a 6-week events and hospitality skills training series. This initiative has already seen seven graduates gain valuable experience and paid work.

Looking ahead, we are focused on securing a clear pipeline of funding for the next three years, supporting 60 participants annually, and formalising employment partnership agreements in key industries. We are committed to deepening our impact and creating long-lasting social change.

Thank you to our dedicated staff, partners, and supporters for your unwavering commitment to our mission. Please enjoy our 2024 Impact Report.

Mary-Anne Healy Chair,
GOGO Foundation



About GOGO Foundation

GOGO Foundation is a charity and a work-integrated social enterprise with the mission to foster social equity by supporting society's most vulnerable women and non-binary people to improve their wellbeing and increase their workforce participation.

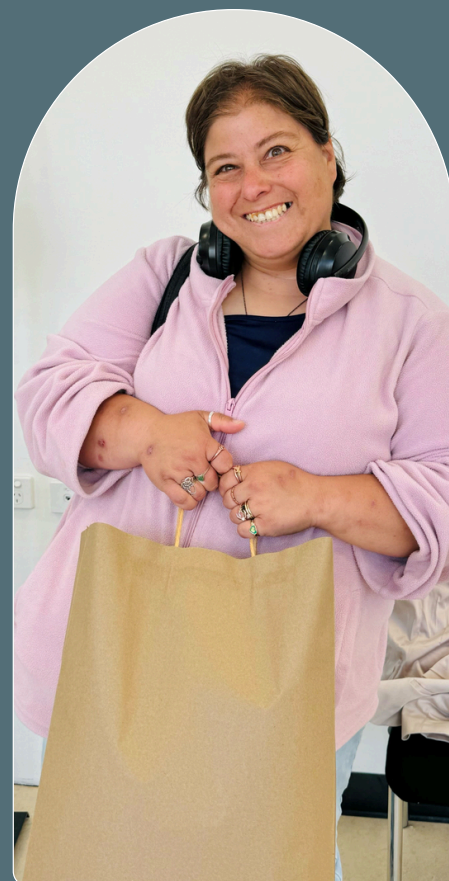
GOGO Foundation is governed by a skills-based Board of Directors, and we operate in Adelaide on Kaurna country. GOGO Foundation actively works towards the National Strategy to End Violence Against Women and Closing the Gap. Our work in inclusive employment and advocacy aligns with United Nations Sustainable Development Goals 5, 8 & 10.

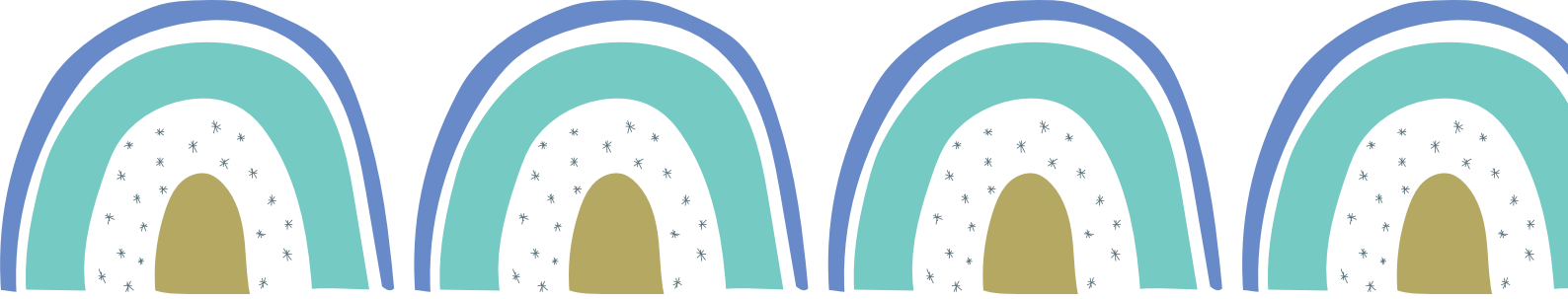
We achieve our mission through the Inclusive Work Program. Co-designed and piloted in 2021, after four years we have supported a total of 95 women and non-binary people to create pathways to social and economic inclusion.

