

# RESPECT INC

# ANNUAL REPORT

# 2026



# Table of Contents

|                                            |              |
|--------------------------------------------|--------------|
| Acknowledgement of Country                 | <b>1</b>     |
| Who are we?                                | <b>2</b>     |
| Where can you find us?                     | <b>3</b>     |
| Annual General Meeting 2026 details        | <b>4</b>     |
| Annual General Meeting 2026 agenda         | <b>5-9</b>   |
| Annual General Meeting 2025 agenda minutes | <b>10-14</b> |
| Nominations                                | <b>15</b>    |
| Membership (Excerpt from Constitution)     | <b>16</b>    |
| Chairperson's report                       | <b>17-21</b> |
| Treasurer's report                         | <b>22-24</b> |
| CEO's report                               | <b>25-28</b> |
| Gallery                                    | <b>29</b>    |

# Acknowledgement of Country



We acknowledge the Traditional Owners of the unceded Lands we live and work upon. They are the Yirrganydji People, the Yidinydji People, the Tjapukai People and the Gunggandji People of Gimuy (Cairns), the Turrbul People and Yaggera People of Brisbane (Meanjin), the People of the Yugambeh Language Group and Kombumerri People (Gold Coast). We acknowledge Elders past and present.

# Who are we?

We are Queensland's peer-based sex worker organisation. Only current and former sex workers are eligible for membership. Sex work business owners and managers are not permitted to join Respect Inc. We were re-credentialled in 2025 and are an active member of Scarlet Alliance, the national peak sex worker organisation.



## We are Queensland sex workers

All Respect Inc staff, volunteers, governance committee and membership are sex workers. We are a diverse group of sex workers with experience and appreciation for all sectors of the industry. Respect Inc supports all sex workers in Queensland regardless of how they choose to work, their race, nationality, religion, drug use, visa status, STI or BBV status, disability, or language background. We actively oppose the 'whorearchy' and are committed to improving our organisation's accessibility to all sex workers in Queensland.

## #DECRIMQLD

#DecrimQLD is a committee of sex workers who, in collaboration with Respect Inc, have achieved decriminalisation of sex work in Queensland, increased anti-discrimination, consent and workplace health and safety protections. #DecrimQLD is currently collating data on the impact of decriminalisation in Queensland and continues to campaign for vilification protections for sex workers and protection from local council discrimination.

# Where can you find us?

Respect Inc has three offices, each providing a sex-worker only drop-in space for our community:

## Meanjin office (Brisbane)

Open 12pm - 5pm  
Monday - Thursday  
L1, 80 Wickham Street - Fortitude Valley  
(07) 3835 1111

## Yugambah office (Gold Coast)

Open 12pm - 4pm,  
Tuesday - Friday  
L1, 3 Davenport Street - Southport  
(07) 5564 0929

## Gimuy office (Cairns)

Open 12pm - 4pm,  
Tuesday - Thursday  
U7, 24 Florence Street - Cairns  
(07) 4051 5009

## Online

[www.respectqld.org.au](http://www.respectqld.org.au)  
[info@respectqld.org.au](mailto:info@respectqld.org.au)  
[@respectQLD](https://www.instagram.com/respectQLD)  
[@decrimQLD](https://www.instagram.com/decrimQLD)



# Respect Inc

## Annual General Meeting 2026



### Date:

Wednesday, 14 November 2026

### Time:

1.00pm–3.00pm AEST

### Location:

Online via Google Meet

Meanjin (Brisbane) Respect Inc Office

Yugambah (Gold Coast) Respect Inc Office

Gimuy (Cairns) Respect Inc Office

# Annual General Meeting 2026

## Agenda

### Date:

Wednesday, 14 October 2026

### Members in attendance:

Cairns:

Brisbane:

Gold Coast:

Remote/online:

Chaired: (Chairperson)

Minutes: (Secretary)

Apologies:

Returning officers:

