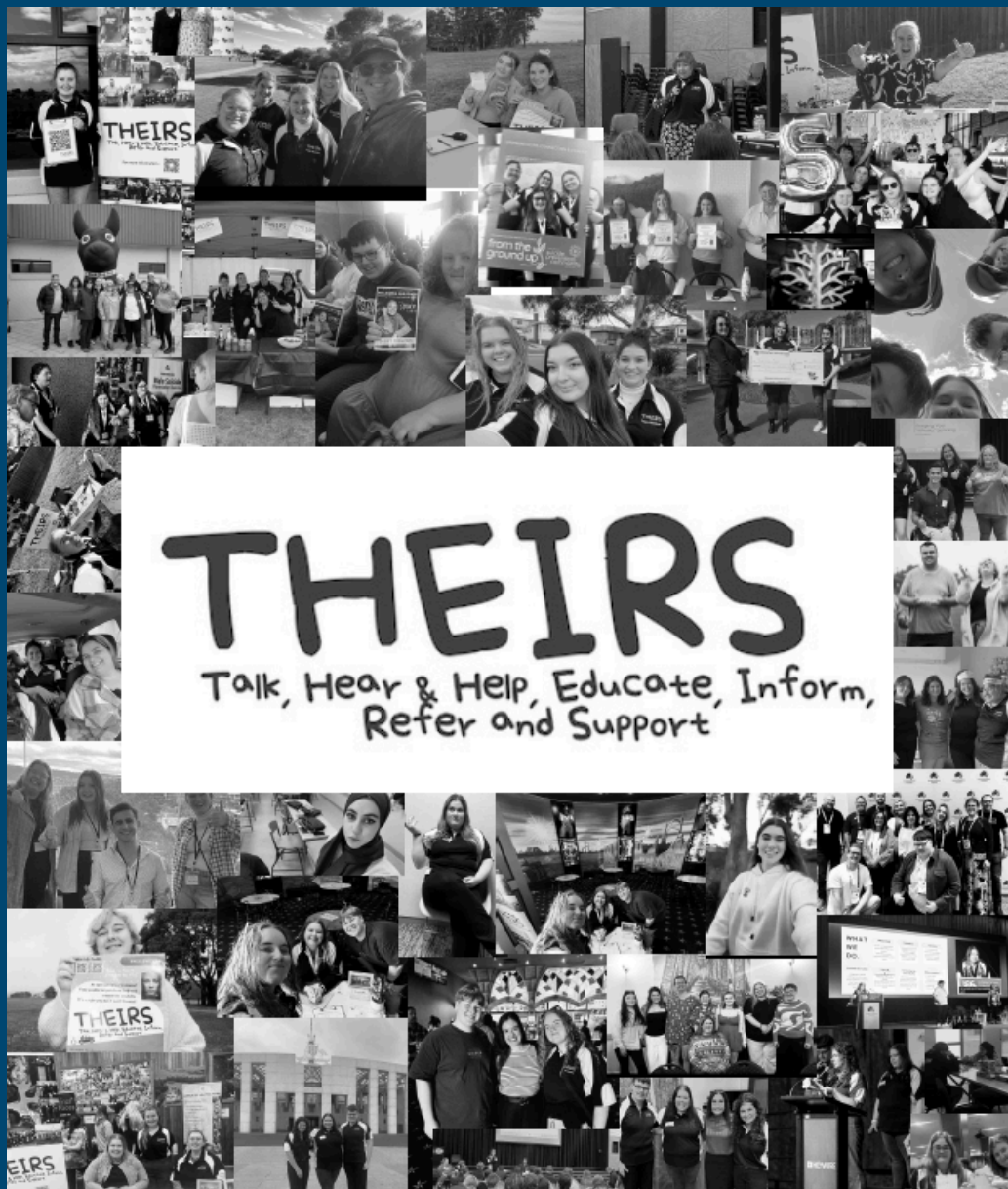




THEIRS

talk, hear & help, educate, inform, refer, and support

Community Action Plan

2025-2026

Relationships
AUSTRALIA • TAS



SUPPORTED BY



Acknowledgements

Acknowledgment of Country

We acknowledge the palawa/pakana people as the traditional custodians of lutruwita (Tasmania). We recognise their deep history and culture and pay our respects to all Aboriginal people past and present.