Inclusive Work Program

The Inclusive Work Program (IWP) is our 9 week trauma-informed, wrap-around care, pathway to wellbeing and employment program that supports women to overcome complex and intersectional barriers to employment. We create a safe, supporting circle of trust where our participants can build their confidence and capabilities, gain the skills to manage their wellbeing, learn modern work skills, and experience diverse work immersions to understand how and where they fit into the modern workforce. Concurrently, our team advocate to help remove personal and systemic barriers they may be facing.

Upon completion of the program graduates are supported to gain and maintain secure, suitable, meaningful employment in an industry that matches their career aspirations.





Data snapshot of IWP graduates 2024

Of the 29 women who completed the IWP since our last report:

48% are over 40 years of age

41% have been out of work for more than 5 years

20% identify as First Nations

60% have lived-experience of family, domestic and sexual violence

17% English is their second language

Like all IWP participants, these women faced complex barriers to economic and social inclusion



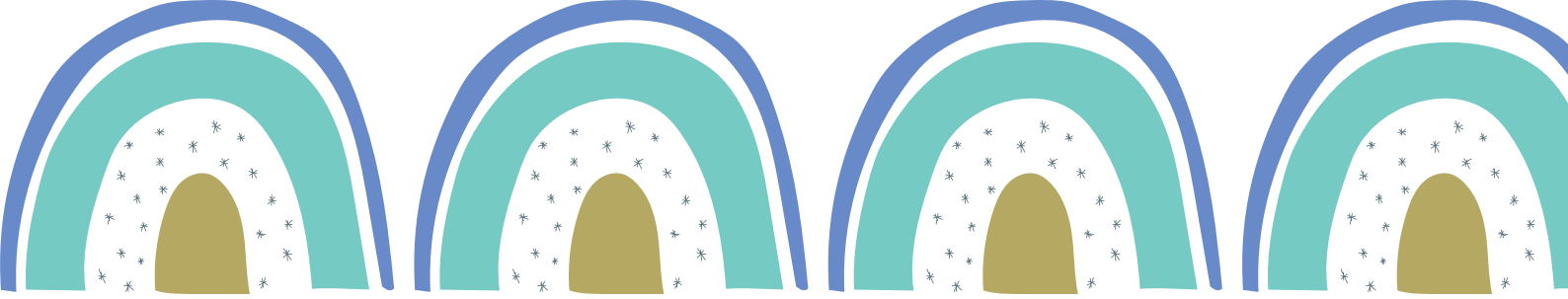
88% of participants cited **poor mental health** as a barrier to work



Nearly 50% shared that **social isolation** made it difficult to get work

When IWP starts, we ask participants what they hope to gain. Here is what some shared:

- Be more confident with handling tough situations in the workplace in which I can take into the new job I'll be able to get into
- Structure & routine but also to discover workplaces that are inclusive
- Gain confidence in myself and finding work



Data snapshot of all graduates since 2021



Total Number of program graduates since 2021



Number of graduates working or completing further study 6 months after completing IWP

Note: this only includes those who graduated prior to April 2024

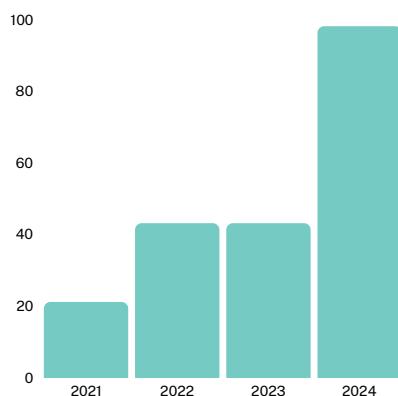


Estimate of graduates employed 12 months after IWP

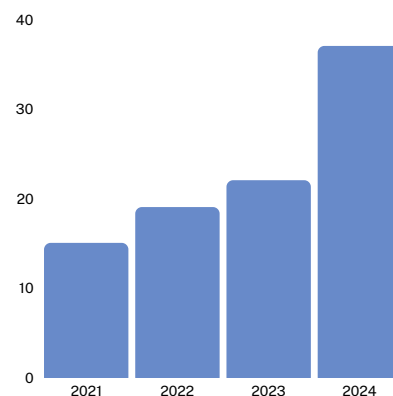
Note: A small percentage of graduates are not ready to seek work at this 12 month milestone. For an even smaller percentage, employment will remain inaccessible due to ongoing challenges.

