

ANNUAL REPORT

2025 – 2026

**By Neurodivergent People.
For Neurodivergent People.**

CONTENTS

Acknowledgements	3
Message from the Co-Founder & CEO	4
GRANN Foundations — Vision, Mission & Values	5
Strategic Goals & Frameworks (2026–2029)	6
Our Community — Board & Leadership	7
2025: The Year That Was	8
2026: The Year That Is	9
What GRANN Offers — At a Glance	10
Impact Snapshot — March 2025 - March 2026	11
2026 — Looking Ahead	12
GRANN Membership	13
How to Support GRANN	16
Financial Overview & Governance	17
Thank You	18



ACKNOWLEDGEMENTS

ACKNOWLEDGEMENTS

Acknowledgement of Country

GRANN acknowledges the Bailai, Gurang, Gooreng Gooreng and Taribelang Bunda people who are the traditional custodians of this land and pay respect to Elders past, present and emerging. We extend that respect to other Aboriginal and Torres Strait Island people in our region. Always Was. Always Will Be. Sovereignty Was Never Ceded.



The Changing the Landscape Statement

The Changing the Landscape Statement is our way to fight for all LGBTIQ+2SB people whose lives have ended too soon through suicide. We remember their lives, their struggles, and forever their place in our communities.



We acknowledge the long history of criminalisation, pathologisation, institutionalisation, forced treatment, exclusion, and silencing experienced by LGBTIQ+2SB people, alongside the Autistic, Neurodivergent and Disabled Community. This includes those harmed by medical, religious, educational, carceral, and social systems. We recognise the grief carried by individuals, families, and communities, and the generations shaped by these injustices.

We also honour the resistance: the protests, the care networks, the quiet acts of survival, and the ongoing fight for dignity, safety, self-determination, and joy. This statement is both remembrance and responsibility — a commitment to listen, to act, and to help change the landscape so that future generations are not asked to survive systems that should have protected them.



LEADERSHIP

MESSAGE FROM THE CO-FOUNDER & CEO

As we reflect on GRANN's journey across 2025 and into 2026, what stands out most is not just growth, but grounding.

This year has been one of consolidation, clarity, and quiet, powerful evolution. We have listened deeply to our community, strengthened our governance foundations, and continued to build something that feels both sustainable and real.

GRANN has never been about fitting Autistic and Neurodivergent people into existing systems. It has always been about creating spaces where we can exist, contribute, and connect in ways that honour who we are.

Throughout this year, we have continued to hold space through our NeuroKind Circles, expand our thinking around alternative pathways to participation and employment, and begin shaping our Social Enterprise model — one that centres dignity, flexibility, and community care over productivity and pressure.

Being neuro-affirming remains at the core of everything we do. It means recognising that support looks different for everyone. It means valuing rest as much as action, and connection as much as output. It means ensuring that lived experience is not just included, but leads.

We have also taken important steps toward strengthening GRANN as a sustainable organisation. This includes refining our Constitution, preparing for DGR endorsement, and building governance structures that protect both our purpose and our people.

As we move through 2026, our focus is not on doing more, but on doing what is meaningful — in ways that are accessible, ethical, and community-led.

"To everyone who has shown up, contributed, supported, or simply found comfort in knowing GRANN exists — thank you. This is your space as much as it is ours. We are building something different here. And we are building it together."

— Bee Austin, GRANN Inc.

Bee Austin

CEO & Program Director



FOUNDATIONS

VISION, MISSION & VALUES

VISION

To foster a future where Autistic and Neurodivergent people are supported, understood, and able to participate in community, work, and life in ways that are sustainable, self-directed, and affirming.

MISSION

GRANN exists to build neuro-affirming, community-led systems that:

- Foster connection, belonging, and peer support
- Support lived-experience leadership and participation
- Create flexible and alternative pathways to engagement and employment
- Advocate for systemic change that removes barriers and centres autonomy

Our Eight Values

<p>1. Neuro-affirming Practice We centre strengths, identity, and lived experience, rejecting deficit-based approaches.</p>	<p>2. Accessibility & Flexibility Participation should be low-demand, adaptable, and responsive to individual capacity.</p>
<p>3. Community-Led Leadership Autistic and Neurodivergent people lead, design, and shape GRANN's direction.</p>	<p>4. Equity & Inclusion We actively work to remove systemic barriers across all areas of life.</p>
<p>5. Autonomy & Self-Determination We support individuals to make choices that align with their needs, values, and goals.</p>	<p>6. Sustainability & Care We prioritise long-term wellbeing over urgency, productivity, or burnout.</p>
<p>7. Collaboration & Connection We build relationships across community, services, and systems to strengthen impact.</p>	<p>8. Innovation & Adaptability We embrace creative, non-traditional approaches to solving complex challenges.</p>



