

Gladstone Region

**GRANN** Inc.

**Autistic &  
Neurodivergent  
Network** Est. 2023

# ANNUAL REPORT

## 2024-2025

**CELEBRATING  
THE AUTISTIC  
& NEURODIVERGENT  
COMMUNITY**



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0475 246 993

# CONTENTS

## ACKNOWLEDGEMENTS

P: 2

## GRANN FOUNDATIONS

P: 3

## STRATEGIC GOALS & FRAMEWORKS

P: 4

## MESSAGE FROM FOUNDING MEMBER

P: 5

## GRANN COMMUNITY

P: 6

## 2023 GRANN BEGININGS

P: 7

## 2024- THE YEAR THAT WAS

P: 8- 12

## 2025- THE YEAR THAT IS

P: 13

## GRANN FINANCIALS

P: 14

## GRANN BROCHURE

P: 15

## GRANN MEMBERSHIP FORM

P: 16 - 17

## THANK YOU, FROM GRANN

P: 18



# ACKNOWLEDGEMENTS



At GRANN, we are committed to nurturing a world where Autistic & Neurodivergent individuals are not only accepted but affirmed in their unique strengths and identities. True inclusion goes beyond awareness – it is about pride, empowerment, and ensuring that every person has the space to thrive authentically. We recognize that systemic change is necessary to break down barriers and create opportunities that embrace Autistic & Neurodivergent individuals in all aspects of life.



**CHANGING  
THE LANDSCAPE**



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



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.



# GRANN FOUNDATIONS

## VISION

To create a thriving Gladstone community where Autistic and Neurodivergent individuals and their families are empowered, included, and celebrated. By nurturing understanding, advocating right-based frameworks, breaking down barriers, and championing neuro-affirming approaches, we envision a future where diversity is embraced as a strength and every individual has the opportunity to flourish.

## MISSION

To empower and support Autistic and Neurodivergent individuals and their families within the Gladstone Region by nurturing inclusion, understanding, and opportunities for growth through community engagement, advocacy, and neuro-affirming programs tailored to diverse needs.

## VALUES

1. Empathy and Inclusion: Nurture acceptance and understanding of Autism and Neurodivergence across the community, celebrate diversity and strive to create spaces where all individuals feel valued, respected, and supported.
2. Equity and Accessibility: Advocate for barrier-free access to education, employment, and cultural opportunities.
3. Collaboration: Partner with local organizations, schools, community members and stakeholders to achieve shared goals.
4. Empowerment & Autonomy: Support neurodivergent individuals in leading initiatives, independence, contributing to community decision-making, advocate for autonomy and the right of Autistic & Neurodivergent individuals to live fulfilling lives.
5. Community: We build strong networks of support, nurturing understanding and collaboration within and beyond our region.
6. Innovation: We embrace adaptive and creative approaches to address the unique and individual needs of our Autistic & Neurodivergent community.
7. Neuro-affirming: Champion the strengths, interests, and abilities of Autistic and Neurodivergent individuals, promoting positive self-identity and self-acceptance. Encourage practices and policies that respect and validate unique experiences, ensuring Autistic & Neurodivergent voices and perspectives are central to any discussions relating to them.







# GRANN GOALS & FRAMEWORKS

## STRATEGIC GOALS AND OBJECTIVES

**Advocacy and Awareness Objective:** Increase public understanding of Autism & Neurodivergence, and challenge misconceptions. Strategies: Host community workshops on autism and neurodivergence. Conduct public awareness campaigns, leveraging social media and community events. Engage with policymakers to influence neuro-affirming policies.

**Inclusive Community Programs Objective:** Partner with community to co-design accessible initiatives that meet the unique needs of Autistic & Neurodivergent individuals and their families. Strategies: Offer peer-led support groups and educational resources. Establish creative and interest-based workshops such as art programs and leadership development. Address community sensory needs by providing accommodation options at events.

**Building Partnerships Objective:** Strengthen collaborations to enhance resource delivery and community engagement. Strategies: Collaborate and partner with various local businesses, institutions, mentors, to create 'life-choice' pathways for Autistic & Neurodivergent individuals. Collaborate with educational institutions to promote neuro-affirming learning environments. Develop inter-agency networks for resource sharing and referrals.

