



TRANSCEND AUSTRALIA LTD

July 2020 - 30 June 2021

ANNUAL REPORT

Our mission

Transcend Australia's purpose is to support, affirm and celebrate the lives of trans and gender diverse and non binary (TGDNB) children and their families and carers.

Transcend Australia aims to help young TGDNB lives flourish by providing opportunities for:

- peer and family support,
- the development and dissemination of information and resources, and
- advocating for change to services and systems.

Our Vision

Transcend Australia's vision is that

Trans, gender diverse, and non binary children are embraced and given every opportunity to thrive and flourish

Our History

Transcend was founded in 2012 by Rebekah Robertson when she was desperately searching for information that would help her to support her child, Georgie. Since then, Transcend has been operating as a volunteer-based peer support and advocacy group for parents with trans, gender diverse and non-binary (TGDNB) children.

This support network was named Transcend to positively affirm that families and the children they love and support could overcome the difficulties they may face in raising a TGDNB child and not simply survive, but transcend them and thrive.

Since 2012 Transcend has connected hundreds of families to medical, legal and educational support services and parent/carers communities around Australia. In this time, there has been an increased awareness and improved understanding of the needs of trans, gender diverse and non-binary people. Service systems are improving and there is a greater acceptance and celebration of TGDNB people. But there is still a long way to go and Transcend is determined that TGDNB children, their families and carers are embraced and given every opportunity to thrive and flourish.



Transcend Australia Ltd grew out of the work that Rebekah Robertson had begun earlier in the decade. Transcend Australia became a Public Company Limited by Guarantee under the Corporations Act and was issued with a Certificate of Registration by ASIC on 1 November 2019. The Company has been a Registered Charity with the ACNC since 4 December 2019. The Company's inaugural Board of Directors first met on 15 February 2020.

Transcend Founder, Rebekah Robertson, OAM

Transcend Australia has grown from its earliest days with a parent seeking the best knowledge and care for her child to the largest charity working for the rights and wellbeing of TGDNB children and their families in Australia today. Its peer-to-peer platform has reach into every State and Territory in Australia supporting hundreds of families. The Transcend Australia community, allies and volunteers play an important role in advocacy, service development, legal reform, resource development, and family and child support.



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“Transcend has
put ‘success’ into
the experience
of being trans.”

Isabelle



ABOUT US

Transcend Australia is an organisation that is devoted to:

- supporting and affirming the lives of TGDNB children and young people through work with families,
- the development and dissemination of educational resources, and
- advocacy for improvement to services and systems relevant to the lives and needs of TGDNB children and families.

Transcend Australia was originally conceived as, and remains principally focussed on, a direct parent-to-parent support system. Parent-to-parent advice, service referral, and community development remain the cornerstone of daily activity in the network of online groups established by Transcend Australia throughout the country.

Transcend Australia believes that TGDNB children are best supported when their parents/carers are well-informed and provided with up-to-date information on current services, resources, and strategies that support their child's growth and development in their affirmed gender identity.

Transcend Australia continues to play a strong role in advocacy to government, service providers, and other institutions and organisations which intersect with the lives of TGDNB children and young people. We are committed to ensuring that children and young people are supported in their self-understanding and enabled to be active participants in the decisions and practices and policies that affect them.

The Company's Strategic plan notes that we take a "nothing about us without us" approach in all that we do in advocacy and we place particular pride in recognising the rights of children and young people to be participants in matters that affect them and to speak out when those rights are threatened or denied.

Georgie Stone is an advocate for trans and gender diverse children/youth and an actress. She plays McKenzie Hargreaves on the long running television drama Neighbours, the first trans actor in a trans role on the show. Georgie's visibility along



with sharing her experiences and insights across all media platforms has shone a light on the challenges facing gender diverse children and adolescents in Australia. About A Girl, written by Georgie's mother Rebekah Robertson, OAM, traces Georgie's life from birth to adulthood and is published by Penguin Random House.

Georgie became Patron of Transcend Australia this year and we are grateful for her ongoing support for the work Transcend Australia is doing.