STRATEGY

STRATEGIC GOALS & FRAMEWORKS 2026–2029

This Strategic Plan reflects GRANN's updated governance framework and the separation between governance (Board oversight), programs (community initiatives), and social enterprise (pathways to income-generating activities). The Board oversees strategy; delivery may occur through volunteers, contractors, or social enterprise structures.

Financial Sustainability Principles

All expenditure allocations are subject to: available income, risk assessment, and Board approval. Projected figures are indicative only and contingent on funding. This Strategic Plan will be reviewed annually, evaluated against measurable outcomes, and updated in consultation with members.

Implementation Framework — Four Strategic Pillars

Pillar 1 Community & Peer Support	Pillar 2 Governance & Sustainability
<p>GOAL <i>Sustain accessible neuro-affirming spaces.</i></p> <p>PRIORITIES</p> <ul style="list-style-type: none"> Continue NeuroKind Circles Develop newly diagnosed resource package Maintain online accessibility options Strengthen community feedback loops <p>SUCCESS INDICATORS</p> <ul style="list-style-type: none"> Participation retention Feedback quality Reduced organiser burnout 	<p>GOAL <i>Strengthen long-term stability.</i></p> <p>PRIORITIES</p> <ul style="list-style-type: none"> Implement staggered Board terms Strengthen risk management Formalise conflict-of-interest register Gain DGR compliance Maintain ACNC & PBI compliance Grow paid & general membership <p>SUCCESS INDICATORS</p> <ul style="list-style-type: none"> Membership growth Compliance audits passed Board continuity

Pillar 3 Ethical Social Enterprise Development	Pillar 4 Advocacy & Systems Change
<p>GOAL <i>Build sustainable income aligned with purpose.</i></p> <p>PRIORITIES</p> <ul style="list-style-type: none"> No private profit distribution Transparent contractor agreements Neurodivergent micro-enterprise support Skills-based workshops Creative & maker pathways <p>SUCCESS INDICATORS</p> <ul style="list-style-type: none"> Revenue reinvested in charitable activities Contributor satisfaction No governance conflicts 	<p>GOAL <i>Address structural exclusion.</i></p> <p>PRIORITIES</p> <ul style="list-style-type: none"> Employment justice Neuro-affirming policy advocacy Public education Partnership building Board-authorized advocacy positions <p>SUCCESS INDICATORS</p> <ul style="list-style-type: none"> Policy submissions lodged Partnerships formed Media & public education reach

PEOPLE

OUR COMMUNITY & LEADERSHIP

bee austin
CEO & Program Director

As CEO and Program Director, Bee leads the design and delivery of neuro-affirming programs that centre lived experience, creativity, and strengths-based practice. Working in close alignment with GRANN, Bee contributes to the development of inclusive resources, community initiatives, and engagement strategies that reflect the diverse needs and identities of Autistic and otherwise Neurodivergent individuals. Bee's leadership bridges community insight with practical implementation — supporting the translation of ideas into meaningful programs and outcomes.

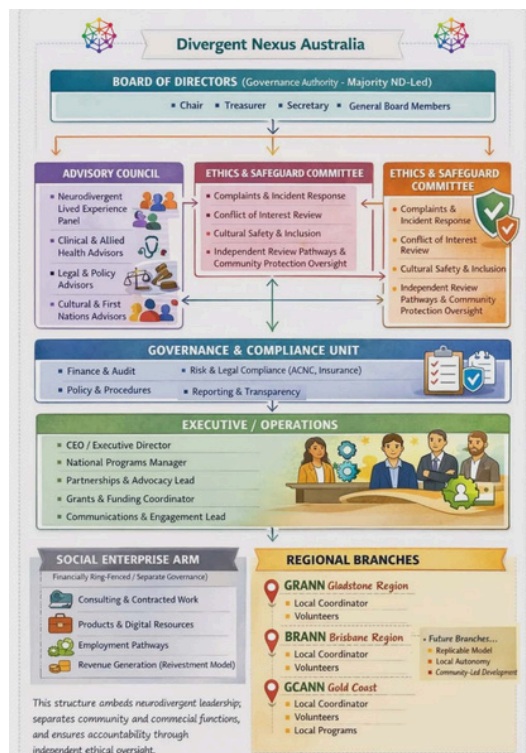
Guy
Treasurer

Guy plays a key role in supporting the financial stewardship and sustainability of GRANN. Working closely with the Chair and broader team, he oversees financial systems, reporting, and compliance, ensuring that resources are managed with transparency, integrity, and care. Guy's attention to detail and steady oversight supports informed decision-making and helps position GRANN for continued growth and impact.