### Start time:

1:00pm

| <b>1. Opening</b><br><br>We acknowledge the Custodians of the unceded Lands we live and work upon. They are the Yirrganydji People and the Yidinji People, the Gunganji People and Tjapukai People of Gimuy (Cairns), the Turrbul People and Yaggera people of Meanjin (Brisbane), the people of the Yugambeh Language Group and Kombumerri People of the Gold Coast, the Ngandowal People and Minjungbal People of Bundjalung Nation. We acknowledge Elders past and present. |  |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|

|                                                                                                                                                                                                                                                                                             |  |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|
| <p>Today we are gathered on their land.</p> <p>We wish to acknowledge the tireless work of our international sex worker community, and thank all those that have come before us. May we do them justice and continue fighting for the needs of sex workers in Queensland, and globally.</p> |  |
| <p><b>2. Record of Members Present at the Meeting</b></p> <p>As above</p>                                                                                                                                                                                                                   |  |
| <p><b>3. Record of Apologies</b></p> <p>As above</p>                                                                                                                                                                                                                                        |  |
| <p><b>4. Ratification of Draft Minutes of the 2025 AGM</b></p> <p>Moved by</p> <p>Seconded by</p> <p>ALL AGREED</p>                                                                                                                                                                         |  |
| <p><b>5. Chairperson's Annual Report</b></p> <p>The written report was verbally presented at the AGM by the current chairperson, .</p> <p>Verbal report</p> <p>Questions</p> <p>Moved by</p> <p>Seconded by</p> <p>ALL AGREED</p>                                                           |  |

## 6. Treasurer's Financial Report

The written report was verbally presented at the AGM by the current Treasurer, .

Verbal report

Questions

Moved by

Seconded by

ALL AGREED

## 7. Audited Financial Statements

Audited Financial Statements and Auditor's Report for FY 2025-26 presented.

Questions

MOTION:

That the Audited Financial Statements and Auditor's Report for FY 2025-26 be accepted.

Moved by

Seconded by

ALL AGREED

## 8. Appointment of the Auditor for the next FY

MOTION:

That Peter Dadic CPA from Townsville be re-appointed as the auditor for the FY 2026-2027.

|                                                                                                                                                                                                                                                                                                     |  |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|
| <p>Moved by</p> <p>Seconded by</p> <p>ALL AGREED</p>                                                                                                                                                                                                                                                |  |
| <p><b>9. CEO Report &amp; Decrim Report</b></p> <p>Written Report presented verbally by CEO Lulu Holiday.</p> <p>Questions</p> <p>Moved by</p> <p>Seconded by</p> <p>ALL AGREED</p>                                                                                                                 |  |
| <p><b>10. Standing Down of the Governance Committee</b></p> <p>The Chairperson stopped Chairing and handed over to the Returning Officers.</p>                                                                                                                                                      |  |
| <p><b>11. Election of Incoming Governance Committee</b></p> <p>The following members were the nominees for the following positions:</p> <p>Moved by</p> <p>Seconded by</p> <p>ALL AGREED</p> <p>Elena called for nominations from the floor for the remaining vacant positions:</p> <p>Moved by</p> |  |

|                                                                                                                                                                |  |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------|--|
| Seconded by<br><br>ALL AGREED                                                                                                                                  |  |
| <b>12. Report by Returning Officers</b><br><br>Returning Officers reported that the following members of Respect Inc were elected to the Governance Committee: |  |
| <b>13. General Business</b>                                                                                                                                    |  |
| <b>14. Other Business</b>                                                                                                                                      |  |
| <b>15. Meeting Ended</b>                                                                                                                                       |  |

# Annual General Meeting 2025

## Minutes

### Date:

Wednesday, 12 November 2025

### Members in attendance:

Cairns: Ella, Monty

Brisbane: Elena, Darla, Penny, Milo, Elle, Deita, Gabrielle, Lacey, Mikhala, Peach, Janelle, Fiona, Lulu, Yasmin, Louie (honorary members: 'Baby Decrim', Jaffacakes)

Gold Coast: Carly, Leon, London

Remote/online: Jessie Abraham

Chaired: Elle (Chairperson)

Minutes: Fiona (Secretary)