Acknowledgment of Lived Experience

We acknowledge and remember all who we have lost to suicide and the impact this loss has had on families and our community.

We recognise the contribution and the power of people with lived & living experience of suicide in informing, influencing and enhancing suicide prevention efforts.

Community Action Plan (CAP) Contacts

CAP Coordinator

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RA Tas Project Officer

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Where can I get support?

Talking and reading about mental health and suicide can be distressing and may bring up strong feelings or personal experiences for some people. If you're worried about how you're feeling and need help, please use the below services to access support.

Need Support?

We are here for you...



Is this an emergency?

If you or someone you know is in immediate danger - CALL triple zero (000)

Lifeline

Anyone having a personal crisis

☎ 13 11 14

🌐 lifeline.org.au

Suicide Call Back Service

Anyone thinking about suicide

☎ 1300 659 467

🌐 suicidecallbackservice.org.au

A Tasmanian Lifeline

Tasmanians supporting Tasmanians

☎ 1800 984 434

🌐 atasmanianlifeline.com.au

Beyond Blue

Support around depression and anxiety

☎ 1300 224 636

🌐 beyondblue.org.au

Find Help Tas

Directory of Tasmanian supports

🌐 findhelptas.org.au

SANE

Support around complex mental health

☎ 1800 187 263

🌐 sane.org.au

Bereavement Support

StandBy Support After Suicide

☎ 1300 727 247

🌐 standbysupport.com.au

Alcohol & Drug Support

Holyoake (Hobart)

☎ 03 6224 1777

🌐 holyoake.com.au

First Nations Support

13YARN

☎ 13 92 76

🌐 13yarn.org.au

LGBTQIA+ Support

Qlife

☎ 1800 184 527

🌐 qlife.org.au

Youth Support

Kids Helpline

☎ 1800 551 800

🌐 kidshelpline.com.au

Men's Support

Mensline

☎ 1300 78 99 78

🌐 mensline.org.au

Financial Advice

National Debt Helpline

☎ 1800 007 007

🌐 ndh.org.au

Veterans Support

Open Arms

☎ 1800 011 046

🌐 openarms.gov.au

Gambling Support

Gambling Help Online

☎ 1800 858 858

🌐 gamblinghelponline.org.au



What is a CAP?

A Community Action Plan (CAP) is a community owned and led plan that focusses on promoting wellbeing, mental health, and suicide prevention. CAPs are developed in collaboration with the community to ensure that actions are as practical and sustainable as possible, focusing on the specific needs of each target group. CAP actions typically support one or more of the following domains:

- Stigma reduction,
- Connection to community,
- Awareness of supports available,
- Suicide prevention preparedness, and
- Suicide prevention prioritisation.

The Tasmanian Government has funded Relationships Australia Tasmania to provide support for communities to develop initiatives which align with the Tasmanian Suicide Prevention Strategy (2023-2027). This initiative provides communities with a small grant to support the role out of the action/s.

Background Information

THEIRS is an acronym that stands for *Talk, Hear and Help, Educate, Inform, Refer and Support*. It is a grassroots mental health organisation founded by Laura Johnson in September 2021 and backed by a dedicated group of young people aged 14-30 to spread awareness and support the North-West Tasmanian community to access mental health support and resources. Currently, THEIRS has 24 volunteer members and are looking to launch a 'Juniors Team'.

Initially, THEIRS started as a short-term project to support community connection with some key events. Following the success of these events and positive response from the community, THEIRS has a renewed vision to create a Tasmania where every person feels heard, supported, and connected to the help they need – before crisis, without stigma, regardless of where they live.

THEIRS regularly hosts community events that aim to equip community members, parents, guardians, and individuals to look out for signs of someone struggling with their mental health and to encourage conversations. As a grassroots organisation with close community connections, THEIRS aim to be the bridge between community and service providers.

THEIRS approach:

Educate – "Empowering people with the knowledge and skills to support mental health, wellbeing, and prevention."

Accessibility/Visibility – "Making mental health support visible, approachable, and accessible so everyone can receive equitable care."

Community and Connections – "Creating safe spaces for people to form connections, build community, and support networks, sharing responsibility for mental health, wellbeing, and prevention."