Our Patron, Georgie Stone, AOM

OUR PEOPLE

Name	Position	Dates acted (if not for whole year)	Board Meetings attended
Board Directors and Office Bearers			
Dr Rachel Richardson	Director (Chair)		4
Ms Rebekah Robertson, OAM	Director (Secretary & Founder) (Retired)	1 July 2020 – 29 May, 2021	4
Ms Michele Lark	Director (Treasurer)		3
Ms Joanne Foster	Director		3
Ms Naomi McNamara	Director		3
Ms Liz Callaghan	Director	20 March, 2021 – present	2
Ms Lisa Laing	Director	20 March 2021 – present	2
Ms Margaret Polacska	Director	20 March 2021 – present	1
Ms Sally Colpoys	Company Secretary (Non Director)	29 May 2021 - present	1
Retired Directors			
Ms Rebekah Robertson, OAM	Director (Secretary & Founder) (Retired)	1 July 2020 – 29 May, 2021	4
Ms Georgie Stone, OAM	Director (Retired)	1 July 2020 – 29 May	4
Ms Merrin Wake	Director (Retired)	1 July 2020 – 20 March, 2021	1
Employees			
Susanne Prosser	Consultant	As contracted from time to time.	

OUR BOARD



Dr Rachel Richardson
Board Chair



Ms Michele Lark
Treasurer



Ms Naomi McNamara
Director



Ms Lisa Laing
Director



Ms Liz Callaghan
Director



Ms Joanne Foster
Director



Ms Margaret Polacska
Director



Ms Sally Colpoys
Company Secretary

Name	Position (Office)	Elected/Appointed	Expiry date ¹
Dr Rachel Richardson	Director (Chair ²)	20 March 2021	20 March 2024
Ms Michele Lark	Director (Treasurer)	20 March 2021	20 March 2024
Ms Joanne Foster	Director	1 November, 2019	1 November 2022
Ms Naomi McNamara	Director	1 November, 2019	1 November 2022
Ms Liz Callaghan	Director	20 March 2021	20 March 2024
Ms Lisa Liang	Director	20 March 2021	20 March 2024
Ms Margaret Polacska	Director	20 March 2021	20 March 2024
Ms Sally Colpoys	Company Secretary	29 May 2021	29 May 2024 ³

¹ Directors terms are three AGMs or three years – whichever is longer.

² Appointment as Chair expires February, 2023

³ Office Holders are appointed to a term of 3 years, re-appointable.

STRUCTURE & MANAGEMENT

The Structure of Transcend Australia

Transcend Australia Ltd is a Company Limited by Guarantee. It is registered with the Australian Charities and Not-for-profits Commission (ACNC) and currently holds status with the Australian Taxation Office as a Designated Gift Recipient.

The Company is managed by a Board and meets approximately 4 times per year with various Committees undertaking work as directed by the Board across the year. Although all work of Committees and specific strategic work (e.g., meetings with Government, other stakeholders, attending conferences) engaged in by Board members is done in a voluntary unpaid capacity, the Company has from time to time employed a Consultant to undertake work on behalf of the Company.

With the recent grant of funds from the Victorian State Government, Transcend is poised to develop a trained volunteer base with the first trainees recruited later this year and trained early next year. This will be part of a plan to build a trained volunteer workforce to deliver support to families in a more professionalised and sustainable way. As the Company expands we need a workforce that can meet the challenges of scale and we're pleased that we were successful in a grant for \$42,000 to develop that.

In addition to the grant for Volunteer Training, Transcend is to receive ongoing funding for the next four years as part of a grant to develop peer navigation and operational management in key organisations working in the TGDNB child and adult community. This will allow us to employ an Executive Officer and also a Volunteer Coordinator. An advertisement to fill the Executive Officer position has recently been distributed. The Company hopes to appoint an EO by October this year. We will move to recruit a Volunteer Coordinator later in the year.

The Company has recruited new Directors this year. However, with Georgie Stone and Rebekah Robertson stepping down, we now have vacancies. A new call for interest in Directors positions was recently advertised.

Management Considerations

Having a paid Executive Officer will be a considerable relief to the Board and the Founder. This is something we have been aiming for since the Company came into being. It will ensure that someone is paid to manage the various activities of Transcend and the work of Transcend will move from a purely volunteer managed operation to a more professionally managed organisation run by paid employees and trained volunteers. This is a significant shift in not only management, structurally, but also a substantial change in financial management and accountability for the Company and its operations. It is conceivable that Transcend Australia may need to explore some form of Human Resource management services as time goes by and the employee structure expands.