Apologies: Hope, Rachael, Ayesha, Candi

Returning officers: Elena and Darla

### Start time:

1:11pm

| <b>1. Opening</b><br><br>Recognition of Indigenous sovereignty and acknowledgment.<br>We acknowledge the Custodians of the unceded Lands we live and work upon. They are the Yirrganydji People and the Yidinji People, the Gunganji People and Tjapukai People of Gimuy (Cairns), the Turrbul People and Yaggera people of Meanjin (Brisbane), the people of the Yugambeh Language Group and Kombumerri People of the Gold Coast, the Ngandowal People and Minjungbal |  |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|

|                                                                                                                                                                                                                                                                                                                                                                         |                                                                  |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------|
| <p>People of Bundjalung Nation. We acknowledge Elders past and present.</p> <p>Today we are gathered on their land.</p> <p>We wish to acknowledge the tireless work of our international sex worker community, and thank all those that have come before us. May we do them justice and continue fighting for the needs of sex workers in Queensland, and globally.</p> |                                                                  |
| <p><b>2. Record of Members Present at the Meeting</b></p> <p>As above</p>                                                                                                                                                                                                                                                                                               |                                                                  |
| <p><b>3. Record of Apologies</b></p> <p>As above</p>                                                                                                                                                                                                                                                                                                                    |                                                                  |
| <p><b>4. Ratification of Draft Minutes of the 2025 AGM</b></p>                                                                                                                                                                                                                                                                                                          | <p>Moved by Elena</p> <p>Seconded by Penny</p> <p>ALL AGREED</p> |
| <p><b>5. Chairperson's Annual Report</b></p> <p>The written report was verbally presented at the AGM by the current chairperson, Elle Coles.</p> <p>Verbal report</p> <p>No questions</p>                                                                                                                                                                               | <p>Moved by Elle</p> <p>Seconded by Yasmin</p> <p>ALL AGREED</p> |
| <p><b>6. Treasurer's Financial Report</b></p> <p>The written report was verbally presented at the AGM by the current Treasurer, Gabrielle.</p>                                                                                                                                                                                                                          | <p>Moved by Gabrielle</p> <p>Seconded by Carly</p>               |

|                                                                                                                                                                                   |                                                                 |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------|
| Verbal report<br><br>No questions                                                                                                                                                 | ALL AGREED                                                      |
| <b>7. Financial Audit is Tabled</b><br>The written report is handed out at the meeting.<br><br>MOTION<br><br>That the Financial Report for the year 2024-2025 be ratified.        | Moved by Gabrielle<br><br>Seconded by Mikhala<br><br>ALL AGREED |
| <b>8. Appointment of the Auditor for Financial Year 2025-2026</b><br><br>MOTION:<br><br>That Peter Dadic CPA from Townsville be re-appointed as the auditor for the FY 2026-2027. | Moved by Gabrielle<br><br>Seconded by Lulu<br><br>ALL AGREED    |
| <b>9. CEO's Report</b><br><br>The written report is below and verbally presented by the acting CEO, Carly.<br><br>Verbal report<br><br>No questions                               | Moved by Carly<br><br>Seconded by Lulu<br><br>ALL AGREED        |
| <b>10. Decrim Campaign Report</b><br><br>The written report is below and verbally presented by the Decrim Manager, Janelle Fawkes.<br><br>Verbal Report<br><br>No questions       | Moved by Janelle<br><br>Seconded by Peach<br><br>ALL AGREED     |
| <b>11. Standing Down of the Governance Committee</b>                                                                                                                              |                                                                 |