Growth in demand and completion rate:

Number of Expressions of Interest




Number of Graduates of IWP



Where are they now?

Graduates are employed in meaningful roles in all sectors, including **education, community services, hospitality, retail, warehousing, customer services, caring and banking.**



The journey of every person that comes through IWP is unique. At the end of 9 weeks, we ask graduates if they achieved their goals for IWP. This is what they shared:

Before starting this program, I had hopes to improve when it comes to my anxiety and I feel like I have improved although it was hard, it did improve over the 9 weeks.

No - but I've gone through a necessary process to get where I NEED to be. Thank you x

Yes, I feel I achieved my goals. My goal joining the IWP was never on finding employment, but rather in reintegrating myself into society, finding a community, building my self worth and confidence, all while learning valuable life/work skills that I can invoke in the future.

I am definitely on my way with clearer vision

My aim was to complete the course. I find it hard with social anxiety. I hope to continue to push myself to be better in social settings and find a more balanced lifestyle.

I have gained more confidence in applying for jobs and knowing what it is I want to do in my career, so gaining clarity in the career field was my goal.

Strength from darkness

From our Program Manager, Tam Norris:

Success isn't just about reaching the finish line; it's about the journey and the strength it takes to get there. The women that have been part of the Inclusive Work Program have faced incredible hardships, yet they continue to move forward with courage and resilience. Each day, they push through barriers, redefine their paths, and create new opportunities for themselves. Their success is measured not just by where they're going, but by how far they've come—and the strength they've found along the way. Today we celebrate our past participants who recently secured long-term, sustainable employment—a milestone that reflects not only their hard work but also the transformative impact of the program. We are so proud. Here's to the women who are rewriting their stories and moving forward with purpose and power.



Tam Norris
IWP Program Manager

Words from an IWP graduate 2024:

My experience with the IWP has been life changing to say the least. From the very first moment I met the IWP team I felt that they truly believed in me. At a time in my life when I felt so lost & broken, they helped me through the darkness & now the sun shines brighter than ever on me. They helped me believe in myself & see my self worth. I'm a changed woman, I'm a go getter, a great work colleagues, a great friend & an awesome mother & for the first time I my life I believe in myself. I can't thank Sarah, Tam enough for all their continuous love and support throughout my journey. I'm so blessed to have these wonderful women in my life, cheering loud for me, for me! Thank you so much Sarah & Tamara. Keep on blessing women with IWP Love you ladies.



Our Goals for 2024-2025

Our 2023-2024 goal was to secure funding to ensure we could deliver the IWP to women across Adelaide. We were successful in this pursuit and secured funding from Federal and State Governments to bring 60 women through our program in 2024-2025.

To continue delivering life-changing impact for marginalised women into the future we are laser focussed on 4 main goals in the 2024-2025 financial year :

1

Secure funding for the next 3 years, including from government, philanthropy, our social enterprise and fundraising. We require \$2.4 million for the July 2025 - June 2028 period to maintain current services.

2

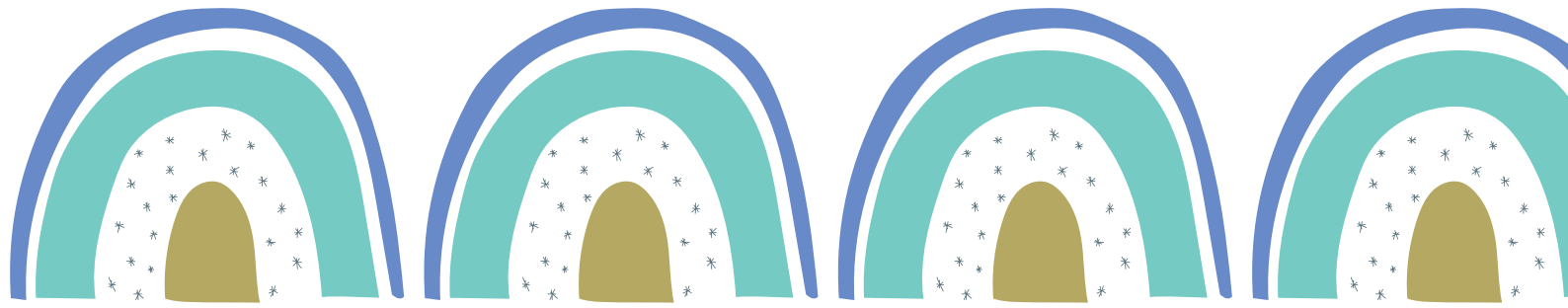
Achieve success in the Social Enterprise Development Initiative grant program to fund external expertise to help us achieve Goal 1.