**Leadership and Sustainability Objective:** Ensure GRANN's long-term impact through effective governance and sustainable practices. Strategies: Expand long-term membership and volunteer base. Secure ethical funding through grants, sponsorships, and partnerships. Establish a hub to centralize resources and provide support tailored to local needs. Establish a Social Enterprise to build capacity and autonomy of Autistic & Neurodivergent community and champion individual needs.

## IMPLEMENTATION FRAMEWORK

### Year 1 -2 (2024-5)

- Conduct community information and advocacy sessions.
- Pilot peer groups (e.g., art, networking, social meets) for autistic and neurodivergent participants.
- Develop partnerships with organisations and businesses for neuro-affirming initiatives.

### Year 2-3 (2025-6)

- Implement groups and programs focused on inclusivity and shared-interests.
- Build a robust volunteer network and promote the interests of Autistic & Neurodivergent individuals.
- Co-design GRANN workshops to deliver to community.
- Develop a resource hub to connect individuals and families to services.
- Establish a Social Enterprise to help achieve the aims above.

### Year 3-4 (2026-7)

- Scale successful programs to a wider audience.
- Introduce 'life-choice' pathway opportunities for Autistic and Neurodivergent community.
- Expand partnerships with organisations and businesses for neuro-affirming initiatives.
- Review and adapt strategic goals based on community feedback and impact evaluation.



# MESSAGE FROM CO-FOUNDER

As we reflect on the year that was GRANN's journey during 2024, I am filled with immense pride and gratitude for the vibrant, diverse, and passionate autistic and neurodivergent community we are building together. At GRANN, we don't just advocate for inclusion—we are actively working to create spaces where autistic and neurodivergent individuals are celebrated, supported, and empowered to thrive on their own terms.

Being neuro-affirming means embracing authenticity, rejecting outdated stigmas, and championing the unique strengths of our community. GRANN exists to remind every autistic and neurodivergent person that they are enough exactly as they are. Together, we will continue to challenge misconceptions, push for systemic change, and build a future where autism and neurodivergence is seen not as a deficit, but as a natural and necessary part of human diversity.

GRANN looks forward to launching vital peer-led initiatives and expanding our advocacy efforts in the year ahead, continuing to break down barriers and nurture meaningful connections. We look forward to every opportunity to nurture a more inclusive world, one where autistic and neurodivergent voices are not only heard but valued as an essential and natural contribution to society.

Thank you to everyone who has contributed to this movement, whether by showing up, speaking out, or supporting GRANN in any way. Your presence and participation make all the difference. We look forward to meeting new friends, community members, and disruptors this year. So here's to another year of growth, advocacy, and celebrating autism and neurodivergence in all its forms!

In Solidarity,

**BEE AUSTIN**  
Co-Founder & President





# GRANN COMMUNITY



**BEE AUSTIN**



**KAREN ROOKES**



**TANYA BOOTH**



**BYRON MULLIGAN**



**JACEEN ROSS**



**HEART OF AGNES COMMUNITY ASSOCIATION**



**AUSOME SUPPORTS**



**LOUISE SHULTZ**



**CARER'S QLD**



**HEWLETT CRAPHARD**



**CAMERON GOULD**



**GUY BARNES**

# 2023 GRANN BEGININGS

**November 2023**

**Participated in the Heart Of Agnes Community Association's Community 'Out of the Box' Gladstone forum**

**December 2023**

**GRANN formed a Community Association**

**January 2024**

**\$800 in-kind  
Donation to Community**

**February 2024**

**Contributed towards Gladstone Council  
Draft Access & Inclusion Plan**

**March 2024**

**GRANN  
Incorporated**





# 2024 THE YEAR THAT WAS



## MARCH

- GRANN Incorporated.
- Accepted local donation of equipment for GRANN debut.
- Held GRANN's Public Debut Meet & Greet Community Social.
- Attended the local LinedIn Networking event.



## APRIL

- Held GRANN's Autism Awareness Month Community Social, 1st.
- Supported Parent 2 Parent/ Inclusion Australia's Employment 4 U Forum and Concert in association with Success Solutions, follow-up surveys & discussions.
- GRANN invested in a professional logo.
- Attended Gladstone Disability Community Network meeting.
- Attended Gladstone Interagency meeting.