Karen
Secretary

Karen provides essential governance and administrative support to GRANN, ensuring the organisation's operations are well-coordinated and aligned with its commitments. She manages key documentation, meeting processes, and compliance requirements, helping to maintain clear communication and organisational accountability.

New Board Members to be announced during 2026 as GRANN progresses its governance strengthening.



2025

2025 — THE YEAR THAT WAS

Key Activity — 2025 To Date

2025 - THE YEAR THAT WAS

2025 was a year of listening, learning, and laying foundations.

GRANN focused on strengthening what already exists, rather than expanding too quickly.

Throughout the year, we:

March 2025	<ul style="list-style-type: none"> • Created NeuroKind Circles and online connection spaces
to	<ul style="list-style-type: none"> • Prioritised low-demand, accessible participation options
	<ul style="list-style-type: none"> • Deepened community engagement and feedback processes
	<ul style="list-style-type: none"> • Began developing the GRANN Social Enterprise model
	<ul style="list-style-type: none"> • Reviewed and strengthened governance structures
	<ul style="list-style-type: none"> • Prepared for AGM constitutional updates and future DGR alignment
February 2026	<ul style="list-style-type: none"> • Ethical partnership with The Hidden Sunflower Institute • Partnership for sustainable leadership with Disability Leadership Institute (DLI)

In reflecting, this was a year of quiet, meaningful work - the kind that doesn't always look big from the outside, but creates lasting change from within.



Registered with / Hidden Disabilities Sunflower Network | Disability Leadership Institute | Centre for Autistic Social Entrepreneurship
Members of: | People & Planet First | Changing the Landscape | ACON- Welcome Here

2026

2026 — THE YEAR THAT IS

Key Activity — 2026 To Date

2026 - THE YEAR THAT IS

2026 is a year of alignment, sustainability, and intentional growth. GRANN is entering a phase where structure and strategy are being built to support long-term impact. This year, GRANN is focused on:

March 2026	<ul style="list-style-type: none">• Implementing updated governance and board structures
	<ul style="list-style-type: none">• Progressing DGR endorsement and charity strengthening
to	<ul style="list-style-type: none">• Launching and growing the Social Enterprise
	<ul style="list-style-type: none">• Expanding accessible, ND-led programs and resources
	<ul style="list-style-type: none">• Developing resource packages for newly diagnosed individuals
February 2026	<ul style="list-style-type: none">• Increasing membership to support sustainability and future infrastructure

We are also exploring what it means to create a permanent, accessible community space - while continuing to ensure that online and flexible participation remains central.

2026 is not about becoming bigger for the sake of it.
It is about becoming more sustainable and community-driven with clarity and purpose.



CURRENTLY OFFERING

WHAT GRANN OFFERS — AT A GLANCE

This Is Me: NeuroKind Circles. Neurodivergent Supported Sessions

What are ND-Led Supported Sessions?

Sessions are relaxed, facilitated spaces where you can exist, connect, and engage without pressure or performance. Bring your own activity or join optional creative prompts.

You're welcome to:

- Talk or stay quiet
- Participate or observe
- Move in and out as needed

These are gentle, low-demand, neuro-affirming spaces designed to support:

- Co-regulation
- Connection
- Autonomy

Designed to support nervous systems, not productivity.

What makes these sessions different?

Not therapy

Not outcome-driven

No expectation to participate or perform

Led by lived experience

Flexible and drop-in friendly

Predictable, with room for flexibility

Every session is shaped by community needs and feedback.

Current NeuroKind Circles:

Sessions are relaxed, facilitated spaces where you can bring your own activity or join with optional creative prompts. You're welcome to talk, sit quietly, or move in and out as needed.