3

Continue to support current cohort of 60 participants to complete the IWP, and support those ready to transition into employment. This includes ensuring our workforce is well supported to deliver this outcome.

4

Formalise employment partnership agreements with industries including banking and finance, care economy, education, hospitality, manufacturing, to create direct pathways into employment for graduates.



Partner with us to meet your ESG goals

At the GOGO Foundation we are committed to deepening our impact by collaborating with aligned partners. We have been delivering Environmental and Social, and Diversity and Inclusion outcomes for partners for over 13 years. Generating income for these services is one of our income generation strategies.

We have five key partnership opportunities:

\$15,000

Employ work -
ready skilled IWP
graduates

\$15,000

Sponsor a
woman
through IWP

\$150,000

Sponsor a 9-
week Inclusive
Work Program

Make a
financial
contribution to
cover our
operating costs

Engage GOGO
Events to
manage your
events



In June 2024 we received 12 months of funding for the Inclusive Work Program.

The Department of Social Services awarded GOGO Foundation with \$600,000 to facilitate four rounds of the program for up to 50 women, and SA Department of Human Services granted GOGO an additional \$150,000 to refer up to 10 women directly into the program. We are very grateful for this support and belief in our work and it's value to society.



New Team Members!

This recent round of funding means we can support more women each term, so we have invited some incredible new humans into the IWP team to make that possible. We are delighted to work alongside inspired people with shared values and a commitment to social justice and empowerment. We're also delighted to be able to shift Nikk Palmer from consultant to employee.



Andrea Sumner
Job Placement and
Advocacy Coordinator



Allie Croft
IWP Program Mentor



Claire Leske
IWP Program Mentor



Nikk Palmer
Impact Manager

Barriers to employment

1. Unfit employment services

Government-funded employment services are not designed or able to support women who are impacted by the complexities of trauma.

We are told by our IWP participants that they are regularly required to repeat the story of their traumatic past, they are often not believed, and they are judged and treated poorly by service providers. Repetition of these negative experiences compounds marginalisation and leaves women feeling disempowered and with very limited options.

Combined with mental health conditions that result from trauma, the intersection of marginalised identities and the responsibilities of caring for young or elderly family members, the barriers to gaining meaningful work can be insurmountable.

IWP graduates shared their experiences via in-depth interviews:

“The job network providers just infuriate you, well they me infuriated me. They would double handle, they would lose documents, they would misplace things, they would keep you waiting, and like you don't have anything better to do when you're in Centrelink for four hours. Because you're unemployed, you can afford to sit there for four hours.” (KJ)

“I'd also had other personal life traumas that were on top of that, and so it was just like, compounded trauma. And then, of course, being unemployed is a trauma in and of itself, and the longer it went on, the less faith you have, because they tell you that it was for every year that you're unemployed, you are less and less employable.” (FG)

A system that fails to treat individuals with care and respect causes further harm and marginalisation, and keeps people trapped within the welfare system.

At the GOGO Foundation we are committed to providing a trauma informed, wrap-around service to ensure all participants in the IWP can overcome personal and structural barriers to unlock their potential, their wellbeing and their financial independence.





Barriers to employment

2. The need for trauma-aware care

At GOGO Foundation we believe that offering responsive, person-centred care is an essential part of supporting women facing adversity and marginalisation to regain economic independence. As renowned psychologist Judith Herman says so clearly: *“No intervention that takes power away from the survivor can possibly foster her recovery, no matter how much it appears to be in her immediate best interest”*.