Community consultation method and results

Outreach & warm referral (9 February 2026) –

SPO team member advises after running into THEIRS founder, Laura Johnson recently that the community have expressed an interest in a follow-up Community Action Plan (CAP) to build upon actions implemented in a previous plan during FY 24/25. The team discussed capacity and community readiness, given the proximity of upcoming LiFE Awards and National Suicide Prevention Conference before agreeing to progress the CAP through next stages.

Initial meetings x2 (18 February and 20 March 2026) –

Activities included both in-person and virtual coordination across February - May 2026. Initial engagement was planned around an in-person meeting while SPO team were in Devonport on Wednesday 18 and Thursday 19 February 2026, followed by an informal lunch catch-up scheduled for 12:30 pm at Raincheck Café in North Hobart in early March 2026.

Community consultation and data collection (24 April 2026) –

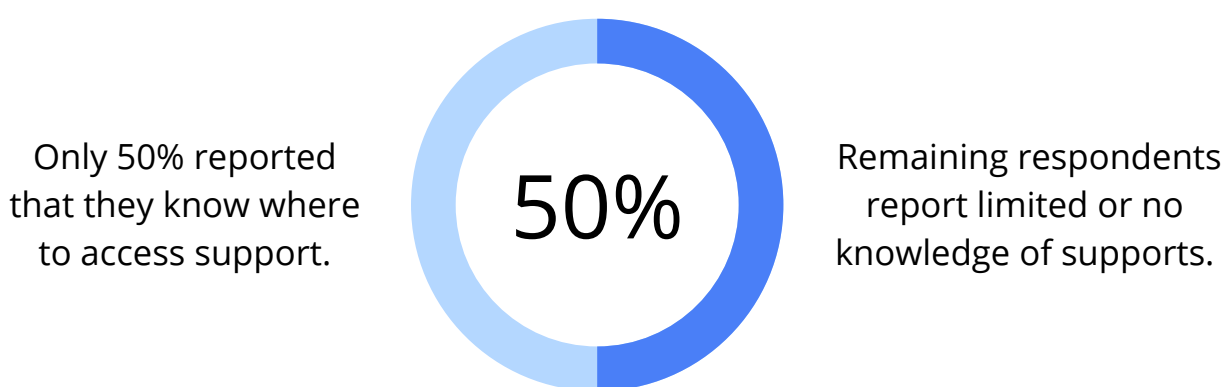
The survey was developed and administered via SurveyMonkey and designed to capture both quantitative and qualitative insights for strengthening mental health support in NW Tasmania. This survey was open for a five-week period, from 13 March to 17 April, and distributed through direct outreach by THEIRS volunteers. Participation was voluntary and anonymous, encouraging open and honest responses. In total, 164 responses were received, providing a robust sample of community voices. The data collected through this process has been used to identify key themes, inform priorities, and guide the strategic direction of THEIRS in alignment with community-identified needs.

Community consultation method and results (cont.)

Survey findings highlight that mental health literacy across the community is uneven, with varying levels of understanding, confidence, and awareness of mental health and available supports. While some individuals are well-equipped to recognise signs of distress and seek help, others may lack the knowledge, language, or confidence to identify when support is needed or how to access it.

This disparity can contribute to delays in help-seeking, reinforce stigma, and increase the risk of individuals experiencing worsening mental health without early intervention. It highlights the need for more accessible, inclusive, and targeted approaches to ensure all community members are supported to recognise, respond to, and seek help for mental health concerns.

Access to supports services



→ Presents a major awareness gap

This divide indicates that a substantial proportion of individuals may lack the knowledge, confidence, or language to recognise signs of distress, understand when support is needed, or access appropriate services.