Paint With Me: Gelli Plate Art

- Gentle, shared creative space
- Focus on texture, sensory regulation, and process
- No expectation to talk or produce



Seeing It Your Way: Thinking In Images, Together

- A shared space for visual thinkers
- Bring images, ideas, or ways of seeing
- No need to explain, just explore and exist



Creative Wearable Art: Badge Making

- Expression and creativity are up to you
- Create something small that says something big
- There's no "right" way to do it



Community Connections: Body Doubling & Parallel Play

- Loosely structured shared space
- Bring your own activity
- Build connection, confidence, and autonomy



Clayground Squish & Sculpt: Parallel Play

- Tactile, sensory-affirming creative space
- Focus on texture and hands-on exploration
- No expectation to create something finished or "good"



Registering Expressions of Interest: Hot Wheels Interests Group

- Line them up and show them off
- Bring your cars, tracks, or favourite finds
- Spin the wheels, share what you love, or simply enjoy the space

This space is for you if:



- You're Autistic or otherwise Neurodivergent
 - You find traditional spaces overwhelming
 - You prefer low-pressure or quiet connection
- All ages welcome
Support people welcome



WE PRIORITISE:

- Felt safety
- Neuro-affirming communication
- Cultural safety
- Child-safe practice



Ways to participate:

You can:
Join once, occasionally, or regularly
Participate actively or quietly observe
Leave and return as needed
Your nervous system sets the pace.
Come as you are. Stay as you need.

March 2025 – March 2026

IMPACT SNAPSHOT

March 2025 - March 2026

Service Delivery

- 80+ neuro-affirming sessions delivered
- Consistent, multi-format program model including:
 - This Is Me: NeuroKind Circles
 - Creative workshops
 - ND-Led sessions
 - Parallel Play & low-demand social spaces

Community Reach

- Minimum 48+ participant engagements
- Minimum of 4 participants per session
- Engagement model prioritised:
 - low-demand participation
 - flexible attendance
 - re-engagement over time

This reflects depth of connection, not just attendance volume.

Accessibility & Equity

- \$0 cost participation baseline across all sessions
- Sliding scale and “pay what you can” options implemented where applicable

Result:

- Removal of financial barriers
- Increased access for:
 - low-income participants
 - NDIS participants
 - individuals excluded from traditional services

Model of Practice

GRANN’s delivery model is intentionally designed to:

- reduce social and sensory pressure
- support nervous system regulation
- enable participation without performance expectations
- centre Autistic and Neurodivergent ways of being

This includes:

- parallel participation (e.g., Body Doubling, Parallel Play)
- creative expression without outcome pressure
- opt-in engagement (participants may observe, engage, or disengage freely)

Engagement Pattern

- High repeat attendance and community return
- Sessions function as:
 - connection points
 - regulation spaces
 - ongoing community anchors

This indicates sustained engagement, not one-off interaction.

System Gap Addressed

These sessions fill a critical gap between:

- clinical services (often high-threshold, deficit-based)
- informal social spaces (often inaccessible or overwhelming)

GRANN provides structured, low-demand, neuro-affirming community spaces that do not currently exist within mainstream service systems

“This isn’t just a one-off thing for me. It’s something I rely on. Having a space I can return to each week has made a real difference.”

“I didn’t realise how much I needed something like this until I came. Being able to create without expectations made it easier to show up.”

“This is the first space I’ve been in where I didn’t feel like I had to explain myself or perform. I could just exist, and that was enough.”

“Everything here feels designed with us in mind. It’s not about changing who we are — it’s about making space for how we already are.”

2026 ONWARDS

2026 — LOOKING AHEAD

Planning For What's To Come

As we move through the second half of 2026, GRANN's energy is directed toward consolidation and growth that is intentional, community-led, and sustainable.

Governance & Compliance

- Welcoming and onboarding new Board Members
- Finalising DGR (Deductible Gift Recipient) endorsement
- Submitting constitution with updates after AGM
- Maintaining ACNC and PBI compliance obligations

Resources & Accessibility

- Completing and releasing the newly diagnosed and self-identified resource package
- Expanding the GRANN Newsletter and resource library
- Continuing and expanding NeuroKind Circles
- Ensuring online and flexible participation remains central to all offerings

Social Enterprise

- Investing in and launching the GRANN Social Enterprise
- Creating accessible income pathways for Autistic and Neurodivergent community members
- Exploring handmade goods, downloadable resources, and skills-based offerings

Infrastructure & Visibility

- Growing paid and general membership to support long-term sustainability
- Developing our local service ecosystem, with no referral required, to:
 - schools
 - NDIS providers
 - mental health services
- Exploring pathways toward a permanent, accessible community space



MEMBERSHIP

GRANN MEMBERSHIP

Membership is not just about participation — it strengthens GRANN's ability to apply for ethical and sustainable funding, demonstrate community support and reach, work toward securing a permanent accessible space, and sustain programs and peer-led initiatives.