Importantly, a full time employed Executive Officer will greatly assist the Company in strengthening the strong foundations of public advocacy and partnership in line with its strategic plans for services for TGDNB children and young people and their families.



CHAIRPERSON'S REPORT



Rachel Richardson
Dip Teach, BA, MEd, PhD
Snr Fellow, HEA, Member, AusPATH

This is the second Annual Report I've had the pleasure to present to Members. It has been an honour to serve thus far on the Board and amongst such a committed and able Board of Directors.

This Annual Report comes just 6 months after the last, so I will be providing a necessarily brief report, focussing only on those matters arising since the inaugural Annual Report in March this year.

Our Company

Since its incorporation almost 2 years ago the Company has made significant gains in terms of fundraising and financial status and with the recent grant success and further money from the Victorian Government, Transcend Australia is in a position to make real progress against its Objects in the next few years. I will let the Treasurer, Michele Lark, provide the financial background to the Company's situation up to the end of the reporting period but I want to especially thank our Founder, Rebekah Robertson and her daughter, Georgie Stone, for their sustained and highly productive efforts in securing donations towards this company's operations. Both Georgie and Rebekah, after recently stepping down as directors, remain committed advocates for Transcend Australia and the cause of Affirmative Care and family support. They continue to work on their own projects, as well as important ground-breaking research related to TGDNB young people. Beck has recently been employed by Transcend Australia to manage its operations in the lead up to the establishment of the new Executive Officer position later this year. Although Rebekah is finally receiving payment as she undertakes the work of Transcend, that payment only represents a tiny fraction of the value of her unpaid work she has put into this organisation from its inception, and I thank her with all my heart for her sustained effort over the course of the organisation's history.

I would also like to thank Susanne Prosser of Susanne Prosser Consulting for her ongoing work with the Company in grant writing and project management, as well as her related advocacy work in research connected to Transcend Australia's interests.

It would also be remiss of me not to mention the important contribution of K & L Gates to Transcend Australia. We remain extremely grateful to the Firm for their pro bono work on documentation and other advice we have received over the course of the Company's setup and existence.

While the Company's focus has been firmly on securing a strong financial footing from which to employ paid staff, Transcend has still been active in other areas over the course of the last financial year. We have undertaken a major advocacy campaign, introducing ourselves to health ministers around the country, accepting meetings where they were offered, and participating in discussions and briefings with ministerial staff, health officials and others involved in the care and support of Trans children and young people.

With the nation's focus once again on the COVID health crisis, advocacy – where possible – has been undertaken very much at the local level. Although the need for a nationally coordinated multidisciplinary care structure for Trans kids and their families remains a goal, the COVID health care crisis is of necessity every governments' priority to the exclusion of all else presently. With a Federal election due early next year, we hope that there will be opportunities to advance our agenda. Time and COVID will tell.

Good governance - training and recruitment

The Board undertook governance training with Justice Connect earlier this year. The training was well received by Board Directors and covered the legal duties of board members in not-for-profit organisations including key topics such as conflict of interest, misuse of position, and financial accountability. The Board will need to consider further training in the future, especially around such matters as employment law, privacy law, and safety, risk, and insurance. I recommend we consider using Justice Connect again and that another round of training be scheduled early in 2022.

The Board has recently called for Expressions of Interest for new Board Directors. There are presently 7 Board Directors, three of whom have only been appointed since March this year. The professional base of the Board is diverse and Directors bring a broad range of skills and backgrounds to the Board. Nevertheless, there is still scope to build the skills base and it is our hope that our latest call for Directors will help us to find candidates with a legal, advocacy, or media background, in particular.

Advocacy

The Victorian Government's legislation to ban Conversion Therapy practices passed into law late last year and has ensured that – at least in Victoria – these harmful and dangerous practices will be against the law and subject to prosecution. The law will become operational before the year concludes.

On a far less appealing note, the notorious "Latham" Bills – amendments to the NSW Education Act and the State's Anti-discrimination laws – have been slowly proceeding through the NSW Parliament's Committee process. The Committee reviewing the proposed legislative amendments was a Latham dominated body, chaired – bizarrely – by Latham himself. It is not known when the Bills will be scheduled for a vote but the present COVID situation in NSW might mean they will very much be moving down and not up the agenda.