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# 2024 THE YEAR THAT WAS

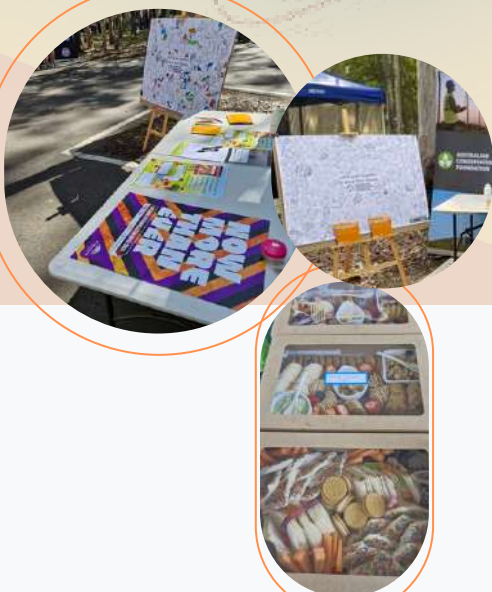
## MAY

- Attended Gladstone Interagency meeting.
- Held GRANN's 2nd Community Social, 26th.
- Attended the QCOSS Forum, 21st.



## JUNE

- Volunteered at the Rainbow On The Reef PRIDE FESTIVAL.
- Raised \$ via ROTR stall and raffle.
- Held the 2nd GRANN Bi-Monthly Network Meeting, 20th.
- Supported Gladstone ACF Community Group at ECO FEST, 2nd.
- Attended Gladstone Disability Community Network meeting.
- Attended Gladstone Interagency meeting.





# 2024 THE YEAR THAT WAS

## JULY

- Attended the launch of the Gladstone City Council Access & Inclusion Plan.
- Held the 4th GRANN Community Social, 13th.
- Supported Heart Of Agnes Community Association with the design of their Community Youth Calendar.
- Launched the GRANN Community Voice Survey.
- Attended Gladstone Interagency meeting.
- Supported Success Solution's 'All Abilities' Fashion Parade @ The Calliope Village Hot Rod Show, 6th.
- Attended the local LinkedIn Networking event.



## AUGUST

- Attended the Discovery Coast Health & Wellbeing Expo in Agnes Water, 28th.
- Held the 3rd GRANN Bi-Monthly Network Meeting, 16th.
- Supported Minus 18's WEAR IT PURPLE Day, August 30th.

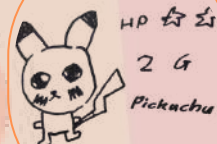
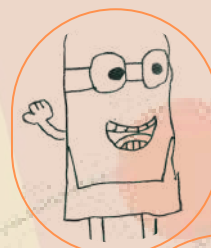




# 2024 THE YEAR THAT WAS

## SEPTEMBER

- Held the 5th GRANN Community Social, 21st.



## OCTOBER

- GRANN moved online with GRANN Meetings.
- Held 4th Bi-Monthly Networking Meeting, 18th.
- Hidden Disabilities AU & NZ Presentation at online meeting.
- Held 4x 'Seeing Double' (Body Doubling) Support Groups, 9th & 20th.
- Supported the Gladstone ACF Community Group's Sandcastle Competition, 5th.
- Signed the 'Changing The Landscape' Pledge, supporting a future where LGBTQIA+SB suicide prevention is a national priority.



**CHANGING  
THE LANDSCAPE**

# 2024- 2025 THE YEAR THAT WAS

## NOVEMBER

- GRANN Community Social POSTPONED.
- Joined the social media platform BlueSky.
- Supported The Australian Music Therapy Association (AMTA) in their petition to Minister Shorten to keep Creative and Experiential Therapies in the NDIS



## DECEMBER

- GRANN enjoyed a self-care break, invested in reading affirming books, watching and re-watching movies, stimmed, and ate comfort/safe foods.

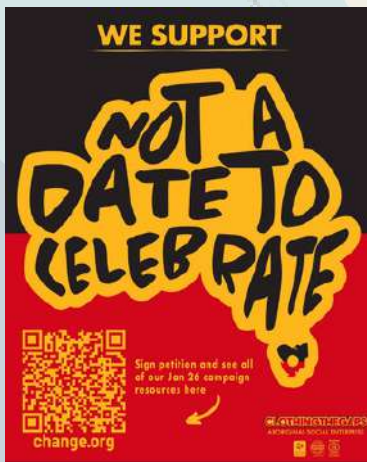




# 2024- 2025 THE YEAR THAT WAS

## JANUARY

- Supported **Clothing The Gaps** 'Change The Date' petition to the Prime Minister, alongside 60 other businesses and organisations.
- GRANN lapel pins sponsored by FRESH PROMOTIONS AUSTRALIA.