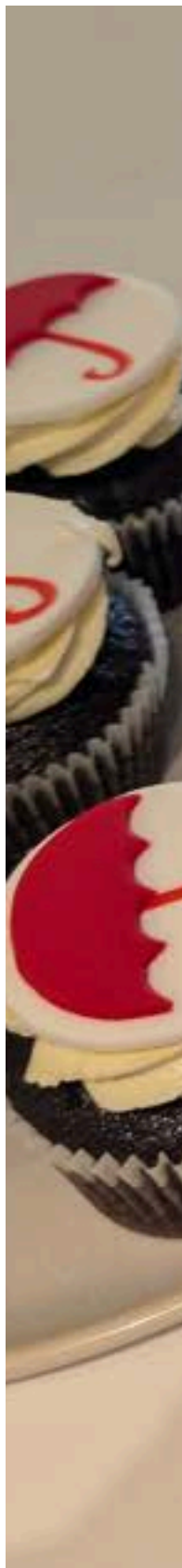
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |  |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|
| <p>Elle Coles stopped Chairing and handed over to the Returning Officers Elena and Darla.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |  |
| <p><b>12. Election of New Governance Committee</b></p> <p>The following members were the only nominees for the following positions:</p> <ul style="list-style-type: none"> <li>• Gabrielle [Greater Brisbane (1)]</li> <li>• Fiona Bucknall [Greater Brisbane (2)]</li> <li>• Elle Coles [Gold Coast region]</li> <li>• Jessie Abraham [Cairns region]</li> <li>• Deita Coles [Trans Woman]</li> </ul> <p>Elena called for nominations from the floor for the remaining vacant positions:</p> <ul style="list-style-type: none"> <li>• Remote position [resides 200kms+ from a Respect Inc office]</li> <li>• Trans Man position</li> <li>• Gender Diverse position</li> <li>• Asian Language Background position</li> <li>• Male position [with predominantly male clients]</li> <li>• Aboriginal and/or Torres Straight Islander position</li> </ul> <p>Lacey was nominated from the floor for the Remote position [resides 200kms+ from a Respect Inc office]</p> <p>Nominated: Milo</p> <p>Seconded: Fiona</p> |  |
| <p><b>13. Report by Returning Officers</b></p> <p>Elena reported that the following members of Respect were elected to the Governance Committee:</p> <ul style="list-style-type: none"> <li>• Gabrielle [Greater Brisbane (1)]</li> <li>• Fiona Bucknall [Greater Brisbane (2)]</li> <li>• Elle Coles [Gold Coast region]</li> <li>• Deita Coles [Trans Woman]</li> <li>• Lacey [Remote position (resides 200kms+ from a</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |  |

|                                                                                                                                                                                                                                         |        |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------|
| <ul style="list-style-type: none"> <li>• Respect Inc office)]</li> </ul> <p>The previous Chairperson Elle resumed Chairing prior to the allocation of positions to be decided at the first meeting of the new Governance Committee.</p> |        |
| <b>14. General Business</b><br>None                                                                                                                                                                                                     |        |
| <b>15. Other Business</b><br>None                                                                                                                                                                                                       |        |
| <b>16. Meeting Ended</b>                                                                                                                                                                                                                | 1:41pm |

# Nominations

## Respect Inc Governance Committee (2026-2027)

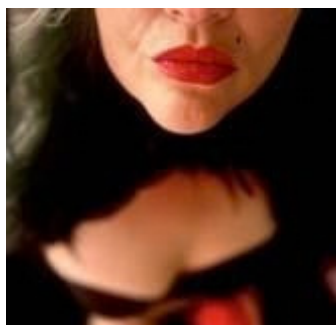
| Candidate & Position                                                   | Nominator & Seconder                                     |
|------------------------------------------------------------------------|----------------------------------------------------------|
| Candi Forrest<br>Greater Brisbane                                      | Nominated by Lulu Holiday<br>Seconded by Mikhala Batiste |
| Elena Jeffries<br>Greater Brisbane                                     | Nominated by Mikhala Batiste<br>Seconded by Cora Black   |
| Opal Nyx<br>Greater Brisbane                                           | Nominated by Mikhala Batiste<br>Seconded by Yasmin Kidis |
| Juliet Adams<br>Greater Brisbane                                       | Nominated by Penny Brown<br>Seconded by Lulu Holiday     |
| VACANT<br>Gold Coast Region<br>(including within 100kms of NSW border) | Nominated by Mikhala Batiste<br>Seconded by Yasmin Kidis |
| Jessie Abraham<br>Cairns Region                                        | Nominated by<br>Seconded by                              |
| VACANT<br>Remote (resides within 200kms+ from a<br>Respect Inc office) | Nominated by<br>Seconded by                              |
| Jessie Abraham<br>Cairns Region                                        | Nominated by<br>Seconded by                              |
| VACANT<br>Trans Woman                                                  | Nominated by<br>Seconded by                              |
| VACANT<br>Trans Man                                                    | Nominated by<br>Seconded by                              |
| VACANT<br>Gender Diverse                                               | Nominated by<br>Seconded by                              |
| VACANT<br>Asian Language Background                                    | Nominated by<br>Seconded by                              |
| VACANT<br>Male (with predominantly male clients)                       | Nominated by<br>Seconded by                              |
| VACANT<br>Aboriginal and/or Torres Strait Islander                     | Nominated by<br>Seconded by                              |