The same can't be said for the Federal government's Religious Freedoms Bill which, after Christian Porter stepped down as Attorney General, was put back on the agenda by the incoming Attorney General, Michaelia Cash. There is a concern the legislation will be put before parliament before Christmas. The risk to LGBTIQ+ people's rights cannot be understated if this legislation is passed. It is not designed as an

anti-discriminatory measure but as a measure to allow particular members of Australian society to discriminate against, harass, and harm LGBTIQ+ people and others through making it lawful to do so on the grounds of religious feeling.

Transcend Australia linked in with other groups earlier this year to call to account the Perth Children's Hospital for their imposition of draconian new access hurdles for families wanting access to Affirmative Care at their hospital. Invoking – bizarrely – the recent Bell v. Tavistock decision in the UK, the Board endorsed a change in policy which saw all new cases seeking puberty suppression or HRT diverted to the Western Australian Family Court to determine access to treatment. The measures were reversed recently after significant lobbying led by Transfolk of WA and parent advocates in Western Australia. The Hospital board is now following the Australian law established in Re Imogen. At the time of writing, I understand the advocacy has resulted in an increase of funding for services as well.

Long-standing uncertainty in funding and support for the gender service at Adelaide's Women's and Children's Hospital has also improved recently with a boost in budget to the service and improved certainty for staff and clients. Transcend family member, Jane Russo, has been leading parent advocacy in relation to the service issues for families in South Australia and this outcome is very welcome to Jane and all the many families seeking support services in South Australia.

Future focus

I came onto the Board as Director not long after the Company was established and was elected as the Chairperson in the first meeting of the Board. It was extremely humbling to have the confidence of the Board and Founder at its first meeting and to be elected Chairperson. I have, I hope, lived up to most people's expectations about how a Chairperson should conduct meetings and follow through on the decisions made by Directors and attend to the various background tasks that go to managing and chairing a new Company Board. I would be the last person to say it has been done perfectly, but in the context of a new enterprise and leading a new governance body, I believe I've managed to 'do the job' with diligence and kindness, at least.

I have found the opportunity to chair this Company Board in its start-up phase exciting and satisfying and it is my intention to continue in that role up till the end of my period of appointment as Chair in early 2023. In the meantime I would like the Company to give some thought to developing talent within itself to be in a position over the next 18 months or so to ensure a succession plan can be enacted so that I can step down with the confidence that the work of the Board will not be interrupted in any leadership changeover.

In these first years the Company has needed the leadership of someone suited to developing the internal integrity of a start up body. Someone with the quiet "backroom" skills that can ensure documents are sound, processes are followed, protocols adhered to, and decisions made on a legally sound and defensibly basis. As the Company grows, so too does the principal leadership role on the Board. I believe that the role will move into a more outwardly focussed corporate managerial role, working closely with the Executive staff on matters related to day-to-day operations of the Company. It is a more active role and potentially more public role than I am able to fulfil, but one that will appeal to many others with the energy and drive to undertake that role. When I step down from the Chair I intend to remain on

the Board as a Director and this should assist with the handover and, I trust, the Board stability.

While I hope our recent call for Expressions of Interest for new Board Directors secures some new TGDNB community voices, I do not believe that the Chairperson needs to be someone of TGDNB or Rainbow lived experience. It was a happy coincidence that I was available, appropriately skilled in meeting procedure, with a strong advocacy bent toward Affirmative Care for Trans kids – and a Trans Woman – when I accepted the nomination for the role of Chairperson. But being Trans doesn't necessarily give *me* a unique insight into the actual needs of Transcend Australia's client base today. I believe there are more Cisgender parents who have better insight into these things than someone like me. I can offer an insight into what this lived experience is like from my own historical perspective but that doesn't mean I'm any better qualified than any of my fellow Directors to occupy the Chair on the Board. Given the direction I believe the new Chairperson needs to take, the Board would be wise to have the skills I've outlined above as their focus for selecting the suitable candidate for Board Chair rather than any particular attribute of community representation.

As I have written and said before, the TGDNB community is too small a community to win any fight for their rights on *their* numbers alone. Like all minorities, we rely on the good conscience and ethically inspired actions of our allies. In the end, the task of Trans advocacy is to help *everyone who is not Trans* to understand that ensuring Trans rights is part of the arc of history towards a more humane and ethical society. That task is not the sole responsibility of Trans people to the exclusion of all others.