## FEBRUARY

- Launched GRANN Newsletter.





# 2025 THE YEAR THAT IS

**New Board Members  
to be Announced**

**Launched Newsletter**

**Teamspeak Peer-Led  
Support Groups**

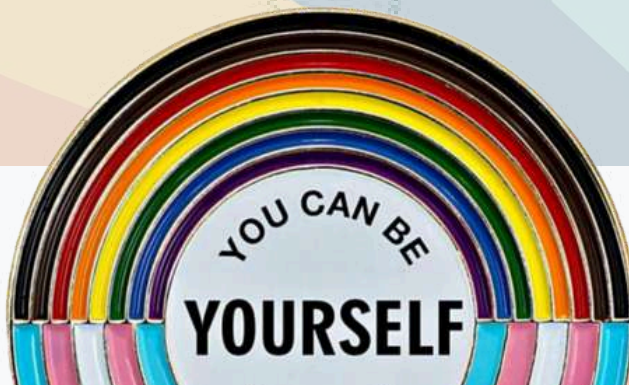
**Camp Quality Puppet  
Show**

**EMBRACE Kids  
Film Screening**

**Autism Acceptance Month**

**Website Launching**

**Invest in Social Enterprise**



# 2024 FINANCIALS

In 2024, GRANN remained committed to financial sustainability and ethical resource management, ensuring that our initiatives support the Autistic & Neurodivergent community without imposing capitalistic expectations. We recognize that many in our community face systemic barriers, which is why we will never ask individuals to contribute beyond their capacity - whether financially or through unpaid labour.

Our focus is on sustainable growth, so in 2025 GRANN will be seeking funding through grants, ethical sponsorships, and partnerships that align with our values. By prioritizing accessibility and long-term impact, we continue to expand our advocacy efforts, strengthen community support, and nurturing inclusion - without placing undue burden on those we serve.

We extend our gratitude to those who have supported us in ways that are meaningful and manageable for them. Together, we are proving that a community-driven movement can thrive without exploitation, but with collective care and shared progress.

bee austin, Co-Founder & President

## MEMBERSHIP

Membership of the Association will incur an annual fee to be renewed each 12 months following the date of original membership.

### Membership fees are:

- \$10 annually per individual
- \$25 annually per family or group
- No annual fee per incorporated group
- \$50 annual fee per business

ABN: 31 532 950 275

Incorporation Number: IA4749285



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GRANN was created to encourage partnerships and collaboration within community. It is designed to foster networking and support; for nurturing and building ideas; and a resource for promoting genuine understanding and acceptance of Autism & Neurodivergence.

Join a growing group of community members working together to build a culture of care within our community and a diverse sense of belonging in the region; working together towards established common goals and celebrating our authentic selves.

**Become a member of GRANN today!**



## GRANN facilitates:



Assistance and guidance to neuro-affirming resources that will deepen our collective understanding of Autism and Neurodivergence, nurturing welcoming communities for your loved ones, yourself, and the wider community.



Support in developing project ideas and networks, contributing to local initiatives that benefit the Gladstone Region Autistic & Neurodivergent community.

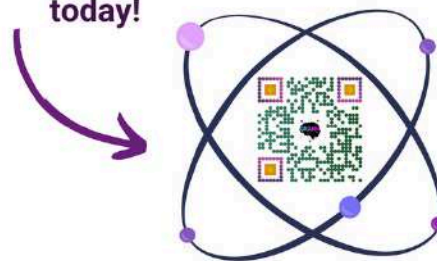


Connection to upcoming local workshops, volunteer opportunities, and accredited training programs to develop your skills and knowledge.



Access to obtaining your volunteer Blue Card.

Scan the QR code & become a member today!



**Come along to our bi-monthly community connect for the whole community to network and share information.**



**Have an idea for the Autistic & Neurodivergent community?**

**Collaborate with us!**

**Together we make the difference.**



**Develop Local Initiatives**



**Guidance & Assistance**

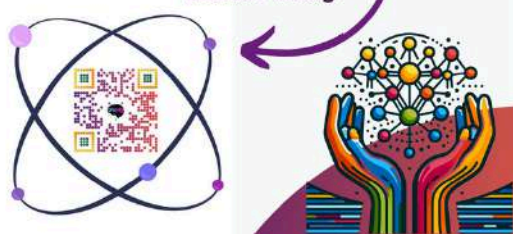


**Connection with Community**



**Skills & Knowledge**

Scan the QR Code and donate today!