# Membership of the Governance Committee

## (Excerpt from Constitution)

1. The management committee of the association consists of four members, those being the chairperson, vice-chairperson, treasurer and secretary (collectively, the Executive) plus up to seven other members.
2. (a) The management committee of the association consists of up to eleven members who fit the following criteria:
  - i. two persons who normally reside in the Greater Brisbane area;
  - ii. a person who normally resides in the Gold Coast region, which can be defined to within 100 km of the Queensland border;
  - iii. a person who normally resides in the Cairns region;
  - iv. a person who normally resides in a region that does not have an office within 200 kms of any of the regions mentioned from points (i) to (iv)
  - v. a member who identifies as a transwoman;
  - vi. a member who is a trans man
  - vii. a member who is gender diverse
  - viii. a member who identifies as Asian language background
  - ix. a member who is a male sex worker and provides his services to predominantly male clients.
  - x. a member who is Aboriginal or Torres Strait Islander;
  - xi. and any other criteria the association members determine at a general meeting.
- (b) An individual member of the management committee can fill more than one of the above criteria. If no members are found to fill a specific criterion, the position/s will be left open and the management committee is to take every reasonable step to fill this position.



# Chairperson's Report

**Jessie Abraham**

It is a privilege to present the Governance Committee's report for 2026. As a long time community member and newly minted Chairperson (this quarter) I would like to introduce myself.

I'm Jessie Abraham, proud sex worker since the late 1990's. I'm glad to have joined the Governance Committee last year as the Gimuy/ Cairns representative after a decade away and glad to be part of the oversight of Respect. I started my sex work career in South Australia, where it is still not decriminalised, then in the Northern Territory, which eventually ended up decriminalised (2020). I worked as a sex worker peer educator in 1999, moving to Darwin to run the Sex Workers Outreach Project Northern Territory (SWOP NT). In 2003 I came to QLD to do sex work and returned in 2023. I'm now based in Queensland full time and I must say, a lot has changed for sex workers over the last 3 decades.

What remains fundamental is the sex worker communities' commitment and passion about our health, rights, safety and wellbeing. On behalf of the sex worker community Respect Inc does the work of health promotion, peer education and advocacy, ensuring that sex workers are heard, respected and included in the decisions that affect our lives.

In all of these areas it has been another significant year for Respect Inc. It has brought both opportunities and challenges as we continue to navigate and shape the implementation of decriminalisation in Queensland, navigate funding challenges, face the pressures of increased costs, experience loss, and celebrate joy.

**Acknowledging our outgoing Governance Committee members**

This year we say thank you to several members of the governance committee who ended their terms early. Each of you has given your time, knowledge, skills and energy to Respect, and your contribution has helped guide and strengthen the organisation. We acknowledge and sincerely thank the outgoing Chairperson, Elle; outgoing Secretary, Fiona; outgoing Treasurer, Gabrielle; and outgoing ordinary member. Deita. T

**Welcoming our new Governance Committee**

I am also delighted to welcome four new Governance Committee members who have stepped up to serve this organisation part way during the year: former founding member, Candi Forrest former State Coordinator Dr Elena Jeffreys, and new general member Opal Onyx. We are incredibly fortunate to have you join us.

General members Lacey and myself, Chairperson, remain as the two original Governance Committee participants, seeing out the year in full.

Collectively, this group of former, current and co-opted Governance Committee members bring decades of experience across a wide range of skills, knowledge and perspectives. We know that the strength of Respect comes from people who are willing to contribute their time because they genuinely care about the future of this organisation and the community it serves.

Many of us have been peer educators at one point in our journey. Some over 25 years ago! Many of the current and former Governance Committee members were there when Scarlet Alliance, our national peak sex worker organisation celebrated 21 years back in the early 2000's. Some of us remember sex work not just pre-pre-decrim (2022), but pre-Fitzgerald Inquiry (1989)!

We all understand first-hand the importance of peer-led work and the difference that Respect Inc makes in the lives of sex workers.

We also understand that strong oversight, good governance and effective support for our staff leadership team are critical to ensuring that Respect Inc

can continue to do its work well.