If we lead with our hearts, *together* – regardless of our identities – we can make good our promise to improve the life circumstances of TGDNB people everywhere, especially our youngest with so much potential ahead of them.



Dr Rachel E Richardson

Board Chair

6th August, 2021

Working towards a world where Trans, gender diverse and non-binary children are embraced and given every opportunity to thrive and flourish.



OUR OBJECTIVES AND ACTIVITIES

In Transcend Australia's first Strategic Plan we identified the following five goals for the first five years:

1. Establish good governance and organisational policy and procedures
2. Expand on the provision of peer support
3. Develop an ambassador and leadership program with and for young people
4. Become a trusted source of accurate information for parents and carers, and TGDNB people through the development of resources and tools
5. Advocate strategically to improve services and systems for TGDNB children and young people

In the first 20 months of the Company's operation the Board has established a regular meeting structure and routines which have adapted well to the travel restrictions and loss of face-to-face meetings imposed by the ongoing COVID 19 regulations. Organisational policy and procedures have been across a number of policy areas, however some urgent work needs to be done ahead of the employment of our new Executive Officer and final touches are required to some documents related to the management of our new trained volunteers.

It is anticipated that peer support will expand on the recently announced peer navigator support project funded by the government. The Board's success in securing additional funding for its own Volunteer Training project aligns well with the recently announced peer navigator funding.

Over the 20/21 Financial Year, we:

- Completed Board Governance training using a bona fide Governance training provider, Justice Connect.
- Approved a suite of priority policies and procedures manuals to support the Board and the quality of our operations
- We expanded our peer support network regionally in Victoria by adding a new North East Victoria FaceBook group
- Produced and distributed new resources for parents and carers across Australia through our Web page as well as supporting a Parent Resource pack project in South Australia.
- Successfully sought substantial new ongoing funding from the Victorian Government to allow professional management and oversight of the Company's operations and growth.
- Completed a national campaign to introduce Transcend Australia to all State and Territory Governments

TREASURER'S REPORT



Michele Lark CA.ANZ

ANNUAL GENERAL MEETING 28 AUGUST 2021 Financial data

Total income for the financial year was \$64,899, of which \$62,754 was donations.

Cash on hand at the end of the financial year is \$90,289.12.

Of this cash balance we have \$58,177 of unexpended grant monies which I have taken up into a liability account as previously reported.

These unexpended monies are made up as follows:

\$15,877.66 Goldman Sachs grant

\$42,000 Volunteer Training funding

These amounts will be recognised as income when we start to spend them in the 2022 financial year.

The balance of prepayments is the amount prepaid to the CrimCheck account.

Accrued expenses are the June costs for consultants which were invoiced in July.

The full year result is a surplus of \$6,527.

Overview

July 2020 to June 2021 was the company's first full financial year.

For the financial year we were able to meet our operating costs primarily from donations.

The most significant expenses were for consultants who assisted in the development of new resources for Transcend and in the preparation of application for grants. The website costs totalled \$6,650 which will not be a recurring expense.

The company also moved to paid memberships in this financial year to ensure that we had "Financial Members" as required by our constitution. This membership was set at \$10 inclusive of GST.

The donation income of the company is free from GST but many of the expenses incur GST. As we can claim the GST back from the ATO without any loss of income, the decision was made to register the company for GST in this financial year.

Late in 2021 we received government funding which included GST. This will be paid to the ATO as GST collected but as the government gives us the GST amount on top of the actual funding we are not out of pocket for it.

Early in August the directors finalised the advertisements for an Executive Officer. This has also allowed for the finalisation of the salary to be offered.

The 2022 financial year will be a more active financial year for the company as we receive substantial funding and hire employees for the first time. The systems to ensure that the company continues to have best practice financial practices will continue to evolve during this new financial year.