General Membership No cost	<ul style="list-style-type: none"> • Access to community updates and opportunities • Participation in GRANN initiatives • Part of the GRANN community
Paid — Individual \$25 one-off payment	<ul style="list-style-type: none"> • Voting rights at General Meetings and AGM • Access to additional member opportunities • Supports GRANN's sustainability and growth
Paid — Family / Group \$25 one-off payment	<ul style="list-style-type: none"> • Voting rights at General Meetings and AGM • Access to additional member opportunities • Supports GRANN's sustainability and growth
Paid — Business \$50 one-off payment	<ul style="list-style-type: none"> • Voting rights at General Meetings and AGM • Recognition as a supporting organisation • Supports GRANN's sustainability and growth
Social Enterprise No annual fee	<ul style="list-style-type: none"> • Affiliate recognition • Community collaboration opportunities • Supports the wider network

Membership is designed to be accessible, flexible, and reflective of community capacity. Lifetime paid membership options are also available — please contact GRANN for details.



FINANCIALS & GOVERNANCE

FINANCIAL OVERVIEW & GOVERNANCE

Throughout the reporting period, GRANN continued to operate with a strong commitment to ethical, sustainable, and community-informed financial practices. We remain intentionally cautious about how we grow — many in our community face systemic barriers to income, stability, and participation, and we do not believe in replicating systems that extract more than they give.

Financial Activity This Period

Activity	Detail
Maintained	Low-cost and accessible membership options across all community tiers.
Invested	Time and resources in developing a Social Enterprise model to support community income pathways.
Progressing	Deductible Gift Recipient (DGR) endorsement.
Explored	Aligned funding opportunities including grants and partnerships.
Maintained	ACNC registration and Public Benevolent Institution (PBI) compliance requirements.
In-kind	In-kind contributions to community ND-led Supported Sessions.

What We Do
We are a Neurodivergent-led, neuro-affirming association. We dismantle exclusion, challenge neuronormativity and deficit-based frameworks, and centre Neurodivergent ways of being, knowing, and participating. We don't just create spaces - we shift systems, build pathways, and reimagine what belonging can be when led by lived experience.

Our Impact

- Community-led initiatives
- Neurodivergent employment pathways
- Systems advocacy and reform
- Local partnerships across sectors
- Futures shaped for and by Autistic and Neurodivergent people.

GRANN Social Enterprise
Ethical & alternative pathways
Autistic and Neurodivergent people continue to experience systemic exclusion across employment, education, and community life. GRANN's Social Enterprise creates paid, flexible, neuro-affirming income opportunities for Autistic and Neurodivergent people who are often excluded from traditional work.

This includes:

- Handmade goods and creative products
- Digital resources and tools
- Lived-experience consulting and services
- Workshops, talks, and events

This is not just employment — it is economic justice and community-led redesign of work. This work contributes to local economic participation, alternative employment pathways, and community-led innovation.

Contributors apply separately from membership and work under independent agreements.

Membership
For community members, allies, organisations, and partners. Membership is how you become part of shaping GRANN's future.

We offer:

- General Membership (free)
- Paid Membership (one-time contribution)

Members help shape GRANN's future, stay connected, and participate in community life. Paid members are eligible for governance and have voting rights. Membership is not employment and does not require volunteering.

Belonging here is collective and shaped by lived experience.

Get Involved
Join GRANN today.
Scan the QR code to become a member or support our work

Contact GRANN
info@grann.com.au | www.grann.com.au

Membership supports GRANN's charitable purpose.