Our responsibility as a Governance Committee is not simply to oversee the organisations' compliance with legal responsibilities. It is also to support sustainability, strengthen systems, provide accountability and ensure the staff leadership team, in particular the CEO, has support when needed to deliver strategic priorities for the sex worker community.

And importantly, this responsibility extends beyond the larger population centres.

Sex workers live and work across Queensland — in our big cities, regional centres, rural communities and remote areas. Access to appropriate health information, peer education, advocacy and support should not depend on where someone lives.

I'm looking forward to encouraging more current or former sex workers to consider being part of this important board. Governance isn't as sexy, but it is a critical part of running an organisation. A lot of sex workers have also been part of other caring professions, corporate world and more. You should consider offering your talents to governance! Your organisation needs you! Governance work is not the most visible part of an organisation. It happens behind the scenes — in meetings, reviewing budgets, noticing changes in other organisations, looking for the best practice, how to support stakeholders, staff and the management committee and oh soooo many policies. We are given the chance to ask the difficult questions, provide oversight, and support the Respect Inc leadership team to make decisions that help ensure stability for many years to come.

### **Our community and our future**

Sex workers are part of our broader community. We are neighbours, friends, family members, colleagues and community members. I hope many of us reading this or here today have seen the fantastic Respect Inc bill boards all over Queensland. The slogans are short, sharp and impactful. Imagine all of

the conversations they have started in the community!

Sex workers are an important and valued part of Queensland's community. Respect Inc will continue to advocate for a future where sex workers are treated with dignity, where our voices are heard, and our rights and wellbeing are recognised.

The transition to a decriminalised environment has created new opportunities. Successful, community-led implementation has also required a lot of work and attention. It is not simply about changing legislation. It is about ensuring that the principles of decriminalisation are reflected throughout government, local government, health services, workplaces, policies and the wider community. Respect peer educators, staff and volunteers have an important role to play in that process.

We need to continue ensuring sex workers' voices remain at the table, advocating for peer expertise to be recognised, valued and respectfully funded, and supporting sex worker allies to be strong and stand by our side. This is the political legacy that so many sex workers, peer educators, volunteers, staff and allies have contributed to over decades to make decrim happen. It is the role of Respect Inc to protect that history into the future. Decriminalisation was never the end of the work. It is a foundation upon which we can continue to build.

### **Looking ahead**

As we look to the year ahead, the Governance Committee will continue to focus on providing strong governance, responsible financial oversight and practical support for the Respect Inc leadership team.

We will continue to ask how we can do things better, how we can strengthen Respect Inc for the future, and how we can ensure that the organisation remains responsive to the needs of sex workers across Queensland.

We are a small team, but we are part of something much bigger.

The work that happens through Respect Inc is a result of thousands of hours

of peer leadership, advocacy, education and community organising. Every sex worker, Respect Inc member, staff member, volunteer, Governance Committee member and peer educator contributes to the community we all share today. I want to thank all of you for showing up, contributing your expertise, asking the hard questions, supporting each other and, most importantly, caring about the future of Respect Inc and the sex worker community. It is many and varied opinions, beliefs, thoughts and experiences that make us the diverse community we are.

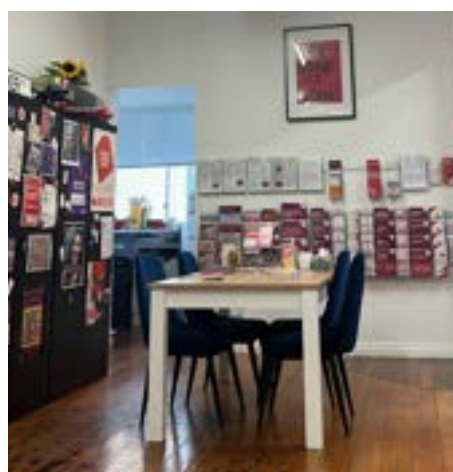
Finally, I want to thank all the staff - including the leadership team, the Decrim Team, our members, our outgoing Governance Committee members, our new Governance Committee members, our government and non government funders, and the incredible sex worker community that makes this organisation what it is.

Thank you for your trust, your commitment and your continued belief in the importance of this work. Together, we will continue to protect what has been achieved, build on it, and ensure that Respect remains a strong, accountable and proudly sex-worker-led organisation for years to come.