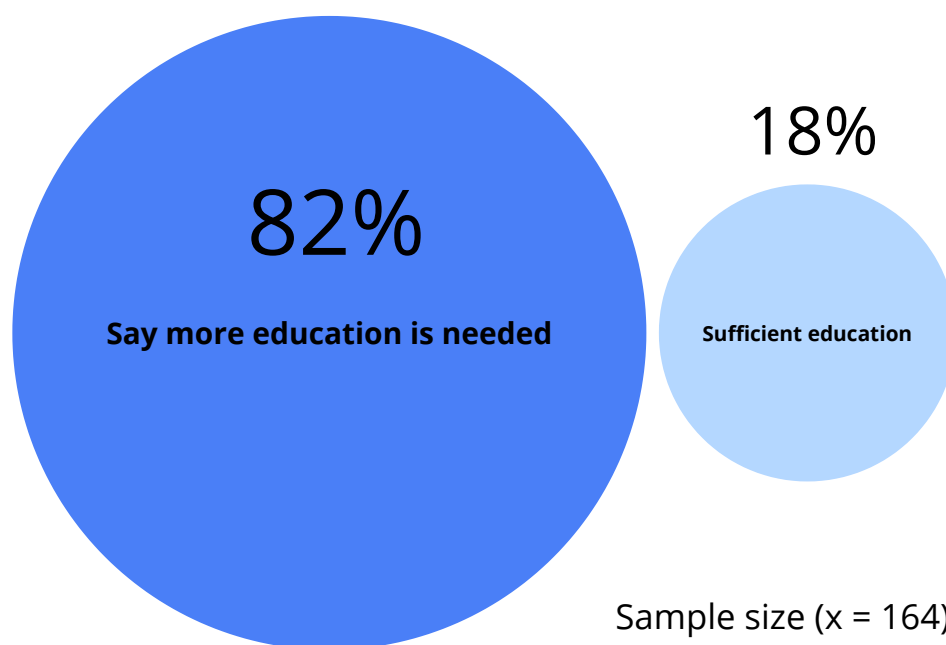
Such uneven mental health literacy can contribute to delays in help-seeking, increased stigma, and a higher risk of individuals experiencing worsening mental health outcomes without intervention. It also suggests that existing information and support pathways are not being accessed or understood equitably, reinforcing the need for targeted, accessible, and inclusive approaches that ensure all community members can recognise, respond to, and seek help for mental health concerns.

Community consultation method and results (cont.)

Community survey sentiment also indicates a strong perception that current mental health education and prevention efforts are insufficient to meet local needs. Many individuals feel there is a lack of accessible, relevant, and consistent information that supports early recognition of mental health concerns and promotes help-seeking behaviours.

This clear call for more education also reinforces the importance of embedding prevention messaging across multiple settings, ensuring information is not only available but engaging, culturally appropriate, and easy to act on.

Education and prevention insights



Identified Barriers

Barriers to accessing support within the community are multifaceted, reflecting both social and structural barriers that delay or prevent individuals from seeking and receiving the help they need, including:



Lack of awareness



Financial constraints



Stigma



Waitlists/limited services



Location challenges

Alignment with the Tasmanian Suicide Prevention Strategy 2023-2027: Priority Population - Young People

THEIRS aligns strongly with the priorities of the Tasmanian Suicide Prevention Strategy 2023–2027, particularly in its focus on community-led, place-based action and strengthening protective factors within local communities. As a grassroots organisation embedded in North-West Tasmania, THEIRS fosters protective factors such as social connection, belonging, and open dialogue about mental health. Through events and engagement, THEIRS contributes directly to reducing stigma and normalising help-seeking, which is critical given that stigma is a major barrier to accessing support (*Dreier et al.*).

A core strength of THEIRS is its lived experience leadership, which aligns closely with the Strategy's emphasis on embedding lived and living experience in suicide prevention design and delivery (*MHCT*). Evidence shows that programs incorporating lived experience narratives have been shown to increase suicide literacy, improve confidence to seek support, and reduce self-stigma (*Dreier et al.*). By sharing personal stories and modelling open conversations, THEIRS strengthens early engagement and fosters a culture where individuals feel understood and more willing to seek help.

THEIRS also demonstrates strong alignment with the Strategy's focus on early intervention and capacity building. One of the Strategy's key priorities is enabling collective action to respond early to distress and prevent the onset of suicidal behaviour. Recent studies show that community education, awareness activities, and gatekeeper-style approaches improve the ability of individuals to recognise warning signs and take action (*Abraham and Alias*). Importantly, THEIRS acts as a bridge between community and formal service systems, aligning with the Strategy's priority of delivering coordinated, accessible, and compassionate services through early engagement.