## Contact GRANN



[enquiries.grann@gmail.com](mailto:enquiries.grann@gmail.com)



0475 246 993  
bee austin (President)



[www.facebook.com/grann](https://www.facebook.com/grann)



ABN 31 532 950 275



## About GRANN

The Gladstone Region Autistic & Neurodivergent Network Inc.- GRANN, is an inclusive community that welcomes the diverse strengths and perspectives of Autistic & Neurodivergent individuals. Our network provides a safe and affirming space for individuals, families, businesses, organisations, and allies to come together and support one another.

We facilitate authentic collaboration and inclusivity with like-minded individuals, the development of local initiatives, supports, advocacy, training, and opportunities for collective impact in the Gladstone Region.





## Annual Membership Application

Membership: ☐ Individual (\$10) ☐ Family or Group (\$25) ☐ Organisation (no cost) ☐ Business (\$50)

Individual / Family / Group / Organisation / Business Name: \_\_\_\_\_

\_\_\_\_\_

Address: \_\_\_\_\_

Phone number: \_\_\_\_\_

Email: \_\_\_\_\_

Age Demographic (optional): ☐ 15-17 ☐ 18-34 ☐ 35-49 ☐ 50-64 ☐ 65+

Do you identify as Autistic and/or Neurodivergent (optional)? ☐ YES / ☐ NO

Do you have any interests, knowledge, or qualifications that you would like to share with us?

\_\_\_\_\_

\_\_\_\_\_

Do you have a current BLUE CARD (working with children check)? ☐ YES / ☐ NO

Would you like to join our GRANN's mailing list and receive updates? ☐ YES / ☐ NO

Would you like to communicate with other members, engage in activity planning? ☐ YES / ☐ NO

If you are a group, organisation or business - do we have your permission to use your business name and/or logo in promoting you locally for free? ☐ YES / ☐ NO

Do you (or your family, group, organisation or business) agree to work together with Gladstone Region Autistic & Neurodivergent Network members, through our shared good works & common goals? ☐ YES / ☐ NO

Do you (or your family, group, organisation or business) consent to Gladstone Region Autistic & Neurodivergent Network Inc. sharing your information, in a de-identified manner, with third parties for the purpose of fulfilling our Vision, Mission, and Values? ☐ YES / ☐ NO

*GRANN is a community association; a platform for community members to get organised.  
A demonstration of Community Hearts & Minds in Action!*



## PAYMENT OPTION

☐ Bank Transfer:

Gladstone Region Autistic & Neurodivergent Network Inc.

Bendigo Bank

BSB: 633-000

ACC: 213 968 696

\* Please email or text payment confirmation to [enquiries.grann@gmail.com](mailto:enquiries.grann@gmail.com) or 0474 423 463

OR

☐ CC#: \_\_\_\_\_ EXP: \_\_\_\_/\_\_\_\_ CSV: \_\_\_\_

Name on Card: \_\_\_\_\_

OR

☐ Please find enclosed:

\$\_\_\_\_\_ Cash

Signature: \_\_\_\_\_

Date: \_\_\_\_\_

Please **EMAIL** this completed form to: [enquiries.grann@gmail.com](mailto:enquiries.grann@gmail.com)

Or **Post** to: 20 Kennedy Close, Glen Eden QLD 4680

or **BRING** to any of our Community Socials or Networking Meetings!

*Gladstone Region Autistic & Neurodivergent Network Inc. is a platform to foster partnerships and collaboration among community members. It is a meeting place for connection and support; a launchpad for building ideas, and a tool for working more effectively to raise understanding and acceptance of autism and neurodivergence.*

\*Membership with the Gladstone Region Autistic & Neurodivergent Network Inc. will commence on the date of payment, to be renewed in 1 year. A reminder will be sent to you close to this time.

### \*Privacy Statement.

The personal information you have provided Gladstone Region Autistic & Neurodivergent Network Inc. is stored securely and will not be shared with third parties without your consent, unless required by law. GRANN manages personal information in line with the Privacy Act 1988.

# THANK YOU



## GRANN



## 2024

WE THANK THE  
GLADSTONE  
COMMUNITY  
FOR THEIR  
ONGOING SUPPORT



CHANGING  
THE LANDSCAPE



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