In Unity

Jessie Abraham

Chairperson Respect Inc





# Treasurer's Report

**Candi Forrest**

I came onto the Governance Committee of Respect Inc in June following the departure of several long-term Governance Committee members who have worked hard, in the background, to keep the legally required committee structure of Respect Inc functioning. I stepped into the role of Treasurer after a break of 9 years just in time for the close of the financial year 2025-2026.

I would like to thank the previous Treasurer, Gabrielle, for her long service to the organisation and, by extension, to the sex worker community of Queensland.

Having been out of the loop for several years I was pleased to see in my first appraisal of the financial records that Respect Inc has equity of around half a million dollars. These are funds that we have accumulated over many years out of donations, stock sales and sales of Respect Inc merchandise. We have not flagged these funds for any particular purpose but with the prospect of having to move out of our Brisbane office in the next few years it may become useful to purchase property. That is a decision for the future and for the Governance Committee to negotiate with the Staff Leadership Team. Last financial year 2025-2026 we obtained and spent funds through the following projects.

### **Projects paid for via Respect Inc's own funds:**

Stock sales (condoms, dams, lubes etc) \$21,782 profit

- Helped to pay for the DecrimQld campaign that continues to tie up the loose ends of decriminalisation including \$75 paid to 200 sex workers for completing our post-decrim survey.

Other Respect Inc income \$43,994

- This is money we have earned, over several years, through donations, training we give to other organisations like the police and some administration we conduct for funded projects. This year we have spent \$12,479 on sex worker crisis support, leaving us \$31,515 to spend on similar projects or other unforeseen events in the coming financial year.

### **Projects paid for by grants from government and non-government organisations:**

Brisbane South Primary Health Network \$115,000

- Following the decriminalisation of sex work we were granted funds for domestic and family violence support. These funds have now been fully spent and the grant will not continue. Acquitting this project over the last few years has highlighted the continued need and given our peer educators some of the skills needed to engage in this confronting work.

Department of Justice and Attorney General JAG grant \$35,000

- Respect Inc applied for funds to buy a new red car after our car was written off last year. It was bought just after the end of the financial year.

Queensland Health

- Sex workers' ongoing peer education, new worker and other workshops and resources for sex workers right across the state \$1,387,661
- Implementation of decriminalisation, new resources with information about changes, working with WorkSafe Qld and working on all the outstanding issues post decrim \$300,000

Micah \$57,104

- This provides funds for us to run the sex worker only, sex worker led, health clinic at Caboolture, Crimson +.

### Annual financial audit:

The annual audit has been completed by our Auditor, D.P. Dadic. They confirmed that the organisation's financial reports were a true and fair representation of the financial position as at 30 June 2026 and that they comply with the Australian Accounting Standards and the Respect Inc Constitution.

For the financial year ending June 2026 Respect Inc paid out a total of \$390,866 to our Governance Committee (up to 9 people) and Staff Leadership Team (5 people).

I would like to submit that we engage the services of this Auditor again for the Year Ending June 2027.





# CEO's Report

**Lulu Holiday**

The past year has been about finding stability again as an organisation after a period of several years of hard lobbying, change and upheaval. Respect Inc has been focussed on scaling our operations as we now have more staff, capacity and higher expectations from our community, our members and our funders. We've done extensive recruitment in the past 6 months to ensure every role within the organisation is filled, peer educators aren't having to take on extra workload because of vacant roles, and that sex workers have access to peer educators and quality peer education every time they contact Respect Inc. We've also focussed on training and supervision for our staff team and implemented quarterly staff training days. All to ensure that we can continue to provide the highest quality health promotion, peer education, support and advocacy to our sex worker community across QLD from our offices in Meanjin (Brisbane), Gimuy (Cairns) and Yugambah (Gold Coast), and on regional outreach.

Our Outreach Coordinator, Ella, left to pursue other goals in April and the role was vacant for a month in April. Penny applied for and started in the role in early May, during the windup of her previous role as the DFSV Peer Project Coordinator which ended on 30 June. She has been doing a tremendous job of supervising the Peer Educator team and leading regional outreach since then. Since our last AGM, we have conducted regional outreach to Mackay, Rockhampton, Bundaberg, Gladstone, Townsville, Toowoomba, Sunshine Coast and Emerald.