Using the wisdom of lived experience of trauma and marginalisation, we offer each person **kindness, time, love, individualised care, listening ears, a wellbeing tool kit, a foundation of modern work skills, community, and a deep sense of belonging.** With this foundation, we then support women into **safe, sustainable employment, and increasingly, a life of inclusion, wellbeing, agency and belonging.**

We are committed to treating each person we support with respect and care, because we believe this is a critical missing piece in making change possible. This commitment is evident in our program logic, staff recruitment, our policies and procedures, our social media, and most plainly in the way we engage participants.

What did IWP mean to you?

“I was able to say, I know some more things about me. That gave me a bit more strength and confidence, because some of the IWP reminded us of what the workplace was like, how to overcome confrontation, for example. And it prepared us in ways that nothing has, I don't believe touched any of those women before.” (KJ)

I think it was just the encouragement I got from Tam and Sarah. Even then just the first job I applied for after IWP was such a huge step for me, because previously, I literally have a PTSD reaction to writing my resume. (FG)

“I wouldn't have the future that I have, if it wasn't for the program, I would be drifting along, still, life would be happening to me, instead of me, driving life in the direction that I want it to take, I would financially be in a far less stable position.” (CC).



Barriers to employment

3. Family, domestic and sexual violence

More than 60% of all IWP participants have experienced domestic and family violence. Through IWP, GOGO Foundation is actively working in the fourth domain of The National Plan to End Violence against Women and Children 2022-2032: Recovery and Healing. The wellbeing pillar of IWP focuses on developing and growing skills to maintain positive mental health, personal confidence and boundaries. The program also supports victim-survivors to develop advocacy, engagement with services and employment pathways to recover from the diverse impacts of violence including economic and wellbeing barriers. GOGO Events similarly offers a place for victim-survivors to commence or step back into work in a safe and encouraging environment.

This year we have also been active in public advocacy, and raising awareness and understanding with service providers, clients and partners in our network and beyond.

Royal Commission into Family, Domestic and Sexual Violence

In August 2024 we held 2 focus groups with graduates of the Inclusive Work Program to develop submissions to the Royal Commission for the 'Recovery and Healing' section of the Issues Paper.

Evident in this process was the importance of women feeling heard and respected when seeking support, and having their whole experience considered when interacting with service providers.

Our submissions can be found on our website under [Resources](#).

Embolden

GOGO Foundation is now an Associate Member of Embolden.

As South Australia's peak body for specialist domestic, family and sexual violence services, Embolden advocates for women's rights to respect, safety and self-determination.

We deeply value the opportunity to collaborate with many other SA organisations working in the sector to share resources, make referrals and provide support and camaraderie to those working within complex systems and intergenerational trauma.



Feature Partnership:

Bradford Institute of Advanced Education

The Bradford Institute of Advanced Education (BIAE) delivers contextualised training to the health, justice, and community services sectors. In 2022, we worked together to offer a vocational training outcome for IWP participants. BIAE was able to map the content of IWP to the units of competency in the Certificate II in Community Services and develop appropriate learning and assessment resources. It was an excellent fit!

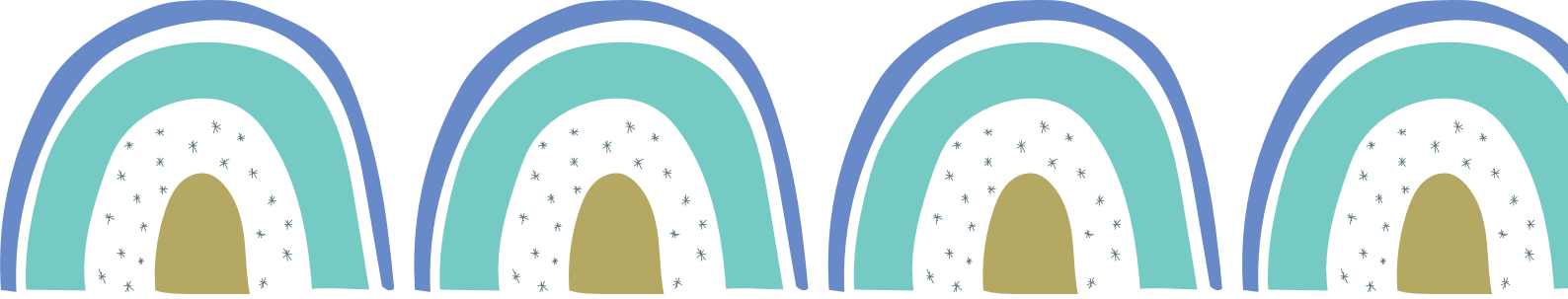


More than 50% of IWP participants have not completed study since high school. We are so delighted to offer participants the opportunity to complete the Certificate II. With the course content embedded within the weekly IWP schedule, and further study taking place at user-friendly times on GOGO's premises, we are seeing the pride and confidence that achieving accredited education fosters.