References:

1. Dreier, Mareike, et al. "Evaluation of an Online Suicide Prevention Program to Improve Suicide Literacy and Reduce Stigma." PLOS ONE, 2023.
2. MHCT, Mental Health Council of Tasmania. Response to Suicide Prevention Strategy Implementation Plan Three. 2026.
3. Abraham, Siby K., and Smitha Alias. Role of Community-Based Interventions in Suicide Prevention. BIJNR, 2025.

Community Action Plan

Action 1: Structured Volunteer Capacity & Wellbeing Program (with annual retreat component)

What will this action look like? (Activities)

Core components:

- Annual in-person retreat (connection, debrief, skills)
- Quarterly wellbeing check-ins (online or local)
- Access to supervision/peer support

Further training in:

- responding to stigma
- navigating local referral pathways
- culturally appropriate engagement

How will this action make a difference? (Outcomes)

This action will strengthen the sustainability and effectiveness of THEIRS by ensuring volunteers feel supported, confident, and equipped to engage with the community. Improved wellbeing and access to training and peer support will reduce burnout and turnover, enabling continuity of relationships and trust within the community.

How will you know if the CAP has made a difference (Outcome Measures)

1. Increased volunteer retention rates over 12–24 months,
2. Improved self-reported volunteer wellbeing, confidence, and preparedness (via pre/post surveys)
3. Number of volunteers participating in:
 - Training sessions
 - Peer support activities
 - Annual retreat

Community Action Plan

Actions 2: Formalise and accredit THEIRS training to expand reach and credibility

What will this action look like? (Activities)

- Align existing THEIRS content with Australian mental health/suicide prevention competencies, units of competency (if pursuing nationally recognised training) and best-practice frameworks (e.g., trauma-informed, culturally safe practice).
- Submit materials through chosen pathway (RTO validation and approval process) then complete compliance checks and modifications.

How will this action make a difference? (Outcomes)

Accrediting THEIRS training will enhance the credibility, consistency, and reach of local mental health education, directly addressing the identified gap in accessible and relevant prevention information.

Accreditation also means more trust and buy-in from the community, along with the ability to expand the programs into rural and underserved areas across NW Tasmania

How will you know if the CAP has made a difference (Outcome Measures)

1. Successful accreditation or formal endorsement of at least one THEIRS program
2. Increased participant knowledge and confidence in recognising and responding to distress (pre/post evaluation)
3. Evidence of expanded reach into new settings (e.g., workplaces, schools, rural areas) and increased requests/demand for training.

Community Action Plan

Action 3: Provide financial support to reduce immediate access barriers

What will this action look like? (Activities)

Establish a flexible discretionary support fund to reduce immediate barriers, providing a safety net and ability for the community to respond to barriers in real-time. These could include

- transport to appointments,
- gap fees for counselling, and
- urgent practical needs.

How will this action make a difference? (Outcomes)

This action will directly reduce immediate financial and practical barriers that prevent people from accessing support when they need it most. By providing timely, flexible assistance for costs such as transport, service gaps, or urgent needs.

This will improve equity of access, particularly for those experiencing financial hardship or living in more isolated areas, and help prevent escalation of distress.

How will you know if the CAP has made a difference (Outcome Measures)

1. Increased successful connection to services following fund use
2. Reduced time between help-seeking and accessing support
3. Qualitative cases demonstrating:
 - Prevention of escalation
 - Improved stability or wellbeing outcomes

The Coordinator will log use of funds with a brief note on their purpose and perceived impact. This measure of budget tracking ensures that the grant fund use remains within allocation limit and aligns with project goals.

Community Action Plan

Reporting and Promotion

Do you agree to have a three month check-in to provide an update on the implementation of the CAP?

☒ Yes / No

Do you consent to information about the CAP being featured on the Tasmanian Suicide Prevention Community Network website?

☒ Yes / No

Are you happy to collaborate with similar CAPs in your region?

☒ Yes / No

Are you willing to be interviewed about and/or present your CAP at a Tasmanian Suicide Prevention Community Network (TSPCN) meeting?

☒ Yes / No

Community Action Plan

Review dates

This is a working document that can be added to as community needs change, or as new actions are developed.

Relationships Australia Tasmania are available to provide assistance in the future should changes be required.

We look forward to following up with you on the below dates:

- Three month check-in: 15 August 2026
- Six month review: 15 November 2026
- One year review: 15 May 2027