With 8 months left of our Decrim Implementation grant, we continue creating new resources and updating and translating existing resources to bring them into line with decrim and the new rights and obligations that sex workers have under decriminalisation, the new consent laws, anti-discrimination protections and WHS guidance. These resources are being delivered on outreach as well as available in all of our office locations.

In 2024 we applied for and received a 2 year grant from Brisbane South Primary Health Network, to focus on healing and recovery for sex workers who have experienced Domestic, Family and/or Sexual Violence. The DFSV project had 532 individual contacts from sex workers who had experienced DFSV across the 2 years of the project, which is a huge number of people that we provided support to. Another major focus of this project was to develop and deliver workforce development training to the DFSV sector, to improve access for sex workers to DFSV services and create warm referral pathways. The DFSV peer educators delivered 27 workforce development training sessions within the DFSV sector and Queensland Police Service. This project is now finished, with a successful final acquittal sent, however the impacts of this work have been lasting. A space has been carved out for Respect Inc and sex workers within the DFSV sector and we continue to engage in those spaces, offer workforce development training and support sex workers experiencing DFSV as we always have done.

Crimson Plus, our general health medical clinic in partnership with Micah continues to operate every Thursday from Caboolture and offers free and anonymous general healthcare for sex workers, with no medicare required. The medical staff have completed our 'Working with sex workers' training and the front desk is staffed by Respect Inc peer educators.

In July 2025 we launched Crimson Legal, a Queensland first - facilitating free

legal advice to sex workers. Our staff have been busy delivering workforce development training to community legal centres, government lawyers and private law firms across the State - ensuring lawyers and support staff are across the new laws and are better equipped to provide sex workers with non-judgemental, stigma free support. In our first year of operation we received 80 intake forms from sex workers requesting legal advice across a broad range of areas. Some of these sex workers were supported by the general peer education team, and we facilitated 45 free legal advice appointments in the areas of workplace/employment law, discrimination law, family law, domestic violence, victims of crime support, criminal law and personal injury law. Crimson Legal in partnership with lawyers from Working Women Qld and Basic Rights Qld supported two sex workers in separate complaints to the Qld Human Rights Commission which resulted in financial settlements for the sex workers who experienced discrimination. A great outcome from the new anti-discrimination protections.

The Respect Inc Roundtable was another great success this year, held over 2 days in May. The first day was a training day for staff, Governance Committee and volunteers, and the second day was open to all sex workers. It's always an exciting atmosphere whenever a bunch of sex workers get together, and this year we had 60 sex workers in the space, doing workshops, sharing information and building community together. Roundtable is always a highlight of our year and this year was no exception.

Early this year we applied for another grant from the Gambling Community Benefit Fund to purchase a new vehicle, which was granted and we got our nice shiny new red hybrid SUV in July. We have used the car for several regional outreach trips, as well as regular, local Brisbane outreach as well.

Respect Inc's Decriminalisation Manager and one of our leadership team,

Janelle, has been away on long service leave since the beginning of July and her absence has been felt throughout the team. We are looking forward to welcoming her back at the end of January. As well as the creation and updates to our resources, work that has been continuing in the decriminalisation space has included the completion of the post decriminalisation survey, based on the 2022 survey to gauge outcomes of decriminalisation in QLD. 204 QLD sex workers completed the survey which is now in the analysis phase, with the report due to be released in mid 2027. This is a major piece of work that will inform and feed into the State Government's review of the decriminalisation of sex work which is legislated to occur by August 2029.

I'd like to thank the whole staff team for all of your passion, dedication and hard work that you put in every day. Respect wouldn't be the same without every single one of you. I'd like to extend special thanks to the leadership team, Carly, Mikhala and Janelle. Carly did an amazing job of holding down the fort during my parental leave and continues to do great work in sharing the role of CEO with me 2 days per week. And to all 3 of you for everything you do for the organisation and in supporting me as I transitioned back to work in February, caught up on everything that had changed and stepped back into feeling confident again to lead the team. I couldn't be more proud of what we achieve for our community, how we work as a team, and how we strive to be better all the time.