Since the start of our partnership, **20 IWP graduates have achieved Certificate II in Community Services** with more certifications in progress each term. It is a privilege to create a safe space for accredited study within IWP, and an honour to work alongside the excellent people at BIAE to make it happen. We would like to give a special thanks to Chris Barrett and Maxine Bell who worked closely and patiently with our team to prepare the program and delivered training with kindness and humour, and to David Bradford who has been a huge supporter of GOGO Foundation since the beginning. Our joint efforts were recognised this year, and we are very proud!

GOGO FOUNDATION & Bradford Institute FINALISTS 2024 South Australian Training Awards:

- ✦ Industry Collaboration
- ✦ Excellence in Diversity
- ✦ Aboriginal and Torres Strait Islander Student of the Year
(IWP graduate - Tracy Rigney!)



GOGO events



Our work integrated social enterprise

GOGO Events is our award-winning event management company that creates transitional employment to graduates of the Inclusive Work Program. **In 2024 11 new IWP graduates joined the GOGO events crew!** GOGO Events is a BCorp with an impactful 24 year history of delivering outstanding event services to corporations, government and not-for-profit clients. We have a ‘First Nations First’, social enterprise and BCorp procurement strategy and are committed to circular economy principles. GOGO events aligns with the South Australian Economic and Social Procurement Guidelines. GOGO events is known for exceptional customer service and professionally run events.

GOGO event is owned by the Foundation. 100% of profit is donated to the GOGO Foundation. View the GOGO Events 2024 Impact report on our [website](#).

Get Set GOGO: an new initiative at GOGO events

In June 2024 GOGO events received the Strengthening Inclusive Pathways to Employment grant funding from the the South Australian Department of Human Services. This funding allowed us to create a six week events and hospitality skills training series. In October, seven IWP graduates commenced this exciting program with the GOGO Events team, all in an environment of care, courage and support. Each week participants have gathered for in-house training and mentoring, certified skills training, (including Responsible Service of Alcohol and Food Handling Supervisor) and immersions at hospitality and event venues. The group also had the opportunity to engage in paid work at events managed by GOGO, including the AHA|SA Hotel Industry Awards for Excellence Gala Dinner and the Lived Experience Workforce Awards Dinner for the Mental health Coalition.

This program offers participants a ‘soft landing’ to practise the skills refined in the Inclusive Work Program, plus nationally accredited certification, meaningful work experience and of course - paid work! We look forward to working alongside newly qualified and experienced staff at GOGO Events in the future.



“So glad that we got to experience behind the scenes and play a small part in a HUGE event!! Thank you everyone, great team effort and big thank you to Janine and Mayra for giving us this experience.”

Get Set GOGO participant.



From Founder and CEO Sarah Gun

Empowered by community

We say time and time again at GOGO, that lasting change only occurs for the women we support when they experience positive interactions whenever they reach out - whether that's someone being patient during a phone call, being shown compassion and understanding at a difficult appointment, or offered a non-judgemental listening ear when they are in a moment of need. It takes a whole community. The GOGO Foundation is blessed to operate within a large, local and global community of committed changemakers who share our world view.

This community includes other not-for-profits, businesses, advocates, industry bodies, practitioners, community groups and supporters. These organisations and individuals empower us and the women we serve with their kindness, generosity, and a deep sense of belonging. We would like to give a big shout out to our special collaborators Coralus, Embolden, Social Traders, BLab, Collab4Good, Chooks SA, the SA Social Enterprise community and The Circle.