FINANCIALS & GOVERNANCE

PROFIT & LOSS STATEMENT

Financial Years 2023–2024 and 2025–2026

DESCRIPTION	2023–24	2025–26
INCOME		
Memberships	\$185.00	\$50.00
Fundraising	\$155.00	—
Catering / Stall Income	\$57.50	—
Administration Income	\$40.00	—
Donations	—	—
Opening Balance (brought forward)	—	\$152.38
TOTAL INCOME	\$437.50	\$202.38
EXPENDITURE		
Subscriptions (Canva, Zoom, Web & Email)	—	\$29.45
Memberships (Hidden Disabilities Network)	—	\$121.00
Administration	—	—
Fundraising	—	—
Miscellaneous	—	—
TOTAL EXPENDITURE	—	\$150.45
NET SURPLUS / (DEFICIT)		\$51.93
CASH POSITION		
Petty Cash / Cash on Hand	—	\$20.00
TOTAL CASH ON HAND	—	\$20.00
CLOSING BALANCE (YEAR END)	\$437.50	\$71.93

ASSETS (IN-KIND / OPERATIONAL — NO DOLLAR VALUE ASSIGNED):

- Canva subscription (to Mar 2026)
- GRANN Digital Logo
- 2 x GRANN Corflute Signs
- Hidden Disabilities Membership (4 x Lanyards x6, Pins)
- Web & Email Hosting (yearly)
- Zoom Subscription (monthly)

NOTES

1. 2023–24 covers the incorporation period (Mar–Jun 2024). 2025–26 covers Jul 2025–Jun 2026.
2. DGR (Deductible Gift Recipient) endorsement application is in progress.
3. GRANN is a small ACNC-registered charity not required to lodge audited financials. All figures reviewed by the Treasurer.
4. "Growth must not come at the expense of community wellbeing." — bee austin, CEO

This reflects a foundation-building phase with high in-kind contribution and low-cost delivery.

Treasurer — Guy Barns

Date: 01/03/2026

CEO — bee austin

Date: 01/03-2026

FINANCIALS & GOVERNANCE

GOVERNANCE COMMITMENTS

Item	Status / Detail
ACNC Registration	Current — registered Australian charity under the ACNC Act.
ABN	31 532 950 275
Incorporation Number	IA4749285 (Queensland incorporated association)
Child Safe Organisation	Committed to 10 National Child Safe Standards and the Child Safe Organisations Act 2024 (QLD)
DGR Endorsement	Prepared — actively pursuing Deductible Gift Recipient status.
Constitution	Updated and submitted as part of 2026 governance strengthening.
Conflict of Interest	Conflict-of-interest register being formalised.
Board Terms	Staggered board terms being implemented for continuity.
Advocacy Policy	All public advocacy positions require Board authorisation under the Advocacy Policy.
Financial Principle	Growth must not come at the expense of community wellbeing.

Note for ACNC: This annual report has been prepared in accordance with ACNC reporting obligations for small registered charities. Financial statements are based on the reporting period 2025–2026. As GRANN is a small charity, full audited financial statements may not be required by the ACNC; however, GRANN remains committed to transparent financial reporting and will provide any further information requested by the ACNC upon application.



GET INVOLVED

HOW TO SUPPORT GRANN

Donate	Every donation — large or small — helps GRANN sustain its community spaces, develop free resources, and advocate for systemic change. Donate at grann.com.au/donate
Become a Member	Join the GRANN community formally. Membership helps us demonstrate community support, access funding, and build toward a permanent space. Fees are low-cost and accessible. Visit grann.com.au/membership
Volunteer	Contribute your time and skills in ways that work for your capacity. All volunteer roles are flexible and low-demand. Visit grann.com.au/volunteer
Attend Events	Show up — in whatever way works for you. Drop into a Body Doubling session, a Community Connection space, or a NeuroKind Circle. grann.com.au/events
Share & Amplify	Follow GRANN on Facebook and BlueSky. Share our resources and events with people who might benefit. Community reach matters. facebook.com/grann
Co-design	Share your ideas, lived experience, and feedback. GRANN is built by community, for community — and your voice shapes what we build next. Contact: info@grann.com.au



CLOSING

THANK YOU

A Heartfelt Thank You to the Gladstone Community

We express our sincere gratitude to Neurodivergent individuals and communities for their continued support. This appreciation extends to individuals, families, allies, local organizations, and services that have contributed in countless ways.

GRANN would not exist without those who acknowledged the necessity of such an initiative. We are thankful for everyone who attended the first meeting in 2024, uncertain of what to expect, as well as those who continue to engage and sustain us in 2026 — even on tough days, be it online or in quiet reflection.

"GRANN provided me with the online support and resources I needed, when I needed it, to exist in the present in this neuronormative world."

— Julia B. — AuDHDer, GRANN community member

Built by community, for community.

You're welcome here — exactly as you are.



www.grann.com.au

info@grann.com.au

facebook.com/grann

ABN: 31 532 950 275 | Incorporation Number: IA4749285 | ACNC Registered Charity | Gladstone, QLD 4680