Michele Lark CA.ANZ

FINANCIAL STATEMENTS

Balance Sheet

Transcend Australia Limited

As at 30 June 2021

30JUN2021

Assets

Bank	
Card Account	257.52
Donations Account	41,470.98
Transaction Account	48,560.62
Total Bank Current Assets	90,289.12
Accounts Receivable	10.00
Prepayments	165.00
Total Current Assets	175.00
Total Assets	90,464.12

Liabilities

Current Liabilities	
Accrued expenses	9,363.64
GST	3,381.50
Rounding	(0.01)
Unexpended grant funds	58,177.66
Total Current Liabilities	70,922.79
Total Liabilities	70,922.79

Net Assets **19,541.33**

Equity

Current Year Earnings	6,527.40
Retained Earnings	13,013.93
Total Equity	19,541.33

Profit and Loss

Transcend Australia Limited

For the year ended 30 June 2021

2021

Trading Income	
2020 GLOBE Community Grant	2,000.00
Donations received	62,754.19
Interest Income	17.79
Membership fees	127.26
Total Trading Income	64,899.24
Gross Profit	64,899.24
Operating Expenses	
Bank Fees	220.71
Board Training	2,135.00
Branding	5,186.00
Collection - fees and charges	1,215.26
Conference costs	1,669.64
Consulting & Accounting	30,421.82
Freight & Courier	45.00
General Expenses	1,711.76
Insurance	2,559.43
Memberships	3,360.00
Postage	75.00
Printing & Stationery	2,300.36
Subscriptions	671.86
Telephone & Internet	150.00
Website Redevelopment & Design	6,650.00
Total Operating Expenses	58,371.84
Net Profit	6,527.40

ACKNOWLEDGMENTS & THANK YOU

Transcend wishes to acknowledge and thank its volunteer admin across the Transcend peer-to-peer support network throughout Australia. The work of peer-to-peer support and advice remains the core activity of our organisation and without the dedication of those involved, many families throughout Australia would not have the resources, knowledge or connections necessary to best support their Trans, Gender Diverse, or Non-Binary child.

We also wish to thank the Victorian Government for their continued belief in and support of Transcend Australia and the work it does directly with not only Victorian families and their children but similar families all across Australia.

We especially wish to thank the Hon. Martin Foley, MP, Minister of Health, former Commissioner of Gender and Sexuality, Ro Allen⁴, and the Equality Branch, and the vision and leadership of the Premier of Victoria, Hon Daniel Andrews, MP, whose commitment to equality, fairness and justice for LGBTIQ+ people has given so much hope to Victorians in the Rainbow family, including the youngest and most vulnerable.

Our thanks also go to the many individuals who have generously donated to Transcend Australia in the lead up to this first full financial year of our operations. We are grateful for their donations – especially in a year that was so hard for so many Australian families. We look forward to their continued support in the future so that we can go on doing the work with families that help to improve the lives of TGDNB kids.

Finally, we wish to offer special thanks to the many individuals and organisations and facilities across Australia who provide professional support to Australia's TGDNB kids. From the Head of the RCH Gender Service in Melbourne, Associate Professor Michelle Telfer, author of the world's first Guideline on Affirmative Care assessment and treatment for young Trans and Gender Diverse people, through to the many clinics, practices, and individual practitioners in Allied Health, Education, Welfare, and Law, we applaud your dedication. Lives are being saved because *you* care and believe in a better world. Thank you.

Financial Members

Ms Georgie Stone, OAM, Bentleigh, VIC

Ms Rebekah Robertson, OAM, Bentleigh, VIC

Ms Joanne Foster, Brisbane, QLD

Ms Naomi McNamara, Taggerty, VIC

Dr Rachel Richardson, Wodonga, VIC

Ms Michele Lark, Brisbane, QLD

Ms Liz Callaghan, Canberra, ACT

Ms Margaret Polascka, Melbourne, VIC

Ms Lisa Laing, Melbourne, VIC

⁴ Ro Allen was recently appointed the new Victorian Equal Opportunity and Human Rights Commissioner

HOW YOU CAN HELP

Volunteer your time

Contact us here: info@transcend.org

Make a donation

<https://transcendaus.org/donate/>

Leave a bequest

Contact us here: info@transcend.org

Support an event or fundraising activity

Contact us here: info@transcend.org

Become a corporate partner

Contact us here: info@transcend.org

Show your support
for trans kids by
donating today



CONTACT US

Web: <https://transcendaus.org/>

Email: info@transcend.org

Facebook: <https://www.facebook.com/transcendsupport1/>

Twitter: @Transcend2012