Our committed Board of Directors - Our Chair Mary-Anne Healy, Treasurer Nick Whalen, Secretary Naomi Riach, current members Yvonne Karabatsos, Andrea Heading, Harriet Gun and retired member Tamryn Herridge - thank you for volunteering your time and energy over the year (and years!), for creating the conditions for our passion and processes to ebb, flow, grow and transition and for being the backbone of our organisation and our cheer squad.

We would also like to thank the generous support of our pro bono and in-kind partners:

- **Uniting Communities** for providing us our first 'home' and free rent for the first 6 months earlier this year, and to the incredible **Claire Wildish** of **You See Arts...**we love being your neighbour
- **Wyatt Trust** for making us feel welcome at Inparilla in 2023
- **Minter Ellison, Tanarra Social Purpose and 180 Degrees Consulting** and all the incredible people on their teams for their professional services support, perspective, input and advice.
- **Westpac Foundation** for ongoing financial and professional support and access to their Employee Assistance Program for our employees
- **CSNet** and **Mandy Doon** for the gift of their invaluable case management system - this powerful platform will revolutionise our data collection from this year on
- **DMAW Lawyers** for their services with our auspicing partnerships and probono legal support for our program participants
- **Willson Coaching and Consulting** for support with change management as the team grows, and individual mentoring for our senior staff
- **Nicole Halsey** at **URPS** for facilitation our strategic planning day in February



- **University of South Australia** for continued deep research into our methodology, output and impact and for working with us on a research submission to undergo longitudinal study on the impact of IWP
- **Aboriginal Legal Rights Movement** in particular **George Lesses, Andrew Collett and Rebecca Gray**. Thank you for your brilliant legal minds, your networks and your generosity when we needed you most to support our most vulnerable participants
- **Beyond Bank** and their wonderful team who support us with banking and work immersions for every round of the IWP
- **Grow Your Mind and Indigital**, our wonderful auspicing partners
- **Jo Howard** from Inner Retreats for her beautiful Dru Yoga and IFS sessions
- **Crystal Crossman** (IWP graduate) for her impactful Financial Empowerment sessions
- The incredible team at **D'aVange** with a special call out to **Chris, and Max and David Bradford** for all their support to our team and our students
- Eighty9Ltd's **Thread Together** and **Dressed for Success** - our newest partner, thank you for the joy services and staff bring to our participants.

I would like to acknowledge our incredible staff at GOGO Foundation and GOGO Events. We navigated huge growth this year, blossoming from 4 staff to 10 within a 2 month period, and we are so grateful for the wonderful humans who make up our teams. Our IWP team - Tam Norris, Nikk Palmer, Allie Croft, Claire Leske, and Andrea Sumner; and our GOGO Events team - Janine Vella, Mayra Ykeizumi, and Sarah Bailey - thank you in spades! To Tracy Rigney, who joined us for a short while as you patiently waited for the wheels of social change to turn, we loved having you on our team. Thanks also to Nusrat, Aurleen, Anjalena and Divya - our social work and communications students. Thank you for sharing your time, insight, perspective and fresh enquiring minds with us. I would like to extend thanks to our facilitators and consultants **Dr Tiff De Sousa Machado, Geraldine Fuenmayor, Louise Pascale** and **Kimberlee Brown** we are incredibly grateful for your expertise, generosity and friendship.

Most importantly, thank you to our IWP participants, for placing your trust in us. We know this takes incredible courage and a huge leap of faith. Thank you for coming on the IWP journey with us. You light up our lives. Seeing you thrive brings us all immense joy.

On behalf of the GOGO Foundation,

Sarah Gun.



Farewell, Old Me

Ullie-Kaye

*If they ask for the one who cannot
see beyond the thick of the past,
tell them, I am no longer here.
If they ask for the one who compares
herself to others, wears herself thin,
tries to fit herself into spaces that
are too small or too wild, or too
shallow, for growing.
Tell them, I have been reborn.
I have left the ocean for the stream.
The darkness for the sun.
I am living simpler. Gentler. Kinder. Softer.
I have gone to make myself more beautiful
in ways that reflect my heart rather
than my body. I am filled with new light.
Fresh air. And the the kind of peace
that passes understanding.
I have started healing
And stopped running.
Farewell, old me. I am now free.
I stand before an audience of one.*

A poem shared and read by an IWP graduate reflecting on her experience.



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